

**MEMORANDUM OF UNDERSTANDING BETWEEN
HERNANDO COUNTY SCHOOL DISTRICT ("District") AND**

THE HERNANDO CLASSROOM TEACHERS' ASSOCIATION ("HCTA" or "Union")

The Hernando County School District and Hernando Classroom Teacher's Association recognize the dedication and loyalty of all instructional staff. In recognition of this service, the District will provide a one-time, non-recurring bonus of \$1000 to eligible instructional staff. 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 **\$1,659,900.00**.

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

- Be employed in an instructional position during the **2025-2026** 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.

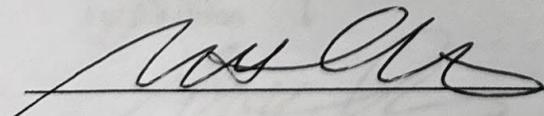
This payment will be paid in full after ratification by the unit and the board. Instructional staff who started after the start of the contract year, will receive a prorated amount.

This payment shall be considered a bonus and shall be taxed accordingly.

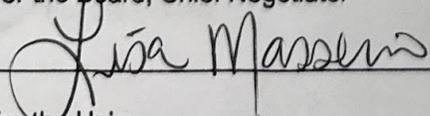
This payment is not eligible to be reported under the Florida Retirement System (FRS).

~~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.~~

The parties agree to return to the table by April 30th for focused discussions on the District's budget performance, consideration of FTE survey results and a report on funding sources and expenditures with the goal of negotiating additional improvements on employee compensation.



For the Board, Chief Negotiator



For the Union

3/3/26
Date

3/3/26
Date