



Hillsborough Classroom Teachers Association

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Are instructional staff worth \$5 Million? YES! – AND THE SCHOOL BOARD CAN AFFORD IT!

September 28, 2023

The HCTA Instructional bargaining team and the Hillsborough County School Board bargaining team met on September 28th to continue salary negotiations for Instructional Bargaining Unit employees. Both teams made progress, however HCTA could not settle on the School Board's last proposal. After 6 hours of intense work to reach an agreement for reasonable and much needed raises, our HCTA team stood strong on our most recent proposal on the table, which would only take \$5 Million more to settle a recurring salary increase package of approximately \$40 Million!

- HCTA's dedicated bargaining team members are solidified on our proposal that includes step movement, equitable increases to ALL employees, and much deserved raises in veteran salary.
- HCTA has clearly shown, and we are CONFIDENT there is funding allocated for our proposal in the budget now!
- The School Board has already presented and approved a budget publicly that shows an increase of \$121 Million more than what was spent last year on instructional salaries and benefits alone.
- Despite the School Board's team and CFO again claiming, "operational deficit" and stoking fears over the impact of HB 1 (universal vouchers), the approved budget is \$4.5 BILLION for 2023-2024.

In Summary:

- 1) There is enough funding available and budgeted now to accommodate HCTA's proposal.
- 2) History shows us that there will be ample funds throughout the whole budget available at the end of the year to accommodate HCTA's proposal.
- 3) If not, the assigned/unassigned Fund Balance of 20% is healthy enough to cover any deficit due to salary for years to come!!!

Our top priorities remain: Honoring veterans with increases, raising base salaries, and "decompressing" the eight steps that are all \$47,500. HCTA knows by improving compensation we can begin to RETAIN our current employees. After years of the Florida Legislature underfunding Public School Districts, combined with Hillsborough School Board's long practice of over budgeting, and underspending on instructional salaries and benefits, our HCTA members are working hard to correct the inequities created over many years.

How will HCTA reach the best settlement?

While negotiations may happen at the table, reaching the best settlement comes through employees collectively influencing the School Board members and Interim Superintendent to agree to what they can do. This can only be accomplished through a solid and well-organized union of employees standing together! To do this all members must be well informed of the facts, engaged in negotiations, and most importantly we all must actively show the School Board and Interim Superintendent we will not accept paltry "raises" again! You will influence our success in the following ways:

- ➔ Tell School Board & Superintendent WHY they must agree now! www.hillsboroughschools.org/Page/8833
- ➔ 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!
(Next session October 2, 3:30-HCTA)
- ➔ **Grow HCTA membership to 60% to keep our collective bargaining rights! Share 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 – Brittini Wegmann, Assistant Executive Director – Paula Haggerty

Affiliated with FEA, NEA, AFT, & AFL-CIO