



Economic Salary Proposal Instructional and ESP Bargaining Units 2022-2023

The following items were tentatively agreed upon through the bargaining process:

- 1. All eligible Instructional and ESP employees will receive a one-level increase on their respective salary schedules retroactive to July 1, 2022.
- 2. In recognition of their career service to HCPS, a one-time additional payment for the 2022-2023 school year will be paid to all eligible employees at the top of their respective salary schedules. Instructional employees will receive a \$2,200 payment and support employees will receive a \$1,100 payment.
- 3. Employees who moved to the top of their respective salary schedule as a result of their awarded onelevel movement will receive a one-time additional payment for the 2022-2023 school year. Instructional employees will receive a \$1,100 payment and support employees will receive a \$550 payment.
- 4. One-time payment of \$300 for all instructional employees on E00-E05 who would not realize a salary increase when moved as agreed upon.
- 5. All instructional supplements to be increased by 12% effective for the 2023-2024 school year.
- Eligible National Board-Certified Teachers (NBCT) shall receive up to a one-time \$1,000 payment for the completion of ten hours of approved mentoring and/or conducting approved training through the Professional Development Department. Payment shall be made after submission and approval of all required documentation.
- 7. Eligible employees who maintain qualification as a Certified Behavior Analyst will be paid a one-time \$500 supplement.
- 8. Eligible employees who are Licensed School Psychologists will be paid a one-time \$500 supplement.
- 9. The Board will pay the cost of fingerprint monitoring fees for approximately 20% of instructional employees.
- 10. The Board agrees to pay the full cost of an employee-only health insurance premium for a designated health plan offered by the Board for employees.

In addition, the following items have been resolved through the impasse process:

- 11. All eligible instructional and ESP employees will receive a second level increase on their respective salary schedules retroactive to July 1, 2022.
- 12. Advanced Degree Supplements will be provided for those with eligible advanced degrees. The advanced degree supplement will be paid for only one advanced degree and must be held in the employee's area of certification pursuant to Section 1012.22(1)(c) 3, Florida Statutes. Supplements will be prorated for the 2022-2023 school year effective to the date of Board approval. Annual supplements will be as follows:
 - > \$1000 for those holding an eligible Master's Degree
 - > \$2000 for those holding an eligible Educational Specialist Degree
 - > \$3000 for those holding an eligible Doctoral Degree
- 13. Paraprofessionals who serve as a substitute for a classroom teacher who is absent without a substitute will be compensated "Para as Sub" supplemental pay at a rate of \$10.00 per hour for the hours that they cover as a substitute effective following the date of Board approval.

Addison G. Davis	Date
Superintendent	
Hillsborough County Public Schoo	ls

Rob KrieteDatePresidentHillsborough Classroom Teachers Association

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