



Hillsborough Classroom Teachers Association

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NOTICE

Important Information on Ratification of the Proposed REVISED 2025-2028 ESP Contract and 2026-2027 Compensation Agreement

The Hillsborough Classroom Teachers Association and the Hillsborough County School Board have reached a tentative agreement on the REVISED 2025-2028 Collective Bargaining Agreement which includes 2026-2027 ESP Compensation Agreement.

As per Florida Administrative Code 60CC-4.002 this serves as notice for the upcoming ratification vote. All employees in the Education Support Professional Bargaining Units (Clerical and Paraprofessional) are eligible to vote on the ratification of the proposed Tentative Agreements.

The contract will not be official until ratification is completed by employees voting and approved by the School Board.

Ratification Timeframe

Notice Period: Wednesday – Monday (September 23-September 28, 2026)

Voting Dates: 12 NOON, Monday, September 28, 2026 – 12 NOON Thursday, October 8, 2026

Where: Electronic/Online Ratification (“*Election Buddy*”)

What: All information to be reviewed will be sent directly by HCPS work email to every eligible employee and all information is made available on the HCTA website

hillsboroughcta.org/contracts

Please note: Voting is conducted by secret ballot, and your personal information is protected. HCTA continues to use the electronic/online format to conduct voting to ensure all employees have secure and secret access across the district. Instructions for voting are included below the summary and Ratification Meeting information. All ratification documents will be available for inspection by employees. This will be shared via HCPS.net email and posted on the HCTA website.

Summary of Tentative Agreements to be Ratified

REVISED 2025-2028 Contractual Language Items:

- UPDATE – Revised July 1, 2026 date added to cover.
- UPDATE – “Appendix E – Forms” added to table of contents.
- UPDATE – Section 4.1 Clarifying the language to ensure reclassifications for groups of ESP employees shall be initiated through collective bargaining, adding an Appendix E to house the Reclassification Request form, and update to numbering.

- UPDATE – Section 18.9.4 New language added to ensure an ESP employee desiring to attend a teacher-in-service program may make the request in writing/email and will be notified of placement or reason for non-placement by writing/email no fewer than one (1) day prior to the program date.
- CORRECTION – 24.1.2 TYPO Correction.
- NEW – Section 24.1.7 New Language added to ensure annual Employee and Board premium contributions for health insurance coverage shall be stated in an annual Memorandum of Understanding.
- UPDATE – Section 24.5.1 New language added to ensure each Clerical and Paraprofessional bargaining unit are granted one representative each to serve on the Insurance Committee.
- UPDATE – Section 24.5.2 New language added to clarify the Insurance Committee serves in an advisory capacity (recommendations remain subject to negotiations).
- NEW – Section 24.5.3 New language added to clarify the Insurance Committee meets regularly to review all relevant information necessary to analyze the health insurance plan or other insurance plans.
- Appendix B – REMOVAL of all sunset MOUs and INCLUSION of current MOUs
 - Millage Referendum MOU (2025-2028)
 - Transformation Network Schools MOU (2026-2027)
 - Designated Schools of Need MOU (2026-2027)
 - Education Support Professional Micro-Credential Payment MOU (2026-2027)
 - 2027 Health Insurance Premium Contributions MOU (2026-2027)
- Appendix C – Update to ESP Salary Schedule (*Removes old Pay Grade 15*) from salary schedule | Includes defining language for Data Processor and Highly Qualified Para Pro payments | Increase of Professional Learning Stipend to \$11/hour | Inclusion of new 2026-2027 Economic Agreement & removal of old 2025-2026 Economic Agreement

2026-2027 Compensation Items:

- ESP employees who worked half plus a day and received an effective evaluation for the 2025-2026 school year will advance one step on the new ESP salary schedule
- An FRS eligible longevity payment of \$1,500 will be paid to employees who are at Level 24 of their Pay Grade and did not receive level movement. Eligible employees must have worked half a year plus a day and received an effective evaluation for the 2025-2026 school year.
- All Department Representatives (Job Code 51314) on Pay Grade 25 shall be regraded to Pay Grade 26.
- The following Memorandums of Understanding provide additional ESP compensation opportunities:
 - Millage Referendum Implementation MOU = \$3,000 *supplement continues for 2026-2027*
 - Transformation Network Schools MOU = *Eligible Paraprofessional positions to receive \$750 supplements for Tier 1 Schools & \$1,000 supplements for Tier 2 and Tier 3 Schools. HOST Programs at 50% discount for employee children at any district HOST site.*
 - Designated Schools of Need MOU = *\$750 supplement continues for eligible Paraprofessional positions*
 - Education Support Professional Micro-Credential Payment MOU = *\$250 one-time payment to any ESP who completes and submits evidence of completion for each approved micro-credential (no more than 2 awards for a single employee | must be completed and submitted prior to June 30, 2027 | Only 40 awards available for the 2026-2027 school year.)*
 - 2027 Health Insurance Premium Contributions MOU = *Reflects the monthly and per pay period (20-pay/25-pay) contributions of the employee and the School Board for each plan option.*
- The Board will continue to pay the full cost of an employee-only health insurance premium for a designated \$0 premium health plan.
- The Board will continue to pay the cost of fingerprint monitoring fees.
- **The entire compensation package totals approximately \$9.6 Million dollars and the agreement is retroactive to July 1, 2026.**

Complete tentative agreement for the HCTA ESP Contract to be ratified will be provided for review.

Red indicates removal | blue indicates addition

What happens next? - HCTA will hold a virtual meeting on Wednesday, September 23, 2026, at 5:30pm to review the agreements and negotiations.

Topic: HCTA Ratification Meeting

Time: Wednesday, September 23, 2026, 5:30 PM

Who: All Educational Support Professionals included in the HCTA Bargaining Unit

Questions: contact HCTA@HCPS.net

Registration Required to Join the Meeting:

https://us02web.zoom.us/webinar/register/WN_IHgNcOgsSTW9CorWRSGdeQ

Hillsborough Classroom Teachers Association Revised 2025-2028 Contract Language Proposal and 2026-2027 Compensation Agreement for the ESP Bargaining Unit

Ratification will be open Monday, September 28, 2026 – Thursday, October 8, 2026

All HCPS ESP Employees are eligible to vote.

IMPORTANT: Ratification will be conducted online utilizing the Election Buddy system.



ON-LINE RATIFICATION BALLOT ACCESS INFORMATION

- ▶ The electronic ballot will be available at 12:00 NOON, Monday, September 28, 2026, and closes at 12:00 NOON, Thursday, October 8, 2026.
- ▶ You will receive an email invitation from the Election Buddy website with a link that takes you directly to the site to cast your vote.
- ▶ You will have the option to select Yes- I approve the salary and language proposal or No-I reject the salary and language proposals.
- ▶ Once you have cast your vote, you will not be allowed to make changes.

Please Note: Voting is done by secret ballot!

- ▶ At the end of the voting process, you will be provided with a confirmation number that you can print for your records.

If you need assistance with on-line voting, please call the HCTA Office immediately, 238-7902. Sherry Gunn will be available to answer your questions. If you have questions regarding the contract or the salary schedule, please email HCTA@HCPS.net



Not a member of HCTA?
**Recent change to Florida law puts the ability of HCTA
to collectively bargain and protect the ESP contract at risk.**
Join HCTA to protect your rights:

