

MEMORANDUMS OF UNDERSTANDING 2015-2016

Hillsborough Classroom Teachers Association and School District of Hillsborough County

Agree to the following modification to current applicable language in the Teacher Collective Bargaining Agreements between such parties.

Teachers/ESPs

Finance Review

District staff will collaboratively review financial records with the HCTA during the months of March, April, May, and June. If funds are deemed available, additional bonuses for employees will be discussed and determined.

Teachers/ESPs

Bargaining

The parties agree to begin negotiations for the 2016-17 school year no later than the first week of May 2016 in an effort to come to agreement prior to the beginning of the school year.

Teachers

Performance Pay

Twelve million, four hundred thousand (12,400,000) dollars will be provided for all eligible instructional employees for performance pay as follows:

- a. Define the number of teachers who are level 4 and level 5.
- b. Every teacher who is a level 4 teacher for the 2015-16 school year will receive a 66% share of one performance supplement.
- c. Every teacher who is a level 5 teacher for the 2015-16 school year will receive a 100% share of a performance supplement.
- d. The funds will be divided by the total number of performance supplements and distributed accordingly.

Teachers/ESPs

Change in Work Hours

ESP contract

- 9.2.1 During the regular school year, the workday for full time clericals shall be eight hours including two fifteen-minute paid breaks. School based clericals shall be provided a non-paid thirty-minute duty-free lunch beyond the eight hour day. Non-school based clericals shall be provided an **option of a non-paid forty-five minute duty-free lunch or a non-paid thirty minute lunch** beyond the eight hour day.

Teacher contract

- 2.6.1 District Administrative Resource Teachers are to be on duty for eight hours **and forty-five minutes** daily, including lunch. School-based Administrative Resource Teachers are to be on duty eight hours, including lunch.

Teacher

Task Forces/Study Committees

Hillsborough County Public Schools and Hillsborough Classroom Teachers Association agree to create the following committees to assess various issues as specified below:

1. **Committee to examine credit for work missed in context of the discipline committee's recommendation to allow students to make up work after suspension.**