



# Hillsborough Classroom Teachers Association and Hillsborough County Public Schools Proposed Salary Settlement Agreement 2009-2010

## The HCTA Board of Directors recommends ratification of the Proposed Salary Agreement for the Teacher Bargaining Unit.

1. Due to continued financial shortfalls in the district budget, 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 there will be no salary increase for the 2009-2010 school year. Levels (steps) will be frozen.
2. The Board and HCTA agree there will be no furlough days. 10-month teachers will not give up 2 days pay and 12-month teachers will not give up 3 days pay. However, The Board and HCTA agree to meet as soon as practical after winter break to re-examine the budget at that point. Budget balancing strategies such as furloughs or bonuses may be discussed depending on the economic status of the district. Any change would have to be negotiated.
3. The Board and HCTA agree there will be no school or work days during Thanksgiving week. The two instructional days will be rescheduled. The instructional day for Monday of that week will be moved to October 30, 2009. The instructional day for Tuesday of that week will be moved to February 15, 2010.
4. The Board and HCTA agree that the October Professional Planning Day will be eliminated to provide an additional post planning day in June.
5. The Board and HCTA agree to add 5 early release days for a total of 14 per year. In months where there are 2 early release days, up to a maximum of 1 hour on the added day may be used for PLC's or other data gathering/planning intended to increase student achievement. A different activity may be scheduled during that time if a faculty, through a secret-ballot vote with 2/3 approval, agrees to do so. Activities should be intended to increase student achievement.
6. The Board and HCTA agree that no personal days may be used on the Friday prior to Thanksgiving week, winter break, or spring break.
7. The Board and HCTA agree that as a professional courtesy, teachers planning to use personal days in combination with other holidays must give 3 days advance notice in order to give administration and team members adequate time to make plans for the absence.
8. The Board and HCTA agree that available federal stimulus funds will be used to offer voluntary training on non-work days and Saturdays. The approved staff development stipend rate (\$23.25 per hour) will be paid to those teachers who choose to participate.
9. The Board and HCTA agree that all employees hired after July 1, 2009, holding only a District Certificate, will be hired on a temporary/restricted status. (examples: electrician, auto mechanics, expert in field, other trades)

Two memorandums of understanding agreed to earlier in 2009 are part of the ratification process.

1. The Board and HCTA agree to modify Section 21.4.7 of the Teacher Contract providing for a salary differential for teachers who teach in Renaissance Schools. The agreement adds student performance as criteria for eligibility for additional income beyond the initial 5% differentiation in salary. This language will be incorporated into the next printing of the teacher contract.
2. The Board and HCTA agree that effective July 1, 2009, and until June 30, 2012, all retirees from any educational entity who are employed in HCPS shall be placed on Level 1 of the negotiated teacher salary schedule. On July 1, 2012, said employees shall be placed on Level 5 of the negotiated teacher salary schedule.



- ✓ MARK ballot
- ✓ Place in enclosed envelope
- ✓ Place Stamp on Envelope
- ✓ Drop in US Mail

**Ballots must be received in  
the enclosed envelope at  
the CTA office  
no later than 12:00 Noon,  
Wednesday,  
August 12, 2009.**

## TEACHER RATIFICATION BALLOT

### 2009-2010 Teacher Proposed Salary Agreement

**YES** — I SUPPORT THE AGREEMENT

**NO** — I DO NOT SUPPORT THE AGREEMENT

*Representing Teachers and Educational Support Professionals*