

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

The district shall pay a bonus to both the mentor and mentee for transitioning to a valid FLDOE Certificate. Bonus eligibility and distribution will be processed as follows:

As an incentive for completing requirements outlined on the Statement of Status of Eligibility and obtaining a Professional FLDOE Certificate, the mentee will receive a \$750 bonus and their mentor will also receive \$750 bonus provided they have been their mentor a minimum of 2 years. Paid through General Fund.

A mentor that entered a mentor/mentee agreement in the 2022-2023 school year and continued into the 2023-2024 school year will receive the \$750 bonus provided their mentee has completed all requirements for obtaining a Professional FLDOE Certificate.

**The payment shall be considered a bonus and shall be taxed accordingly.
The payment is not eligible under the Florida Retirement System (FRS).**

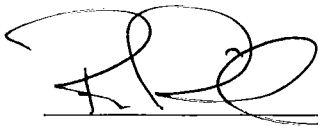
As an incentive for completion, when the Associate Teacher Substitute receives their Temporary certificate from FLDOE they will receive a \$750 bonus and their mentor will also receive \$750 bonus provided they have been their mentor a minimum of 2 years. Paid through General Fund.

**The payment shall be considered a bonus and shall be taxed accordingly.
The payment is not eligible under the Florida Retirement System (FRS).**

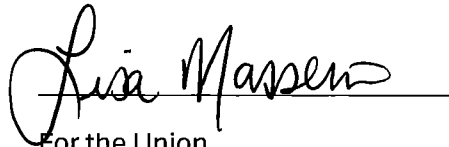
In an effort to assist those seeking to complete the requirements listed on their Statement of Status of Eligibility issued by the FLDOE, Temporary certificate holders may be reimbursed, not to exceed \$1,500.00 in total, for exam fees, college courses, and EPI program tuition provided they submit required documentation.

This agreement is in effect to start the 2023-2024 school year.

This agreement will expire on June 30, 2027.



For the Board



For the Union

5/6/24

Date

5/6/24

Date