

**MEMORANDUM OF UNDERSTANDING (“MOU”)  
BETWEEN HILLSBOROUGH COUNTY PUBLIC SCHOOLS  
AND THE HILLSBOROUGH CLASSROOM TEACHERS ASSOCIATION**

This MOU is made on this 6<sup>th</sup> day of June, 2022, by and between the Hillsborough County Public Schools (“HCPS” or the “District”) and the Hillsborough Classroom Teachers Association (“HCTA” or the “Union”) representing the Instructional Bargaining Unit (Instructional) and Education Support Professionals Bargaining Unit (ESP), hereinafter collectively referred to as “the Parties.”

WHEREAS, funding for public education in the state of Florida is insufficient to provide HCPS students and their parents with the resources they deserve for their schools, and

WHEREAS, HCPS revenues are the lowest among all school districts in major metropolitan areas in Florida, and

WHEREAS, the first calculation of the 2022-2023 Florida Education Finance Program provides HCPS with a 7.89% increase in total funding and a 5.18% increase in funding per unweighted FTE student, and

WHEREAS, funds provided in Specific Appropriations 5, 6, 86, and 87 of the 2022 General Appropriations Act must be used to increase the minimum wage applicable to all HCPS employees to \$15.00 per hour, and

WHEREAS, Resolution 22-500, calling for a referendum to be held on August 23, 2022 for the purpose of submitting to the duly qualified electors of Hillsborough County a question regarding a (one mill) levy of ad valorem taxes for operating expenses to enhance funding for increased compensation to recruit and retain highly qualified district personnel and fund other essential instruction-related expenses preserving important programs in district schools, was approved by the School Board of Hillsborough County on April 19, 2022,

NOW, THEREFORE, the Parties mutually agree to the following:

1. Effective June 30, 2022, employees in the Instructional and ESP bargaining units shall be credited with one year of experience and shall advance on their respective salary schedules accordingly.
2. Effective July 1, 2022, employees in the Instructional and ESP bargaining units shall be credited with one year of experience and shall advance on their respective salary schedules accordingly.
3. Beginning with the 2022-2023 year, a longevity stipend will be paid to all Instructional and ESP employees who are on the top level of their respective salary schedules upon paragraph 1 above taking effect. The longevity stipend shall be \$3,000 for Instructional employees and \$1,500 for ESP employees.
4. Effective July 1, the hourly rate associated with any level on any salary schedule on which employees in the Instructional and ESP bargaining units are placed and which is less than \$15.00 will be increased to \$15.00.
5. Retroactive to July 1, 2022, the hourly rate associated with each level on each salary schedule on which employees in the Instructional and ESP bargaining units are placed will be increased by an amount sufficient to bring the total increase to the hourly rate provided under this paragraph and paragraph 4 above to \$3.57.

6. Effective July 1, 2022, annual Instructional Supplements for instructional employees in the categories of Sponsorship Supplements, Special Assignment Supplements, High School Athletics Supplements, Middle School Athletics Supplements will be increased by 15%.
7. Effective July 1, 2022, employees holding advanced degrees will receive supplemental pay as follows:
  - Master's Degree: \$1,000
  - Specialist Degree: \$2,000
  - Doctoral Degree: \$3,000
8. All eligible ESE teachers carrying a caseload at any point during the school year and all ESE paraprofessionals will receive a supplement of \$2,000.
9. 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.
10. 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.
11. Eligible employees who are Licensed School Psychologists 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.
12. The Board agrees to pay the full cost of an employee-only health insurance premium for a designated health plan offered by the Board for instructional employees.
13. The Board will pay the cost of fingerprint monitoring fees for approximately 20% of instructional employees.

Executed on this 6<sup>th</sup> day of June, 2022.

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Addison Davis, Superintendent of Schools

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Rob Kriete, President, Hillsborough CTA

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Graham Picklesimer, Executive Director, Hillsborough CTA