

MEMORANDUM OF UNDERSTANDING

Between
The Hernando County School Board
And
The Hernando Classroom Teachers' Association

The parties hereby enter into this Memorandum of Understanding acknowledging an agreement to the following language regarding D schools.

The school currently impacted by the language is Eastside Elementary School for the school year 2022-23.

The state Turnaround School Supplemental Services Application (TSSSA) includes strategies the school district will implement to identify, recruit, retain and reward instructional personnel. To support recruitment and reward instructional excellence, EES would offer premium pay up to \$15,000.00 or up to a \$7,500.00 for each teacher who is already working at or is hired by August 31, 2022 to work at EES that meet the following eligibility criteria:

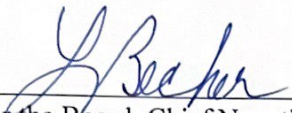
To be eligible a teacher must:

- Have a 3-year aggregate state VAM or the new state VAM calculation as Highly Effective and Effective, **whichever is best**. Algebra I teachers can use a one-year state VAM from 2021 or 2022;
- Have 10 assessments/observations within the state VAM; and
- Teach at a Title I school identified with a school grade of D or F as of August 31, 2022.

All expenditures must be consistent with the approved allocation, as well as applicable state and federal laws, regulations and guidance.

- If an eligible teacher teaches part-time, the allocation shall be pro-rated.
- An eligible teacher does not have to be teaching a VAM grade level or subject to receive this allocation.
- Amendments will not be accepted due to the program's processes and deadline.
- Disburse funds in two equal installments, based on a teacher completing the district-approved schedule of semesters. For example, disburse half of the funds to an eligible teacher at the completion of the first semester and then disburse the remainder at the completion of the second semester.
- Allocations may be pro-rated based on the employment dates of the teacher. However, a teacher must begin employment at an eligible school by August 31, 2022.
- Premium pay will go toward employee's FRS wages
- The district's fringe cost will be taken from the premium payment so as to eliminate any cost to the general fund. Fringe is equal to 20.76% or 27.45% if employee is in DROP.

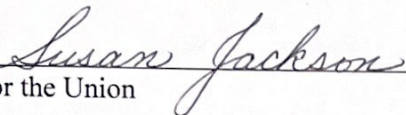
The premium pay will not be paid for teachers who started after August 31, 2022 or left Eastside Elementary School prior to the end of the fund disbursement schedule shown above. All disbursements are dependent upon procuring UniSIG grant funds and will be paid in two equal installments per schedule above.



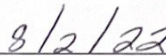
For the Board, Chief Negotiator
Lisa Becker, Executive Director of Business Services



Date



For the Union



Date