



Hillsborough Classroom Teachers Association

3102 N. Habana Avenue, Tampa, FL 33607 | 813-238-7902 (T) 813-237-4541 (F) | www.hillsboroughcta.org

Bargaining for both ESP and Instructional staff continued yesterday, August 18th, 2025, at our HCTA offices. The School Board brought counterproposals on salary for both ESP and Instructional units and agreed to a handful of Tentative Agreements (TAs) for the Instructional contract.

HCTA and the School Board did not reach agreements for compensation yet, but thanks to our members speaking up and doing the work to inform and educate the School Board, their team came to the table with some progress.

Tentative Agreements Reached – Instructional Contract Only

NOTE: TAs are not final until ratified by employees and approved by the School Board voting

- New “Intent to Remove” form now included in new Appendix E – corresponds with articles. 4.3.7, 4.3.8, and 4.3.9
- New article to codify contractual language around the illegal drug and alcohol policy – This is not new policy, rather the agreement ensures the terms of the policy are in contract.

School Board Compensation Proposals:

Education Support Professional Compensation

- One step/level movement for eligible employees
- 0.25% increase to the ESP salary schedule
- \$1,500 one-time payment for employees at the top step
- Regrading of select positions:
 - RNs: Grade 34 to 35
 - LPNs: Grade 26 to 27
 - Parent Liaison Aides: Grade 15 to 16
 - Para 3: Grade 20 to 21
 - Head Start Aides: Grade 15 to 16
 - Office Network Specialist: Grade 26 to 27
- Schools of Need MOU: \$500 differential for Highly Qualified ESPs at designated “Schools of Need”

Instructional Compensation

- One step/level movement for eligible employees
- \$150 added to each step on the scale
- \$1,500 one-time payment at the top step
- \$750 supplement licensed Student Services: Licensed School/Clinical Psychologists, Nationally Certified School Psychologists, Licensed SLPs, Licensed Audiologists, Licensed School Social Workers, Licensed Mental Health Clinicians, Licensed Mental Health Counselors, Licensed OTs/PTs, or Certified Behavior Analysts
- \$1,500 supplement for eligible SLPs & audiologists with ASHA CCCs
- \$1,500 supplement for critical shortages of ESE instructional employees, School Psychologists, & ALL Instructional staff at centers
- \$1,000 one-time payment for NBCT teachers who complete mentoring and/or conduct approved training
- \$20/hour rate maintained for covering classes during planning time
- Schools of Need MOU: \$2,000 salary differential for Highly Qualified teachers at designated “Schools of Need”
- \$30/hour (11% increase from \$27/hour) for ESY/ELP staffing
- \$848.77 Student Services Team Lead supplement (new)
- \$1,120.01 ESE Team Leader/ESE Contact supplement (increase from \$848.77 and includes ESE Contacts)



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What About Renaissance Pay?

The contractual language expired in 2023-2024 for Renaissance Schools, and for the 2024-2025 school year HCTA was able to maintain Renaissance Pay in the Transformation Network MOU. For 2025-2026 the School Board refused to continue Renaissance Pay in the Transformation Network MOU and proposed striking the expired language in article 22.4.7 & 22.4.8. HCTA provided a proposal for "Schools of Need", which included former Renaissance schools, schools exiting the transformation network, and schools with critical vacancy numbers. Thanks to our engaged HCTA members who have been working to communicate and educate the School Board, the Board's team proposed a new MOU for "Schools of Need".

The proposed MOU provided clearer definitions of what qualifies a school as a "School of Need". These are schools that are 75% or more Title 1 - Tier 1 - 75% and above Direct Certified schools with fragile C or D grades (Elementary 47% or below | Middle/High 50% or below | not in the Transformation Network). The proposal included:

Clair-Mel, Twin Lakes, Tampa Bay Boulevard, Wimauma, Dover, Schmidt, Thonotosassa, Wilson, Dowdell Middle, Muller, Chamberlain.

The MOU would provide a \$2,000 differential for Instructional and \$500 differential for ESPs. HCTA did not agree, and our team will be working to prepare a counter.

Health Insurance

Both ESP and Instructional economic agreements continue to protect the contractual requirement of the School Board to cover 100% of the premium for an employee-only health plan. Unfortunately, the School Board will have to bear the cost of a \$25 Million increases to health insurance premiums, while at the same time increasing deductibles.

HCTA's chief negotiator reiterated that the increases to health insurance deductibles and copays will ultimately cost employees, therefore base salary increases for all employees are more important than ever.

If you missed our HCTA member townhall that provided more education about why health insurance costs are rising, we encourage you to review the recording of that meeting: <https://youtu.be/kUWVG8CAC80?si=2W7LwBT6w3Qj7E0e>

💡 Takeaway

The good news is there was **some** movement on the part of the School Board with step movement, proposed supplements, some money being added to the salary schedules and a proposed MOU for Designated Schools of Need. Still, the district has refused to provide differentials for ESE Centers, School Psychologists, or more meaningful increases to base pay. To secure a fair settlement, significant work still remains for our members.

🔊 **Missed the session? Watch and listen to the recording here:**

https://youtu.be/VFk-CplhrhI?si=jkc_6ex62dTaeGqF