



Hillsborough Classroom Teachers Association

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

Bargaining Update: **HCTA Instructional & ESP Contract Negotiations Continued** **Wednesday, September 3rd, 2025**

Instructional & ESP Negotiations continued Wednesday, September 3, 2025. HCTA and the School Board's team met for nearly seven hours, from 3 p.m. to almost 10 p.m., determined to settle agreements for both Instructional and ESP employees. Both sides worked hard, caucused late into the night, and even ordered a pizza to keep moving forward.

The good news: the School Board came with more money, and real progress was made. The hold up: While the School Board accepted HCTA's last economic proposal for our Instructional bargaining unit, the School Board's team could not agree to HCTA's last proposal for the ESP economic agreement.

Our instructional bargaining team, in an important act of solidarity, decided to hold off on signing tentative agreements to stand shoulder to shoulder with our ESP team so that HCTA can solidify the best agreement possible for our hardworking support staff. Just before 10 p.m. the teams decided to caucus for the night and discuss the next bargaining date during a regularly scheduled weekly Labor Relations meeting the following day.

Negotiations will continue on Monday, September 8th, 2025, at 4:30 p.m. The parties will begin with hearing the School Board's counter for the ESP's. Instructional negotiations will continue at a time to be determined later in the evening on the same date.

HCTA's parting message on Wednesday night made it clear: The School Board has the money in their budget now, and they must invest it in our lowest paid employees.



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Instructional Compensation **The School Board Accepted HCTA's Last Proposal but** **Still Needs Tentative Agreement**

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

- Step movement for all eligible employees
- Increases to base pay
- Base pay fix for Steps 20–25 on Student Services salary scales
- (one-time \$1,000 from past years will be built into base pay)
- NEW: Student Services Team Leader supplement of \$848.77
- Increase to ESE Contact supplement to \$1,120.01
- ESY/ELP pay raised from \$27 up to \$30/hour
- All experience credit to be granted to rehired retirees!
- Continuation of \$2,000 longevity for top step, \$1,500 ESE supplement, \$750 Student Services licensure supplement, \$1,500 ASHA CCC's supplement, \$1,000 NBCT supplement.
- Continuation of \$20/hour pay for employees choosing to be paid for substitute duty during their planning time.
- Continuation of fingerprint monitoring fees and a no-premium health insurance option
- “Designated Schools of Need” (to replace “Renaissance Schools”) - \$2,000 supplement for Instructional employees at 22 schools.

ESP Compensation - Almost there **The School Board Did Not Accept HCTA's Last Proposal**

- Step movement for all eligible ESPs
- Increases to base pay
- \$2,000 one-time payment for top step employees
- Regrading of all employees on grade 15 up to grade 16 (This will collapse Pay Grade 15)
- Regrading by one pay grade: Secretary I, Bilingual Aides, Kindergarten Assistants, Micrographics Clerks, Paraprofessional 3, RNs, LPNs, and Office Network Specialists
- Continuation of fingerprint monitoring fees and a no-premium health insurance option
- Continuation of “Designated Schools of Need” (to replace “Renaissance Schools”) - \$750 supplement for paraprofessional employees at 22 schools

Or HCTA ESP bargaining team is holding out for additional employee groups to be regraded and are hopeful for more progress on Monday afternoon.



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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 “Designated Schools of Need”, which included all former Renaissance schools, schools exiting the transformation network, and other schools of critical needs. 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 “Designated Schools of Need”.

The proposed MOU provided clearer definitions of what qualifies a school as a “Designated 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).

Currently the list of schools includes:

Bing Elementary, Bryan Elementary, Chamberlain High, Clair-Mel Elementary, Dover Elementary, Dowdell Middle Magnet, Dunbar Elementary, Egypt Lake Elementary, Folsom Elementary, Muller Elementary, Oak Grove Elementary, Pierce Middle, Pizzo K-8, Reddick Elementary, Schmidt Elementary, Tampa Bay Boulevard Elementary, Thonotosassa Elementary, Town and Country Elementary, Twin Lakes Elementary, Webb Middle, Wilson Elementary and Wimauma Elementary.

The agreement would provide a \$2,000 differential for Instructional and \$750 differential for ESPs.

The agreement is not finalized yet.

🎥 Missed the session? Watch and listen to the recording here:

<https://youtu.be/7QaSHhZXFCY?si=kLnFCV1gzl-2WGFy>



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👊 Next Steps = Standing Together 👊

Our Instructional and ESP teams are united, and our teams are determined to reach an agreement for our ESPs on Monday as our HCTA union stands strong for all employees we represent. Stay tuned in to the continuation of Instructional & ESP negotiations on Monday September 8th, 2025.

- ESPs will begin at 4:30 PM
- Instructional will begin later in the evening the same date

The sessions will be held at the HCTA building (3102 N Habana Ave, Tampa).

You can register now to watch live:

https://us02web.zoom.us/webinar/register/WN_tW8w-g_7T4Stc4KnxbvRgQ

The session will be recorded

📣 EDUCATE. AGITATE. ORGANIZE.

- ✅ Learn what's happening at the table
- ✅ Talk to your coworkers—share what's at stake
- ✅ Speak up to the School Board!

HCTA is the only voice at the table fighting for raises, respect, and better working conditions for Instructional and ESP staff! Without collective bargaining, without our union, we know what the School Board would do! Every win has been fought for—and won—by standing together.

Most importantly: Our strength at the table depends on our numbers. Show your power by getting involved, staying informed, and [joining your union, if you haven't yet, and ask your colleagues to join today!](#)

👊 **Together, we can win the pay, respect, and conditions we deserve!** 👊