

MEMORANDUM of UNDERSTANDING TRANSFORMATION NETWORK SCHOOLS 2024-2025

Whereas, Hillsborough County Public Schools (hereinafter referred to as the "district") and the Hillsborough Classroom Teachers Association (hereinafter referred to as the "union" or "HCTA") are parties to collective bargaining agreements for both instructional and educational support staff; and

Whereas, the parties are committed to providing an outstanding educational experience for all learners in Hillsborough County Public Schools; and

Whereas, the District has identified and defined "Transformation Network Schools" that require additional support to facilitate student growth and success (See attached list);

Now therefore, the parties agree as follows for the 2024-2025 school year:

1. Select Instructional and Paraprofessional Unit Incentives

The parties agree that fully staffing Transformation Network Schools with effective and highly effective educators and paraprofessionals is critical to supporting high student achievement outcomes. In an effort to fully staff Transformation Network Schools with such personnel, the parties agree as follows:

a. Identification of Transformation Network Schools

Prior to the Spring transfer period (by the end of March 2024), the district will provide a list of Transformation Network Schools for the 2024-2025 school year. See attached list.

- #### b. Additional Pay: Any eligible employee within the instructional bargaining unit will receive additional pay for additional work expectations and requirements due to being assigned to a Transformation Network school. The first payment will occur after the release and validation of UNISIG payments and final evaluation scores. Non-UNISIG recipients will receive the first payment on or before December 20, 2024, and UNISIG recipients will receive the first payment after funding is received from the state by the end of January. Second semester payments will continue to be made regularly, on a bi-weekly basis*, for eligible instructional staff. (****Subject to Infor system capabilities. Should bi-weekly payments not be possible by the first pay period in the second***

semester of the 2024-2025 school year, the parties will convene to establish a payment schedule.)

Current HCPS instructional staff must be evaluated at a minimum effective VAM level. Staff must be hired prior to FTE survey 2, date certain (October 15, 2024), complete the entire semester, and be in an active status at the time of payment. Instructional personnel new to HCPS are also eligible for payment. Employees hired after survey 2 and prior to survey 3 will receive partial payment (2nd semester payment).

This additional payment for eligible instructional staff will be at a maximum of \$5,000.00 or any state awarded bonus payment, whichever is greater. Eligible employees are only eligible to receive either the state or district bonus payment, not both.

Teachers in the Transformation Network who are at non-UNISIG eligible schools will be tiered in a manner similar to the state UNISIG funding model to incentivize Effective and Highly Effective VAM in FSA-tested courses and grade levels. Instructional staff teaching FSA-tested courses and grade levels will be awarded the following in addition to the \$5,000 payment awarded to eligible instructional staff.

- State Vam (Effective) -\$ 1,000 (additional)
- State Vam (Highly Effective) - \$2,000 (additional)

Eligibility Requirements:

- Must have a 2023-2024 3-year aggregate Math (includes Algebra I) or English language Arts (ELA) state Value Added Model (SVAM) calculation of Highly Effective or Effective.
- The 2021-2024 SVAM ratings must have 10 assessments (based on scores from 10 or more students).

**No other staff will receive a tiered incentive.*

For paraprofessionals a **\$1,000.00** annual payment for highly qualified status will be provided. For paraprofessionals, the first payment will occur after the release and validation of final evaluation scores (on or before December 20, 2024, and will continue to be made regularly, on a bi-weekly basis*, for second semester. ***(*Subject to Infor system capabilities. Should bi-weekly payments not be possible by the first pay period in the second semester of the 2024-2025 school year, the parties will convene to establish a payment schedule.)***

- c. Commitment to Assignment: Staff members are not eligible to transfer out of a Transformation Network School during the 2024-2025 school year. All requests for transfer will be reviewed by the Chief of Transformation, Chief Human Resources Officer, and HCTA President. To ensure employees are aware of this provision, a copy of this MOU will be provided by HCPS to every employee the transfer agreement impacts. Additionally, an employee will explicitly be made aware of this provision prior to accepting employment at a Transformation Network School.
- d. Additional HOST discount provided for the 2024-2025 SY only:

- a. Instructional staff and paraprofessionals working at a Transformation Network School will receive a 50% HOST discount at any district HOST site.

2. Professional Autonomy

The parties recognize that professional respect and autonomy are key to attracting talented teachers and staff at Transformation Network Schools. Teachers will be informed of any special site-based programs requiring additional responsibilities and expectations to include State Rule 6A – 1.099811 and will be provided with relevant professional development.

State Rule 6A- 1.099811 expectations are as follows:

- a) Core academic teachers shall be provided with common planning time on a consistent basis during the workday (grade level, subject) for data-based decision making, problem solving and professional learning. Principals will designate this time on the master schedule.
 1. Core academic teacher definition:
 - regular full-time PreK-through eighth grade.
 - VE
 - ESOL
 - self-contained ESE teachers
 2. Planning time definition:
 - Core academic teachers shall receive a minimum of 225 minutes of planning time during the work week (equivalent to 45 minutes per day during the student day). In an effort to not sacrifice planning time for data analysis time for these teachers, up to 90 minutes of those shall be classified as "structured", instructional coach-led planning which may not occur every week. Structured, coach-led planning could consist of common planning, lesson study, lesson rehearsal, data chats, coaching, and other standards or benchmark-based planning methods. All other teachers shall get their contractual 150 minutes of weekly planning time (equivalent to 30 minutes per day during the student day). This provision shall not diminish any additional planning time as defined by the HCTA Collective Bargaining Agreement.
 - Core academic teachers shall actively participate in progress monitoring of data weekly to inform student mastery of standards and instruction.
- b) Core academic teachers shall implement the continuous improvement process by utilizing formative and summative assessments and collaborating in data analysis cycles every 4-6 weeks.
- c) Teachers shall be provided coaching, and development based on analysis of student data and classroom observational data.
- d) Ensure school staff with a state VAM data are rated Highly Effective

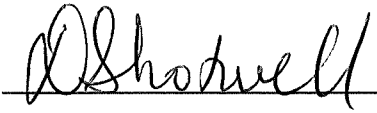
and Effective with less than effective categories not higher than the overall district average (Unsatisfactory and Needs Improvement).

3. Renaissance Schools

For the 2024-2025 School Year highly qualified teachers, who teach in the attached list of Renaissance Schools (see attached list), including schools exiting the Transformation Network for the 2024-2025 school year, shall be eligible for a salary differential. Eligibility shall be determined by an effective or higher evaluation rating and certification for assignment.

The differential for shall be as follows:

- a) Instructional Employees with 0-1 years of Experience: \$1,000
- b) Instructional Employees with 2-10 years of Experience: \$2,300
- c) Instructional Employees with 11 or more years of Experience: \$3,600
- d) Eligible Paraprofessional Employees: \$750



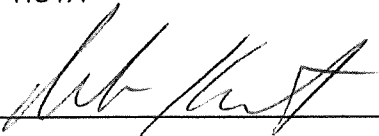
Danielle Shotwell
General Manager of Employee Relations
Hillsborough County Public Schools

4/29/2024
Date



Brit Wegmann
Executive Director
HCTA

4/29/2024
Date



Rob Kriete
President
HCTA

4-29-2024
Date

2024-2025 Transformation Network Schools:

Elementary	Middle	K- 8
BROWARD ELEMENTARY SCHOOL	BURNETT MIDDLE SCHOOL	DR CARTER G WOODSON K-8 SCHOOL
BURNEY ELEMENTARY SCHOOL	EISENHOWER MIDDLE SCHOOL	SULPHUR SPRINGS K-8 SCHOOL
EDISON ELEMENTARY SCHOOL	GIUNTA MIDDLE SCHOOL	
FOREST HILLS ELEMENTARY SCHOOL	GRECO MIDDLE MAGNET SCHOOL	
FOSTER ELEMENTARY SCHOOL	JENNINGS MIDDLE SCHOOL	
GIBSONTON ELEMENTARY SCHOOL	MEMORIAL MIDDLE SCHOOL	
GRAHAM ELEMENTARY SCHOOL	SHIELDS MIDDLE SCHOOL	
IPPOLITO ELEMENTARY SCHOOL	SLIGH MIDDLE SCHOOL	
JACKSON ELEMENTARY SCHOOL		
JAMES ELEMENTARY SCHOOL		
KENLY ELEMENTARY SCHOOL		
LAMB ELEMENTARY		
LOCKHART ELEMENTARY MAGNET SCHOOL		
MANGO ELEMENTARY SCHOOL		
MCDONALD ELEMENTARY SCHOOL		
MILES ELEMENTARY SCHOOL		
OAK PARK ELEMENTARY SCHOOL		
PALM RIVER ELEMENTARY SCHOOL		
POTTER ELEMENTARY SCHOOL		
ROBLES ELEMENTARY SCHOOL		
RUSKIN ELEMENTARY SCHOOL		
SHAW ELEMENTARY SCHOOL		
SHEEHY ELEMENTARY SCHOOL		
TAMPA HEIGHTS ELEMENTARY MAGNET		
TEMPLE TERRACE ELEMENTARY SCHOOL		
THOMPSON ELEMENTARY		
WASHINGTON ELEMENTARY SCHOOL		
WITTER ELEMENTARY SCHOOL		

2024-2025 Renaissance Schools:

Elementary	Middle	High	K-8
Alexander Elementary School	Dowdell Middle School	Chamberlain High School	Pizzo K-8 School
Bing Elementary School	Dowdell Middle-Magnet School	Leto High School	
Bryan Elementary School	Pierce Middle School		
Clair Mel Elementary School	Webb Middle School		
Crestwood Elementary School			
Desoto Elementary School			
Dover Elementary School			
Dunbar Elementary School			
Egypt Lake Elementary School			
Folsom Elementary School			
Mort Elementary School			
Oak Grove Elementary School			
Reddick Elementary School			
Sullivan Elementary Partnership School			
Tampa Bay Boulevard Elementary School			
Thonotosassa Elementary School			
Town & Country Elementary School			
West Tampa Elementary School			
Wimauma Elementary School			