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Hillsborough CTA 2024-2025 Contract Ratification FAQ

Will we get retro pay?

The short answer is yes. The agreements upon ratification will be effective July 1, 2024. However, because HCTA and HCPS have reached agreement ahead of the start of the 2024-2025 school year the parties share a goal to have additional payments implemented by the first paycheck which would mean retro would not apply.

Ultimately, because final 2023-2024 evaluation scores may not be available by the first paycheck to determine step/level movement, any step movement or base salary increases not implemented by the start of the school year for employees on all salary scales will be retroactive to July 1, 2024. HCTA will continue to communicate with HCPS on these dates as they become clear and available.

When will we get our raises and our retro pay?

Upon employees ratifying the agreement at the completion of the voting period July 1-12, 2024, and the Board approving the agreement on July 23, 2024, we expect the additional payments of \$1,500 to be included in the August 9, 2024, paycheck, and all other base salary increases and step/level movement to be included as early as possible in the first semester. Other supplements and additional payments may be eligible for could have different pay dates which are listed in the tentative compensation agreement. HCTA and HCPS will work together to provide updates as these dates become clear and available.

Who is getting steps? I heard it's just for teachers.

Eligible Instructional **and** ESP employees will receive one step movement on all improved salary schedules based on completed years of experience.

ESP employees will receive one step movement on the new support salary schedule. Employees at the top of their respective paygrade (Level 24) will receive an additional \$2,000 longevity supplement. All eligible employees in the ESP unit will receive a \$2,500 additional payment in two installments. Registered Nurses, Licensed Practical Nurses, and ESPs in the agreed upon ESE job codes (job codes in tentative agreement) will also be advanced one Pay Grade.

Instructional employees at the top of the A/B/E/G/P/Q and Student Services pay scales will receive an additional \$2,000 longevity supplement. All eligible employees in the Instructional unit will receive a \$1,500 additional payment. Other additional payments may apply to eligible employees (i.e. ESE payment, NBCT, Student Services payments, etc.)

What does "eligible employee" mean?

Generally, "eligible employee" means you must have worked half of the school year plus a day in the prior 2023-2024 school year and have an effective or higher evaluation score on your most recent (2023-2024) annual evaluation. New hires without an evaluation are still considered "eligible."



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Because some of the additional payments/supplements are paid at different times throughout the year, the school year in which the experience is counted may vary so it is important to review the tentative agreements. (Review the [ESP Tentative Economic Agreement](#) and [Instructional Tentative Economic Agreement](#))

How much of a raise am I getting?

Instructional employees can see how much of a raise they will get, by comparing your current salary step (see your pay stub) with the step you will advance to on the proposed salary schedules, and including the additional payments you are eligible for.

ESP employees can see how much of a raise they will get, by comparing your current Pay Grade/Step (see your pay stub) with the step you will be placed on the proposed salary schedule, and including additional payments you are eligible for. The current (2023-2024) district published salary schedules available in the [Instructional](#) and [ESP](#) contracts and found on the HCPS website:

<https://www.hillsboroughschools.org/Page/5071>.

Tentative 2024-2025 ESP and Instructional Salary Schedules can be found on the HCTA Website ([under 'Contracts' – 'Ratification Information and Documents 2024-2025'](#))

I'm near the bottom of the pay scale, will I get a raise?

See above.

I'm at the top of the pay scale, what am I getting?

Both ESP and Instructional employees who are at the top of their respective pay scale will receive the agreed upon increases to their base pay and an additional longevity payment of \$2,000.

I have a master's degree; will I get the advanced degree supplement?

Yes. The advanced degree supplements were won at the 2022-2023 impasse and are now included in Appendix C of the Instructional Contract. While HCPS did not agree to increase the amount of these supplements, they will continue to be paid to certificated instructional personnel who have an advanced degree in their area of certification **and will now be expanded to include certified instructional personnel who have an advanced degree regardless of certification area**. This is because of recent changes to the Florida Statute thanks to the relentless advocacy of our State Union Affiliate, the Florida Education Association. This change removed the limitation of pay for advanced degrees to only those degrees which are in the individual's area of certification.

Is there a Cost-Of-Living Adjustment (COLA)?

The HCTA bargaining team worked hard to apply additional money to all salary scales and ensure employees received more of an increase than they did last year. This year employees in the instructional and ESP units will



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advance their step based on verifiable and completed years of service on the new salary schedules and be paid additional payments to raise annual compensation.

A true “COLA” in accordance with the Florida Department of Revenue report for January 2024 is **4.1%** and is **3.2%** for Social Security in 2024. For the 2024-2025 school year HCTA secured compensation increases averaging from **5.5% and above** for instructional employees and increases averaging **8% and above** for ESP employees, who have been disregarded by the Legislature in their budget considerations for decades. Many Instructional unit employees will receive other additional payments raising these percentages. Additionally, over 1,600 ESP unit employees will be regraded to receive higher annual compensation in the 2024-2025 school year. *(Approximately 200 LPNs & RNs will average 13.7% annual increases and over 1,400 ESE support employees will average 13.6% annual increases.)*

HCTA members and leaders are very aware that the cost of living in the Tampa area has skyrocketed over the years, and while the increases this year are significant, they do not make up for years past where pay increases have not kept up with inflation where we live and work. The main issue impacting HCPS funding for meaningful pay raises is the lack of budgeted money from the Florida Legislature and Florida Governor. Thanks to the expansion of vouchers/scholarships to private and homeschools, as well as increased funding to charter schools, public tax dollars continue to be funneled away from our public schools in Florida, resulting in Florida ranking 50th in the nation for teacher pay and 42nd in the nation for per student funding. Additionally, HCPS does not have a millage referendum like most surrounding and like-sized counties to make up for past budget cuts to public schools that have never been fixed by Tallahassee.

Providing equitable and meaningful cost of living adjustments for all employees will continue to be a high priority for HCTA in future negotiations and the work we do with lawmakers in Tallahassee on both sides of the aisle.

I heard the Governor added \$1.25 billion dollars to increase teacher pay. Why is my raise not higher?

The increases to the state funding were used to fund raises for the 2024-2025 school year and the average instructional employee will receive base salary increases with additional payments using this new funding. While the Governor said he was increasing teacher pay by \$1.25 billion, the truth is the budget passed by the legislature, at his request, only has about \$200 million more for teacher salaries in the coming school year. This \$200 million equates to a salary increase in every classroom teacher’s paycheck of about \$125 a month (\$1,250 annually), while HCTA secured base salary increases and additional pay equating to over double that amount.

This added funding does not come close to funding the \$15,000 annual increase needed to match the



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national average for teacher salaries. The only thing the budget guarantees is that Florida’s teachers will remain near the bottom in average pay. The Governor’s announcement is at best, fuzzy math and at worst, a political stunt meant to intentionally mislead teachers in the state and once again shift blame to our union and local school board. We have an obligation to our students to ensure they have a world class, free public education system that puts them – not corporate interests or political agendas- first. We, along with our state union affiliate, the Florida Education Association, will continue to fight for a budget that sets aside \$2.5 billion a year for the next 7 years (roughly \$1,000 more per student) to make Florida's teachers rank top 10 in the nation in pay and to fund programs that Florida's students need to succeed.

(For more information on this topic see the attached Florida Education Finance Program (FEFP) budget details)

Will a one-time additional payment and/or my retro payment be taxed at a higher rate?

No. This year, HCTA worked closely with district leaders and the Manager of Accounting Services to ensure these additional payments are taxed based on individual employee W-4 withholdings so that they will not be taxed like a “bonus.” Typically, the IRS formula for withholding pay may trigger a higher percentage of a large lump sum payment (such as retro pay) to be withheld from your paycheck. But when you file your taxes for 2023, your overall tax burden will not be different. You will receive the extra pay that was withheld in the form of a larger tax refund (or a smaller tax bill).

If you do not want a higher percentage of your lump sum payment to be withheld, contact the Payroll Office at Payrollinformation@hcps.net.

Are employees on leave (FMLA, health, personal) eligible for the increase?

Employees who are on leave will receive increases upon returning from leave.

What are some of the highlights in the tentative agreement for Educational Support Professionals?

- Eligible ESP employees shall advance one step on the new ESP salary schedule that includes increases to hourly rates.
- Eligible ESP employees at the top of their pay grade (Level 24) to receive a \$2,000 additional payment, to be paid no later than the end of the first semester.
- All eligible ESPs to receive an additional payment of \$2,500 in two installments: \$1,500 in the August 9, 2024, paycheck and \$1,000 in the January 10, 2025, paycheck.



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- ESE Education Support Professionals shall also be regarded by one pay grade for a higher rate of base pay.
- Registered Nurses and Licensed Practical Nurses shall also be regraded by one pay grade for a higher rate of base pay.
- Highly Qualified eligible ESPs, as defined by state and federal statute, at Renaissance Schools shall be paid a 5% salary differential for 2024-2025.
- The Board will continue to pay the full cost of an employee-only health insurance premium for a designated health plan.
- The Board will continue to pay the cost of fingerprint monitoring fees.
- Beginning July 1, 2024, comp time earned by an ESP unit employee not used by the end of the fiscal year, June 30 shall be paid in accordance with the FLSA. Documented and approved comp time accumulated before July 1, 2024, shall not be eligible for pay out, however employees shall retain this time and may utilize it in lieu of sick/personal leave.
- Improvements to the Grievance procedure and the Grievance form will now be included in the ESP contract.

What are some of the highlights in the tentative agreement for instructional staff?

- Eligible Instructional employees shall advance one step on the new Instructional E, G, P & Q and Student Services salary schedules – these schedules include increases to base pay. *(Base pay on the A & B salary schedules will not increase: Employees who are still on the A or B salary schedule may elect to move to the E or G salary schedules to receive a significantly higher base pay without risk of losing tenure/contract)*
- Eligible Instructional employees at the top of their respective salary schedules to receive a \$2,000 additional longevity payment, to be paid no later than the end of the first semester.
- All eligible Instructional employees to receive an additional payment of \$1,500 to be paid in the August 9, 2024, paycheck.
- Eligible Student Services employees who hold their licensure to be paid an additional payment of \$750, to be paid at the conclusion of the 2024-2025 school year.
- Employees on steps 20-25 of the student services scales will receive an additional \$1,000 payment.
- Eligible SLPs who hold their ASHA CCC's to receive an additional payment of \$1,500 to be paid at the conclusion of the 2024-2025 school year.
- Eligible ESE instructional employees to receive an additional payment of \$1,500 to be paid at the conclusion of the 2024-2025 school year.
- Eligible NBCTs to receive \$1,000 additional payment for mentoring and training, to be paid after submission and approval of required documentation.



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- Eligible NBCTs teaching at Renaissance or Transformation schools to receive \$4,500 additional payment, to be paid at the conclusion of the 2024-2025 school year.
- Effective July 1, 2024, instructional employees will be eligible for Advance Degree Supplement (\$1,000 MD, \$2,000 SD, \$3,000 DD) regardless of certification area.
- Eligible Instructional employees assigned to substitute during their planning who choose to be compensated to be paid \$20/hour.
- The Board will continue to pay the full cost of an employee-only health insurance premium for a designated health plan.
- The Board will continue to pay the cost of fingerprint monitoring fees.
- Improvements to the Grievance procedure and form now be included in the ESP contract.

What if I still have questions?

For answers to your questions, feel free to contact our office at (813) 238-7902. As you review the new salary schedules and start to formulate questions regarding your compensation, it becomes abundantly clear: joining our union is not just beneficial—it's vital. **Here's why:**

- **Collective Strength:** Together, we have the power to negotiate fair wages and benefits that reflect our dedication and expertise. By uniting as a union, we amplify our voice and ensure that our concerns are heard and addressed.
- **Advocacy Power:** Our union advocates tirelessly on behalf of educators like us. From lobbying for increased education funding to fighting for better working conditions, our collective efforts make a significant impact on policies that affect us all.
- **Legal Protections:** In an ever-changing educational landscape, the legal protections provided by our union are invaluable. They ensure fairness in the workplace, protect against arbitrary decisions, and provide recourse when issues arise.
- **Professional Support:** Beyond negotiations and advocacy, our union offers professional development opportunities that enhance our skills and contribute to our growth as educators. This support is crucial for our continued success and fulfillment in our careers.
- **Solidarity and Unity:** Joining our union isn't just about individual benefits—it's about standing together in solidarity. Together, we strengthen our profession and ensure that our voices are heard loud and clear.

Join us in the union and let's make a difference together. Let's continue to build a strong and unified front for the betterment of our profession and the education of our students. We know our students and staff deserve more. Join us in this fight to ensure that happens!



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SOME FEFP BUDGET DETAILS RELATED TO THE GOVERNOR'S CLAIM OF INCREASING TEACHER PAY BY \$1.25 BILLION:

2024-25 FEFP CONFERENCE CALCULATION
STATEWIDE SUMMARY
COMPARISON TO 2023-24 THIRD CALCULATION

	2023-24 FEFP Third Calculation	2024-25 FEFP Conference Calculation	Difference	Percentage Difference
MAJOR FEFP FORMULA COMPONENTS				
Unweighted FTE	3,052,092.70	3,170,301.01	118,208.31	3.87%
Weighted FTE	3,377,812.18	3,490,098.18	112,286.00	3.32%
School Taxable Value	3,366,879,527,291	3,528,102,636,324	161,223,109,033	4.79%
Required Local Effort Millage	3.189	3.189	0.000	0.00%
Discretionary Millage	0.748	0.748	0.000	0.00%
Total Millage	3.937	3.937	0.000	0.00%
Base Student Allocation	5,139.73	5,330.98	191.25	3.72%
FEFP DETAIL				
WFTE x BSA x CWF x Small District Factor (Base FEFP Funding)	17,569,068,345	18,837,954,999	1,268,886,654	7.22%
Classroom Teacher and Other Instructional Personnel Salary Increase (Included in Base FEFP Funding)	1,052,803,316	1,254,607,800	201,804,484	19.17%
0.748 Mills Discretionary Compression	411,811,361	425,723,788	13,912,427	3.38%
DJJ Supplemental Allocation	3,986,288	2,831,855	(1,154,433)	-28.96%
Educational Enrichment Allocation	802,285,206	833,448,236	31,163,030	3.88%
ESE Guaranteed Allocation	1,211,296,702	1,293,529,266	82,232,564	6.79%
Federally Connected Student Supplement	15,692,323	15,932,499	240,176	1.53%
Mental Health Assistance Allocation	180,000,000	180,000,000	20,000,000	12.50%
Safe Schools Allocation	250,000,000	290,000,000	40,000,000	16.00%
State-Funded Discretionary Contribution	42,350,277	44,600,717	2,250,440	5.31%
Student Transportation	535,831,174	556,584,049	20,752,875	3.87%
TOTAL FEFP	21,002,321,676	22,480,605,409	1,478,283,733	7.04%
Less: Required Local Effort	9,892,824,477	10,376,243,513	483,419,036	4.89%
GROSS STATE FEFP	11,109,497,199	12,104,361,896	994,864,697	8.96%
Educational Enrollment Stabilization Program	23,512,811	0	(23,512,811)	-100.00%
NET STATE FEFP	11,133,010,010	12,104,361,896	971,351,886	8.72%
STATE CATEGORICAL PROGRAMS				
Class Size Reduction Allocation	2,751,340,078	2,771,299,363	19,959,285	0.73%
State-Funded Discretionary Supplement	415,053,799	616,070,303	201,016,504	48.43%
TOTAL STATE CATEGORICAL FUNDING	3,166,393,877	3,387,369,666	220,975,789	6.98%
TOTAL STATE FUNDING	14,299,403,887	15,491,731,562	1,192,327,675	8.34%
LOCAL FUNDING				
Total Required Local Effort	9,892,824,477	10,376,243,513	483,419,036	4.89%
Total Discretionary Taxes from 0.748 Mills	2,417,688,847	2,533,459,943	115,771,096	4.79%
TOTAL LOCAL FUNDING	12,310,513,324	12,909,703,456	599,190,132	4.87%
TOTAL FUNDING	26,609,917,211	28,401,435,018	1,791,517,807	6.73%
State Funds per UFTE	4,685.11	4,886.52	201.41	4.30%
Local Funds per UFTE	4,033.47	4,072.07	38.60	0.96%
Total Funds per UFTE	8,718.58	8,958.59	240.01	2.75%
State Funds as a Percent of Total	53.74%	54.55%	0.81%	1.50%
Local Funds as a Percent of Total	46.26%	45.45%	-0.81%	-1.75%

this amount is the increase

this amount maintains

Salary and funding:

- Florida will see a 3.72% increase in the Base Student Allocation which will now sit at \$5,330.98. This means that more money per student is being allocated in the section of the FEFP that is more flexible than the named categorical funds. Trends show when adjusted for inflation this funding is actually less than pre-Great Recession funding, when Florida was ranked 28th in the nation in average teacher salary.
- The budget approved by the legislature adds \$200 million for additional salary increases. This money would need to cover roughly 200,000 educators, including certified instructors and pre-k educators.



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While \$200 million sounds historic, the truth is, the salary increases being proposed in Florida's budget don't move the needle far enough or fast enough for educators working toward a better life.

- The total state funding in the K-12 Florida Education Finance Program (FEFP) including state and local sources is \$28,401,435,018, an increase of \$1,791,517,807 over last year. The total increase in funding K-12 funding per FTE is \$8,958, a \$240.01 increase over the 2023-24 budget. The per student increase is 2.75% , while the number of students funded in the formula increased by 3.87%. While on the surface this seems like good news, nearly \$900,000,000 of the increase is set for vouchers for students, most of whom have never attended public school, meaning a loss of funding for the overwhelming majority of Florida's students who attend our public schools. The budget includes \$2.8 billion in the FEFP that will go to a projected 315,892 students for private school vouchers, many whom have never attended a public school.
- A 3% Cost of Living Adjustment will not be restored for past or future retirees. The funding rate paid by employees and the employer into FRS to pay for our retirement system increases only a fraction of a percentage point.

Schools and classrooms:

- The budget calls for an increase in dedicated appropriations for both mental health and school safety, funding programs at \$180 million and \$290 million respectively. While an increase in funding is good, it does not go far enough to ensure that Florida's students have access to more school counselors, more school psychologists and more school social workers to help struggling students and families.
- The classroom supply allocation teachers use to purchase consumable classroom materials for their students stays at \$300 per classroom teacher as in past budgets, effectively ensuring that teachers will need to continue to pay for supplies out of pocket.
- Once again charter schools have dedicated funding through the PECO fund. This year, the charter school PECO funding is \$230 million dollars, with several small school districts (Gadsden, Gilchrist, Glades, Hendry, Putnam, and Wakulla) receiving a combined \$193 million in special facilities appropriations for critical needs school construction. An additional \$16 million is allocated for emergency repairs and smaller expansion projects in 15 other counties.