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Article XX Wages Section 1: Wage Increase.

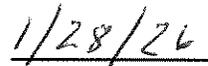
A. Bargaining unit employees hired on or after July 1, 2022 will be paid in accordance with the salary placement schedule in Appendix A that is part of this contract. Non-instructional employees who leave the school district in good standing as determined by the district and return to the Non-instructional bargaining unit, with a break in service that occurred prior to July 1, 2022, will be placed on the appropriate level of the Non-instructional salary placement schedule according to the position for which they have been rehired. A former employee returning to the Non-instructional bargaining unit, with a break in service that occurred after July 1, 2022, will be placed on the same step they held at the time of their break in service.

B. Bargaining unit members will automatically receive an annual step increase, equal to ~~20.30~~ cents per hour, effective July 1, 2026, on or before November 1st with retroactivity to the first day of their contract, provided funds are available. Should a financial urgency occur, the provisions of F.S. 447.4095 will be applied. To qualify for the step increase, an employee is required to have worked one day more than half of the employee's required number of annual work days.

C. Employees beyond step 20 in their current job classification will receive a double step, equal to ~~40.60~~ cents per hour, effective July 1, 2026.



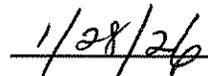
For the Board



Date



For the Union



Date

ARTICLE XIII
EMPLOYEE RIGHTS AND OBLIGATIONS

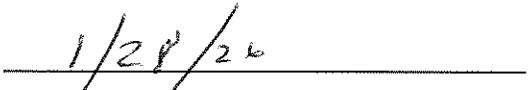
Section 7: Employee School Choice. Bargaining unit members have the right to request through the Superintendent's assigned designee to have their children attend the school of their choosing, based on available capacity. Priority will be given to the children of the employees who work at the requested school site. This does not apply to entrance at magnet schools, unless the employee works at the magnet school. Please refer to the Magnet School Procedures regarding children of staff members.



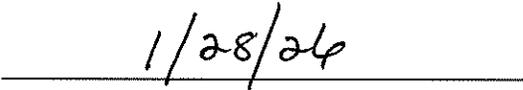
for the Board



for the Union



Date



Date

TA#3

ARTICLE III

UNION RIGHTS, PRIVILEGES AND OBLIGATIONS

Section 11: Bargaining Unit Data. The Board will provide the Association with bargaining unit data including: employee id number, name, gender, race code and description, worksite, date of hire, job title, employee type code and description, position and position assignment description, hourly rate of pay, daily hours worked, number of contracted days, work email, and personal email. In addition, address, home phone number, and date of birth are provided unless exempt under Florida Statute 119.071. This list will be provided to the Association on the first of each month in a mutually agreed file format. Additionally, date-certain bargaining unit data will be provided to the Association upon request for the purpose of complying with requirements for the renewal of certification with the Public Employees Relations Commission. Right to Representation. In any meeting called by a member of management with an employee to consider disciplinary action against the employee, the employee shall be advised that the meeting concerns potential disciplinary action and be allowed to have Union representation at the meeting. When a meeting is called by a member of management that does not involve possible discipline of the employee, the employee shall attend and shall not be entitled to representation by the Union or anyone else.



for the Board



for the Union

1/28/26

Date

1/28/26

Date

ARTICLE VII

APPOINTMENT, DISCIPLINE AND DISCHARGE

Section 1: Probationary Employees.

Bargaining unit members shall serve an initial probationary period that consists of the employee's first (60) work-days in the bargaining unit, excluding holidays and weekends, ~~d.~~ During this probationary period, the employee may which time they can be terminated without cause or the employee may resign and be released from employment without prejudice. All benefits will become effective according to Board policy.

Section 2: Regular Full and Regular Part Time Employees. Regular full and regular ~~part-time~~part-time employees who have successfully completed their initial probationary period may be disciplined or discharged for cause ~~during the school year for which they have been appointed by the Board as provided under the Board's applicable Discipline and Discharge policies and procedures. Management shall have (10) working days, as defined in Article VII, to initiate any action against an employee that could lead to discipline or discharge. The ten (10) day limit starts when management learns of any cause which may be subject to disciplinary action.~~ Regular full-time employees are defined as those employees who work eight hours a day. Regular ~~part-time~~part-time employees are defined as those employees who work less than eight hours per day.

Section 3: Appointment and Reappointment.

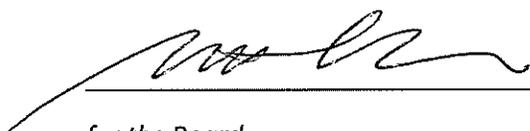
A. Subject only to applicable law, initial appointment and reappointment for an employee's first three (3) consecutive years in the bargaining unit a school year, or part thereof, shall be within the sole discretion of the Superintendent and the Board and failure to appoint or reappoint to employment or a particular position need not be for cause or for any reason. Employees shall be notified in writing by no later than two weeks, 10 workdays, before the end of the current contracted year that they are not being recommended for ~~except, however, after reappointment.~~ After the employee has completed three (3) full consecutive years of employment as a full time regular employee, as of the date the Superintendent formally recommended bargaining unit employees for appointment for the next school year, reappointment to employment year to year thereafter shall be automatic unless the Superintendent and/or the Board have legitimate operational reasons or just cause under the Board's Policies and Procedures not to reappoint the employee. (It is clearly understood by the parties that this means the employee is appointed at the Superintendent's option for the fourth year, but reappointment thereafter will be automatic subject to the reasons set forth in subparagraph (A) (See applicable Board Policy).

B. To be considered a full year under (A) above, the employee must have actually worked more than fifty percent (50%) plus 1 of the days he was scheduled and may have no unapproved absences during this anniversary year.

C. All current employees with three (3) or more consecutive full years of service as a full time employee as of the date the Superintendent formally recommended appointment for the 1990-91 school year shall be deemed to have met the three (3) year requirement (that means these employee who met the requirements of subparagraph (B) and were appointed by the Superintendent for the 1990-91 school year will be re-appointed subject to (A) above.) Those current employees with less than three (3) years shall be given credit towards meeting the three (3) year requirement based on the conditions set forth in subparagraph (B) above.

Section 3: Discipline and Discharge. When the discipline of a staff member becomes necessary, the standard shall be just cause and such action shall be in proportion to the employee's offense or misconduct, consistent with appropriate procedural and substantive due process, law, and/or the specific provisions of this agreement. Management shall have (10) working days, as defined in Article VII, to initiate any action against an employee that could lead to discipline or discharge. The ten (10) day limit starts when management learns of any cause which may be subject to disciplinary action.

Section 4: Right to Representation. In any meeting called by a member of management with an employee to consider disciplinary action against the employee, including fact-finding meetings, the employee shall be advised that the meeting concerns potential disciplinary action and be allowed to have representation at the meeting. When a meeting is called by a member of management that does not involve possible discipline of the employee, the employee shall attend and shall not be entitled to representation by the Union or anyone else. If the employee reasonably believes that a meeting could lead to discipline, the employee may request to have representation at the meeting.



for the Board



for the Union

1/28/26

Date

1/28/26

Date

**MEMORANDUM OF UNDERSTANDING
BETWEEN
HERNANDO COUNTY SCHOOL DISTRICT ("District")
AND
THE HERNANDO UNITED SCHOOL WORKERS ("HUSW" or "Union")**

The Hernando County School District and Hernando United School Workers (HUSW) acknowledge and appreciate the unwavering dedication and loyalty of all HUSW staff members. In recognition of their valuable service, the District will distribute a one-time, non-recurring bonus of \$500 to eligible employees. 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 **\$517,000.00**.

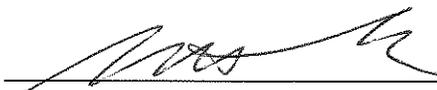
To qualify for this payment, HUSW employees must meet the following conditions:

- Be employed in a HUSW bargaining unit position during the 2024-2025 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 shall be considered a bonus and shall be taxed accordingly.

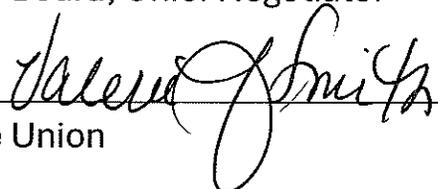
This payment is not eligible to be reported under the Florida Retirement System (FRS).

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.



For the Board, Chief Negotiator

1/29/26
Date



For the Union

1/28/26
Date