

APPENDIX A
Salary Instructional Personnel

Employees begin each year with a base salary that is the amount they were paid in the previous year. There is no cap on the salary schedule.

The placement schedule will be updated to reflect negotiated cost of living and/or market adjustments annually.

Performance pay, cost of living increases and/or market adjustments will be **annually negotiated based on the available budget as determined by the School Board**. The calculation used for performance pay will be in compliance with Florida Statute and the formula will be Highly Effective = x, and Effective = .50x **based on the overall evaluation rating**.

Retroactivity. If retroactivity is an issue, pay increases will be retroactive to the beginning of the individual's employment contract year for all employees who are employed on the date of ratification by both parties of the Agreement between Hernando Classroom Teachers' Association and the Hernando County School Board.

~~The Board shall provide an increase of \$1,380 to all bargaining unit members to bring the minimum base salary to \$47,500 plus \$50 for Effective and \$100 for Highly Effective performance pay. The Board will also round everyone up to the nearest \$50 increment for the 2021-2022 school year. Both parties agree annual increases will continue as flat amounts rather than percentages.~~

~~The Board will provide a \$650 retention bonus from non-recurring funds at the end of the 2021-2022 school year for all instructional staff who complete the school year in Hernando County Schools. Bargaining unit members who work one day more than half the year will receive the full \$650.00 and those who do not work one day more than half the year will receive half or \$325.00. Teachers must work until the last day of their contract in order to receive the bonus. Teachers on leave for the entire year will not qualify for the bonus. The bonus will be paid in a separate check after the last day of the contract but prior to the last paycheck of the contract year.~~

~~The health insurance rates will not go up for the 2022 calendar year.~~

For the 22-23 school year, the Board shall provide an increase of \$3,000 to all returning instructional staff who earned a year of service in the 21-22 school year and shall provide an increase of \$1,500 to the minimum base salary bringing it up to \$49,000. The Board shall pay \$50 for Effective and \$100 for Highly Effective performance pay.

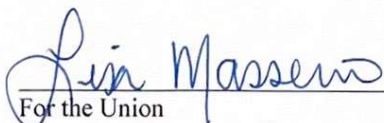
The Board will provide a one-time retention bonus of \$250 for each newly hired instructional staff with 5-9 years of verified teaching experience and \$500 for each newly hired instructional staff with 10+ years of verified teaching experience. The Board will also provide a one-time retention bonus to all returning instructional staff of \$550. Returning instructional staff are defined as having been employed as of 6/1/2022, earned a year of experience in the 21-22 school year and returned at the beginning of the 22-23 school year.

The Board has agreed to increase their bi-weekly contribution for health insurance to \$341.02 beginning 1/1/2023. An increase of \$65.66 bi-weekly.



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

9/21/2022 TA #5 09-21-2022
Date



For the Union

9/21/22
Date