

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

The Hernando County School District and Hernando Classroom Teachers' Association recognize that our students are entitled to the best possible education and educational environment, even in unprecedented times of emergency. The District and the Union express mutual appreciation for flexibility, understanding, and patience during this public health emergency.

The purpose of this Memorandum of Understanding is to memorialize the parties' agreement regarding the reopening of Hernando Public Schools for the 2021-2022 School Year in a manner that prioritizes best pedagogical practices and the safety and well-being of Hernando's children, families, employees, and the community. The parties mutually agree on best practices and safety procedures as follows:

**Leave Provision for COVID-19 Positive instructional staff**

COVID19-positive instructional staff will be required to stay home per CDC and DOH guidelines. COVID19 – positive instructional staff will alert administration.

COVID-19 positive instructional staff are required to take leave, it is expressly understood that the employee on leave cannot be required to complete work-related tasks while on leave, however it is agreed that emergency sub plans will be utilized.

The Hernando County School Board agrees to continue Emergency Paid Sick Leave – For the 2021-2022 school year, COVID-19 positive employees shall be eligible for up to ten (10) days of paid sick leave based upon regular weekly hours and hourly rate of pay.

Any leave extending beyond the emergency paid sick leave shall be covered by the employee's accrued sick leave. In the event the employee has exhausted their accrued leave time, they may take leave as unpaid.

**Provision for instructional staff exposed to a COVID-19 positive person**

All staff are considered essential workers, and therefore any instructional staff member who has been exposed to a confirmed COVID-19 positive person and is not symptomatic is required to continue to work. During the seven (7) calendars days from date of exposure, instructional employees exposed to a COVID-19 positive person will be required to wear a facial covering when unable to social distance while at work. The employee can choose instead to quarantine and will be required to use accrued sick leave.

The parties agree that no employee should be discouraged from utilizing leave time for legitimate health concerns during a community health crisis. Use of accumulated leave time or available leave options for any COVID-19 related situation shall not be grounds for discipline, lower evaluation ratings, or diminished professional references as long as medical documentation supporting the need for leave is provided. All other leaves shall be available in accordance with contract and as provided under law.

The parties agree to reconvene to address revisions or changes to this memorandum should conditions warrant.

*Lisa Becker*

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For the Board, Chief Negotiator

08-09-2021

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Date

*Lise Maserio*

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For the Union

08-09-2021

\_\_\_\_\_  
Date