

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

In accordance with the language of the 2020 local referendum, the district will commit 50% of the total funds raised through the 1 mill increase to attract and retain high-quality teachers and staff with competitive salaries and provide additional staff to support student needs. The parties agree that 59.125% of the funds generated for salaries and additional staff will be reserved for the instructional unit.

The appropriate portion of the funds shall be held to cover costs associated with fringe. The remaining funds reserved for the instructional unit shall be paid to employees within the instructional bargaining unit in referendum supplements calculated as follows:


1. Identify the number of teachers in each district instructional experience band to include the most recent year of experience prior to the current school year:
 - a. Year 0 equals .1 supplement factor
 - b. Year 1-2 equals .25 supplement factor
 - c. Years 3-5 equals .5 supplement factor
 - d. Years 6-8 equals .75 supplement factor
 - e. Years 9-11 equals 1.0 supplement factor
 - f. Years 12-14 equals 1.5 supplement factor
 - g. Years 15-17 equals 1.75 supplement factor
 - h. Years 18-20 equals 2.0 supplement factor
 - i. Years 21+ equals 2.25 supplement factor
2. Determine the teacher factor by multiplying the number of teachers in each district instructional experience band by the corresponding supplement factor.
3. Divide the total amount of funds available by the total teacher factor.
4. Multiply the amount determined by the supplement factor for each band to determine individual supplement amount.

Prior to the distribution of supplements, the District and Union HCTA will review all calculations before the first pay period of the school year. A table outlining the value of the millage supplements according to experience band and the number of instructional staff within each band will be published for all bargaining unit members after the initial review with HCTA is completed. Supplements shall be distributed into equal payments across the regular pay schedule. Initial supplement calculations shall be based upon the estimate of revenues to be generated. Should revenue exceed the initial estimates, the difference shall be distributed to eligible employees in the instructional unit using the same formula with the entire remaining balance of all supplements paid with the final June paycheck paid no later than the second payroll run in August of the next school year to accommodate year-end processing and account reconciliation.

This agreement will remain in effect until the millage period ends. However, HCTA and HCSD may mutually agree to amend the fund distribution before the millage period ends. This agreement will remain in effect until renegotiated and agreed to by both parties but does not preclude renegotiation amendments to the distribution of funds prior to the expiration of the millage period when mutually agreed to by HCTA and HCSD.

Dated this 27 of October 2025


for the District


for the Union