

MEMORANDUM OF UNDERSTANDING (“MOU”)  
BETWEEN HILLSBOROUGH COUNTY PUBLIC SCHOOLS  
AND THE HILLSBOROUGH CLASSROOM TEACHERS ASSOCIATION

This MOU is made on this 19<sup>th</sup> day of October 2021, by and between the Hillsborough County Public Schools (“HCPS” or the “District”) and the Hillsborough Classroom Teachers Association (“HCTA” or the “Union”) representing the Instructional Bargaining Unit (Instructional) and Education Support Professionals Bargaining Unit (ESP), hereinafter collectively referred to as “the Parties.”

WHEREAS, the global Coronavirus pandemic (“COVID-19” or “pandemic”) has forced changes in the manner that teachers deliver, and students receive, their education.

WHEREAS, the health, safety and wellbeing of our students and employees is of paramount importance, and our decision making must be consistent with CDC, state and local guidelines and the local COVID-19 Conditions.

NOW, THEREFORE, the Parties mutually agree on best practices and safety procedures for the operation of HCPS schools as follows:

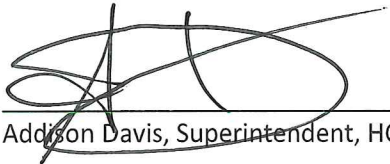
*The above recitals are hereby adopted and incorporated in this section as if fully set forth herein.*

1. Paraprofessionals including Assistant Teachers may be assigned at school sites to support the continued learning needs of students and to provide adequate student coverage and supervision due to COVID quarantines, isolations and vacancies.
2. Every effort will be made to secure a substitute teacher for an absent teacher. When it is necessary to assign a Paraprofessional coverage, the Paraprofessional including Assistant Teachers may choose to be compensated either by compensatory time or supplemental “Para as Sub” pay at \$4.04 more per hour for the number of hours they provided coverage for the absent teacher.
3. The Parties understand and acknowledge that additional COVID agreements may be necessary as we learn additional information and transition through this unprecedented time.
4. This MOU may not be amended except by a written agreement signed by the Parties.

**Duration**

This Memorandum shall commence effective on October 18, 2021, does not provide retroactive actions, and shall remain in place until ~~December 17, 2021~~ ~~March 25, 2022~~ May 27, 2022. The agreement can be extended by mutual agreement of the parties in writing.

**Executed on the date as signed below.**

  
\_\_\_\_\_  
Addison Davis, Superintendent, HCPS

3/2/22  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Rob Kriete, President, HCTA

3-10-22  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Paula Haggerty, Interim Executive Director  
HCTA

3-10-2022  
\_\_\_\_\_  
Date