



MEMORANDUM of UNDERSTANDING
TRANSFORMATION NETWORK SCHOOLS
2026-2027

Whereas, Hillsborough County Public Schools (hereinafter referred to as the "district") and the Hillsborough Classroom Teachers Association (hereinafter referred to as the "union" or "HCTA") are parties to collective bargaining agreements for both instructional and educational support staff (ESP); and

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

Whereas, the District has identified and defined "Transformation Network Schools" that require additional support to facilitate student growth and success (See attached list);

Now therefore, the parties agree as follows for the 2026-2027 school year:

I. Identification of Transformation Network Schools:

Prior to the Spring transfer period (by the end of March 2026, the district will provide a list of Transformation Network Schools for the 2026-2027 school year. The parties recognize that the list may have additions or change in tier after the release of school grades, and any added school will receive the same additional pay and/or support as identified within the tiered placement there in. *(See included list)*

II. Tiering for Transformation Network Schools

Tier 1 Criteria – Qualifying schools with no grade below a “C” within a three-year time frame. Schools will receive regional academic support, and contracted services support (if applicable). Additional time is provided to support the instructional environment to include planning, data analysis support, and professional learning. *(See included list)*

Tier 2 Criteria – Schools with 1 grade below a “C” within a three-year time frame. Schools will receive additional pay for qualifying staff, regional academic support, and contracted services support (if applicable). Additional time is provided to support the instructional environment to include planning, data analysis support, and professional learning. *(See included list)*

Tier 3 Criteria – Schools with 2 or more grades below a “C” within a three-year time frame. School will receive additional pay or UNISIG funding, regional academic support, and contracted services support. Additional time is provided to support the instructional environment to include planning, data analysis support, and professional learning. *(See included list)*

III. Criteria for Instructional Personnel at Transformation Network Schools

The parties agree that fully staffing Transformation Network Schools with effective and highly effective educators is critical to supporting high student achievement outcomes. In an effort to

fully staff Transformation Network Schools with such Instructional personnel, the parties agree as follows:

a. Commitment to Assignment: All Tiers

Staff members are not eligible to transfer out of a Transformation Network School during the 2026-2027 school year. All requests for transfer will be reviewed by the Deputy Superintendent of Academics and Transformation, Chief Human Resources Officer, and HCTA President. To ensure employees are aware of this provision, a copy of this MOU will be provided by HCPS to every employee the MOU agreement impacts. Additionally, an employee will explicitly be made aware of this provision prior to accepting employment at a Transformation Network School.

b. Professional Autonomy: All Tiers

The parties recognize that professional respect and autonomy are key to attracting talented teachers and staff at Transformation Network Schools. Teachers will be informed of any unique site-based programs requiring additional responsibilities and expectations to include State Rule 6A – 1.099811 and will be provided with relevant professional development. Additional time is provided during the instructional day to perform the expectations set forth below.

State Rule 6A- 1.099811 expectations are as follows:

1. Core academic teachers shall be provided with common planning time on a consistent basis during the workday (grade level, subject).
 - i. Core academic teachers shall receive a minimum of 225 minutes of time during the work week (equivalent to 45 minutes per day during the student day). One day of this allocated time will be dedicated to weekly common planning for structured, instructional coach-led planning, which could consist of common planning, lesson study, lesson rehearsal, and any other standards-based planning methods.
 - ii. Core academic teacher definition:
 - regular full-time Kindergarten through eighth grade.
 - VE
 - ESOL
 - self-contained ESE teachers
2. Additional work expectations:
 - i. In an effort to not sacrifice planning time, 45 minutes of time shall be used to progress monitor data weekly to inform student mastery of standards and instruction.
 - ii. Core academic teachers shall implement the continuous improvement process by utilizing formative and summative assessments and collaborating in data analysis cycles every 4-6 weeks.
 - iii. Teachers shall be provided coaching support based on analysis of student data and classroom observational data.

3. All other non-core Elementary teachers shall get their contractual 150 minutes of weekly planning time (equivalent to 30 minutes per day during the student day). This provision shall not diminish any additional planning time as defined by the HCTA Collective Bargaining Agreement.

c. Additional Pay for Instructional Personnel at eligible schools:

Any eligible employee within the instructional bargaining unit will receive an additional salary supplement to their base pay for additional work expectations and conditions due to being assigned to a Transformation Network school. The first payment will occur after the release and validation of UNISIG payments and final evaluation scores. Non-UNISIG recipients will receive the first payment on or before December 18, 2026, and second semester payments will continue to be made regularly, on a bi-weekly basis, for eligible instructional staff. UNISIG recipients will receive their 2nd payment at the end of the 2nd semester.

Current HCPS instructional staff must be evaluated at a minimum effective VAM level. Staff must be hired prior to FTE survey 2, date certain (October 9, 2026), complete the entire semester, and be in an active status at the time of payment. Instructional personnel new to HCPS are also eligible for payment. Employees hired after survey 2 and prior to survey 3 will receive partial payment (2nd semester payment).

These salary supplements to employee base pay shall be taxed at the employee's W-2 rate and shall be designated as FRS eligible and subject to FRS review. Should any 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.

1. Tier 1 Schools

This additional supplement payment for eligible instructional staff at Tier 1 Schools will be at a maximum of \$2,000 or any state awarded payment, whichever is greater. Employees are only eligible to receive either the state or district payment, not both.

2. Tiers 2 and 3 Schools

This additional supplement payment for eligible instructional staff at Tier 2 and Tier 3 Schools will be at a maximum of \$5,000.00 or any state awarded payment, whichever is greater. Employees are only eligible to receive either the state or district payment, not both.

3. Requirements for additional state pay at schools designated as UNISIG*:

- Only schools with a "D or F" school grade qualify
- Eligible teachers must have a 2025-2026 3-year aggregate Math (includes Algebra I) or English language Arts (ELA) state Value Added Model (SVAM) calculation of Highly Effective or Effective.
- The 2023-2026 SVAM ratings must have 10 assessments (based on scores from 10 or more students).

**No other staff will receive a tiered incentive.*

4. National Board-Certified Teachers (NBCTs): All Tiers
NBCTs at any Transformation Network School shall receive an additional salary supplement to their base pay of \$4,500 if all requirements are met. This supplement shall be paid no later than the conclusion of the 2026-2027 school year.

IV. Criteria for Paraprofessional Staff at Transformation Network Schools: All Tiers

The parties agree that fully staffing Transformation Network Schools with effective and highly effective paraprofessional personnel is critical to supporting high student achievement outcomes. In an effort to fully staff Transformation Network Schools with such personnel, the parties agree as follows:

a. Included Paraprofessional Positions

The parties acknowledge that certain paraprofessional positions assigned to Transformation Network (TN) schools have historically received the supplemental compensation provided under the Transformation Network Memorandum of Understanding.

The parties agree that paraprofessional positions that have historically received the TN supplemental payment shall continue to receive such payment, and there is no intent or agreement to remove or exclude any previously eligible paraprofessional positions from this compensation.

Eligibility of certain paraprofessional positions for the supplemental payment shall be based on the nature of the assignment and past practice, and shall not be eliminated or avoided through changes in job titles, position numbers, location assignment of positions, or minor modifications to job descriptions.

If questions arise regarding whether a paraprofessional position is eligible for the TN supplemental payment, the District and HCTA shall meet and discuss the position in question prior to any change in compensation eligibility in order to determine the most appropriate resolution consistent with the intent of this agreement and historical practice.

Nothing in this section shall be interpreted to reduce or eliminate compensation previously provided to paraprofessional employees under prior Transformation Network agreements.

b. Additional Pay for Paraprofessional Personnel at eligible schools:

1. Tier 1 Schools

For paraprofessionals a \$750.00 annual salary supplement to their base pay will be provided to those with a satisfactory rating or higher. For paraprofessionals, the first payment will occur after the release and validation of final evaluation scores (on or before December 18, 2026, and will continue to be made regularly, on a bi-weekly basis, for second semester.

2. Tiers 2 and 3 Schools

For paraprofessionals a \$1,000.00 annual salary supplement to their base pay will be provided to those with a satisfactory rating or higher. For paraprofessionals, the first payment will occur after the release and validation of final evaluation scores (on or before December 18, 2026, and will continue to be made regularly, on a bi-weekly basis, for second semester.

These salary supplements to employee base pay shall be taxed at the employee's W-2 rate and shall be designated as 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.

V. **HOST Program: For Paraprofessional and Instructional staff at all Tiers**

Additional HOST discount provided for the 2026-2027 SY only:

For instructional staff and paraprofessionals working at a Transformation Network School will receive a 50% HOST discount for enrolled students at any district HOST site.

2026-2027 Transformation Network Schools:

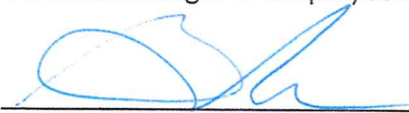
Tier 1	Tier 2	Tier 3
Dr. Carter G. Woodson	Broward Elementary	Edison Elementary
Forest Hills Elementary	Burnett Middle	James Elementary
Gibson Elementary	Burney Elementary	Potter Elementary
Guinta Middle	Eisenhower Middle	Sheehy Elementary
McDonald Elementary	Foster Elementary	
Tampa Heights Elementary	Graham Elementary	
Temple Terrace Elementary	Greco Middle	
Thompson Elementary	Ippolito Elementary	
	Jackson Elementary	
	Jennings Middle	
	Kenly Elementary	
	Lamb Elementary	
	Lockhart Elementary	
	Mango Elementary	
	Miles Elementary	
	Oak Park Elementary	
	Palm River Elementary	
	Robles Elementary	
	Ruskin Elementary	
	Shaw Elementary	
	Shields Middle	
	Sligh Middle	
	Sulphur Springs K8	
	Tampa Bay Blvd. Elementary	
	Turkey Creek Middle	
	Washington Elementary	
	Witter Elementary	



Kelly King
 General Manager of Employee Relations, HCPS

3/13/2026

Date



Brittni Wegmann
 Executive Director, HCTA

3/13/2026

Date