

***Proposed Salary Agreement  
2019-2020  
Instructional Personnel***

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 employees on salary schedules E, G, P, and Q will move to the revised salary schedules (attachments A – D) effective October 6, 2019. All eligible instructional employees on salary schedules E, G, P, and Q, will receive a one level advancement (year of effective service), effective October 6, 2019.
2. All employees on salary schedules A and B will move to the revised salary schedules (attachments E – F) effective October 6, 2019. All eligible instructional employees on salary schedules A and B will receive a one level advancement effective October 6, 2019.
3. All employees on the Health Pro salary schedule will move to the revised Health Pro salary schedule (attachment G) effective October 6, 2019. All eligible employees on the Health Pro salary schedule will receive a one level advancement effective October 6, 2019. Two levels will be added to the top of the Health Pro salary schedule to reflect 21 levels effective October 6, 2019.
4. All eligible teachers on Schedules A and B will have the opportunity to opt in to performance salary schedule P or Q within a two-week window during November 4 – November 15, 2019.
5. 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, 2019 or May 1, 2020.
6. Eligible Social Workers, School Counselors, and Speech-Language Hearing teachers will receive a \$1000 supplement for the 2019-20 year.
7. For the 2019-20 school year, eligible employees who maintain qualification as a Certified Behavior Analyst will be paid a \$500 supplement.
8. Instructional performance pay earned during the 2018-2019 school year shall be paid based on Best and Brightest legislation as defined in statute. For the recognition award of Best and Brightest, the district will pay a portion commiserate to classroom teachers not qualified under F.S. 1012.01 (2)(b, c, and d).
9. 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 employees for the 2019-2020 school year.
10. The Board will pay the cost of fingerprint monitoring fees for approximately 20 percent of instructional employees during the 2019-2020 school year.
11. 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 2019-2020 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

