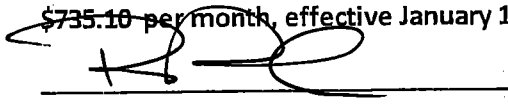


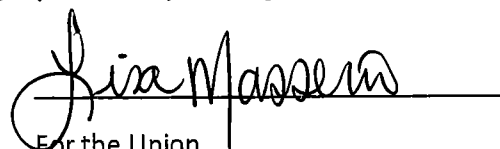
HCTA Tentative Agreement #8

**ARTICLE XVI Insurance**

**16.10 A comprehensive group medical insurance plan which should include maternity, major medical, out-patient diagnostic benefits, and term life insurance benefits shall be made available under the following conditions:**

- 1) The Board shall contribute to the employee's single (individual) coverage cost not to exceed ~~\$735.10~~ per month, effective January 1, 2024.**

  
\_\_\_\_\_  
For the Board

  
\_\_\_\_\_  
For the Union

10/23/23  
\_\_\_\_\_  
Date

10/23/23  
\_\_\_\_\_  
Date

# MEMORANDUM OF UNDERSTANDING

Between  
The Hernando County School Board  
And  
The Hernando Classroom Teachers' Association

The parties hereby enter into this Memorandum of Understanding acknowledging an agreement to the following language regarding UniSIG schools.

The school currently impacted by the language is Eastside Elementary School for the school year 2023-24.

The state Turnaround School Supplemental Services Application (TSSSA) includes strategies the school district will implement to identify, recruit, retain and reward instructional personnel. To support recruitment and reward instructional excellence, EES would offer premium pay up to \$15,000.00 (Highly Effective) or up to a \$7,500.00 (Effective) for each teacher who is already working at or is hired by September 15, 2023 to work at EES that meet the following eligibility criteria:


To be eligible a teacher must:

- Have a 2021-22 math or English language Arts (ELA) VAM rating of Effective or Highly Effective that includes student data from 2018-19, 2020-21 (2-year aggregate) and 2021-22;  
**OR**
- 2020-21, 2021-22, 2022-23 (3-year aggregate), whichever is best; **AND**
- Teach at a Title I school identified with a school grade of D or F as of September 15, 2023.

All expenditures must be consistent with the approved allocation, as well as applicable state and federal laws, regulations and guidance.

- If an eligible teacher is part-time, the allocation shall be pro-rated.
- An eligible teacher does not have to be teaching a VAM grade level or subject to receive this allocation.
- Amendments will not be accepted due to the program's processes and deadline.
- Disburse funds in two equal installments, based on a teacher completing the district-approved schedule of semesters. For example, disburse half of the funds to an eligible teacher at the completion of the first semester and then disburse the remainder at the completion of the second semester.
- Allocations may be pro-rated based on the employment dates of the teacher. However, a teacher must begin employment at an eligible school by September 15, 2023.
- The district's fringe cost will be taken from the premium payment so as to eliminate any cost to the general fund.

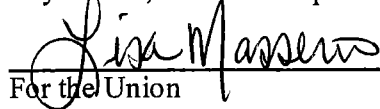
The premium pay will not be paid for teachers who started after September 15, 2023 or left Eastside Elementary School prior to the end of the fund disbursement schedule shown above. All disbursements are dependent upon procuring UniSIG grant funds and will be paid in two equal installments per schedule above. This MOU expires June 30, 2024.



For the Board, Chief Negotiator

Ray Pinder, Assistant Superintendent for Business and Support Operations

12/11/23  
Date



For the Union

12/11/23  
Date