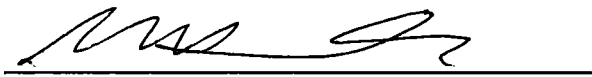


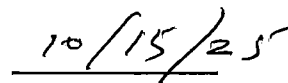
TA# 1

ARTICLE XVII BENEFITS

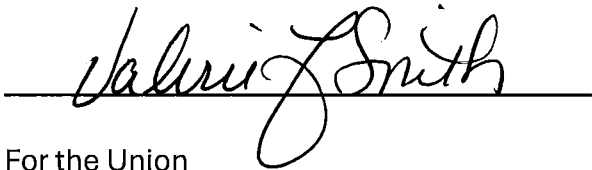
Section 4: Health/Medical Insurance. Beginning January of 2026, ~~The~~ Board's contribution shall not exceed ~~\$784.44~~843.64 per month, per employee, for those employees who "opt" in, and this shall be negotiated annually. Employer agrees to renegotiate health insurance premiums for bargaining unit 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.



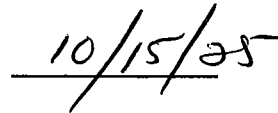
For the Board



Date



For the Union



Date

ARTICLE I
SCOPE AND PURPOSE

Section 5: Negotiations, Mediation, and Impasse.

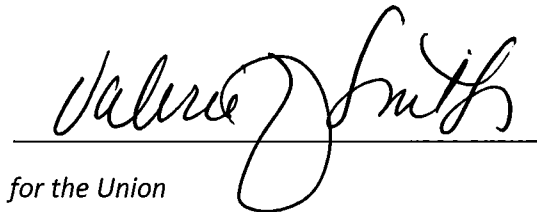
A. In contract bargaining, mediation shall be by mutual consent of the parties. Each party shall be entitled to provide the Mediator and the other party with whatever information it wishes as to its position. Negotiations with the Mediator present shall be arranged by mutual agreement. Recommendations by the Mediator shall be advisory only and shall not be admissible in evidence in any subsequent proceedings, including impasse proceeding, without the written consent of both parties.

B. ~~Should the FMCS decline to assist the parties,~~ The parties may utilize a ~~PERC appointed~~ Mediator appointed by the Public Employees Relations Commission or provided through another mutually agreed upon service under the same conditions set forth in paragraph A above, with all costs associated with mediation borne equally by the parties.

C. The parties shall resolve negotiation impasses as and to the extent required by law.



for the Board



for the Union

10/15/25

Date

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TA #3

ARTICLE VI

GRIEVANCE PROCEDURE AND ARBITRATION

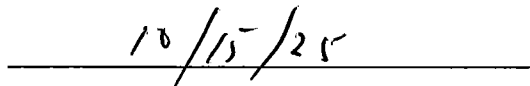
Section 6(A): Selection of Arbitrator. As soon after the demand for arbitration is served and a list of arbitrators has been received by the FMCS, the parties shall meet or confer by telephone in order to select an arbitrator to hear and decide the grievance. The Union and the School Board shall each have the right to alternatively strike three (3) names from the list. The party to strike first shall be decided by the flip of a coin. The name remaining shall be the arbitrator. Subject to Section 8, the arbitrator selected shall decide the dispute and such decision shall be final and binding on the parties and the employees.



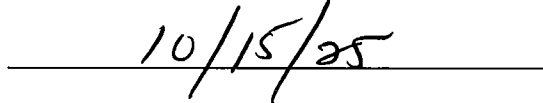
for the Board



for the Union



Date



Date

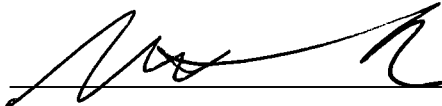
TA #4

ARTICLE XVI

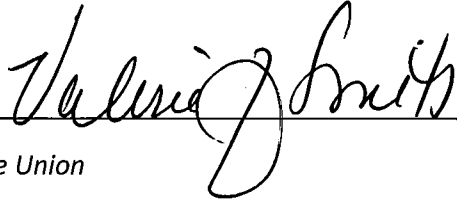
LEAVE OF ABSENCE

Section 12: Bereavement Leave

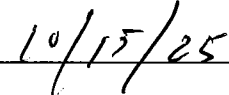
- (1) Bargaining unit members shall be granted up to three (3) days of paid bereavement leave per year.



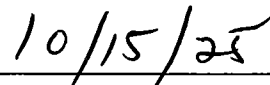
for the Board



for the Union



Date

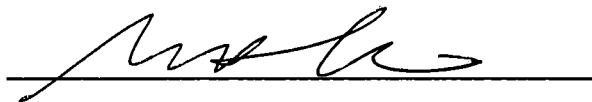


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TA# 5

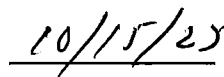
Article X – Days and Hours of Work and Premium Pay Section 2 C

Bus operators, in addition to their regular hours of work as a driver, will be paid ~~20~~15 minutes per day for sweeping their bus and doing required paperwork, this includes end-of-year bus cleaning. Effective December 27, 2010, bus operators will be paid 15 minutes per day to conduct a thorough pre-trip. In addition, should a driver choose to fuel their bus, they will be paid an additional ~~10~~15 minutes per day. Bus operators are to clean their buses thoroughly at the end of the year, this time is factored into the extra minutes per day allotted for bus sweeping and doing paperwork.



For the Board, Chief Negotiator

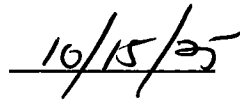
Matthew Goldrick, Director of Labor Relations & Professional Standards



Date



For the Union



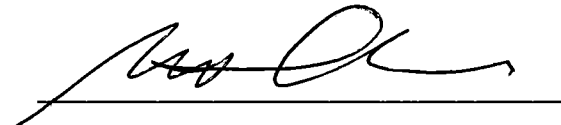
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ARTICLE III

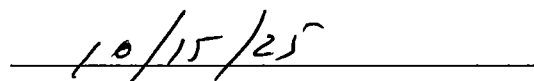
UNION RIGHTS, PRIVILEGES AND OBLIGATIONS

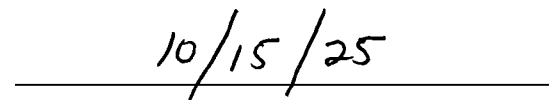
Section 17: Information from the Superintendent.

1. The Superintendent will notify the Union of additions and deletions to the bargaining unit upon request from the Union.
2. When the Superintendent reports the fund balance to the Commissioner of Education as per F.S. 1011.051, the Union President will automatically be provided with an electronic copy of the report.
3. When the Superintendent submits the final District Summary Budget, ESE 139, to the Commissioner of Education, the Union President will be provided an electronic copy as prepared and transmitted in a PDF file.
4. When the Superintendent submits the Annual Financial Report, ESE 348, to the Commissioner of Education, the Union President will be provided electronic copies as prepared and transmitted in a PDF file.


for the Board


for the Union

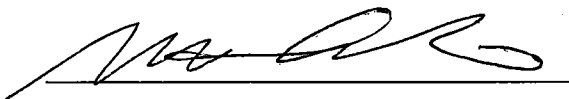

Date


Date


ARTICLE III

UNION RIGHTS, PRIVILEGES AND OBLIGATIONS

Section 19: Performance Survey. Bargaining unit members in job classifications which require training, assigning, coordinating, and/or monitoring work of other unit employees may be asked for ~~opinions,~~ ~~assistance,~~ or information regarding other unit employees' performance as to the quality and quantity of work performed; however, the evaluation instrument will be completed and signed by management.



for the Board



for the Union

10/15/25


Date

10/15/25

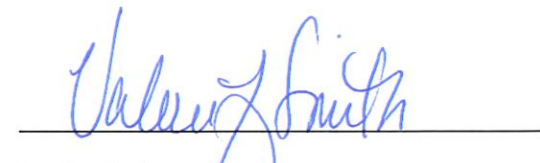
Date

ARTICLE IV
FAIR PRACTICES AND EQUAL OPPORTUNITY

Section 4: ~~Public Discipline~~ Respect. Employees in the bargaining unit are essential to operations and the education process and shall be treated with dignity and respect. ~~Administrators shall not discipline employees in the presence of students or parents except in an emergency or when it is necessary to maintain proper discipline or to ensure the problem is corrected immediately.~~



for the Board



for the Union

11/3/25

Date

11/3/25

Date

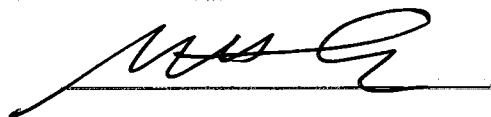
**MEMORANDUM OF UNDERSTANDING
BETWEEN
HERNANDO COUNTY SCHOOL DISTRICT ("District")
AND
THE HERNANDO UNITED SCHOOL WORKERS ("HUSW" or "Union")
Effective July 1st, 2025
Restructuring of the Food and Nutrition Services Department HUSW Positions**

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

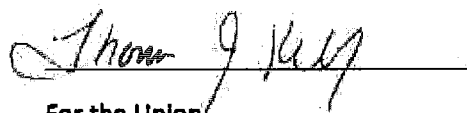
Vehicle Technician Assistant	D	\$ 17.15	\$ 17.60
Warehouse - Delivery Worker	D	\$ 17.15	\$ 17.60
Warehouse Inventory Specialist	D	\$ 17.15	\$ 17.60



For the Board

4/3/25

Date



For the Union

3/11/25

Date