


BARGAINING SUMMARY MAY 6TH, 2024

"WE DO NOT USE STALL TACTICS. WE MAKE SURE WE DO THE VERY BEST FOR THE EMPLOYEES IN OUR DISTRICT, BECAUSE THE STUDENTS OF HILLSBOROUGH COUNTY DESERVE IT." -HCTA PRESIDENT, ROB KRIETE

In Florida, the right for teachers to bargain collectively was hard-won. Following the 1968 teacher walkout where educators risked their jobs to demand fair treatment, the state recognized the importance of empowering teachers through collective bargaining. This pivotal moment underscored the crucial role teachers play in shaping education policy and highlighted the need for their voices to be heard in decision-making processes.

An impassioned opening to this year's negotiations began with HCTA President, Rob Kriete, highlighting the terrible rating Florida earned in average teacher pay. According to the annual NEA Report, Florida has dropped to dead last in the nation. President Kriete also rebuffed recent statements by FLDOE falsely accusing HCTA of "stall tactics" as a dubious mischaracterization of the actual fight to secure earned pay increases for completed years of service. While President Kriete commended the district for beginning negotiations earlier than ever, a budget presentation by HCPS CFO Roe Johnson seemingly implied that miserly fiscal restraint would remain the district's posture, despite consistent boasting of an unprecedented surplus fund balance.



"THERE ARE THESE BEAUTIFUL THINGS HAPPENING EVERYDAY IN OUR SCHOOLS, BUT IT'S HARD TO ENJOY THE DAY-TO-DAY WORRYING WHETHER YOU CAN GET YOUR BILLS PAID."
-BARGAINING SURVEY RESPONSE

In preparation for negotiations, HCTA extensively surveyed members, yielding a telling snapshot of heartbreak and precarity. One response read *"There are these beautiful things happening every day in our schools, but it's hard to enjoy the day-to-day worrying whether you can get your bills paid."* Another responder confided that, without salaries keeping up with the cost of living, having a baby would not be an option for them and their spouse, both of whom are dedicated full time educators serving the children of Hillsborough County. HCTA executive director Brittnei Wegmann then presented a series of robust economic proposals to address these pressing iniquities. Highlights include:

- Step movement and increases to ALL salary schedules
- Additional supplemented positions/certifications
- NCBT pay in contract
- Maintaining all current supplements
- Payout of unused comp time for ESPs
- Giving the option of pay or comp time for duties outside the workday for instructional. (2.1.9, 3.4.5, 3.4.6)
- Pay for professional development outside of work hours for both ESP and Instructional.
- Funeral Leave for Instructional
- Payout for annual accrued and unused sick time for all

Click [here](#) to watch the recording of bargaining.

Click [here](#) to see the proposals on our website.

