

TA#1

ARTICLE XXIV

REOPENING DURATION

This agreement shall become effective when ratified by the members of the bargaining unit, approved by the Board, signed by the parties, and shall remain in effect through June 30, 2027. If, however, the current contract expires before a successor agreement can be ratified, all provisions within said contract shall remain in full force and effect until a successor agreement can be reached and ratified by the parties.

Both parties, by mutual agreement may open this contract for negotiations, as needed. Any and all changes or amendments to this agreement shall be reduced to writing and presented for ratification by the unit and the Board.

This agreement is entered into this _____ day of _____, 2024, by and between the Hernando County School Board and the Hernando United School Workers.

HERNANDO UNITED SCHOOL WORKERS

SCHOOL BOARD OF HERNANDO COUNTY, FL

President

Board Chair

Executive Director

Superintendent



For the District

5, 22, 2024



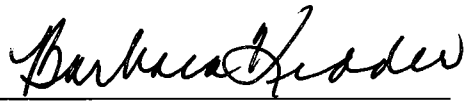
For the Union

5, 22, 24

TA#2

HUSW Tentative Agreement #

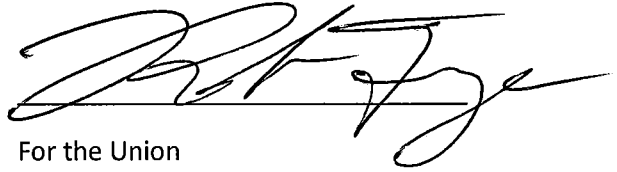
Section 4: Health/Medical Insurance. The Board's contribution shall not exceed ~~\$735.10784.44~~ per month, per employee, for those employees who "opt" in, and this shall be negotiated annually. Employer agrees to renegotiate health insurance premiums for bargaining unit members if another bargaining 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, 2025. 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

9-4-24

Date



For the Union

9/24/24

Date

TA# 3

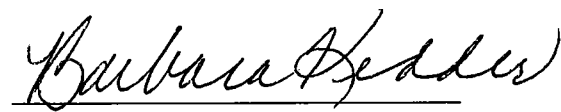
HCSB – ARTICLE XX WAGES

Section 7: Supplements.

F. Two bookkeepers will be identified as Bookkeeper Lead Mentors for the district and receive a yearly supplement in the amount of \$1,500 each.

G. Bookkeepers at all K-8 School sites will receive a yearly supplement in the amount of \$2,000 each.

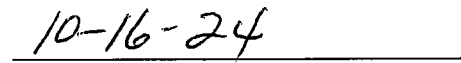
G. H. Beginning July 1, 2022, newly hired veterans will receive a supplement of \$500.00 The burden of proof of eligibility for this benefit will be on the employee, who will provide the Human Resources Department either a current military ID Form 2 or a military discharge form DD 214



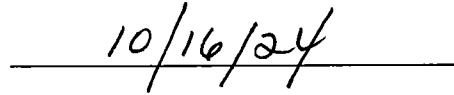
For the Board



For the Union



Date



Date

TA # 4

**ARTICLE II
RECOGNITION**

Section 1: Of the Union. The Board hereby recognizes the Union as the exclusive bargaining representative for all full and regular part-time employees in the units certified by the Public Employees Relations Commission in certifications #901 and #1005 dated February 2, 1993, recognizing the consolidation of units. The parties further agree that the substitute bus operators and attendants not appointed by the School Board are casual employees and not included in the bargaining unit.

Barbara Heddin

For the District

10 / 16 / 24

Valerie J. Smith

For the Union

10 / 16 / 24

TA# 5

HCSB – ARTICLE IX PROMOTIONS/TRANSFERS

Section 7:

~~G. Employees who leave the school district in good standing as determined by the district and return to a like position may be placed at the same step on the salary schedule as they were on when they left the district. Employees returning to unlike positions will be subject to the placement salary schedule.~~

Barbara Hedder

For the Board

10-16-24

Date

Cheri Smith

For the Union

10/16/24

Date

TA# 6

HCSB – ARTICLE XX WAGES

ARTICLE XX WAGES

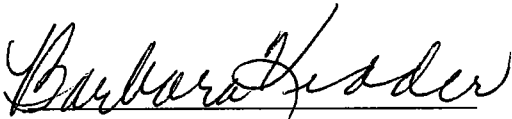
Section 1: Wage Increase.

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 a step increase, equal to .20 cents per hour, on or before November 1st with retroactivity to the first day of their contract ~~(as noted in Appendix A)~~, 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.

~~B. No employee will experience any cut in pay due to the implementation of the new salary schedule. However, all other provisions of this contract will remain in force.~~

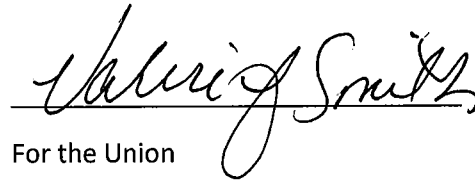
C. ~~Employees with more than 20 years of district service beyond step 20 in their current job classification, earned and granted, will receive at least the maximum salary increase for the current year.~~ double step, equal to .40 cents per hour.



For the Board

10-16-24

Date



For the Union

10/16/24

Date

TA # 7

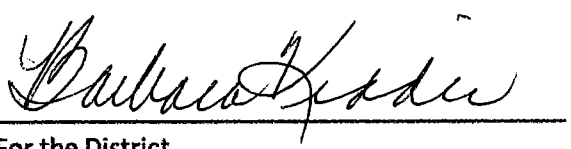
HUSW Economic Proposal #3

10/16/2024

HUSW and HCSD agree to the following salary increases for the 2024-2025 school year:

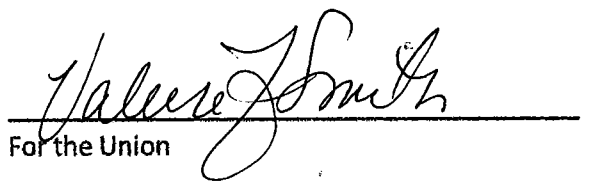
Level A-H Increase	\$1.30
Level I-M Increase	\$1.55
Level N-FF Increase <i>*not including SBO</i>	\$1.80
SBO Increase	\$2.00

All increases are retroactive to the first day of the 2024-2025 contract.



For the District

10 / 16 / 24



For the Union

10 / 16 / 24

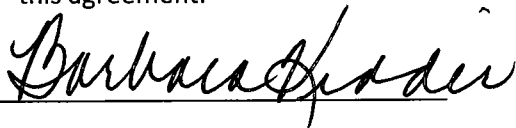
**MEMORANDUM OF UNDERSTANDING
BETWEEN
HERNANDO COUNTY SCHOOL DISTRICT ("District")
AND
THE HERNANDO UNITED SCHOOL WORKERS ("HUSW" or "Union")
Effective upon signature(s) through 06/30/2026**

The Hernando County School District and Hernando United School Workers recognize the dedication and loyalty of our bus operators during our current, unprecedented, extreme staff shortages. During the term of this agreement, to retain our Transportation Department bus operators, the school district shall pay a premium pay bonus payment of \$25.00 to each bus operator for each additional AM &/or PM run assignment picked up in a day; this is in addition to their normal daily routes and hourly rate of pay. An example of a run is a portion of a route, which encompasses multiple school runs, and you agree to cover one of the school runs in this route. Examples of routes are HS/ES/MS or K8, HS/ES or ES/MS or K8 or HS/MS or K8. Generally, there are two to three runs in a route.

It is agreed by the HCSD and HUSW, that:

1. This payment is non-recurring and does not become part of the non-instructional employee's base salary, however the bus operator may pick up uncovered runs in the AM and PM, if available, while we continue to have staff shortages, uncovered bus routes and this agreement is in effect.
2. Utility bus operators will be eligible for each additional run they cover, over 3 runs, in the AM and will be eligible for each additional run they cover, over 3, runs in the PM. So, for example if a utility bus operator covers 4 runs in the AM and 3 in the PM, they will be eligible for \$25.00 bonus pay that day. If they cover 4 runs in the AM and 4 in the PM, they will be eligible for \$50.00 bonus pay that day.
3. The payment shall be considered a bonus and shall be taxed accordingly.
4. The payment is not eligible under the Florida Retirement System (FRS).
5. The bonuses, as accrued, shall be paid in our normal payroll cycle.
6. The HCSD may discontinue this bonus, and therefore this MOU, at any time for any reason.

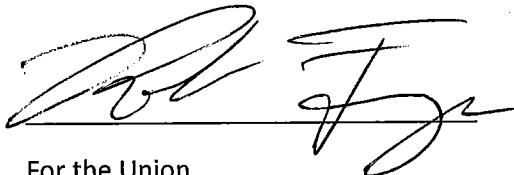
This agreement will expire on June 30, 2026, unless otherwise terminated sooner, as provided above in this agreement.



For the Board

9-4-24

Date



For the Union

9/4/24

Date

Memorandum of Understanding (MOU)
Between
Hernando County School District ("District")
And
The Hernando United School Workers ("HUSW" or "Union")
Effective upon signature(s) through 6/30/2026

The Hernando County School District and Hernando United School Workers recognize the dedication and loyalty of our bus operators and the obstacles they face in filling vacancies. During the term of this agreement, to retain current bus operators and recruit bus operators to fill vacancies, the school district shall implement the following initiatives, effective the date of signature(s) through June 30, 2026.

It is agreed by the HCSD and HUSW that:

Pre-employment Testing

The district shall pay for pre-employment Fingerprinting and Drug Testing of substitute and regular bus operators. There is a cap of \$5,500.00 per school year, allocated for the 2024-2025 and 2025-2026 School Year.

Attendance & Safety Bonus and Undesired Routes Bonus

#1 The district shall pay an annual bonus, up to \$1,000 minus applicable deductions, paid quarterly for those bus operators with perfect attendance and who have not had any safety infractions. Attendance & Safety eligibility will reset every quarter.

The payment shall be considered a bonus and shall be taxed accordingly.
The payment is not eligible under the Florida Retirement System (FRS).

#2 The district shall pay an annual bonus, up to \$1,000 minus applicable deductions, paid quarterly for those driving routes that are designated as difficult-to-fill at the discretion of the Director of Transportation and the Transportation Operations Manager. Bus Attendants assigned to such routes shall be paid an annual bonus up to \$500, minus applicable deductions, paid quarterly.

The payment shall be considered a bonus and shall be taxed accordingly.
The payment is not eligible under the Florida Retirement System (FRS).

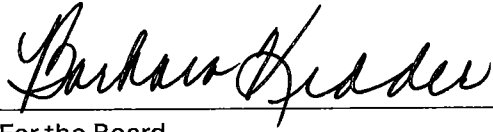
There is a cap of \$67,000.00 per school year, allocated for the 2024-2025 and 2025-2026 School Year for these two bonus initiatives.

Critical Shortage Bonus for HVAC

The district shall pay a bonus, up to \$2,000 minus applicable deductions, half paid after 60-day probationary period for new hires and on Payroll Run 1 for current HVAC staff, with the remaining half paid on the final check of the contract year.

The payment shall be considered a bonus and shall be taxed accordingly.
The payment is not eligible under the Florida Retirement System (FRS).

This agreement will expire on June 30, 2026, unless otherwise terminated sooner, as provided above in this agreement.



For the Board



For the Union

9-4-24

Date

9/4/24

Date