

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.

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)**

Lisa Becker

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

11-30-2020

Date

Susan Jackson

For the Union

11-30-2020

Date