MEMORANDUM of UNDERSTANDING

Hillsborough County Public Schools and Hillsborough Classroom Teachers Association agree on the following regarding ESE staffing in schools.

ESE district staff will review school developed plans that offer flexibility for ESE teachers to have more time for IEPs and paperwork. These plans cannot compromise services and supports for students with disabilities and/or include additional instructional or non-instructional units. If the plans compromise students with disabilities services and supports, the plan will not be approved.

Mark West Date	Stephanie Baxter-Jenkins Date
Chief Negotiator	Chief Negotiator
School District of Hillsborough County	Hillsborough Classroom Teachers Association

H:\Employee Relations\\CTA\2015-2016\Proposed MOU 3.10.1 Make-Up Work