



# Hillsborough Classroom Teachers Association

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July 31, 2023

## Hillsborough Classroom Teachers Association Second Negotiations Meeting For the 2023-2024 School Year

The HCTA bargaining team and the Hillsborough County School Board bargaining team met again on Monday, July 31<sup>st</sup> for our second negotiations meeting at the HCTA building. Our ESP team began at 8:30 am and worked for approximately three and a half hours. Our Instructional team began at 3:30 pm and worked through a caucus that ended around 7:30 pm.

As a review, the 23-24 negotiations will cover the entirety of the language in each ESP and Instructional contract, employee compensation, supplements, and benefits. Our team is committed to ensuring that improvements to our contracts and any compensation agreement will honor the work Education Support Professionals, Teachers and all Educators do each day to for our community. HCTA members are facing the challenge of the passing of SB 256, which aim is to weaken our ability to collectively negotiate our working conditions and pay.

Our shared goal has always been and continues to be settling our contract prior to the start of the year. Despite protracted negotiations and a lengthy impasse, a dedicated group of members have spent many hours, in a relatively short period of time, preparing and reviewing important language proposals for each contract based on the recommendations from HCTA subcommittees. As a reminder HCTA members have participated in subcommittees to provide input for our bargaining team to craft all proposals. The overarching themes our membership wants to be addressed are: time, money, employee shortages, respect and autonomy.

While our union works to improve our contract and reach the best settlement possible for employees, it is important for our members to understand that the contract prior to any settlement is still in full force and the status quo remains.

### **Here is a highlight summary of contract articles addressed for each contract:**

*(IMPORTANT: This is not a comprehensive list. No proposal or tentative agreement will be official until ratification is completed by employees voting and then also voted on by the School Board.)*

#### **ESP Contract**

- Article 1 – Recognition of our union
- Article 2 – Employment processing
- Article 3 – Drug & Alcohol-free workplace
- Article 6 – Salary & compensation
- Article 7 – ESPs providing coverage as substitutes
- Article 8 – Honoring experience credit
- Article 9 – Work year and hours (*addressing equalized pay, 40-hour work week and overtime*)
- Article 11 – Evaluation of nurses
- Article 17 – Health and personal leaves
- Article 18 – Assignments, professional development and pay for extra time beyond workday
- Article 19 – Nursing stations
- Article 20 – Safety
- Article 22 – Grievance procedure
- Article 23 – Association rights
- Article 24 – HOST, Insurance committee and fingerprint monitoring
- Article 26 – Savings clause
- Article 27 – Summary of agreement
- Appendices – Adding grievance form, MOUs, and salary schedules to contract

## Teacher Contract

- Article 1 – Recognition of our union
- Article 2 – Definitions and work year/hours (*planning time & adding Hospital and Homebound language*)
- **Article 3 – Employee rights and responsibilities** (*lesson plans, conferences, duties & coverage, comp time and more!*)
- Article 6 – forms review
- Article 9 – Association rights
- Article 11 – Transfers
- Article 12 – Leaves (donating sick leave, funeral leave, floating/religious holiday)
- Article 13 – HOST discount, insurance committee and fingerprint monitoring
- *Articles 14-Appendices will be addressed in future sessions*

## What happens next?

Our HCTA bargaining team will meet prior to our next meeting to prepare counter proposals and formulate the best proposals for the rest of our contract. As a union, we know that salary is of the highest importance, and we will be making competitive proposals at our next scheduled meeting. Upcoming bargaining dates are as follows:

- Monday August 14, 2023 – ESP & Instructional Contract 3:30pm (**District to present on budget and finance**)
- Monday August 28, 2023 – Instructional Contract 3:30pm
- Wednesday, August 30, 2023 – ESP Contract 3:00pm

## How can I help HCTA reach the best settlement?

As our recent impasse win has taught us, negotiations may happen at the table, but reaching the best settlement comes through influencing the decision makers to agree. This can only be accomplished through a strong and well-organized union of employees! To reach the best settlement we need our current members to be active, engaged, and ready to act when the time may come. You help influence our success in the following ways:

→ Stay informed on our progress by watching past sessions here:

<https://www.youtube.com/channel/UCtqvz-0FFMGOAI2wqzT0STg>

→ Attend or register to watch our next live stream of bargaining here:

[https://us02web.zoom.us/webinar/register/WN\\_t0M3JJNCSRqK6qXehJR05w](https://us02web.zoom.us/webinar/register/WN_t0M3JJNCSRqK6qXehJR05w)

**→ Grow our HCTA membership to 60% so we keep our collective bargaining rights and improve our contract! Get your colleagues to join HCTA today:**

## Thanks to our HCTA bargaining teams:

HCTA President – Rob Kriete, Vice President – Johnny Green, Secretary-Treasurer – Valerie Chuchman

**ESP TEAM:** Olivia Ago-Stallworth – Tampa Bay Tech, Girlene Brown – Foster Elementary, Derrick Bullard – Cypress Creek Elementary, Twanda Evans – Orange Grove Middle, Ariel Hughey – Graham Elementary, April Riley – Clair Mel Elementary, Chinovia Shedrick – Memorial Middle, Sabrina Wright – Marshall Middle

**INSTRUCTIONAL TEAM:** Malka Arnstein- Manhattan Center, Renee Bowser – Folsom Elementary, Karen Campbell – Headstart Program, Michael Clerico Jr – Youth Services, Kimberly Coleman – Asst Superintendent-Admin, Carissa Deneca – Gaither High, Virginia Dickinson – Cypress Creek Elementary, Pearl Ershery – Marshall Middle, Lori Green – Hospital & Homebound, Anita Greenbaum – Pizzo Elementary, Maridea Groves – Riverview Elementary, Erik Hagen – Oak Grove Elementary, Jill Lamb – Kenly Elementary, Roger R. Marcellus – Blake High/Magnet, Cherie Miller – Rogers Middle, Michelle Miller – Hillsborough Virtual, John Mitchell – Erwin Technical Center, Jody Orlando – Chairamonte Elementary, Mackenzie Roberts – Kingswood Elementary, Delma White – Migrant Education

Bargaining Research Associate – Sherry Gunn, Financial Officer – Tamica Thomas Simpson,  
Member Service Specialist – David Peacock

Executive Director & Chief Negotiator – Brittni Wegmann, Assistant Executive Director – Paula Haggerty