

**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 28th day of May 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 HCTA ESP salary schedule shall increase in accordance with the salary schedule agreed upon. The updated salary schedule shall be included in Appendix A of the Collective Bargaining Agreement.
2. Effective July 1, 2024, employees in the ESP bargaining units shall be credited with one year of experience and shall advance one level on their respective salary schedules accordingly.
3. Effective July 1, 2024, eligible ESP employees at the top of their respective paygrade on the Instructional Support Salary Schedule will receive a one-time top step payment of \$1000. Eligible employees must have worked half plus a day and have an effective evaluation for the 2023-24 school year.
4. Effective July 1, 2024, eligible ESPs shall receive the \$1,000 annual ESE Supplemental Pay (in the form of an hourly rate supplement example: .68 cents/hour for a 7.5 hour/196-day employee) which shall be included in Appendix C.
5. Effective July 1, 2024, Registered Nurses shall advance one grade on the Salary Schedule, from pay grade 33 to pay grade 34.
6. Effective July 1, 2024, Licensed Practical Nurses shall advance one grade on the Salary Schedule, from pay grade 25 to pay grade 26.
7. 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 employees in accordance with 24.1.1.
8. The Board will pay the cost of fingerprinting monitoring fees for Instructional unit employees in accordance with 24.6.1.

Executed on this 28th day of May 2024

Van Ayres, Superintendent of Schools HCPS

Rob Kriete, President, HCTA

Danielle Shotwell, Chief Negotiator HCPS

Brittni Wegmann, Chief Negotiator, HCTA

HCTA ESP COUNTER to HCPS – May 28, 2024

HCTA - May 28, 2024 - (COUNTER #1)

HCTA PROPOSED - ESP Salary Schedule 2024-2025 (w/ 2% Step Correction +no less than 6% to step/level)

Levels - retitled																								
Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X
15	\$15.55	\$15.86	\$16.18	\$16.50	\$16.83	\$17.17	\$17.51	\$17.86	\$18.22	\$18.58	\$18.96	\$19.33	\$19.72	\$20.12	\$20.52	\$20.93	\$21.35	\$21.77	\$22.21	\$22.65	\$23.11	\$23.57	\$24.04	\$24.52
16	\$15.85	\$16.17	\$16.49	\$16.82	\$17.16	\$17.50	\$17.85	\$18.21	\$18.57	\$18.94	\$19.32	\$19.71	\$20.10	\$20.50	\$20.91	\$21.33	\$21.76	\$22.19	\$22.64	\$23.09	\$23.55	\$24.02	\$24.50	\$24.99
17	\$16.16	\$16.48	\$16.81	\$17.15	\$17.49	\$17.84	\$18.20	\$18.56	\$18.93	\$19.31	\$19.70	\$20.09	\$20.49	\$20.90	\$21.32	\$21.75	\$22.18	\$22.63	\$23.08	\$23.54	\$24.01	\$24.49	\$24.98	\$25.48
18	\$16.47	\$16.80	\$17.14	\$17.48	\$17.83	\$18.18	\$18.55	\$18.92	\$19.30	\$19.68	\$20.08	\$20.48	\$20.89	\$21.31	\$21.73	\$22.17	\$22.61	\$23.06	\$23.52	\$23.99	\$24.47	\$24.96	\$25.46	\$25.97
19	\$16.80	\$17.14	\$17.48	\$17.83	\$18.18	\$18.55	\$18.92	\$19.30	\$19.68	\$20.08	\$20.48	\$20.89	\$21.31	\$21.73	\$22.17	\$22.61	\$23.06	\$23.52	\$23.99	\$24.47	\$24.96	\$25.46	\$25.97	\$26.49
20	\$17.13	\$17.47	\$17.82	\$18.18	\$18.54	\$18.91	\$19.29	\$19.68	\$20.07	\$20.47	\$20.88	\$21.30	\$21.72	\$22.16	\$22.60	\$23.05	\$23.52	\$23.99	\$24.47	\$24.96	\$25.45	\$25.96	\$26.48	\$27.01
21	\$17.47	\$17.82	\$18.18	\$18.54	\$18.91	\$19.29	\$19.67	\$20.07	\$20.47	\$20.88	\$21.30	\$21.72	\$22.16	\$22.60	\$23.05	\$23.51	\$23.98	\$24.46	\$24.95	\$25.45	\$25.96	\$26.48	\$27.01	\$27.55
22	\$17.83	\$18.19	\$18.55	\$18.92	\$19.30	\$19.69	\$20.08	\$20.48	\$20.89	\$21.31	\$21.73	\$22.17	\$22.61	\$23.07	\$23.53	\$24.00	\$24.48	\$24.97	\$25.47	\$25.97	\$26.49	\$27.02	\$27.56	\$28.12
23	\$18.18	\$18.54	\$18.91	\$19.29	\$19.68	\$20.07	\$20.47	\$20.88	\$21.30	\$21.73	\$22.16	\$22.60	\$23.06	\$23.52	\$23.99	\$24.47	\$24.96	\$25.46	\$25.97	\$26.48	\$27.01	\$27.55	\$28.11	\$28.67
24	\$18.55	\$18.92	\$19.30	\$19.69	\$20.08	\$20.48	\$20.89	\$21.31	\$21.73	\$22.17	\$22.61	\$23.06	\$23.53	\$24.00	\$24.48	\$24.97	\$25.47	\$25.97	\$26.49	\$27.02	\$27.56	\$28.12	\$28.68	\$29.25
25	\$18.91	\$19.29	\$19.67	\$20.07	\$20.47	\$20.88	\$21.30	\$21.72	\$22.16	\$22.60	\$23.05	\$23.51	\$23.98	\$24.46	\$24.95	\$25.45	\$25.96	\$26.48	\$27.01	\$27.55	\$28.10	\$28.66	\$29.23	\$29.82
26	\$19.29	\$19.68	\$20.07	\$20.47	\$20.88	\$21.30	\$21.72	\$22.16	\$22.60	\$23.05	\$23.51	\$23.98	\$24.46	\$24.95	\$25.45	\$25.96	\$26.48	\$27.01	\$27.55	\$28.10	\$28.66	\$29.24	\$29.82	\$30.42
27	\$20.12	\$20.52	\$20.93	\$21.35	\$21.78	\$22.21	\$22.66	\$23.11	\$23.57	\$24.05	\$24.53	\$25.02	\$25.52	\$26.03	\$26.55	\$27.08	\$27.62	\$28.17	\$28.74	\$29.31	\$29.90	\$30.50	\$31.11	\$31.73
28	\$21.15	\$21.57	\$22.00	\$22.44	\$22.89	\$23.35	\$23.82	\$24.29	\$24.78	\$25.28	\$25.78	\$26.30	\$26.82	\$27.36	\$27.91	\$28.47	\$29.03	\$29.62	\$30.21	\$30.81	\$31.43	\$32.06	\$32.70	\$33.35
29	\$22.19	\$22.63	\$23.09	\$23.55	\$24.02	\$24.50	\$24.99	\$25.49	\$26.00	\$26.52	\$27.05	\$27.59	\$28.14	\$28.71	\$29.28	\$29.86	\$30.46	\$31.07	\$31.69	\$32.33	\$32.97	\$33.63	\$34.31	\$34.99
30	\$23.31	\$23.78	\$24.25	\$24.74	\$25.23	\$25.74	\$26.25	\$26.78	\$27.31	\$27.86	\$28.41	\$28.98	\$29.56	\$30.15	\$30.76	\$31.37	\$32.00	\$32.64	\$33.29	\$33.96	\$34.64	\$35.33	\$36.04	\$36.76
31	\$24.45	\$24.94	\$25.44	\$25.95	\$26.47	\$26.99	\$27.53	\$28.09	\$28.65	\$29.22	\$29.80	\$30.40	\$31.01	\$31.63	\$32.26	\$32.91	\$33.56	\$34.24	\$34.92	\$35.62	\$36.33	\$37.06	\$37.80	\$38.56
32	\$25.70	\$26.21	\$26.74	\$27.27	\$27.82	\$28.37	\$28.94	\$29.52	\$30.11	\$30.71	\$31.33	\$31.95	\$32.59	\$33.25	\$33.91	\$34.59	\$35.28	\$35.99	\$36.71	\$37.44	\$38.19	\$38.95	\$39.73	\$40.53
33	\$26.97	\$27.51	\$28.06	\$28.62	\$29.19	\$29.78	\$30.37	\$30.98	\$31.60	\$32.23	\$32.88	\$33.53	\$34.20	\$34.89	\$35.59	\$36.30	\$37.02	\$37.76	\$38.52	\$39.29	\$40.08	\$40.88	\$41.70	\$42.53
34	\$28.32	\$28.89	\$29.46	\$30.05	\$30.65	\$31.27	\$31.89	\$32.53	\$33.18	\$33.85	\$34.52	\$35.21	\$35.92	\$36.63	\$37.37	\$38.11	\$38.88	\$39.65	\$40.45	\$41.26	\$42.08	\$42.92	\$43.78	\$44.66
35	\$29.73	\$30.32	\$30.93	\$31.55	\$32.18	\$32.82	\$33.48	\$34.15	\$34.83	\$35.53	\$36.24	\$36.97	\$37.70	\$38.46	\$39.23	\$40.01	\$40.81	\$41.63	\$42.46	\$43.31	\$44.18	\$45.06	\$45.96	\$46.88
36	\$31.23	\$31.85	\$32.49	\$33.14	\$33.80	\$34.48	\$35.17	\$35.87	\$36.59	\$37.32	\$38.07	\$38.83	\$39.61	\$40.40	\$41.21	\$42.03	\$42.87	\$43.73	\$44.60	\$45.50	\$46.41	\$47.33	\$48.28	\$49.25
37	\$32.77	\$33.43	\$34.09	\$34.78	\$35.47	\$36.18	\$36.90	\$37.64	\$38.40	\$39.16	\$39.95	\$40.75	\$41.56	\$42.39	\$43.24	\$44.10	\$44.99	\$45.89	\$46.80	\$47.74	\$48.69	\$49.67	\$50.66	\$51.67
38	\$34.41	\$35.10	\$35.80	\$36.52	\$37.25	\$37.99	\$38.75	\$39.53	\$40.32	\$41.12	\$41.95	\$42.78	\$43.64	\$44.51	\$45.40	\$46.31	\$47.24	\$48.18	\$49.15	\$50.13	\$51.13	\$52.15	\$53.20	\$54.26

**2024-2025 ECONOMIC AGREEMENT FOR THE INSTRUCTIONAL UNIT
BETWEEN HILLSBOROUGH COUNTY PUBLIC SCHOOLS
AND THE HILLSBOROUGH CLASSROOM TEACHERS ASSOCIATION**

This agreement is made on this 28th day of May 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) hereinafter collectively referred to as “the Parties.”

The Parties mutually agree to the following:

1. Effective July 1, 2024, all instructional salary schedules agreed upon shall be updated and included in Appendix A of the Collective Bargaining Agreement.
2. Effective July 1, 2024, employees in the Instructional bargaining unit shall be credited with one year of experience and shall advance one step on their respective salary schedules accordingly.
3. Effective July 1, 2024, employees at the top of their respective salary schedules will receive a one-time top step payment of \$2000. Eligible employees must have worked half plus a day and have an effective evaluation for the 2023-2024 school year.
4. Effective July 1, 2024, eligible employees who are on the Student Services Salary Schedules, and hold their licensure, will be paid a one-time \$750 supplement to be paid at the conclusion of the 2024-2025 school year. Eligible employees must have worked half plus a day of the 2024-2025 school year and be current, active employees at the time of payment.
5. ESE instructional employees, School Psychologists, and instructional employees assigned at our Exceptional Centers (See job codes in Appendix C) will receive a one-time ESE supplement of \$1500 to be paid at the conclusion of the 2024-2025 school year. Eligible employees must be current, active employees at the time of payment. The supplement shall be included in Section 20 and Appendix C
6. In accordance with Section 22.4.5, for the 2024-2025 school year, eligible National Board-Certified Teachers (NBCT) shall receive up to a one-time \$1,000.00 payment for the completion of ten hours of approved mentoring and/or conducting approved training through the Professional Development Department. Payment shall be made after submission and approval of all required documentation. Eligible employees must be current, active employees at the time of payment. This supplement shall be included in Appendix C.
7. In accordance with Section 22.4.8, National Board-Certified Teachers (NBCT) a one-time \$4,500.00 payment shall be made for those who teach in Renaissance Schools or Transformation Network Schools and shall be included in Appendix C
8. Effective July 1, 2024, eligible SLPs who hold their ASHA CCC’s (American Speech Language Hearing Association Certificate of Clinical Competency) shall be paid a one-time supplement of \$1,500.00 to be paid at the conclusion of the 2024-2025 school year. Eligible employees must have worked half plus a day of the 2024-

HCTA INSTRUCTIONAL – May 28, 2024 (Counter #1)

2025 school year and be current, active employees at the time of payment. This supplement shall be included in Section 20 and Appendix C.

9. 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 employees in accordance with Section 13.2.1.
10. The Board will pay the cost of fingerprint monitoring fees for Instructional unit employees in accordance with Section 13.11.

Executed on this 28th day of May 2024.

Van Ayres, Superintendent of Schools HCPS

Rob Kriete, President, HCTA

Danielle Shotwell, Chief Negotiator HCPS

Brittini Wegmann, Chief Negotiator, HCTA

HCTA INSTRUCTIONAL COUNTER to HCPS – May 28, 2024

HCTA - May 28, 2024 (Counter #1)									
Instructional E-P (10 Month) Salary Schedules									
CURRENT 2023-2024					HCTA PROPOSED for 2024-2025				
Rank	Current Hourly Rate	2023-2024 Salary	Count of Employees	Employee Raise with Step ONLY	Rank	Proposed Hourly Rate	Proposed NEW Scale	Proposed Step Increments	Employee raise with Step
E00	\$29.9874	\$47,500	902		E00	\$29.9874	\$47,500		\$0
E01	\$30.1452	\$47,750	582	\$250	E01	\$30.2399	\$47,900	\$400	\$400
E02	\$30.3030	\$48,000	375	\$250	E02	\$30.4924	\$48,300	\$400	\$550
E03	\$30.4609	\$48,250	357	\$250	E03	\$30.7449	\$48,700	\$400	\$700
E04	\$30.6187	\$48,500	407	\$250	E04	\$30.9975	\$49,100	\$400	\$850
E05	\$30.7765	\$48,750	266	\$250	E05	\$31.2816	\$49,550	\$450	\$1,050
E06	\$30.9343	\$49,000	353	\$250	E06	\$31.5657	\$50,000	\$450	\$1,250
E07	\$31.1080	\$49,275	342	\$275	E07	\$31.8497	\$50,450	\$450	\$1,450
E08	\$31.2816	\$49,550	362	\$275	E08	\$32.1338	\$50,900	\$450	\$1,625
E09	\$32.1244	\$50,885	435	\$1,335	E09	\$32.9766	\$52,235	\$1,335	\$2,685
E10	\$32.9672	\$52,220	359	\$1,335	E10	\$33.8194	\$53,570	\$1,335	\$2,685
E11	\$33.8100	\$53,555	372	\$1,335	E11	\$34.6622	\$54,905	\$1,335	\$2,685
E12	\$34.6528	\$54,890	361	\$1,335	E12	\$35.5051	\$56,240	\$1,335	\$2,685
E13	\$35.4956	\$56,225	367	\$1,335	E13	\$36.3479	\$57,575	\$1,335	\$2,685
E14	\$36.3384	\$57,560	280	\$1,335	E14	\$37.1907	\$58,910	\$1,335	\$2,685
E15	\$37.1812	\$58,895	440	\$1,335	E15	\$38.0335	\$60,245	\$1,335	\$2,685
E16	\$38.0240	\$60,230	513	\$1,335	E16	\$38.8763	\$61,580	\$1,335	\$2,685
E17	\$38.8668	\$61,565	461	\$1,335	E17	\$39.7191	\$62,915	\$1,335	\$2,685
E18	\$39.7096	\$62,900	491	\$1,335	E18	\$40.5619	\$64,250	\$1,335	\$2,685
E19	\$40.5524	\$64,235	437	\$1,335	E19	\$41.4047	\$65,585	\$1,335	\$2,685
E20	\$41.3952	\$65,570	364	\$1,335	E20	\$42.2475	\$66,920	\$1,335	\$2,685
E21	\$42.2380	\$66,905	408	\$1,335	E21	\$43.0903	\$68,255	\$1,335	\$2,685
E22	\$43.0808	\$68,240	358	\$1,335	E22	\$43.9331	\$69,590	\$1,335	\$2,685
E23	\$43.9331	\$69,590	353	\$1,350	E23	\$44.7854	\$70,940	\$1,350	\$2,700
E24	\$44.8169	\$70,990	289	\$1,400	E24	\$45.6692	\$72,340	\$1,400	\$2,750
E25	\$45.7639	\$72,490	1,582	\$1,500	E25	\$46.9318	\$74,340	\$2,000	\$3,350
			11,810					Add +\$2000 Top Level Longevity	\$1,850

HCTA INSTRUCTIONAL COUNTER to HCPS – May 28, 2024

HCTA - May 28, 2024 (COUNTER #1)									
Instructional G-Q (12 Month) Salary Schedules									
CURRENT 2023-2024					HCTA PROPOSED for 2024-2025				
Rank	Current hourly rate	2023-2024 Salary	Count of Employees	Employee Raise with Step ONLY	Rank	Proposed hourly rate	Proposed NEW Scale	Proposed Step Increments	Employee raise with Step
E00	\$27.2426	\$55,139	8		E00	\$27.2426	\$55,139		\$0
E01	\$27.3908	\$55,439	0	\$300	E01	\$27.4855	\$55,631	\$492	\$492
E02	\$27.5390	\$55,739	2	\$300	E02	\$27.7284	\$56,122	\$492	\$683
E03	\$27.6873	\$56,039	5	\$300	E03	\$27.9713	\$56,614	\$492	\$875
E04	\$27.8355	\$56,339	5	\$300	E04	\$28.2143	\$57,106	\$492	\$1,067
E05	\$27.9837	\$56,639	3	\$300	E05	\$28.4887	\$57,661	\$556	\$1,322
E06	\$28.1319	\$56,939	1	\$300	E06	\$28.7632	\$58,217	\$556	\$1,578
E07	\$28.2925	\$57,264	4	\$325	E07	\$29.0343	\$58,765	\$549	\$1,826
E08	\$28.4531	\$57,589	8	\$325	E08	\$29.3053	\$59,314	\$549	\$2,050
E09	\$29.1868	\$59,074	7	\$1,485	E09	\$30.0390	\$60,799	\$1,485	\$3,210
E10	\$29.9205	\$60,559	12	\$1,485	E10	\$30.7727	\$62,284	\$1,485	\$3,210
E11	\$30.6542	\$62,044	15	\$1,485	E11	\$31.5064	\$63,769	\$1,485	\$3,210
E12	\$31.3878	\$63,529	17	\$1,485	E12	\$32.2401	\$65,254	\$1,485	\$3,210
E13	\$32.1215	\$65,014	12	\$1,485	E13	\$32.9738	\$66,739	\$1,485	\$3,210
E14	\$32.8552	\$66,499	14	\$1,485	E14	\$33.7075	\$68,224	\$1,485	\$3,210
E15	\$33.5889	\$67,984	15	\$1,485	E15	\$34.4412	\$69,709	\$1,485	\$3,210
E16	\$34.3226	\$69,469	11	\$1,485	E16	\$35.1749	\$71,194	\$1,485	\$3,210
E17	\$35.0563	\$70,954	18	\$1,485	E17	\$35.9086	\$72,679	\$1,485	\$3,210
E18	\$35.7900	\$72,439	18	\$1,485	E18	\$36.6423	\$74,164	\$1,485	\$3,210
E19	\$36.5237	\$73,924	14	\$1,485	E19	\$37.3760	\$75,649	\$1,485	\$3,210
E20	\$37.2574	\$75,409	30	\$1,485	E20	\$38.1097	\$77,134	\$1,485	\$3,210
E21	\$37.9911	\$76,894	14	\$1,485	E21	\$38.8434	\$78,619	\$1,485	\$3,210
E22	\$38.7248	\$78,379	23	\$1,485	E22	\$39.5771	\$80,104	\$1,485	\$3,210
E23	\$39.4659	\$79,879	9	\$1,500	E23	\$40.3182	\$81,604	\$1,500	\$3,225
E24	\$40.2317	\$81,429	7	\$1,550	E24	\$41.0840	\$83,154	\$1,550	\$3,275
E25	\$41.0469	\$83,079	70	\$1,650	E25	\$42.2149	\$85,443	\$2,289	\$4,014
			342					Add +\$2000 Top Level Longevity	\$2,364

HCTA INSTRUCTIONAL COUNTER to HCPS – May 28, 2024

HCTA - May 28, 2024 (COUNTER #1)											Instructional A-B (10 & 12 Month)										
CURRENT 2023-2024											HCTA PROPOSED for 2024-2025										
Level	2023-2024 BD Salary (A)	Count of Employees	2023-2024 MD Salary (A)	Count of Employees	2023-2024 SS Salary (A)	Count of Employees	2023-2024 DD Salary (A)	Count of Employees	2023-2024 MD SCHED (B)	Count of Employees	Level	PROPOSED 2024-2025 BD Salary (A)	Employee Raise with Step	PROPOSED 2024-2025 MD Salary (A)	Employee Raise with Step	PROPOSED 2024-2025 SS Salary (A)	Employee Raise with Step	PROPOSED 2024-2025 DD Salary (A)	Employee Raise with Step	PROPOSED 2024-2025 MD SCHED (B)	Employee Raise with Step
1	\$47,500.00		\$50,398.76		\$51,856.04		53,297.48		58,566.06		1	\$49,400.00		\$52,414.71		\$53,930.28		\$55,429.38		\$60,908.70	
2	\$47,500.00		\$50,398.76		\$51,856.04		53,297.48		58,566.06		2	\$49,400.00		\$52,414.71		\$53,930.28		\$55,429.38		\$60,908.70	
3	\$47,500.00		\$50,398.76		\$51,856.04		53,297.48		58,566.06		3	\$49,400.00		\$52,414.71		\$53,930.28		\$55,429.38		\$60,908.70	
4	\$47,500.00		\$50,398.76		\$51,856.04		53,297.48		58,566.06		4	\$49,400.00		\$52,414.71		\$53,930.28		\$55,429.38		\$60,908.70	
5	\$47,500.00		\$50,398.76		\$51,856.04		53,297.48		58,566.06		5	\$49,400.00		\$52,414.71		\$53,930.28		\$55,429.38		\$60,908.70	
6	\$47,500.00		\$50,398.76		\$51,856.04		53,297.48		58,566.06		6	\$49,400.00		\$52,414.71		\$53,930.28		\$55,429.38		\$60,908.70	
7	\$47,500.00		\$50,398.76		\$51,856.04		53,297.48		58,566.06		7	\$49,400.00		\$52,414.71		\$53,930.28		\$55,429.38		\$60,908.70	
8	\$47,500.00		\$50,398.76		\$51,856.04		53,297.48		58,566.06		8	\$49,400.00		\$52,414.71		\$53,930.28		\$55,429.38		\$60,908.70	
9	\$47,500.00		\$50,398.76		\$51,856.04		53,297.48		58,566.06		9	\$49,400.00		\$52,414.71		\$53,930.28		\$55,429.38		\$60,908.70	
10	\$47,500.00		\$50,398.76		\$51,856.04		53,297.48		58,566.06		10	\$49,400.00		\$52,414.71		\$53,930.28		\$55,429.38		\$60,908.70	
11	\$47,500.00		\$50,398.76		\$51,856.04		53,297.48		58,566.06		11	\$49,400.00		\$52,414.71		\$53,930.28		\$55,429.38		\$60,908.70	
12	\$47,573.22		\$50,471.94		\$51,929.22		53,370.66		58,681.02		12	\$49,476.15		\$52,490.82		\$54,006.39		\$55,505.49		\$61,028.26	
13	\$48,512.85		\$51,411.57		\$52,868.85		54,310.29		59,775.20		13	\$50,453.36		\$53,468.03		\$54,983.60		\$56,482.70		\$62,166.21	
14	\$49,485.27		\$52,383.99		\$53,841.27		55,282.71		60,869.37		14	\$51,464.68		\$54,479.35		\$55,994.92		\$57,494.02		\$63,304.14	
15	\$50,474.32		\$53,373.04		\$54,830.32		56,271.76	2	62,025.48		15	\$52,493.29		\$55,507.96		\$57,023.53		\$58,522.63		\$64,506.50	
16	\$51,496.00		\$54,394.72	1	\$55,852.00		57,293.44		63,181.59		16	\$53,555.84		\$56,570.51		\$58,086.08		\$59,585.18	\$3,313	\$65,708.85	
17	\$52,501.52		\$55,400.24	4	\$56,857.52		58,298.96		64,420.28		17	\$54,601.58		\$57,616.25	\$3,222	\$59,131.82		\$60,630.92		\$66,997.09	
18	\$53,556.47		\$56,455.19	1	\$57,912.47		59,353.91		65,617.68		18	\$55,698.73		\$58,713.40	\$3,313	\$60,228.97		\$61,728.07		\$68,242.39	
19	\$54,611.25	1	\$57,509.97		\$58,967.25		60,408.69		66,856.36		19	\$56,795.70		\$59,810.37	\$3,355	\$61,325.94		\$62,825.04		\$69,530.61	
20	\$55,698.98		\$58,597.70		\$60,054.98		61,496.42		68,074.41		20	\$57,926.94	\$3,316	\$60,941.61		\$62,457.18		\$63,956.28		\$70,797.39	
21	\$56,819.82		\$59,718.54		\$61,175.82		62,617.26		69,375.03		21	\$59,092.61		\$62,107.28		\$63,622.85		\$65,121.95		\$72,150.03	
22	\$57,957.13		\$60,855.85		\$62,313.13		63,754.57		70,675.65		22	\$60,275.42		\$63,290.08		\$64,805.66		\$66,304.75		\$73,502.68	
23	\$59,110.92		\$62,009.64		\$63,466.92		64,908.36		72,017.56		23	\$61,475.36		\$64,490.03		\$66,005.60		\$67,504.69		\$74,898.26	
24	\$60,281.18		\$63,179.90		\$64,637.18		66,078.62		73,380.12	1	24	\$62,692.43		\$65,707.10		\$67,222.67		\$68,721.76		\$76,315.32	
25	\$61,484.23	1	\$64,382.95		\$65,840.23		67,281.67		74,783.97		25	\$63,943.60		\$66,958.27		\$68,473.84		\$69,972.94		\$77,775.33	\$4,395
26	\$62,720.38		\$65,619.10		\$67,076.38		68,517.82		76,187.81	1	26	\$65,229.20	\$3,745	\$68,243.86		\$69,759.44		\$71,258.53		\$79,235.32	
27	\$63,973.01		\$66,871.73		\$68,329.01		69,770.45		77,653.59		27	\$66,531.93		\$69,546.60		\$71,062.17		\$72,561.27		\$80,759.73	\$4,572
28	\$65,248.29	1	\$68,147.01	26	\$69,604.29	2	71,045.73	1	79,119.37	1	28	\$67,858.22	\$2,610	\$70,872.89	\$2,726	\$72,388.46	\$2,784	\$73,887.56	\$2,842	\$82,284.14	\$3,165
									43			Add \$2000	\$3,224	Add \$2000	\$3,154	Add \$2000	\$2,784	Add \$2000	\$3,078	Add \$2000	\$4,044

HCTA INSTRUCTIONAL COUNTER to HCPS – May 28, 2024

HCTA - May 28, 2024 (COUNTER #1)								
STUDENT SERVICES - MASTER'S DEGREE 198								
CURRENT 2023-2024 Master's Degree 198					HCTA PROPOSED MASTER'S DEGREE 198			
Years Exp*	Current Hourly Rate	2023-2024 Annual Rate	198 day employees	Employee Raise with Step ONLY	Years Exp*	Proposed Hourly Rate	Proposed Annual Rate	Employee raise with step
0	\$31.8503	\$50,450.84	10		0	\$33.1243	\$52,468.87	\$2,018
1	\$32.6277	\$51,682.31	4	\$1,231	1	\$33.6066	\$53,232.78	\$2,782
2	\$33.1215	\$52,464.46	3	\$782	2	\$34.4464	\$54,563.03	\$2,881
3	\$33.6153	\$53,246.61	6	\$782	3	\$34.9599	\$55,376.47	\$2,912
4	\$34.0986	\$54,012.12	10	\$766	4	\$35.4625	\$56,172.60	\$2,926
5	\$34.6134	\$54,827.56	4	\$815	5	\$35.9979	\$57,020.66	\$3,009
6	\$35.1282	\$55,642.99	9	\$815	6	\$36.5333	\$57,868.71	\$3,041
7	\$35.6534	\$56,475.06	1	\$832	7	\$37.0796	\$58,734.06	\$3,091
8	\$36.1893	\$57,323.78	7	\$849	8	\$37.8178	\$59,903.35	\$3,428
9	\$36.7251	\$58,172.50	8	\$849	9	\$38.4879	\$60,964.78	\$3,641
10	\$37.2819	\$59,054.50	5	\$882	10	\$39.0714	\$61,889.12	\$3,717
11	\$37.8387	\$59,936.50	8	\$882	11	\$39.6550	\$62,813.45	\$3,759
12	\$38.3955	\$60,818.50	5	\$882	12	\$40.2385	\$63,737.79	\$3,801
13	\$38.9628	\$61,717.14	9	\$899	13	\$40.8331	\$64,679.56	\$3,861
14	\$39.5512	\$62,649.06	4	\$932	14	\$41.4496	\$65,656.21	\$3,939
15	\$40.1500	\$63,597.63	3	\$949	15	\$42.0772	\$66,650.32	\$4,001
16	\$40.7594	\$64,562.84	8	\$965	16	\$42.7158	\$67,661.86	\$4,064
17	\$41.3687	\$65,528.04	11	\$965	17	\$43.3544	\$68,673.39	\$4,111
18	\$41.9886	\$66,509.89	6	\$982	18	\$44.0040	\$69,702.36	\$4,174
19	\$42.6184	\$67,507.57	10	\$998	19	\$44.6641	\$70,747.93	\$4,238
20	\$43.8890	\$69,520.25	2	\$2,013	20	\$45.8641	\$72,648.66	\$5,141
21	\$44.5379	\$70,548.05	8	\$1,028	21	\$47.2102	\$74,780.94	\$5,261
22	\$45.1965	\$71,591.28	6	\$1,043	22	\$47.9083	\$75,886.75	\$5,339
23	\$45.8650	\$72,650.14	5	\$1,059	23	\$48.6169	\$77,009.15	\$5,418
24	\$46.5435	\$73,724.90	8	\$1,075	24	\$49.3361	\$78,148.39	\$5,498
25	\$47.2322	\$74,815.77	20	\$1,091	25	\$50.0661	\$79,304.72	\$5,580
			177				Add \$2000	\$4,489

HCTA INSTRUCTIONAL COUNTER to HCPS – May 28, 2024

HCTA - May 28, 2024 (COUNTER #1)									
STUDENT SERVICES - MASTER'S DEGREE 205									
CURRENT 2023-2024 Master's Degree 205					HCTA PROPOSED MASTER'S DEGREE 205				
Years Exp*	Current Hourly Rate	2023-2024 Annual Rate	205 day employees	Employee Raise with Step ONLY	Years Exp*	Proposed Hourly Rate	Proposed Annual Rate	Employee raise with step	
0	\$31.8503	\$52,234.46	64		0	\$33.1243	\$54,323.83	\$2,089	
1	\$32.6277	\$53,509.46	44	\$1,275	1	\$33.6066	\$55,114.75	\$2,880	
2	\$33.1215	\$54,319.27	31	\$810	2	\$34.4464	\$56,492.03	\$2,983	
3	\$33.6153	\$55,129.07	30	\$810	3	\$34.9599	\$57,334.23	\$3,015	
4	\$34.0986	\$55,921.64	30	\$793	4	\$35.4625	\$58,158.50	\$3,029	
5	\$34.6134	\$56,765.90	25	\$844	5	\$35.9979	\$59,036.54	\$3,115	
6	\$35.1282	\$57,610.17	34	\$844	6	\$36.5333	\$59,914.57	\$3,149	
7	\$35.6535	\$58,471.66	18	\$861	7	\$37.0796	\$60,810.52	\$3,200	
8	\$36.1893	\$59,350.38	16	\$879	8	\$37.8178	\$62,021.15	\$3,549	
9	\$36.7251	\$60,229.10	13	\$879	9	\$38.4879	\$63,120.10	\$3,770	
10	\$37.2819	\$61,142.28	25	\$913	10	\$39.0714	\$64,077.12	\$3,848	
11	\$37.8387	\$62,055.46	19	\$913	11	\$39.6550	\$65,034.13	\$3,892	
12	\$38.3955	\$62,968.65	21	\$913	12	\$40.2385	\$65,991.14	\$3,936	
13	\$38.9628	\$63,899.06	17	\$930	13	\$40.8331	\$66,966.21	\$3,998	
14	\$39.5512	\$64,863.93	21	\$965	14	\$41.4496	\$67,977.39	\$4,078	
15	\$40.1500	\$65,846.03	33	\$982	15	\$42.0772	\$69,006.64	\$4,143	
16	\$40.7594	\$66,845.36	20	\$999	16	\$42.7158	\$70,053.94	\$4,208	
17	\$41.3687	\$67,844.69	31	\$999	17	\$43.3544	\$71,101.23	\$4,256	
18	\$41.9886	\$68,861.25	22	\$1,017	18	\$44.0040	\$72,166.59	\$4,322	
19	\$42.6184	\$69,894.20	24	\$1,033	19	\$44.6641	\$73,249.12	\$4,388	
20	\$43.2675	\$71,942.68	13	\$2,048	20	\$45.8641	\$75,217.05	\$5,323	
21	\$44.5164	\$73,006.82	27	\$1,064	21	\$47.2102	\$77,424.71	\$5,482	
22	\$45.1750	\$74,086.93	13	\$1,080	22	\$47.9083	\$78,569.62	\$5,563	
23	\$45.8434	\$75,183.23	17	\$1,096	23	\$48.6169	\$79,731.69	\$5,645	
24	\$46.5219	\$76,295.98	17	\$1,113	24	\$49.3361	\$80,911.22	\$5,728	
25	\$47.2106	\$77,425.42	92	\$1,129	25	\$50.0661	\$82,108.42	\$5,812	
			717				Add \$2000	\$4,683	

HCTA INSTRUCTIONAL COUNTER to HCPS – May 28, 2024

HCTA - May 28, 2024 (COUNTER #1)								
STUDENT SERVICES - SPECIALIST DEGREE 205								
CURRENT 2023-2024 Specialist Degree 205					HCTA PROPOSED SPECIALIST DEGREE 205			
Years Exp*	Current Hourly Rate	2023-2024 Annual Rate	205 day employees	Employee Raise with Step ONLY	Years Exp*	Proposed Hourly Rate	Proposed Annual Rate	Employee raise with step
0	\$32.8391	\$ 53,856.09	0		0	\$34.1131	\$55,945.47	\$2,089
1	\$33.6165	\$ 55,131.10	3	\$1,275	1	\$34.5954	\$56,736.38	\$2,880
2	\$34.1103	\$ 55,940.90	3	\$810	2	\$35.4352	\$58,113.66	\$2,983
3	\$34.6041	\$ 56,750.70	2	\$810	3	\$35.9487	\$58,955.86	\$3,015
4	\$35.0874	\$ 57,543.27	6	\$793	4	\$36.4513	\$59,780.14	\$3,029
5	\$35.6022	\$ 58,387.54	5	\$844	5	\$36.9867	\$60,658.18	\$3,115
6	\$36.1170	\$ 59,231.80	4	\$844	6	\$37.5221	\$61,536.21	\$3,149
7	\$36.6423	\$ 60,093.29	2	\$861	7	\$38.0684	\$62,432.15	\$3,200
8	\$37.1781	\$ 60,972.01	3	\$879	8	\$38.8066	\$63,642.78	\$3,549
9	\$37.7139	\$ 61,850.73	8	\$879	9	\$39.4767	\$64,741.73	\$3,770
10	\$38.2707	\$ 62,763.92	2	\$913	10	\$40.0602	\$65,698.75	\$3,848
11	\$38.8275	\$ 63,677.10	1	\$913	11	\$40.6438	\$66,655.76	\$3,892
12	\$39.3843	\$ 64,590.28	6	\$913	12	\$41.2273	\$67,612.78	\$3,936
13	\$39.9516	\$ 65,520.69	3	\$930	13	\$41.8219	\$68,587.85	\$3,998
14	\$40.5400	\$ 66,485.56	8	\$965	14	\$42.4384	\$69,599.03	\$4,078
15	\$41.1388	\$ 67,467.66	6	\$982	15	\$43.0660	\$70,628.27	\$4,143
16	\$41.7482	\$ 68,466.99	3	\$999	16	\$43.7046	\$71,675.57	\$4,208
17	\$42.3575	\$ 69,466.32	4	\$999	17	\$44.3432	\$72,722.86	\$4,256
18	\$42.9774	\$ 70,482.88	8	\$1,017	18	\$44.9928	\$73,788.22	\$4,322
19	\$43.6072	\$ 71,515.83	6	\$1,033	19	\$45.6529	\$74,870.75	\$4,388
20	\$44.8563	\$ 73,564.32	1	\$2,048	20	\$46.8529	\$76,838.68	\$5,323
21	\$45.5200	\$ 74,652.78	3	\$1,088	21	\$48.2138	\$79,070.61	\$5,506
22	\$46.1936	\$ 75,757.57	4	\$1,105	22	\$48.9270	\$80,240.29	\$5,588
23	\$46.8774	\$ 76,878.94	4	\$1,121	23	\$49.6508	\$81,427.29	\$5,670
24	\$47.5714	\$ 78,017.12	4	\$1,138	24	\$50.3856	\$82,632.40	\$5,753
25	\$48.2758	\$ 79,172.38	34	\$1,155	25	\$51.1313	\$83,855.35	\$5,838
			133				Add \$2000	\$4,683

HCTA INSTRUCTIONAL COUNTER to HCPS – May 28, 2024

HCTA - May 28, 2024 (COUNTER #1)								
STUDENT SERVICES - DOCTORATE DEGREE 205								
CURRENT 2023-2024 Doctorate Degree 205					HCTA PROPOSED DOCTORATE DEGREE 205			
Years Exp*	Current Hourly Rate	2023-2024 Annual Rate	205 day employees	Employee Raise with Step ONLY	Years Exp*	Proposed Hourly Rate	Proposed Annual Rate	Employee raise with step
0	\$33.8176	\$55,460.83	0		0	\$35.0916	\$57,550.21	\$2,089
1	\$34.5950	\$56,735.84	1	\$1,275	1	\$35.5739	\$58,341.12	\$2,880
2	\$35.0888	\$57,545.64	1	\$810	2	\$36.4137	\$59,718.40	\$2,983
3	\$35.5826	\$58,355.44	1	\$810	3	\$36.9272	\$60,560.60	\$3,015
4	\$36.0659	\$59,148.01	1	\$793	4	\$37.4298	\$61,384.88	\$3,029
5	\$36.5807	\$59,992.28	2	\$844	5	\$37.9652	\$62,262.92	\$3,115
6	\$37.0955	\$60,836.54	2	\$844	6	\$38.5006	\$63,140.95	\$3,149
7	\$37.6208	\$61,698.03	3	\$861	7	\$39.0469	\$64,036.89	\$3,200
8	\$38.1566	\$62,576.75	2	\$879	8	\$39.7851	\$65,247.52	\$3,549
9	\$38.6924	\$63,455.47	0	\$879	9	\$40.4552	\$66,346.47	\$3,770
10	\$39.2492	\$64,368.66	0	\$913	10	\$41.0387	\$67,303.49	\$3,848
11	\$39.8060	\$65,281.84	1	\$913	11	\$41.6223	\$68,260.50	\$3,892
12	\$40.3628	\$66,195.02	1	\$913	12	\$42.2058	\$69,217.52	\$3,936
13	\$40.9301	\$67,125.43	0	\$930	13	\$42.8004	\$70,192.59	\$3,998
14	\$41.5185	\$68,090.30	1	\$965	14	\$43.4169	\$71,203.77	\$4,078
15	\$42.1173	\$69,072.40	1	\$982	15	\$44.0445	\$72,233.01	\$4,143
16	\$42.7267	\$70,071.73	1	\$999	16	\$44.6831	\$73,280.31	\$4,208
17	\$43.3360	\$71,071.06	1	\$999	17	\$45.3217	\$74,327.60	\$4,256
18	\$43.9559	\$72,087.62	0	\$1,017	18	\$45.9713	\$75,392.96	\$4,322
19	\$44.5857	\$73,120.57	2	\$1,033	19	\$46.6314	\$76,475.49	\$4,388
20	\$45.8348	\$75,169.06	1	\$2,048	20	\$47.8314	\$78,443.42	\$5,323
21	\$46.5132	\$76,281.59	2	\$1,113	21	\$49.2070	\$80,699.46	\$5,530
22	\$47.2017	\$77,410.82	6	\$1,129	22	\$49.9351	\$81,893.57	\$5,612
23	\$47.9006	\$78,556.98	1	\$1,146	23	\$50.6740	\$83,105.34	\$5,695
24	\$48.6100	\$79,720.33	0	\$1,163	24	\$51.4241	\$84,335.54	\$5,779
25	\$49.3300	\$80,901.14	3	\$1,181	25	\$52.1854	\$85,584.07	\$5,864
			34				Add \$2000	\$4,683

HCTA INSTRUCTIONAL COUNTER to HCPS – May 28, 2024

HCTA - May 28, 2024 (COUNTER #1)								
STUDENT SERVICES - MASTER'S DEGREE 253								
CURRENT 2023-2024 Master's Degree 253					HCTA PROPOSED MASTER'S DEGREE 253			
Years Exp*	Current Hourly Rate	2023-2024 Annual Rate	205 day employees	Employee Raise with Step ONLY	Years Exp*	Proposed Hourly Rate	Proposed Annual Rate	Employee raise with step
0	\$28.6653	\$58,018.57	0		0	\$30.0412	\$60,803.46	\$2,785
1	\$29.3650	\$59,434.76	0	\$1,416	1	\$30.7745	\$62,287.63	\$4,269
2	\$29.8094	\$60,334.23	0	\$899	2	\$31.2403	\$63,230.27	\$3,796
3	\$30.2538	\$61,233.69	0	\$899	3	\$31.7060	\$64,172.91	\$3,839
4	\$30.6888	\$62,114.13	0	\$880	4	\$32.1619	\$65,095.61	\$3,862
5	\$31.1521	\$63,051.85	0	\$938	5	\$32.6474	\$66,078.34	\$3,964
6	\$31.6154	\$63,989.57	0	\$938	6	\$33.1329	\$67,061.07	\$4,009
7	\$32.0882	\$64,946.52	0	\$957	7	\$33.6284	\$68,063.95	\$4,074
8	\$32.5704	\$65,922.49	0	\$976	8	\$34.1338	\$69,086.77	\$4,140
9	\$33.0526	\$66,898.46	1	\$976	9	\$34.6391	\$70,109.59	\$4,187
10	\$33.5537	\$67,912.69	0	\$1,014	10	\$35.1643	\$71,172.50	\$4,274
11	\$34.0549	\$68,927.12	0	\$1,014	11	\$35.6895	\$72,235.62	\$4,323
12	\$34.5560	\$69,941.34	1	\$1,014	12	\$36.2147	\$73,298.53	\$4,371
13	\$35.0666	\$70,974.80	0	\$1,033	13	\$36.7498	\$74,381.59	\$4,440
14	\$35.5961	\$72,046.51	0	\$1,072	14	\$37.3047	\$75,504.74	\$4,530
15	\$36.1351	\$73,137.44	1	\$1,091	15	\$37.8696	\$76,648.04	\$4,602
16	\$36.6835	\$74,247.40	1	\$1,110	16	\$38.4443	\$77,811.28	\$4,674
17	\$37.2319	\$75,357.37	0	\$1,110	17	\$39.0190	\$78,974.52	\$4,727
18	\$37.7898	\$76,486.56	0	\$1,129	18	\$39.6037	\$80,157.91	\$4,801
19	\$38.3566	\$77,633.76	0	\$1,147	19	\$40.1977	\$81,360.18	\$4,874
20	\$39.4261	\$79,798.37	1	\$2,165	20	\$41.3185	\$83,628.69	\$5,995
21	\$40.0101	\$80,980.38	0	\$1,182	21	\$41.9306	\$84,867.44	\$5,069
22	\$40.6028	\$82,180.01	1	\$1,200	22	\$42.5517	\$86,124.65	\$5,144
23	\$41.2045	\$83,397.85	2	\$1,218	23	\$43.1823	\$87,400.95	\$5,221
24	\$41.8151	\$84,633.70	2	\$1,236	24	\$43.8222	\$88,696.12	\$5,298
25	\$42.4349	\$85,888.18	1	\$1,254	25	\$44.4717	\$90,010.81	\$5,377
			11				Add \$2000	\$4,123