

**MEMORANDUM OF UNDERSTANDING**

Between

The Hernando County School Board

And

The Hernando Classroom Teachers' Association

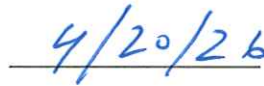
The following Memorandum of Understanding (MOU) is an agreement between the Hernando County School Board (HCSB) and the Hernando Classroom Teachers' Association (HCTA) to fully implement the changes to the 2025-26 Instructional Evaluation Manual as recommended by the EMART committee. HCSB and HCTA have reached tentative agreement on the attached changes to the Evaluation Manual.

Until official ratification, final School Board approval, and acceptance from the Florida Department of Education (FLDOE) parties agree that the changes can be fully implemented in order to ensure that teachers are aware of how they will be evaluated for the 2026-27 school year.

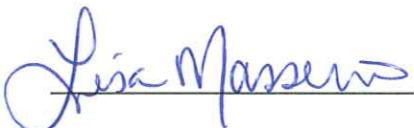
The changes to the Evaluation Manual are accepted as noted in the changes listed in the attached document of the additional rubric for the certified school counselor evaluation type. No other substantive changes were made.



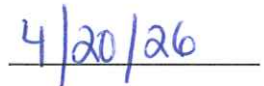
For the Board



Date



For HCTA



Date