



MEMORANDUM of UNDERSTANDING TRANSFORMATION NETWORK SCHOOLS 2023-2024

Whereas, Hillsborough County Public Schools (hereinafter referred to as the "district") and the Hillsborough Classroom Teachers Association (hereinafter referred to as the "union" or "HCTA") are parties to collective bargaining agreements for both instructional and educational support staff; and

Whereas, the parties are committed to providing an equitable educational experience for all learners in Hillsborough County Public Schools; and

Whereas, the District has identified and defined "Transformation Network Schools" that require additional support to facilitate student growth and success;

Now therefore, the parties agree as follows for the 2023-2024 school year:

1. Select Instructional and Paraprofessional Unit Incentives

The parties agree that fully staffing Transformation Network Schools with effective and highly effective educators and paraprofessionals is critical to supporting high student achievement outcomes. In an effort to fully staff Transformation Network Schools with such personnel, the parties agree as follows:

a. Identification of Transformation Network Schools

Prior to the Spring transfer period, the district will provide a list of Transformation Network Schools for the 2023-2024 school year. See attached list.

b. Additional Pay: Any eligible employee within the instructional bargaining unit will receive additional pay for additional work expectations and requirements due to being assigned to a Transformation Network school. The first payment will occur after the conclusion of the first semester (January 2024) based on when the state releases UniSIG payments and the second payment will be made after the conclusion of the second semester (June 2024). Staff must be hired prior to FTE survey 2 date certain, complete the entire semester, and be in an active status at time of payment. Current

HCPS instructional staff must be evaluated at a minimum effective level. Instructional personnel new to HCPS are also eligible for payment. Employees hired after survey 2 and prior to survey 3 will receive partial payment at the end of second semester (June 2024). This additional payment will be at a maximum of \$5,000 or any state awarded bonus payment, whichever is greater. Eligible employees are only eligible to receive either the state or district bonus payment, not both.

For instructional personnel working in a school identified as being fully repurposed for the 2024-2025 school year (pending Board approval), an additional one-time \$2,500 payment will be provided at the end of the school year (June 2024). To be eligible for this one-time retention bonus, staff must be hired prior to FTE survey 2 date certain and remain at the site through the end of the school year.

For paraprofessionals a \$750.00 annual payment for highly qualified status. There will be 2 payment installments, one at the end of the first semester (January 2024) and one at the end of the second semester (June 2024).

For paraprofessionals with highly qualified status, working in a school identified as being fully repurposed for the 2024-2025 school year (pending Board approval), an additional \$375.00 payment will be provided at the end of the school year (June 2024). To be eligible for this one-time retention bonus, staff must be hired prior to FTE survey 2 date certain and remain at the site through the end of the school year.

The parties further agree that the 2023-2024 school year will be the final school year for Renaissance Schools designation as noted in sections 21.4.7 and 21.4.8 of the collective bargaining agreement.

- c. Commitment to Assignment: Staff members are not eligible to transfer out of a Transformation Network School during the 2023-2024 school year. All requests for transfer will be reviewed by the Chief of Transformation, Chief of Human Capital, and HCTA President.

2. Professional Autonomy

The parties recognize that professional respect and autonomy are key to attracting talented teachers and staff at Transformation Network Schools. Teachers will be informed of any special site-based programs requiring additional responsibilities and expectations to include State Rule 6A – 1.099811 and will be provided relevant professional development.

State Rule 6A- 1.099811 expectations are as follows:

- a. Teachers shall be provided common planning time on a consistent basis during the work day (grade level, subject) for data-based decision making, problem solving and professional learning. Principals will designate this time on the master schedule.
- b. Teachers shall be provided coaching and development based on analysis of student data and classroom observational data.

