



Hillsborough Classroom Teachers Association

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For Immediate Release

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Statement Re. Florida Department of Education Response to Teacher Pay and Hillsborough Negotiations

“Our union is the democratic body of employees in Hillsborough County Public Schools and together we amplify the voices of these employees who certain state legislators and policymakers continue to marginalize and simply ignore.”

TAMPA, FL (May 3, 2024) – Today, the Hillsborough Classroom Teachers Association released a statement following the Florida Department of Education’s response to a recent teacher pay report, in which they directly attacked the educators of Hillsborough County Public Schools.

“HCTA is a union of professional educators who have come together to advocate for better working conditions and pay for over 100 years. As professionals, our members’ ultimate goal each and every day they come to work is to prepare students of Hillsborough County for their lives and careers ahead of them. During the 2022-23 school year, the Hillsborough School Board was unwilling to grant the years of experience the contractual agreement promised employees. Because of this refusal to honor that agreement, an impasse hearing had to be set, and employees were finally granted that contractual promise and paid at their new salary, rather than a temporary supplement.

“Through that process, employees also finally won pay for Advanced Degrees, which other School Districts across Florida had been paying for years. Ultimately, our students are the ones who benefit from these important items negotiated by employees by having highly qualified and trained professionals leading their classrooms.

“This 2023-2024 school year, under new district leadership, HCTA was able to amplify our members’ voices again to settle one of the largest salary agreements in recent history. Not only was the amount significantly higher than last year, but salary increases were implemented before the second semester. This agreement would not have been possible without the dedication of many extra hours by full-time educators and staff outside of their regular workday. The power for this important change came from our thousands of members coming together again to ensure employees have what they desperately need to survive and continue to do great work for our students.

“Recently, the DOE made an uneducated and unprofessional statement about the employees who make up the Hillsborough Classroom Teachers Association, by saying union members,

who are school district employees, used delay tactics to stall teacher pay raises for more than 6 months. This is unequivocally false and is a malicious attack on hardworking educators and staff in Hillsborough County Public Schools. It shines a bright light on how current DOE leadership vilifies public school educators across the state of Florida, while placing unjustifiable threats and hardships on dedicated School Board members and District leaders, like the ones we have in Hillsborough.

“During the 2022-23 school year, the School Board, under a previous Superintendent’s leadership, did not offer to give employee pay raises. Rather, they were unwilling to honor the contract and refused to move from a fixed position of paltry, one-time payments to employees. Had HCTA members not been involved, these hardworking teachers, guidance counselors, nurses, paraprofessionals, secretaries, clerks, and other educational employees would not have received credit for their years of service by receiving the base salary increases they deserved and were owed.

“Our Hillsborough County Public School employees deserved better then and still deserve more to this day. Our union is the democratic body of employees in Hillsborough County Public Schools. Together we amplify the voices of employees who certain state legislators and policymakers continue to marginalize and ignore.

“Fortunately, under the new district leadership and a positive working relationship with our School Board, HCTA will be getting to the bargaining table earlier than we have ever before to start negotiations for the upcoming 2024-2025 school year on May 6, 2024. HCTA will continue to listen to the employees of this district and advocate for them to build better lives and continue to make sure our schools a better place for the students to learn and thrive.

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Affiliated with FEA, NEA, AFT, & AFL-CIO

Hillsborough Classroom Teachers Association is the certified bargaining agent for over 16,000 teachers, guidance counselors, nurses, paraprofessionals, secretaries, clerks, and other educational employees of Hillsborough County Public Schools. Connect with Hillsborough CTA on [Facebook](#), [Twitter](#), [Instagram](#), and at <https://www.hillsboroughcta.org>.