

PLACEMENT SCHEDULE FOR NEW HIRES  
INSTRUCTIONAL PERSONNEL 2025-2026

|        |    | <b>Experience</b> |   |
|--------|----|-------------------|---|
| PLI000 | 0  | \$ 50,000.00      |   |
| PLI001 | 1  | \$ 50,050.00      |   |
| PLI002 | 2  | \$ 50,100.00      |   |
| PLI003 | 3  | \$ 50,150.00      |   |
| PLI004 | 4  | \$ 50,200.00      |   |
| PLI005 | 5  | \$ 50,250.00      |   |
| PLI006 | 6  | \$ 50,300.00      |   |
| PLI007 | 7  | \$ 50,350.00      |   |
| PLI008 | 8  | \$ 50,400.00      |   |
| PLI009 | 9  | \$ 50,450.00      |   |
| PLI010 | 10 | \$ 50,500.00      |   |
| PLI011 | 11 | \$ 50,550.00      | <b>Military EXP (Beyond 20 Instructional)</b> |
| PLI012 | 12 | \$ 50,600.00      | PLI021 21 \$ 51,050.00                        |
| PLI013 | 13 | \$ 50,650.00      | PLI022 22 \$ 51,100.00                        |
| PLI014 | 14 | \$ 50,700.00      | PLI023 23 \$ 51,150.00                        |
| PLI015 | 15 | \$ 50,750.00      | PLI024 24 \$ 51,200.00                        |
| PLI016 | 16 | \$ 50,800.00      | PLI025 25 \$ 51,250.00                        |
| PLI017 | 17 | \$ 50,850.00      | PLI026 26 \$ 51,300.00                        |
| PLI018 | 18 | \$ 50,900.00      | PLI027 27 \$ 51,350.00                        |
| PLI019 | 19 | \$ 50,950.00      | PLI028 28 \$ 51,400.00                        |
| PLI020 | 20 | \$ 51,000.00      | PLI029 29 \$ 51,450.00                        |
|        |    |                   | PLI030 30 \$ 51,500.00                        |

**NOTE:** This schedule is for placement only. There is no movement on this salary structure. Any year(s) beyond 20 are for qualified military

**Experience Credit**

A maximum of twenty (20) 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-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.

**Advanced Degree** For bargaining unit members hired on or after July 1, 2011, to qualify for advanced degree compensation, the advanced degree earned must be in an area of certification currently on the bargaining unit member's certificate. Advanced degrees in Curriculum, Education, and/or Educational Leadership are considered broad degrees in education and are eligible for advanced degree payment. In addition, an advanced degree that is directly related to a broad academic field (i.e. degree in history and certification in social science) will be eligible. In the event an application is submitted for an advanced degree that is not clearly identified on a certificate, and prior to rejection of the application, the Hernando Classroom Teachers' Association and the Human Resources Department will meet within (10) days of the receipt of transcripts to discuss eligibility for an advanced degree in a broad academic field. To be considered for the Advanced Degree Supplement, official transcripts must be on file with Human Resources. The supplement pay will begin from the date the official transcripts have been received by Human Resources. If transcripts are received after the first pay period, the Advanced Degree Supplement may be prorated based on the date the transcripts were received.

If the qualifications are met, the payment will be made in the form of a supplement in the following amount:

Masters = \$2500    Specialist = \$3500    Doctorate = \$4500    \*Effective 2025-26 School Year - Juris Doctor = \$4500

If the bargaining unit member no longer holds the certification area used to qualify for the advanced degree payment, they must notify the Human Resources Department within ten (10) days from the date of the certificate change to end the supplement payment.

**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:

**ESE Specialist, Program Staffing Specialist, Behavior Analyst, and Employment Specialist** will receive a supplement of \$3,955.00 in addition to the base pay.

**Speech/Language Pathologist, School Psychologists, Occupational Therapists and Physical Therapists** will receive a supplement of \$9,170.00 in addition to the base pay.

**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.

**Board Approved:**