

HCSB – Classroom Teacher and other Instructional Personnel Salary Increase

TA# 2

The total amount of the 2025-26 **Classroom Teacher and other Instructional Personnel Salary Increase** - \$809, 045.00 (less applicable fringes) – shall be distributed to instructional staff as follows regarding increases to base salaries:

All returning instructional staff who were employed by the Hernando School District for more than half of their 2024–2025 contract (one day over the midpoint), have a **minimum** of two years of full-time teaching experience in a Florida public school, and remain employed as of the date of Board approval shall receive a market adjustment of an estimated \$470 to their base salary, subject to applicable taxes and employee deductions.

Highly Effective - \$100.00

Effective - \$50.00

An estimated additional allocation of \$70,000 from the general fund will support a \$470 base salary adjustment for employees on annual contracts with less than two full years of experience.

PLACEMENT SCHEDULE FOR NEW HIRES
INSTRUCTIONAL PERSONNEL 2024-2025/2025-2026

| Experience | | | | | |
|------------|----|--------------|---|----|--------------|
| PLI000 | 0 | \$ 50,000.00 | | | |
| PLI001 | 1 | \$ 50,050.00 | | | |
| PLI002 | 2 | \$ 50,100.00 | | | |
| PLI003 | 3 | \$ 50,150.00 | | | |
| PLI004 | 4 | \$ 50,200.00 | | | |
| PLI005 | 5 | \$ 50,250.00 | | | |
| PLI006 | 6 | \$ 50,300.00 | | | |
| PLI007 | 7 | \$ 50,350.00 | | | |
| PLI008 | 8 | \$ 50,400.00 | | | |
| PLI009 | 9 | \$ 50,450.00 | | | |
| PLI010 | 10 | \$ 50,500.00 | | | |
| | | | Military EXP (Beyond 20 Instructional) | | |
| PLI011 | 11 | \$ 50,550.00 | PLI021 | 21 | \$ 51,050.00 |
| PLI012 | 12 | \$ 50,600.00 | PLI022 | 22 | \$ 51,100.00 |
| PLI013 | 13 | \$ 50,650.00 | PLI023 | 23 | \$ 51,150.00 |
| PLI014 | 14 | \$ 50,700.00 | PLI024 | 24 | \$ 51,200.00 |
| PLI015 | 15 | \$ 50,750.00 | PLI025 | 25 | \$ 51,250.00 |
| PLI016 | 16 | \$ 50,800.00 | PLI026 | 26 | \$ 51,300.00 |
| PLI017 | 17 | \$ 50,850.00 | PLI027 | 27 | \$ 51,350.00 |
| PLI018 | 18 | \$ 50,900.00 | PLI028 | 28 | \$ 51,400.00 |
| PLI019 | 19 | \$ 50,950.00 | PLI029 | 29 | \$ 51,450.00 |
| PLI020 | 20 | \$ 51,000.00 | PLI030 | 30 | \$ 51,500.00 |

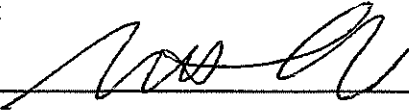
NOTE: This schedule is for placement only. There is no movement on this salary structure. Any years beyond 20 are for qualified military experience and current employees with continuous employment returning to the bargaining unit with more than 20 years of teaching experience only.

Experience Credit

A maximum of twenty (20) years of experience can be verified, providing proof of a successful evaluation rating in a full-time teaching position for each year of service verified. The maximum applies to all positions within the bargaining unit. The 20-year maximum does not apply to employees who have continuous full-time employment with the Hernando County School District when returning to the instructional bargaining unit.

Up to ten (10) years of credit towards experience on the salary schedule shall be granted for military service. Military credit granted is in addition to the years of verified teaching experience.

Board Approved:



3/3/20

For the Board, Chief Negotiator

Date

Matthew Goldrick, Director of Labor Relations & Professional Standards



3/3/20

For the Union

Date

TA#3

Advanced Degree

For bargaining unit members hired on or after July 1, 2011, to qualify for advanced degree compensation, the advanced degree earned must be in an area of certification currently on the bargaining unit member's certificate. Advanced degrees in Curriculum, Education, and/or Educational Leadership are considered broad degrees in education and are eligible for advanced degree payment. In addition, an advanced degree that is directly related to a broad academic field (i.e., degree in history and certification in social science) will be eligible. In the event an application is submitted for an advanced degree that is not clearly identified on a certificate, and prior to rejection of the application, will be determined by mutual agreement between both parties of the Hernando Classroom Teachers' Association and the Human Resources Department will meet within ten (10) days of the receipt of transcripts to discuss eligibility for an advanced degree in a broad academic field. To be considered for the Advanced Degree Supplement, official transcripts must be on file with Human Resources. This supplemental pay will begin from the date the official transcripts have been received by Human Resources. If transcripts are received after the first pay period, the Advanced Degree Supplement may be prorated based on the date transcripts were received.

If the qualifications are met, the payment will be made in the form of a supplement in the following amount:

Masters = \$2500

Specialist = \$3500

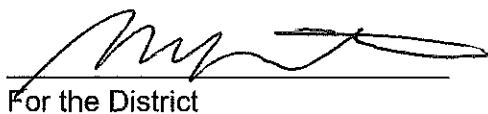
Doctorate /Juris Doctor* = \$4500

*Effective 2025-26 School Year

-If the bargaining unit member no longer holds the certification area used to qualify for the advanced degree payment, they must notify the Human Resource Department within ten (10) days from the date of the certificate change to end the supplement payment. Bargaining unit members hired prior to July 1, 2011 already receiving or become eligible to receive payment for an advanced degree will continue to be paid as indicated above. The instructional salary is for all instructional staff as defined in APPENDIX E.


For the Union

3/3/26
Date


For the District

3/3/26
Date

TA # 4

ARTICLE XVII
Terms of Agreement

17.10 This agreement shall become effective July 1, 2025 ~~when ratified by the members of the bargaining unit, approved by the Board, signed by the parties,~~ and shall be firm until and including June 30, ~~2026~~2028.

If, however, the current contract expires before a successor agreement can be reached, all provisions within said contract shall remain in full force and effect until a successor agreement can be reached and ratified by both parties.

17.11 Should any provision of this agreement be declared illegal by a court of competent jurisdiction or as a result of state and federal legislation, said provisions shall be modified to the extent it violates the law, pursuant to discussion between the parties. All other provisions shall remain in full force and effect for the duration of this Agreement.

17.12 Any individual contract between the Board and the individual bargaining unit member shall be made subject to the terms of this Agreement.

17.13 The entire School Board Policy Manual will be made available to bargaining unit members on the District's website.

17.14 Copies of this Agreement titled "Agreement between the Hernando Classroom Teachers' Association and the School Board of Hernando County" shall made available on the HCSB website.

17.15 This Agreement shall constitute the full and complete Agreement between both parties and may be altered, changed, added to, deleted from, or modified only through consent of the parties in written and signed amendments to this Agreement.

17.16 This is a three (3) year agreement with annual re-opens on any article or section submitted by either party.

17.30 This agreement is ~~entered into~~ signed this ____th day of _____, 2026, by and between the School Board and the Hernando Classroom Teachers' Association.

HERNANDO CLASSROOM
TEACHERS' ASSOCIATION

SCHOOL BOARD OF HERNANDO
COUNTY, FLORIDA

President

Board Chair

Business Agent

Superintendent



For the Union



For the Board

3/6/26

Date

3/6/26

Date

**MEMORANDUM OF UNDERSTANDING BETWEEN
HERNANDO COUNTY SCHOOL DISTRICT ("District") AND**

THE HERNANDO CLASSROOM TEACHERS' ASSOCIATION ("HCTA" or "Union")

The Hernando County School District and Hernando Classroom Teacher's Association recognize the dedication and loyalty of all instructional staff. In recognition of this service, the District will provide a one-time, non-recurring bonus of \$1000 to eligible instructional staff. This bonus is not considered part of the employee's base salary and will be subject to applicable tax withholdings. The total estimated cost of this initiative is **\$1,659,900.00**.

To qualify for this payment, instructional employees must meet the following conditions:

- Be employed in an instructional position during the 2025-2026 school year ~~for a minimum of one day more than half the school year.~~
- Remain actively employed as of the date of School Board approval of this Memorandum of Understanding.

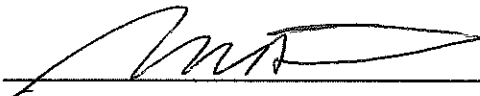
This payment will be paid in full after ratification by the unit and the board. Instructional staff who started after the start of the contract year, will receive a prorated amount.

This payment shall be considered a bonus and shall be taxed accordingly.

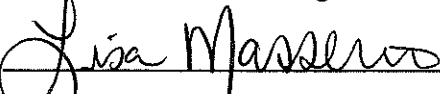
This payment is not eligible to be reported under the Florida Retirement System (FRS).

~~The parties agree that should the District's budgetary status improve during the 2025-2026 school year, they will return to the table to negotiate additional improvements in employee compensation.~~

The parties agree to return to the table by April 30th for focused discussions on the District's budget performance, consideration of FTE survey results and a report on funding sources and expenditures with the goal of negotiating additional improvements on employee compensation.



For the Board, Chief Negotiator



For the Union

3/3/26

Date

3/3/26

Date

MEMORANDUM OF UNDERSTANDING BETWEEN
HERNANDO COUNTY SCHOOL DISTRICT ("District") AND
THE HERNANDO CLASSROOM TEACHERS' ASSOCIATION ("HCTA" or "Union")

This Memorandum of Understanding (MOU) establishes an agreement between the Hernando County School District (hereinafter referred to as "District") and the Hernando Classroom Teachers' Association (hereinafter referred to as "HCTA") regarding instructional salary improvements for the 2026-27 school year.


The District and the HCTA agree to include a designated line item in the 2026-27 school year budget for instructional salary improvements.

The amount allocated for this line item shall equal the 2025-26 growth portion of the Classroom Teacher and Other Instructional Personnel Salary Increase Allocation. This allocation will be in addition to any legislative issuance to the Classroom Teacher and Other Instructional Personnel Salary Increase Allocation for maintenance and growth in the 2026-27 school year.

Both parties agree to return to the table for discussion of salary improvements no later than May 2026 in order to consider the combined funds—consisting of the 2026-27 Classroom Teacher and Other Instructional Personnel Salary Increase Allocation and the designated line item. These funds will be applied as a salary increase, subject to all applicable deductions, and will be reported to the Florida Retirement System in accordance with established guidelines.

Any additional proposed salary adjustments from either party will be addressed in accordance with established bargaining procedures.

This MOU shall remain in effect until June 30, 2027, after which it will expire.



For the Board, Chief Negotiator

3/3/26

Date



For the Union

3/3/26

Date

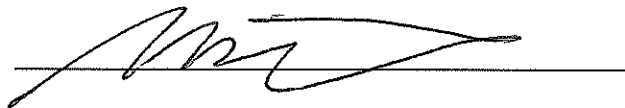
**MEMORANDUM OF UNDERSTANDING BETWEEN
HERNANDO COUNTY SCHOOL DISTRICT ("District") AND
THE HERNANDO CLASSROOM TEACHERS' ASSOCIATION ("HCTA" or "Union")**

This Memorandum of Understanding (MOU) establishes an agreement between the Hernando County School District (hereinafter referred to as "District") and the Hernando Classroom Teachers' Association (hereinafter referred to as "HCTA") regarding a Proposal for Protected Time during Pre-School Week for the 2026-27 school year.

The District and the HCTA agree during the week of Pre-School, a minimum of 15.5 hours will be reserved in each site's Pre-School schedule for individual instructional staff members to accomplish work-related tasks at their discretion, in preparation for the beginning of the school year. These hours will be scheduled around the day designated to be the "Districtwide Inservice Day" and other required pre-school trainings.

The instructional staff member will be responsible for reviewing their pre-school week schedule and discussing any conflicts with their Administrator.

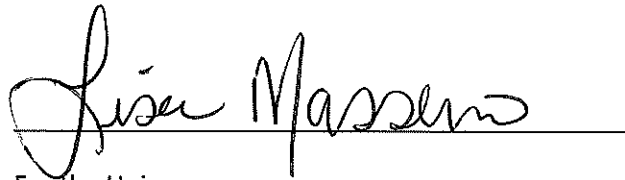
This MOU shall remain in effect until June 30, 2027, after which it will expire. Both parties agree to continue on-going conversations and canvassing of staff.



For the Board, Chief Negotiator

3/3/26

Date



For the Union

3/3/26

Date