

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.

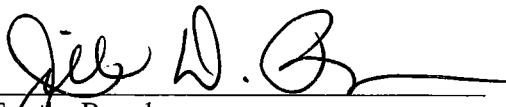
APPENDIX D

Differentiated Pay Based Upon One's Position/Location

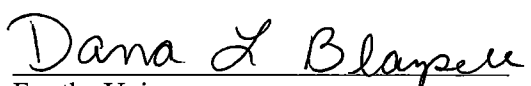
Differentiated Pay is defined for positions that require duties outside the regular school day and/or positions that require specialized expertise and/or certification in a supplemental position.

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.

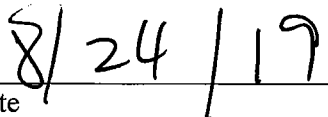
Bachelors -	\$3,725.00	Masters -	\$3,987.00
Ed. Spec. -	\$4,249.00	Doctorate -	\$4,512.00
3. **Itinerant Teachers** – Itinerant teachers who are required to travel will receive a flat payment of \$2,500.00 to compensate for the loss of their planning period.
4. **Differentiated Pay for Additional Therapist 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.



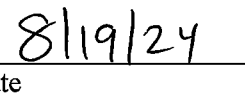
For the Board



For the Union



Date



Date