



# Hillsborough Classroom Teachers Association

3102 N. Habana Avenue, Tampa, FL 33607 | 813-238-7902 (T) 813-237-4541 (F) | [www.hillsboroughcta.org](http://www.hillsboroughcta.org)

## FAQ – Hillsborough CTA 2023-2024 Contract Ratification

### Will we get retro pay?

Yes. Any step movement, base salary increases and all other supplemental pay for employees on all salary scales will be retroactive to July 1, 2023.

### When will we get our raises and our retro pay?

Upon employees ratifying the agreement at the completion of the voting period October 27-31, 2023, and the Board approving the agreement on November 2, 2023, we **expect** raises to hit paychecks on November 17, with retro pay no later than December 15<sup>th</sup>. HCTA and HCPS will work together to provide updates if this changes.

### Who is getting steps? I heard it's just for teachers.

Instructional employees will receive one step movement based on completed years of experience. Employees at the top of the E/G/P/Q and Student Services pay scales will advance to step 24 or 25 based on years of completed experience (example: If an employee is currently on step 23 and has 24 years of completed service, they will advance to step 24. If an employee is currently on step 23 and has 25 years or more of completed years of service, they will advance to step 25).

ESP employees will be placed level-for-level on the new de-compressed support salary schedule. Employees who do not realize an increase of at least 2% when placed level-for-level will be moved to the next level on their respective paygrade.

### How much of a raise am I getting?

Instructional employees can see how much of a raise they will get, by comparing your current salary step (see your pay stub) with the step you will advance to on the proposed salary schedules.

ESP employees can see how much of a raise they will get, by comparing your current Pay Grade/Step (see your pay stub) with the step you will be placed on the proposed salary schedule.

The current (2022-2023) district published salary schedules available here:

<https://www.hillsboroughschools.org/salarieschedules>.

The proposed salary schedules are available here:

[TENTATIVE-2023-2024-Salary-Scales-INST-E-G-P-Q-A-B-Student-Services-ESP.pdf](#)



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## I'm near the bottom of the pay scale, will I get a raise?

See above.

## I'm at the top of the pay scale, what am I getting?

Instructional employees hired before July 1, 2023, who are currently on the A/B salary schedules who have not opted-in to the E/G/P/Q salary schedule and who are already at the top of the pay scale will receive a one-time supplement of \$2,500.

Instructional employees on the Student Services salary schedules on steps 20-25 will receive a one-time supplement of \$1,000.

ESP employees at the top level of their paygrade who did not realize an increase on their respective step will receive a one-time supplement of \$1,000.

## I am an employee moving to the new Student Services Salary Scale, will I lose my years of experience and be placed at a lower step?

No. The intent of moving all Student Services employees to the new schedule is to honor the years served and experience required of the positions represented (Speech-Language Pathologists, School Counselors and School Social Workers). No employee will make less money or lose years of experience. Employees moving to this schedule should expect increased salaries as will those employees who are currently on that salary schedule (formerly known as HEALTHPRO).

## I am a \_\_\_\_\_ and I have a master's in \_\_\_\_\_, will I get the advanced degree supplement?

The advanced degree supplements were won at the 2022-2023 impasse and will be included in Appendix C of the contract. While HCPS did not agree to increase the amount of these supplements, they will continue to be paid to certificated instructional personnel who have an advanced degree in their area of certification. This is because of the limitation in [Section 1012.22\(1\)\(c\)3, Florida Statutes](#), which limits pay for advanced degrees to those degrees which are in the individual's area of certification.

Note that it does not matter what you are actually teaching, only what your area of certification is. If you are certified in G-12 Mathematics, and hold a Master's degree in Mathematics, then you will get the supplement even if you teach high school chemistry. On the other hand, even if you have a Master's degree in Mathematics and teach high school Mathematics, if your area of certification is G-12 Biology you would **not** be eligible for the supplement. This is because of the way the law is written.



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## Is there a cost of living adjustment?

The HCTA bargaining team worked hard to apply additional money to all salary scales. This year employees in the Instructional unit will advance their step based on verifiable and completed years of service to the new salary schedules, and ESP employees will receive increases either in the form of their Pay Grade/Level increasing or a step movement.

The School Board would not agree to true COLA. The main issue impacting HCPS funding is lack of budgeted money from the Florida Legislature and because HCPS does not have a millage referendum like most surrounding and like sized counties. There are not funds available for true cost-of-living adjustments at this time. Providing cost of living adjustments will continue to be a high priority for HCTA in future negotiations.

## Will a one-time bonus and/or my retro payment be taxed at a higher rate?

No. The IRS formula for withholding pay may trigger a higher percentage of a large lump sum payment (such as retro pay) to be withheld from your paycheck. But when you file your taxes for 2023, your overall tax burden will not be different. You will receive the extra pay that was withheld in the form of a larger tax refund (or a smaller tax bill).

If you do not want a higher percentage of your lump sum payment to be withheld, contact the Payroll Office at [Payrollinformation@hcps.net](mailto:Payrollinformation@hcps.net).

## Are employees on leave (FMLA, health, personal) eligible for the increase?

Employees who are on leave will receive increases upon returning from leave.