



MEMORANDUM of UNDERSTANDING

Educational Support Professional Micro-Credential Payment 2026-2027

The School Board of Hillsborough County ("Board") and the Hillsborough Classroom Teachers Association ("HCTA") recognize the value of continued professional learning and the additional time, effort, and commitment our Educational Support Professionals undertake to strengthen their knowledge and skills.

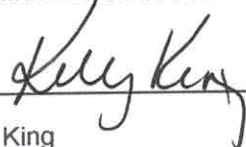
The parties further recognize that supporting meaningful professional learning enhances employee growth, strengthens the services provided to students and schools, and creates opportunities for ESP employees to expand their professional knowledge and career pathways.

A micro-credential is a competency-based recognition that allows an employee to demonstrate mastery of specific knowledge, skills, or competencies within a particular area of inquiry related to their job within the school. Micro-credentials may also provide opportunities for employees to earn InService hours applicable toward instructional positions, where appropriate.

Therefore, the Board and HCTA agree to the following:

1. Any ESP bargaining unit employee who successfully completes an approved micro-credential during the 2026-2027 School Year shall be eligible for a one-time payment of \$250 for each completed micro-credential not to exceed \$500 per employee. Completion of the micro-credential is intended to support reflective practice and shall not interfere with the regular workday or duties of the employee.
2. To receive payment, the employee must submit appropriate documentation or a certificate verifying successful completion of the micro-credential in accordance with District procedures no later than May 30, 2027.
3. The \$250 payment shall be issued one time upon completion and submission of evidence of completion for each approved micro-credential, but no later than June 30, 2027.
4. An employee shall not receive additional or recurring payments for micro-credentials completed prior to the 2026-2027 school year.
5. An employee shall not receive additional or recurring payments for the same micro-credential completed in the 2026-2027 school year in future years.
6. Employees may receive a separate \$250 one-time payment for each different approved micro-credential successfully completed and properly documented during the 2026-2027 school year.
7. The School Board shall be limited to awarding no more than a total of forty (40) micro-credentials successfully completed and submitted by any Paraprofessional or Clerical bargaining unit employees for the 2026-2027 year for a total combined payout of no more than \$10,000.

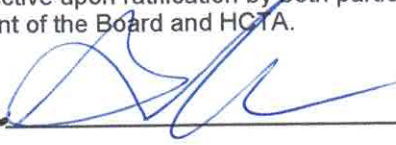
This Memorandum of Understanding shall become effective upon ratification by both parties and shall sunset June 30, 2027, unless renewed in the future by mutual agreement of the Board and HCTA.



Kelly King
Chief Negotiator
Hillsborough County Public Schools

Date

9/4/2026



Brittni Wegmann
Chief Negotiator

Date

9/4/2026

Hillsborough Classroom Teachers Association