



**Proposed Salary Agreement  
2016-2017  
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 who receive an effective or highly effective rating on prior year’s evaluation on performance salary schedules E, G, P, and Q shall advance one level, effective July 1, 2016. All eligible teachers who receive an effective or highly effective rating on prior year’s evaluation currently on level 23 will receive a \$200 salary adjustment. This adjustment shall terminate June 30, 2017.
2. All eligible teachers **who receive an effective or highly effective rating on prior year’s evaluation** on salary schedules A and B shall advance one level, effective July 1, 2016. All eligible teachers **who receive an effective or highly effective rating on prior year’s evaluation** currently on level 28 will receive a \$200 salary adjustment. This adjustment shall terminate June 30, 2017.
3. All eligible psychologists **who receive an effective or highly effective rating on prior year’s evaluation** on the current Psychologist salary schedule shall advance one level effective July 1, 2016. All eligible Psychologists **who receive an effective or highly effective rating on prior year’s evaluation** currently on level 19 will receive a \$200 salary adjustment. This adjustment shall terminate June 30, 2017.
4. All **eligible** instructional employees on salary schedules A, B, E, G, P, Q, and Psych will receive a \$200 dollar cost of living adjustment. The salary schedules will be adjusted accordingly, **effective July 1, 2016.**
5. Instructional performance pay<sup>s</sup> earned during the 2016-2017 school year shall be paid based on the Memorandum of Understanding, Performance Pay, approved October 28, 2014.
6. Eligible National Board Certified Teachers (NBCT) 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 National Board certification and receive an effective or highly effective rating on prior year’s evaluation. After submission and verification of hours, payment shall be made prior to May 1.

7. All ESP employees on levels 1-22 will advance three (3) levels retroactive to July 1, 2016. The ESP salary scale will be permanently altered to remove the first two levels of the scale. The current level three will become level one and levels will be renumbered accordingly. A new level 24 will be added to the top. The new ESP scale will be appended as Attachment B. All ESP employees currently on Level 23 will move to the new Level 24. All ESP employees currently on Level 24 will move to the new Level 24. All ESP employees currently on Level 25 will move to the new Level 24.
8. 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 2016-2017 school year.
9. The Board will pay the cost of fingerprint monitoring fees for approximately 20 percent of instructional and ESP employees during the 2016-2017 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