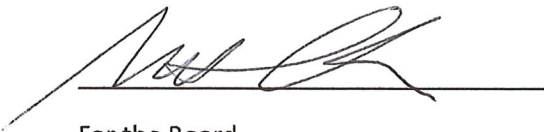
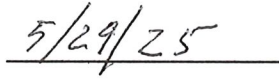


**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
HERNANDO COUNTY SCHOOL DISTRICT ("District")  
AND  
THE HERNANDO CLASSROOM TEACHERS' ASSOCIATION ("HCTA" or "Union")**

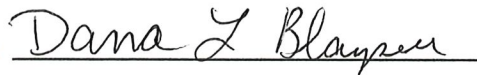
Employees hired into the Instructional bargaining unit following completion of the Associate Teacher Substitute (ATS) program are entitled to the full benefits and protections set forth in the Instructional Master Contract. It is expressly understood that any individual agreement to terms of Work Commitment and obligations for repayment entered into under the Associate Teacher Substitute program are separate from and do not supersede or modify any terms or conditions of employment negotiated for the instructional bargaining unit by the District and HCTA.



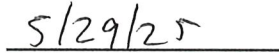
For the Board



Date



For the Union



Date