

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

In accordance with the language of the 2020 local referendum, the district will commit 50% of the total funds raised through the 1 mil increase to attract and retain high-quality teachers and staff with competitive salaries and provide additional staff to support student needs. The parties have agreed that 59.125% of the funds generated for salaries and additional staff is reserved for the instructional unit.

Recognizing the need to address low retention among educators pursuing alternative paths to certification as a key contributor to increasing staff shortages, the parties agree that for the 2023-2024 school year \$94,000 of the referendum funds allocated for instructional salaries and additional staff will be reserved to fund up to two (2) additional instructional positions in the HR department. These positions shall exist for the purpose of supporting educators through Alternative Certification and Associate Teacher certification programs.

The parties agree to return to the table in March of 2024 to review the overall progress of the initiative and negotiate HCTA continuing to contribute to the funding of these positions.



For the Board



Date



For the Union



Date