

**2026-2027 ECONOMIC AGREEMENT FOR THE INSTRUCTIONAL UNIT
BETWEEN HILLSBOROUGH COUNTY PUBLIC SCHOOLS
AND THE HILLSBOROUGH CLASSROOM TEACHERS ASSOCIATION**

This agreement is made on this 11th 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 the Instructional Bargaining Unit (Instructional) hereinafter collectively referred to as “the Parties.”

The Parties mutually agree to the following:

1. Effective July 1, 2026, employees in the Instructional bargaining unit shall be credited with one year of experience and shall advance one step on their respective salary schedules accordingly. Eligible employees must have worked half a year plus a day and have an effective evaluation for the 2025-2026 school year.
2. Effective July 1, 2026, School Psychologists will be moved to the newly developed School Psychologists Advanced Degree Salary Schedule (205 days).
3. Effective July 1, 2026, employees currently at the top of their respective salary schedules will receive a one-time top step payment of one thousand five hundred dollars (\$1,500) as an additional payment to employee base pay. The payment will be made no later than the end of the first semester. Eligible employees must have worked half a year plus a day and have an effective evaluation for the 2025-2026 school year.
4. Effective July 1, 2026, employees currently at the top of their respective salary schedules for two (2) or more consecutive years shall receive a one-time top step payment of two thousand two hundred fifty dollars (\$2,250) as an additional payment to employee base pay. The payment will be made no later than the end of the first semester. Eligible employees must have worked half a year plus a day and have an effective evaluation for the 2025-2026 school year.
5. Effective July 1, 2026, eligible employees who are Licensed School Psychologists, Licensed Psychologists, Nationally Certified School Psychologists, Licensed Mental Health Counselors, Licensed SLPs, Licensed Audiologists, Licensed School Social Workers, Licensed Mental Health Clinicians, Licensed OT/PTs or Certified Behavior Analysts, will be paid a one-time seven hundred fifty dollar (\$750) additional payment to be paid at the conclusion of the 2026-2027 school year. This payment is a supplement to employee base pay. Eligible employees must have worked half a year plus a day of the 2026-2027 school year and be current, active employees at the time of payment.
6. Effective July 1, 2026, eligible SLPs and Audiologists who hold their ASHA CCC’s (American Speech Language Hearing Association Certificate of Clinical Competency) shall be paid a one-time additional payment of one thousand five hundred dollars (\$1,500) to be paid at the conclusion of the 2026-2027 school year. This payment is a supplement to employee base pay. Eligible employees must have worked half a year plus a day of the 2026-2027 school year and be current, active employees at the time of payment.
7. ESE instructional employees with an assigned student roster (*see attached job codes*) and all instructional employees at our Exceptional Centers (*Caminiti, Carver, Dorothy Thomas, Lavoy, Lopez, Peters & Simmons*) will receive an additional one-time ESE critical shortage supplement of one thousand dollars (\$1,000) to be paid at the conclusion of the 2026-

HCTA – September 11, 2026 (Counter #4) Instructional

2027 school year. This payment is a supplement to employee base pay. Eligible employees must be current, active employees at the time of payment.

8. In accordance with Section 22.4.5, for the 2026-2027 school year, eligible National Board-Certified Teachers (NBCT) shall receive up to a one-time one thousand dollars (\$1,000) additional payment for the completion of ten hours of approved mentoring and/or conducting approved training through the Professional Learning Department. Payment shall be made after submission and approval of all required documentation. This payment is a supplement to employee base pay. Eligible employees must be current, active employees at the time of payment.
9. For the 2026-2027 school year, National Board-Certified Teachers (NBCT) who teach in Transformation Network Schools and Designated Schools of Need shall be paid a one-time four thousand five hundred dollar (\$4,500) additional payment to be paid no later than the conclusion of the 2026-2027 school year. This payment is a supplement to employee base pay. Eligible employees must be current, active employees at the time of payment.
10. For the 2026-2027 school year, the parties agree to pay highly qualified teachers, as defined by state and federal statute, who teach in designated Transformation Network Schools (MOU in Appendix D) shall be paid a salary differential of \$2,000 (Tier 1) or \$5,000 (Tiers 2 & 3). Employees must have an effective or higher evaluation and be eligible for their assignment by Certification or a completed Agreement to Earn. This payment shall be paid in accordance with the agreed upon MOU.
11. For the 2026-2027 school year, the parties agree to pay highly qualified teachers, as defined by state and federal statute, who teach in designated Schools of Need (MOU in Appendix D) shall be paid a salary differential of \$2,000. Employees must have an effective or higher evaluation and be eligible for their assignment by Certification or a completed Agreement to Earn. This payment shall be paid in accordance with the agreed upon MOU.
12. In accordance with the Instructional Millage Referendum Implementation MOU instructional employees shall continue to receive no less than six thousand dollars (\$6,000) as an additional supplement to their annual salary.
13. In accordance with 3.4.6, for the 2026-2027 school year any instructional unit employee assigned to substitute duty during their planning choosing to be compensated shall be paid at the rate of twenty dollars (\$20) per hour.
14. 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 instructional employees in accordance with Section 13.2.1.
15. The Board will pay the cost of fingerprint monitoring fees for Instructional unit employees in accordance with Section 13.11.

Executed on this 11th day of September 2026.


Kelly King, Chief Negotiator HCPS


Rob Kriete, President, HCTA


Brittnei Wegmann, Chief Negotiator, HCTA

7 Eligible Job Codes with Roster for ESE Critical Shortage Supplement 2025-2026:

Job Code	Job Title
10530	Access Points
10533	Behavior Support
10502	Hearing Impaired
10505	Hosp/Homebound
10534	Pre-K ESE
10516	SLH
19210	Therapist, Staff Occupation
10531	VE
10532	Visually Impaired

