



**MEMORANDUM OF UNDERSTANDING**  
**The School Board of Hillsborough County and**  
**The Hillsborough Classroom Teachers Association**  
**MILLAGE REFERENDUM IMPLEMENTATION**

Whereas, Hillsborough County Public Schools (hereinafter referred to as the “district” or “HCPS”) and the Hillsborough Classroom Teachers Association (hereinafter referred to as the “union” or “HCTA”) are parties to the collective bargaining agreement for employees in the HCTA Paraprofessional and Clerical bargaining units; and

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

Whereas, the parties are seeking a method to address employee retention and recruitment by addressing employee compensation through a county-supported ballot initiative for an increased millage; and

Whereas, a millage referendum will be on the 2024 General Election ballot; and

Whereas, the millage, upon being passed successfully by voters, will provide additional revenue to use towards employee compensation beginning July 1, 2025, and continuing through the June 30, 2029;

Whereas, this agreement shall not take the place of regular, annual salary negotiations;

Therefore, the following provisions for additional compensation for Hillsborough County Public School Educational Support Personnel will include the following:

1. Ninety two percent (92%) of the total millage revenue allotted to HCPS will be for salary supplemental pay to all employees (instructional, support staff, principals, assistant principals and district administrative staff) in HCPS. For clarification purposes the additional eight percent (8%) will be dedicated to educational programs: full-day VPK, College and Career Readiness, Athletics & Physical Education, and extended learning & the arts. (See Attachment)
2. Of the percentage identified for salary supplements, each HCTA ESP bargaining unit employee shall receive no less than \$3,000 as an additional supplement to their annual salary.
  - a. This annual salary supplement will be paid during the following School Years: 2025-2026, 2026-2027, 2027-2028, and 2028-2029.
  - b. This payment is a supplement to the employee’s base pay and shall be treated as salary.
  - c. This salary supplement shall be FRS eligible for every employee.
  - d. This salary supplement will be paid within the employee’s regularly scheduled paychecks.
  - e. Regular payments will be clearly identified on the employee’s pay stub.
  - f. If payments do not begin on the employee’s first paycheck of each contractual year, the employee will receive retroactive payment to July 1 of each fiscal year.
3. Since the distribution of funds for employee compensation is based on the total count of employees in HCPS, the parties agree that funds should be equitably distributed based on the actual revenue generated during each tax year of this agreement. If the total funds distributed to all employees ends up as a total less than the total revenue available for salary supplemental pay, the parties agree to immediately return to negotiate the distribution of the remaining funds to eligible ESP employees.
4. If the total amount of funds collected for base salary supplements is not enough to meet the agreed upon additional salary supplement for any employee, the parties agree to return to the bargaining table to discuss remedies.

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5. Eligible employees must be current, full-time active employees who are newly hired or returning to employment.
  - a. Employees who are returning from leave or who are newly hired and begin work after the start of their contractual year will receive a pro-rated share of the annual supplement.
  - b. The parties agree to address concerns over eligibility on a case-by-case basis should the need arise.
6. By May 1<sup>st</sup> of each year the millage revenue is generated the parties shall convene to review this agreement.
7. This agreement shall be included in Appendix C – Salary Schedules and Supplements – of the HCTA Educational Support Professional Contract.

**Contingencies:**

- This agreement will only be valid provided that:
  - It is ratified by bargaining unit employees and approved by the School Board.
  - The millage, projecting an approximate annual revenue of \$177 million for Hillsborough County Public Schools over a four (4) year period of time, is successfully passed in the November 2024 General election.
- All compensation improvements provided through this millage referendum are non-recurring beyond the 2029 fiscal year.
- The Superintendent will establish a citizen’s oversight committee to monitor and report on the revenue and expenditures of the millage referendum funds.

Funds generated from the millage referendum are intended to supplement employee base salaries and are not intended to diminish or supplant any other funds available to increase employee wages each year.

The parties shall meet no later than May 1<sup>st</sup> of each year this agreement is in effect to review revenue, reports from the citizen’s oversight committee, and determine any needed changes to the agreement. This agreement shall sunset at the end of the 2029 fiscal year, unless the millage referendum is renewed by the voters of Hillsborough County in a future election, in which case the parties will meet at a mutually agreeable time to negotiate updates to this agreement.

In witness whereof, the Parties hereto have caused their duly authorized representatives to execute this Agreement on this day of October 22, 2024.

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Danielle Shotwell, Chief Negotiator  
School Board of Hillsborough County

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Brittini Wegmann, Chief Negotiator  
Hillsborough Classroom Teachers Association

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Van Ayres, Superintendent  
School Board of Hillsborough County

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Robert Kriete, President  
Hillsborough Classroom Teachers Association

**Attachment: ESTIMATED BREAKDOWN OF REVENUE**

*NOTE: These are estimates generated by the Hillsborough County Property Appraiser's Office as of August 2024 and are for general understanding of the breakdown of funds. They are subject to change based on actual revenue collected and subject to collective bargaining.*

**Approximate Total Estimated Revenue Generated for 2025-2026 Tax Year: \$177,000,000**

- 15% Approximate total estimated share to Charter Schools (Based on 1/23/2024 enrollment): Approximately \$26,000,000
- 85% Approximate total estimated Revenue for HCPS (Based on 1/23/2024 enrollment): Approximately \$150,400,000
  - Eight Percent (8%) to be dedicated to enrichment of educational programs: Approximately \$12,032,000
  - Ninety two percent (92%) to be dedicated to employee compensation: Approximately \$138,368,000