



Hillsborough Classroom Teachers Association

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

On Tuesday, July 15th, your HCTA bargaining team held its first instructional negotiations session of the 2025-2026 year, following the School Board's budget presentation on June 25th. Unlike our ESP colleagues, whose full contract is open this year, instructional negotiations are limited to money items only: This includes salaries and compensation-related topics. Non-money contract language cannot be opened unless both sides agree. That said, HCTA did introduce a few targeted proposals tied to ongoing issues discussed in labor-management meetings and to align certain areas with ESP contract improvements.

It's also important to note: this year's late start to negotiations was entirely due to the Florida Legislature delaying finalization of the state budget, pushing session nearly two months past its normal close. Both HCTA and HCPS were ready to begin earlier, but accurate funding information from the State wasn't available. Over the past two years, HCTA and the District have worked collaboratively to settle earlier than ever before:

- For **2023–2024**, after winning impasse for the 2022-2023 year, HCTA settled and ratified prior to fall break.
- For **2024–2025**, we settled before the school year even began.

Both parties share the goal of settling early to support employees and strengthen recruitment and are working hard to settle as soon as possible without leaving critical topics behind

Raises and Pay Proposals:

HCTA presented a compensation package valued at over **\$80 million**, including:

- Step movement for all eligible instructional staff.
- Additional 2% across-the-board base pay increases.
- Increased \$3,000 longevity base pay supplement for top-of-scale employees.
- \$1,500 one-time payment for all employees.
- Continuing and new role-specific payments:
 - Increased proposal of \$3,000 for ESE payment (new proposal to include Gifted employees who fall under the ESE umbrella)
 - \$2,500 for SLPs (with ASHA CCCs).
 - \$1,000 for Licensed Student Services staff.
 - Proposed increase to ESY/ELP rates tied to salary schedule (up to step E15)
 - Increased supplements and new payments for NBCTs.
 - Continuation of the differential pay for Renaissance school employees
 - \$5,000 critical shortage supplement for School Psychologists
 - NEW \$750 Bilingual Interpretation/Translation services supplement
 - NEW ESE Contact included in ESE Team Leader supplement and increase to supplement
 - Inclusion of Elementary in Yearbook Supplement
 - Increases to Advanced Degree Supplements (Up to \$2,000/\$4,000/\$6,000)
- Proposals to raise 12-month instructional hourly pay rates to close existing pay gaps.
- Continued 100% district-paid employee health insurance.



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HCTA Contract Language Proposals:

- Though contract language is closed, HCTA brought a few key proposals, some related to money and some not:
- Formal “intent to remove” form to strengthen teacher authority in managing disruptive students (Article 4.3.7 and 4.3.8).
- Expansion and clarification of T-Pay, Job Share/Half-Time conditions, and clarity to comp time rules.
- Clarity that Library Media Specialists shall not be required to teach classes on the specials services schedule.
- Option for annual payout of accumulated sick leave in accordance with Florida Statutes
- Monthly insurance committee meetings for transparency and oversight of the self-funded health plan.
- Terminal pay eligibility clarification
- Proposal to grant all years of experience to rehired retirees

School Board Proposals:

- **Terminal Pay:** Partial agreement reached—some language still in negotiations over the inclusion or exclusion of employees in FRS Investment plan.
- **New Attendance Language:** Requires submission each period within 15 minutes, with potential discipline for noncompliance. HCTA requested data, clarity on expectations, and questioned whether this belongs in contract language at all.

Important Reminder:

NOTE: These compensation & language proposals ARE NOT FINAL.

HCTA has presented these proposals showing the cost and needs associated. It is now up to the School Board to agree or counter. We encourage all members to contact School Board members and Superintendent Van Ayres NOW to tell them why these raises & other important contract items matter and how they impact your life as an HCPS employee.

 Missed the session? Watch it here:

<https://youtu.be/InV-HG8c0nY?si=1i4dxwOLQFrKewel>