

HCSB Economic Counter Proposal - Revised

9/13/2022 - Revised 9/21/2022

The Board shall provide \$4,811,078 to improve salaries for returning instructional staff by \$3,000 each. \$412,999 shall be provided to increase the minimum base salary to \$49,000.

Athletic supplement adjustments: \$61,735

eSchool completer pay bonus: \$75,656

TOTAL RECURRING GENERAL FUND OBLIGATION: \$5,361,468

Pay for Performance: Instructional staff receiving Highly Effective summative ratings shall receive \$100 and those receiving Effective shall receive \$50. (Estimated 1,000 HE and 600 Effective, approximately \$156,988 w/fringe)

In order to encourage hiring, the Board shall provide up to \$138,000 from non-recurring ESSER funds to provide a one-time recruitment bonus for teaching experience to be paid to new hires in full at completion of the 2022-23 contract.

For 5-9 years of verified teaching experience: \$250

For 10+ years of verified teaching experience: \$500

To encourage retention, the Board shall provide up to \$882,000 from non-recurring ESSER funds to provide a one-time retention bonus of \$550 for returning instructional staff.

TOTAL NON-RECURRING ESSER OBLIGATION: \$1,020,000

These estimates are based on the following numbers:

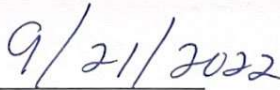
1,328 returning instructional staff – returning instructional staff defined as those staff were employed as of 6/1/2022, earned year of experience, and returned at beginning of 22-23 school year.

The Board's bi-weekly contribution to health insurance, beginning 1/1/2023, shall increase from \$275.36 per employee to \$341.02; an increase of \$65.66 bi-weekly per employee.

Revised TA #4



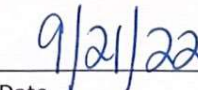
For the Board, Chief Negotiator
Lisa Becker, Executive Director of Business Services



Date



For the Union



Date