



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 Reaches Tentative Agreement for Both Instructional & ESP Contracts Monday, September 8th, 2025

Instructional & ESP Negotiations continued today, Monday, September 8, 2025. The School Board came with additional funds for our ESPs, and both our ESP & Instructional teams reached Tentative Agreements (TAs) with the School Board's team for the 2025-2026 school year.

HCTA will hold an online informational Ratification Meeting to present and discuss the tentative agreements on Monday, September 15th, 2025, at 5:00 PM. Members will be able to ask clarifying questions and review the agreements ahead of the ratification vote.

Register now for this meeting: [REGISTER NOW!](#)

Stay tuned for more information about ratification voting dates, directions and information in the coming days.



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Summary of Instructional Compensation Tentative Agreements Totaling an Approximate \$34 Million

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

- Step movement for all eligible employees (Retro to July 1, 2025)
- Increases to base pay: \$350 added to 10-month scales / \$446 added to 12-month scales (Retro to July 1, 2025)
- Base pay fix for Steps 20–25 on Student Services salary scales
- (one-time \$1,000 from past years will now be permanently built into base pay)
- NEW: Student Services Team Leader supplement of \$848.77
- Increase to ESE Contact supplement from \$848.77 up to \$1,120.01
- ESY/ELP pay raised from \$27/hour up to \$30/hour (Retro to July 1, 2025)
- All experience credit to be granted to rehired retirees (Retro to July 1, 2025)
- Continuation of the following supplements:
 - \$2,000 longevity for top step employees (FRS eligible under Florida Statute - only paid to top level employees who do not receive step movement)
 - \$1,500 ESE supplement (Instructional ESE job codes, School Psychologists, and ALL Instructional unit employees assigned to ESE Centers)
 - \$750 Student Services licensure supplement
 - \$1,500 ASHA CCC's supplement
 - \$1,000 NBCT supplement.
 - \$4,500 NBCT supplement for Transformation Network & Designated Schools of Need
 - All other contractual supplements remain
- Continuation of \$20/hour pay for employees choosing to be paid for substitute duty during their planning time.
- Continuation of fingerprint monitoring fees
- Continuation of no-premium health insurance option
- \$2,000 supplement for instructional employees at “Designated Schools of Need” (to replace “Renaissance Schools”) at 22 schools (see list below)



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Summary of ESP Compensation Tentative Agreements Totaling an Approximate \$4.3 Million

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

- 1.5%-2% step movement for all eligible ESPs (Retro to July 1, 2025)
- Added 0.25% increases to ESP Salary Schedule (Retro to July 1, 2025)
- \$2,000 longevity for top step employees (FRS eligible under Florida Statute - only paid to top level employees who do not receive step movement)
- Regrading of all employees on grade 15 up to grade 16 (This will collapse Pay Grade 15)
- Regrading by one pay grade:
 - Secretary I (50110)
 - Bilingual Aides (56438, 53439, 56437, 56402, 56403, 56432)
 - Kindergarten Assistants (56477)
 - Micrographics Clerks (50364)
 - Data Processors (50551)
 - Registrars (50117)
 - Paraprofessional 3 (50160)
 - RNs (50804)
 - LPNs (50813)
 - Office Network Specialists (50561)
- Continuation of fingerprint monitoring fees
- Continuation of no-premium health insurance option
- \$750 supplement for paraprofessionals at “Designated Schools of Need” (to replace “Renaissance Schools”) at 22 schools (see list below)



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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 worked to communicate and educate the School Board, the Board’s team proposed a new MOU for “Designated Schools of Need”, however the initial proposal only included seven (7) of the twenty-five (25) former Renaissance Schools.

While the School Board would not agree to keep seven of the former Renaissance Schools with A or B school grades for 2024-2025, HCTA was able to ensure a total of 22 schools are included (see below). The proposed MOU provides 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).

The list of schools for 2025-2026 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 will provide a \$2,000 differential for Instructional and \$750 differential for ESPs



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

https://youtu.be/ZI-c9SZ5l3k?si=5zGLzUfBY_S--OXC

What's Next?

Before the Tentative Agreements can go into effect, employees must ratify the agreements, and the School Board must approve the agreements. HCTA and School Board staff will be working over the next few days to prepare clean documents, so all employees have the opportunity to review before voting to ratify.

HCTA will also hold a ratification townhall via Zoom on Monday, September 15, 2025, at 5 PM. Members will be able to ask clarifying questions and review the agreements ahead of the ratification vote.

Register now for this meeting: [REGISTER NOW!](#)

Stay tuned for more information and instructions for ratification voting!



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Thank you!

Thank you to the dedicated HCTA members, officers and staff who served on and supported our HCTA bargaining teams this year:

ESP Team: Olivia Ago-Stallworth (Tampa Bay Tech), Girlene Brown (Foster Elem), Derrick Bullard (Cypress Creek Elem), Cathy Butler (Barrington Middle), Carol Butts (Riverview High), Mili Criswell (Benito Middle), Cythia Shim (Turner Bartels K8), Sabrina Wright, Genessis Zschocher (Head Start), and Cathryn Jones (Burns Middle)

Instructional Team: Anita Greenbaum (Lewis Elem), Carissa Deneca (Gaither High), Debbie Blackwell Owensby (Caminiti Exceptional Center), Erinn Michaelson (Lavoy Exceptional Center), Jody Orlando (Adum K8 Magnet), John Mitchell (Erwin Technical Center), Karen Campbell (Head Start), Katie Sparks Jones (Ferrell Middle Magnet), Kimberly Coleman (Middle School Office of Administration), Leslie Adams (York Pk-8), Mackenzie Roberts (Kingswood Elem), Maridea Groves (Riverview Elem), Michelle Miller (Hillsborough Virtual), Pearl Eshery (Marshall Middle), Renee Bowser (Folsom Elem), Roger Marcellus (Kenly Elem), Travis Medling (Riverview High), and Virginia Dickenson (Cypress Creek Elem)

HCTA Officers: Rob Kriete (President), Regina Gambrell (Vice President), and Valerie Chuchman (Secretary-Treasurer)

HCTA Staff: Jamie Beck, Tara Gonzalez, Sherry Gunn, Pam Jufko, Lisa Lopez, Xiomara Martinez, Alex McKean, Erin Morgan, David Peacock, Chris Rusnak, Diana Yagual, Megan Young, Tamica Thomas Simpson, and Brit Wegmann.

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 improvement to our contracts have 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 will continue to work together to win the pay, respect, and conditions we deserve!** 🙌