

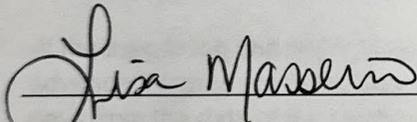
MEMORANDUM OF UNDERSTANDING BETWEEN
HERNANDO COUNTY SCHOOL DISTRICT ("District") AND
THE HERNANDO CLASSROOM TEACHERS' ASSOCIATION ("HCTA" or "Union")

This Memorandum of Understanding (MOU) establishes an agreement between the Hernando County School District (hereinafter referred to as "District") and the Hernando Classroom Teachers' Association (hereinafter referred to as "HCTA") regarding a Proposal for Protected Time during Pre-School Week for the 2026-27 school year.

The District and the HCTA agree during the week of Pre-School, a minimum of 15.5 hours will be reserved in each site's Pre-School schedule for individual instructional staff members to accomplish work-related tasks at their discretion, in preparation for the beginning of the school year. These hours will be scheduled around the day designated to be the "Districtwide Inservice Day" and other required pre-school trainings.

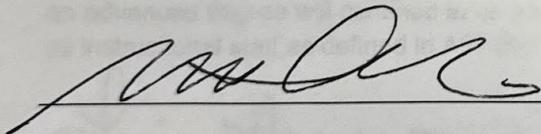
The instructional staff member will be responsible for reviewing their pre-school week schedule and discussing any conflicts with their Administrator.

This MOU shall remain in effect until June 30, 2027, after which it will expire. Both parties agree to continue on-going conversations and canvassing of staff.



For the Board, Chief Negotiator

3/3/26
Date



For the Union

3/3/26
Date