

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

This MOU outlines an agreement between Hernando County School Board and HCTA regarding the split class coverage to ensure consistent and quality education for students during teacher absences, emergencies, or other circumstances requiring split classes. The Board acknowledges the desirability of replacing bargaining unit members who are absent and will arrange for such replacements insofar as it is practicable to do so, within the limits of such constraints as adequacy of notice of absence, availability of funds, and availability of qualified personnel.

The Hernando County School Board will ensure that split class coverage is used only when necessary and no other viable options are available, while providing notice to teachers when split class coverage is required.

In the event an absent teacher's class is split by administration, no substitute is secured to cover the teacher's absence, and teachers are required to absorb students into their instructional periods, each teacher receiving students shall be compensated \$30/day for groups of up to 5 students, and \$50/day for groups of more than 5 students. For the purposes of compensation, the pay for split class coverage will be paid when the duration of the coverage exceeds 50% of the teacher contract day. The district will provide funds for this purpose of up to \$50,000. This agreement shall expire if the total expenditure for this purpose exceeds \$50,000 or effective 6/30/2026, whichever occurs first. District will provide monthly updates to HCTA as to how much is being expended for this purpose.



For the Board, Chief Negotiator

9/29/2025

Date

Dana L. Blayser

For the Union

9/29/25

Date