



**Proposed Salary Agreement  
2015-2016  
Teachers and  
Educational Support Professionals (ESP)**

The School Board of Hillsborough County Public Schools (hereinafter referred to as "the Board") and the Hillsborough Classroom Teachers Association (hereinafter referred to as "HCTA") agree to the following proposed salary agreement:

1. All eligible teachers on performance salary schedules E, G, P, and Q shall advance one level effective July 1, 2015.
2. All eligible teachers on salary schedules A and B shall advance one level effective July 1, 2015.
3. All eligible psychologists on the current Psychologist salary schedule shall advance one level effective July 1, 2015. One level will be added to the Psychologist salary schedule (level 19) effective date of Board approval. Psychologists on level 18 will be moved to level 19 effective date of Board approval.
4. Eligible teachers who have completed 30 years or more teaching experience, and are currently on level 28 of the salary schedule A or B, or on level 23 of the salary schedules E, G, P, and Q will receive a \$250 longevity bonus payment annually.
5. Instructional performance pay earned during the 2015-2016 school year, shall be paid as soon as practicable, based on the November 19, 2015 Memorandum of Understanding, Performance Pay.
6. Eligible National Board Certified Teachers shall receive a \$1,000 payment for the completion of ten (10) hours of approved mentoring and/or for conducting approved training. To be eligible, the NBCT must hold an active NB certification and receive an effective or highly effective rating. After submission and verification of hours, payment shall be made on or about February 26 or May 1.
7. All eligible ESP employees on Levels 1-25 shall advance three (3) levels, all eligible employees on Level 26 will advance two (2) levels; and eligible employees on Level 27 will advance one (1) level. The ESP salary schedule will be permanently altered to remove the first 3 levels of the scale. The current level 4 will become level 1 and levels will be renumbered accordingly. The new ESP salary schedule is appended as attachment B. All salary adjustments are effective after Board approval.
8. All eligible ESP employees shall receive a one-time payment of \$275.
9. Differentiated pay for eligible employees in Renaissance Schools for the 2015-16 school year shall follow the 2014-15 MOU for Renaissance Pay approved 10/28/2014.
10. The Board will pay the full cost of an employee-only health insurance premium for a designated health plan offered by the Board for instructional and ESP employees for the 2015-2016 school year.
11. The Board will pay fingerprint monitoring fees for approximately 20 percent of current instructional and ESP employees during the 2015-16 school year.

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Mark West  
Chief Negotiator  
School District of Hillsborough County

Date

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Stephanie Baxter-Jenkins  
Chief Negotiator  
Hillsborough Classroom Teachers Association

Date