

**MEMORANDUM OF UNDERSTANDING (“MOU”)
BETWEEN HILLSBOROUGH COUNTY PUBLIC SCHOOLS
AND THE HILLSBOROUGH CLASSROOM TEACHERS ASSOCIATION**

This MOU is made on this 14th day of February 2024, by and between the Hillsborough County Public Schools (“HCPS” or the “District”) and the Hillsborough Classroom Teachers Association (“HCTA” or the “Union”) representing the Instructional Bargaining Unit (Instructional) and Educational Support Professional Bargaining Units (ESP), hereinafter collectively referred to as “the Parties.”

WHEREAS, funding for public education in the state of Florida is insufficient to provide HCPS students and their parents with the resources they deserve for their public schools, and
WHEREAS, Hillsborough County cost of living is among the highest of all major metropolitan areas in the country, and
WHEREAS, the Parties share a mutual interest in recruiting and retaining the best educators for the critical shortage areas servicing ESE students of Hillsborough County,


NOW, THEREFORE, the Parties mutually agree to provide an ESE Retention Bonus in the amount of \$1400.00 to all eligible instructional employees. This bonus is funded by \$3,500,000 agreed upon as part of the 2023-2024 Economic Agreement to recruit and retain instructional employees at ESE Centers and those who provide critical services to all ESE students at school sites.

Eligibility is for the following employees who worked at least a half a year plus one (1) day during the 2023-2024 school year:


- ESE employees with a job code from the attached list.
- All instructional employees at ESE Centers (Caminiti, Carver, Dorothy Thomas, Eisenhower Exceptional, Lavoy, Lopez, Willis Peters, and Simmons Exceptional). This includes but is not limited to specials/electives teachers, social workers, school counselors, psychologists, media specialists, behavioral support, etc.
- Any resource teacher or staff who was assigned a roster and performed the same or substantially similar duties to those job codes attached at an ESE Center.
- ESE DRTs assigned to Exceptional Student Education District sites.

This agreement is for the 2023-2024 school year only. Eligible employees must be active employees of HCPS at the time of payment. Payment will be made to eligible employees on or before May 31, 2024.

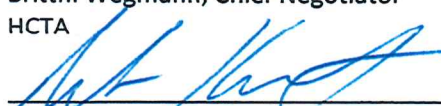
Executed on this 14th day of February 2024.



Danielle Shotwell, Chief Negotiator
Hillsborough County Public Schools




Brittni Wegmann, Chief Negotiator
HCTA




Rob Kriete, President
HCTA

List of Eligible Job Codes for 2023-2024:

	<u>Job Title</u>	<u>Job Code</u>
ESE Teachers:	Access Points	10530
	Diagnostician, SLH	10322
	Behavior Support	10533
	Hearing Impaired	10502
	Hosp/Homebound	10505
	Pre-K ESE	10534
	SLH	10516
	Spec, ESE	10397
	Therapist, Staff Occupation	19210
	Therapist, Staff Physical	19209
	VE	10531
	Visually Impaired	10532
	ESE DRTs	12080
	ESE Staffing Specialists	10435
	ESE Transition Specialists	10436

 3/20/2024

 3/21/24