

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

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

This Memorandum of Understanding (MOU) establishes an agreement between the Hernando County School District (hereinafter referred to as "District") and the Hernando Classroom Teachers' Association (hereinafter referred to as "HCTA") regarding instructional salary improvements for the 2026-27 school year.

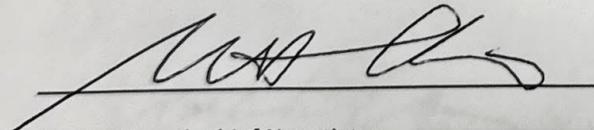
The District and the HCTA agree to include a designated line item in the 2026-27 school year budget for instructional salary improvements.

The amount allocated for this line item shall equal the 2025-26 growth portion of the Classroom Teacher and Other Instructional Personnel Salary Increase Allocation. This allocation will be in addition to any legislative issuance to the Classroom Teacher and Other Instructional Personnel Salary Increase Allocation for maintenance and growth in the 2026-27 school year.

Both parties agree to return to the table for discussion of salary improvements no later than May 2026 in order to consider the combined funds—consisting of the 2026-27 Classroom Teacher and Other Instructional Personnel Salary Increase Allocation and the designated line item. These funds will be applied as a salary increase, subject to all applicable deductions, and will be reported to the Florida Retirement System in accordance with established guidelines.

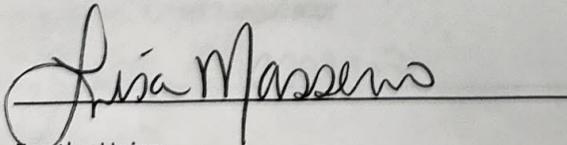
Any additional proposed salary adjustments from either party will be addressed in accordance with established bargaining procedures.

This MOU shall remain in effect until June 30, 2027, after which it will expire.



For the Board, Chief Negotiator

3/3/26
Date



For the Union

3/3/26
Date