

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

In the 2024-25 school year, recognizing the challenges presented in recruiting qualified staff for Administrative and Certified School Counselor positions, the District introduced Instructional Masters' Degree Scholarship programs. Employees in the Instructional bargaining unit selected for a scholarship through the application process may be required to continue employment in the District for five years following completion of the degree program. It is understood by the parties that there is no guarantee of placement following completion of the degree program.

Any individual agreement to terms of Work Commitment and obligations for repayment entered into under the Instructional Masters' Degree Scholarship programs are separate from and do not supersede or modify any terms or conditions of employment negotiated for the instructional bargaining unit by the District and HCTA.

For the Board

Date

For the Union

Date

Signed 5/29/25