

BARGAINING SUMMARY MAY 28TH, 2024

The Hillsborough Classroom Teachers Association (HCTA) resumed negotiations with the Hillsborough County School District (HCPS) Tuesday, May 28th at HCTA headquarters. Previously, HCTA proposed a robust economic package to address salary inequities that continue to rile the profession, including:

- Step movement and increases to ALL salary schedules
- Additional supplemented positions/certifications
- NCBT pay in contract (mentoring/PD completion & Renaissance/Transformation)
- 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)
- One pay grade advancement for LPNs and RNs on improved proposed salary schedule
- 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

In response, HCPS Chief Negotiator Danielle Shotwell cited the “tremendous work” made last year to increase all pay scales and place employees accordingly. As such, HCPS proposed step movement for all eligible ESP and Instructional employees, but without any added money to base pay. The counter offers also included:

- One-time longevity payments to employees already at the top of their salary schedules (\$2,000 for Instructional & \$1,000 for ESP)
- Advanced degree supplements for all Instructional – (*Advanced Degree no longer has to match certification thanks to our Florida Education Association advocating for changes in the law during 2024 Legislative Session*)
- NCBT pay only for mentoring/PD completion (did not include Renaissance/Transformation)
- \$1,400 one-time ESE supplements payment for Instructional
- One pay grade advance for ESE paraprofessionals
- One pay grade advancement for LPNs and RNs on current salary schedule
- Continued payment of the full cost of the employee-only health insurance premium, including a 5.4% rate hike from Aetna.

While the District’s good-faith proposal marks a refreshing reversal from their previous obstinance, HCTA’s chief negotiator Brittni Wegmann maintained that continued progress at raising base salaries was absolutely critical. The HCTA bargaining team caucused for 2 hours to discuss the HCPS proposals and calculate a counter proposal. HCTA countered with a package within the district’s budget confines, but one that still prioritized salary increases for employees.

Remember that the School Board is the ultimate decision makers on accepting HCTA’s proposals. Now is the time to [contact each School Board member](#), the Superintendent and District Leadership to urge them to accept and educate them on the reasons why!

Negotiations will continue on Thursday, June 6th at 10:00 am at the HCTA building.

“Again, it is never our goal to put the district in a difficult or unhealthy financial position. Our proposals are always doable.”
–Brittni Wegmann, HCTA Executive Director