



Hillsborough Classroom Teachers Association

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NOTICE

Important Information on Ratification of the Proposed Memorandum of Understanding for the ESP Bargaining Units

The Hillsborough Classroom Teachers Association and the Hillsborough County School Board have reached a tentative agreement on a Memorandum of Understanding for the implementation of Hillsborough County Referendum Number 2 for the ESP contract.

As per Florida Administrative Code 60CC-4.002 this serves as notice for the upcoming ratification vote. All employees in the Education Support Professional Bargaining Units are eligible to vote on the ratification of the proposed Tentative Agreement. *The memorandum of understanding will be official upon ratification by employees voting and approved by the School Board.*

Ratification Timeframe

- Voting Dates:** 12 NOON, Friday, Nov. 8, 2024 – 12 NOON Thursday, Nov. 14, 2024
- Where:** Electronic/Online Ratification
- What:** All information to be reviewed will be provided by HCPS work email to every eligible employee and made available on the HCTA website (hillsboroughcta.org/contracts)

Please note: Voting is conducted by secret ballot, and your personal information is protected. HCTA continues to use the electronic/online format to conduct voting to ensure all employees have secure and secret access across the district. Instructions for voting are included here. All ratification documents will be available for inspection by employees. This will be shared via HCPS.net email and posted on the HCTA website.

Summary Highlights of Tentative Agreements to be Ratified

Compensation:

- Eligible Instructional employees shall receive no less than \$3,000 as an additional supplement to their annual salary.
- This annual salary supplement is anticipated to begin July 1, 2025, and will be paid during the following school years: 2025-2026, 2026-2027, 2027-2028, and 2028-2029.
- This payment is a supplement to the employee’s base pay and shall be treated as salary (taxed at the employee’s regular rate, NOT as a bonus).
- This salary supplement shall be FRS eligible for every employee.
- This salary supplement will be paid within the employee’s regularly scheduled paychecks and be clearly identified on the employee’s pay stub.
- 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.
- MOU addresses future negotiations for any addition/shortage of revenue and how to address unforeseen circumstances.

Questions: contact HCTA@HCPS.net or call 813-238-7902

Not a member of HCTA?

Recent change to Florida law puts the ability of HCTA to collectively bargain and protect the Instructional contract at risk.

Join HCTA to protect your rights: feacms.floridaea.org/portal/fasttrack/198/form



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

Hillsborough Classroom Teachers Association
**Proposed Memorandum of Understanding for Millage Referendum
Implementation for HCTA ESP Bargaining Units Employees**

Ratification will open Friday, November 8, 2024 – Thursday, November 14, 2024

All HCPS ESP Employees are eligible to vote.

IMPORTANT: Ratification will be conducted online utilizing the Election Buddy system.



ON-LINE RATIFICATION BALLOT ACCESS INFORMATION

► The electronic ballot will be available at 12:00 NOON, Friday, November 4, 2024, and closes at 12:00 NOON, Thursday, November 14, 2024.

You will receive an email invitation from the Election Buddy website with a link that takes you directly to the site to cast your vote.

You will have the option to select Yes- I approve the salary and language proposal or No-I reject the salary and language proposals.

Once you have cast your vote, you will not be allowed to make changes.

Please Note: Voting is done by secret ballot!

► At the end of the voting process, you will be provided a confirmation number that you can print for your records.

If you need assistance with on-line voting, please call the HCTA Office immediately, 238-7902. Sherry Gunn will be available to answer your questions. If you have questions regarding the contract or the salary schedule, please email HCTA@HCPS.net

Please review the complete tentative agreement prior to voting.



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 was on the 2024 General Election ballot; and

Whereas, the millage was successfully passed by 67% of voters and 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 funds distributed to all employees is 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.

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 1st 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.

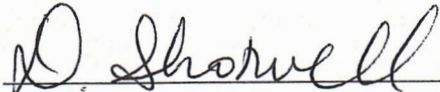
Contingencies:

- This agreement will only be valid provided that it is ratified by bargaining unit employees and approved by the School Board.
- 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 1st 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.

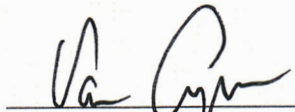
In witness whereof, the Parties hereto have caused their duly authorized representatives to execute this Agreement on this day of November 7, 2024.



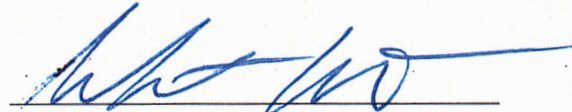
Danielle Shotwell, Chief Negotiator
Hillsborough County Public Schools



Brittni Wegmann, Chief Negotiator
Hillsborough Classroom Teachers Association



Van Ayres, Superintendent
Hillsborough County Public Schools



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