

MEMORANDUM OF UNDERSTANDING

BETWEEN THE

HERNANDO COUNTY SCHOOL DISTRICT (“HCSD” or “District”)

AND THE

HERNANDO CLASSROOM TEACHERS’ ASSOCIATION (“HCTA”)

The Hernando County School District and Hernando Classroom Teachers’ Association recognizes the need to preserve public trust by providing the best possible education for our students. Both parties express mutual appreciation for flexibility, understanding, and patience during this public health emergency.

HCTA and HCSD acknowledge that the Florida Department of Education (FLDOE) has extended the date for certification renewal to July 31, 2020. Both parties agree this is due to testing center closures and teachers’ inability to take exams necessary to renewing their certificate.

HCSD agrees to reappoint any teacher whose certificate expires June 30, 2020 due to the closure of testing centers and the teacher’s inability to take test(s) necessary to upgrade or renew their certificate. HCSD and HCTA agree those teachers affected by this have until July 31, 2020, unless that date is extended further by the FLDOE, to take and pass required exam(s). It is furthered agreed by both parties that if the FLDOE extends that date, this agreement will automatically extend with it and there will be no need to draft a new MOU. It is also agreed for those teachers on a 3 Year Temporary Certificate, the Superintendent may request from the FLDOE a 2 year extension for extenuating circumstances. If a teacher would like to request this extension they must send a written request to the Human Resources Department, Attention Certification, and include documentation to support an extenuating circumstance and a check for \$75.00 payable to HCSD by June 2, 2020.

It is agreed by both parties, HCSD and HCTA, if the teacher does not satisfactorily pass the exam(s) by the latest deadline established by the FLDOE, HCSD will terminate the teacher’s contract. HCSD will support the hiring of said teacher(s) by Kelly Services as a Long Term Sub at the current highest hourly rate of pay offered by Kelly Services as approved by the Hernando County School Board (HCSB).

This MOU shall be in effect until the latest FLDOE certification extension to renewal date for 2020. Both parties recognize this date could change, as circumstances are very unpredictable, and could be extended for as long as a year.

Dated this 11th of May 2020

Lisa Becker
for the Board, Chief Negotiator
Lisa Becker, Executive Director of Business Services

Susan Jackson
for HCTA, Bargaining Chair