

# HCEA RATIFICATION VOTE CONTRACT CHANGES

All effective back to 7/1/2021(Not summer school)

## MONEY

### SALARY AGREEMENT

The Teacher Salary Allocation funds were applied per Florida Statute.

The pot of money was only 10% of last years so very little available for raises.

80% of the funds must be used to raise the base pay as high as possible for classroom teachers only as defined by 1012.01 2 a.

Teachers less than \$46,300

Increase base pay to \$46,300

All teachers will move up to \$46,300 and if that increase is less than 2 % they will receive a 2% net increase from both the 80% pot and the 20% pot.

Any teacher between \$46,300 and \$47,500 must receive a net 2% increase.

The rest of the 20% pot was divided amongst the rest of the staff.

All teachers above \$47500 will receive an increase of \$272.00.

20% of the funds had to be used to give teachers who did not participate in the 80% funds or received less than a 2% increase, will receive at least a 2% increase.

### OTHER FUNDS FOR TEACHERS

We signed several Memorandums of Understanding that are contingent on the district receiving the funds from the ESSER 2 and 3 that came from DC. These will be paid as soon as practical after the district receives the funding.

1<sup>st</sup>. Any teacher who did not receive \$1,000 from the Governor will receive \$1,000 from these funds.

2<sup>nd</sup>. TO: Recruit & Retain teachers. All teachers employed on November 1<sup>st</sup>, 2021, will receive an additional \$1,500 from the funds in 2021 and all teachers employed on 11/1/2022, will receive another \$1,000 from these funds.

3<sup>rd</sup>. TO: Retain highly qualified teachers. Longevity supplements: Any teacher hired on or before 7/1/2011 (10 years in district) will receive \$1,500 from these funds.

4<sup>th</sup>. Critical needs areas as defined by the Federal Government and the State of Florida

A. Critical needs: 6-12

- a. Areas as identified by the Federal government and State of Florida, which are in this order: English, Reading, Science, Math (Secondary Level) and ESE

Tier 1- Teacher with 6 full classes per day in ESE, English, Reading, Science, or Math. Certified

Tier 2-Teacher with 6 full classes per day in ESE, English, Reading, Science, or Math (Professional Certification in English, Reading, Science, or Math, ESOL Endorsed, Reading Endorsed)

Tier 1 would get \$1,500

Tier 2 would get \$3,000

**INSURANCE:**

The cost of the Board share of insurances increased from \$9,000 to \$9,871. No increase to you for single coverage.

**Language:**

**See attached tentative agreements.**

**VOTING WILL TAKE PLACE ELECTRONICLY. YOU WILL  
RECEIVE A LINK TO VOTE FROM DISTRICT IT DEPARTMENT  
Tuesday 10/26/21 by 7 am**

**Link will work only once during:**

**Tuesday October 26st from 7:00 AM UNTIL Wednesday  
October 27 until 3:30 PM.**