

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

1/28/26

Date



For the Union

1/28/26

Date