

FAQ

Economic Salary Agreement Instructional Bargaining Unit 2021-2022

HCPS HR 813 - 272-4000

HCTA 813-238-7902

- **What is included in the proposed salary agreement?**

All instructional employees on E00-E07 (classroom and non-classroom) will be brought up to \$47,500 on salary schedules E, G, P, Q, A, B, and Health Pro. Payment will be retroactive to July 1, 2021.

All teachers on salary schedules E, G, P, Q, A, B, and Health Pro above \$47,500 (classroom and non-classroom) will be given a one-time additional payment equivalent to a level increase retroactive to July 1, 2021

A one-time \$1,250 additional payment for the 2021-2022 school year will be paid to all employees at the top of their respective salary schedule.

Eligible National Board-Certified Teachers (NBCT) shall receive up to a one-time \$1000 payment for the completion of ten hours of approved mentoring and/or conducting approved training through the Professional Development Department.

Eligible employees who maintain qualification as a Certified Behavior Analyst will be paid a one-time \$500 supplement.

Eligible employees who are Licensed School Psychologists will be paid a one-time \$500 supplement. Eligible employees must have worked half plus a day of the 2021-22 school year and be current, active employees at the time of payment.

Eligible school social workers, school counselors and speech-language pathologists who hold a master's degree or higher and are not on a grandfathered salary schedule will receive a one-time \$500 supplement.

- **Is the salary agreement for the 21-22 school year? Is it possible we will receive the salary bonus before the end of this school year?**

Yes, this is for the 2021-2022 school year. The goal is to have it paid out in the pay period following the school Board's approval (mid-April).

- **Will we get our step? Is this still a lump sum payment? When is it paid?**

The agreement must first be ratified by members of the instructional bargaining unit. This ballot includes both HCTA members and non-members. If the agreement is ratified it must go to the school board for approval. Payment will be made as soon after school board approval as possible. The goal is the next pay cycle.

- **Will we still be receiving the \$1000 supplement for a master's degree? While the district initially would not agree to this supplement, they have since agreed to paying a \$500 supplement.**

- **A bonus for National Board teachers was mentioned. Is this in addition to the one we can earn by providing 10 hours mentoring (where we keep a log)?**

This is not an additional supplement for National Board teachers. It is a renewal of the supplement from last year which includes the 10 hours of mentoring and submission of a log.

- **If we do vote it down, what does it mean?**
Both sides will then have to return to the bargaining table and begin the process again – from scratch.
- **How many votes are needed to ratify the agreement?**
A simple majority of 51% of the votes that are cast.
- **Does this supplement increase our step level for subsequent earnings?**
This payment is not rolled into your salary as a step increase. It is a one- time supplement.
- **Does this supplement contribute to our pension?**
Yes, it will be added to your retirement calculations with FRS.
- **Will the supplement be based upon the step listed on our paycheck OR our actual step?**
The supplement will be the amount you would have received if the pay scale had been rolled. For example, if you are currently an E12 on your pay stub, your supplement will be the amount for E13.
- **Where can we find information as to our current years of service?**
You can refer to your pay advice in the top right-hand corner it most likely says E##. That is the current level you are on. If you have a question regarding that call HR at 272-4000 and ask to speak to the representative for your site.
- **The first full year counts as zero so we are really one year behind the number of years teaching?**
Our scale has been based on years of teaching which are completed. In your first year your level is E00 because you have not completed a full year of teaching. Upon completing year 1 you would then move to E01 the following year. The current salary agreement will freeze movement on this scale for salary purposes only. You will still receive credit for a full year of teaching with FRS.
- **How will this affect district resource teachers?**
This agreement affects DRTs in the same manner as other teachers. They will receive a supplement equal to the amount of money they would have been paid if the salary scale had rolled.
- **With the proposed salary agreement, will this mean that we will be getting paid at the 2020 - 2021 rate for the 2022 - 2023 school year?**
Until we return to the bargaining table, the salary scale remains the same. The goal is to return to the bargaining table as soon as the state education budget is approved so that we can have the contract settled by the start of school year 2022-2023.

- **Why are we receiving a supplement instead of rolling a step on the current salary scale?**
 The district can use ESSER funding from the government to pay a one-time supplement. They cannot use those funds to contribute to the salary scale because they cannot use revenue that will not be recurring to pay expenses that are recurring.
- **Will the one-time payment be taxed like a bonus or regular salary?**
 It will be taxed like regular salary.
- **Will this check be prorated for persons who have separated service prior to ratification?**
 If you are not an active employee currently earning a paycheck at the time of payment, you will not earn this supplement. There are some exceptions for those on FMLA leave. Please contact HR or your HCTA staff for questions regarding your particular situation.
- **The \$1250 for “top of the scale”, is that for anyone who should be on level 23 and above?**
 Anyone who is moving to E23 and beyond. So, if your paystub says E22 and beyond)
- **How will we know how much we should be getting?**
 See the attached scale.
- **Will a new payment for teachers working at Transformation and Renaissance sites be established?**
 This will be addressed very soon in a separate bargaining session.
- **For those who work more than 10 months, will the extra days worked be included in the supplement?**
 The stipend is a flat amount (\$800, \$1000, \$2200, etc) and not pro-rated for those on the 205 day calendar.
- **After this year, will our salary stay at this new supplement rate or since it is non-recurring does our salary drop back to what it is today?**
 Your base salary does not change under this agreement. We will return to the bargaining table to negotiate increases for the 2022-2023 school year.