

MEMORANDUM OF UNDERSTANDING

Between

HILLSBOROUGH COLLEGE
DISTRICT BOARD OF TRUSTEES

and

SERVICE EMPLOYEES INTERNATIONAL UNION
FLORIDA PUBLIC SERVICES UNION

This Memorandum of Understanding is entered into by and between Hillsborough College District Board of Trustees and Service Employees International Union, Florida Public Services Union.

After good faith negotiations, pursuant to Section 13.4 of the Collective Bargaining Agreement dated July 1, 2023 and expiring June 30, 2026, the parties hereby agree:

- (a) Effective July 1, 2025, the staff salary scale will be increased by 3%. All staff employees hired before July 1, 2025 will receive the 3% salary increase. Staff employees hired on or after July 1, 2025 will be rounded up to the step nearest their current salary. Staff will make at least the minimum of their paygrade.

Employees will receive a pay increase that is the equivalent of one step on the staff salary schedule effective July 1, 2025. To be eligible, employees must have been employed at the College in a full-time role on or before December 31, 2024. In addition, they must be employed in a full-time role continuously from December 31, 2024 until the date that the increases are paid.

Additionally, pursuant to section 25.1 of the Collective Bargaining Agreement dated July 1, 2023 and expiring June 30, 2026, either party may bring up one other item and the parties hereby agree:

- (b) The union will be allowed to identify one (1) member representative to serve on the College's calendar committee.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be executed by their duly authorized representatives on this _____ day of _____, 2025.

HILLSBOROUGH COLLEGE
DISTRICT BOARD OF TRUSTEES

SERVICE EMPLOYEES INTERNATIONAL UNION
FLORIDA PUBLIC SERVICES UNION

By: _____
Dr. Kenneth Atwater
College President

By: _____
Alejandra Gutierrez
Chief Negotiator, SEIU