



# Hillsborough Classroom Teachers Association

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

## **Bargaining Update: HCTA Instructional & ESP Contract Negotiations Continued Tuesday, August 5th, 2025**

During this week's bargaining session, HCTA presented a full and comprehensive counter proposal for compensation in an effort to push forward on priority issues. However, the session ended without a counterproposal from the School Board.

HCTA and HCPS will return to negotiations on August 18<sup>th</sup> for Instructional and ESP contracts. This is to get a better understanding of student enrollment so that the parties can work together to reach a settlement.

While this session ended without any agreements, our member voice, persistence, and strategy remain our strongest tools — and this session showed exactly that!!

### **HCTA Compensation Proposal**

HCTA submitted our full compensation package, keeping pressure on the School Board to respond with a meaningful counter. Our proposal prioritizes:

- Step movement
- Raises to base salary
- Longevity pay
- New and improved supplements (ESE, Exceptional Centers, Schools of Need, Student Services, NBCT)
- Fair compensation for summer work
- Continuation of the no-premium health insurance option

### **Tentative Agreement Reached**

#### **ALL Experience Credit to be Granted to Rehired Retirees!**

In exchange for clarification language around eligibility of terminal pay, HCTA secured a major victory in a tentative agreement (TA) that will grant ALL years of experience to rehired retirees— removing the previous 15-year cap. This is a clear win for our members and potential members of HCTA. Upon ratification and approval, this would be effective July 1, 2025, meaning current employees would be advanced to their correct placement, but would not receive retro prior to July 1, 2025, and all incoming hires would be placed on their proper year of experience.

**NOTE: Tentative Agreements (TAs) are not final until ratified by employees and approved by the School Board voting.**



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## **ESE Center & ESE Contact Supplements**

### **ESE Center Staff Critical Shortage Supplement**

- HCTA proposed a supplement for instructional staff at ESE Centers.
- HCTA members Erinn Michaelson and Deborah Owensby shared compelling testimony about the integral work done by all staff at our ESE Centers.

### **ESE Contact Supplement – currently at \$848.71**

- The School Board counter: \$1,120.01
- HCTA countered back: \$1,719.93, with the goal of the supplement matching the workload and expectations.
- Shoutout to HCTA member Mackenzie Roberts for advocating with a detailed account of the role.

## **Student Services – T-Pay and Team Leader**

- HCTA raised concerns about unpaid weekend work by school psychologists.
- The School Board says it lacks data for now but is open to continued discussions.
- The School Board proposed a NEW Student Services Team Leader stipend of \$848.71, matching the elementary team leader amount — a step forward in recognition. HCTA did not accept yet and will review for possible counter.

## **Job Share / Half-Time Assignments**

- The School Board wants to maintain the current case-by-case review process.
- HCTA will continue to push for clearer and fairer policies.

## **Media Specialists in Specials Rotation**

- HCTA proposed language to ensure media specialists are not required, but may volunteer to be part of the specials wheel.
- The School Board will review our proposal, and HCTA will continue advocating for flexibility and planning time.

## **Intent to Remove Form**

- HCTA has proposed an already-approved form (with SB number) for inclusion in the contract.
- The School Board will review.

## **Summer Pay (ESY/ELP)**

- HCTA proposed paying no less than a first-year teacher's hourly rate for summer work.
- The School Board is currently at a base rate of \$30/hour (an 11% increase from the current rate of \$27/hour)—HCTA has not agreed yet and will review for possible counter.

## **Bilingual Interpretation Supplement**

- HCTA advocated for compensation for staff who routinely serve as interpreters.
- The School Board rejected this proposal, however this remains a priority, especially with growing bilingual demands.

## **Drug & Alcohol-Free Workplace Policy**

- Continued discussion. No agreement yet.
- HCTA will keep working to modernize language to reflect legal and practical clarity.