



***Proposed Salary Agreement
2017-2019
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 instructional employees on salary schedules E, G, P, and Q, who are in Group A (currently on level E02, E05, E08, E11, E14, E17, and E20) will receive a two level advancement which will result in a pay rate advancement effective July 1, 2018.
2. All eligible instructional employees on salary schedules E, G, P, and Q, who are in Group A (currently on level E02, E05, E08, E11, E14, E17, and E20) will receive a payment of \$2646 to be paid over four paychecks following board approval.
3. All eligible instructional employees on salary schedules E, G, P, and Q, who are in Group B (currently on level E01, E04, E07, E10, E13, E16, E19 and E22) will receive a two level advancement which will result in a pay rate advancement effective October 22, 2018.
4. All eligible instructional employees on salary schedules E, G, P, and Q, who are in Group C (currently on level E00, E03, E06, E09, E12, E15, E18 and E21) will receive a two level advancement effective July 1, 2018.
5. All eligible teachers on salary schedules A and B who were eligible for advancement for the 2017-18 school year, shall advance one level and receive pay of 2/3 of the full amount for the advancement of one level effective July 1, 2018 to be paid over four paychecks following board approval.
6. All eligible teachers on salary schedules A and B who are eligible for advancement for the 2018-19 school year, shall advance one level which will result in a pay rate advancement effective October 22, 2018.
7. All eligible teachers who are at the top of their respective pay schedules (Schedule A and B, level 28; Schedule E, G, P, and Q, who are on level 23; Psychologist who are on level 19) will receive a 2% payment for the 2018-19 school year only to be paid over four paychecks following board approval.
8. All eligible teachers who advance to the top of their respective pay schedules during the 2018-19 school year (Schedule A and B, level 28; Schedule E, G, P, and Q, who are on level 23; Psychologist who are on level 19) will receive a 1% payment for the 2018-19 school year only to be paid over four paychecks following board approval.

9. All eligible psychologists on the current psychologist salary schedule who were eligible for advancement for the 2017-18 school year, shall receive pay of 2/3 of the full amount for the advancement of one level effective July 1, 2018 to be paid over four paychecks following board approval.
10. All eligible psychologists on the current psychologist salary schedule who are eligible for advancement for the 2018-19 school year, shall advance one level which will result in a pay rate advancement effective October 22, 2018.
11. All eligible teachers on Schedules A and B will have the opportunity to opt in to performance salary schedule P or Q within a three week window to begin around October 1, 2018 (depending on the release of final evaluation scores).
12. Eligible National Board Certified Teachers shall receive a \$1000 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 prior to December 1, 2018 or May 1, 2019.
13. All ESP employees will receive a one pay grade upgrade and will receive a 1.25% cost of living adjustment to be reflected on the salary schedule effective July 1, 2018. All eligible ESP employees will receive a one time bonus of 150 dollars to be paid when they return for the 2018-2019 school year.
14. Instructional performance pay earned during the 2017-2018 school year shall be paid based on Best and Brightest legislation as defined in statute. Non-classroom teachers who would qualify for Best and Brightest under FS 1012.01 (2) (b, c, and d) will receive a \$800 bonus for an overall effective evaluation score, and \$1200 bonus for an overall highly effective evaluation score, in line with the statute, for the 2018-19 school year. If Best and Brightest legislation changes for the 2019-20 school year, both sides agree to work collaboratively to implement a performance pay plan for the 2019-20 year.
15. Differential pay for eligible employees in Renaissance Schools for the 2018-19 school years shall follow the 2014-15 MOU for Renaissance Pay, approved 10/28/2014.
16. 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 2018-2019 school year.
17. The Board will pay the cost of fingerprint monitoring fees for approximately 20 percent of instructional and ESP employees during the 2018-2019 school year.
18. The HOST program will offer a 25% discount off the base rate for all employees where the child is not at the same site as the employee for the 2018-19 school year.
19. The parties agree to stay the impasse proceeding and grievance filed regarding salary placement of 2017-18 hires with experience credit pending ratification of these terms. Upon ratification, the impasse and grievance shall be dismissed.

20. The parties agree to work collaboratively to evaluate and analyze the current salary schedule.

Mark West
Chief Negotiator
School District of Hillsborough County

Date

Stephanie Baxter-Jenkins
Chief Negotiator
Hillsborough Classroom Teachers Association

Date

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