

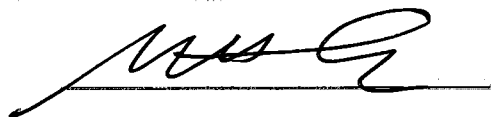
**MEMORANDUM OF UNDERSTANDING
BETWEEN
HERNANDO COUNTY SCHOOL DISTRICT ("District")
AND
THE HERNANDO UNITED SCHOOL WORKERS ("HUSW" or "Union")
Effective July 1st, 2025
Restructuring of the Food and Nutrition Services Department HUSW Positions**

Current Position	Salary Structure	Proposed Position	Explanation
Food and Nutrition Services Technician I, II, III	Level III salary is Non-Instructional Y \$19.55	Updated JD and title change to Food and Nutrition Services Technician	Eliminate the structure of I, II, and III Salary structure Non-Instruct Y
Food and Nutrition Services Assistant	Non-Instructional- A \$18.85	Updated JD, Title changes to Food and Nutrition Services Associate	No eliminated positions
Food and Nutrition Services Assistant I	Non-Instructional- D \$17.15	Staying on current job description	Eliminate through attrition
Food and Nutrition Services Assistant II	Non-Instructional- H \$17.45	Staying on current job description	Eliminate through attrition
Food and Nutrition Services Assistant III	Non-Instructional- K \$18.00	Updated JD, Title changes to Food and Nutrition Services Lead Associate	No eliminated positions
	Non-Instructional – H \$17.45 Upon successful graduation will move to salary Non-Instruction- K \$18.00	Food and Nutrition Services Leadership Intern (NEW) 4 spots One year career opportunity to rotate through HS, MS, KB and Elementary to learn all aspects of food service management.	Opportunity for career growth/pathway. One year Internship. Internal applicants only. Internal application mechanism. Upon graduation, meets qualifications for FNS Lead Associate or management positions.
	Internal application for food and nutrition employees that have completed the Internship Non-Instruction – M \$18.20	Food and Nutrition Services Lead Training Associate (NEW)	Must have completed the one-year Internship program to qualify. Internal mechanism for internal applicants only <u>Up to, but not to exceed 4-trainers</u>

Position	Level	Placement Hourly	Placement Hourly
Air Condition Mechanic I	V	\$ 19.25	\$ 19.70
Air Condition Mechanic II	W	\$ 19.35	\$ 19.80
Air Condition Mechanic III	Y	\$ 19.55	\$ 20.00
Athletic Turf Maintenance I	T	\$ 19.15	\$ 19.60
Athletic Turf Maintenance II	V	\$ 19.25	\$ 19.70
Athletic Turf Maintenance III	W	\$ 19.35	\$ 19.80
Attendance Assistant/Service Transporter	N	\$ 18.55	\$ 19.00
Bookkeeper Elem/Mid School	N	\$ 18.55	\$ 19.00
Bookkeeper High School	O	\$ 18.65	\$ 19.10
Bus Attendant	B	\$ 16.95	\$ 17.40
Bus Operator	SBO	\$ 19.80	\$ 20.25
Camera Technician	M	\$ 18.20	\$ 18.65
Carpenter I	V	\$ 19.25	\$ 19.70
Carpenter II	W	\$ 19.35	\$ 19.80
Carpenter III	X	\$ 19.45	\$ 19.90
Child Development Associate (CDA) Lead	AA	\$ 21.80	\$ 22.25
Child Development Associate (CDA) Teacher Assistant	N	\$ 18.55	\$ 19.00
Computer Lab Manager	R	\$ 18.95	\$ 19.40
Data Entry Operator	L	\$ 18.10	\$ 18.55
Dispatcher	M	\$ 18.20	\$ 18.65
Electrician I	V	\$ 19.25	\$ 19.70
Electrician II	W	\$ 19.35	\$ 19.80
Electrician III	Y	\$ 19.55	\$ 20.00
Electronics Technician I	V	\$ 19.25	\$ 19.70
Electronics Technician II	W	\$ 19.35	\$ 19.80
Electronics Technician III	Y	\$ 19.55	\$ 20.00
Environmental Services Technician I	B	\$ 16.95	\$ 17.40
Environmental Services Technician II	E	\$ 17.25	\$ 17.70
Environmental Services Technician III	I	\$ 17.80	\$ 18.25
Fire Alarm Technician	Y	\$ 19.55	\$ 20.00
Food & Nutrition Associate Assistant	A	\$ 16.85	\$ 17.30
Food & Nutrition Assistant I	D	\$ 17.15	\$ 17.60
Food & Nutrition Assistant II	H	\$ 17.45	\$ 17.90
Food & Nutrition Lead Associate Assistant III	K	\$ 18.00	\$ 18.45
Food and Nutrition Leadership Intern	H	\$ 17.45	\$ 17.90
Food and Nutrition Lead Training Associate	M	\$ 18.20	\$ 18.65
Food & Nutrition Summer Multi-Site Lead Associate Assistant/Summer Monitor	Y	\$ 19.55	\$ 20.00
Food & Nutrition Summer Single Site Lead Associate Assistant	P	\$ 18.75	\$ 19.20
Food & Nutrition Summer Associate Assistant	E	\$ 17.25	\$ 17.70
Food Service Technician I	V	\$ 19.25	\$ 19.70
Food Service Technician II	W	\$ 19.35	\$ 19.80
Food Service Technician III	Y	\$ 19.55	\$ 20.00
General Construction/Heavy Equipment Operator I	V	\$ 19.25	\$ 19.70
General Construction/Heavy Equipment Operator II	W	\$ 19.35	\$ 19.80
General Construction/Heavy Equipment Operator III	X	\$ 19.45	\$ 19.90
Graphics Designer	P	\$ 18.75	\$ 19.20
In School Suspension Monitor	N	\$ 18.55	\$ 19.00
Indoor Air Quality Technician I	T	\$ 19.15	\$ 19.60
Indoor Air Quality Technician II	V	\$ 19.25	\$ 19.70
Indoor Air Quality Technician III	W	\$ 19.35	\$ 19.80
Irrigation Systems Technician I	V	\$ 19.25	\$ 19.70

Irrigation Systems Technician II	W	\$ 19.35	\$ 19.80
Irrigation Systems Technician III	X	\$ 19.45	\$ 19.90
Job Coach	E	\$ 17.25	\$ 17.70
Lawn Turf Maintenance I	K	\$ 18.00	\$ 18.45
Lawn Turf Maintenance II	O	\$ 18.65	\$ 19.10
Lawn Turf Maintenance III	Q	\$ 18.85	\$ 19.30
Lunchroom Aide	A	\$ 16.85	\$ 17.30
Maintenance Equipment Technician I	AA	\$ 21.80	\$ 22.25
Maintenance Equipment Technician II	BB	\$ 23.80	\$ 24.25
Maintenance Equipment Technician III	CC	\$ 25.80	\$ 26.25
Maintenance Helper	D	\$ 17.15	\$ 17.60
Maintenance Vehicle Technician I	AA	\$ 21.80	\$ 22.25
Maintenance Vehicle Technician II	BB	\$ 23.80	\$ 24.25
Maintenance Vehicle Technician III	CC	\$ 25.80	\$ 26.25
Maintenance Warehouse Inventory Specialist I	P	\$ 18.75	\$ 19.20
Maintenance Warehouse Inventory Specialist II	Q	\$ 18.85	\$ 19.30
Maintenance Warehouse Inventory Specialist III	Y	\$ 19.55	\$ 20.00
Office Clerk	B	\$ 16.95	\$ 17.40
Painter I	V	\$ 19.25	\$ 19.70
Painter II	W	\$ 19.35	\$ 19.80
Painter III	X	\$ 19.45	\$ 19.90
Paraprofessional - Clinic	C	\$ 17.05	\$ 17.50
Paraprofessional - Deaf/Hard of Hearing	H	\$ 17.45	\$ 17.90
Paraprofessional - ESE	H	\$ 17.45	\$ 17.90
Paraprofessional - Media	E	\$ 17.25	\$ 17.70
Paraprofessional I (as indicated)	C	\$ 17.05	\$ 17.50
Paraprofessional II (as indicated)	E	\$ 17.25	\$ 17.70
Parent Liaison	R	\$ 18.95	\$ 19.40
Plumber I	V	\$ 19.25	\$ 19.70
Plumber II	W	\$ 19.35	\$ 19.80
Plumber III	X	\$ 19.45	\$ 19.90
Pre-Kindergarten Assistant	N	\$ 18.55	\$ 19.00
Program Assistant - College & Career Programs	T	\$ 19.15	\$ 19.60
Property Accounting Specialist	N	\$ 18.55	\$ 19.00
School Health Professional	I	\$ 17.80	\$ 18.25
Secretary I	G	\$ 17.35	\$ 17.80
Secretary II	J	\$ 17.90	\$ 18.35
Secretary III	L	\$ 18.10	\$ 18.55
Semi-Skilled Craftsman	K	\$ 18.00	\$ 18.45
Speech Language Technician	H	\$ 17.45	\$ 17.90
Spray Technician/Vegetation Control I	T	\$ 19.15	\$ 19.60
Spray Technician/Vegetation Control II	V	\$ 19.25	\$ 19.70
Support Staff, Springs Coast Environmental Education Center	G	\$ 17.35	\$ 17.80
Teen Parent Head of Nursery	M	\$ 18.20	\$ 18.65
Teen Parent Nursery Assistant	E	\$ 17.25	\$ 17.70
Telecommunications Technician	W	\$ 19.35	\$ 19.80
Transportation Field Trip Secretary	G	\$ 17.35	\$ 17.80
Transportation Parts/Inventory Control Clerk	M	\$ 18.20	\$ 18.65
Transportation Small Vehicle Operator	N	\$ 18.55	\$ 19.00
Transportation Vehicle Technician I	DD	\$ 27.80	\$ 28.25
Transportation Vehicle Technician II	EE	\$ 29.80	\$ 30.25
Transportation Vehicle Technician III	FF	\$ 31.80	\$ 32.25

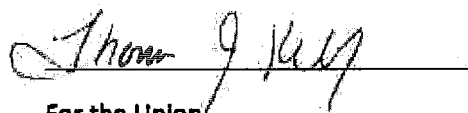
Vehicle Technician Assistant	D	\$ 17.15	\$ 17.60
Warehouse - Delivery Worker	D	\$ 17.15	\$ 17.60
Warehouse Inventory Specialist	D	\$ 17.15	\$ 17.60



For the Board

4/3/25

Date



For the Union

3/11/25

Date