

TA #1

HCSB Additional Athletic Equity Supplement Proposal for the 2023-2024 School Year
Presented by the Hernando Classroom Teachers' Association

Recognizing the need to support additional opportunities for students while acknowledging limited resources, HCTA is requesting the following additional athletic supplements for new high school and middle school sports beginning in 2023-2024.

For each high school:

❖ One head coach supplement at \$1,590.75 each per school x 5 schools =	\$7,953.75
❖ One assistant varsity or JV coach per school at \$945.00 each per school x 5 schools =	\$4,725.00
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❖ Total	\$12,678.75

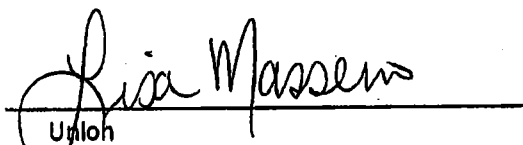
This represents supplements for new sports not already existing at each high school.

For each middle school:

❖ One head coach supplement for girls' flag football at \$1,515.15 per school x 7 schools =	\$10,606.05
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❖ Total	\$10,606.05

Dated this 11 of December 2023


District


Union

HCTA Proposal

5/6/2024

Article II – Association & Professional Rights

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2.24 The Board will provide the Association with bargaining unit data including: employee id number, name, gender, race code and description, worksite, date of hire, job title, employee type code and description, position and position assignment description, work email, and personal email. In addition, address, home phone number, cell phone number, and date of birth are provided unless exempt under Florida Statute 119.071. This list will be provided to the Association on the first of each month in a mutually agreed upon file format. Additionally, date-certain bargaining unit data will be provided to the Association upon request for the purpose of complying with requirements for the renewal of certification with the Public Employees Relations Commission.

The Board agrees to make available to the Association in response to reasonable requests for information concerning the financial resources and conditions in the School District. The Association President or his/her designee can pick up at the School Board office any public documents at the expense of the Association. When the District reports the fund balance to the Commissioner of Education as per F.S. 1011.051, the Association President will automatically be provided with an electronic copy of the report.

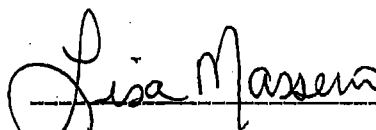
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For the Board

5/6/24

Date



For the Union

5/6/24

Date

TA#3

6/7/2024

HCTA Proposal – Estimated Cost \$242,243.75 @ 50

(some filled by Soc Workers already receiving supplement)

APPENDIX A

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/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.

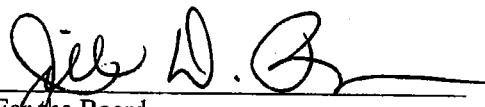
APPENDIX D

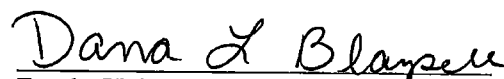
Differentiated Pay Based Upon One's Position/Location

Differentiated Pay is defined for positions that require duties outside the regular school day and/or positions that require specialized expertise and/or certification in a supplemental position.

1. **Sub-Contracting** – The School Board will post all instructional positions, but if any position required by law to provide services for students cannot be filled within the School System, the appropriate administrator will notify HCTA that the School Board must sub-contract in order to provide the services, and this must be negotiated.
2. **Differentiated Pay Rate for Teaching an Extra Class** – Differentiated Pay will be paid when a bargaining unit member does NOT have a planning period and utilizes that time in a manner which generates FTE. In order to qualify the bargaining member must be regularly assigned to a scheduled class, in addition to their normal teaching assignment.

Bachelors -	\$3,725.00	Masters -	\$3,987.00
Ed. Spec. -	\$4,249.00	Doctorate -	\$4,512.00
3. **Itinerant Teachers** – Itinerant teachers who are required to travel will receive a flat payment of \$2,500.00 to compensate for the loss of their planning period.
4. **Differentiated Pay for Additional Therapist Contact Hours** – Any therapist providing more than 120 contact hours per week shall receive a supplement of \$3,600 for more than 120 hours.
5. **Differentiated Pay for Mental Health Support** – Certified School Counselors and School Social Workers shall receive a supplement of \$3,955 for specialized expertise in student mental health services.


For the Board


For the Union

8/24/19
Date

8/19/24
Date

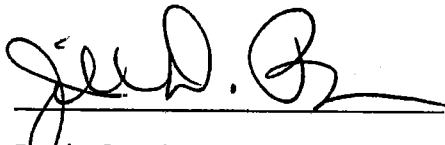
TA# 4

HCSB – Insurance Proposal 8/19/2024

ARTICLE XVI Insurance

16.10 A comprehensive group medical insurance plan which should include maternity, major medical, out-patient diagnostic benefits, and term life insurance benefits shall be made available under the following conditions:


1) The Board shall contribute to the employee's single (individual) coverage cost not to exceed ~~\$784.44~~^{735.10} per month, effective January 1, ~~2024~~²⁰²⁵.



For the Board

8/19/24

Date



For the Union

8/19/24

Date

TA #5

Article VIII – Salary and General Employment Practice

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8.52 ~~For each secondary school, the Board Superintendent shall provide a shared pool of 20~~ 10 additional days per instructional staff member serving in a high school for certified school counselors role to be used in the summer prioritizing the work of scheduling ~~provided budget allows~~. These days must be pre arranged with administration and can be used any work day starting after the last day of post school, but before the first day of preschool.

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Barbara Hedder

For the Board

10-2-24

Date

Dana L. Blaylock

For the Union

10/2/24

Date

TA # 6

HCSB Economic Proposal Counter – 9/30/24

The total amount of the 2024-25 Growth Proportionate Share of the Teacher Salary Increase Allocation (TSIA) – \$1,579,809.00 – plus additional district funds, shall be distributed to instructional staff as follows regarding instructional salary increases, including performance pay:

Employees who worked one day more than half during the 23-24 school year, and are not on the Placement Salary Schedule, will receive an increase based on their years of Hernando Schools instructional service as outlined in the HCSB Retention Matrix below.

HCSB Retention Matrix		
Years 1-2	\$	1,600.00
Years 3-5	\$	1,800.00
Years 6-8	\$	2,000.00
Years 9-11	\$	2,200.00
Years 12-14	\$	2,500.00
Years 15-17	\$	2,800.00
Years 18-20	\$	3,100.00
Years 21 and Beyond	\$	3,400.00

Highly Effective - \$100.00

Effective - \$50.00

Starting Teacher (Placement Salary Schedule) - \$500 added to base (\$50,000) with additional \$500 distributed between years 1-20 for experience and 21-30 for military experience beyond 20.

Experience				
PLI000	\$	50,000.00		
PLI001	\$	50,050.00		
PLI002	\$	50,100.00		
PLI003	\$	50,150.00		
PLI004	\$	50,200.00		
PLI005	\$	50,250.00		
PLI006	\$	50,300.00		
PLI007	\$	50,350.00		
PLI008	\$	50,400.00		
PLI009	\$	50,450.00		
PLI010	\$	50,500.00		
PLI011	\$	50,550.00		
PLI012	\$	50,600.00	PLI021	\$ 51,050.00
PLI013	\$	50,650.00	PLI022	\$ 51,100.00
PLI014	\$	50,700.00	PLI023	\$ 51,150.00
PLI015	\$	50,750.00	PLI024	\$ 51,200.00
PLI016	\$	50,800.00	PLI025	\$ 51,250.00
PLI017	\$	50,850.00	PLI026	\$ 51,300.00
PLI018	\$	50,900.00	PLI027	\$ 51,350.00
PLI019	\$	50,950.00	PLI028	\$ 51,400.00
PLI020	\$	51,000.00	PLI029	\$ 51,450.00
			PLI030	\$ 51,500.00


NOTE: This schedule is for placement only. There is no movement on this salary structure. Any years beyond 2010 are for qualified military experience and current employees with continuous employment returning to the bargaining unit with more than 2010 years of teaching experience only.

Experience Credit

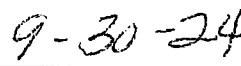
A maximum of ~~twenty~~ten (2010) years of experience can be verified, providing proof of a successful evaluation rating in a full-time teaching position for each year of service verified. The maximum applies to all positions within the bargaining unit. The ~~20~~ten year maximum does not apply to employees who have continuous full-time employment with the Hernando County School District when returning to the instructional bargaining unit.

Up to ten (10) years of credit towards experience on the salary schedule shall be granted for military service. Military credit granted is in addition to the years of verified teaching experience.

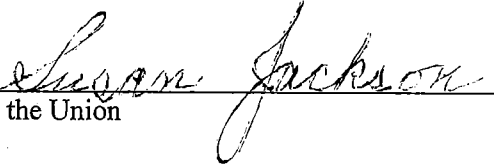
Experience shall be granted on the salary schedule for related (similar) work outside of the field of education, provided the work is in the employee's field of expertise (i.e., Social Worker, Speech Therapist, Physical Therapist, Occupational Therapist, etc.) Vocational teachers shall be granted experience on the salary schedule for related work outside the field of education by Florida Statute.



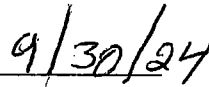
For the Board, Chief Negotiator



Date



For the Union

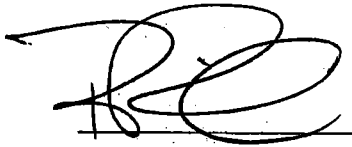


Date

MEMORANDUM OF UNDERSTANDING BETWEEN
HERNANDO COUNTY SCHOOL DISTRICT ("District") AND
THE HERNANDO CLASSROOM TEACHERS' ASSOCIATION ("HCTA" or "Union")

Critical Shortage

In accordance with positions previously designated as critical shortage areas for Hernando County, the following position will be paid an additional amount in the form of a supplement: ESE Specialists and will receive a supplement of \$3,955.00 in addition to the base pay.



For the Board

4/25/24

Date



For the Union

4/24/24

Date

**MEMORANDUM OF UNDERSTANDING
BETWEEN
HERNANDO COUNTY SCHOOL DISTRICT ("District")
AND
THE HERNANDO CLASSROOM TEACHERS' ASSOCIATION ("HCTA" or "Union")**

The district shall pay a bonus to both the mentor and mentee for transitioning to a valid FLDOE Certificate. Bonus eligibility and distribution will be processed as follows:

As an incentive for completing requirements outlined on the Statement of Status of Eligibility and obtaining a Professional FLDOE Certificate, the mentee will receive a \$750 bonus and their mentor will also receive \$750 bonus provided they have been their mentor a minimum of 2 years. Paid through General Fund.

A mentor that entered a mentor/mentee agreement in the 2022-2023 school year and continued into the 2023-2024 school year will receive the \$750 bonus provided their mentee has completed all requirements for obtaining a Professional FLDOE Certificate.

The payment shall be considered a bonus and shall be taxed accordingly.

The payment is not eligible under the Florida Retirement System (FRS).

As an incentive for completion, when the Associate Teacher Substitute receives their Temporary certificate from FLDOE they will receive a \$750 bonus and their mentor will also receive \$750 bonus provided they have been their mentor a minimum of 2 years. Paid through General Fund.

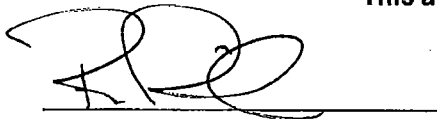
The payment shall be considered a bonus and shall be taxed accordingly.

The payment is not eligible under the Florida Retirement System (FRS).

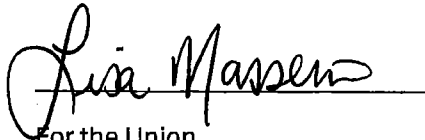
In an effort to assist those seeking to complete the requirements listed on their Statement of Status of Eligibility issued by the FLDOE, Temporary certificate holders may be reimbursed, not to exceed \$1,500.00 in total, for exam fees, college courses, and EPI program tuition provided they submit required documentation.

This agreement is in effect to start the 2023-2024 school year.

This agreement will expire on June 30, 2027.



For the Board



For the Union

5/6/24

Date

5/6/24

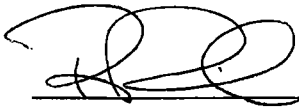
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**MEMORANDUM OF UNDERSTANDING
BETWEEN
HERNANDO COUNTY SCHOOL DISTRICT ("District")
AND**

THE HERNANDO CLASSROOM TEACHERS' ASSOCIATION ("HCTA" or "Union")

In accordance with the language of the 2020 local referendum, the district will commit 50% of the total funds raised through the 1 mil increase to attract and retain high-quality teachers and staff with competitive salaries and provide additional staff to support student needs. The parties have agreed that 59.125% of the funds generated for salaries and additional staff is reserved for the instructional unit.

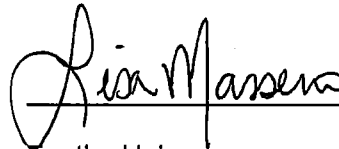
Recognizing the need to address low retention among educators pursuing alternative paths to certification as a key contributor to increasing staff shortages, the parties agree that \$94,000 (annually) of the referendum funds allocated for instructional salaries and additional staff will continue to be reserved to fund up to two (2) additional instructional positions in the HR department. These positions shall exist for the purpose of supporting educators through Alternative Certification and Associate Teacher certification programs.



For the Board

5/6/24

Date



For the Union

5/6/24

Date

MEMORANDUM OF UNDERSTANDING BETWEEN
HERNANDO COUNTY SCHOOL DISTRICT ("District") AND

THE HERNANDO CLASSROOM TEACHERS' ASSOCIATION ("HCTA" or "Union")

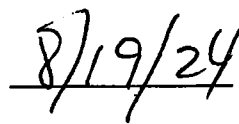
This MOU outlines an agreement between Hernando County School Board and HCTA regarding the split class coverage to ensure consistent and quality education for students during teacher absences, emergencies, or other circumstances requiring split classes. The Board acknowledges the desirability of replacing bargaining unit members who are absent and will arrange for such replacements insofar as it is practicable to do so, within the limits of such constraints as adequacy of notice of absence, availability of funds, and availability of qualified personnel.

The Hernando County School Board will ensure that split class coverage is used only when necessary and no other viable options are available, while providing notice to teachers when split class coverage is required.

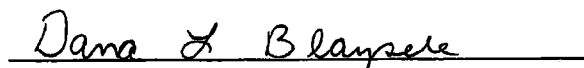
In the event an absent teacher's class is split by administration, no substitute is secured to cover the teacher's absence, and teachers are required to absorb students into their instructional periods, each teacher receiving students shall be compensated \$30/day for groups of up to 5 students, and \$50/day for groups of more than 5 students. For the purposes of compensation, the pay for split class coverage will be paid when the duration of the coverage exceeds 50% of the teacher contract day. The district will provide a fund for this purpose of up to \$250,000. This agreement shall expire if the total expenditure for this purpose exceeds \$250,000 or effective 6/30/2025, whichever occurs first. District will provide monthly updates to HCTA as to how much is being expended for this purpose.



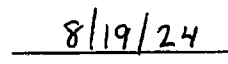
For the Board, Chief Negotiator



Date



For the Union



Date

MEMORANDUM OF UNDERSTANDING

Between
The Hernando County School Board
And
The Hernando Classroom Teachers' Association

The parties hereby enter into this Memorandum of Understanding acknowledging an agreement to the following language regarding Title I Supplements.

Title I provides additional resources for activities designed to raise student achievement in schools with economically disadvantaged students. In an effort to help schools meet the requirements of Title 1 compliance and parent and family engagement, the District and Union agree to the use of Title I funds for the following:

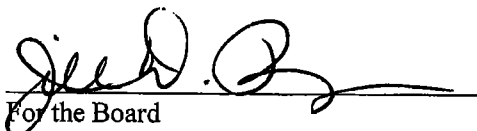
A supplement of \$1,500 will be paid at the end of the 2024-2025 school year to the Title I school-based Compliance Liaison for accessing, maintaining, and communicating Title I compliance-related information.

A supplement of \$1,500 will be paid at the end of the 2024-2025 school year to the Title I school-based Family Engagement Liaison for assisting the administration with engaging the community in all components of Title I that pertain to parent and family engagement.

A supplement of \$1,500 will be paid at the end of the 2024-2025 school year to the Title I school-based Budget Liaison to assist the administration with monitoring the school Title I budget and expenditures, purchasing requests, and amendment needs.

Title I schools, at which staff are working in the above positions and therefore eligible for these supplements, are identified as the following schools: Brooksville Elementary School, Deltona Elementary School, Eastside Elementary School, John D. Floyd Elementary School, Moton Elementary School, Pine Grove Elementary School, Spring Hill Elementary School, Westside Elementary School, Explorer K-8 School (grades K-5), Explorer K-8 School (grades 6-8) Dolores S. Parrott Middle School, Fox Chapel Middle School, and West Hernando Middle School.

All disbursements are dependent upon procuring Title I grant funds for this purpose and Board approval of the supplement description(s) as applicable. All expenditures must be consistent with the approved allocation, as well as applicable state and federal laws, regulations and guidance and will be paid in the last paycheck at the end of the 2024-2025 school year.


For the Board

8/19/24
Date


For the Union

8/19/24
Date