

**MEMORANDUM OF UNDERSTANDING REGARDING  
THE ACADEMY OF HEALTH CAREERS  
PARTNERSHIP**

---

This Memorandum of Understanding (“MOU”) is entered between The School Board of Citrus County, Florida a political subdivision of the State of Florida and a body corporate pursuant to §1001.40, Florida Statutes whose address is 1007 W. Main Street, Inverness, Florida 34450 (hereinafter “School Board”) and Tampa General Hospital, a Florida not-for-profit hospital, with regional operations including Crystal River, Florida (hereinafter “TGH”) (collectively the “Parties”).

**WHEREAS**, the Parties recognize the need to expand healthcare workforce pathways for high school students in Citrus County, Florida; and

**WHEREAS**, the Academy of Health Careers (“AHC”), housed on the Crystal River High School campus, is a leading career-focused educational program offering hands-on training, certifications, and exposure to healthcare careers through simulation labs, classroom environments, and other specialized facilities; and

**WHEREAS**, the Parties desire to enter into a collaborative agreement whereby TGH will provide both direct financial support and programmatic resources to AHC, in partnership with the School Board, to enhance student access to advanced healthcare education and professional development; and

**WHEREAS**, the Parties desire to clearly define their respective roles and responsibilities in carrying out this partnership in a manner that ensures continuity, transparency, and mutual benefit.

**NOW, THEREFORE**, in consideration of foregoing premised, which shall be deemed an integral part of this MOU, and of the mutual covenants and agreements set forth, the parties hereby agree as follows:

**ARTICLE I – RECITALS**

The forgoing recitals (WHEREAS CLAUSES) are true and correct and are incorporated herein by reference.

## **ARTICLE II – TERM**

This MOU shall take effect on August 1, 2025, and shall remain in full force and effect through July 31, 2028. The agreement shall cover the academic years 2025–2026, 2026–2027, and 2027–2028. The Parties may mutually agree in writing to renew this MOU on an annual basis thereafter. Any Party may terminate this MOU for any reason by providing at least thirty (30) days’ written notice to the other Party.

## **ARTICLE III – SCOPE OF AGREEMENT**

- 3.1 The Parties endeavor to distinguish AHC regionally, statewide, and nationally, create pathways for future employment of Citrus County students, provide comprehensive health education experiences for students, support workforce development in the local healthcare sector, and foster collaboration between educational and healthcare institutions.
- 3.2 TGH commits to provide \$50,000 per year for a total of \$150,000 over the three-year term in direct financial contributions to AHC.
  - 3.2.1 These payments will be structured in eleven (11) monthly payments of \$4,167 per year for the initial eleven months of the agreement each year, and the sum of \$4,163 for the final month of the agreement each year.
  - 3.2.2 These funds shall be invoiced monthly by the Citrus County Education Foundation (hereafter “CCEF”) and held by CCEF as the financial repository.
  - 3.2.3 The funds shall be distributed for the benefit of the AHC at Crystal River High School in a manner jointly determined by the School Board and CCEF.

- 3.3 In addition to the financial support outlined above, TGH commits to provide additional programmatic support valued at not less than \$150,000 over the course of the three-year term of this MOU.
- 3.4 TGH will provide custom-branded navy blue medical scrubs for all enrolled AHC students annually. The scrubs will feature TGH Crystal River and AHC branding, and the final designs will be subject to approval by both Parties.
- 3.5 TGH will be acknowledged as a title partner of the AHC during the term of this MOU. The name “The Academy of Health Careers at Crystal River High School in Partnership with TGH Crystal River” or similar approved variants shall be used in promotional materials, signage, and uniforms as appropriate. Any branding shall be subject to mutual approval by the School Board and TGH, and shall not interfere with existing agreements or recognized programs such as the Phil Royal EMT Pathway.
- 3.6 TGH agrees to facilitate experiential learning opportunities for AHC students, including but not limited to shadowing programs, exposure to TGH’s technology platforms and artificial intelligence applications, hospital-based externships, and preparation for healthcare-related summer employment. Efforts shall be made to align such opportunities with school schedules and to provide transportation coordination where feasible.
- 3.6.1 TGH will offer exposure to its healthcare technology systems including AI & analytics integration and applied technology tools and systems.
- 3.6.2 TGH will further offer clinical and shadowing opportunities with focus areas in (a) geriatrics, rehabilitation, and long-term care addressing the local aging population, (b) telehealth, home health, and rural emergency care, and (c) local clinics and physician practices beyond the hospital.
- 3.6.3 TGH will provide guest speakers, who are TGH professionals presenting information about healthcare careers and local industry challenges.

- 3.6.4 TGH will provide hands-on job preparation workshops to prepare students for the local job markets, as well as telehealth training in remote healthcare delivery and best practices.
  - 3.6.5 TGH will provide support for volunteering at local clinics, nursing homes, and TGH facilities, and will support student-led outreach programs, screenings, and volunteer involvement.
  - 3.6.6 TGH will provide target scholarships for AHC graduates pursuing healthcare careers in Citrus County or the Tampa Bay area, which may be tied to post-graduation employment at TGH facilities.
  - 3.6.7 TGH and AHC will collaborate with higher education partners to provide credit for AHC certifications.
- 3.7 The Parties agree to a planning period between June and August 2025. The formal partnership launch shall begin with the 2025–2026 school year. The Parties shall meet quarterly to assess the implementation of this MOU, identify opportunities for improvement, and make programmatic adjustments as necessary. A formal annual review will occur at the end of each academic year.
- 3.8 Nothing in this MOU shall be construed to supersede, replace, or conflict with existing agreements entered into by the Parties, or policies of the School Board or Crystal River High School. In cases of overlapping students, programs, or branding requirements, the Parties agree to collaborate in good faith to ensure that all obligations are fulfilled without disruption or contradiction.

#### **ARTICLE IV – INDEMNIFICATION**

Each Party shall be liable for its own actions and omissions and shall indemnify and hold harmless the other Party for any loss or damage resulting from the negligent acts or failures of the indemnifying Party. Nothing in this MOU shall be construed as a waiver of

sovereign immunity by the School Board beyond the limits provided in §768.28, Florida Statutes.

#### **ARTICLE V – SOVREIGN IMMUNITY**

Notwithstanding any provision contained herein, the School Board intends to avail itself of the benefits of Section 768.28 and of other statutes and common law governing sovereign immunity to the fullest extent possible. However, in no event will the School Board's liability under this provision exceed the sum of \$200,000 per person or \$300,000 per occurrence. Nothing in this Agreement is intended to inure to the benefit of any third party for the purpose of allowing any claim which would otherwise be barred under the doctrine of sovereign immunity or by operation of law.

#### **ARTICLE VI – GOVERNING LAW AND VENUE**

- 6.1 This Agreement shall be governed by and construed in accordance with the laws of the State of Florida. The Parties agree that the Circuit Court for the Fifth Judicial Circuit, Citrus County, Florida (hereinafter the “Court”), shall have sole and exclusive jurisdiction to enforce the terms of this Agreement, and agree that they will present any disputes under this Agreement, including, without limitation, any claims for breach or enforcement of this Agreement, exclusively to the Court. Each of the Parties consents to the jurisdiction of the Court, acknowledges that the Court has jurisdiction over this Agreement, and that the Court shall retain jurisdiction for the purposes of implementing and enforcing the terms of this Agreement.
- 6.2 Each party hereby irrevocably waives its rights to trial by jury in any Action or proceeding arising out of this agreement or the transactions relating to its subject matter.

**ARTICLE VII – PUBLIC RECORDS**

**PUBLIC RECORDS NOTICE**

(MUST BE IN 14 POINT BOLD TYPE)

**IF ANY PARTY HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE PARTIES' DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THE AGREEMENT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS, THE PUBLIC INFORMATION AND COMMUNICATIONS OFFICER, EMAIL ADDRESS: BLAIRL@CITRUS.K12.FL.US AND PUBLICRECORD@CITRUSSCHOOLS.ORG; TELEPHONE NUMBER: 352-726-1931 ext. 2211, 1007 W. MAIN STREET, INVERNESS, FLORIDA 34450.**

7.1 Each Party is required to comply with the Florida Public Records Law, Chapter 119, Florida Statutes, in the performance of its duties under this contract and will specifically:

7.1.1 Keep and maintain public records required by the School Board to perform the service.

7.1.2 Upon request from the School Board's custodian of public records, provide the School Board with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in the Chapter 119, Florida Statutes or as otherwise provided by law.

7.1.3 Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the contract term and following completion of the Agreement if the TC does not transfer the records to the School Board.

7.1.4 Upon completion of the contact, transfer, at no cost, to the School Board all public records in their possession or keep and maintain public records required

by the School Board to perform the service. If any Party transfers all public records to the School Board upon completion of the contract, that Party shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If any Party keeps and maintains public records upon completion of the contract, that Party shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the School Board, upon request of the School Board's custodian of public records, in a format that is compatible with the information technology systems of the School Board.

- 7.1.5 The failure of a Party to comply with the provisions set forth herein shall constitute a default and material breach of this Agreement, which may result in immediate termination, with no penalty to the School Board.

#### **ARTICLE VIII – E-VERIFY**

- 8.1 Pursuant to Fla. Stat. § 448.095, effective January 1, 2021, all Contractors shall use the U.S. Department of Homeland Security's E-Verify system <https://e-verify.uscis.gov/emp>, to verify the employment eligibility of all employees hired during the term of this Agreement.

8.2 Subcontractors:

- 8.2.1 Contractor shall also require all subcontractors performing work under this Agreement to use the E-Verify system for any employees they may hire.
- 8.2.2 Subcontractors shall provide Contractor with an affidavit stating the subcontractor does not employ, contract with, or subcontract with an unauthorized alien, as defined by Fla. Stat. § 448.095.
- 8.2.3 Contractor shall provide a copy of such affidavit to the School Board upon receipt and shall maintain a copy for the duration of the Agreement.

8.2.4 Contractor must provide evidence of compliance with Florida Statute § 448.095 beginning January 1, 2021. Evidence may consist of, but is not limited to, providing notice of Contractor's E-Verify number.

8.3 Failure to comply with this provision is a material breach of the Agreement and the School Board may choose to terminate the Agreement at its sole discretion. Contractor may be liable for all costs associated with School Board securing the same services, including but not limited to, higher costs for the same services and rebidding costs (if necessary).

8.4 For purposes of this provision, "Contractor" means a person or entity that has entered or is attempting to enter into a contract with a public employer to provide labor, supplies, or services to such employer in exchange for salary, wages, or other remuneration. "Subcontractor" means a person or entity that provides labor, supplies, or services to or for a contractor or another subcontractor in exchange for salary, wages, or other remuneration during the term of this Agreement.

## **ARTICLE IX - MISCELLANEOUS**

9.1 Anti-Coercion Waiver - By executing this Agreement, TGH acknowledges that it has received and signed an Affidavit Regarding the Use of Coercion for Labor and Services, as required by Florida Statute §787.06(13).

9.2 This Agreement may not be assigned by any Party except with the prior written consent of the School Board, which consent may be withheld in its sole discretion.

9.3 The terms of this Agreement shall be severable such that, if any term herein is illegal, invalid, or unenforceable, such holding shall not affect the viability of any



of the other provisions of the Agreement, unless the severing of such term would defeat the purpose of this Agreement.

9.4 This Agreement may be executed in counterpart. Faxed or 'pdf' signatures will be acceptable in place of originals.

**THE PARTIES REPRESENT THAT THEY HAVE THOROUGHLY DISCUSSED ALL ASPECTS OF THIS AGREEMENT WITH THEIR RESPECTIVE ATTORNEY(S), THAT THEY FULLY UNDERSTAND ALL OF ITS PROVISIONS, AND THAT THEY ARE VOLUNTARILY ENTERING INTO THIS AGREEMENT WITH THE FULL KNOWLEDGE OF ITS LEGAL SIGNIFICANCE AND WITH THE INTENT TO BE LEGALLY BOUND BY ITS TERMS.**

**SIGNATURE BLOCK**

Executed on this \_\_\_\_\_ day of \_\_\_\_\_, A.D., 20\_\_\_\_\_

**Tampa General Hospital**

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Print Name

Date: \_\_\_\_\_

**Citrus County School Board**

\_\_\_\_\_  
Witness

\_\_\_\_\_  
**Sandy Counts**  
**Chairman, Citrus County School Board**

Date: \_\_\_\_\_