



## Hillsborough Classroom Teachers Association And Hillsborough County Public Schools 2021 Monetary Agreement

Robert Kriete  
President  
Johnny Green  
Vice President  
Valerie Chuchman  
Secretary-Treasurer  
Stephanie Baxter-Jenkins  
Executive Director

The HCTA Board of Directors recommends ratification of the  
2021 Monetary Agreement for the ESP Bargaining Unit.

**IMPORTANT: Ratification of this Agreement will be conducted online utilizing the VoteNet eBallot system. No further hard copy notice or ballot will be forwarded.**



### ***ON-LINE ESP MONETARY AGREEMENT ACCESS INFORMATION***

▶ The electronic ballot will be available at 12:00 NOON, Friday, August 20, 2021, and closes at 12:00 NOON, Friday, August 27, 2021.

Go to the Votenet website @ <https://eBallot4.votenet.com/hcta>

- ▶ You will be asked to provide a Username and Password  
Username: Enter your Employee ID/ Lawson number  
Password: Enter your Birthdate – Your birthdate should be entered with no zeros and no spaces, but with a forward slash. (/)

**Sample Password: 12/18/1982 or 9/16/1970 or 6/5/1981**

**Please Note: voting is done by secret ballot and your personal information is protected.**

- ▶ Once your identification is accepted, you will be able to view the complete ballot, including photos and biographical information provided by the candidates online.
- ▶ At the end of the voting process, you will be provided a confirmation number and a view/print-out option of your ballot for your records. **Once you have cast your vote, you will not be allowed to make changes.**

#### A Note From the Bargaining Team

The Hillsborough Classroom Teachers Association (HCTA) Educational Support Professionals (ESP) bargaining team has been at the bargaining table a little over a year. During this time, the team did not stop negotiating service credit or to have ESP's "move up" the pay scale. However, the School Board has taken a firm position that they do not want to add "recurring costs" to the budget at this time. While we firmly believe their position is misguided and short-sighted, we also know that many of you need and deserve additional funds now. Balancing the needs in this unique time, the team is recommending the approval of a one-time payment for ESPs.

- All eligible current and active Educational Support Professionals (ESP) hired prior to 1<sup>st</sup> February 2021 will receive a one-time payment of \$1000.00.
- All eligible newly hired Educational Support Professionals (ESP) for the 2021-2022 school year will receive a one-time payment of \$500.00

The average step for ESPs is approximately \$362.00 so these payments are more than most bargaining unit members would earn with a step, at least in an immediate sense. We've also requested impact bargaining for additional federal funds the district might receive. Last, as we remain at the table for language, we will propose a plan to raise our minimum starting salary to \$15.00 per hour.

But we do believe that voting for this monetary package will provide immediate funds to our deserving members. Please note that voting NO will not guarantee a better package and it will prolong efforts to get money to our members.

If you have questions regarding the proposed agreement, please contact Stephanie Baxter-Jenkins, Executive Director, HCTA at 813-238-7902 or email [Stephanie.baxter-jenkins@floridaea.org](mailto:Stephanie.baxter-jenkins@floridaea.org)