



Hillsborough Classroom Teachers Association

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BARGAINING UPDATE: AUGUST 7, 2026

HCTA's ESP and Instructional bargaining teams returned to the table with the School Board on Friday, August 7, 2026. Both sessions focused on proposals HCTA has placed on the table to improve employee compensation and working conditions.

ESP NEGOTIATIONS

Our ESP bargaining team began the day by seeking the School Board's response to HCTA's previously submitted proposals.

HCTA has proposed contract language improvements addressing:

- Reclassification procedures and the Reclassification Review Form (Section 4)
- Substitute provisions when clerical employees are absent (Section 7)
- ESP participation in staff/faculty meetings (Section 18.9)
- The Insurance Committee and clarification of its role (Section 24.5)
- Adding the Reclassification Review Form and employee insurance benefit rates to the contract appendices

Our ESP team has also proposed a significant package of economic and compensation improvements, including:

- Increasing paraprofessional instructional substitute pay from \$10/hour to \$15/hour
- Increasing the workday from 7.5 to 8 hours for Hearing Technicians, ESE Paraprofessionals (Para 1-4), Assistant Teachers, and Aides
- A 2% improvement to the base salary scale
- Retroactive step movement for all eligible employees
- Increasing the top-level longevity supplement to \$2,500
- A \$2,000 ESE critical shortage supplement for ESE Instructional Paraprofessionals
- Regrading positions that have not been regraded during the last three negotiation cycles
- Increasing instructional support one-time payments for Data Processors and Highly Qualified Paraprofessionals from 2% to 3.5%
- A new 3.5% Highly Effective & Tenured Para 1 payment for eligible employees
- New payments for bilingual interpretation/translation services, professional learning, microcredential completion, advanced degrees, and industry certification reimbursement for nurses
- Continuing School Board payment of the full cost of an employee-only health insurance premium
- Continuing School Board payment of fingerprint monitoring fees

The School Board did not respond to or counter these proposals during the August 7 session.

ESP negotiations continue **Thursday, August 20 at 1:00 p.m.** at the HCTA Building, 4th Floor.

[Register to watch ESP bargaining virtually](#)

INSTRUCTIONAL NEGOTIATIONS

Instructional bargaining resumed at 3:00 p.m. with HCTA returning to several previously discussed language proposals in Section 2 of the Instructional Contract.

HCTA presented counterproposals addressing several important employee priorities, including:

- Centralized locations for Professional Study Days
- Specialized training for instructional personnel working at ESE Centers and with Access Points
- A remote option for non-student teacher workdays
- Improvements and clarifications to planning time protections
- Improved notice for schedule changes and preparation time when moving to a new classroom or assignment
- Summer instructional-day provisions for Technical Colleges
- Creation of a new Planning Time Committee to monitor the encroachment of duties, mandates, and other requirements on instructional planning time and recommend solutions
- Improvements to Student Services language
- Improved protections for instructional personnel with multi-school assignments
- A NEW Library Media Specialist section
- A NEW section addressing sign-in procedures and documentation

The School Board did not provide responses or counters to these proposals during the August 7 session.

Instructional negotiations continue **Wednesday, August 19 at 1:00 p.m.** at the HCTA Building, 4th Floor.

[Register to watch Instructional bargaining virtually](#)

STAY INFORMED. STAY ENGAGED.

Both bargaining teams have substantial proposals on the table. **Now we need responses from the School Board.**

Members should continue following negotiations, talking with coworkers about the proposals, and showing the School Board that employees are paying attention to what happens at the bargaining table.

[Visit HCTA's Contracts & Bargaining page](#) and scroll to **2026-2027 Bargaining Information** to review proposals, previous bargaining updates, and recorded sessions.

Our bargaining teams bring employee priorities to the table. Our members standing together give those proposals power.