

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
PLI013	\$ 50,650.00
PLI014	\$ 50,700.00
PLI015	\$ 50,750.00
PLI016	\$ 50,800.00
PLI017	\$ 50,850.00
PLI018	\$ 50,900.00
PLI019	\$ 50,950.00
PLI020	\$ 51,000.00
PLI021	\$ 51,050.00
PLI022	\$ 51,100.00
PLI023	\$ 51,150.00
PLI024	\$ 51,200.00
PLI025	\$ 51,250.00
PLI026	\$ 51,300.00
PLI027	\$ 51,350.00
PLI028	\$ 51,400.00
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.

Burhan Huda

For the Board, Chief Negotiator

9-30-24

Date

Susan Jackson

For the Union

9/30/24

Date