



MEMORANDUM of UNDERSTANDING

Unit Loss and Reclassification of Pool Categories 2026-2027

Hillsborough County Public Schools and Hillsborough Classroom Teachers Association agree to reassign pool categories for non-pool category positions that are a unit loss to determine pool placement during the spring for fall placement. The parties agree to the following for the Spring 2026 pool for the 2026-2027 school year:

When unit loss occurs for positions with no pool category the following process will occur:

An employee currently in a position not assigned to a pool category will be reassigned to the employee's most recent prior assignment. If no prior assignment exists, the employee will be placed into the pool category in which certification is held. In lieu of assignment to a position/pool category at the site, the employee may volunteer to have their name submitted for pool placement

- Employees will be notified of their assignment by April 6, 2026.
- Employees may transfer during the transfer period.

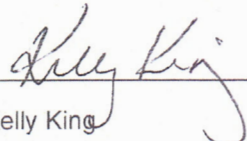
The parties agree that employees within the HCTA Instructional bargaining unit shall have priority for available positions over any contracted service employee when placement opportunities arise as a result of unit loss or reassignment under this agreement.

The parties agree that the relevant contractual unit loss language and procedures shall be utilized to ensure bargaining unit employees are protected and placed appropriately.


The parties further agree to work collaboratively to address any outstanding or unforeseen issues related to unit loss or reassignment in order to ensure that affected employees are placed in available positions within the District whenever possible.

This agreement shall sunset at 4:45 pm, April 24, 2026. The parties will meet at a mutually agreeable time to negotiate any future extensions or updates to this agreement.

In witness whereof, the Parties hereto have caused their duly authorized representatives to execute this Agreement on this Date.

 3/13/26

 Kelly King Date

 3/13/2026

 Brittni Wegmann Date

Chief Negotiator
Hillsborough County Public Schools

Chief Negotiator
Hillsborough Classroom Teachers Association