

## **MEMORANDUM of UNDERSTANDING**

***Proposed Salary Agreement  
2014-2015  
Teachers and Educational Support Professionals (ESP)***

The School Board of Hillsborough County Public Schools (hereinafter referred to as “the Board”) and the Hillsborough Classroom Teachers Association (hereinafter referred to as “HCTA”) agree to the following proposed salary agreement:

1. All eligible teachers on the grandfathered performance scales E or G shall advance to the applicable level on that schedule based on creditable years of service, retroactive to July 1, 2014.
2. All eligible teachers on grandfathered scales A or B shall advance one level, retroactive to July 1, 2014. All eligible teachers currently on Level 28 will receive a 2 percent salary adjustment to be paid half in December and half in March. This adjustment shall terminate June 30, 2015.
3. All eligible psychologists on the current Psychologist Scale shall advance one level, retroactive to July 1, 2014. All eligible psychologists currently on level 18 will receive a 2 percent salary adjustment to be paid half in December and half in March. This adjustment shall terminate June 30, 2015.
4. There will be a period for teachers to opt in to the performance salary scales E or G from October 6—October 24, 2014. Any teacher who opts in to the E or G scales during this time will receive their new salary retroactive to July 1, 2014.
5. Instructional performance pay earned during the 2014-2015 school year, which will be paid on or after October 15, 2015, will be: Level 4--\$1900; Level 5--\$2900.
6. Eligible National Board Certified Teachers shall receive a \$1,000 payment for the completion of ten (10) hours of approved mentoring and/or for conducting approved training. To be eligible, the NBCT must hold an active NB certification and receive an effective or highly effective rating. After submission and verification of hours, payment shall be made on or about December 1 or May 1.
7. For the 2014-15 school year, eligible employees who maintain qualification as a Certified Behavior Analyst will be paid a \$500 per year supplement.
8. A master’s degree will not be required to receive a department head or subject area leader supplement.
9. The current supplement for peers and mentors will be increased from \$5,000 to \$5,750.
10. The current in-county mileage reimbursement rate will be increased from \$.37 to \$.42 per mile.

11. Add an annual athletic supplement of \$1,345 for the positions of assistant coach of baseball or softball.
12. All ESP employees will advance four (4) levels retroactive to July 1, 2014. The ESP salary scale will be permanently altered to remove the first 4 levels of the scale. The current level 5 will become level 1 and levels will be renumbered accordingly. Grades 12 and 13, which were previously negotiated out, shall be permanently deleted from the scale. The new ESP scale is appended as Attachment A-1. The parties will continue to consider scale compression in the future as we are mutually committed to providing a living wage for all employees.
13. ESP employees currently in the top levels of the scale will receive step movement and/or a salary adjustment so that all ESP gain the equivalent of a 4 level advance. Any salary adjustments will be paid half in December and half in March. Salary adjustments shall terminate June 30, 2015.
14. Differentiated pay for eligible employees in Renaissance Schools for the 2014-15 school year shall be:
  - Paraprofessionals: \$750
  - Teachers with 0-1 year of experience: \$1,000
  - Teachers with 2-10 years of experience: \$2,300
  - Teachers with 11 or more years of experience: \$3,600
15. The Board will pay the full cost of an employee-only health insurance premium for a designated health plan offered by the Board for instructional and ESP employees for the 2014-2015 school year.
16. The Board agrees it will put out an RFP for providers to offer Roth 403(b) plans.
17. The Board and HCTA agree the Board will pay fingerprint monitoring fees for approximately 20 percent of current instructional and ESP employees during the 2014-15 school year.

Signed:

Signed:

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Mark West  
Chief Negotiator  
School District of Hillsborough County

Date

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Stephanie Baxter-Jenkins  
Chief Negotiator  
Hillsborough Classroom Teachers Association

Date

