



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 2019-20 school year to promote the filling of all vacancies in our schools:

Open transfer period the second week of March and continue until the end of June for permanent, eligible instructional employees who wish to seek instructional transfer to and amongst Achievement Schools. (March 11-June 28)

A second transfer date for all remaining schools will open the first week of April and Continue until the end of June. (April 8-June 28)

Open hire for Achievement Schools will begin on April 8th and conclude the first day of preplanning.

Open hire for the remaining sites will begin on April 22nd and conclude the first day of preplanning.

A vacancy will not occur where a surplus pool category exists at the site. All surplus permanent instructional employees will be invited to a pre-pool meeting on June 3rd. All surplus instructional employees will be placed at the conclusion of the transfer period beginning on July 8th.

The parties agree to discuss if a district-wide freeze needs to occur for a unique pool category. Once agreed upon, a freeze will be placed on that pool category where the surplus exists and limited vacancies may occur.

Both parties agree to collect the data and discuss the impact of these timelines regarding the transferring and hiring of employees for the 2019-20 school year.

Mark West
Chief Negotiator
School District of Hillsborough County

Date

Stephanie Baxter-Jenkins
Chief Negotiator
Hillsborough Classroom Teachers Association

Date