

**2026-2027 ECONOMIC AGREEMENT
FOR THE EDUCATIONAL SUPPORT PROFESSIONAL BARGAINING UNITS
BETWEEN HILLSBOROUGH COUNTY PUBLIC SCHOOLS
AND THE HILLSBOROUGH CLASSROOM TEACHERS ASSOCIATION**

This agreement is made on this 4th day of September 2026, by and between the Hillsborough County Public Schools (“HCPS” or the “District”) and the Hillsborough Classroom Teachers Association (“HCTA” or the “Union”) representing both Educational Support Professional Bargaining Units (ESP) hereinafter collectively referred to as “the Parties.”

The Parties mutually agree to the following:

1. Effective July 1, 2026, eligible employees in the ESP bargaining units shall be credited with one year of experience and shall advance one (1) level on their respective pay grade on the Instructional Support Salary Schedule. Eligible employees must have worked half year plus a day and have an effective evaluation for the 2025-2026 school year.
2. Effective July 1, 2026, eligible ESP employees at the top of their respective paygrade (level 24) who do not receive a level increase shall receive an FRS eligible one-time top level payment of one thousand five hundred dollars (\$1,500). Eligible employees must have worked half a year plus a day and have an effective evaluation for the 2025-2026 school year.
3. Effective July 1, 2026, the Board agrees to regrade the Department Representative (Job Code 51314) from paygrade twenty-five (25) to pay grade twenty-six (26) on the Instructional Support Salary Schedule.
4. The Board agrees to pay the full cost of an employee-only health insurance premium, for a designated health plan offered by the Board for Clerical unit and Paraprofessional unit employees in accordance with 24.1.1.
5. The Board will pay the cost of fingerprinting monitoring fees for Clerical unit and Paraprofessional unit employees in accordance with 24.6.1.

Executed on this 4th day of September 2026



Kelly King, Chief Negotiator HCPS



Rob Kriete, President, HCTA



Brittni Wegmann, Chief Negotiator, HCTA