



# Hillsborough Classroom Teachers Association

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## FAQ – Hillsborough CTA 2022-2023 Contract Ratification

### Will we get retro pay?

Yes, both step increases and the bonus for employees at (or moving to) the top of the scale will be retroactive to July 1, 2022.

### When will we get our raises and our retro pay?

The district is still finalizing its schedule, but with the Board ratifying on April 18, we **expect** raises to hit paychecks on May 1, with retro pay no later than May 15. We will provide an update if this changes.

### Who is getting steps? I heard it's just for teachers.

All employees in the instructional or ESP bargaining units will receive the two step increases (unless they are already at the top of the scale or moving to the top of the scale after the first increase).

### How much of a raise am I getting?

To see how much of a raise you will get, compare your salary grade and step (see your pay stub) with the district published salary schedules available here:

<https://www.hillsboroughschools.org/salarieschedules>.

You will be paid on the same salary grade, two steps higher.

### I'm near the bottom of the pay scale, will I get a raise?

See above.

### I'm at the top of the pay scale, what am I getting?

Instructional employees who were already at the top of the pay scale will receive a one-time supplement of \$2,200; ESPs will receive one for \$1,100.

Instructional employees who moved to the top of the pay scale after the first of the two steps will receive a one-time supplement of \$1,100; ESPs will receive one for \$550.

### I am a \_\_\_\_\_ and I have a master's in \_\_\_\_\_, will I get the advanced degree supplement?

The advanced degree supplement will be paid to certificated instructional personnel who have an advanced degree in their area of certification. This is because of the limitation in

Section 1012.22(1)(c)3, Florida Statutes, which limits pay for advanced degrees to those degrees which are in the individual's area of certification.

Note that it does not matter what you are actually teaching, only what your area of certification is. If you are certified in 6-12 Mathematics, and hold a Master's degree in Mathematics, then you will get the supplement even if you teach high school chemistry. On the other hand, even if you have a Master's degree in Mathematics and teach high school Mathematics, if your area of certification is 6-12 Biology you would **not** be eligible for the supplement. This is because of the way the law is written.

### Is there a cost of living adjustment?

No. Because the millage referendum last August failed, there are not funds available for cost-of-living adjustments at this time. Providing cost of living adjustments is a high priority for the 2023-24 round of negotiations.

### What's going on with insurance?

The district is currently in the bidding process for acquiring a new health insurance provider on January 1, 2024. We will provide updates as more information becomes available.

### Will a one-time bonus and/or my retro payment be taxed at a higher rate?

No. The IRS formula for withholding pay may trigger a higher percentage of a large lump sum payment (such as retro pay) to be withheld from your paycheck. But when you file your taxes for 2023, your overall tax burden will not be different. You will receive the extra pay that was withheld in the form of a larger tax refund (or a smaller tax bill).

If you do not want a higher percentage of your lump sum payment to be withheld, contact the Payroll Office at [Payrollinformation@hcps.net](mailto:Payrollinformation@hcps.net).

### Are employees on leave (FMLA, health, personal) eligible for the increase?

Employees who are on leave will receive increases upon returning from leave.