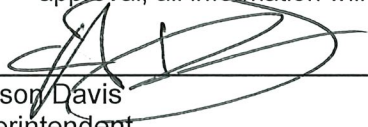


**Proposed Salary Agreement Implementing HB 641
Instructional Bargaining Unit
2020-2021**

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. The agreement incorporates the Board's proposed plan to implement the Florida Teacher Salary Increase Allocation (through HB 641), raising the base of all applicable HCPS salary schedules to at least \$46,900 as such: All teachers on E00 – E06 (classroom and non-classroom) brought up to the maximum achievable annual salary of at least \$46,900 on salary schedules E, G, P, Q, A, B, and Health Pro (Funded by HB 641 80% categorical allocation plus approximately \$1,893,917.50 salary plus \$343,935.41 fringe funded by HB 641 20% categorical).
2. All teachers on salary schedules E, G, P, Q, A, B, and Health Pro above \$46,900 (classroom and non-classroom) will be given one level movement on their current salary schedule (Funded by HB 641 20% categorical contribution of \$4,368,257.04 (\$3,696,900 salary plus \$671,357.04 fringe). Additional district funds for November 30, 2020 implementation of the level movement will be approximately \$3,464,985.06.
3. In recognition of their career service to HCPS, a one-time \$372 supplement payment for the 2020-2021 school year will be paid to all employees on the top levels of the E, G, P, Q, A, B, and Health Pro salary schedules upon approval of the plan by Florida Department of Education and ratification of HCTA.
4. Eligible school social workers, school counselors, and speech-language pathologists who hold a master's degree or higher and are not on a grandfathered salary schedule will receive a one-time \$1,000 supplement for the 2020-2021 school year. If the employee receives a salary increase through HB 641 which exceeds this \$1,000 one-time payment, they will receive the salary enhancement only.
5. Eligible National Board Certified Teachers (NBCT) shall receive up to \$1,000 payment for the completion of ten hours of approved mentoring and/or conducting approved training through the Professional Development Department. Payment shall be made after submission and approval of required documentation.
6. 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.
7. The Board will pay the cost of fingerprint monitoring fees for approximately 20 percent of instructional employees.
8. Implementation of all proposals is contingent upon approval and receipt of funds from the Florida Department of Education and ratification by the Hillsborough Classroom Teachers Association (HCTA). Upon School Board approval, all information will be immediately forwarded to the FDOE.



Addison Davis
Superintendent
School District of Hillsborough County

10/20/20
Date



Stephanie Baxter-Jenkins
Chief Negotiator
Hillsborough Classroom Teachers Association

10/20/20
Date



Rob Kriete
President
Hillsborough Classroom Teachers Association

10/20/20
Date