

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)**
- 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)**

- 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

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