



Hillsborough Classroom Teachers Association

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September 18, 2023

Hillsborough Classroom Teachers Association Economic Negotiations For the 2023-2024 School Year

The HCTA Instructional bargaining teams and the Hillsborough County School Board bargaining team met on August September 18th to continue discussing contract language along with salary negotiations. The summary of the meeting is as follows:

- Both teams proposed the remaining contract language and listened to a budget presentation by the HCPS Board's CFO.
- The School Board's bargaining team did not counter with a financial proposal but instead provided a presentation attempting to rebut HCTA's prior presentation of evidence and rationale for funding available for salary raises.
- HCTA's bargaining presented a clear and unambiguous analysis of where funds are available within the budget currently to meet our compensation demands presented on September 13th. (A copy of HCTA's presentation can be found here: hillsboroughcta.org/wp-content/uploads/2023/09/HCTA-Presentation-Sept-13-2023.pdf)
- HCTA has proven that more than enough money is available to compensate the hard-working employees of Hillsborough above and beyond what has been offered over the past two years.
- In typical fashion, the School Board's position is that a fund balance of 19% is non-recurring and cannot be dedicated to salary raises, that they have passed a deficit spending budget, and cite a loss of FTE as reasons they cannot afford HCTA's proposal.
- HCTA's bargaining team asked several pointed questions to the CFO and the Board's team with some surprising answers that further solidified our position that funds are available now to raise salaries.
- HCTA continues to hold a firm position on our last salary proposal.
- While no tentative agreements were reached tonight on salaries, the teams will meet again on September 28th and October 2nd to further negotiate.
- The HCTA bargaining team is confident that the Board can move on their last proposal totaling \$27.4 Million, and an equitable agreement can be reached in the near future.
- There is still a substantial amount of contractual language that must be agreed to before any ratification can occur.
- The ESP units will meet on Wednesday, September 20th to negotiate language and compensation further. A complete update on ESP negotiations will follow.

What happens next?

Negotiations will continue on the following dates:

- Wednesday, September 20, 2023 – ESP Compensation and Contract (3:30 pm at HCTA)
- Thursday, September 28, 2023 – Instructional Compensation and Contract (3:30 pm at ISC)
- Monday, October 2, 2023 – Instructional Compensation and Contract (3:30 pm at HCTA)
- Friday, October 6, 2023 – ESP (9:00 am at HCTA)

How will HCTA reach the best settlement?

HCTA members are facing the challenges of SB 256, which aims to weaken our ability to bargain our working conditions and pay collectively. Our impasse victory last school year taught us that the right to collective bargaining is more important than ever. While negotiations may happen at the table, reaching the best settlement comes through employees collectively influencing the decision-makers to agree to what we want. **This can only be accomplished through a solid and well-organized union of employees standing together! To reach the best settlement, all members must be well informed of the facts, engaged in negotiations, and actively show the School Board we will not accept paltry "raises" again! You will influence our success in the following ways:**

➔ Stay informed on our progress by watching past sessions here: www.youtube.com/HillsboroughCTA

- ➔ Attend in person or register to watch our following live streams of bargaining!
- ➔ Tell School Board members WHY they must agree now!
- ➔ **Grow our HCTA membership to 60% so we keep our collective bargaining rights! Get your colleagues to join HCTA today:**



Thanks to our HCTA Instructional Bargaining Team:

Malka Arnstein- Manhattan Center, Renee Bowser – Folsom Elementary, Karen Campbell – Headstart Program, Michael Clerico Jr – Youth Services, Kimberly Coleman – Asst Superintendent-Admin, Carly Deegan – Westchase Elementary, 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, Josephine Mongiovi – Manhattan Center, Jody Orlando – Chairamonte Elementary, Mackenzie Roberts – Kingswood Elementary, Delma White – Migrant Education

HCTA President – Rob Kriete, Vice President – Johnny Green, Secretary-Treasurer – Valerie Chuchman
Bargaining Research Associate – Sherry Gunn, Financial Officer – Tamica Thomas Simpson,
Member Service Specialist – David Peacock
Executive Director & Chief Negotiator – Brittnei Wegmann, Assistant Executive Director – Paula Haggerty