



**Economic Salary Agreement
Instructional Bargaining Unit
2021-2022**

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 (TSIA) by raising the base of all applicable HCPS salary schedules to at least \$47,500 as such: All instructional employees on E00-E07 (classroom and non-classroom) will be brought up to \$47,500 on salary schedules E, G, P, Q, A, B, and Health Pro. Payment will be retroactive to July 1, 2021.
2. All teachers on salary schedules E, G, P, Q, A, B, and Health Pro above \$47,500 (classroom and non-classroom) will be given a one-time additional payment equivalent to a level increase retroactive to July 1, 2021. The additional payment will be taxed as salary and eligible for FRS. Eligible employees must have worked half plus a day of the 2021-22 school year and be current, active employees at the time of payment.
3. In recognition of their career service to HCPS, a one-time \$1,250 additional payment for the 2021-2022 school year will be paid to all employees at the top of their respective salary schedule. Eligible employees must have worked half plus a day of the 2021-22 school year and be current, active employees at the time of payment.
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 \$500 supplement for the 2021-2022 school year. Eligible employees must have worked half plus a day of the 2021-22 school year and be current, active employees at the time of payment.
5. Eligible National Board-Certified Teachers (NBCT) shall receive up to a one-time \$1000 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 all required documentation. Eligible employees must be current, active employees at the time of payment.
6. Eligible employees who maintain qualification as a Certified Behavior Analyst will be paid a one-time \$500 supplement. Eligible employees must have worked half plus a day of the 2021-22 school year and be current, active employees at the time of payment.

