

HCTA & HCSB
Tentative Agreements
December 2020 Ratification

TA #9
10/24/2019
J. Becker
Lisa Marsens

October 9, 2019

HCSB Counter

Supplement Pay for Additional Duties

Beginning with the 2019-2020 school year, all supplements for additional duties described in Appendix B #2 and in Appendix C #6 will receive a three percent (3%) cost of living adjustment. In addition, per attached Appendix B, new supplemental positions have been added.

APPENDIX B
Supplement Pay for
Additional Duties

1) Beginning at the start of the 2011-2012 school year, bargaining unit members who have earned a combined rating of Unsatisfactory on their most recent evaluation, will be ineligible to receive supplement pay under Appendices B and C, unless that duty assignment can only be done by that specific individual as denoted by the chevron ^ sign.

| 2) Additional Duties | GRADES | | GRADES | | GRADES | |
|-------------------------------------|----------------|---|----------------|---|------------------|----------|
| | <u>K-5</u> | # | <u>6-8</u> | # | <u>9-12</u> | # |
| Band**^ | | | \$2,212.00-1- | 1 | \$3,447.00 3,3-1 | 1 |
| BETA | | | \$1,080.00-1,0 | | \$1,080.00-1,0 | 1 |
| Color/Saber Guard ^ | | | | | \$1,389.001,3 | 1 |
| DCT | | | | | \$1,080.00-1,0 | 2 |
| DECA/HOSA | | | | | \$1,080.00-1,0 | 2 |
| Department Heads** | | | \$6,257.00-6,0 | | \$16,995.001 | |
| District Student Council Faculty | | | | | \$1,080.00 | <u>1</u> |
| Dramatic Performance | | | \$823.00-799. | 1 | \$1,389.00-1,3 | 2 |
| FBLA | | | | | \$1,080.00-1,0 | 2 |
| FFA | | | | | \$1,080.00-1,0 | 1 |
| FHA/FCCLA | | | \$1080.00-1,0 | 1 | \$1,080.00-1,0 | 1 |
| Freshman Class Sponsor/Chairperson | | | | | \$1,389.00-1,3 | 1 |
| HERO | | | | | \$1,080.00-1,0 | 1 |
| High Q | | | | | \$1,080.00-1,0 | 1 |
| Junior Class Sponsor/Chairperson | | | | | \$2,212.00-2,1 | 1 |
| National Honor Society | | | | | \$1,080.00-1,0 | 1 |
| National Technical Honor Society | | | | | \$1,080.00 | <u>1</u> |
| Newspaper Advisors | \$464.00 450.- | 1 | \$464.00 450.- | 1 | \$567.00-550. | 1 |
| Production Assistant | | | \$1,501.00 1,4 | 1 | \$1,501.001,4 | 1 |
| ROTC Drill Team ^ | | | | | \$1,389.00-1,3 | 1 |
| School History Fair Director | \$464.00-450. | 1 | \$464.00 450.- | 1 | \$464.00-450. | 1 |
| School Science Fair Director | \$464.00-450. | 1 | \$464.00 450.- | 1 | \$464.00450. | 1 |
| Science Resource Teacher | \$1,030.001,0- | 1 | | | | |
| Senior Class Sponsor/Chairperson | | | | | \$2,212.002,1 | 1 |
| Sophomore Class Sponsor/Chairperson | | | | | \$1,389.001,3 | 1 |
| Student Council Sponsor | \$464.00450.\$ | 1 | \$823.00799. | 1 | \$1,389.001,3 | 1 |
| Team Leaders | 1,288.001,25 | | \$1,288.001,2 | | | |
| Vocal Music Performance ^ | \$668.00649. | 1 | \$1,080.001,0 | 1 | \$1,389.001,3 | 1 |
| Yearbook Advisors | \$464.00450. | 1 | \$668.00649. | 1 | \$977.00949. | 1 |

3) All supplement pay must be paid according to this Agreement. All amounts are the "Maximum" (total amount) allocated to the school(s) for that supplement pay and may be shared by one or more individuals. The assignment of, number of (provided it does not exceed the maximums listed within this agreement), and the option to fill any supplemental position listed in this agreement is at the discretion of the site administrator. All supplement pay will be paid upon completion of activity, or with the last check, upon written authorization of principal. Those supplement pay rates marked with an asterisk * will be prorated. Supplement pay for additional duties shall not be paid if they are an integral part of a scheduled class or scheduled classes but must be done outside the regular classes assigned. When all qualifications are equal, bargaining unit members

ARTICLE VIII
Salary and General Employment Practices

8.20 Paychecks shall be issued at least twice a month, excluding the month of July and possibly August depending on calendar start date. Paychecks will be issued as close to every two weeks intervals as possible in a confidential manner according to statute. The schedule of issue dates will be made available in the school on the District web page. Sick leave balance and contract amount will be recorded on the paycheck stubs.

HCTA Counter March 11, 2020

8.20

Paychecks shall be issued at least twice a month, for a total of 26 checks, in a confidential manner according to statute. This excludes the months of July and August (depending on the start date). The schedule of issue dates will be made available on the District web page. Sick leave balance and contract pay will be recorded on the paycheck stubs.

TA #1 3-11-2020

J. Becker

HCSO

Susan Jackson 3-11-2020
for HCTA

3-11-2020

Critical Shortage

For positions previously designated as critical shortage areas for Hernando County, the following positions will be paid an additional amount in the form of a supplement: Social Worker, Program Specialist, Staffing Specialist, Behavior Analyst, and Employment Specialist will receive a supplement of \$3,955.00 in addition to the base pay. School Psychologist, Occupational Therapists, Speech/Language Pathologists and Physical Therapists will receive a supplement of \$9170.00 in addition to the base pay.

TA #2

L Becker

HCSO 3-11-2020

Susan Jackson

HCTA 3-11-2020

TA #3

ARTICLE VIII - Salary and General Employment Practices

8.105 — Retention Language for Annual Contract Teachers:

~~The superintendent will recommend renewal of an annual contract teacher contingent upon the following conditions being met:~~

- ~~1. The AC teacher must receive an evaluation rating of no less than 57 points on the scale score (equivalent of Highly Effective rating) on the 15-16 observed practice portion of the evaluation.~~
- ~~2. The AC teacher has met all certification and employment requirements by the district determined deadline for reappointment processing.~~
- ~~3. The AC teacher has not been disciplined for a founded incident.~~
- ~~4. There is a position available at the employee's current school site for which the AC teacher is qualified to fill.~~

~~This language does not apply to teachers on a probationary contract.~~

6/4/2020 J. Becker
HCSB

6/4/2020 Lucie Massena
HCTA

TA#4

HCSB Proposal

6/4/2020

ARTICLE XVII - Terms of Agreement

17.10 This agreement shall become effective when ratified by the members of the bargaining unit, approved by the Board, signed by the parties, and shall be firm until and including June 30, ~~2020~~2023.

6/4/2020
L. Becker
HCSB

6/4/20
Lisa Massaro
HCTA

MEMORANDUM OF UNDERSTANDING

Between
The Hernando County School Board (HCSB)
And
The Hernando Classroom Teachers' Association (HCTA)

The parties hereby enter into this Memorandum of Understanding acknowledging an agreement on a salary distribution plan for the Teacher Salary Increase Allocation as outlined in HB 641 and the General Appropriations Act.

The total allocation following the distribution of proportionate share to charter schools is \$3,767,747.00.

Eighty percent of the allocation will be used to increase the minimum base salary for full-time classroom teachers as defined in section 1012.01(2)(a), plus certified pre-kindergarten teachers funded in the Florida Education Finance Program (FEFP), but not including substitute teachers. The maximum amount achievable using eighty percent of the district's allocation establishes a new base salary of \$46,120.00 for full-time classroom teachers.

The remaining twenty percent of the allocation will be used to increase the base salary of full-time classroom teachers, plus certified pre-kindergarten teachers, funded in the FEFP, who received an increase of less than two percent from the eighty percent portion of the allocation.

All other instructional personnel, as defined in 1012.01(2)(b)-(d), will also receive an increase to their base salary from the district's general fund.

The Board will use special revenue funds to cover the cost of increasing the base salary of pre-kindergarten teachers not funded by the FEFP and other non-FEFP funded positions – i.e. Title I, IDEA, etc., according to the provisions outlined in this agreement &/or from district general funds.

The recurrence of these 2020-21 salary increases for eligible instructional employees are subject to and dependent upon the renewal of the Teacher Salary Increase Allocation or its designated equivalent as appropriated by the Florida Legislature each subsequent school/fiscal year per state law.

These salary increases apply to those instructional employees hired on or before the date this agreement is ratified by the School Board.

| | |
|--|------------------------------|
| ❖ District allocation | \$3,767,747.00 |
| ❖ 80% amount of the allocation including fringes | \$3,014,197.60 |
| ❖ 20% amount of the allocation including fringes | \$ 753,549.40 |
| ❖ Special Revenue funds for non FEFP teachers & pre-k teachers w/fringes | \$ 178,654.59 |
| ❖ General Fund funds for excess cost to provide all instructional employees a 2% increase, including fringes | <u>\$ 486,826.11</u> |
| | \$ 665,480.70 |
| ❖ Total Cost for Salary Increase | <u>\$4,433,227.70</u> |

Method of distribution

- Full-time classroom teachers and FEFP funded prekindergarten teachers with a base salary under \$46,120.00 will move to a new base salary of \$46,120.00 using the 80% portion of the allocation. **(Total Cost \$2,444,214.26 + fringes = \$2,919,613.93)**
- All full-time instructional personnel with a current base salary between \$41,456.41 and \$45,186.54 will have received more than a 2% increase to reach the new Classroom Teacher Minimum.
- All full-time Classroom instructional personnel with a current base salary above \$45,186.54 will receive a 2% increase to their base salary using the remaining 80% portion of the allocation and the 20% portion of the allocation plus district general funds. **(Total Cost \$756,658.45 + fringes = \$903,828.52)**

From district funds and special revenue funds:

- Full-time non-classroom instructional personnel with a base salary under \$46,120.00 will move to a new base salary of \$46,120.00. **(Total Cost \$236,071.74+ fringes = \$281,987.69)**
- All full-time Non-Classroom instructional personnel with a current base salary above \$45,186.54 will receive a 2% increase to their base salary using district general funds. **(Total Cost \$124,858.07 + fringes = \$149,142.97)**
- Special revenue funds will be used to increase the base salary of non-FEFP funded pre-k teachers and all other non-FEFP funded positions – i.e. Title I, IDEA, Medicaid, etc. to \$46,120.00 or 2% adjustment. **(Special Revenue Total Cost \$149,564.33 + fringes = \$178,654.59)**



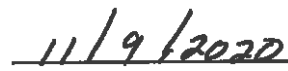
For the Board, Chief Negotiator
Lisa Becker, Executive Director of Business Services



Date



For the Union



Date

HCSB Salary and Benefits Proposal for the 2020-2021 School Year
Presented to the Hernando Classroom Teachers' Association bargaining unit

Recognizing the need to reward employees for their hard work despite limited resources, the School Board commits to provide HCTA instructional bargaining unit members the following salary and benefits offer.

1. Teacher Salary Increase Allocation

| | |
|--|-----------------------|
| ❖ District allocation | \$3,767,747.00 |
| ❖ 80% amount of the allocation including fringes | \$3,014,197.60 |
| ❖ 20% amount of the allocation including fringes | \$ 753,549.40 |
| ❖ Special Revenue funds for non FEFP teachers & pre-k teachers w/fringes | \$ 178,654.59 |
| ❖ General Fund funds for excess cost to provide all instructional employees a 2% increase, including fringes | <u>\$ 486,826.11</u> |
| | <u>\$ 665,480.70</u> |
| ❖ Total Cost for Salary Increase | \$4,433,227.70 |

Method of distribution

- Full-time classroom teachers and FEFP funded prekindergarten teachers with a base salary under \$46,120.00 will move to a new base salary of \$46,120.00 using the 80% portion of the allocation. **(Total Cost \$2,444,214.26 + fringes = \$2,919,613.93)**
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- The recurrence of these 2020-21 salary increases for eligible instructional employees are subject to and dependent upon the renewal of the Teacher Salary Increase Allocation or its designated equivalent as appropriated by the Florida Legislature each subsequent school/fiscal year per state law.
- These salary increases apply to those instructional employees hired on or before the date this agreement is ratified by the School Board.

2. Health Insurance

There will be an increase in health insurance premiums for the 2020-2021 school year. This increase will be paid by the employee beginning in January 2021.

TENTATIVE APPROVAL



For the Board, Chief Negotiator
Lisa Becker, Executive Director of Business Services



Date



For the Union



Date

PLACEMENT SCHEDULE FOR NEW HIRES
INSTRUCTIONAL PERSONNEL
2020-2021

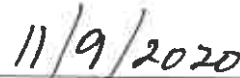
| | Years of Experience | Base Salary |
|--------|---------------------|-------------|
| PLI000 | 0 - 10 | \$46,120.00 |
| PLI011 | 11 - 20 | \$46,650.00 |

NOTE: This schedule is for placement only. There is no movement on this salary structure. Any years beyond 10 are for qualified military experience only.

TENTATIVE APPROVAL



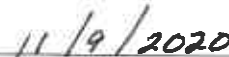
For the Board, Chief Negotiator
Lisa Becker, Executive Director of Business Services



Date



For the Union



Date

