



Hillsborough Classroom Teachers Association

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Hillsborough Teachers and Education Support Staff Finalize Contract Negotiations

TAMPA, FL (October 23, 2023) – The Hillsborough Classroom Teachers Association (HCTA) and the Hillsborough County Public School (HCPS) Board have closed negotiations for the 2023-2024 school year. All tentative agreements in negotiations for pay increases and numerous contractual agreements will go out for ratification by employees at the end of this week. The agreements are not final until voted on by employees and approved by the School Board.

These negotiations included cleaning up grammatical, technical and outdated language, while also strengthening contract language concerning working conditions issues and other long-standing policies. Altogether, for both groups of employees, there were hundreds of changes to each contract.

The pay increases for the 16,000 teachers and other instructional staff represented by HCTA met the goals of the bargaining team representatives. These goals are as follows:

- HCTA started the process of decompressing the salary schedules by working towards equity in pay increases for both the teachers and the ESP's which have been damaged by unsound legislative policies.
- The agreements rewarded our most experienced teachers and support staff for their loyalty to the district with the hope of retaining their employment. These employees have been ignored by Tallahassee.

HCTA spent numerous hours presenting an analysis of the district's current financial condition and remained steadfast that their proposals were easily affordable and within the existing budget as recurring raises towards retirement, not as bonuses. This settlement is just the beginning of negotiating much-needed salary increases for the instructional and support staff represented by HCTA.

The total financial package negotiated by HCTA for both instructional and educational support staff is over \$51 Million. With \$42.7 million going towards instructional pay and \$8.3 toward ESP pay.

"We are happy to get some much-needed increases for our hard-working employees while recognizing that we need to do more to keep and recruit the great teachers and support professionals that our students deserve," said Rob Kriete, President of HCTA.

"I am proud of our HCTA bargaining teams in what we have accomplished this year. Both HCTA and the School Board teams worked long hours to reach these tentative agreements quicker than in years past so the

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Hillsborough Classroom Teachers Association is the certified bargaining agent for over 16,000 teachers, school counselors, nurses, paraprofessionals, secretaries, clerks, and other educational employees of Hillsborough County Public Schools.

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employees we represent will see more meaningful raises and some much needed contractual improvements as well.” said Brittnei Wegmann, Executive Director of HCTA.

HCTA will hopefully ratify the contract and the HCPS Board will approve the agreements by next week so our valued employees can start receiving their well-earned salary increases dating back to July 1, 2023.