



## **MEMORANDUM of UNDERSTANDING TRANSFORMATION NETWORK SCHOOLS 2025-2026**

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 2025-2026 school year:

### **TRANSFORMATION SCHOOLS -**

#### **1. Select Instructional and Paraprofessional Unit Incentives at Transformation Schools**

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, the district will provide a list of Transformation Network Schools for the 2025-2026 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 19, 2025, 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. ***(Should bi-weekly payments not be possible by the first pay period in the second semester of the 2025-2026 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 17, 2025), 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 (2<sup>nd</sup> 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.

For instructional paraprofessionals a **\$1,000.00** annual payment will be provided. For paraprofessionals, the first payment will occur after the release and validation of final evaluation scores (on or before December 19, 2025, and will continue to be made regularly, on a bi-weekly basis, for second semester. ***(Should bi-weekly payments not be possible by the first pay period in the second semester of the 2025-2026 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 2025-2026 school year. All requests for transfer will be reviewed by the Deputy Superintendent 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 2025-2026 SY only:
  - i. Instructional staff and instructional paraprofessionals working at a Transformation Network School will receive a 50% HOST discount at any district HOST site.

## 2. Professional Autonomy & Additional Work Expectations for Pay:

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 unique site-based programs requiring additional responsibilities and expectations to include State Rule 6A – 1.099811 and will be provided with relevant professional learning.

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).
  - i. Core academic teachers will receive a minimum of 225 minutes of time

during the work week (equivalent to 45 minutes per day during the student day). One day (45 minutes per week) of this allocated time will be dedicated to weekly common planning for structured, instructional coach-led planning, which could consist of common planning, lesson study, lesson rehearsal, and any other standards-based planning methods.

ii. Core academic teacher definition:

- regular full-time Kindergarten through Eighth grade.
- VE
- ESOL
- self-contained ESE teachers

b. Additional pay for additional work expectations:

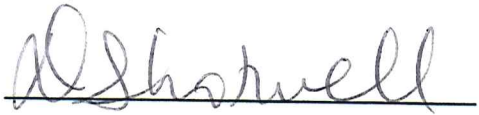
i. In an effort to not sacrifice regular contractual planning time for data analysis, etc., 45 minutes per week of time shall be used to progress monitor data weekly to inform student mastery of standards and instruction.

1. 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.
2. Teachers shall be provided coaching, and development based on analysis of student data and classroom observational data.
3. 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. All other non-core 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.

2025-2026 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	TURKEY CREEK MIDDLE 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		



Danielle Shotwell  
General Manager of Employee Relations  
Hillsborough County Public Schools

4/25/25

Date



Brit Wegmann  
Executive Director  
HCTA

4/25/2025

Date



Rob Kriete  
President  
HCTA

4/25/2025

Date