



Hillsborough Classroom Teachers Association

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One-Time Non-Recurring Bonuses?

October 2, 2023

The HCTA Instructional bargaining team and the Hillsborough County School Board bargaining team met again on October 2nd to continue salary negotiations for Instructional Bargaining Unit employees. After a 4-hour session, HCTA could not settle on the School Board's last proposal. Our HCTA team continued to stand firm 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!

School Boards Proposal Problematic...

While the Board's proposal offers employees an increase "equal" to HCTA's last proposal, there is still some needed improvement. The district's proposed increases to base salaries are less overall, with some steps going backward from what they are currently set at. The reality is the School Board's team returned with an attempt to appeal to employees with a bonus scheme that does not contribute to FRS.

This district's concept is troubling due to the claim from the School Board's team led by their CFO as she continues to assert that an additional \$5 million in recurring funds is not sustainable due to uncertainty about the district's future finances while simultaneously attempting to convince employees to take another one-time non-recurring bonus and trust that we will make gains on base salaries in the future.

The School Board now emphasizes "equalized steps" as their top priority. HCTA's top priority remains RETENTION! We also seek to repair the salary scales, but we understand it will take time and discipline to undo the history of underfunding, neglect, and one-time payments to fix the problems. By increasing base salaries, honoring veteran pay, and decompressing steps, we focus on ensuring all employees realize a more meaningful wage increase than in the past few years.

The HCTA Bargaining Team Needs Your Help NOW:

Our team has analyzed the current and historical District Summary Budgets (DSB), Annual Financial Reports (AFR), and Florida Education Finance Program (FEFP) calculations repeatedly. Our team has presented clear evidence, asked clarifying questions, and has even made deep concessions to our initial proposals, all in a reasonably good-faith effort to reach an agreement that will NOT bankrupt the district but will provide much-needed and well-deserved pay increases to the employees that make our school.

CALL TO ACTION: Members must collectively influence the School Board members and Interim Superintendent to agree to what is reasonable and needed. They can put \$5 Million into base salaries... Not another bonus scheme!

→ Tell School Board & Interim Superintendent today:

www.hillsboroughschools.org/Page/8833

- Stay informed on our progress by watching past sessions here: www.youtube.com/HillsboroughCTA
- Please attend in person or register to watch our following live streams of bargaining!
(Next sessions – ESP contract October 6, 9am-HCTA, October 9, 3:30pm-TBA, October 18, 9am-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 – Brittni Wegmann