

MEMORANDUM OF UNDERSTANDING
BETWEEN
HERNANDO COUNTY SCHOOL DISTRICT ("District")
AND
THE HERNANDO UNITED SCHOOL WORKERS ("HUSW" or "Union")

The Hernando County School District and Hernando United School Workers recognize the need to recruit and hire Transportation Department vehicle technicians during our current, unprecedented, extreme staff shortages. In an effort to aide in this endeavor, the Hernando County School District shall pay a one-time hiring bonus payment of \$20,000 to each Transportation Department vehicle technician hired after the signing of this agreement and as defined below. This payment is non-recurring and does not become part of the non-instructional employee's base salary.

It is agreed by the HCSD and HUSW, that:

1. The Hernando County School District shall pay the hiring bonus of \$20,000 after the new employee successfully works 30 work days. The one-time bonus shall be paid in two payments as described herein. The first payment of \$15,000 shall be paid in the payroll run following the new hires successful completion of 30 day work days and the balance of \$5,000 shall be paid on the last day of the employee's 2022-23 contract, provided the employee works through the end of their 2022-23 contract date which is June 30, 2023.
2. The payment shall be considered a bonus and shall be taxed accordingly.
3. The payment is not eligible under the Florida Retirement System (FRS).
4. In order to be eligible for this bonus, the Transportation Department vehicle technician new hire must have been hired after the signing of this agreement.
5. Bonus does not apply to a Transportation Department vehicle technician that resigns employment in 22-23 after receiving the retention bonus and reapplies and is re-hired in 22-23.
6. The HCSD may discontinue the hiring bonus at any time for any reason.

In addition, any previously employed Transportation Department vehicle technician employee seeking reemployment as a Transportation Department vehicle technician, will be granted placement on the salary schedule at their last hourly rate plus the hourly rate increase for the 22-23 fiscal year.

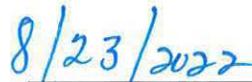
This agreement shall expire June 30, 2023.



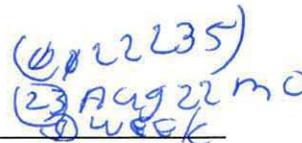
For the Board, Chief Negotiator
Lisa Becker, Executive Director of Business Services



For the Union



Date



Date

**MEMORANDUM OF UNDERSTANDING
BETWEEN
HERNANDO COUNTY SCHOOL DISTRICT ("District")
AND
THE HERNANDO UNITED SCHOOL WORKERS ("HUSW" or "Union")**

The Hernando County School District and Hernando United School Workers recognize the dedication and loyalty of our Transportation Department vehicle technicians during our current, unprecedented, extreme staff shortages. In an effort to retain the current Transportation Department vehicle technicians, the school district shall pay a one-time premium pay bonus payment of \$25,000 to each of the Transportation Department vehicle technicians as defined below. This payment is non-recurring and does not become part of the non-instructional employee's base salary.

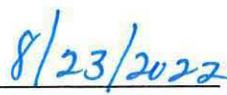
It is agreed by the HCSD and HUSW, that:

1. The Hernando County School District shall pay the eligible Transportation Department vehicle technicians the \$25,000 premium pay bonus in two payments as described herein. The first payment of \$15,000 shall be paid on the next payroll run following the signing of this MOU and the balance of \$10,000 shall be paid on the last day of the employee's 2022-23 contract, provided the employee works through the end of their 2022-23 contract date of June 30, 2023.
2. The payment shall be considered earned income and shall be taxed accordingly.
3. The payment is eligible under the Florida Retirement System (FRS).
4. In order to be eligible for this payment, the Transportation Department vehicle technician employee must have been employed as of August 26, 2022.

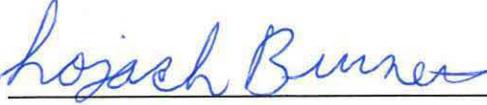
This agreement shall expire June 30, 2023.



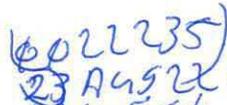
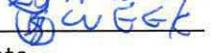
For the Board, Chief Negotiator
Lisa Becker, Executive Director of Business Services



Date



For the Union

Date

**MEMORANDUM OF UNDERSTANDING
BETWEEN
HERNANDO COUNTY SCHOOL DISTRICT ("District")
AND
THE HERNANDO UNITED SCHOOL WORKERS ("HUSW" or "Union")**

The Hernando County School District and Hernando United School Workers recognize the dedication and loyalty of our staff during our current, unprecedented, extreme staff shortages. During the term of this Agreement, the Hernando County School District shall pay overtime for authorized hours worked (in excess of 40 hours per workweek) by those approved non-instructional staff who are performing mechanical/repair work on school busses, at a rate of two times the regular rate of pay (instead of the standard time and one-half).

For the purposes of this MOU, bus mechanical/repair work will be defined as any work performed normally performed by a Transportation Department vehicle technician.

It is agreed by the HCSO and HUSW, that:

1. Payment of overtime shall be included in the non-instructional employee's pay and paid per the current payroll schedule.
2. The overtime pay shall be considered earned income and shall be taxed accordingly.
3. The overtime pay is eligible under the Florida Retirement System (FRS).

This agreement shall expire June 30, 2023



For the Board, Chief Negotiator
Lisa Becker, Executive Director of Business Services

8/23/2022
Date



For the Union

(0022235)
13 Aug 22 20
Joe Egl
Date

MEMORANDUM OF UNDERSTANDING – REVISED 9/8/2022

BETWEEN

HERNANDO COUNTY SCHOOL DISTRICT (“District”)

AND

THE HERNANDO UNITED SCHOOL WORKERS (“HUSW” or “Union”)

This MOU will replace the one signed on 8/23/2022 and be effective retro to 8/29/2022

The Hernando County School District and Hernando United School Workers recognize the dedication and loyalty of our bus operators during our current, unprecedented, extreme staff shortages. During the term of this agreement, in an effort to retain our Transportation Department bus operators, the school district shall pay a premium pay bonus payment of \$25.00 to each bus operator for each additional AM &/or PM run assignment picked up in a day; this is in addition to their normal daily routes and hourly rate of pay. An example of a run is a portion of a route, which encompasses multiple school runs, and you agree to cover one of the school runs in this route. Examples of routes are HS/ES/MS or K8, HS/ES or ES/MS or K8 or HS/MS or K8. Generally there are two to three runs in a route.

It is agreed by the HCSD and HUSW, that:

1. This payment is non-recurring and does not become part of the non-instructional employee’s base salary, however the bus operator may pick up uncovered runs in the AM and PM, if available, while we continue to have staff shortages, uncovered bus routes and this agreement is in effect.
2. Utility bus operators will be eligible for each additional run they cover, over 3 runs, in the AM and will be eligible for each additional run they cover, over 3, runs in the PM. So for example if a utility bus operator covers 4 runs in the AM and 3 in the PM they will be eligible for \$25.00 bonus pay that day. If they cover 4 runs in the AM and 4 in the PM, they will be eligible for \$50.00 bonus pay that day.
3. The payment shall be considered a bonus and shall be taxed accordingly.
4. The payment is not eligible under the Florida Retirement System (FRS).
5. The bonuses, as accrued, shall be paid in our normal payroll cycle.
6. The HCSD may discontinue this bonus, and therefore this MOU, at any time for any reason.

In addition, any previously employed Transportation Department bus operator employee seeking reemployment as a bus operator, will be granted placement on the salary schedule at their last hourly rate plus the hourly rate increase for the 22-23 fiscal year.

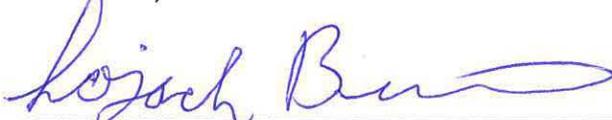
This agreement will expire on June 30, 2023, unless otherwise terminated sooner, as provided above in this agreement.



For the Board, Chief Negotiator
Lisa Becker, Executive Director of Business Services

9/8/2022

Date



For the Union

(0922250)
① Sept 22 - H
① WEEK

Date

**MEMORANDUM OF UNDERSTANDING
BETWEEN
HERNANDO COUNTY SCHOOL DISTRICT ("District")
AND
THE HERNANDO UNITED SCHOOL WORKERS ("HUSW" or "Union")**

The Hernando County School District and Hernando United School Workers recognize the dedication and loyalty of our staff. During the term of this agreement, in an effort to reward and retain our staff, the school district shall pay a premium pay bonus payment of \$550.00 to each bargaining unit employee.

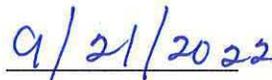
It is agreed by the HCSD and HUSW, that:

1. This payment is non-recurring and does not become part of the non-instructional employee's base salary.
2. The payment shall be considered a bonus and shall be taxed accordingly.
3. The payment is not eligible under the Florida Retirement System (FRS).
4. Employee must be employed at the time the bonuses are paid out.
5. The bonuses shall be paid to employees by the end of the fiscal year.

This agreement shall expire June 30, 2023.



For the Board, Chief Negotiator
Lisa Becker, Executive Director of Business Services

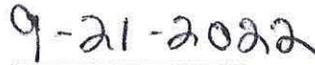


Date



For the Union

Vice President



Date

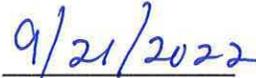
ARTICLE XVIII
BENEFITS

Section 4: Health/Medical Insurance. The Board's contribution shall not exceed ~~\$550.73682.04~~ per month, per employee, for those employees who "opt" in, and this shall be negotiated annually. Employer agrees to renegotiate health insurance premiums for bargaining unit members if another bargaining unit receives a Board contribution in excess of the one stated in this contract. The effective date of insurance for all new hired employees will be the 1st of the month following a 60 day wait period effective January 1, 2015. Any funding received by the District as a result of the insurance profit sharing program will be negotiated to offset health insurance costs for bargaining unit members.

TA #1 9-21-2022



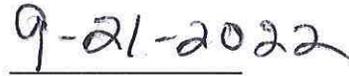
For the Board, Chief Negotiator
Lisa Becker, Executive Director of Business Services



Date



For the Union
Vice President



Date