

**2024-2025 ECONOMIC AGREEMENT
FOR THE EDUCATIONAL SUPPORT PROFESSIONAL BARGAINING UNITS
BETWEEN HILLSBOROUGH COUNTY PUBLIC SCHOOLS
AND THE HILLSBOROUGH CLASSROOM TEACHERS ASSOCIATION**

This agreement is made on this 25th day of June 2024, by and between the Hillsborough County Public Schools (“HCPS” or the “District”) and the Hillsborough Classroom Teachers Association (“HCTA” or the “Union”) representing both Educational Support Professional Bargaining Units (ESP) hereinafter collectively referred to as “the Parties.”

The Parties mutually agree to the following:

1. Effective July 1, 2024, the Instructional Support Salary schedule agreed upon shall be updated and included in Appendix C of the Collective Bargaining Agreement.
2. Effective July 1, 2024, eligible employees in the ESP bargaining units shall advance one (1) level on their respective pay grade on the Instructional Support Salary Schedule accordingly. Eligible employees must have worked half plus a day and have an effective evaluation for the 2023-2024 school year.
3. Effective July 1, 2024, eligible ESP employees at the top of their respective paygrade (level 24) shall receive a one-time top step payment of two thousand dollars (\$2,000) as an additional payment to employee base pay. This payment will be made no later than the end of the first semester. Eligible employees must have worked half plus a day and have an effective evaluation for the 2023-2024 school year.
4. All ESP employees shall receive a two thousand five-hundred-dollar (\$2,500) one-time additional payment for the 2024-2025 school year to be paid in two installments. One payment of one thousand five hundred dollars (\$1,500) shall be paid in the first paycheck of the first semester (August 9, 2024) and one payment of one thousand dollars (\$1,000) shall be paid in the first paycheck of the second semester (January 10, 2025). Should these pay date(s) have to change, HCTA and HCPS will reconvene to determine the date(s) of payment. This payment is a supplement to employee base pay. Eligible employees must be current, active employees at the time of payment.
5. Effective July 1, 2024, eligible ESE ESP employees (see attached Job Codes) shall advance one level on their respective salary schedule and be regraded one pay grade.
6. Effective July 1, 2024, Registered Nurses shall advance one step on their respective salary schedule and be regraded from Pay Grade 33 to Pay Grade 34.
7. Effective July 1, 2024, Licensed Practical Nurses shall advance one step on their respective salary schedule and be regraded from Pay Grade 25 to Pay Grade 26.
8. The Board agrees to pay the full cost of an employee-only health insurance premium, for a designated health plan offered by the Board for Instructional Support employees in accordance with 24.1.1.

HCTA ESP – June 25, 2024 (Counter #5) ESP

9. The Board will pay the cost of fingerprinting monitoring fees for Instructional Support unit employees in accordance with 24.6.1.

Executed on this 25th day of June 2024



Danielle Shotwell, Chief Negotiator HCPS



Rob Kriete, President, HCTA



Brittni Wegmann, Chief Negotiator, HCTA

ESE Instructional Support positions to be regraded effective July 1, 2023:

Job Code	Job Title	Regrade
50157	Para 1, ESE	Pay Grade 15 to Pay Grade 16
50159	Para 2, ESE	Pay Grade 17 to Pay Grade 18
50160	Para 3, ESE	Pay Grade 19 to Pay Grade 20
50165	Para 4, ESE	Pay Grade 22 to Pay Grade 23
50824	Physical Therapy Asst Lic	Pay Grade 28 to Pay Grade 29
50834	Therapist, Cert Occup Asst	Pay Grade 28 to Pay Grade 29
50860	Hearing Technician	Pay Grade 21 to Pay Grade 22
50862	Asst, Speech Language	Pay Grade 32 to Pay Grade 33
56116	Aide, Speech Record	Pay Grade 15 to Pay Grade 16
56462	Para, Deaf/Hard of Hearing	Pay Grade 20 to Pay Grade 21
56463	Interpreter, Educational Lvl 1	Pay Grade 29 to Pay Grade 30
56464	Interpreter, Educational Lvl 2	Pay Grade 31 to Pay Grade 32
56465	Interpreter, Educational Lvl 3	Pay Grade 36 to Pay Grade 37
56469	Interpreter, Sign Language	Pay Grade 36 to Pay Grade 37
56472	Aide, ESE Unique Needs	Pay Grade 15 to Pay Grade 16

HCPS Proposal - NI-ESP
"1.5 Step Raise"

Grades 15-25: 2% Between Grades, 2.25% Between steps 1 and 2, 1.5% Between all higher steps
Grades 26-38: Approximately 5% Between Grades and 3% between steps 1 and 2, 2% Between all higher steps

Grade/Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
15	15.000	15.338	15.568	15.801	16.038	16.279	16.523	16.771	17.022	17.278	17.537	17.800	18.067	18.338	18.613	18.892	19.175	19.463	19.755	20.051	20.352	20.657	20.967	21.282
16	15.300	15.644	15.879	16.117	16.359	16.604	16.853	17.106	17.363	17.623	17.888	18.156	18.428	18.705	18.985	19.270	19.559	19.852	20.150	20.452	20.759	21.071	21.387	21.707
17	15.606	15.957	16.197	16.440	16.686	16.936	17.190	17.448	17.710	17.976	18.245	18.519	18.797	19.079	19.365	19.655	19.950	20.249	20.553	20.861	21.174	21.492	21.814	22.142
18	15.918	16.276	16.520	16.768	17.020	17.275	17.534	17.797	18.064	18.335	18.610	18.889	19.173	19.460	19.752	20.048	20.349	20.654	20.964	21.279	21.598	21.922	22.251	22.584
19	16.237	16.602	16.851	17.104	17.360	17.621	17.885	18.153	18.425	18.702	18.982	19.267	19.556	19.849	20.147	20.449	20.756	21.067	21.383	21.704	22.030	22.360	22.696	23.036
20	16.561	16.934	17.188	17.446	17.707	17.973	18.243	18.516	18.794	19.076	19.362	19.652	19.947	20.246	20.550	20.858	21.171	21.489	21.811	22.138	22.470	22.807	23.150	23.497
21	16.892	17.273	17.532	17.795	18.061	18.333	18.607	18.887	19.170	19.457	19.749	20.045	20.346	20.651	20.961	21.276	21.595	21.919	22.247	22.581	22.920	23.264	23.613	23.967
22	17.230	17.618	17.882	18.150	18.423	18.699	18.980	19.264	19.553	19.846	20.144	20.446	20.753	21.064	21.380	21.701	22.027	22.357	22.692	23.033	23.378	23.729	24.085	24.446
23	17.575	17.970	18.240	18.514	18.791	19.073	19.359	19.650	19.944	20.244	20.547	20.855	21.168	21.486	21.808	22.135	22.467	22.804	23.146	23.493	23.846	24.204	24.567	24.935
24	17.926	18.330	18.605	18.884	19.167	19.455	19.746	20.043	20.343	20.648	20.958	21.272	21.591	21.938	22.415	22.845	23.350	23.785	24.265	24.765	25.240	25.765	26.245	26.780
25	18.285	18.696	18.977	19.261	19.550	19.844	20.141	20.453	20.900	21.315	21.740	22.205	22.625	23.085	23.520	24.035	24.480	24.985	25.475	25.965	26.500	27.050	27.590	28.145
26	18.651	19.070	19.470	19.875	20.250	20.675	21.070	21.500	21.935	22.350	22.800	23.285	23.725	24.205	24.690	25.200	25.685	26.190	26.735	27.265	27.810	28.365	28.930	29.490
27	19.450	20.050	20.420	20.845	21.255	21.680	22.145	22.565	23.025	23.475	23.925	24.435	24.925	25.385	25.915	26.440	26.960	27.495	28.055	28.620	29.195	29.780	30.360	30.970
28	20.440	21.025	21.490	21.900	22.320	22.770	23.225	23.705	24.175	24.660	25.140	25.665	26.160	26.690	27.225	27.755	28.330	28.875	29.455	30.055	30.660	31.275	31.885	32.525
29	21.450	22.080	22.545	23.010	23.440	23.910	24.400	24.880	25.360	25.870	26.415	26.930	27.465	28.025	28.590	29.150	29.755	30.300	30.935	31.545	32.200	32.825	33.500	34.160
30	22.530	23.190	23.675	24.145	24.615	25.100	25.640	26.130	26.660	27.195	27.725	28.300	28.845	29.410	30.000	30.610	31.225	31.850	32.485	33.130	33.800	34.460	35.165	35.870
31	23.630	24.320	24.840	25.310	25.820	26.365	26.865	27.420	27.960	28.500	29.115	29.675	30.245	30.860	31.475	32.100	32.765	33.400	34.085	34.770	35.465	36.155	36.890	37.625
32	24.840	25.605	26.085	26.620	27.170	27.695	28.270	28.815	29.395	29.980	30.575	31.195	31.820	32.440	33.105	33.755	34.435	35.120	35.830	36.545	37.270	38.035	38.770	39.555
33	26.070	26.850	27.355	27.910	28.465	29.075	29.635	30.220	30.830	31.445	32.070	32.735	33.355	34.045	34.715	35.430	36.115	36.850	37.585	38.315	39.105	39.890	40.685	41.505
34	27.380	28.205	28.770	29.345	29.930	30.540	31.125	31.760	32.410	33.035	33.680	34.395	35.055	35.770	36.500	37.205	37.945	38.705	39.470	40.290	41.090	41.905	42.730	43.595
35	28.740	29.580	30.200	30.785	31.420	32.025	32.680	33.335	34.015	34.685	35.385	36.075	36.795	37.535	38.280	39.065	39.835	40.635	41.470	42.275	43.130	43.970	44.870	45.765
36	30.190	31.075	31.695	32.335	32.980	33.635	34.330	34.995	35.695	36.415	37.140	37.890	38.630	39.415	40.185	41.015	41.840	42.660	43.525	44.360	45.305	46.170	47.095	48.050
37	31.680	32.640	33.295	33.960	34.650	35.315	36.030	36.760	37.495	38.240	39.010	39.785	40.570	41.395	42.220	43.070	43.925	44.805	45.690	46.615	47.540	48.475	49.480	50.460
38	33.260	34.265	34.935	35.635	36.370	37.075	37.800	38.580	39.340	40.145	40.950	41.765	42.605	43.435	44.310	45.215	46.120	47.005	47.955	48.945	49.900	50.920	51.920	52.965

TA
NQ
8/25/24

TA
BW
6/25/24

* WILL CONFIRM
RATES WITH
AUDIT