

MEMORANDUM OF UNDERSTANDING

Hillsborough Classroom Teachers Association
and
School District of Hillsborough County

Employee Call-Out for Bus Rider Attendants

The SDHC and HCTA agree to the following change to current applicable language in the Collective Bargaining Agreement between such parties.

- 9.3.5 When high schools release early on exam days, bus rider attendants shall be paid for all time worked between their last school in the morning and their first school in the afternoon. Rider attendants will be guaranteed at least **one two** hours of work as defined by the job description on such occasions. If the assigned run is less than **one two** hours, the remaining time will be spent on other duties identified in the job description.

Hillsborough Classroom Teachers Association
Stephanie Baxter-Jenkins, Chief Negotiator

School District of Hillsborough County
Mark West, Chief Negotiator

Date

Date



MEMORANDUM of UNDERSTANDING

Performance Pay

Hillsborough County Public Schools and Hillsborough Classroom Teachers Association agree to modify the current process of distributing 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 2016-17 school year will receive a 66% share of one performance supplement.
- c. Every teacher who is a level 5 teacher for the 2016-17 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.

Mark West Date
 Chief Negotiator
 School District of Hillsborough County

Stephanie Baxter-Jenkins Date
 Chief Negotiator
 Hillsborough Classroom Teachers Association

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