

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
HERNANDO COUNTY SCHOOL DISTRICT ("District")  
AND THE  
HERNANDO CLASSROOM TEACHERS' ASSOCIATION ("HCTA" or "Union")

In accordance with rules established by the Florida State Board of Education, instructional staff who successfully complete the online Civics Seal of Excellence Endorsement course and satisfy eligibility requirements as determined by the Florida Department of Education may be awarded a \$3,000 stipend.

Stipends shall be paid by the District from funds provided by the state solely for this purpose until such funds have been exhausted. All applicable taxes will be deducted from the \$3,000 stipend. After FICA/Medicare/Workers Compensation, the gross payment to the stipend recipient is expected to be \$2,756.09. Gross payment will be subject to the employee's standard tax rate, and **the final payment amount will be less than \$2,756.09.**

Payments will be processed in a payroll run following receipt of funds from the FLDOE, including through summer months.

Dated this 17th of April, 2023

*Lisa Becker*

\_\_\_\_\_  
For the District

*Lisa Massena*

\_\_\_\_\_  
For the Union