

## MOU 2021-001 Employee COVID-19 Disaster Relief

HCEA, HESPA, and SBHC enter this memorandum of Understanding that will sunset on June 30, 2022.

WHEREAS: COVID-19 continues to impact employees of the School Board

WHEREAS: Students educational success depends on a safe and healthy environment to learn with contracted employees performing their jobs successfully

WHEREAS: The Governor of the State of Florida has approved COVID relief payments of \$1000 for all classroom teachers statewide

WHEREAS: The impact of COVID-19 has been felt by all education employees district wide

WHEREAS: Employees went above and beyond and answered the call to provide whatever needs the students had

WHEREAS: These funds may be allocated to *other activities that are necessary to maintain the operation of and continuity of services in local educational agencies and continuing to employ existing staff of the LEA;*

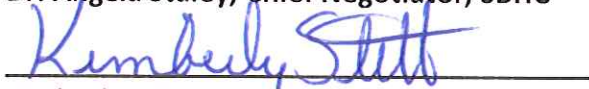
THEREFORE: Be it understood the following shall be effective 7/1/2021

The School Board of Hendry County, HCEA, and HCESPA agree that any returning employee who was employed on the last day of school in 2020-21, who is not to receive the \$1000 from the State of Florida, shall be paid a \$1000 Disaster Relief payment upon the approval and receipt of ESSER 2 funds.

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE CAUSED THE Agreement to be executed by their duty authorized representative on this 12 day of Oct., 2021.



Dr. Angela Staley, Chief Negotiator, SBHC



Kimberly Stitt, President HCEA

Richard West, President HESPA

## MOU 2021-002 Employee COVID-19 Disaster Relief LONGEVITY SUPPLEMENTS

HCEA & SBHC enter this memorandum of Understanding that will sunset on June 30, 2022.

WHEREAS, the United States of America has issued funds to support education, Elementary and Secondary School Emergency Relief, ESSER;

WHEREAS, the District will receive funds from the American Rescue Plan to plan for and distribute;

WHEREAS: These funds may be allocated to *other activities that are necessary to maintain the operation of and continuity of services in local educational agencies and continuing to employ existing staff of the LEA;*

WHEREAS: Hendry County Public Schools are unable to compete with surrounding counties for salaries for all staff due to budgetary restrictions;

WHEREAS: Hendry County Public Schools must be able to retain highly qualified professional staff to meet the needs of all students;


THEREFORE: Be it understood the following shall be effective 7/1/2021:

The School Board of Hendry County and HCEA agree that any teachers that has been employed by the School Board of Hendry County as part of the instructional bargaining unit since 7/1/2011, they shall be paid \$1,500 upon approval and receipt of ESSER 3 funds.

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE CAUSED THE Agreement to be executed by their duty authorized representative on this 12 day of Oct., 2021.



Dr. Angela Staley, Chief Negotiator, SBHC



Kimberly Stitt, President HCEA

## MOU 2021-004 Employee COVID-19 Disaster Relief RECRUIT AND RETAIN STAFF

HCEA & SBHC enter this memorandum of Understanding that will sunset on June 30, 2023.

WHEREAS, the United States of America has issued funds to support education, Elementary and Secondary School Emergency Relief, ESSER;

WHEREAS, the District will receive funds from the American Rescue Plan to plan for and distribute;

WHEREAS: These funds may be allocated to other activities that are necessary to maintain the operation of and continuity of services in local educational agencies and continuing to employ existing staff of the LEA;

WHEREAS: Hendry County Public Schools are unable to compete with surrounding counties for salaries for all staff due to budgetary restrictions;

WHEREAS: Hendry County Public Schools must be able to retain highly qualified professional staff to meet the needs of all students;

THEREFORE: Be it understood the following shall be effective 7/1/2021:

The School Board of Hendry County and HCEA agree that any teacher, that has been employed by the School Board of Hendry County as part of the instructional bargaining unit on 11/1/21, shall be paid \$1,500 after the district receives ESSER 2 funds.

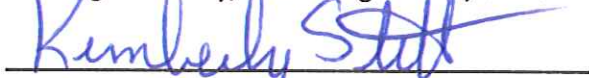
THEREFORE: Be it understood the following shall be effective 7/1/2022:

The School Board of Hendry County and HCEA agree that any teacher, that has been employed by the School Board of Hendry County as part of the instructional bargaining unit on 11/1/22, shall be paid \$1,000 Disaster Relief.

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE CAUSED THE Agreement to be executed by their duty authorized representative on this 12 day of Oct., 2021.



Dr. Angela Staley, Chief Negotiator, SBHC



Kimberly Stitt, President HCEA



## MOU 2021-003 Employee COVID-19 Disaster Relief CRITICAL NEEDS

HCEA & SBHC enter this memorandum of Understanding that will sunset on June 30, 2022.

WHEREAS, the United States of America has issued funds to support education, Elementary and Secondary School Emergency Relief, ESSER;

WHEREAS, the District will receive funds from the American Rescue Plan to plan for and distribute;

HEREAS: These funds may be allocated to *other activities that are necessary to maintain the operation of and continuity of services in local educational agencies and continuing to employ existing staff of the LEA and to address learning loss for students in these critical needs areas;*

WHEREAS: Hendry County Public Schools are unable to compete with surrounding counties for salaries for all staff due to budgetary restrictions including the difficulty in attracting and retaining critical needs area teachers;

WHEREAS: Hendry County Public Schools must be able to retain highly qualified professional staff to meet the needs of all students;

WHEREAS: The Federal Government and the State of Florida Statute requires the following:

c. Salary supplements.—In addition to the salary adjustments, each district school board shall provide for salary supplements for activities that must include, but are not limited to:

(III) Certification and teaching in critical teacher shortage areas. Statewide critical teacher shortage areas shall be identified by the State Board of Education under s. 1012.07. However, the district school board may identify other areas of critical shortage within the school district for purposes of this sub-sub-subparagraph and may remove areas identified by the state board which do not apply within the school district.

WHEREAS: Critical needs areas have been identified as the following:

A. Critical needs: 6-12

a. Areas as identified by the Federal government and State of Florida, which are in this order: English, Reading, Science, Math (Secondary Level) and ESE

Tier 1- Teacher with 6 full classes per day in ESE (Self-Contained and Collaborative (Push-in), English, Reading, Science, or Math. Certified

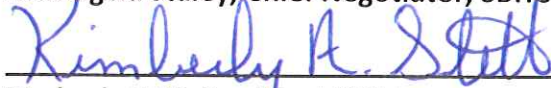
**ARTICLE XV - INSURANCE**

- 15.02 The Board shall provide insurance coverage in an amount not to exceed \$9,871 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 \$9,871 will be paid by the employee. Any increase in the cap amount above \$9,871 per teacher will be subject to bargaining
- 15.06 Husband and wife employees may elect to choose a dependent coverage plan in lieu of individual coverage provided that the total cost to the Board does not exceed ~~\$18,000.00~~ \$19,742. Any amount in excess of ~~\$18,000.00~~ \$19,742 will be paid by the individual. Either spouse may elect to purchase optional life insurance at no cost to the Board.

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE CAUSED THE Agreement to be executed by their duly authorized representative on this 12 day of Oct., 2021.

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Dr. Angela Staley, Chief Negotiator, SBHC

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Kimberly Stitt, President HCEA

HCEA and HCSB TSIA salary agreement:

The laws regarding the allocation of these funds again make for an unfair distribution beyond the control of the School District and the Union.

Teachers less than \$46,300

Increase base pay to \$46,300

All teachers will move up to \$46,300 and if that increase is less than 2 % they will receive a 2% net increase from both the 80% pot and the 20% pot.

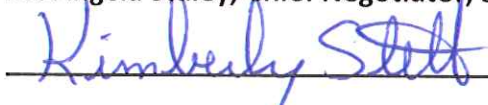
Any teacher between \$46,300 and \$47,500 must receive a net 2% increase.

All teachers above \$47500 will receive an increase of \$272.00.

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE CAUSED THE Agreement to be executed by their duty authorized representative on this 12 day of Oct., 2021.



Dr. Angela Staley, Chief Negotiator, SBHC



Kimberly Stitt, President HCEA