



HCTA

HILLSBOROUGH CLASSROOM TEACHERS ASSOCIATION

Serving Education Professionals since 1921

President's Message

Greetings appreciated HCTA members-

I hope that the school year is going well, productive and even fun as you meet the needs of your students at your site. When our students know we are working to meet their needs and they know we care about their learning, amazing things ensue.



At HCTA, we consistently want to meet the needs of our members. The Department of Education will now require many more teachers obtain their Reading Endorsement starting in the 2020-2021 school year. Information for those that may need this endorsement can be found on our website. (<https://www.hillsboroughcta.org/>) Once there, navigate to "Documents" at the bottom of the page where you will find some helpful resources including a "Roadmap to Reading Endorsement." Although we are unhappy that the state is saddling more teachers with more requirements, we are proud that we will be able to help members get started on this endorsement. The Reading Endorsement entails five classes or competencies that are 60 hours each. To help meet this need for our members we are offering Reading Competency I: Foundations of Reading, this fall.

This is our first step in creating a more meaningful and robust Professional Development program at HCTA for our members. So, although we cannot always affect the changes that Tallahassee sends our way, HCTA will be here to inform and help members navigate these changes. If you recognize a professional development "need" for our members, please reach out and let me know. The ability for HCTA members to get trained from fellow union educators, in our historic, yet modernized, 111-year-old building (with breakfast even supplied!), is a benefit I

hope every member gets to experience.

Keep doing great things for our students, schools and communities.

Thank you again for being a member of HCTA!

In unity,

Rob Kriete



Bargaining Update from Stephanie

This year's contract bargaining has been a heavy lift: not only is it a "money year" for both the Instructional and ESP Contracts, it is a "language year" for instructional staff. Your Bargaining Team has repeatedly come to the table. While we worked hard to settle both contracts by the end of summer break, we were not able to push the District to do so. However, we are now closing in on the final steps to finalize both contracts. As it stands now, both the Instructional and ESP bargaining units will see significant increases to their salary schedules, we have brought a group of formerly unrepresented employees, our Registered Nurses, into our union and the Teacher Contract will undergo multiple changes to better preserve the professionalism, autonomy, and value our members deserve.

Everyone is eager to know how their compensation will improve this year, and rightfully so: you haven't delayed in bringing your skills, experience, and care for students to your schools every day. Our ESP unit will realize step movement (approximately 2%) and a 2% increase across the entire salary schedule, retroactive to July 1. Our ESPs will also have a revised evaluation document which recognizes that they can be more than merely satisfactory. RNs have been added to bargaining unit (welcome!!), and they will start strong by rising 1 pay grade as well as the overall ESP package. Our RNs have been critically understaffed because their salary lags so far behind competing employers.

For our Instructional unit all eligible employees will get their step as well as raises to the interval increases between salary band "jumps": those of you due for a \$4,000 increase this year will receive it, and those between jumps will see increases of \$800 in your second year in that salary band or \$1,800 in your third year. This means that- in addition to increasing the first salary band (E00-E02, or years 1 through 3) from \$38,200 to \$40,000 throughout- our members at the top of the scale will realize a richly deserved, permanent \$1,800 raise. This will be effective as of the October 6 payroll. Our goal through all of this is, and has been, to add money to the scale.

As you know, we have been proposing the restoration of advanced degree salary supplements. Because of the intention this year to get as much money to as many of our members as possible and because quite a bit of record-keeping updates are

required to fully implement the supplement for everyone, the district has agreed to a \$1,000 salary supplement to those professionals required to hold an advanced degree for their position, such as School Counselors, Social Work, and Speech/Language Pathologists. They have committed to working in good faith with us to restore the advanced degree supplement for more of our Instructional Unit going forward. The Psychology 205 scale has been renamed to the HealthPro scale and two steps have been added to the top. Certified Behavior Analysts will receive \$500 to maintain their certification. National Board will continue to receive their mentoring bonus.

HCTA was very ambitious in proposing high-level changes to nearly 100 points of Teacher Contract language. Though we have not yet finalized and are continuing to push for further enhancements of our District's way of work, your bargaining team is extremely proud of several important improvements to the Teacher Contract.

We have made it a top priority to preserve the instructional autonomy of classroom teachers. Recognizing highly effective teaching requires true preparation and not just paper planning, teachers will no longer be required to make their lesson plans "available for inspection" on a daily basis. Also, language further limiting interruptions to instruction was added- such interruptions will be limited to the urgency of student safety and supervision. Discounted HOST rates will continue for instructional personnel and improvements to family leave were made as well.

Important progress has been made in many areas: We are still bargaining on critical language to curb abuse of current contract language limiting duties and mandatory meetings, as well reduce extraneous demands on teacher planning time. We refused calendar changes which would reduce our fully schedule of early release days.

There is what we hope will be the final bargaining meeting this Tuesday. If this holds true, then you can expect to see a ratification vote go live within 3 days of completion.

DON'T BE TRICKED BY THE LEGISLATURE'S LIABILITY INSURANCE POLICY

The liability insurance for teachers passed by the Legislature last session and now being heavily promoted by the Florida Department of Education isn't worth much (if anything) to the classroom teacher.

The program being funded is a failed program that was in effect from 2001 through 2006, when it was repealed. A state-funded study found that during the five years that this program was in effect, the state spent \$5.6 million in premiums to obtain claims payments of \$50,375. This year they are spending \$1.2 million on a similar policy.



Don't be tricked 'cause it ain't no treat. Spread the word that only FEA provides comprehensive legal protection for all members.



WHAT TEACHERS AND ESPs NEED TO KNOW:

- ▶ All members of FEA are included under our liability policy. Under the DOE policy, most ESPs are excluded.
- ▶ The DOE policy only kicks in after all other sources of insurance are exhausted, including the District's, NEA's and any type of self-insurance.
- ▶ The DOE policy **does not** cover employees on the matters they care most about: **their jobs and their licenses**. FEA, under its broad legal umbrella coverage, provides representation to members in termination and licensure actions in the administrative hearings and arbitrations. This policy only covers defense expenses in connection with a civil suit.
- ▶ The DOE policy excludes employment-related criminal matters. FEA does cover criminal cases if the act occurred within the scope of employment, up to certain limits.
- ▶ FEA members pay no deductible for liability coverage. The state liability policy has a \$50,000 deductible per claim. Taxpayers foot this bill each time a claim is filed.
- ▶ Your FEA policy covers civil rights claims. The DOE's does not.
- ▶ If the teacher is unhappy that the DOE insurer has denied his/her claim, the teacher's only recourse is to take the insurance carrier to court. FEA Legal does not throw up these sorts of obstacles against members.



FEA-Retired Innovative Grants

Each year FEA Retired recognizes and supports active FEA members with \$10,000 Innovative Grants for projects that will enhance efficient and effective teaching and

student learning.

To apply for an FEA-Retired Innovative Grant, please attach a SUMMARY OF YOUR PROPOSAL (1 page/200 words or less) and return it along with the application by NOVEMBER 22, 2019 to our local retiree chapter District 7 Director:

DALE SENA, 816 W. BRADDOCK ST, TAMPA, FL 33603

The application can be accessed on our website by clicking the following link. [FEA-Retired Innovative Grants](#)

Member Benefits

It's about that time when everyone can use some fun and entertainment! Our friends at Cirque du Soleil have made this fantastic discount offer available to us. Get your tickets NOW - hope to see you there!

Cirque du Soleil is back on ice with AXEL, a new electrifying experience fusing world-class ice skating with breathtaking acrobatics. Follow AXEL and his dynamic group of friends in an exhilarating adventure that reminds us that our dreams are always within reach. Cirque du Soleil AXEL: Get ready for awesome music, astonishing projections, and stunning acrobatic skating performances. Coming to Amalie Arena from October 31st to November 3rd. Use code ICE15 for 15 % when you buy! Get your tickets at cirquedusoleil.com/axel



Excellence in Education Site Nominee Selection Information

EIE 2020 Awards: School/Site Nominee Selection Information is available. Ballots and selection procedures are available on IDEAS. Please check with your school administration if voting has not started at your site. All nominations for Instructional Support Employee of the Year (ISEoY), Ida S. Baker Diversity of the Year (ISBoY), and Teacher of the Year (ToY) are due by October 9, 2019.

All school/site nominees must complete the district online applications by October 16, 2019.

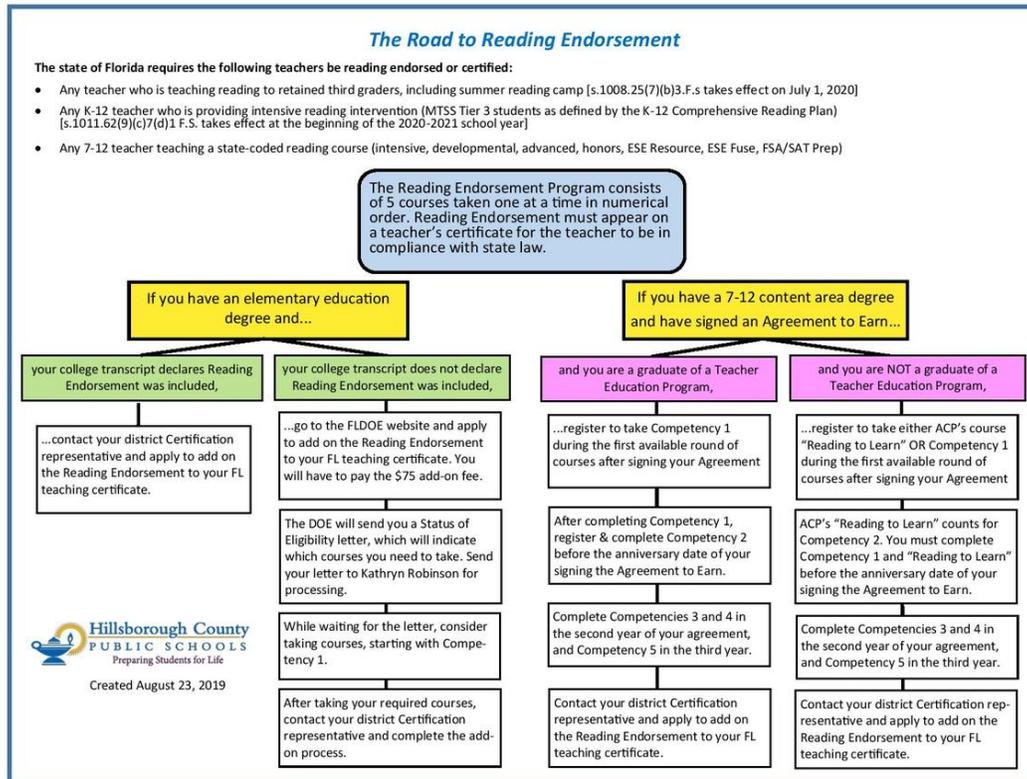
Instructional Support Employee of the Year

Save the Date: The EIE 2020 Awards at the Straz Performing Arts Center is January 23, 2020. Additional event details will be provided soon.

Reading Endorsement Requirements

If you are wondering what your responsibility is under new Florida Law regarding being Reading Endorsed, you will find a flow chart below that should help you sort it out. As Rob stated in his message, there is also a FAQ posted on our HCTA website which should answer any additional reading questions you may have.

Link to Reading Endorsement FAQ



TEACHER TOWN HALL

Adam Hattersley was a HCTA endorsed candidate in his successful run for Florida House of Representatives District 59. We hope that many of you will be able to attend his **Teacher** Town Hall to give him input and feedback on the issues that you are currently facing in your classrooms and as an educator in the state of Florida!

Hillsborough County Teacher Town Hall With Representative Adam Hattersley

*In partnership with Hillsborough County Public Schools
Joined by members of the Hillsborough County School Board
and Hillsborough Classroom Teachers Association*



**Monday, September 30
6:30 – 8:30 PM**

**Brandon High School Cafeteria
1101 Victoria St, Brandon, 33510**

**Please join State Representative Adam Hattersley for
a town hall focused on teacher's issues and public
education in Florida!**

We will be joined by members of the Hillsborough County School Board and the Hillsborough Classroom Teachers Association. We invite teachers, administrators, parents, students, and any other members of the public to join us for a robust discussion of the issues that matter most to our state's educators.

Please contact Cassidy Whitaker at Cassidy.Whitaker@myfloridahouse.gov or (813) 657-7781 for any questions.



Employee Benefits 2020 Annual Enrollment

The District's Employee Benefits 2020 Annual Enrollment began Tuesday, September 24, 2019 and ends Thursday, October 3, 2019.

During this time American Fidelity, one of HCTA's benefits partners, will have representatives at the majority of our school sites to conduct benefits reviews for our members. Be on the lookout for them at your site!

Elections DO have consequences!

The West Central Florida Labor Council, which HCTA is a part of, is holding a special presentation looking back at the 2018 Florida elections and how labor (including educators) was affected by the outcomes of those elections. If you'd like to participate, all are welcome and encouraged to add their voice!



WEST CENTRAL FLORIDA LABOR COUNCIL

OCTOBER CLC MEETING "Elections Have Consequences"

A Special presentation examining labor and the 2018 elections
with President Mike Williams and Dr. Rich Templin

We would like to invite our members, community and faith partners to join us for our monthly CLC meeting with special guests Florida AFL-CIO President Mike Williams and Florida AFL-CIO Director of Politics and Public Policy, Rich Templin, for a special presentation that will provide a narrative of the wild and rocky ride of the past eighteen months in Florida politics and Labor's role in the struggle.

We will provide detailed information about Labor 2018 activities, where things worked and where they didn't, as well as the results of state-wide polling of union members following the election. We tie in the wins and losses to the tumultuous 2019 Legislative Session with a report of what passed, what didn't, and what it all means for Florida's working families.

This leads to an open discussion of what we can do to turn the tide, both in the 2020 Legislative Session and the critical elections later in the year.

Food will be provided. We hope to see you there!

Tuesday, October 1, 2019, 6:30 PM @ IBEW Local 824
6603 East Chelsea St., Tampa, FL 33610

If you have any questions or concerns please contact Kyle Gawroriski
(850) 228-9831 or kgawroriski@flaflcio.org



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