

MEMORANDUM OF UNDERSTANDING

Between

The Hernando County School Board

And

The Hernando Classroom Teachers' Association

The parties hereby enter into this Memorandum of Understanding acknowledging an agreement to the following language regarding the digital home learning option available to Hernando County students:

There may be times when teachers are required to teach a hybrid class consisting of students in brick and mortar setting and students who enrolled in the digital classroom option. In these cases, teachers may be required to live stream their face-to-face instruction in the brick and mortar setting to include those students enrolled in the digital classroom option simultaneously. For the purpose of leveling classes, students participating in digital home learning will count the same as students participating face-to-face. Additional hybrid classes will not be created as long as the number of students in digital home instruction can be served in a single class section or classroom.

In no instance will recording be required in the digital home learning option. The teacher will provide assignments for lessons missed by students in the digital home learning option per the attendance procedures in the District Student Progression Plan, as is provided for students in the face-to-face setting.

When certification area meets the needs of the position, volunteers will be considered when assigning a teacher to teach using the hybrid platform.

Every effort will be made to limit the number of hybrid classroom situations. HCTA will receive monthly updates indicating the number of hybrid sections by school and course, and number of teachers affected at each site. Strategies to limit this option will be an ongoing discussion throughout the year.

A stipend of \$250 per semester will be paid to teachers required to teach hybrid classes. This is a single stipend regardless of number of sections or students and is not prorated. This does not apply to teachers teaching the non-hybrid digital classroom instruction nor does it apply to teachers teaching brick and mortar courses and digital classroom courses that are not simultaneous. In other words a teacher may have a period of all brick and mortar and a period of all digital classroom students, this would not constitute a hybrid setting and would not earn a stipend. This amount is in recognition of the impact of additional work required by the hybrid model. Examples of these duties include:

- managing behavior in two settings simultaneously
- posting assignments to an online environment
- adapting in-class assessments and assignments for online delivery
- evaluating student work in two environments
- daily parent notification of absence for digital home learning students

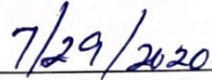
- additional staff contacts required during planning within a 24-hour window specified in the District Plan for students not progressing in the digital home learning option (this may frequently impact teacher planning time)

This agreement expires 11:59pm on June 30, 2021.

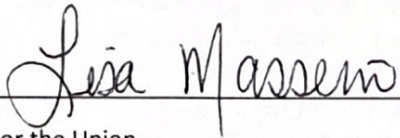


For the Board, Chief Negotiator

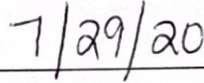
Lisa Becker, Executive Director of Business Services



Date



For the Union



Date