

MEMORANDUM OF UNDERSTANDING
BETWEEN
HERNANDO COUNTY SCHOOL DISTRICT ("District")
AND
THE HERNANDO UNITED SCHOOL WORKERS ("HUSW" or "Union")
Effective upon signature(s) through 06/30/2028

The Hernando County School District and Hernando United School Workers acknowledge and appreciate the dedication and loyalty of our bus operators as we continue efforts to fill vacancies and ensure the safe daily transportation of our students. 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, 2028, unless otherwise terminated sooner, as provided above in this agreement.



For the Board

4/22/2026

Date



For the Union

4/22/2026

Date