



MEMORANDUM OF UNDERSTANDING

Non-Student/Teacher Workday 2026-2027

This Memorandum of Understanding ("MOU") is entered into by and between the School Board of Hillsborough County ("Board" or "District") and the Hillsborough Classroom Teachers Association ("HCTA"), representing the Instructional bargaining unit, collectively referred to as "the Parties."

The Parties share an interest in providing instructional staff with reasonable flexibility on designated non-student/teacher workdays while ensuring continued accountability, appropriate leave reporting, and the District's ability to adjust work expectations if operational needs or calendar changes arise.

Accordingly, the Parties agree to the following:

1. Instructional staff will have the option for remote work on the following designated non-student/teacher workdays:
 - a. October 12, 2026
 - b. March 29, 2027
 - c. November 11, 2026 (12-month only)
2. Instructional staff who work remotely shall be responsible for reporting time off requests in accordance with established procedures utilizing accrued sick leave, personal leave, vacation leave or compensatory time when working remote for less than 8 hours.
3. If adjustments are made to the student calendar or employee work calendar due to hurricane makeup days or other unforeseen circumstances, remote work on these days may no longer be an option.

Kelly King
Chief Negotiator
Hillsborough County Public Schools

9/11/2026

Date

Brittni Wegmann
Chief Negotiator
Hillsborough Classroom Teachers Association

9/11/2026

Date