



Hillsborough Classroom
Teachers Association

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Delivered via electronic mail – fdichter@gmail.com

Fredric R. Dichter, Special Magistrate
1275 US Highway 1, Unit 2-204
Vero Beach, FL 32960

Re: SM-22-019 – Union Statement of Issues at Impasse

Arbitrator Dichter:

Pursuant to Section 447.403(2), Florida Statutes, and Section 60CC-3.005 of the Florida Administrative Code, the Union hereby submits its statement of the issues at impasse under the above-referenced matter.

The Union represents two bargaining units, both of which are at impasse. One is a unit of instructional employees (PERC Certification No. 42), the other is a unit of paraprofessional and clerical employees commonly referred to as the Education Support Personnel (“ESP”) unit (PERC Certification No. 622).

Instructional contract negotiations are at an impasse on the following issues:

1. *Should eligible bargaining unit employees be awarded a step increase effective July 1, 2022?*
 - The Union’s position is that the answer should be “yes.”
 - The District’s position is that the answer should be “no” and that employees should instead be paid a one-time supplement equivalent to the amount of a step increase.
2. *Should supplemental pay in the amount of \$1,000, \$2,000, or \$3,000 be granted to employees whose highest degree in their area of certification is a Master’s, Specialist, or Doctoral degree, respectively?*
 - The Union’s position is that the answer should be “yes.”
 - The District’s position is that the answer should be “no.”
3. *Should instructional employees have the option to receive an additional \$30 per hour when required to receive additional students in their classes due to split classes, doubled-up classes, or to cover classes during their planning time?*
 - The Union’s position is that the answer should be “yes.”
 - The District’s position is that the current practice should be maintained, under which employees may receive either compensatory time or the highest hourly rate for a substitute teacher, and only to cover classes during planning time.

ESP contract negotiations are at an impasse on the following issues:

1. *Should eligible bargaining unit employees be awarded a step increase effective July 1, 2022?*
 - The Union's position is that the answer should be "yes."
 - The District's position is that the answer should be "no" and that employees should instead be paid a one-time supplement equivalent to the amount of a step increase.

2. *Should supplemental pay in the amount of \$1,000, \$2,000, or \$3,000 be granted to employees whose highest degree is a Master's, Specialist, or Doctoral degree, respectively?*
 - The Union's position is that the answer should be "yes."
 - The District's position is that the answer should be "no."

3. *Should paraprofessional and assistant teacher employees have the option to receive an additional \$10 per hour when required to supervise students in a substitute teacher capacity?*
 - The Union's position is that the answer should be "yes."
 - The District's position is that the current practice should be maintained, under which employees receive an additional \$4.04 per hour for supervising students in a substitute teacher capacity.

The Union looks forward to discussing the merits of its positions.

Respectfully submitted,



Graham Picklesimer
Executive Director
Hillsborough Classroom Teachers Association

C Danielle Shotwell, General Manager, Employee Relations