

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

The Board acknowledges the desirability of replacing bargaining unit members who are absent and will arrange for such replacements insofar as it is practicable to do so, within the limits of such constraints as adequacy of notice of absence, availability of funds, and availability of qualified personnel.

In the event an absent teacher's class is split by administration, no substitute is secured to cover the teacher's absence, and teachers are required to absorb students into their instructional periods, each teacher receiving students shall be compensated \$20/day for all students received that day. The district will provide a fund for this purpose of up to \$250,000. This agreement shall expire if the total expenditure for this purpose exceeds \$250,000 or effective 6/30/2024, whichever occurs first.



\_\_\_\_\_  
For the Board, Chief Negotiator  
Ray Pinder, Executive Director of Business Services

6/19/2023

\_\_\_\_\_  
Date



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

6/19/23

\_\_\_\_\_  
Date