

APPENDIX C
Supplemented Pay Rates Athletic Department

5) To meet equity requirements, two additional allocations of differentiated rates may be assigned to a sport as follows:

a. one head coach at ~~\$1,401,144~~3.00 and one assistant coach at ~~\$830,855~~.00

OR

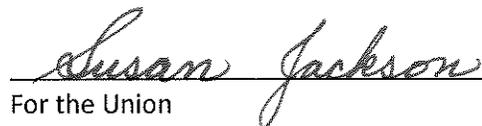
b. two assistant coaches at ~~\$830,855~~.00 each Note: These allocations of differentiated pay are NOT to replace existing differentiated pay allocations.

TENTATIVE APPROVAL # 1



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

06/21/2022
Date



For the Union

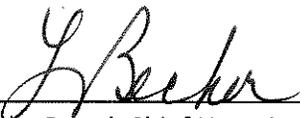
6/21/22
Date

ARTICLE II
Association and Professional Rights

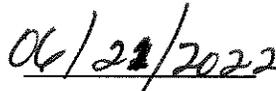
2.292(C) Release Time Language – Upon approval of the Board, the duly elected Association President and/or designated officer(s) shall be released from his/her regular duties to perform the duties of the Association for his/her designated term. Said release shall be of any portion up to full-time basis, contingent upon the ability of the bargaining agent to satisfy the fiscal obligation of said release. The following expectations shall apply:

A. The Board shall serve as the fiscal agent for the payment of his/her salary, fringe benefits and fixed charges, provided the union reimburses the Board 100% of any and all sums paid, excluding millage or other special revenue sources, to or on behalf of said designated officer(s) for the release-time duties.

TA #2 06-21-2022



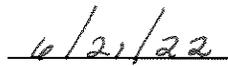
For the Board, Chief Negotiator
Lisa Becker, Executive Director of Business Services



Date



For the Union



Date

HCTA Counter-Proposal

August 25, 2022

APPENDIX I
HERNANDO eSCHOOL

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3. Part-time teachers will teach an average of 30 students.

Upon initial hire, teachers will be paid an initial training supplement of \$75.00 and \$25.00 for each prep beyond the first one assigned.

Part-time Teachers will not be assigned more than three (3) virtual instruction courses per semester.

Part-time Teachers are considered to be employed "at will" and teaching assignments with e-school can be removed at the discretion of the principal.

In addition, teachers will receive a \$10075.00 completer bonus per successful student completion per semester. A successful student completion occurs when a student completes a course with a grade of "A", "B", "C" or "D" within the School Board adopted student calendar. Bonus will not apply to FRS service and will be taxed at bonus pay rate.

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TA # 3



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

8/25/2022

Date



For the Union

8/25/22

Date

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:

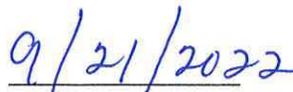
1,328 returning instructional staff – returning instructional staff defined as those staff were employed as of 6/1/2022, earned year of experience, and returned at beginning of 22-23 school year.

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.

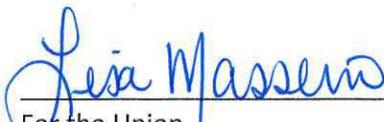
Revised TA #4



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



Date



For the Union



Date

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.



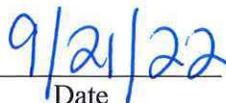
For the Board, Chief Negotiator
Lisa Becker, Executive Director of Business Services



Date TA #5 09-21-2022



For the Union



Date

PLACEMENT SCHEDULE FOR NEW HIRES
INSTRUCTIONAL PERSONNEL
2022-2023

	Years of Experience	Base Salary
PLI000	0-10	\$49,000
PLI011	11-20	\$49,500

NOTE: This schedule is for placement only. There is no movement on this salary structure. Any years beyond 10 are for qualified military experience and current employees with continuous employment returning to the bargaining unit with more than 10 years of teaching experience only.

TA #6 9-21-2022



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

9/21/2022
Date



For the Union

9/21/22
Date

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:

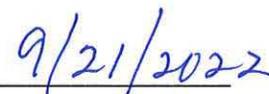
- 1) The Board shall contribute to pay the employee's single (individual) coverage cost not to exceed ~~\$550.73~~ \$682.04 per month, effective January 1, ~~2015~~ 2023.

TA #7 9-21-2022



For the Board, Chief Negotiator

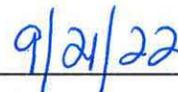
Lisa Becker, Executive Director of Business Services



Date



For the Union



Date

APPENDIX C
Supplemented Pay Rates – Athletic Department

TA #8

- 1) All differentiated pay, except Athletic Director, will be paid upon completion of activity, or with the last check, upon written authorization of the principal. (Athletic Director differentiated pay amount will be prorated).
- 2) Bargaining unit members who have earned a combined rating of Unsatisfactory on their most recent evaluation, will be ineligible to receive supplement pay under Appendices B and C, with noted exceptions in Appendix B.
- 3) All practice hours, scheduled contests, and numbers of coaches and assistants will be established to meet TITLE IX requirements. If a sufficient number of students do not qualify, the differentiated pay will be canceled. In this event, the activity will be combined for boys and girls under one coach with the supplement for either the boys or girls activity (not both).
- 4) Interscholastic contests/games/meets, etc., are required for justification of the differentiated pay rate.
- 5) **To meet equity requirements**, two additional allocations of differentiated rates noted at the bottom of the table in #6, may be assigned to a sport as follows:
 - a. one head coach at ~~\$1,590.75~~, ~~401.00~~ and one assistant coach at ~~\$945.00~~ ~~830.00~~
 - OR**
 - b. two assistant coaches at ~~\$945.00~~ ~~830.00~~ each

Note: These allocations of differentiated pay are NOT to replace existing differentiated pay allocations.
- 6)

ATHLETIC ACTIVITY	<u>Grades</u> <u>6-8</u>	#	<u>Grades</u> <u>9-12</u>	#
Athletic Director: *	<u>\$1,760.85</u>	<u>1</u>	<u>\$4,622.10</u>	<u>1</u>
Baseball:				
Varsity Coach			<u>\$2,735.25</u>	<u>1</u>
Assistant Varsity or JV Coach			<u>\$1,590.75</u>	<u>1</u>
Basketball:				
Head Varsity Coach (boys)			<u>\$2,735.25</u>	<u>1</u>
Head Varsity Coach (girls)			<u>\$2,735.25</u>	<u>1</u>
Head JV Coach (boys)			<u>\$1,590.75</u>	<u>1</u>
Head JV Coach (girls)			<u>\$1,590.75</u>	<u>1</u>
<u>TRUE FLEX (team sports, not limited to Basketball)</u>			<u>\$1,590.75</u>	<u>1</u>
<u>TRUE FLEX (team sports, not limited to Basketball)</u>			<u>\$1,590.75</u>	<u>1</u>
Head Middle School Coach (boys)	<u>\$1,515.15</u>	<u>1</u>		
MS Asst Head/JV Coach (boys)	<u>\$1,354.50</u>	<u>1</u>		
Head Middle School Coach (girls)	<u>\$1,515.15</u>	<u>1</u>		
MS Asst Head/JV Coach (girls)	<u>\$1,354.50</u>	<u>1</u>		

Cheerleading:				
<u>COMPETITIVE CHEER</u>			<u>\$2,735.25</u>	<u>1</u>
Varsity Coach - Sideline			<u>\$2,413.95</u>	<u>1</u>
<u>Assistant/Jr. Varsity Coach</u>			<u>\$1,590.75</u>	<u>1</u>
Middle School Coach	<u>\$1,179.15</u>	<u>1</u>		
Cross Country:				
<u>Head Varsity Coach (boys & girls)</u>			<u>\$1,590.75</u>	<u>1</u>
<u>Assistant/Jr. Varsity Coach (boys & girls)</u>			<u>\$945.00</u>	<u>1</u>
Football: **				
Head Varsity Coach			<u>\$4,200.00</u>	<u>1</u>
<u>Associate Head Coach</u>			<u>\$2,100.00</u>	<u>1</u>
Assistant Varsity Coach			<u>\$1,890.00</u>	<u>3</u>
Head JV Coach			<u>\$1,890.00</u>	<u>1</u>
Assistant JV Coach			<u>\$1,795.50</u>	<u>1</u>
Head Middle School Coach	<u>\$1,627.50</u>	<u>1</u>		
Assistant Middle School Coach	<u>\$1,354.50</u>	<u>2</u>		
Golf:				
Varsity Coach (boys)			<u>\$1,590.75</u>	<u>1</u>
Varsity Coach (girls)			<u>\$1,590.75</u>	<u>1</u>
Middle School Coach (boys and girls)	<u>\$945.00</u>	<u>1</u>		
Soccer:				
Varsity Coach (boys)			<u>\$2,735.25</u>	<u>1</u>
Varsity Coach (girls)			<u>\$2,735.25</u>	<u>1</u>
Assistant Varsity or JV Coach (boys)			<u>\$1,590.75</u>	<u>1</u>
Assistant Varsity or JV Coach (girls)			<u>\$1,590.75</u>	<u>1</u>
Softball:				
Varsity Coach			<u>\$2,735.25</u>	<u>1</u>
Assistant Varsity or JV Coach			<u>\$1,590.75</u>	<u>1</u>
Middle School Coach	<u>\$1,515.15</u>	<u>1</u>		
Swimming:				
Varsity Coach (boys and girls)			<u>\$1,590.75</u>	<u>1</u>
Assistant Varsity or JV Coach (boys and girls)			<u>\$945.00</u>	<u>1</u>
Tennis:				
Varsity Coach (boys)			<u>\$1,590.75</u>	<u>1</u>
Varsity Coach (girls)			<u>\$1,590.75</u>	<u>1</u>
Middle School Coach (boys & girls)	<u>\$945.00</u>	<u>1</u>		

Track:			
Head Varsity Coach (boys)			\$2,735.25 1
Head Varsity Coach (girls)			\$2,735.25 1
Assistant Varsity or JV Coach (boys)			\$1,590.75 1
Assistant Varsity or JV Coach (girls)			\$1,590.75 1
Middle School Coach (boys)	\$1,515.15	1	
Middle School Coach (girls)	\$1,515.15	1	
Volleyball:			
Varsity Coach			\$2,735.25 1
Assistant Varsity or JV Coach			\$1,590.75 1
Middle School Coach	\$1,515.15	1	
Weightlifting:			
Varsity Coach (boys)			\$1,590.75 1
Varsity Coach (girls)			\$1,590.75 1
Wrestling:			
Varsity Coach			\$2,735.25 1
Assistant Varsity or JV Coach			\$1,590.75 1
<u>Female Only Sports - new sports not already receiving a supplement above:</u>			
Varsity Coach			\$1,590.75 1
Assistant Varsity or JV Coach			\$945.00 1
<u>Equity - 2 supplements for Gender Equity</u>			
<u>Head Coach</u>			\$1,590.75 1
<u>Assistant Coach</u>			\$945.00 1
<u>OR</u>			
<u>Assistant Coach</u>			\$945.00 1
<u>Assistant Coach</u>			\$945.00 1
* The Athletic Director shall coordinate the scheduling of all school athletic contests and athletic facilities.			
** Twenty percent (20%) of the differentiated pay rate will be retained for spring practice.			

ATHLETIC ACTIVITY	GRADES		GRADES	
	6-8	#	9-12	#
Athletic Director: *	\$1,123.00	1	\$3,830.00	1
Baseball:				
Varsity Coach			\$2,542.00	1
Assistant Varsity or JV Coach			\$1,443.00	1

Basketball:

Head Varsity Coach (boys)	\$2,542.00	1
Head Varsity Coach (girls)	\$2,542.00	1
Head JV Coach (boys)	\$1,443.00	1
Head JV Coach (girls)	\$1,443.00	1
Athletic Trainer or Assistant Coach	\$1,443.00	1
Athletic Trainer or Assistant Coach	\$1,443.00	1
Head Middle School Coach (boys)	\$1,443.00	2
Head Middle School Coach (girls)	\$1,443.00	2

Cheerleading:

Varsity Coach	\$2,299.00	2
Jr. Varsity Coach	\$1,230.00	1
Middle School Coach	\$1,123.00	1

Cross Country:

Varsity Coach (boys)	\$1,443.00	1
Varsity Coach (girls)	\$1,443.00	1

Football: **

Head Varsity Coach	\$3,421.00	1
Assistant Varsity Coach	\$1,710.00	4
Head JV Coach	\$1,710.00	1
Assistant JV Coach	\$1,710.00	1
Head Middle School Coach	\$1,443.00	1
Assistant Middle School Coach	\$1,016.00	2

Golf:

Varsity Coach (boys)	\$1,443.00	1
Varsity Coach (girls)	\$1,443.00	1
Middle School Coach (boys and girls)	\$855.00	1

Soccer:

Varsity Coach (boys)	\$2,542.00	1
Varsity Coach (girls)	\$2,542.00	1
Assistant Varsity or JV Coach (boys)	\$1,443.00	1
Assistant Varsity or JV Coach (girls)	\$1,443.00	1

Softball:

Varsity Coach	\$2,542.00	1
Assistant Varsity or JV Coach	\$1,443.00	1
Middle School Coach	\$1,443.00	1

Swimming:

Varsity Coach (boys and girls)	\$1,443.00	1
Assistant Varsity or JV Coach (boys and girls)	\$855.00	1

Tennis:

Varsity Coach (boys)	\$1,443.00	1
Varsity Coach (girls)	\$1,443.00	1

Middle School Coach (boys)	\$855.00	1
Middle School Coach (girls)	\$855.00	1

~~Track:~~

Head Varsity Coach (boys)	\$2,542.00	1
Head Varsity Coach (girls)	\$2,542.00	1
Assistant Varsity or JV Coach (boys)	\$1,443.00	1
Assistant Varsity or JV Coach (girls)	\$1,443.00	1
Middle School Coach (boys)	\$1,443.00	1
Middle School Coach (girls)	\$1,443.00	1

~~Volleyball:~~

Varsity Coach	\$2,542.00	1
Assistant Varsity or JV Coach	\$1,443.00	1
Middle School Coach	\$1,443.00	1

~~Weightlifting:~~

Varsity Coach (boys)	\$1,443.00	1
Varsity Coach (girls)	\$1,443.00	1

~~Wrestling:~~

Varsity Coach	\$2,542.00	1
Assistant Varsity or JV Coach	\$1,443.00	1

~~* The Athletic Director shall coordinate the scheduling of all school athletic contests and athletic facilities.~~

~~** Twenty percent (20%) of the differentiated pay rate will be retained for spring practice.~~

It is agreed by the parties that employees receiving athletic supplements for the 2022-2023 school year shall be held harmless in the implementation of the updated supplement schedule. Any season which has already begun and which might be adversely affected by changes to the supplement schedule shall be paid according to the 2021-2022 schedule.



for the Board



for the Union

9/21/2022

Date

MEMORANDUM OF UNDERSTANDING

Between

The Hernando County School Board

And

The Hernando Classroom Teachers' Association

The following Memorandum of Understanding (MOU) is an agreement between the Hernando County School Board (HCSB) and the Hernando Classroom Teachers' Association (HCTA) to fully implement the changes to the 2022-23 Instructional Evaluation Manual as recommended by the EMART committee. HCSB and HCTA have reached tentative agreement on the attached changes to the Evaluation Manual.

Until official ratification, final School Board approval, and acceptance from the Florida Department of Education (FLDOE) parties agree that the changes can be fully implemented in order to ensure that teachers are aware of how they will be evaluated for the 2022-23 school year.

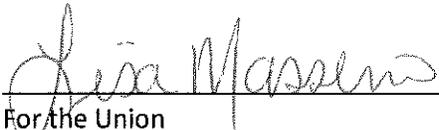
The changes to the Evaluation Manual are accepted as listed in the attached documents.



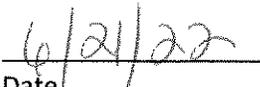
For the Board, Chief Negotiator,
Lisa Becker, Executive Director of Business Services



Date



For the Union



Date

MEMORANDUM OF UNDERSTANDING – REVISED 8/25/2022

This MOU will replace the one signed on 8/2/2022

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 D schools.

The school currently impacted by the language is Eastside Elementary School for the school year 2022-23.

The state Turnaround School Supplemental Services Application (TSSSA) includes strategies the school district will implement to identify, recruit, retain and reward instructional personnel. To support recruitment and reward instructional excellence, EES would offer premium pay up to \$15,000.00 or up to a \$7,500.00 for each teacher who is already working at or is hired by September 15, 2022 to work at EES that meet the following eligibility criteria:

To be eligible a teacher must:

- Have a 2022 3-year aggregate state VAM or the new state VAM calculation which contains 2018-19, 2020-21 or 2021-22 school year as Highly Effective and Effective, **whichever is best**. Algebra I teachers can use a one-year state VAM from 2021 or 2022;
- Have 10 assessments/observations within the state VAM; and
- Teach at a Title I school identified with a school grade of D or F as of September 15, 2022.

All expenditures must be consistent with the approved allocation, as well as applicable state and federal laws, regulations and guidance.

- If an eligible teacher teaches part-time, the allocation shall be pro-rated.
- An eligible teacher does not have to be teaching a VAM grade level or subject to receive this allocation.
- Amendments will not be accepted due to the program's processes and deadline.
- Disburse funds in two equal installments, based on a teacher completing the district-approved schedule of semesters. For example, disburse half of the funds to an eligible teacher at the completion of the first semester and then disburse the remainder at the completion of the second semester.
- Allocations may be pro-rated based on the employment dates of the teacher. However, a teacher must begin employment at an eligible school by September 15, 2022.
- The district's fringe cost will be taken from the premium payment so as to eliminate any cost to the general fund.

The premium pay will not be paid for teachers who started after September 15, 2022 or left Eastside Elementary School prior to the end of the fund disbursement schedule shown above. All disbursements are dependent upon procuring UniSIG grant funds and will be paid in two equal installments per schedule above.

L. Becker

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

8/25/2022

Date

Susan Jackson

For the Union

8/25/22

Date