



**MEMORANDUM of UNDERSTANDING**  
**Designated Schools of Need**  
**2025-2026**

Whereas, the Hillsborough County School Board (hereinafter referred to as the "Board" or "District") and the Hillsborough Classroom Teachers Association (hereinafter referred to as the "Union" or "HCTA") are parties to collective bargaining agreements for all Instructional and Educational Support Professional staff as defined by the Public Employees Relation Commission; and

Whereas, the parties are committed to providing an outstanding educational experience for all learners in Hillsborough County Public Schools; and

Whereas, the parties desire to identify and redefine Renaissance Schools as Designated Schools of Need that *meet set criteria demonstrating a need for additional support to facilitate student growth and success (see attached list)*;

Now therefore, the parties agree as follows for the 2025-2026 school year:

**A. JOINT DESIGNATED SCHOOLS OF NEED COMMITTEE**

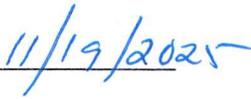
1. The parties agree that Designated Schools of Need is only agreed upon for the 2025-2026 school year and any continuation in future years would be part of the collective bargaining process.
2. The parties will establish a joint Designated Schools of Need Committee to provide recommendations for Designated Schools of Need which will be used to determine schools to be included and/or excluded from the Designated Schools of Need list as well as expectations for employees working in these schools. The expectations of the committee will be as follows:
  - a. Provide recommendations for student performance metrics
  - b. Provide recommendations for employee expectations
  - c. Provide recommendations for schools exiting the Designated Schools of Need list
3. HCTA and the District shall have equal representation on the committee, and it will be made up of no less than eight (8) and no more than ten (10) individuals.
  - a. HCTA members will be appointed by the HCTA President and HCPS representatives will be appointed by the Superintendent or their designee.
  - b. The committee will be co-chaired by an HCTA representative and an HCPS representative.
4. The committee shall meet at least once, on or before the last week of January 2026, and as many times as needed and practicable.
5. The committee will provide a written summary and recommendation(s) to both HCTA and the Board bargaining teams prior to the 2026 Spring Break, so that the parties may negotiate a possible agreement for the 2026-2027 school year. The committee may extend the time certain only by mutual written agreement.

**B. DESIGNATED SCHOOLS OF NEED 2025-2026**

1. The parties agree that fully staffing former Renaissance and other schools, to potentially be defined as Designated Schools of Need, with effective and highly effective educators and paraprofessionals for the 2025-2026 school year is critical to supporting high student achievement outcomes. In an effort to fully staff these schools as Designated Schools of Need with such personnel, the parties agree as follows:
  - a. For the 2025-2026 School Year teachers and paraprofessionals, who work in the attached list of Designated Schools of Need shall be eligible for a salary differential as a supplement to employee base pay.
  - b. Eligibility for teachers shall be determined by an effective or higher evaluation rating and certification for assignment.
  - c. Eligibility for paraprofessionals shall be determined by an effective or higher evaluation rating and inclusion on the attached list (*see attached list*).
  - d. The differential for the 25-26 school year shall be as follows:
    - Eligible Instructional Employees: **\$2,000**
    - Eligible Paraprofessional Employees: **\$750**
  - e. National Board Certified Teachers who teach in Designated Schools of Need shall receive an additional salary supplement of \$4500.
  - f. The first semester payment will occur on or before December 19, 2025. The second semester payments will continue to be made regularly, on a biweekly basis, beginning March 6, 2025, through the end of the 2025-2026 school year. Staff must be hired prior to FTE survey 2, date certain (October 17, 2025), complete the entire semester, and be in an active status at the time of payment. Employees hired after survey 2 and prior to survey 3 will receive 2<sup>nd</sup> semester payment.
  - g. This salary supplement shall be designated FRS eligible and subject to FRS review. Should this salary supplement no longer be eligible due to FRS review, the District shall immediately inform HCTA and communicate to all impacted employees the explanation and impact to their FRS.



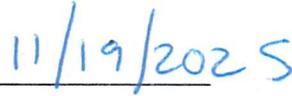
Kelly King,  
General Manager of Employee Relations  
Hillsborough County Public Schools



Date



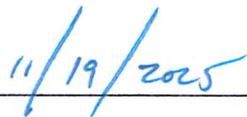
Brittni Wegmann,  
Executive Director  
HCTA



Date



Rob Kriete  
President  
HCTA



Date

## DESIGNATED SCHOOLS OF NEED 2025-2026

Until such time as schools formerly known as “Renaissance” can be evaluated by the committee and possibly redefined, they shall be included for the 2025-2026 school year as Designated Schools of Need.

Elementary	Middle	High	K-8
Bing Elementary School	<i>Dowdell Middle School</i>		Pizzo K-8 School
Bryan Elementary School	Pierce Middle School		
Dunbar Elementary School	Webb Middle School		
Egypt Lake Elementary School			
Folsom Elementary School			
Oak Grove Elementary School			
Reddick Elementary School			
Town & Country Elementary School			

Additionally, schools not currently being served in the Transformation Network who are Tier 1 Direct Certified and received a School Grade of a fragile C or D for the 2024-2025 school year shall also be included for the 2025-2026 School Year as Designated Schools of Need.

School Name	School Type	T1 Eligible	#Direct Cert	%DC (RANK & SERVE)	School Grade 2025
CLAIR-MEL ELEMENTARY SCHOOL	Elementary	Y	424	90.02%	C (42%)
<b>TWIN LAKES ELEMENTARY SCHOOL</b>	Elementary	Y	460	86.47%	C (42%)
TAMPA BAY BOULEVARD ELEM. SCHL	Elementary	Y	501	86.08%	D (40%)
WIMAUMA ELEMENTARY SCHOOL	Elementary	Y	454	84.07%	D (34%)
DOVER ELEMENTARY	Elementary	Y	432	84.05%	C (43%)
<b>SCHMIDT ELEMENTARY SCHOOL</b>	Elementary	Y	413	83.27%	C (45%)
THONOTOSSASSA ELEMENTARY SCHOOL	Elementary	Y	309	83.51%	C (47%)
<b>WILSON ELEMENTARY SCHOOL</b>	Elementary	Y	250	81.43%	D (40%)
<b>MULLER ELEMENTARY MAGNET SCHOOL</b>	Elementary	Y	295	80.16%	C (43%)
CHAMBERLAIN HIGH SCHOOL	Senior High	Y	655	79.01%	C (46%)

Title 1 (Tier 1) = 75% and above Direct Certified  
Fragile C or D = Elementary: 47% or below | Middle/High: 50% or below

## ELIGIBLE PARAPROFESSIONAL POSTIONS FOR DESIGNATED SCHOOLS OF NEED 2025-2026

<p><b><u>ESE Positions</u></b>          Para 3 - 50160          Para 2 - 50159</p> <ul style="list-style-type: none"> <li>• ESE</li> <li>• SED</li> <li>• ILAP</li> <li>• EH</li> <li>• EMH</li> <li>• TMH</li> </ul> <p>Aides</p> <ul style="list-style-type: none"> <li>• Visual Handicapped Aides - 56221</li> <li>• Autistic Aides - 56257</li> <li>• Hearing Impaired Aides - 56460</li> <li>• Hospital Homebound Aides - 56223</li> <li>• PH Aides - 56214</li> <li>• SLD Aides - 56216</li> <li>• SPMH Aides - 56218</li> <li>• Speech Language Hearing Aide - 56461</li> <li>• KELP Aides - 56258</li> </ul> <p>IEP Assistant</p> <p><b><u>Bilingual/Migrant Positions:</u></b>          Bilingual Aide, Bosnian - 56439          Bilingual Aide, Haitian, Creole, French - 56432          Bilingual Aide, Korean - 56437          Bilingual Aide, Portuguese - 56401          Bilingual Aide, Spanish - 56402          Bilingual Aide, Vietnamese - 56403          Title I Migrant Aides - 56450          Migrant Aides - 56235</p> <hr/> <p><b><u>GenEd Positions:</u></b>          Advanced Kindergarten Paras - 56476          Alternative Education Aides - 56458</p> <hr/> <p>ATOSS Aides - 56256          Computer Lab Aides - 56459          Intermediate Aides - 56112          ISS Aides - 56115          Kindergarten Aides - 56106          Kindergarten Assistants - 56474/56477/56483          Primary Aides - 56111          School Wide Project Aides - 56113          Speech Language Assistants - 50862          Technology Aide - 56446          Teen Parent Aides - 56445          Title I Aides - 56100          Tutor Companion Aides - 56220          AVID Tutor - 50471          Asst., Student, Tutor - 50101</p> <hr/> <p><b><u>Assistant Teachers-</u></b>          56400/56407/56409/56410/56411/56451/56475</p>	<p><b><u>ESE Positions</u></b>          Para 1:</p> <ul style="list-style-type: none"> <li>• EELP Attendants - 56479</li> <li>• ESE Substitute Attendants - 54117</li> <li>• ESE Attendants - 56405</li> <li>• ESE - 50157</li> </ul> <p>ESE 1:1 Attendants &amp; ESE 1:1 Aides - 56471, 56740          Attendant, ESE Unique Needs - 56473          Aide, ESE Unique Needs - 56472          Bus Rider Attendants - 56449          Bilingual Interpreter Translators - 50164/50166          Braille Transcribers - 50162          Pre-K Positions - 56415/56416/56423          Paraprofessional, Deaf/Hard of Hearing - 56462          SLH Interpreter - 56110          SLH Positions - 56463/56464/56465/56466/56467/56468/56469          Speech Aides - 56217          Speech Record Aides - 56116</p> <p><b><u>Health Positions:</u></b>          Health Aides - 56430          Health Assistants - 50812          Health Transportation Aides - 56441</p> <p><b><u>Bilingual/Migrant Positions:</u></b>          Migrant Early Childhood Aides - 56457          Recruiter, Migrant - 51386</p> <p><b><u>Early Childhood/Head Start Positions:</u></b>          ECLC Aide - 56406          ECLC Substitute Aide - 56424          ECLC Instructor - 56408          ELP Aides - 56211</p> <hr/> <p><b><u>Gen Ed Positions:</u></b>          Account Grant Aide - 56431          Attendance Area Assistants - 53832          Before or After School Aide Positions          Childcare Positions - 51223/51224/51227          Childcare Student Aide - 51229          Childcare Student Assistant (Instructional) - 51228          Childcare Student Instructor - 51225          Childcare Student Worker - 51233          Computer Specialist Aides - 56436          Dropout Prevention Aides - 56414          Full-Service Assistants - 56412          Head Start Aide - 56404          Lunchroom Aides - 50153          Para Trainee - 59762          Asst, Workforce Development - 50158          Social Service Aides - 56227          Supportive Services Aides (Recruiters) - 56234          Teacher-Adult Aides - 56109          Parent Liaison Aides - 56101, 54125          Vocational Placement Advisor - 50155          Vocational Aides - 56230</p>
------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------