

T.A. #4

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.

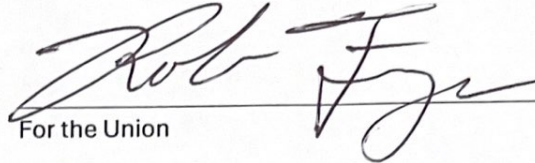
Critical Shortage Bonus for HVAC

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