

For Immediate Release

April 29 , 2026

Eight-Year Pension Bonus Grab: How Nassau's Politician School Superintendent Burns Hijacked Public Trust for a \$755,000 Pension Bonus

Not satisfied with the already generous five-year pension bonus (DROP), 27 Nassau School officials leveraged their public positions to extend their pension bonus by 60% to a staggering eight years. <https://tripleddippers.org/fl-nassau-schools-have-a-spending-problem/> Politician School Superintendent Kathy Burns decided her 5-year pension bonus of \$425,334 and salary over \$190,000 was not enough money and used her Political power to take an 8-year \$755,155 pension bonus!

“This is a wealth grab by the very people entrusted to spend taxpayer money wisely on children’s classroom education, not personal enrichment. The school pension bonus greed is systemic,” noted Dave Jaye, Researcher, <https://tripleddippers.org/> These outrageous pension bonuses are driving up property taxes--paid by taxpayers of whom 86% don’t have a pension.

<https://www.bls.gov/news.release/pdf/ebs2.pdf>

Richard Lucas, a school mechanic, has banked **2,298.04 hours** of time off. That is **57.45 weeks**—over a full year of work—to be cashed out at his final, highest salary rather than at the rate at which it was earned. This is an artificial "spiking" of the final year’s salary to increase the lifetime pension, paid for by taxpayers. Richard Lucas was also not satisfied with a salary of \$70,572 and a \$211,045 pension bonus, and used his public servant position to take an 8 year pension bonus of \$391,304! “Nassau Schools have generous annual sick, personal and vacation time, obviously too many paid days off. Nassau schools should restore life/work balance and limit exhaustion mistakes and liability by limiting banked days off to 40 hours and require banked days be paid at salary earned not the final highest salary,” said Dave Jaye.

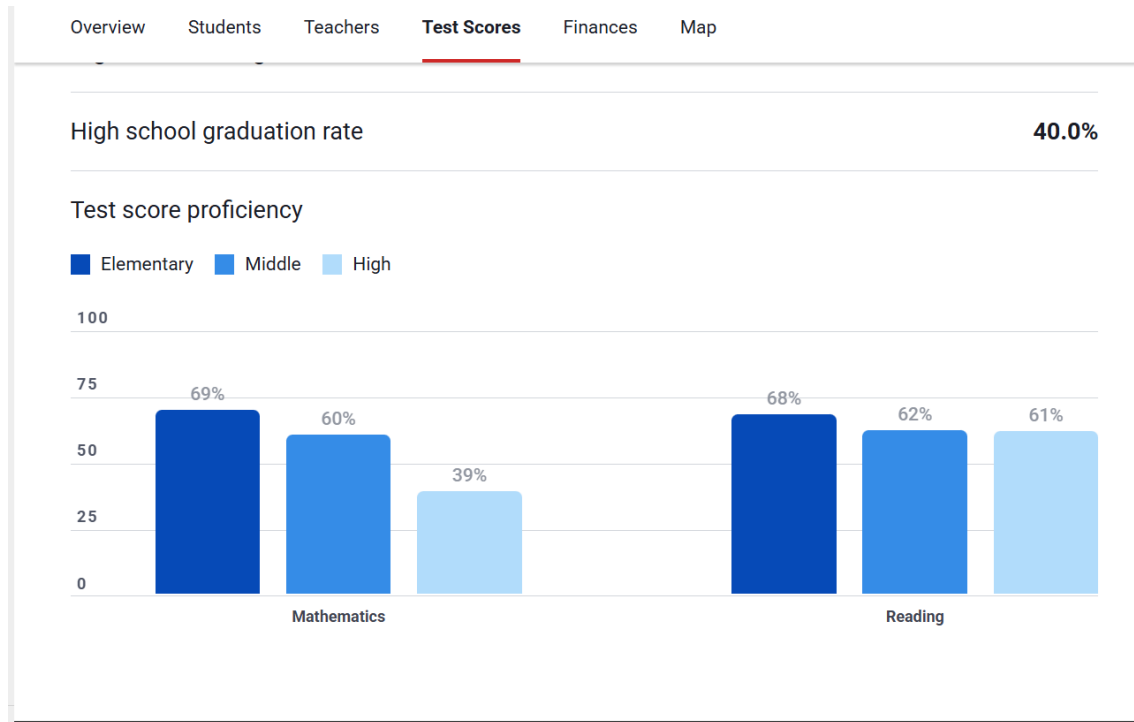
In total, 87 Nassau school employees are using your property taxes to fund 8-year pension cash bonuses totaling a staggering **\$22.9 million**. These public employee Triple Dippers sign fake retirement paperwork and, for 8 years, collect a paycheck and a pension at the same time to do the same job. The third dip is they don’t pay the standard 3% of their salary, **\$1,108,214** annually, to the retirement system, shifting personal responsibility to taxpayers.

Disastrous Academic Results

The Superintendent and School Board claim they need more money, yet spending has consistently outpaced inflation and new growth. What are we getting for this investment? According to *U.S. News & World Report*, the trajectory is alarming: the longer students stay in Nassau schools, the lower their math and reading scores become. Despite the "A" district label, 61% of Nassau High Schools students fail basic math tests, and 39% fail basic reading. That means 60% of students don’t have basic work skills. Ending pension cash bonuses would divert approximately \$6.9

million, which should be spent on tutors.

<https://www.usnews.com/education/k12/florida/districts/nassau-108962>



The Solution: A Clean Slate on June 30, 2026

Every school employee is under a one-year contract ending June 30, 2026. The School Board should simply not rehire these retired "Triple Dippers." By hiring younger, healthier, and more recently educated staff, the school district could save **40% on base salaries** and eliminate the **22.02% FRS surcharge taxpayers must pay** on top of those inflated salaries.

Based on the current list of 85+ pension cash bonus Nassau school employees, this move alone would save taxpayers approximately **\$3.1 Million every single year**. Only 28/78 32.9% Pension cash bonuses are going to traditional classroom teachers.

Privatization and Policy Reform

We must look at the "Duval Privatization Model" for support services. We are currently paying pension bonuses and top-tier benefits for:

- 8 Bus Drivers/Aides
- 6 Janitors
- 2 Cooks
- 3 Maintenance/Grounds Keepers
- 8 Secretaries, Bookkeepers, and Accountants
- 1 Mechanic

Call for Common Sense

The School Board must restore fiscal sanity. They should cap banked hours at 40 and require all unused days to be paid at the salary rate they were earned. The School board should simply not renew the contracts of the 86 Retired School Employees collecting a paycheck and a pension at the same time to do the same job and replace these triple dippers with younger, healthier, more recently educated young men and women saving taxpayers at least 40% which could be used to hire tutors for students who keep failing basic math and reading tests. The one-mill tax rate applied to a higher property base produced \$6 million more than anticipated. Instead of \$13 million in new taxes, it generated \$19 million in 2023. Greedily, the school district is keeping the entire windfall instead of rolling back the tax rate to only collect the requested \$13 million for salary increases. <https://ameliaislandliving.com/fernandinabeach/2023/12/higher-school-taxes-are-here-to-stay-in-nassau-county-florida/>

Remember: **85% of Nassau taxpayers do not have a pension**, yet they are being forced to fund massive cash bonuses for public employees through higher property taxes. Nassau County schools do not need a new tax; they need to eliminate pension cash bonuses, privatize food, transportation, janitorial and other support services.

In 2027, Nassau County voters will be asked to approve a 1-mill school property tax to once again increase all school employee salaries. Before you cast your vote, look at Nassau School's pension bonus taxpayer rip-off. This is not about "the children"—it is about a culture of fiscal irresponsibility that prioritizes "Triple Dippers pension bonuses" over taxpayers and students.

Stay tuned for upcoming Pension Cash bonuses of Nassau County and the City of Fernandina Public Employees.

Contact: Dave Jaye, Researcher,

<https://tripleddippers.org/>

dave.jaye55@gmail.com

586 488 5177

TRIPLEDIPPERS.org



Exposing Public Corruption and Wasteful Spending

Dave Jaye [Researcher] (586) 488-5177
dave.jaye55@gmail.com ★ [Facebook.com/tripleddippers](https://www.facebook.com/tripleddippers)