



\$2,000 ESE Bonus

What You Need to Know

Hillsborough Schools offers a competitive pay and benefits package to its teachers.

Thanks to the one-time funding through the 2022 American Rescue Plan, Hillsborough Schools is offering a \$2,000 Bonus for ESE focused staff:

\$2,000 Hiring Bonus
or
\$2,000 Retention Bonus

Who qualifies for the ESE Hiring and Retention \$2,000 Bonus?

- All ESE Teachers (VE, Access, BS, VI, DHH, PreK ESE)
- ESE Therapists (SLPs, OTs, and PTs)
- ESE Specialists
- ESE Instructional Support Staff (ESE Paras, ESE Unique Needs Aides, Interpreters, OTAs, PTAs)
- For the Hiring Bonus, candidates can be new to the District or current HCPS employees transferring to an ESE position from a non-ESE position.
- All bonuses will be paid in two installments, 50% less taxes/deductions after the first semester and 50% less taxes/deductions after the 2nd semester.
- For the Hiring Bonus, candidates will be eligible if they are hired before the end of the first quarter and third quarter.
- This is a one-time Bonus funded through the American Rescue Plan

You do a lot for students. We do our best to take care of you.

Teachers receive these benefits:

- Free (\$0) premium health insurance (employee only for eligible positions)
- Free (\$0) life insurance equal to one year's salary
- Participation in the Florida Retirement System (choice of defined benefits/pension or defined contribution/investment)
- Assistance from tax shelter partners who can advise you on student loan solutions and savings plans
- Lifemart Savings for discounts on gym memberships, travel, entertainment and more
- Free counseling and free assistance finding help with day-to-day needs such as referrals for child or dependent care, household repairs, housing, transportation services and more
- Free consultation and discounted financial and legal advice
- Go365 Wellness Program to earn rewards (cash or gift cards) for making healthy choices

Pay and hours

Teachers in Hillsborough Schools receive a competitive salary with opportunities for increased pay. Differential pay may be offered at select schools. Teachers work 198 days per school year.

Leave time

- Teachers get 10 days of paid leave each year (six personal days, four sick days)
- Days not used roll over to the next year
- Any days not used may be paid at retirement

Opportunities to advance

We encourage teachers who want to explore other avenues of leadership. Our Principal Pipeline program provides development courses and technical training to nurture future leaders.

Systems of support

Our teachers receive support from principals, district-based administrators or colleagues for guidance. Plus, we offer developmental training.

New Teachers to HCPS please contact:
The Office of Teacher Recruitment
Hillsborough County Public Schools
(813) 840-7167
Teacher.Recruitment@hcps.net

Current HCPS Teachers please contact:
Exceptional Student Education (ESE)
(813) 273-7025 or Kimberly.Workman@hcps.net