

*Steve Smith*  
12/17/25  
DEPT Super



School Board of Hardee County  
2025-2026  
Proposal#1:

*Melanie Henderson*  
*Cathy Matthews*

*Sharon Ursey*

*Wendy Richards*

*Stephanie Douglas 12/17/25*

*RFO*  
*12/17/25*

EDUCATIONAL SUPPORT PROFESSIONALS (ESP)

MASTER CONTRACT

between the

HARDEE EDUCATION ASSOCIATION/UNITED

and the

HARDEE COUNTY SCHOOL BOARD

July 1, 2024 June 30, 2027

*Signature for*  
*Both ESP +*  
*Teacher*

**Article 24 Insurance**  
**Section 1 Health Insurance**

**Section 1 HEALTH INSURANCE**

- A. The Board agrees to provide employees with hospitalization, health insurance, a vision care program, dental insurance and life insurance programs. Any change in benefits or premium shall be negotiated prior to implementation.
- B. Health insurance will be effective for eligible new employees on the first of the month following thirty (30) calendar days after the first duty day date.
- C. The District-sponsored vision care program is voluntary; employees cover 100% of vision premiums by payroll deduction.
- D. The following are monthly employee and Board contributions for the District-sponsored dental plan:

	Monthly Employee	Monthly Board
Employee	\$18.00	\$20.31
Employee + spouse	\$55.64	\$20.08
Employee + child	\$40.14	\$34.96
Family	\$64.50	\$48.03

E. Effective October 1, ~~2024~~, 2025, eligible employees shall be offered the district sponsored medical plan through UMR.

1. The employee annual premium share will be paid by two payroll deductions per month, pro-rated for those who work less than their contracted period.

Employees who qualified for the District's Wildcat Wellness Contribution Share (WWCS) will have their monthly payroll deduction reduced by \$50.00. Employees and spouses who both qualified for the WWCS will have the employee's monthly payroll deduction reduced by \$100.00

~~10/1/2024~~



School Board of Hardee County  
 2025-2026  
 Proposal#1:

UMR plan

9/30/2025

	Monthly Employee \$	Monthly Board \$	Board HRA/ month
Employee	\$113.00	\$748.16	\$100.00
Employee+Spouse	\$738.00	\$1,044.59	\$100.00
Employee+Child	\$413.00	\$1,205.97	\$100.00
Family	\$738.00	\$1,996.17	\$100.00
Employee, Employee + Child	\$113.00	\$748.16	\$100.00

<u>Plan</u>	<u>Tier</u>	<u>Monthly premium effective 10/1/2025</u>	<u>Employee PR deduction</u>	<u>Employee deduction monthly</u>	<u>Premium paid by School Board</u>



School Board of Hardee County  
2025-2026  
Proposal#1:

<u>UMR Buy Up</u>	<u>Employee</u>	<u>\$1,142.44</u>	<u>\$116.78</u>	<u>\$233.56</u>	<u>\$908.88</u>
<u>UMR Buy Up</u>	<u>Employee + spouse</u>	<u>\$2,364.84</u>	<u>\$586.46</u>	<u>\$1,172.91</u>	<u>\$1,191.93</u>
<u>UMR Buy Up</u>	<u>Employee + child</u>	<u>\$2,147.78</u>	<u>\$354.18</u>	<u>\$708.36</u>	<u>\$1,439.42</u>
<u>UMR Buy Up</u>	<u>Family</u>	<u>\$3,627.24</u>	<u>\$618.02</u>	<u>\$1,236.04</u>	<u>\$2,391.20</u>
<u>UMR Base</u>	<u>Employee</u>	<u>\$1,114.39</u>	<u>\$86.06</u>	<u>\$172.11</u>	<u>\$942.28</u>
<u>UMR Base</u>	<u>Employee + spouse</u>	<u>\$2,306.77</u>	<u>\$514.39</u>	<u>\$1,028.77</u>	<u>\$1,278.00</u>
<u>UMR Base</u>	<u>Employee + child</u>	<u>\$2,095.04</u>	<u>\$293.11</u>	<u>\$586.21</u>	<u>\$1,508.83</u>
<u>UMR Base</u>	<u>Family</u>	<u>\$3,538.17</u>	<u>\$514.39</u>	<u>\$1,028.77</u>	<u>\$2,509.40</u>
<u>UMR Buy Down</u>	<u>Employee</u>	<u>\$1,088.67</u>	<u>\$29.64</u>	<u>\$59.27</u>	<u>\$1,029.40</u>
<u>UMR Buy Down</u>	<u>Employee + spouse</u>	<u>\$2,253.54</u>	<u>\$389.84</u>	<u>\$779.68</u>	<u>\$1,473.86</u>
<u>UMR Buy Down</u>	<u>Employee + child</u>	<u>\$2,046.69</u>	<u>\$184.01</u>	<u>\$368.01</u>	<u>\$1,678.68</u>
<u>UMR Buy Down</u>	<u>Family</u>	<u>\$3,456.53</u>	<u>\$329.70</u>	<u>\$659.39</u>	<u>\$2,797.14</u>

The School Board share is \$1,250 per month or \$15,000 per year for a full-time employee.

2. The School Board will also provide an HRA account equal to \$100/ month, prorated for employees who work less than their contracted period. Any unused balance up to 50% after the runout period will carry over to the following plan year. The maximum amount to accumulate is \$2,500.

~~3. The Hardee County School Board offers to any benefit eligible employee that declines the medical insurance coverage a stand-alone Health Reimbursement Arrangement (H.R.A.). The H.R.A. will provide reimbursement of funds to qualified individuals for Qualified Medical Expenses not covered by the traditional group health plan being offered. Qualified medical expenses are defined by IRS Code, Section 213(d) and include amounts paid for the diagnosis, cure, mitigation, treatment, or **prevention of disease** for the purpose of affecting any structure or function of the body. Annually, \$1,200 will be allocated to each eligible member if enrolled in the plan on October 1<sup>st</sup> of each year. Any effective date after October 1<sup>st</sup>.~~



~~will be pro-rated at \$100 per month. There will be no carryover of unused funds and no employee can contribute to the fund.~~

**TEACHER MASTER CONTRACT**  
 between the  
**HARDEE EDUCATION ASSOCIATION/UNITED**  
 and the  
**HARDEE COUNTY SCHOOL BOARD**  
 July 1, 2024– June 30, 2027

**Article 25 Insurance**

**Section 1 Health Insurance**

- A. The Board agrees to provide employees with hospitalization, health insurance, a vision care program, dental insurance and life insurance programs. Any change in benefits or premium shall be negotiated prior to implementation.
- B. Health insurance will be effective for eligible new employees on the first of the month following thirty (30) calendar days after the first duty day date.
- C. The District-sponsored vision care program is voluntary; employees cover 100% of vision premiums by payroll deduction.
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- E. Effective October 1, ~~2024, 2025~~, eligible employees shall be offered the district sponsored medical plan through UMR.

4. The employee annual premium share will be paid by two payroll deductions per month, pro-rated for those who work less than their contracted period.

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School Board of Hardee County

2025-2026

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~~10/1/2024-~~

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<u>Plan</u>	<u>Tier</u>	<u>Monthly premium effective 10/1/2025</u>	<u>Employee PR deduction</u>	<u>Employee deduction monthly</u>	<u>Premium paid by School Board</u>
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2025-2026  
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The School Board share is \$1,250 per month or \$15,000 per year for a full-time employee.

5. The School Board will also provide an HRA account equal to \$100/ month, pro- rated for employees who work less than their contracted period. Any unused balance up to 50% after the runout period will carry over to the following plan year. The maximum amount to accumulate is \$2,500.

~~6. The Hardee County School Board offers to any benefit eligible employee that declines the medical insurance coverage a stand-alone Health Reimbursement Arrangement (H.R.A.). The H.R.A. will provide reimbursement of funds to qualified individuals for Qualified Medical~~



School Board of Hardee County  
2025-2026  
Proposal#1:

~~Expenses not covered by the traditional group health plan being offered. Qualified medical expenses are defined by IRS Code, Section 213(d) and include amounts paid for the diagnosis, cure, mitigation, treatment, or **prevention of disease** for the purpose of affecting any structure or function of the body. Annually, \$1,200 will be allocated to each eligible member if enrolled in the plan on October 1<sup>st</sup> of each year. Any effective date after October 1<sup>st</sup> will be pro-rated at \$100 per month. There will be no carryover of unused funds and no employee can contribute to the fund.~~

School Board of Hardee County  
Counter Proposals  
2025-2026

ESP & Teacher Contracts

Sharon Umrig  
Melanie Henderson  
R. P. [Signature]  
12/17/25  
Stephanie Douglas 12/17/25  
Wendy Richard  
Debra Matthews

[Signature]  
Dept. Supv.  
12/17/25

Article 25 section 2, pg. 45 (Teachers)  
Article 24 section 2, pg. 52 (ESP)

INSURANCE REVIEW COMMITTEE

- ~~A. The Superintendent shall upon ratification of this Agreement appoint members to the Insurance Review Committee for the purposes of:
 
  - 1. Determining options available in keeping with current and projected cost.
  - 2. Determining adequacy of and delivery of plan coverage and benefits.
  - 3. Making recommendations as soon as possible after finalizing any changes necessary each year.
  - 4. Provided four fifths of the committee members agree to the recommendations, they shall be made directly to the School Board which shall either accept the recommendations or refer them back to the committee; if less than this fraction of the committee members agree, the results of the committee's work shall be submitted to the parties' negotiations teams for resolution during subsequent bargaining.~~
- ~~B. The Review Committee shall consist of:
 
  - 1. Two members appointed by the Superintendent.
  - 2. Two employees appointed by the Union President.
  - 3. One school board member appointed by the Chairman of the School Board.~~

**Proposed the following:**

**Section 2: Insurance Review Committee.**

- A. The Insurance Review Committee shall serve in an advisory capacity only. Its purpose is to:
 
  - 1. Review plan utilization and cost data provided by the carrier and the Board.
  - 2. Facilitate the exchange of information and ideas regarding the health insurance plan.
  - 3. Make non-binding recommendations to the Board and the Union Bargaining Committee regarding potential future improvements, modifications, or adjustments.
- B. The Review Committee shall consist of:
 
  - 1. Two (2) members appointed by the Superintendent.
  - 2. Two (2) members appointed by the Union President.
  - 3. One (1) school board member appointed by the Chairman of the School Board.
- C. The Committee shall have no authority to alter, amend, or modify the health insurance plan, benefits, or contributions. Any recommendations made by the Committee require the mutual agreement and ratification of the Board and the Union to be implemented.

**School Board Counterproposal:**



School Board of Hardee County  
**Counter Proposals**  
**2025-2026**  
**ESP & Teacher Contracts**

The School Board does not accept the union proposal and offers the following counterproposal:

- A. The Superintendent shall upon ratification of this Agreement appoint members to the Insurance Review Committee for the purposes of:
  - 1. Determining options available in keeping with current and projected cost.
  - 2. Determining adequacy of and delivery of plan coverage and benefits.
  - 3. Making recommendations as soon as possible after finalizing and any changes necessary.
  - 4. Provided four-fifths of the committee members agree to the recommendations, they shall be made directly to the collective bargaining members for ratification and then to the School Board for approval ~~which shall either accept the recommendations or refer them back to the Insurance Review Committee for consideration.~~  
if less than this fraction of the ~~Insurance Review~~ Committee members agree, the results of the committee's work shall be submitted to the parties' negotiations teams for resolution during subsequent bargaining.
  - 5. All collective bargaining ratification and School Board action related to the Insurance Review Committee shall occur no later than sixty (60) days prior to the start of Open Enrollment.
  
- B. The Review Committee shall consist of:
  - 1. Two members appointed by the Superintendent.
  - 2. Two employees appointed by the Union President.
  - 3. One school board member appointed by the Chairman of the School Board.

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School Board of Hardee County  
Counter Proposals

2025-2026

ESP & Teacher Contracts

**Union Proposal #2: (ESP-Monetary)**

**Union Proposal:**

**Temporary Assignments, Art. 9 sect. 15(a)**

Any non-instructional employee who are requested to act as a classroom substitute for more than ~~twenty-five (25)~~ fifteen (15) hours during any ~~quarter-semester~~ will receive \$3.30 per hour gross pay for each hour as a classroom substitute over (25) in the quarter. The following are excluded: school-wide testing days and covering classes for ESE IEP meetings. Effective upon ratification and School Board approval. The paraprofessional is responsible for maintaining a quarterly timesheet and submitting it to the school office manager for verification.

**School Board Counterproposal: (Fiscal Impact: \$363.69 more than 2024-025 at \$6,001.06 for 6 para subs)**

The School Board does not accept the union proposal and offers the following counterproposal:

**Temporary Assignments, Art. 9 sect. 15(a)**

Any non-instructional employee who are requested to act as a classroom substitute for more than twenty-five (25) hours during any quarter will receive ~~\$3.30~~ \$3.50 per hour gross pay for each hour as a classroom substitute over (25) in the quarter. The following are excluded: school-wide testing days and covering classes for ESE IEP meetings. Effective upon ratification and School Board approval. The paraprofessional is responsible for maintaining a quarterly timesheet and submitting it to the school office manager for verification.

*Daly Matheau 11/14/25*

*[Handwritten signature]*

*11/14/25*

*Shen Albert  
11/14/25*

*Queta Penabaz*

*11/14/25*

*Melanie Henderson  
11/14/25*

*Sharon Urney*

*11/14/25*

*Missy Massey*

*11/14/25*

School Board of Hardee County  
**Counter Proposals**  
2025-2026  
**ESP & Teacher Contracts**

**Union Proposal #3: (ESP-Monetary)**

Current Contract language:

**Article 16, Section 5: OTHER THAN REGULARLY ASSIGNED SHIFT**

*When the principal/site supervisor requires an employee to return to work other than his/her regularly assigned shift, the employee shall receive a minimum of two (2) hours of compensatory time. All Saturday and Sunday work shall be compensated at one and one-half (1 1/2) times his/her hours worked.*

**Union Proposal: New Language**

**Amendment to Article 16, Section 5 pg.30: Minimum Hours for Weekend Work**

**Section 5 – Call-In Pay**

Any employee called in to work outside of their regular work schedule shall receive a minimum of two (2) hours pay, regardless of the day of the week, including Saturday and Sunday.

**School Board Counterproposal:**

The School Board does not accept the union proposal and offers the following counterproposal:

**Article 16, Section 5: OTHER THAN REGULARLY ASSIGNED SHIFT**

- When the principal/site supervisor requires an employee to return to work other than his/her regularly assigned shift, the employee shall receive a minimum of two (2) hours of compensatory time.
- All Saturday and Sunday work shall be compensated at one and one half (1 1/2) times his/her hours worked. All Saturday and Sunday work shall be compensated at one and one-half (1 1/2) times the employee's hourly rate for actual hours worked, or for a minimum of two (2) hours of pay, whichever is more favorable to the employee.

RJD  
Kallista Benhardt  
Sharon Unmez  
Missy Massey 11/14/25

11/14/25  
Dely Matkany  
Sherril Albright  
11/14/25  
Mecanic Henderson  
11/14/25

School Board of Hardee County  
Counter Proposals

2025-2026

ESP & Teacher Contracts

JA

Union Proposal #5: (ESP) (Monetary)

**Article 18-Professional Enhancement Section 3 Educational Incentives**

All Educational Support Professionals who obtain and maintain certification in the areas listed below shall receive a stipend of **\$250 per certification**, not to exceed **two (2) certifications per fiscal year**.

To qualify for the stipend:

- Certifications must be **relevant to the employee's current job duties**,
- Must **add value to the district**, and
- Must be **verified by Human Resources**, following **submission and supervisor/director verification**.

**Payment Details:**

- Stipends may be **retroactive** to the **date of certification** or the **beginning of the current fiscal year**, whichever is later.
- Payments will be **disbursed through regular payroll cycles**.
- Payments will be **prorated based on the employee's active employment status** during the fiscal year.

**Approved Certification Areas:**

1. Professional Standards for School Nutrition Program
2. Always Food Safe
3. Culinary Arts from an approved Food Service Program
4. Pesticide
5. Safety, Casualty, and Sanitation Inspector
6. Automotive Standard of Excellence Certification
7. Florida Association of Pupil Transportation Vehicle Service Technician
8. Certified Nursing Assistant
9. Asbestos Certification
10. Limited Lawn and Ornamental License
11. Private Applicator Agricultural Pest Control
12. IT Certifications
13. DOE Advanced School Bus Driver Trainer (DOE Certification)
14. State of Florida DMV Third Party CDL Tester
15. Building Code Administrator and Inspector
16. Occupational Safety and Health Administration (OSHA) Certification
17. Crisis Prevention Institute (CPI) Certification
18. Certified Pool Operator
19. Certified Cleaning Technician
20. Child Development Associate (CDA)\*
21. General Secretarial Specialist College Credit Certificate\*

R/S   
Waketa Rhenard  
Sharon Unrey

11/14/25  
11/14/25  
11/14/25

Missy Massey 11/14/25  
Ciley Matheny  
Melanie Anderson 11/14/25  
11/14/25

School Board of Hardee County  
**Counter Proposals**

2025-2026

**ESP & Teacher Contracts**

22. Advanced Network Administration Certification (Novell CNA, Microsoft MCP, Cisco CCNA, Linux Network Certification) \*

Certifications marked with an asterisk (\*) are grandfathered for three years.

**Review and Adjustment:**

The stipend amount shall be reviewed annually as part of contract negotiations.

**School Board Counterproposal: (GR=(\$1800.60), All fund sources=(\$1760.17))**

**Section 3 EDUCATIONAL INCENTIVES**

- C. All Educational Support Professionals who obtain and maintain certification in the following areas will receive ~~a one percent (1%) increase on the employee's base salary a stipend of \$250 per certification, not to exceed two (2) certifications per fiscal year. To qualify, certifications must be relevant to the employee's current job duties, add value to the district, and submitted to the Human Resources Department (HR) and verified by the HR Department and the supervisor/director.~~ Payment shall not exceed two (2) certifications and will be contingent upon the proper verification of certification. Pay may be retroactive to the date of certification or the beginning of the current fiscal year, whichever is later. Payment will be disbursed on the regular pay periods if certifications are required by the job in the position currently held. The certification areas are:

Stipend payments may be retroactive to the date of certification or the beginning of the current fiscal year, whichever is later. Payments shall be disbursed through regular payroll cycles and will be prorated based on the employee's active employment status during the fiscal year.

- ~~1. American School Food Service Association~~
2. Professional Standards for School Nutrition Program
3. Always Food Safe
4. Culinary Arts from an approved Food Service Program
5. Child Development Associate (CDA) \*
6. Pesticide
7. Safety, Casualty and Sanitation Inspector
8. Automotive Standard of Excellence Certification
9. Florida Association of Pupil Transportation Vehicle Service Technician
10. Certified Nursing Assistant
11. Asbestos Certification

School Board of Hardee County  
**Counter Proposals**

**2025-2026**

**ESP & Teacher Contracts**

12. Limited Lawn and Ornamental License
13. Private Applicator Agricultural Pest Control
14. IT Certifications
15. Occupational Safety and Health Administration (OSHA) Certification
16. Crisis Prevention Institute (CPI) Certification
17. Certified Pool Operator
18. Certified Cleaning Technician
19. General Secretarial Specialist College Credit Certificate\*
20. Advanced Network Administration Certification (Novell CNA, Microsoft McP, Cisco CCNA, Linus Network Certification)\*
21. DOE Advanced School Bus Driver Trainer (DOE Certification)
22. State of Florida DMV Third Party CDL Tester
23. Building code Administrator and Inspector

Certifications marked with an asterisk (\*) are grandfathered and will qualify for stipends for a maximum of three (3) years, concluding with the 2027–2028 contract year. No stipends shall be provided for these certifications beyond the 2027–2028 contract year.

The certification stipend amounts shall be reviewed as part of the annual contract negotiations and may be adjusted based on available funding, market conditions, and staffing needs.

*Shirley Albright*  
12/17/25

*Debra Foy*  
School Board of Hardee County  
2025-2026  
Proposal#3:

*Sharon Umey*  
*Wanda Rehfeld*  
*Stephanie Douglas* 12/17/25  
*RJ O* 12/17/25

*Arlene Matthews*  
*Melanie Henderson*

EDUCATIONAL SUPPORT PROFESSIONALS (ESP)

MASTER CONTRACT

between the

HARDEE EDUCATION ASSOCIATION/UNITED

and the

HARDEE COUNTY SCHOOL BOARD

July 1, 2024 June 30, 2027

ESP:

Article 20 -Paid/UnPaid Leaves

Section 10 MILITARY LEAVE

Teacher:

Article 21-Paid/Unpaid Leaves

Section 9 MILITARY LEAVE

- A. Military leave shall be granted without pay, except as provided in B, E, F, G, H
- B. Any employee who is a member of the Florida National Guard or Florida State Guard is entitled to leave of absence from his or her respective duties, without loss of pay, time, or efficiency rating, during which the employee is engaged in active duty for a named event, declared disaster, or operation. A leave of absence without loss of pay may not exceed 30 days for each emergency or disaster.
- C. An employee granted such leave for military service shall, upon completion of the tour of duty, be returned to employment without prejudice. Military leave shall not be counted as year of service toward pay purposes.
- D. All employees who are commissioned reserve officers or reserve enlisted personnel in the United States Military or Naval service or members of the National Guard shall be entitled to leave of absence from their respective duties without loss of pay time or efficiency rating on all days during which they shall be engaged in field or coast defense exercise or other training ordered under the provisions of the United States military or Navy Training Regulations for such personnel when assigned to active duty, provided that leaves of absence granted as a matter of legal right under the provisions of this section shall not exceed seventeen (17) days in any one (1) annual period. A copy of the orders and written evidence that effort



School Board of Hardee County  
2025-2026  
Proposal#3:

has been made to serve the duty at a time school is not in session should be provided.

- E. All employees who are called to full-time active military service and are unable to complete contractual obligations to the Board shall be paid according to the salary schedule plus supplements for the first thirty (30) days of such service. Thereafter, any such reservists shall have his/her total gross military pay supplemented up to the amount he/she was earning on the salary schedule plus supplements at the time they were called to active duty. For the purpose of administering this provision, the employee shall be required each month to provide substantiation of total gross military pay by providing copies of the "monthly leave and earnings statement" comparable certified information to the Board and shall provide a copy of his/her orders or comparable statement giving estimated length of full-time active service. Such statement shall be updated as necessary by the employee. This provision may be used in lieu of, not in addition to, temporary military leave. Accrued leaves shall continue to accrue during any employee's absence approved pursuant to this provision.
- F. All employees who are called to full-time active military service will also be eligible to continue their School Board health insurance coverage by paying the employee's share of the cost of such coverage, if any.
- G. During the period of leave required by the call-up the employee shall retain seniority privileges. Upon returning from leave, the employee shall receive credit on the salary schedule for the time of the military call-up.
- H. An employee who has been rated by the United States Department of Veterans Affairs or its predecessor to have incurred a military-service-connected disability and has been scheduled by the United States Department of Veterans Affairs to be reexamined or treated for the disability shall be granted administrative leave for such reexamination or treatment without loss of pay or benefits. However, such paid leave may not exceed 48 hours per calendar year.



Joe Albritt  
Dept Super  
12/17/25  
M.D.  
12/17/25

School Board of Hardee County  
Counter Proposals  
2025-2026  
ESP & Teacher Contracts

Melanie Henderson  
Coley Mathaway  
Sharon Usney  
Walter Richard  
Stephanie Douglas 12/17/25

**Union Proposal #4: (ESP-Monetary)**

**Union Proposal: New Language**

**Add to Article 25: Bodily Fluids and Biohazard Pay Differential for Personal Assistants**

Personal Assistants who are assigned duties that involve direct and routine exposure to bodily fluids, diapering, or biohazard materials shall receive an additional \$1.25 per hour for all hours worked while performing such duties.

**School Board Counterproposal: (\$1.00=\$1573.32 GR; \$2846.10 Other Funds)**

The School Board **does not accept** the Union's proposal as presented.

The District cannot support this proposal, as the associated costs would make it impossible to budget within current financial allocations.

The current salary schedule reflects a pay differential between the Personal Assistant (Rank 66) and the Classroom Paraprofessional (Rank 67) ranging from \$0.75 to \$2.10 across steps.

The School Board proposes to standardize the differential at \$1.00 for steps #0-16 moving forward.

*Handwritten:* Dept Super 12/18/25

*Handwritten:* Dilay Khatrawa, Kallista Runkel

*Handwritten:* Rf & 12/18/25

**Union Proposal #11: (Teacher & ESP: Non-Monetary)**

**Union Proposal:  
Amend Sick Leave Use Donation Article 20 Section 2 pg.38 (ESP)**

A. A district employee may authorize a spouse, child, parent, or sibling who is also a district employee to use sick leave that has accrued to the authorizing employee. The recipient may not use the donated sick leave until all of his/her sick leave has been depleted, ~~excluding sick leave from the negotiated Sick Leave Bank (Appendix A), if the recipient participates in the Sick Leave Bank.~~

B. Beginning with the ~~2011-2012~~ 2025-2026 School year a district employee may authorize any other district employee to use sick leave that has accrued to the authorizing employee. The district school employee may donate no more than 200 hours to recipient per school year. The recipient may not accrue more than 450 hours in one school year and may not use the donated sick leave until all of his/her sick leave has been depleted.

C. Employees shall submit a written request for a specific number of hours. Thereafter, additional requests may be submitted based on hours needed. The donating party must sign his/her approval on all requests. Unused sick leave shall be returned to the donating parties.

D. Donated sick leave shall have no terminal pay value.

**School Board Counterproposal:**

I. A district employee may authorize a spouse, child, parent, or sibling who is also a district employee to use sick leave that has accrued to the authorizing employee. The recipient may not use the donated sick leave until all of his/her sick leave has been depleted, excluding sick leave from the negotiated Sick Leave Bank (Appendix A), if the recipient participates in the Sick Leave Bank.

J. Beginning with the ~~2011-2012~~ 2025-2026 School year a district employee may authorize any other district employee to use sick leave that has accrued to the authorizing employee.

a. To be eligible to donate, an employee must retain a minimum balance of ten (10) days of accrued sick leave after the donation is made. The district school employee may donate no more than ~~2~~ 10 days to recipient per school year.

b. The recipient may not accrue more than ~~10~~ 30 days in one school year and may not use the donated sick leave until all of his/her sick leave has been depleted, excluding sick leave from the negotiated Sick Leave Bank (Appendix A), if the recipient participates in the Sick Leave Bank.

c. The recipient must provide documentation, by the treating physician, of the illness, accident, or injury for which leave is requested by the employee.

d. ~~Employees shall submit a written request for a specific number of hours. Thereafter, additional requests may be submitted based on hours needed. The donating party must sign his/her approval on all requests. Unused sick leave shall be returned to the donating party~~

- K. Employees shall submit a written request for a specific number of days. Additional requests may be submitted as needed based on medical necessity. Each donation must be approved in writing by the donating employee.
- L. All donated sick leave shall be irrevocable once credited to the recipient and shall not be returned to the donating employee, except in the event that the recipient employee no longer requires the donated leave due to recovery or upon a break in service from the District. In such cases, any unused donated leave shall be returned to the original donating employee(s).
- M. Donated sick leave shall have no terminal pay value.
- N. All required request forms and documentation are submitted to Human Resources.
- O. Donations must be made in whole-day increments.
- P. Any alleged abuse or misuse of donated sick leave shall be investigated by the District. If wrongdoing is substantiated, the employee shall repay all days improperly used and may be subject to disciplinary action as deemed appropriate by the Board.

*RJ [Signature]*  
12/18/25

*[Signature]*  
Dept. Super,  
12/18/25

*DeLay Mathew*

*[Signature]*

**ESP Contract**  
**Appendix A Sick Leave Bank**  
**Section 1 PURPOSE**

- E. Beginning with the school year, 1979-80, and modified in 2025-2026, a Sick Leave Bank ~~was~~is established for the purpose of providing sick leave with pay for employees of the Hardee County School Board during periods of personal prolonged catastrophic illness, accident or injury not otherwise compensated by the Board. For the Sick Leave Bank, the term employee shall be defined as any full-time employee of the Hardee County School Board.
- F. The Sick Leave Bank shall function under rules and procedures administered equally by a committee comprised of HEA/United President, or designee, and two HEA/U members appointed by the HEA/U President, and three members appointed by the Superintendent ~~of~~ or his designee.
- G. The Sick Leave Bank shall also function under the Employee's Assistance Program as a means by which employees can request a leave of absence to participate in a rehabilitation program or for counseling. Due to the sensitivity and confidentiality of the request, one union member and one member appointed by the Superintendent shall approve said request.
- H. Any alleged abuse or misuse of the Sick Leave Bank shall be investigated by both parties. If the investigation results in finding of wrongdoing, the employee, the district administration and the bargaining agent, HEA/U shall be notified. The employee, if found guilty of wrongdoing, shall repay all sick leave days drawn from the bank and shall be subject to such disciplinary action as deemed appropriate by the Board.

**Section 2 INITIAL MEMBERSHIP REQUIREMENTS**

- C. All employees who have been employed full-time for at least one (1) year and who have accumulated four (4) days of sick leave are eligible to join the Sick Leave Bank.
- D. Employees may join the Sick Leave Bank by:
  - 5. Voluntarily contributing one (1) sick day of their sick leave and, 6. Enrolling on the proper form, and Enrollment shall be completed on the appropriate form developed by the School Board of Hardee County.

7. Returning the form to HEA/United the School Board of Hardee County during the first thirty (30) working days at the beginning of the school year.
  8. Eligible employees hired or returning from leave after the beginning of the school year shall have thirty (30) working days to return the form to HEA/United the School Board of Hardee County.
- E. Members who have already contributed one (1) day to the Sick Leave Bank shall automatically remain members of the Bank without further contribution unless as may be required under Section 6 of this Agreement.
- F. The Hardee County School Board shall oversee open enrollment at the start of each school year and shall provide replenishment notifications when the available balance of days approaches depletion.

**Section 3 WITHDRAWAL PROCEDURES**

Participating members who are currently full-time employees and who are forced into an extended absence from employment because of his/her own catastrophic illness or accident (excluding workers compensation cases) are eligible. The following criteria must be met when applying to the Sick Leave Bank committee established by the Union for withdrawal of days from the Sick Leave Bank.

- G. Any employee requesting withdrawal from the Sick Leave Bank who is forced into an extended absence from employment because of his/her catastrophic illness or accident (excluding workers compensation cases) will file an application on the proper form accompanied by a physician's statement which shall include the number of days the employee must be absent from work and the nature of the illness or injury.
- H. Any employee requesting withdrawal from the Sick Leave Bank to participate in a rehabilitation program or counseling must provide documentation of enrollment in said rehabilitation program or counseling and any other materials requested.
- I. Exhaustion of all personal sick leave days and any other form of sick leave such as, but not limited to, illness-in-the-line-of-duty.
- J. Has been absent without pay for at least six (6) consecutive working days as a consequence of the illness, accident, or disability.
- K. Be absent from work for at least seven (7) days, six (6) days of which shall not be eligible for compensation under (c). The six (6) day waiting period may be paid days by donated leave days from other employees if the employee so chooses to accept the donation of days subject to the guidelines for leave transfer.
- L. Application for use of the Bank for elective surgery shall not be considered. ~~The Sick Leave Bank Committee may require a second~~

~~opinion from a physician if necessary to determine whether or not surgery is elective, such second opinion will be obtained at the employee's expense.~~

**Section 4 MAXIMUM NUMBER OF DAYS**

The maximum number of Sick Leave Bank days that members are eligible for shall be ten (10) days for each year of employment in the Hardee County Schools cumulative to a total of not more than sixty (60) days during the course of employment.

**Section 5 APPEAL PROCEDURE**

An applicant for the use of the Bank who is denied use may appeal the denial to a review committee which shall be composed of one member appointed by HEA/U and two members appointed by the Superintendent. Management, one member of the Sick Leave Bank committee and one participating member of the Sick Leave Bank jointly selected by HEA/U and Management.

**Section 6 MAINTENANCE OF THE SICK LEAVE BANK**

The Sick Leave Bank shall be activated when a minimum of 150 days have been deposited. No further contribution shall be required of participating members unless the Bank is depleted below sixty (60) days. In such case, all participating members shall be informed of the required requirement to contribute an additional day to the pool each time the Bank is depleted to continue membership in the Bank. Participating members who do not have an additional day accrued at the time of replenishment may contribute the next available sick leave day and remain eligible for membership in the Bank.

**Section 7 DURATION OF AGREEMENT**

The Sick Leave Bank shall remain in existence for the duration of this contract. In the event the Bank is not negotiated in a successor Agreement, the Bank will continue until all days are exhausted or three (3) years have elapsed.

**Section 8 BOARD REVIEW**

The School Board of Hardee County reserves the right to make an annual review of the leaves granted through the Sick Leave Bank.

Hardee School District

Possible District Offer #2 12/10/2025

*Shari Alton*  
 Dept. Super  
 12/17/25  
*Stephanie Douglas*  
 ESPs 12/17/25

FY 2025-26  
 12/17/25

*Waketa Richard*  
*Sharon Unmy*  
*Melanie Henderson*  
*Clay Matthews*

	Cost to General Fund 900	Cost to All Funds
Increase base pay by <del>\$.50</del> <u>\$.60</u> per hour	\$ 190,468	\$ 265,412
One step to eligible employees, retroactive to 7/1/2025		
New hire bonus of \$500 to eligible ESPs (see details)		
Classroom substitute more than 25 hours during a quarter receives \$3.50 (up from \$3.30) per hour	443	443
Increase Personal Assistant (Rank 66) pay for steps 0-16 to be \$1.00 per hour more than Paraprofessionals (Rank 67)	1,573	4,419
Stipend of \$250 per specified certification, up to two. Instead of 1%	<u>(1,800)</u>	<u>(1,760)</u>
	<u>\$ 192,484</u>	<u>\$ 270,273</u>

Instructional

Increase base pay by <del>\$.75</del> <u>\$.82</u> per hour- performance pay, grandfathered and hybrid. Not ROTC or long-term subs.	\$ 364,106	\$ 420,649
Performance pay of \$50 effective and \$100 highly effective for grandfathered. Performance pay of \$75 effective and \$125 highly effective for performance pay, hybrid and ROTC. About 15 instructional are new and will not get performance pay in 2025-26. Using \$100 average.	29,156	33,485
New hire bonus of \$1,000 to eligible instructional (see details)		
New supplement of \$1,200 to self-contained ESE teachers	23,363	23,363
Change supplement for Peer Teacher 2 @ \$2,000 instead of 7 @ \$1,343	<u>(6,572)</u>	<u>(6,572)</u>
	<u>\$ 410,053</u>	<u>\$ 470,926</u>

Administrators- due to indexing

\$ 52,868	\$ 62,821
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**Total**

<u>\$ 655,405</u>	<u>\$ 804,020</u>
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Total District Offer #2 pay and benefit cost vs. \$653,244 available

<u>\$ (2,161)</u>
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Beginning teacher annual salary

At August 2025	After TSIA and \$.82 per hour increase
<u>\$49,531</u>	<u>\$51,241</u>

Pay increases at common hours paid

	Hourly inc	Annual increase
196 days and 7.5 hours per day= 1,470 hours	\$0.82	\$1,205
196 days and 7.5 hours per day= 1,470 hours	\$0.60	\$882
261 days at 8 hours per day= 2,088 hours	\$0.60	\$1,253
223 days at 7.5 hours per day= 1,672.5 hours	\$0.82	\$1,371
223 days at 7.5 hours per day= 1,672.5 hours	\$0.60	\$1,004
Previous- TSIA for instructional in 2025-26	\$0.34	\$505

*Retrd 7/1/25*