

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**HERNANDO COUNTY SCHOOL DISTRICT (“District”)**  
**AND THE**  
**HERNANDO UNITED SCHOOL WORKERS (“HUSW” or “Union”)**


The Hernando County School District and Hernando United School Workers recognize that our students are entitled to the best possible educational environment, even in unprecedented times of emergency. The District and the Union express mutual appreciation for flexibility, understanding and patience during this public health emergency.

Per Article XI, Section 13 **Notice of Permanent Change in Shift:** “When the employer permanently changes the shift or shift hours of an employee, when operational needs allow, the employee shall be given twenty (20) work days’ notice of the permanent change in writing.” Both parties agree, it may not always be possible to provide a 20 day notice of a shift change; however HCSD will endeavor to provide as much notice as possible under the current circumstances. All Food and Nutrition Services employees, potentially affected by a shift change, will be given a letter during pre-service to put staff on notice of the anticipated need to change shifts. All employees transferred under this section will stay at their current job level and will perform the same level of responsibilities. For example when there is the need for a Food and Nutrition Assistant 1 to be transferred to another school the FNS Assistant 1 will transfer to new school as a FNS Assistant 1 performing the duties assigned to a FNS Assistant 1. The Food and Nutrition Department agrees to provide a report documenting the transfers to HUSW on a weekly basis. The Director of Food and Nutrition Services will be making the decision on when transfers are required/needed. All other provisions of Article XI, Section 13 will be adhered to.

This MOU shall be in effect until June 30, 2021, or until schools are no longer required to adhere to rules related to COVID-19 or Public Health Emergency.

Dated this 21<sup>st</sup> of Aug 2020

  
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Lisa Becker, Chief Negotiator, for the Board

  
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For the Union