MEMORANDUM of UNDERSTANDING

Transfer timeline for Recruitment and Hiring

Hillsborough County Public Schools and Hillsborough Classroom Teachers Association agree to adjust the timelines for hiring to assist in the recruitment efforts of our Instructional staff. The parties agree to the following for the 2020-21 school year to promote the filling of all vacancies in our schools:

1. Open transfer period will begin the second week of March and continue until the end of June for permanent, eligible instructional employees who wish to seek instructional transfer to Achievement Schools. (March 9 – June 25, 2020)

   Open hiring for Achievement Schools will begin on March 30, 2020, and conclude the first day of preplanning.

2. A second transfer date for all remaining schools will open March 30, 2020 and continue until the end of June. (March 30 – June 25, 2020)

   Open hiring for all other sites will begin on April 13, 2020, and conclude the first day of preplanning.

3. A vacancy will not occur where a surplus pool category exists at the site where the unit loss created a surplus. All surplus permanent instructional employees will be placed, pursuant to section 11.4 in the Teacher Contract, at the conclusion of the school year (June 1, 2020). The parties agree to discuss if a district-wide hiring freeze needs to occur for any pool category during the open hiring period. If needed, a freeze will be placed on the pool category where the surplus exists and limited vacancies may occur.

Mark West Date
Chief Negotiator
School District of Hillsborough County

Stephanie Baxter-Jenkins Date
Chief Negotiator
Hillsborough Classroom Teachers Association