



Hillsborough Classroom Teachers Association

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

HCTA is looking to pack the School Board Meeting tomorrow, Tuesday, August 26th, at 5:30 pm! The HCPS School Board meeting begins at 4:00 pm, so we are asking members to arrive at 5:30 pm for Employee Comments, which will take place at 6:00 pm. **Please wear your Red for Ed.**

Today's bargaining session between HCTA and the School Board's team made one thing clear: the School Board is not moving enough to value employees with real raises. While HCTA came ready with proposals that prioritize fairness, recurring raises, and supplements that match the workload of our members, the School Board arrived without an instructional counter and repeated the same excuses.

Instructional – HCTA Counter vs. School Board

HCTA Proposal:

- Step movement for all employees (a contractual expectation, not optional).
- \$2,250 additional payment for employees at the top step.
- \$4,000 supplement for employees at ESE Centers and School Psychologists
- \$2,250 ESE retention bonus.
- \$2,700 supplement for Schools of Need (formerly Renaissance).
- Other supplemental payments for NBCTs and Student Services

School Board Position:

- No counter proposal presented today.
- Repeated concerns about "sustainability" and "limited resources."
- Cited declining enrollment and the cost of steps as "long-term risks."

ESP – Where Things Stand

HCTA Proposal:

- Step movement for all ESPs.
- 0.25% increase to the salary schedule.
- \$2,150 one-time payment for employees at the top step.
- Regrading of over 1,700 employees – Collapsing of pay grade 15

School Board Position:

- Says this is "close."
- Limited regrades accepted, others denied.
- Repeated arguments about 7,000 fewer students and \$38M less funding.



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HCTA's Response: "When there aren't enough students, you call it a crisis. When there were enough students but aren't enough employees, you don't bring that surplus back to the table. That's not valuing staff."

President Rob Kriete's Response: "You led us to believe we would be here a while to go back and forth. Our team members are frustrated because it's the 11th day of school and we are handing you the ball not to pass back but to go home with it, and they'd rather be with their students. I'm disappointed with today."

"We feel like you've been doing that the whole time, you've been going small increments up, we've been doing more. Even that would be bargaining. But you're not doing that today."

School Board's Team: "We can't stretch a rubber band so far. It doesn't feel productive to bring something... we're not close on, and \$50 increments won't be progress."

**Our teams ultimately decided to set another bargaining date.
The next session was set for 3:00 PM on Wednesday, September 3rd.**

What's Next & What You Can Do Right Now

Red Shirt Alert – Tomorrow, August 26th!

We didn't settle today because the School Board still isn't valuing employees. That's why **we need YOU tomorrow night, Tuesday, August 26th!** The HCPS School Board meeting begins at 4:00 pm, but we are asking members to arrive around 5:45 pm for Employee Comments, which will take place at 6:00 pm. **Please wear your Red for Ed.**

Hillsborough School Board Meeting

 **Tuesday, August 26th**

 **6:00 PM – Employee Comment**

Tell the School Board directly:

- Salaries must keep up with the cost of living.
- Employees are covering vacancies without fair pay.
- Their own budget shows the money is there.
- HCTA's proposals are fair, affordable, and necessary.
- Share YOUR story of why these raises matter.

Next Bargaining Session

 **HCTA Building – 3102 N Habana Ave, Tampa**

 **Wednesday, September 3rd at 3:00 PM**