

Jeff Smith
12/17/25
Dept Super



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

RJ O'F
12/17/25

EDUCATIONAL SUPPORT PROFESSIONALS (ESP)

MASTER CONTRACT

between the

HARDEE EDUCATION ASSOCIATION/UNITED

and the

Signature for
Baptist ESP &
Teacher

HARDEE COUNTY SCHOOL BOARD

July 1, 2024 June 30, 2027

Melanie Hudson
Dulcy M. Lattaway
Shana Urrey
Deletha Richards
Stephanie Douglas 12/17/25

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

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

<u>Plan</u>	<u>Tier</u>	<u>Monthly premium</u> <u>effective 10/1/2025</u>	<u>Employee PR</u> <u>deduction</u>	<u>Employee</u> <u>deduction monthly</u>	<u>Premium paid by</u> <u>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, 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.
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 1st of each year. Any effective date after October 1st~~



School Board of Hardee County

2025-2026

Proposal#1:

~~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.
- D. The following are monthly employee and Board contributions for the District-sponsored dental plan:

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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
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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 1st of each year. Any effective date after October 1st will be pro rated at \$100 per month. There will be no carryover of unused funds and no employee can contribute to the fund.~~

Wendy Nichols 12/18/25 *Wendy Nichols*
 Aly Mattaway
President 12/18/25
Al Dorn Jr., 12/18/25

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

Union Proposal:

Amend Sick Leave Use Donation Article 21, Sect. 3, pg. 31 (Teachers)

- 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:

- 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.
 - 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

- C. 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.
- D. 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).
- E. Donated sick leave shall have no terminal pay value.
- F. All required request forms and documentation are submitted to Human Resources.
- G. Donations must be made in whole-day increments.
- H. 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.



12/18/25
Dept Super,
Dulay & Mathaway
Walter Richards

Appendix A Sick Leave Bank

Section 1 PURPOSE

- A. 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.
- B. 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.
- C. 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.
- D. 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 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

- A. 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.
- B. Employees may join the Sick Leave Bank by:
 1. Voluntarily contributing one (1) sick day of their sick leave and,
 2. Enrolling on the proper form, and Enrollment shall be completed on the appropriate form developed by the School Board of Hardee County.

3. 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.
4. 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.

C. 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.

D. 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.

- A. 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.
- B. 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.
- C. 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.
- D. Has been absent without pay for at least six (6) consecutive working days as a consequence of the illness, accident, or disability.
- E. 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.
- F. 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.

2025-2026

ESP & Teacher Contracts

Shawn Umney
Melanie Henderson
A. L. D. 12/17/25
Stephanie Douglas 12/17/25

Article 25 section 2, pg. 45 (Teachers)

Article 24 section 2, pg. 52 (ESP)

INSURANCE REVIEW COMMITTEE

Stephanie Douglas 12/17/25

12/17/25

W. M. Richard
D. M. Matranga

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.

Hardee School District

Possible District Offer #2 12/10/2025

New Offer
 Dept. Super 12/17/25
 By Director of
 Stephanie Douglas 12/17/25
 EPS

Delta Richards
 Sharon Unruh
 Melanie Henderson
 Tracy Matthews

Cost to General
 Fund 900 Cost to All Funds

Increase base pay by \$.50 <u>\$.60</u> per hour	\$0.60	\$ 190,468	\$ 265,412
<u>One step to eligible employees, retroactive to 7/1/2025</u>			
<u>New hire bonus of \$500 to eligible ESPs (see details)</u>			
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>
	\$ 192,484	\$ 270,273	

Instructional

Increase base pay by \$.75 <u>\$.82</u> per hour- performance pay, grandfathered and hybrid. Not ROTC or long-term subs.	\$0.82	\$ 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
<u>New hire bonus of \$1,000 to eligible instructional (see details)</u>			
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>
	\$ 410,053	\$ 470,926	

<u>Administrators</u> - due to indexing	\$ 52,868	\$ 62,821
Total	\$ 655,405	\$ 804,020

Total District Offer #2 pay and benefit cost vs. \$653,244 available	\$ (2,161)
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Beginning teacher annual salary	\$49,531	<u>\$51,241</u>
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<u>Pay increases at common hours paid</u>	<u>Hourly inc</u>	<u>Annual increase</u>
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