

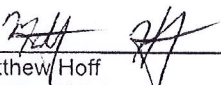


MEMORANDUM of UNDERSTANDING (Extended for 2021-22 School Year)

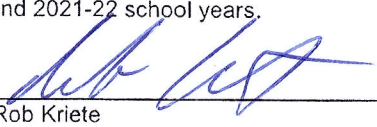
Modified Instructional Evaluation Procedures for Hillsborough Virtual School

Hillsborough County Public Schools ("HCPS") and the Hillsborough Classroom Teachers Association ("HCTA," and with HCPS, herein known as "the parties") recognize parental concerns over the spread of COVID-19 has driven an increase in both student enrollment and commensurate instructional personnel hiring in Hillsborough Virtual ("HVK12"), though they also acknowledge these enrollment gains could be temporary to the 2020-2021 and 2021-22 school years. Per the Instructional Evaluation Handbook, incorporated by reference in their Teachers Contract, each instructional employee must be observed by their principal, who will complete their annual written evaluation; however, HVK12 is currently limited to 4 administrators (1 Director, 1 Supervisor, and 2 Assistant Principals), making their total number of instructional personnel observations and evaluations extremely difficult to complete timely and with fidelity to protocol and best practices.

Therefore, the parties agree to allow supervising HVK12 Program Coordinators- currently each formerly staff of their respective programs and trained and calibrated on the instructional observation and evaluation rubrics- to conduct formal observations and complete annual written evaluations for the instructional personnel in their programs. Additionally, the HVK12 Assistant Principals may also conduct formal observations and complete annual written evaluations for other HVK12 instructional personnel. Should an HVK12 instructional employee demonstrate substantial, documented performance concerns or be considered for non-renomination, the HVK12 Director or Supervisor will complete an additional formal observation and the annual evaluation for that employee. The parties agree such modified procedures will be limited to the 2020-2021 and 2021-22 school years.



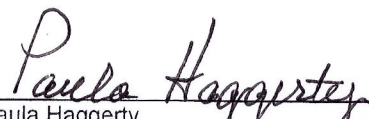
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