

**HCTA Member Informational Meeting - 10/23/2025 (Q & A Report)**

Question	Answer
Question from Randall Staff Member: Is it a ONE TIME thing? Or is it every year for 4 years? Does the 6k only affect the elevation of the "steps" once, or is it a continuous increase over the course of 4 years?	Millage has been discussed as minimum 6k/year for the four years of the referendum. It has no bearing to the salary levels. It will be a separate line item on your pay advice.
Thank you, David!	No worries.
Will it be taxed at a Bonus Rate? Another question from the Randall Staff.	Lori - will the pay during the hurricane be taxed as a bonus - is that what you mean?
Will it be taxed at a Bonus Rate? Another question from the Randall Staff.	It's the same as slaray
Will it be taxed at a Bonus Rate? Another question from the Randall Staff.	Millage will be a supplement at normal rate.
No, the Millage.	Normal tax rate as a supplement, not a bonus.
Thank you both.	YW!
Your options on the survey were written horribly. Stating specifically that the make up days will not be paid. A lot of people refused to vote for those because it said it wouldn't be paid. Unfortunately, they didn't get it. That was written in a way that people did not choose them.	Hi there - hapy to chat, may I have your lawson number?
Why is K-3 making up so many minutes?	live answered
Why is K-3 making up so many minutes?	<p>there are many factors, including August 10, 2024, falling on a Saturday which meant that school couldn't start until August 12, 2024, which cost our district two vital days in the tightly packed fall semester. Another main issue impacting HCPS is the fact secondary student schedules run on a 7-period day. Florida Statute 1003.436 defines a course "credit" as a minimum of 135 hours, therefore one semester must equal no less than 67.5 hours. Currently, each period is 48 minutes on a regular day and 40 minutes on an early release day. This equates to 67.6 hours by period for the first semester, therefore creating only a 6 minute "cushion" of time in the first semester calendar.</p> <ul style="list-style-type: none"> <li>• Breakdown of instructional minutes by day: <ul style="list-style-type: none"> <li>o Elementary = 325 minutes on a regular day / 265 minutes on an ERD</li> <li>o Secondary = 336 minutes on a regular day / 280 minutes on an ERD</li> <li>o Period for Secondary = 48 minutes on a regular day / 40 minutes on an ERD</li> </ul> </li> <li>• The original first semester calendar has 87 days (72 full days and 15 Ea</li> </ul>
Why is K-3 making up so many minutes?	Great information Megan! Brit will be discussing this within the zoom.

<p>We were told elementary had to make up 490 minutes, but we're making up 44 hours.</p>	<p>Breakdown of instructional minutes by day:</p> <ul style="list-style-type: none"> <li>o Elementary = 325 minutes on a regular day / 265 minutes on an ERD</li> <li>o Secondary = 336 minutes on a regular day / 280 minutes on an ERD</li> <li>o Period for Secondary = 48 minutes on a regular day / 40 minutes on an ERD</li> <li>• The original first semester calendar has 87 days (72 full days and 15 Early Release Days) for totals as follows: <ul style="list-style-type: none"> <li>o 27,375 minutes for Elementary (a “cushion” of 375 minutes for 4th and 5th)</li> <li>o 28,392 minutes for Secondary (a “cushion” of 1,392 minutes for MS/HS)</li> <li>o 4,056 minutes for Secondary by Period (a “cushion” or 6 minutes for MS/HS credit hours)</li> </ul> </li> <li>• In the first semester Hurricane Helene and Milton caused HCPS to lose approximately: <ul style="list-style-type: none"> <li>o 3,190 minutes for Elementary</li> <li>o 3,304 minutes for Secondary</li> <li>o 472 minutes for Secondary by Period</li> </ul> </li> </ul>
<p>What is a SIP waiver was approved at the beginning of the year to hold meetings on 1 monday a month instead of Tuesday faculty?</p>	<p>We will discuss the waiving of faculty meetings as a component of our solution. You can still hold the meetings on Monday, but it will need to mirror the Tuesday meetings (before/after the student day).</p>
<p>I can read.</p>	<p>live answered</p>
<p>I can read.</p>	<p>I hope that answered your question. We did attempt to have the district approve separate hours for elementary but they refused.</p>
<p>So, elementary only had to make up 490 minutes, but secondary is causing us to make up 44 hours v. 8.1666?</p>	<p>Elementary lost 3,190 minutes of instructional time.</p>
<p>Something needs to be said about adjusting schedules in elementary. I know specials work hard however, my school is not changing schedule so they still get an extra hour of planning with the early release days taken away</p>	<p>Please send more information/suggestions regarding your school's schedule to HCTA@hcps.net so we can check it out.</p>
<p>Unfortunately it seems elementary always gets the short end of stick</p>	<p>live answered</p>
<p>Thank you for the additional paid day!</p>	<p>We were happy to negotiate that for everyone!! What a difficult time!</p>
<p>we were told, by brit that we had to make up 490 minutes!</p>	<p>That is the bare minimum requirement. We presented this to the Superintendent and he refused to split the operational schedule and felt strongly about making up 3,000+ instructional minutes lost by students.</p>

<p>We already work more than 900 hours, the minimum set by Florida Statutes, including early release days. Where is the recognition of that fact? Please correct me if my math is flawed.</p>	<p>Another main issue impacting HCPS is the fact secondary student schedules run on a 7-period day. Florida Statute 1003.436 defines a course “credit” as a minimum of 135 hours, therefore one semester must equal no less than 67.5 hours. Currently, each period is 48 minutes on a regular day and 40 minutes on an early release day. This equates to 67.6 hours by period for the first semester, therefore creating only a 6 minute “cushion” of time in the first semester calendar.</p> <ul style="list-style-type: none"> <li>• Breakdown of instructional minutes by day: <ul style="list-style-type: none"> <li>o Elementary = 325 minutes on a regular day / 265 minutes on an ERD</li> <li>o Secondary = 336 minutes on a regular day / 280 minutes on an ERD</li> <li>o Period for Secondary = 48 minutes on a regular day / 40 minutes on an ERD</li> </ul> </li> <li>• The original first semester calendar has 87 days (72 full days and 15 Early Release Days) for totals as follows: <ul style="list-style-type: none"> <li>o 27,375 minutes for Elementary (a “cushion” of 375 minutes for 4th and 5th)</li> <li>o 28,392 minutes for Secondary (a “cushion” of 1,392 minutes for MS/HS)</li> <li>o 4,056 minutes for</li> </ul> </li> </ul>
<p>So, Ayers did this to elementary?</p>	<p>Again, we advocated for Elementary having to make up more than the bare minimum, and he felt strongly about the 3,000+ minutes lost. And again, refused to an operational split to the schedules.</p>
<p>I appreciate all of your work - this seems like the best possible solution.</p>	<p>Absolutely. No additional work days were added but an additional paid day was added. Not perfect, but wayyyyy better than other counties.</p>
<p>I appreciate all of your work - this seems like the best possible solution.</p>	<p>This is a very challenging time and understand the frustration. We did our best to get input and create the best scenario for everyone!</p>
<p>What about trainings on a Monday?</p>	<p>Those may need to be reconsidered since the students will be present in the afternoons. Talk to your administration and if you hit a wall, please contact us.</p>
<p>Members sharing Info with non members has been a big problem. 🙄</p>	
<p>Based on hcta’s knowledge and feedback from the community, do you feel the Millage will pass? If not, what do you think teacher turnover will be?</p>	<p>Rob will be addressing millage a bit later</p>
<p>When do we get the actual extra day of pay?</p>	<p>I do not think we have that answer yet. We will send that information as soon as we get it.</p>
<p>Are there also still faculty meetings waived during first semester is it only during second semester??</p>	<p>The agreement for Helene still stands. 2nd semester is for Milton.</p>

<p>We are multiple hours over required minimum of 900 each year for 4-12 grade levels during a regular school year.</p>	<p>Not true. Another main issue impacting HCPS is the fact secondary student schedules run on a 7-period day. Florida Statute 1003.436 defines a course “credit” as a minimum of 135 hours, therefore one semester must equal no less than 67.5 hours. Currently, each period is 48 minutes on a regular day and 40 minutes on an early release day. This equates to 67.6 hours by period for the first semester, therefore creating only a 6 minute “cushion” of time in the first semester calendar.</p> <ul style="list-style-type: none"> <li>• Breakdown of instructional minutes by day: <ul style="list-style-type: none"> <li>o Elementary = 325 minutes on a regular day / 265 minutes on an ERD</li> <li>o Secondary = 336 minutes on a regular day / 280 minutes on an ERD</li> <li>o Period for Secondary = 48 minutes on a regular day / 40 minutes on an ERD</li> </ul> </li> <li>• The original first semester calendar has 87 days (72 full days and 15 Early Release Days) for totals as follows: <ul style="list-style-type: none"> <li>o 27,375 minutes for Elementary (a “cushion” of 375 minutes for 4th and 5th)</li> <li>o 28,392 minutes for Secondary (a “cushion” of 1,392 minutes for MS/HS)</li> <li>o 4,056 mi</li> </ul> </li> </ul>
<p>Thank you. I will address how badly this will affect our lowest level reading students. It is NOT possible to complete all of the state mandated reports on these children without our early release days. I will also advise that observations be waived in K-3 because this, in no way, allows us to properly plan.</p>	<p>Thank you! It is important they hear directly from employees!</p>
<p>Too bad we can't vote those BOE members out. 😞 😞</p>	<p>EXACTLY!!! The Governor appoints them... He is elected...</p>
<p>Does anything with the transformation MOU change with all these changes?</p>	<p>No</p>
<p>what does "reconsidered" mean for Monday meetings?</p>	<p>I'm assuming the trainings were scheduled with the expectation that there would not be students.</p>
<p>My principal is getting around the no faculty meetings by paying us for them using title 1 funds and calling them mandatory.</p>	<p>christopher - reach out to your staff organizer, what's your site?</p>

<p>I read that high school courses at the middle school level will need to be 50 minutes during semester 2. With 87 full days and 48 minutes per class, those classes are over the 4050 minutes required. Do they not count certain days such as days we may use for semester exams?</p>	<p>It comes down to the number of hours needed to earn a credit. Another main issue impacting HCPS is the fact secondary student schedules run on a 7-period day. Florida Statute 1003.436 defines a course "credit" as a minimum of 135 hours, therefore one semester must equal no less than 67.5 hours. Currently, each period is 48 minutes on a regular day and 40 minutes on an early release day. This equates to 67.6 hours by period for the first semester, therefore creating only a 6 minute "cushion" of time in the first semester calendar.</p> <ul style="list-style-type: none"> <li>• Breakdown of instructional minutes by day: <ul style="list-style-type: none"> <li>o Elementary = 325 minutes on a regular day / 265 minutes on an ERD</li> <li>o Secondary = 336 minutes on a regular day / 280 minutes on an ERD</li> <li>o Period for Secondary = 48 minutes on a regular day / 40 minutes on an ERD</li> </ul> </li> <li>• The original first semester calendar has 87 days (72 full days and 15 Early Release Days) for totals as follows: <ul style="list-style-type: none"> <li>o 27,375 minutes for Elementary (a "cushion" of 375 minutes for 4th and 5th)</li> <li>o 28,392 minutes for Secondary</li> </ul> </li> </ul>
<p>What about the time during final exams &amp; secondary teachers are done teaching after students are completed?</p>	<p>First semester exams are waived and the Exam Week is full days.</p>
<p>Wait - it is sure that we will not have Synergy again next year?</p>	<p>The district will be conducting an RFP (Request for Proposals) to find a new system. Good question for School Board and Superintendent on their timeline.</p>
<p>And please spread the word that without HCTA, our voices would NOT be heard, nor would our input matter or be considered.</p>	<p>Good point Rosemary!</p>
<p>Excellent point regarding BOE appointed by Governor. While loyalty to party is important, as a teacher, it pays to be informed regarding the attitudes and policies of those elected officials and how they affect teachers.</p>	<p>Absolutely.</p>
<p>Elementary teachers work the whole day.</p>	<p>live answered</p>
<p>Can you speak more about documenting time for additional ESE time to be paid? Is there something to fill out? I haven't heard about this and we are drowning.</p>	<p>T-pay for teachers - overtime for clericals - give your hours to principal's secretary</p>
<p>:) :)</p>	<p>live answered</p>
<p>What about all the hours we've already spent doing this stuff? How do I go back and document those hours? As an ESE teacher and case manager, I've worked days and days outside of contract time (including as much during hurricane days as possible), but I didn't keep track of those times because I didn't know I was supposed to.</p>	<p>Present your best estimate to your Principal's secretary. Also let us know what you give to them.</p>
<p>Thank you for the info &amp; all you do for us! Unfortunately, a negative consequence will be that the district will be paying alot more \$\$ for substitutes this year because of burnout- esp on Monday afternoons because staff schedule appts on Mondays.</p>	<p>live answered</p>
<p>This is the first I am hearing anything about synergy. What r u referring to when you say to document thing. I am an VE ESE teacher.</p>	<p>live answered</p>
<p>an VE ESE teacher.</p>	<p>You document your hours worked outside contract time due to Synergy. Rob answering live now...</p>
<p>When is payment for Synergy being paid?</p>	<p>as you submit your additional time to the principal's secretary</p>

Thank you Megan, but that still may not answer the issue of why we are having to make the classes longer each period by 2 minutes for high school credit courses. Since we are going to be going full days for everyday (87)that means we will be at 4176 minutes per period for those classes which is already over the 4050 needed. Sorry, just confused as to why we would need to expand these classes from 48 to 50.	Secondary must make up 172 minutes in each period to meet the state requirements for credit hours for the year.
Thank you Megan, but that still may not answer the issue of why we are having to make the classes longer each period by 2 minutes for high school credit courses. Since we are going to be going full days for everyday (87)that means we will be at 4176 minutes per period for those classes which is already over the 4050 needed. Sorry, just confused as to why we would need to expand these classes from 48 to 50.	So the minutes need to be made up by period (for each individual course) so adding 60 minutes to a day doesn't add 60 minutes to the course (if that makes sense).
Yes	live answered
I missed the information regarding SYNERGY, is it definitely going away, and how will they address PROPER PAID TRAINING for all of us, for any new program they plan to implement NEXT year? I heard SYNERGY is definitely gone for next year.	Yes!
I'm not ese. I'm site rep. what specific information do I need to take to my members? can they deny the over payment? does this include paras?	Can you rephrase the question Carissa?
I noticed that the minutes changed from 48 minutes to 50 minutes, does that mean that the school day is longer for the teacher or just the students?	Just students
are the admin downtown included in that 92%? if not will they also receive money from this referendum?	All employees will receive a supplement. We bargained for our members. But I believe it has been stated that admin, etc would receive 6K as well.
Thank you HCTA for fighting for us, both with our time and money (added day of pay). At the end of the day, WE, the teachers, are only losing planning time. NOT extra required time ontop of our daily schedules. Does that mean we have to be more efficent within the planning that we have remaining? YES. Do you HAVE to do this at school, and miss your own family and personal plans after your work day? No. Please remember we are a UNION and large workforce. HCTA is working for us as a whole, not "ME" as an individual. *I* feel this point is often overlooked.	We can't do these things without all of the members. Please reach out to potential members at your site and ask them to join us!!!
Is this milliage MOU on your website?	Not yet.. it is still not final
Can someone explain again what ese teachers need to do regarding extra hours worked in synergy? I want to make sure I pass along correct information and I'm a little confused.	Just document and submit - you can also reach out to your site organizer to go over details
At my school if we add 2 minutes per period we would have to work past our contractual day. Does that mean they will start earlier?	I do not believe there are any changes to the start and end times for the day. The minutes are within the workday.
At my school if we add 2 minutes per period we would have to work past our contractual day. Does that mean they will start earlier?	Correct, there is no addition to the employee workday. (No longer than 7.5 or 8 hour day) So yes, there will be a slight adjustment to student start/end time/dismissal
Thanks again Megan. I definitely understand. We are adding though 8 minutes per period for 16 Mondays (128 minutes). We are also adding one extra full day that wasn't there before at 48 minutes. That alone is 176 minutes per period. Why would we need more for those class period?	Remember we are pushing back the end of the first semester to Jan. 16th, so we need to make up all those minutes/hours in the second semester.
Where do they document?	ask the principal's secretary how they want the hours reported
thank you	You are welcome!
Do we have any idea what is going to be considered to replace SYNERGY, and will it be properly piloted, so we can avoid the same disaster twice? The hundreds of hours and headaches we've dealt with trying to address Synergy issues, is just unbelievable.	live answered

Do we have any idea what is going to be considered to replace SYNERGY, and will it be properly piloted, so we can avoid the same disaster twice? The hundreds of hours and headaches we've dealt with trying to address Synergy issues, is just unbelievable.	Hi Jana, unless leadership knows otherwise I do not think there is a list yet. You are not wrong, Synergy has been a nightmare and they need to get this next platform right to save you all the time and effort this has wasted
We need to push to repeal anti-strike laws next. When teachers in other states strike, their demands are met. You are a phenomenal team, but what bite does our union actually pack when we lack things that can hurt their business? We just become civil wage servants.	There are many ways to put pressure on the school board. In the past, we have worked to contract, rallied at the board meetings, and bombarded SB members with letters. That has been effective. I understand your frustration though.
We need to push to repeal anti-strike laws next. When teachers in other states strike, their demands are met. You are a phenomenal team, but what bite does our union actually pack when we lack things that can hurt their business? We just become civil wage servants.	Chris, Anti-strike is in the Florida Constitution in the same clause which gives you collective bargaining rights, FRS, and other job rights. We are the only state in the South that has it this way. Thank you, 1968 Walk Out!
We need to push to repeal anti-strike laws next. When teachers in other states strike, their demands are met. You are a phenomenal team, but what bite does our union actually pack when we lack things that can hurt their business? We just become civil wage servants.	FEA is conducting research to look at a constitutional amendment. This has some risks related, but it is being discussed by statewide delegates.
I would appreciate if someone would just clearly say that we are already working over the required hours every year. Thank you	live answered
I would appreciate if someone would just clearly say that we are already working over the required hours every year. Thank you	We DID in fact say this to the superintendent and his cabinet... I encourage members to address the Superintendent and School Board directly by email, call or in person at a board meeting
Has there been an official email sent out about ESE getting paid? I'm not an ESE teacher and again want to make sure I tell them the right info. Is it in the newsletter or on your website? I feel like we passed over this pretty quickly and it was the first time im hearing about it.	Email us at HCTA@hcps.net and we can verify your membership and send the information your way!
Could we request a few paid extra preplanning days to address trainings?	That would be a great idea to email to Rob and Brit as a suggestion for next year when they find a better platform. Rob.kriete@floridaea.org and Brittni.wegmann@floridaea.org
Who do we give it to	Principal's secretary. Keep a copy for your records.
Should staff of are doing extra in Synergy for MTSS be submitting for tpay as well?	yes
Are elementary teachers eligible for TPay if they are covering classrooms that do not have teachers? Or comp time only?	If you are covering during planning, you should get additional pay.
'@pam work to contract? That doesn't work. I've called HCTA so many times about contract violations at my school that my head spins and that they know who I am when I call, but my school is still doing the things they do that make me call. I've even had Mr. Rusnak talk to my principal. This is a new year and she's still making us do scoreboards and I have no support from the union. I'm beyond frustrated.	We should probably discuss this outside of this chat, however those things should not continue. May I ask if anyone is being reprimanded for not doing the "scoreboards?"
'@Megan. Even with starting the second semester on Jan. 17th, we will have 87 total days in second semester given the days we are now turning instructional. That is unless the state doesn't count days we deemed as days for semester exams. That is my main question really :)	I see. You also must consider SENIOR credits that must be earned prior to graduation (which is earlier than the last day of school)
So if I'm understanding right (sorry I missed part of what was said) if the ESE teachers at my site (elementary) they can put in for extra paid time if they work past contract hours on IEPs or synergy?	yup
Is there a document that explains what you relayed about Synergy?	not that HCTA has developed. This really would be something the District needst to put together as far as their plan to address the problem.
So to clarify, with Synergy payment, the Secretary should be putting our documentation of extra hours into payroll? I have documented the hours, but haven't been paid.	We can add information to our newsletter.

will there be a live q&a after? regarding ese and synergy payment: we need specific details of how to document. this sounds like how those of us who simultaneously taught would get comp time but then it was limited to 3 hours a week. if someone says they worked 10 hours on 1 iep, can the secretary say no? or because it is high school, will they automatically get tpay?	Remember this meeting is recorded and will be available. We will also send clarifying information in either our newsletter or FAQ.
For sign waiving at one of the early voting sites: Can we sign up for an 8 hour shift and have district cover a sub for any of us?	Hi Paige, Rob mentioned in our staff meeting today that they were hoping to get release time for those who wanted to help. Reach out to him and let him know you would like to participate and he will try and get that time.
Are you going to post all this information (including about voting, tax referendum, etc.) for all members to be able to view?	I'll be sending out info to all reps for you to share with members!
Where do we get the sign(s) to waive? I signed up for a 2 hour shift this Sunday (Ruskin).	live answered
What else can elementary teachers receive TPayroll for?	It is much more difficult for elementary to find options for TPay
Yeah. My son is a senior and I am glad that his end of year hasn't changed, but I was more asking about why we need to expand high school classes at the middle school level	Many middle school students are enrolled in high school courses...with EOC exams! So fun! :)
Are these questions/answers viewable on the recording?	They may not be viewable, but we can look to pull the data as a document and share with the youtube link.
Thank you for all you do!! We appreciate your efforts!!	We are all in this together, you all are the union and allow this to happen! Keep up the good fight.
Thank you for all that you do! ❤️	Thank you for being an HCTA member and supporting what we do to advocate for our work and profession!
'@pam scoreboards are tied to our end of year evaluations and are a school wide policy. If you don't have a scoreboard then it's automatically assumed that you contribute nothing to your plc. We are told that school grades are meaningless and that we need common assessments, pm scores, etc as data points. If we don't do scoreboards, we are told to consider fighting it very carefully. (Cue ominous threat). We are told it's the direction the district wants to go.	Thank you for the information.
Also, I'm sorry if I missed it, but could you tell us Regina's position please? She's had some great information for us also!	Vice President. And she is fabulous!
When will we know how FEA can support employees that lost housing and autos from the hurricane?	Please email us. We have resources (local, state, national) to support our members.
THANK YOU FOR ALL YOU DO !!!	Thank you too for being an HCTA member and an active advocate for our work and profession!
FYI-the vote is on page 2 of the ballot.	Thanks for sharing that!
Thank you!	You are welcome.
Thank you. I'm not good at multitasking during a meeting ;)	No worries.
Vote for candidates that support you and your profession regardless of party and many of these concerns will be addressed	AMEN!!
Will Millage be counted for pension? Last question from Randall?	Yes
Put a car sign on your car to promote the vote	YES!
I actually spend my money over seas for my yacht!!!	live answered
	90 🙄 🙄 🙄 🙄
	91 THANK YOU!