



Hillsborough Classroom Teachers Association

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NOTICE

Important Information on Ratification of the Proposed 2026-2029 Instructional Contract and 2026-2027 Compensation Agreement

The Hillsborough Classroom Teachers Association and the Hillsborough County School Board have reached a tentative agreement on the 2026-2029 Instructional Collective Bargaining Agreement which includes 2026-2027 Instructional Compensation Agreement.

As per Florida Administrative Code 60CC-4.002 this serves as notice for the upcoming ratification vote. All employees in the Instructional Bargaining Unit 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 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 the voting to ensure all employees have secure and secret access across the district. Instructions for voting are included here. 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

2026-2029 Contractual Language Items:

- Document maintenance: Updating dates, names/titles, and numbering throughout document.
- UPDATE Section 1.2.1 – Updates language to reflect “Secondary/Postsecondary Career and Technical Education” instead of “vocational teachers” | adds “and/or instructional personnel” to reinforce all Instructional positions included in the bargaining unit.
- UPDATES Section 1.3.1 – typo corrections
- UPDATES Section 2.1 – Updates “Teacher(s)” to “Instructional Personnel” where appropriate (2.1.6 clarifies “All” Student Services Personnel shall be provided specialized in-service training).

- UPDATES Section 2.2 – Updates “Teacher(s)” to “Instructional Personnel” where appropriate | clarifies “termination” to mean “separation from employment” | clarifies vacation requests and any denial are to be communicated “in writing/email”.
- UPDATES Section 2.3 - Updates “Teacher(s)” to “Instructional Personnel” where appropriate | removes outdated language about “emergency holidays” | reinforces 12-month instructional employees are granted 13 paid holidays each school year.
- UPDATES Section 2.4 - Updates “Teacher(s)” to “Instructional Personnel” where appropriate | adds clarifying language for K-8 secondary instructional personnel schedules to consist of no more than 2 subject areas and 3 or fewer preps | clarifying language added that signing in/reporting to work is for “reporting” not for “accounting” | NEW language to clarify how instructional minutes are scheduled during the 4-day work week.
- UPDATES Section 2.5 - Updates “Teacher(s)” to “Instructional Personnel” where appropriate
- UPDATES Section 2.6 – Adds “shall” for language defining District & School-based resource 8-hour workday, including lunch.
- UPDATES Section 2.7 - Updates “Teacher(s)” to “Instructional Personnel” where appropriate | ADDs language reinforcing elementary specials are to be scheduled in blocks of no fewer than 30 minutes to ensure teacher planning time, except when not possible during an early release day | ADDs language to require collaboration in providing a duty-free break for Elementary teachers who do not receive a break after 3 consecutive hours of teaching.
- UPDATES Section 2.8 - Updates “Teacher(s)” to “Instructional Personnel” where appropriate | clarifies that notice of now fewer than 1 workday shall be given for tentative program, schedule, grade level assignments, room assignments, and co-teach or support facilitation settings.
- UPDATES Section 2.9.1 – Changes “RTI” to “MTSS”
- UPDATES Section 2.10 - Updates “Teacher(s)” to “Instructional Personnel” where appropriate | ADDs new workload protections language for instructional personnel with multi-school assignments.
- UPDATES Section 2.13 & 2.14 - Updates “Teacher(s)” to “Instructional Personnel” where appropriate
- NEW Section 2.15 – New language added for Media Specialists and Media Services to ensure collaboration with administration to develop open, flexible, or fixed schedules that provide equitable and impactful student access and support effective operations of the school library media program.
- UPDATES Section 3.1 – Ensures provisions are “clearly documented” instead of “noted for SIP waiver MOUs | ensures when appropriate that only bargaining unit members affected by a SIP waiver change shall vote | ensures SIP timelines are updated and made available prior to the start of the next school year.
- UPDATES Section 3.2.4 – ADDs language to reinforce that ESE personnel with case management and IEP responsibilities are released from non-classroom assignments “to support completion of all required documentation and compliance activities” | ADDs language listing “meetings, MTSS, CST, or any District, State or Federally mandated meetings related to ESE needs and discipline” should be scheduled during the normal teacher workday.
- UPDATES Section 3.3 - Updates “Teacher(s)” to “Instructional Personnel” where appropriate | ADDs clarifying language to reinforce process & protections when an instructional personnel cannot comply with the parent conference schedule.
- UPDATES Section 3.4 – ADDs clarifying language to ensure duties assigned are “reasonable” and “shall be” distributed equitably and posted | clarifies that comp time is not limited to 2 hours for time spent providing coverage | ADDs language ensuring “No resource or non-classroom personnel shall be required to cover for more than” 8 hours per month | ADDs language ensuring “a priority list of instructional personnel who want to volunteer for substitute duty more frequently may be utilized” | ADDs language ensuring “staff will be notified of any coverage assignment in advance of their missed planning period” excluding emergencies or unforeseen circumstances.
- UPDATES Section 3.5 - Updates “Teacher(s)” to “Instructional Personnel” where appropriate
- UPDATES Section 3.7 - Updates “Teacher(s)” to “Instructional Personnel” where appropriate | ADDs language clarifying and protecting ONE (1) HOUR duty free lunch during pre-planning and Professional Study Day
- UPDATES Section 3.8 & 3.12 - Updates “Teacher(s)” to “Instructional Personnel” where appropriate
- UPDATES Section 3.14 – ADDs new language to align with “district-designated electronic gradebook system for entering and finalizing grades” and ensures training on the system will be provided | ADDs language to reinforce 4 full workdays are provided to “enter and finalize grades in the system” | ADDS clarifying language when grades are due each grading period.
- UPDATES Section 3.18 - Updates “Teacher(s)” to “Instructional Personnel” where appropriate | ADDs NEW language providing clear procedures for handling money/transactions and protects instructional personnel from being required to use personal funds to purchase program materials if P-Card availability becomes limited at any time.
- UPDATES Section 3.24 - Updates “Teacher(s)” to “Instructional Personnel” where appropriate
- NEW Section 3.27 – ADDs new language section for “Inventory Responsibility”
- UPDATES Section 4.3 - Updates “Teacher(s)” to “Instructional Personnel” where appropriate | ADDs “take attendance every period” to the existing language and expectation of teachers | ADDs clarifying language to the process for student removal and referrals aligned with Florida Teacher Bill of Rights and the District Student Code of Conduct.

- UPDATES Section 6.6 – ADDs clarifying language for Faculty Steering Committee elections, purpose of the committee, setting meeting dates, setting agendas, and Specific responsibilities regarding School Budget and Faculty Account.
- UPDATES 7.1 - Updates “Teacher(s)” to “Instructional Personnel” where appropriate | These updates ensure Student Services personnel have equal access to equipment in workrooms and are not assigned to open workrooms to conduct their work (counseling, evaluation, locked file cabinet and telephone).
- UPDATE Section 10.1.4 – ADDs “This provision shall apply to section 11.4.2” (ensures Unit Loss transfer language is followed)
- UPDATES Section 11.4.6 – ADDs language to protect supplemented positions PRIOR to identifying positions subject to unit loss | Updates numbering/lettering of section.
- UPDATES Section 12.1 – ADDs clarifying language that the responsibility for entering leave into the District payroll system is the employee’s, not to be done by someone else without employee’s agreement.
- UPDATE Section 12.10.1 – Updates “day/night” for parent conference scheduling.
- CORRECTION Section 12.14.2, 12.15.3, & 12.16.3 – Typo correction to reflect “11.4.6.F”
- UPDATES Section 12.23 - Updates “Teacher(s)” to “Instructional Personnel” where appropriate | ADDs language to reflect the Family Medical Leave Act (FMLA)
- NEW Section 13.2.7 – ADDs language to require an [annual MOU to contain employee and Board premium contributions for health insurance coverage](#).
- UPDATES Section 13.10 – ADDs language that the Insurance Committee “will serve in an advisory capacity” | ADDs new section 13.10.3 reinforcing the regular meeting and responsibility of the Insurance Committee.
- NEW Section 17.3.8 – ADDs new language ensuring School Psychologists are granted all experience credit for work experience involving children in a K-12 setting.
- CORRECTION Section 20.1.2 & Section 20.1.3 – Typo correction Section 20.1.2.B to reflect “22.3.1” and “22.3.5” | Typo correction to Section 20.1.2.E and 20.1.3.D to reflect “11.4.7”.
- NEW Section 20.1.5.F – ADDs language that HR shall annually notify HCTA of the principal submission deadline for supplement position assignments and HCTA will be provided upon request, the complete list of employees selected for supplemented positions as of the deadline.
- UPDATES Section 22.3 – ADDs language clarifying the authority of the non-renomination Administrative Review Committee and reinforces the past practice process HCTA and the Board have developed that will be shared in advance of the review.
- UPDATES Section 24 - Updates “Teacher(s)” to “Instructional Personnel” where appropriate | Clarifies that in the case of an unpaid suspension as discipline that the Superintendent must “determine” warrants a review (instead of “feels”, ensures the findings must be for JUST CAUSE, and that an employee may appeal directly to Level III of the grievance procedure | REMOVAL OF ILLEGAL WAIVER to allow employees who are discharged from employment to appeal up to LEVEL IV Binding Arbitration | Typo corrections
- UPDATES Section 26.6 - Updates “Teacher(s)” to “Instructional Personnel” where appropriate
- UPDATES Section 26.7, 26.8 26.9, & 26.10 – ADDs language to clarify the grievance procedures and timelines
- UPDATES Section 28 – Expiration dates updated to reflect the three-year agreement through 2029 and updated Board Chief Negotiator and Chair.
- Appendix A – Now reflects the current positions listed on the Florida Public Employees Relation Commission (PERC) registration Certification 42 for employees Collective Bargaining rights.
- Appendix C – Updates to reflect 2026-2027 dates of negotiated salary schedules and supplements | Includes new School Psychologist (205-day) salary schedule | Removes outdated 2025-2026 Economic Agreement and Includes [2026-2027 Instructional Economic Compensation Agreement](#)
- Appendix D – 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 \(2026-2027\)](#)
 - [Funeral Leave MOU \(Instructional 2026-2027\)](#)
 - [Instructional Materials MOU \(Instructional 2026-2027\)](#)
 - [Insurance Premiums 2027 \(Instructional - September 11, 2026\)](#)
 - [Remote Non-Student/Teacher Workday MOU \(Instructional 2026-2027\)](#)
 - [Transfer and Open Hiring MOU \(Instructional 2026-2027\)](#)
 - [TSIA Disbursement MOU \(Instructional 2026-2027\)](#)
 - [Unit Loss and Reclassification of Pool Categories MOU \(Instructional 2026-2027\)](#)

2026-2027 Compensation Agreement: [CLICK HERE TO READ AGREEMENT](#)

- Eligible Instructional employees shall advance one step on the Instructional A, B, E, G, P & Q, Student Services (198, 205, 252) and NEW School Psychologist (205) salary schedules ([See Schedules](#))
- Eligible Instructional employees currently at the top of their respective salary schedules (A, B, E, G, P, Q, All Student Services & School Psychologist) shall receive a one-time \$1,500 additional longevity payment, to be paid no later than the end of the first semester.
- School Psychologists will be moved to the newly developed School Psychologists Advanced Degree Salary Schedule (205 days).
- Eligible Instructional employees currently at the top of their respective salary schedules (A, B, E, G, P, Q, All Student Services & School Psychologist) for two (2) or more consecutive years shall receive a one-time \$2,250 additional longevity payment, to be paid no later than the end of the first semester.
- Eligible Student Services employees will receive a one-time \$750 additional payment for maintaining licensure ([see agreement for eligibility](#))
- Eligible SLPs who hold their ASHA CCC's shall receive an additional payment of \$1,500 to be paid at the conclusion of the 2026-2027 school year.
- Eligible ESE Instructional employees and all instructional employees assigned to Exceptional Centers to receive an additional payment of \$1,000 to be paid at the conclusion of the 2026-2027 school year ([see agreement for eligibility](#)).
- Eligible National Board-Certified Teachers will be eligible for a one-time \$1,000 additional payment for completion of certain requirements.
- Eligible National Board-Certified Teachers at Designated Schools of Need or Transformation Schools to receive a \$4,500 additional payment, to be paid at the conclusion of the 2026-2027 school year.
- Continuation of all other negotiated supplements including Advanced Degree Supplements.
- The following Memorandums of Understanding provide additional Instructional compensation opportunities:
 - [Millage Referendum Implementation MOU \(2025-2028\)](#) = \$6,000 supplement continues for 2026-2027
 - [Transformation Network Schools MOU \(2026-2027\)](#) = Eligible Instructional employees to receive \$2,000 supplements for Tier 1 Schools & \$5,000 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 \(2026-2027\)](#) = \$2,000 supplement continues for eligible Paraprofessional positions
 - [Funeral Leave MOU \(2026-20207\)](#) = Up to 3 days of paid leave to facilitate attendance at a funeral of an immediate family member.
 - [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.
- Eligible Instructional employees assigned to substitute during their planning who choose to be compensated, to be paid \$20/hour.
- The Board will continue to pay the full cost of an employee-only health insurance premium for a designated health plan.
- The Board will continue to pay the cost of fingerprint monitoring fees.
- **The total compensation package totals over \$56.4 Million** (*not including Transformation Schools or Designated Schools of Need*) and the agreement is retroactive to July 1, 2026

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

[Red indicates removal](#) | [blue indicates addition](#)

What happens next?: HCTA will hold a virtual meeting to review the agreements and negotiations.

Topic: HCTA Ratification Meeting

Time: Wednesday, September 23, 2025, 5:30 PM

Who: All Instructional Employees included in the HCTA Bargaining Unit

Questions: contact HCTA@HCPS.net

Register Required to Join the Meeting:

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

Hillsborough Classroom Teachers Association 2026-2029 Contract Language Proposal and 2026-2027 Compensation Agreement for the Instructional Bargaining Unit

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

All HCPS Instructional 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, 2025, 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 Instructional contract at risk.
[Click to join HCTA today to protect your rights!](#)

