

**MEMORANDUM OF UNDERSTANDING**

Between  
The Hernando County School Board (HCSB)  
And  
The Hernando Classroom Teachers' Association (HCTA)

The parties hereby enter into this Memorandum of Understanding acknowledging an agreement to temporarily assign teachers to e-School due to an increase in enrollment at eSchool and a decrease in enrollment at the brick and mortar school caused by concerns over COVID.

Bargaining unit members who chose to volunteer to transfer to e-school as indicated on the Return to Work survey will be considered first. Preference will be given to those holding a Professional Services (PS) contract.

Additional criteria used to determine who will be temporarily assigned will be done in the following order:

- (1) Number of allocations lost to e-school from the home school
- (2) Employees who meet the requirements of the position, including but not limited to certification
- (3) Those who have the overall highest performance level rating on most recent annual evaluation
- (4) Those who have the most District experience in subject area
- (5) Those who have the most District seniority as a bargaining unit member in an instructional position
- (6) Those who have the most overall career teaching experience
- (7) Those who have previous successful e-school experience

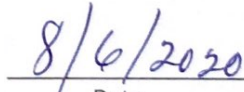
If that list of volunteers is exhausted and vacancies still remain, additional volunteers will be sought from the Return to Work survey from those who indicated they were willing to teach either e-School or brick & mortar. Preference will be given to those holding a Professional Services (PS) contract as well as the same criteria listed above.

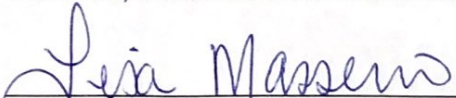
The temporary assignment is intended to remain in place for at least the first semester of the 20-21 school year. This temporary assignment may be extended into the second semester based on the student enrollment numbers.

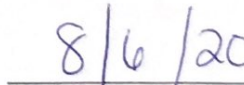
In the event, the student enrollment at e-school declines during the semester and requires the position allocation be reinstated to the original school, teachers will be required to return to a brick and mortar setting and will be provided a minimum of eight (8) work days' notice to complete eSchool responsibilities (including grades). Two (2) planning days at the new brick and mortar work site will be provided immediately prior to beginning instruction at that site.

Temporarily assigned teachers will be returned to their original school or work site. In the event there is no vacancy at the original work site, the teacher will have the option of choosing from among all district classroom instructional vacancies matching their certifications; unless none exist then any instructional vacancy.

  
\_\_\_\_\_  
For the Board, Chief Negotiator  
Lisa Becker, Executive Director of Business Services

  
\_\_\_\_\_  
Date

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

  
\_\_\_\_\_  
Date