

MEMBER BOOK

2023-2024



HCTA

HILLSBOROUGH CLASSROOM TEACHERS ASSOCIATION

UNITY, ADVOCACY, ACTIVISM,
TRAINING, NEWS, BENEFITS



Phone:
Fax:
Website:
General email:

813.238.7902
813.237.4541
www.hillsboroughcta.org
Communications@Hillsboroughcta.org

Note: If you are requesting assistance from HCTA, we encourage you to send an email from your personal email address to the email above or to your HCTA Staff Rep's email address (listed below). If you do not know who your HCTA Staff Rep is, please check the "Cluster List" on pages 14 and 15.

HCTA Executive Board

President	Rob Kriete
Vice-President	Johnny Green
Secretary-Treasurer	Valerie Chuchman
District 1	Wendy Carey, Instructional
District 2	Hiedi Glick, Instructional
District 3	Tony Smith, Instructional
District 4	Kathy Hockman, Instructional
District 5	Kelvin Wright, Instructional
District 6	Emily Lee, Instructional
District 7	Gail Jones, Instructional
District 8	Vacant
District 9	Regina Gambrell, ESP
District 10	Vacant
FEA Governance Board - Seat 1	Rob Kriete (President)
FEA Governance Board - Seat 2	Travis Medling
FEA Governance Board - Seat 3	Sabrina Gates-McCarthy
FEA Governance Board - Seat 4	Linda Perdue

HCTA Staff

Executive Director	Brittni Wegmann
Assistant Executive Director	Paula Haggerty
Financial Administrator	Tamica Thomas Simpson
Member Services Specialist	Sean Armil
Member Services Specialist	Rachelle Frierson Brown
Member Services Specialist	Tara Gonzalez
Member Services Specialist	Vincent Jones
Member Services Specialist	Pam Jufko
Member Services Specialist	Erin Morgan
Member Services Specialist	David Peacock
Member Services Specialist	Chris Rusnak
Member Rights Specialist	Xiomara Martinez
Bargaining/Research Associate	Sherry Gunn
Administrative Assistant	Diana Yagual
Member Processing	Lisa Lopez
Building Superintendent	Danny Gonzalez
Community Organizer	Jay James
Field Organizer	Jacob Johnson



OUR HISTORY

Hillsborough CTA started out as the committee representing teacher concerns within the Hillsborough County Education Association (HCEA), an association of teachers, principals and assistant principals. The association was a professional organization that met regularly to discuss ways to improve their schools, but had no right to negotiate on behalf of their members, no collective bargaining and no contract.

In 1965, a group of teachers split from HCEA and created the Hillsborough Classroom Teachers Association with the goal of being the sole organization representing teachers. At the same time a new association, the Hillsborough Association of School Administrators (HASA), was formed to represent administrators.

In 1968, HCTA supported the FEA's call for a statewide teacher strike in support of more education funding and collective bargaining rights for teachers, which led to the inclusion of collective bargaining in the Florida Constitution later that year.

UNITED WE STAND

Hillsborough CTA is dedicated to being an effective advocate for education professionals in Hillsborough County, to strengthen support for their professional work and development, and to support efforts to ensure that every child in Hillsborough County has access to an excellent public education.

Hillsborough County is the 7th largest school district in the United States with over 250 K-12 schools serving over 220,000 students. The District employs approximately 13,000 teachers and 3,400 educational support professionals.

HCTA has a long history of constructive labor management relations with the school district and is affiliated with the following organizations:

- **Florida Education Association (FEA)**
The FEA is our state level affiliate and represents approximately 140,000 teachers and educational support professionals in our state.
- **American Federation of Teachers (AFT)***
The AFT, an affiliate of the AFL-CIO, was founded in 1916 and represents 1.5 million members in more than 3,000 local affiliates nationwide.
- **National Education Association (NEA)***
With more than 3 million members, NEA is the nation's largest professional employee organization, with members who work in every level of education.
- **American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)**
The AFL-CIO is an umbrella federation for most U.S. unions, with 56 unions representing more than 12 million workers.

*Florida is a "merged state" and as a result, our members benefit from the combined resources of the AFT and the NEA, as well as the AFL-CIO.

Through affiliation with these organizations, HCTA members are a part of a massive support network that advocates for them on a local, state and national level, offers a wealth of professional opportunities, and a myriad of discount programs on products and services (see page 12 for more detailed benefits information).



Our History Continued

It also set the stage for better salaries and better relations between teachers and their respective districts.

In 1969, Hillsborough became the only district in the state with professional negotiations by law, empowering "the School Board to recognize and negotiate with the organization which represents the majority of Hillsborough's classroom teachers" - the Hillsborough Classroom Teachers Association. In 1977, HCTA began negotiating a contract for teacher aides and in 1984 ratified a contract for clerical employees.

Over the years, HCTA has continued to be an effective negotiator on behalf of employees in Hillsborough County. Some of the early contractual achievements were: benefits packages that include life and health insurance, duty free lunch, personal leave days, eliminating the requirement for pregnant teachers to resign or take a leave 60 days prior

to the birth, and the creation of the sick leave bank. And, believe it or not, one of the changes HCTA brought about, in the early 1970s, was allowing female teachers to wear pantsuits instead of a dress or skirt. **Many of the benefits we now take for granted, were won by your union.**

Today, HCTA's leadership continues to work diligently to ensure that members' rights are protected, respected and enforced.



A STRONG UNION IS DRIVEN BY MEMBERS

Hillsborough CTA is an organization of teachers and educational support professionals who know that when we stand together we have the greatest impact. Our unified strength within Hillsborough County Public Schools (HCPS) achieves more for all of us.

A PROFESSIONAL VOICE

Through collective bargaining and the participation of members, HCTA has strong comprehensive contracts for Instructional Personnel and Educational Support Professionals (ESP). The contracts cover a wide range of employment matters, from due process to salaries and health insurance benefits to professional employee working conditions.

COMMUNITY INVOLVEMENT

HCTA works to raise community awareness of education issues and gain community support for public educators. The union advocates for programs and opportunities that will improve our education system, build greater achievement in our classrooms, and improve the lives of all students and stakeholders.



SHAPING OUR LAWS

Educators do not make the laws and policies governing education in the state, but we elect and can influence those who do. HCTA and affiliates constantly monitor and lobby the Florida Legislature as well as the Hillsborough School Board on all issues regarding public education, as well as the needs of Hillsborough County educators and support staff.

SUPPORTING OUR PROFESSIONS

Supporting our members to excel as professionals is a core value of our union. See page 8 for professional development and training opportunities.

MEMBER ADVOCACY – PROTECTION OF RIGHTS

HCTA members receive personal support, guidance, assistance and representation from HCTA Reps and staff for the following work-related issues:

- Transfers
- Constitutional and Statutory Rights
- Observations / Evaluations
- Grievances
- Student Discipline Issues / Safe Learning Environment
- Unit Loss / Reduction-in-Workforce
- Personal Property Loss
- Administrative Reviews & Disciplinary Actions
- Harassment
- Conferences with Administration
- Non-Renomination
- Workplace Health, Safety, and Injury on the Job
- DOE Professional Practices Investigations
- DCF / CPI Investigations
- Illness in the Line of Duty and Injury on the Job
- HCPS Professional Standards Investigations
- Assaults / Battery
- And any other issues which may arise as a result of a member's responsibilities as a HCPS employee performing his/her duties.

PROFESSIONAL LIABILITY INSURANCE

Members receive liability protection through NEA's Educators Employment Liability (EEL) insurance policy. The basic coverage provided by the EEL policy includes:

- **Coverage A:** Educators Liability (Civil)
- **Coverage B:** Reimbursement of Attorney Fees for Defense of a Criminal Proceeding
- **Coverage C:** Bail Bond
- **Coverage D:** Assault-Related Personal Property Damage

NEA's EEL policy is an occurrence policy; the benefits protect insured NEA members as of the time of the occurrence, no matter when the claim is made. The EEL policy covers criminal and civil rights cases, but not cases arising out of the discharge or layoff of a member, or involving other "job rights" issues. For more in depth information regarding the details of the policy, please go to www.neamb.com and enter "liability insurance" in the search box.

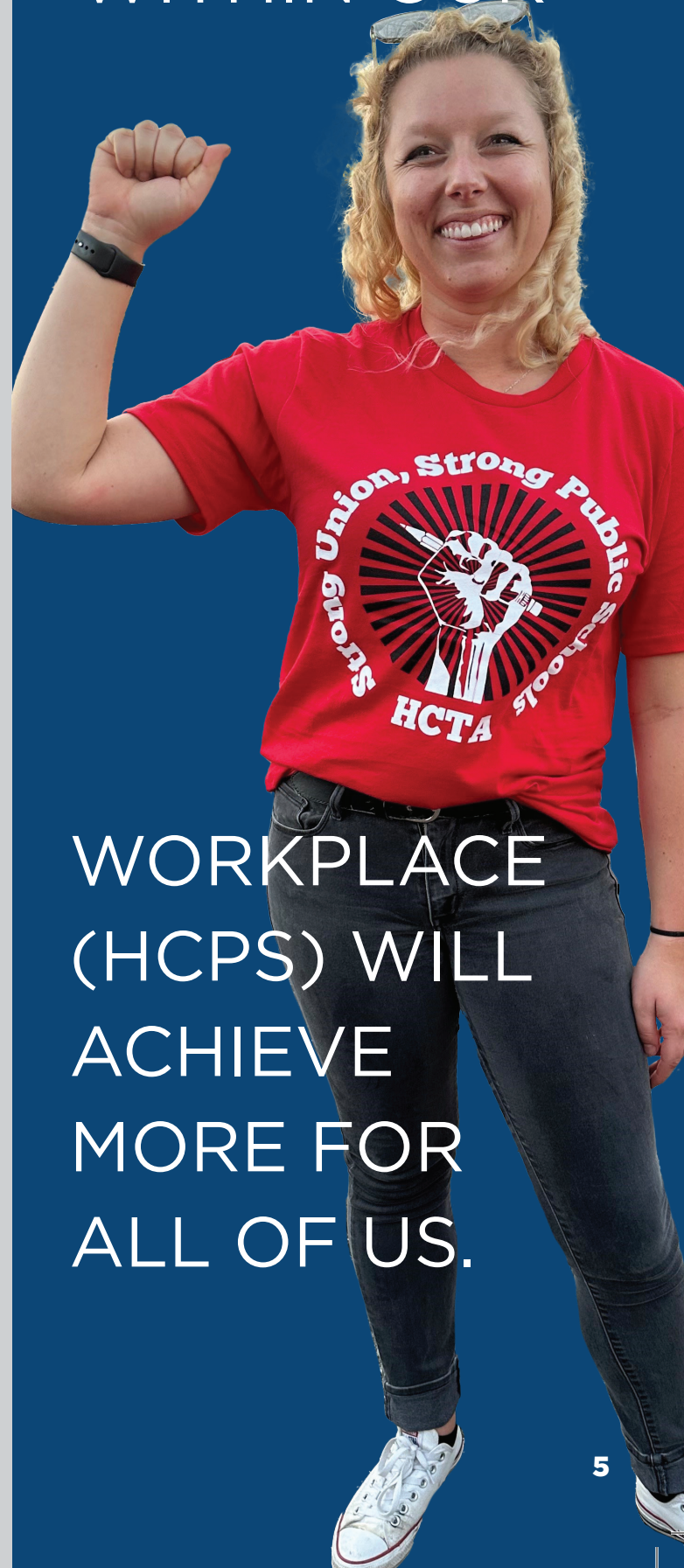
PERSONAL CERTIFICATION ASSISTANCE

Hillsborough CTA:

- Works with HCPS Teacher Certification analysts to help members through the certification process.
- Works with the HCPS Certification Office to help members with problems related to certification.
- Provides ESP with information and mentoring sessions for the General Knowledge exam and the Para-Pro test.
- Helps navigate state and federal requirements, such as those under No Child Left Behind (NCLB).



OUR UNIFIED STRENGTH WITHIN OUR



WORKPLACE (HCPS) WILL ACHIEVE MORE FOR ALL OF US.

IN YOUR SCHOOL & DISTRICT

HCTA BUILDING REPRESENTATIVES

Any member can become a leader within their school or work site by being elected as an HCTA Rep. HCTA members at each site elect HCTA Reps; the number they can elect depends on how many members are at the school or work site. One Representative and one Alternate Representative are elected for each twenty (20) teacher members or major fraction thereof and for each twenty (20) ESP members or major fraction thereof. Each site has a minimum of 1 Teacher Rep and 1 ESP Rep, and an alternate for each.

HCTA Reps serve as the elected representatives of the union to help improve teaching and learning conditions, and school climate. They are the site's elected delegates to the HCTA Representative Council (a monthly meeting that typically takes place the 2nd Thursday of each month throughout the school year) and are a tremendous resource for members. HCTA Reps advocate for members' rights, forward member concerns to HCTA, disseminate union information and materials, and facilitate member mobilization. Only HCTA members are eligible to vote or run for HCTA Rep positions. HCTA Reps receive inservice points for attending Rep Council, Union PD, and other eligible union meetings.

DISTRICT COMMITTEES & TASK FORCES

By contract, all district committees must include employees who may be affected by that committee's decisions. The HCTA President appoints members to district committees giving members an opportunity to influence decisions on things such as textbook adoption, school calendars, and a variety of other issues.

THE UNION
IS
YOU!

YOUR
SINCE



ACTIVISM IN YOUR COMMUNITY

We strongly encourage our members to be active advocates for the rights of educators, students and public schools in Hillsborough County and the State of Florida.

E-ACTIVISM

HCTA offers members a direct connection to become an Electronic Activist. Members can register to become a part of the FEA Action Center. Members will automatically be updated on key issues that are being acted upon by the Florida State Legislature. Members can view FEA position papers, monitor session bills, and contact your Legislators, all with the click of a mouse.

UNION COMMITTEES AND TASK FORCES

By becoming involved in union committees, task forces, caucuses, and programs, members have the opportunity to shape union policies and positions, and influence changes in public education at the state and national level.

ADVOCACY ACTIVITIES

Advocacy covers a wide range of activities, from simply providing a community with information about a particular issue to litigation and lobbying efforts. Advocacy activities that you can participate in:

- Attending & speaking at school board meetings
- Signing petitions
- Writing articles, letters and op-eds
- Making phone calls
- Educating people in your community about the issues and what our legislators are doing
- Assisting with non-partisan voter mobilization
- Assisting with organizing community events, such as community forums or rallies
- Educating local leaders about the issues you face on a daily basis as an educator
- Participating in HCTA and HCPS committees
- Participating in conferences discussing issues surrounding educators and public education
- Attending training sessions to learn skills and strategies for successful direct action organizing
- Participating in lobbying efforts at the state level and actively supporting litigation efforts, such as FEA's lawsuit regarding the 3% retirement contribution

If you are interested in participating in any of these, please contact your HCTA Staff Rep or your Building Rep.

VOICE
1921

WHY SHOULD YOU BE ACTIVE?

While not everyone can invest the time to participate in every union event and meeting, every member can take a number of simple steps to help HCTA continue to grow as a powerful and effective vehicle for advancing your interests and the interests of your colleagues. Those steps include:

- **Read your contract and keep it handy at hillsboroughcta.org/contracts**
- **Attend union-sponsored meetings and events**
- **Read newsletters, e-mails, etc.**
- **Vote in all union, local, state and federal elections**
- **Submit ideas for contract proposals**
- **Don't guess...go to your union leadership if you have any questions**

These simple steps will ensure that you stay informed, make your voice heard, and help improve your profession.

E-ACTIVISM

**Sign up for
REA Action
alert texts!**

**Text
edactivist
to 22394**

PROFESSIONAL LEARNING

Our professional learning offerings are designed to inspire growth and learning, support professional practice, and promote educational advocacy. Content is aligned to Best Practices and sessions for instructional employees are designed to promote deeper understanding of effective teaching practices. District in-service points are awarded. Courses are free of charge to our members.



ESP LEARNING OPPORTUNITIES

Sessions specific to ESP needs are offered addressing topics like managing anti-social behavior, advocating for your profession and time management. We offer in-depth courses examining and guiding ESPs through the evaluation process. There are additional opportunities for ESPs and Instructional members to work together in building site-based and classroom culture.



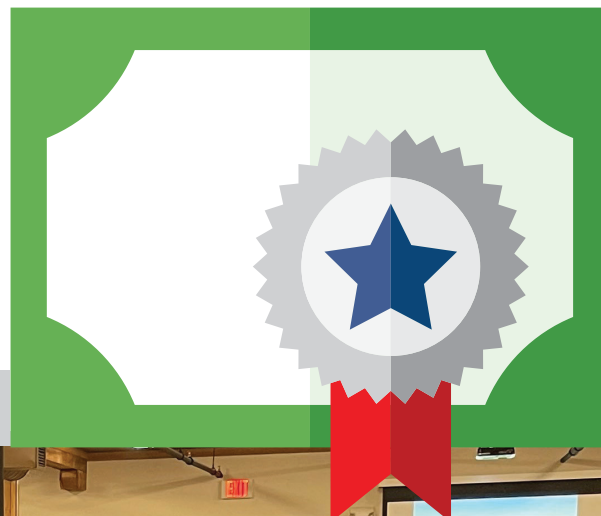
HCTA CERTIFIED REP TRAINING

As a Site Rep, you are a leader! Hone your tools and skills to develop confidence and knowledge to ensure your success as a Union advocate.



ESE FOR GEN ED TEACHERS

HCTA offers face-to-face modules with follow-on activities to provide the 20 hours of SWD credit necessary to rectify every 5 years. Some modules are also applicable to the role of a classroom paraprofessional.



TRAINING



LEARNING ACADEMIES

HCTA Learning Academies promote deeper understanding of specific topics. These multi-session classes use current literature and research to enhance instructional practice. Options: Visible Learning, Thinking Maps, Critical Thinking through Questioning and Discussion, Canvas and Cultural Diversity. New topics are in development.



READING CERTIFICATION

We offer courses in the Reading Competencies needed to secure certification in Reading, which is now required by the State of Florida for many teachers. These classes can be completed on-line with the guidance of our exceptional and knowledgeable course facilitators.



BOOK STUDIES

These learning opportunities capitalize on professional literature to promote thinking about current, relevant educational practices. Engage with peers in online discussions based on your insights from reading. Book purchase may be required.



FLORIDA EDUCATION ASSOCIATION TRAINING

FEA ANNUAL DELEGATE ASSEMBLY: This gathering of teachers and school-related personnel offers renowned speakers and productive workshops on educational issues and union policies and strategies.

FEA ESP CONFERENCE: Paraprofessionals and clerical employees are offered this program of professional development geared to meet their needs.

FEA SUMMER ACADEMY: The FEA Summer Academy is a week-long training session geared toward new, emerging and seasoned leaders in the Florida Education Association — from locals of all sizes. It brings together in one place, at one time more than a dozen trainings FEA previously held throughout the year and around the state.

FEA WINTER LEADERSHIP: A gathering of educators offering a variety of workshops to build your union leadership skills

FEA BARGAINING CONFERENCE: training to empower members of our bargaining team and increase leverage at the bargaining table

FEA PROFESSIONAL DEVELOPMENT: Offering members high quality professional development and resources.

For more information go to www.feaweb.org.



GRIEVANCE, COMPLAINT, OR GRIPE?

As a member of the bargaining unit, you have rights, but are you aware of those rights? Many employees mistakenly confuse a gripe or complaint with a grievance.

Grievance

A grievance is a violation of the collective bargaining agreement (your contract) between the St. Johns County School District, and the Union. If you believe you have a grievance, contact the president as soon as possible. It is important to maintain the timelines outlined in Article V of the contract.



Complaint

A complaint is not a violation of the contract. Although an employee may believe they are being treated unfairly, if there is no contractual violation, there is no grievance.

Gripe

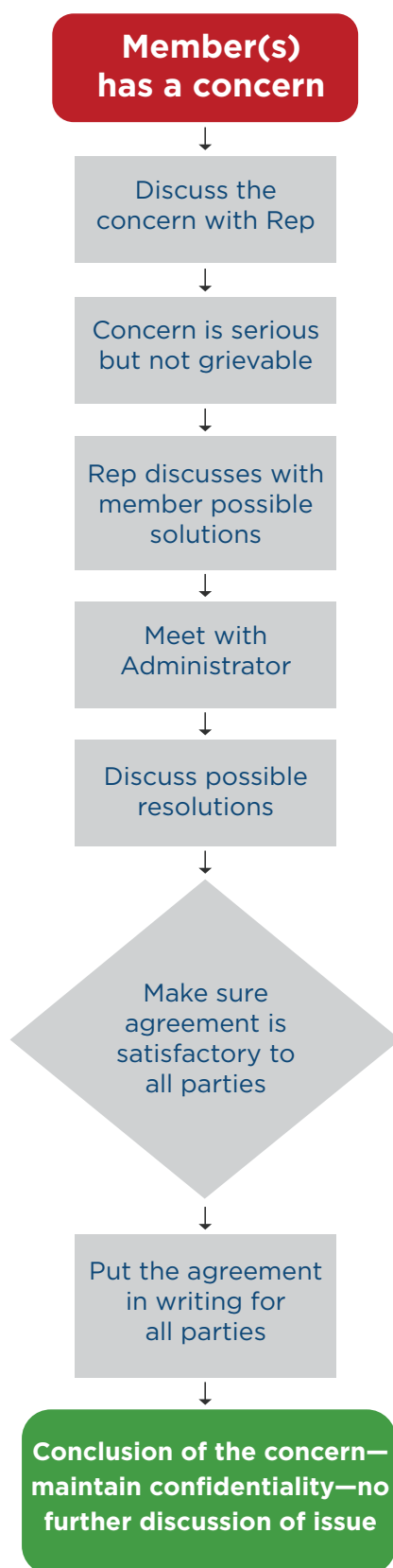
What is a gripe? A gripe is something you believe may be unfair or unjust but is neither unlawful nor a violation of the contract. For example, your new principal never smiles or greets you in the morning, but your last principal was a very warm person who greeted the employees every day. There is nothing legal nor contractual that mandates the new principal behave in a similar fashion. If there is not a contractual violation, there is no grievance.



The morale of the story...

If you have an issue and you are not sure whether it's a grievance, complaint, or gripe, contact union leadership to inquire!!

CHECKLIST FOR HANDLING MEMBER CONCERNS



Basic Preparation for any Member concern

- ☐ Get all the facts and information from the support person or teacher who has the complaint.
- ☐ Get details—for example, dates, examples, witnesses, correspondence, etc.
- ☐ Ask probing questions so that you can get the full story on the issue.
- ☐ Be sure to take notes so that you have a record and can check back to verify the facts.
- ☐ Get additional facts to support the complaint.
- ☐ Check School Board policies and regulations.
- ☐ Determine whether or not the concern is a grievance.

If the complaint is NOT grievable (does not violate the contract)

- ☐ Explain to the support person/teacher why his/her complaint is not grievable. Then follow the process in the flow chart at right.
- ☐ The rep then acts as a facilitator or mediator.
- ☐ Advise the member that he/she may contact the local office; however, it is preferable that they work through you.

If the complaint IS grievable (violates the contract)

- ☐ Determine which Article (s) of the contract has been violated.
- ☐ Gather supportive data.
- ☐ Determine the remedy/settlement sought by the grievant.
- ☐ Discuss the problem informally within 15 days of the violation with the principal or immediate supervisor in order to reach a settlement.
- ☐ If no agreement or settlement is reached, talk with the president or staff person about filing a level I grievance.



Hillsborough Classroom Teachers Association
3102 N. Habana Ave, Tampa, FL 33607
Office Phone: (813) 238-7902

Rob Kriete, President - rob.kriete@floridaea.org
Johnny Green, Vice President - johnny.green@floridaea.org
Valerie Chuchman, Secretary/Treasurer - valerie.chuchman@floridaea.org
Brit Wegmann, Executive Director - brittni.wegmann@floridaea.org

MEMBER COMPLAINT/CONCERN FORM

This is an internal document.

So that we may provide you with the most productive assistance, use this document as a guide for gathering information before contacting HCTA for assistance. See pages 16-17 for additional information.

NAME: _____ MEMBER? Yes () or No ()

WORK SITE: _____ JOB TITLE: _____

PHONE: _____ EMAIL: _____

TODAY'S DATE: _____ DATE OF INCIDENT: _____

Have you contacted your Principal?

Yes () or No ()

Date contacted: _____

Have you contacted your Building Rep?

Yes () or No ()

Date contacted: _____

Concern/Issue:

Is this concern a contract violation:

Yes () or No ()

If you answered yes to this question, then please explain how your rights were violated.

SIGN UP FOR eDues TODAY!



VALUE OF YOUR UNION



- POWER TO NEGOTIATE REGARDING WAGES ANNUALLY FOR ALL BARGAINING UNITS
- INCREASED WAGES FOR ESP'S BY 36.25% IN THE LAST 10 YEARS
- HCTA REPRESENTATION IN DISCIPLINARY MEETINGS
- \$1 MILLION PROFESSIONAL LIABILITY INSURANCE
- EXTENDED COMP TIME FOR ABSORBING STUDENTS
- ENSURES YOU HAVE THE BEST EDUCATION ENVIRONMENT SO STUDENTS HAVE THE BEST LEARNING ENVIRONMENT
- EARLY RELEASE DAYS
- EXTENDED RIGHTS ON REMOVAL OF DISRUPTIVE STUDENTS
- ADVOCACY AT STATE AND FEDERAL LEVELS
- PAID DUTY FREE LUNCH FOR PARAS



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COST OF DECERTIFICATION



- HERE'S WHAT WE COULD LOSE...
- NO BINDING CONTRACT!
 - WE LOSE OUR VOICE IN DECISION MAKING AND WORKING CONDITIONS!
 - NO DUE PROCESS PROTECTIONS!
 - NO BINDING GRIEVANCE PROCESS!
 - NO INPUT ON DISTRICT COMMITTEES!
 - EXTEND YOUR WORK YEAR!
 - NO UNION RIGHTS/NO CONTRACT!
 - REPLACE YOUR JOB WITH TEMPS!
 - NO PAID TIME OFF!
 - NO LEAVE RIGHTS!
 - NO COMP TIME!
 - NO SUB PAY!
 - THEY CAN DO WHAT THEY WANT!

WHAT YOU CAN DO:

1. JOIN HCTA TODAY!

2. GET INVOLVED!

3. TALK TO YOUR COLLEAGUES!

JOIN TODAY! GET IMMEDIATE MEMBERSHIP COVERAGE
CALL YOUR UNION OFFICE AT: 813-238-7902

BENEFITS



AFFILIATE BENEFITS

FEA BENEFITS

The ACCESS card is your FEA membership card and your ticket to big savings. Go to www.feaweb.org to log in or call ACCESS Customer Service at **888.304.9048**.

AFT BENEFITS

Through AFT, you can access a wide array of high-quality programs and services. For more information contact AFT+ at **800.238.1133** or visit www.aft.org.

NEA BENEFITS

As a member of NEA, you have access to numerous benefits programs for insurance, financial services and much more. For more information, call **1.800.637.4636** or visit www.neamb.com.



AMERICAN FIDELITY

American Fidelity offers numerous benefits, such as:

- Cancer Insurance*,+
- Disability Income Insurance*
- Life Insurance*, & Accident Only Insurance*,+
- Critical Illness Insurance*,+
- Permanent, Portable, Life Insurance *,++

Email: AFES-FL@americanfidelity.com

Phone: **1.877.425.1104** or **813.375.2039**

Visit www.americanfidelity.com for more information about our products and services!

*These products may contain limit exclusions and periods. +This product is inappropriate for people who are eligible for Medicaid coverage. ++Underwritten by Texas Life Insurance Company. All benefits may not be available to your union. Please see your representative for more details.



BMG MONEY

HCTA partners with BMG Money to help you manage unexpected expenses. The LoansAtWork program offers reliable online installment loans to help in times of need, regardless of your credit history.

- No credit check required
- Stay away from predatory lenders!
- Apply in minutes

Have questions? Visit loansatwork.com



BRIGHT NOW! DENTAL

Bright Now! Dental has been serving the union community for nearly 40 years and continues to provide HCTA union families with the highest quality of dental care.

- Exclusive union pricing for you and your family
- Save up to 40% on quality dental care when you visit a Bright Now! Dental office
- There are no restrictions, no sign-ups and no fees.

You save whether you have dental benefits or not!

Have questions? Contact your Union Account Representative at **1.888.BRIGHT.NOW** (1.888.274.4486) or visit us on the web at BrightNowDental.com



HCTA APP FOR MEMBERS ONLY

A place to share and interact with your peers. Stay up to date with the latest news, calendars, and events.

Available for Apple and Android phones. Download it in your app store.



BENEFITS



CREATIVE BENEFITS

Benefits to help our Members and their families!

Creative Benefits for Educators is YOUR company - Florida Education Association Locals own Creative Benefits for Educators, which was created to make it easy for members to find the best insurance, retirement, tax and health-related programs available.

For more information contact:

Rich Grady, Relationship Manager

Phone: **772.618.5586**

Email: admin@cbeducators.com

Web Site: **www.CBEducators.com**



HERDMAN & SAKELLARIDES

We provide FREE Legal Consultations, specializing in Tax, Probate, Trust & Professional Licensing law.

Law Offices of Herdman & Sakellarides, P.A.
29605 US Hwy 19N Suite 110
Clearwater, FL 33761

Phone: **1.866.437.3725** or **727.785.1228**

Fax: 727.786.4107

Email: info@herdsaklaw.com

Don't face the IRS alone. Engage a tax lawyer from our firm who will aggressively pursue the best possible result to fix your problem while protecting your income and assets.



NTA LIFE

At NTA Life, we are dedicated to Protecting the Heart of Our Community™. With over 40 years of experience, NTA Life is a recognized leader in providing supplemental health and life insurance benefits to educators.

HCTA members can now take advantage of these affordable benefits, including Cancer, Heart, Accident, Disability and ICU.

Phone: **1.888.671.6771**

Email: support@ntalife.com

Web Site: **www.ntalife.com**



SUNCOAST CREDIT UNION

As the preferred partner to provide HCTA members comprehensive financial guidance and retirement planning, HCTA members enjoy special benefits only available through Educators Choice.

- Complimentary membership at Suncoast Credit Union.
- \$100 cash reward when you open a Suncoast Credit Union fee-free checking account and sign up for direct deposit or a recurring payment via ACH. Reward is deposited into your checking account after the first direct deposit or ACH is made. Visit fea-join.suncoastcreditunion.com.
- Complimentary Membership Enrollment for two years in Educators Choice Club Package, a bundle of services to help enhance your financial security and wellness, a savings of almost \$100.
- Access to free virtual and face-to-face financial education.
- No cost customized financial or retirement plan from a financial advisor.

Phone: **855-201-5700**

Email: info@educatorschoice.com

Web site: **<https://suncoastcreditunion.com/educators-choice>**



TISON LAW GROUP

Representing HCTA members for more than 20 years!

- FREE CONSULTATION
- ANY legal issue
- Employment, Criminal Defense, Personal Injury, DUI & Traffic Tickets

Phone: **813.739.1776**

Email: tytison@tisonlawgroup.com

Web site: **www.tisonlawgroup.com**

2023-2024 HILLSBOROUGH CTA WORK SITE CLUSTERS

Cluster 1 Sean Armil, Cluster Organizer		Cluster 2 Tara Gonzalez, Cluster Organizer	
Adams Middle	Miles Elementary	Alexander Elementary	Maintenance West
Benito Middle	Mort Elementary	Alonso Senior High	Mendenhall Elementary
Bowers-Whitley Career Center	Muller Elementary	Anderson Elementary	Mitchell Elementary
Buchanan Middle	North Tampa Alt.	Ballast Point Elementary	Monroe Middle
Caminiti Exceptional Center	Northwest Elementary	Bay Crest Elementary	Morgan Woods Elementary
Cannella Elementary	Pizzo K-8	Bellamy Elementary	Oak Grove Elementary
Carrollwood Elementary	Pride Elementary	Blake Senior High	Pierce Middle
Chamberlain Senior High	Schwarzkopf Elem.	Brewster Technical Center	Plant Senior High
Child Care Training Office	Shaw Elementary	Bryant Elementary	Robinson Senior High Chiles
Elementary	Sickles Senior High	Chiaramonte Elementary	Roland Park K-8
Citrus Park Elementary	Smith Middle	Coleman Middle	Roosevelt Elementary
Clark Elementary	Steinbrenner Sr. High	Crestwood Elementary	Stewart Middle
Claywell Elementary	Sulphur Springs K-8	Daidsen Middle	Sullivan Partnership School
Dorothy Thomas Exceptional Center	Tampa Palms Elem.	Davis Elementary	Tampa Bay Boulevard Elem.
Essrig Elementary	Temple Terrace Elem.	Deer Park Elementary	Tampa Heights Elementary
Forest Hills Elementary	Turner/Bartels K-8	Dickenson Elementary	Tinker K-8
Freedom Senior High	Twin Lakes Elementary	Dunbar Elementary	Town And Country Elem.
Gaither Senior High	Walker Middle	Egypt Lake Elementary	Waters Career Center
Greco Middle	Wharton Senior High	Farnell Middle	Webb Middle
Hammond Elementary	Witter Elementary	FL Inst. Material Center	West Shore Elementary
Heritage Elementary	Woodson PK-8	Gorrie Elementary	West Tampa Elementary
Hill Middle		Grady Elementary	Westchase Elementary
Hosp. Homebound (129 E. 124th Ave)		Graham Elementary	Wilson Middle
Hunters Green Elementary		Jefferson Senior High	Woodbridge Elementary
Kimbell Elementary		Just Elementary	
Lake Magdalene Elementary		Lanier Elementary	
Lewis Elementary		Lavoy Exceptional Center	
Liberty Middle		Leto Senior High	
Lutz Elementary		Lowry Elementary	
Maniscalco K-8		Mabry Elementary	
Martinez Middle		MacFarlane Park Elem.	
McKitrick Elementary		Madison Middle	

ABOUT HCTA CLUSTERS

The purpose of the cluster system is to support HCTA's strategic objective of building power at work sites throughout the district. Each cluster is assigned a cluster organizer whose role is to assist members and building representatives in growing a vibrant union culture at the site.

HCTA members experiencing problems at the work site or with the district should first work with their building representative. If staff assistance is needed with representation issues, grievance consultation, contract questions, etc. please refer to pages 10-12 for guidance then contact the HCTA office directly at **813-238-7902** to speak with a member of the HCTA advocacy staff.

For the 2023-2024 school year, HCTA's advocacy staff are:

- Rachelle Frierson
- Vincent Jones
- Pam Jufko
- David Peacock (half time)

2023-2024 HILLSBOROUGH CTA WORK SITE CLUSTERS

Cluster 3 Erin Morgan, Cluster Organizer		Cluster 4 Chris Rusnak, Cluster Organizer		Cluster 5 David Peacock, Cluster Organizer
Adult & Community Ed.-cis	Maintenance Central	ACTS	McDonald Elementary	Apollo Beach Elementary
Adult Education Center	Memorial Middle	Alafia Elementary	McLane Middle	Barrington Middle
Alternative Ed (Non-DJJ)	Middleton Senior High	Armwood Senior High	Migrant Education Service Ctr.	Belmont Elementary
Aparicio-Levy Tech Center	Oak Park Elementary	Bailey Elementary	Mintz Elementary	Bevis Elementary
Bing Elementary	Orange Grove Middle	Bloomingtondale Sr. High	Mulrennan Middle	Boyette Springs Elementary
Broward Elementary	Palm River Elementary	Brandon Alternative	Nature Classroom	Collins Elementary
Carver Exceptional Center	Potter Elementary	Brandon Senior High	Nelson Elementary	Corr Elementary
Clair Mel Elementary	Progress Village Middle	Brooker Elementary	Plant City Senior High	Cypress Creek Elementary
Cleveland Elementary	Rampello K-8	Bryan Elementary	Riverview Elementary	Dawson Elementary
Desoto Elementary	Riverhills Elementary	Buckhorn Elementary	Robinson Elementary	Doby Elementary
Dowdell Middle	Robles Elementary	Burnett Middle	Schmidt Elementary	Dorothy C. York Innovation Academy
Edison Elementary	ROSSAC	Burney Elementary	Seffner Elementary	East Bay Senior High
Erwin/Learey	Seminole Elementary	Burns Middle	Simmons Career/Exceptional	Eisenhower Middle
Facilities & Maintenance	Sheehy Elementary	Cimino Elementary	Springhead Elementary	Fishhawk Creek Elementary
Ferrell Middle	Shore Elementary	Colson Elementary	Strawberry Crest Senior High	Gibson Elementary
Foster Elementary	Sligh Middle	Cork Elementary	Symmes Elementary	Lennard Senior High
Franklin Middle	Spoto Senior High	Dover Elementary	Thonotosassa Elementary	Newsome Senior High
Frost Elementary	Tampa Bay Tech	Durant Senior High	Tomlin Middle	Pinecrest Elementary
Gary Adult Center	Technology Operations Ctr.	Folsom Elementary	Transportation Office	Randall Middle
Giunta Middle	Velasco	Jackson Elementary	Trapnell Elementary	Reddick Elementary
Head Start (4350 E. Ellicott)	Washington Elementary	Jennings Middle	Turkey Creek Middle	Riverview Senior High
Hillsborough Senior High	Williams Middle	Kingswood Elementary	Valrico Elementary	Rodgers Middle
Ippolito Elementary	Young Middle	Knights Elementary	Walden Lake Elementary	Ruskin Elementary
ISC		Limona Elementary	Willis Peters Exceptional Ctr.	Sessums Elementary
James Elementary		Lincoln Elementary	Wilson Elementary	Shields Middle
Kenly Elementary		Lithia Springs Elem.	Yates Elementary	South County Career Center
King Senior High		Lopez Elementary		Stowers Elementary
Lake Academy (DJJ)		Lopez Exceptional Ctr.		Summerfield Crossing Elementary
Lamb Elementary		Maintenance East		Summerfield Elementary
Lockhart Elementary		Mango Elementary		Sumner Senior High
Logistics Ops. (Warehouse)		Mann Middle		Thompson Elementary
Lomax Elementary		Marshall Middle		Wimauma Elementary

ABOUT HCTA CLUSTERS

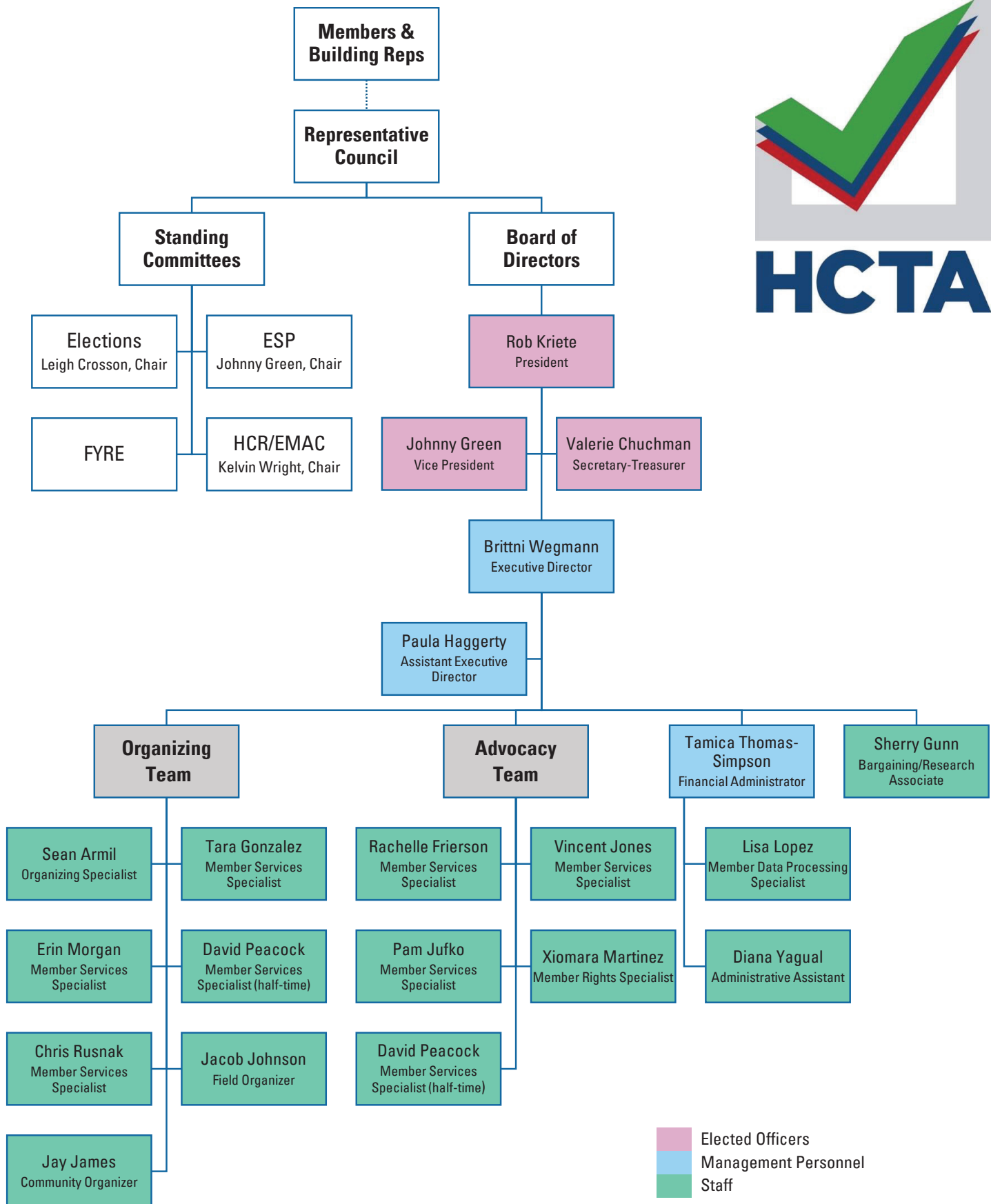
The purpose of the cluster system is to support HCTA's strategic objective of building power at work sites throughout the district. Each cluster is assigned a cluster organizer whose role is to assist members and building representatives in growing a vibrant union culture at the site.

HCTA members experiencing problems at the work site or with the district should first work with their building representative. If staff assistance is needed with representation issues, grievance consultation, contract questions, etc. please refer to pages 10-12 for guidance then contact the HCTA office directly at **813-238-7902** to speak with a member of the HCTA advocacy staff.

For the 2023-2024 school year, HCTA's advocacy staff are:

- Rachelle Frierson
- Vincent Jones
- Pam Jufko
- David Peacock (half time)

Hillsborough CTA Organizational Chart – May 2023





STAY INFORMED!

HCTA members receive the print publications listed below and can opt-in to receive additional email updates.

HILLSBOROUGH CTA

HCTA Union News Updates: Email sent to your personal email address, covering information that members need to know. Members must go to our web site to opt-in to receive these emails.

Web Site: www.hillsboroughcta.org

Facebook: www.facebook.com/hillsboroughcta

Twitter: [@hillsboroughcta](https://twitter.com/hillsboroughcta)

FLORIDA EDUCATION ASSOCIATION

Florida Education Advocate:
FEA's news magazine.

Web Site: www.feaweb.org

Facebook: www.facebook.com/schoolsapriority

AMERICAN FEDERATION OF TEACHERS

AMERICAN TEACHER:
AFT's monthly newspaper.

AMERICAN EDUCATOR:
AFT's quarterly professional journal.

PSRP REPORTER: AFT's quarterly publication of the AFT Paraprofessionals and School-Related Personnel Division.

Web Site: www.aft.org

Facebook: www.facebook.com/AFTunion

Twitter: [www.twitter.com/AFTunion](https://twitter.com/AFTunion)

NATIONAL EDUCATION ASSOCIATION

NEA Today: The NEA's Flagship Publication

Web Site: www.nea.org

Facebook: www.facebook.com/NEA.org

Twitter: [www.twitter.com/NEAToday](https://twitter.com/NEAToday)





HILLSBOROUGH CLASSROOM TEACHERS ASSOCIATION

A UNION OF EDUCATION PROFESSIONALS

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www.hillsboroughcta.org



NAME: _____

WORKSITE: _____ **ROOM:** _____

HCTA STAFF REPRESENTATIVE: _____