



Hillsborough Classroom Teachers Association and Hillsborough County Public Schools Proposed Salary Settlement Agreement 2009-2010 Proposed Non-money Agreement 2009-2012

The HCTA Board of Directors recommends ratification of the Proposed Salary Agreement 2009-2010 and Non-money Agreement 2009-2012 for the ESP 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 ESP will not give up 2 days pay and 12-month ESP 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. For rescheduling purposes, twelve month ESP will work extended hours in the following four-day weeks beginning with a non-paid holiday—Labor Day, MLK, and Memorial Day.
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.
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, ESP 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 (\$11.00 per hour) will be paid to those ESP who choose to participate.

See Proposed Non-Money Agreement Changes next page



- ✓ 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.**

ESP RATIFICATION BALLOT

2009-2010 ESP Proposed Salary Agreement
2009-2012 ESP Proposed Non-money Agreement

YES — I SUPPORT THE AGREEMENT

NO — I DO NOT SUPPORT THE AGREEMENT

Representing Teachers and Educational Support Professionals