

COLLECTIVE BARGAINING AGREEMENT

Negotiations HCSD for 2026/2027 School Year

between the

**Hendry Educational Support Personnel
Association**

and the

District School Board of Hendry County

Negotiations Day #2



Items to Open for Discussion:

ARTICLE 10 - Leave Provisions

10.12 Parental Leave (paid)

1. As part of 10.61 (a) & (b) above, a qualifying employee who has been employed without a break in service for the previous 12 months will be granted ten (10) **consecutive** days of paid parental leave for missed duty days starting with the first duty day after birth or adoption not to be counted against any of their accrued leave.

This leave will not carry over from one work year to the next.

2. If a married couple are both employed by the Board, the aggregate number of days of parental leave to which both may be entitled is ten (10) days.

New language needs to specify consecutive days.

New wording as follows: As part of 10.61 (a) & (b) above, a qualifying employee who has been employed without a break in service for the previous 12 months will be granted ten (10) **consecutive** days of paid parental leave for missed duty days starting with the first duty day after birth or adoption not to be counted against any of their accrued leave.

Rationale: The need for clarification in the language so the days cannot be split up into weeks or months.

TA: Kimberly A Jordan Rhoads of West

ARTICLE 13 - INSURANCE

13.2 The Board shall provide insurance coverage in an amount not to exceed **\$10,168** annually for comprehensive hospital/surgical/medical/dental and major medical/life/disability insurance protection for a twelve-month period for each Teacher. Any amount in excess of **\$10,168** will be paid by the employee. Any increase in the cap amount above **\$10,168** per teacher will be subject to bargaining.

This represents the current amount that the School Board is paying per year for individual employee insurance.

Rationale: This amount needs to be changed to fit the actual current cost of insurance.

TA: Kimberly A. Jordan Rhoads of West

ARTICLE 14 - Transportation

12. Annual bus cleaning at the end of the school year shall be compensated at \$25.00 flat fee.

Change in Language: Annual bus cleaning at the end of the school year shall be compensated at a \$60.00 flat fee contingent upon a successful inspection.

Rationale: Based on an assessment of the time required to thoroughly clean a bus to inspection standards and current driver pay scales, we recommend an increase in the compensation rate. To maintain quality control, payment will be contingent upon the vehicle successfully passing inspection prior to payout.

TA:

Kimberly A. Jordan Richard Y. Winters

ARTICLE 14 - Transportation

New Language- 14.91 Out-of-County Driving Qualifications & Disciplinary Suspension

- **Section 1: Out-of-County Trip Suspension**
An employee involved in a preventable, at-fault accident per law enforcement agency or documented instance of careless driving (including, but not limited to, improper rear-swing tracking, failure to utilize required spotter/backing assistance, or non-compliance with established safety protocols) shall be temporarily suspended from eligibility for out-of-county trips and extra-duty driving assignments.
- **Section 2: Duration of Suspension**
The period of out-of-county trip suspension shall be three (3) consecutive months from the date of the incident determination. This three-month restriction aligns directly with the initial three-month out-of-county driving restriction required for all newly hired drivers.
- **Section 3: Mandatory Remedial Training**
Prior to reinstating out-of-county trip eligibility, the driver must successfully complete mandatory retraining tailored to address the specific safety defect or operational violation identified during the incident investigation.

Rationale: The out-of-county driving suspension serves as corrective discipline for drivers involved in preventable, at-fault accidents or instances of careless driving—such as failing to track the rear of the bus or neglecting required backing assistance. Following an incident, drivers are assigned targeted retraining to address the specific root cause. To maintain consistency across department policies, we propose adjusting the disciplinary out-of-county trip suspension to three months, aligning it with the existing three-month restriction placed on new hires.

TA:

Kimberly A. Jordan Richard Y. Winters

ARTICLE 14 - Transportation

14.6 EXTRA TIME/OVERTIME TRIPS

H. No out of county trips until they have been at-fault accident free for six (6) months including new hires. If an at-fault accident occurs during that time the six (6) month wait resets.

Change in Language: Change language from six (6) months to three (3) months

Rationale:

TA:

Kimberly A. Jordan Rhonda J. West

14.6 EXTRA TIME/OVERTIME TRIPS

New Language: i. Newly hired bus drivers shall complete a minimum of three (3) months of continuous employment with the Hendry County School District (HCSD) and successfully complete designated district out-of-county trip training prior to becoming eligible to bid on, accept, or be assigned out-of-county bus trips.

Rationale: Student Safety & Risk Management: Requiring a three-month waiting period ensures newly hired drivers gain necessary local route experience, build confidence, and demonstrate consistent driving safety before navigating higher-speed highways, unfamiliar areas, and extended travel conditions.

Targeted Skill Development: District-level out-of-county training ensures drivers are fully versed in HCSD protocols specific to long-distance trips, including specialized vehicle inspection routines, trip log procedures, emergency handling away from district facilities, and student management during extended travel.

TA:

Kimberly A. Jordan Rhonda J. West

New Additions for 07-22-26 Negotiations:

Support Salary Negotiations (2026/2027 School Year)

In an effort to utilize funding appropriately in this time of the possible critical need of a New High School build, declining student enrollment throughout the District, increases in health care spending, and the cost of running a school district increasing, the District proposes:

1. All support employees (including part time) will receive a step (Step equals 2%) plus a 1.0% recurring salary increase which equals 3% total. This recurring salary increase will be retroactive at the time of its inclusion into the salary schedule.
2. All full time employees (excluding part time employees) will receive a one time \$2000.00 bonus to be given prior to the HCSD October Fall Break.

Additions to the Employee Benefits Package include:

1. A continued "no cost" to individual employees for the insurance coverage (due to the move to the self-insured model).
2. A Hendry County School District dedicated Health Center (Clinic) for all insured personnel at no cost to the employees (included, but not limited to no copays, no fees for some routine procedures and tests, and no cost prescriptions on many everyday medications. **(Currently being negotiated by the Insurance Committee.)**

Additional salary recurring and nonrecurring avenues for a more sound financial plan.

Rationale: Hendry County School District strives to provide our employees with increased salary opportunities each school year within the budget confines and legal ramifications required of us to successfully run a school district. This gives us the opportunity to benefit our employees while protecting some of the funding for future projects.

TA:

Kimberly A Jordan Blair & West

To Be Determined:

TA's, Agreements, and Signatures for Proposed Settlement and Presentation to the Board:

Next Possible Meeting Dates:

Tuesday, July 28, 2026 @ 2:00pm

Thursday, July 30, 2026 @ 3:00pm