



**MEMORANDUM of UNDERSTANDING**  
**Designated Schools of Need**  
**2026-2027**

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 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 2026-2027 school year:

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

1. The parties agree that Designated Schools of Need is only agreed upon for the 2026-2027 school year and any continuation in future years would be part of the collective bargaining process.
2. The parties will continue 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 graduated 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 2027, 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 2027 Spring Break, so that the parties may negotiate a possible agreement for the 2027-2028 school year. The committee may extend the time certain only by mutual written agreement.

**B. RECCOMENDATIONS FOR SCHOOL AND EMPLOYEE EXPECTATION**

1. The parties agree that the Designated Schools of Need must continue to utilize the Comprehensive Needs Assessment (CNA) and the contractual Faculty Steering Committee (HCTA Instructional Contract 6.6 & HCTA ESP Contract 18.11) to drive decisions regarding improvement of student performance.

**C. DESIGNATED SCHOOLS OF NEED 2026-2027**

1. The parties agree that fully staffing Designated Schools of Need, with effective and highly effective educators and paraprofessionals for the 2026-2027 school year is critical to supporting high student achievement outcomes. In an effort to fully staff Designated Schools of Need with such personnel, the parties agree as follows:
  - a. For the 2026-2027 School Year instructional staff 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 instructional staff 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 below Section D*).
  - d. The differential for the 2026-2027 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 18, 2026. The second semester payments will continue to be made regularly, on a biweekly basis, beginning February 26, 2027, through the end of the 2026-2027 school year. 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. 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.

**D. CRITERIA FOR PARAPROFESSIONAL STAFF AT DESIGNATED SCHOOLS OF NEED**

1. The parties acknowledge that certain paraprofessional positions assigned to Schools of Need have historically received the supplemental compensation provided under the Schools of Need Memorandum of Understanding.
2. The parties agree that paraprofessional positions that have historically received the Schools of Need 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.
3. 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.
4. If questions arise regarding whether a paraprofessional position is eligible for the Schools of Need 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.
5. Nothing in this section shall be interpreted to reduce or eliminate compensation previously provided to paraprofessional employees under prior Schools of Need agreements.

**E. ELIGIBILITY CRITERIA FOR DESIGNATED SCHOOLS OF NEED**

1. The parties agree that for a school to be considered a Designated School of Need the school must meet the following criteria:
  - Be a Title 1 school not currently served in the Transformation Network and,

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- Have a 2025 percentage or a 2-year average percentage meeting Tier 1 Direct Certified (71% or higher) and,
  - Have a 2025 School Grade of a fragile C or D
    - *Elementary - Percent of total possible points average of 47 points or lower*
    - *Middle/High – Percent of total possible points average of 50 points or lower*
  - A school with a fragile D school grade within the prior 2-years may also be included even if it does not meet the 2-year average percentage meeting Tier 1 Direct Certified (71% or higher).
2. The parties agree that any additions that may need to be made to the list of Designated Schools during the 2026-2027 school year shall be made by mutual agreement.

**2026-2027 DESIGNATED SCHOOLS OF NEED**

School Name	School Type	Title 1 Eligible	Two Year average (2024-2026) % Direct Certified (RANK & SERVE)	2025 School Grade
CHAMBERLAIN HIGH SCHOOL	Senior High	Y	71.15%	C (46%)
CLAIR-MEL ELEMENTARY SCHOOL	Elementary	Y	83.92%	C (46%)
DOWDELL MIDDLE SCHOOL	Middle	Y	76.29%	C (45%)
DOVER ELEMENTARY SCHOOL	Elementary	Y	79.85%	C (43%)
LEWIS ELEMENTARY SCHOOL	Elementary	Y	71.30%	C (44%)
MEMORIAL MIDDLE SCHOOL	Middle	Y	77.50%	C (47%)
MULLER ELEMENTARY MAGNET SCHOOL	Elementary	Y	77.04%	C (43%)
*REDDICK ELEMENTARY SCHOOL	Elementary	Y	*68.87%	*C (49%)
SCHMIDT ELEMENTARY SCHOOL	Elementary	Y	76.86%	C (45%)
THONOTOSSASSA ELEMENTARY SCHOOL	Elementary	Y	81.27%	C (47%)
TWIN LAKES ELEMENTARY SCHOOL	Elementary	Y	78.71%	C (42%)
WILSON ELEMENTARY SCHOOL	Elementary	Y	75.02%	D (40%)
WIMAUMA ELEMENTARY SCHOOL	Elementary	Y	81.09%	D (39%)

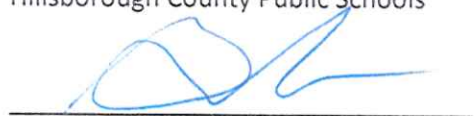
*\*Reddick Elementary School received a 2024 School Grade of a D (39 points)*



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

5/6/2026

Date



Brittni Wegmann,  
Executive Director  
Hillsborough Classroom Teachers Association

5/6/2026

Date