



NEW CONTRACT HIGHLIGHTS

Certificated

Compensation



Salary Step	Cost-of-Living Increase
1 full step for all eligible employees on the new scale	3% average increase to all step values

- **Cost of living increase:** Increases are relative to the June 30, 2022 salary scales, not the 2021-2022 Temporary Scales that are currently in place. HCPSS commitment to future COLA increases to in alignment with *Blueprint* salary requirements.
- **National Board Certified (NBC) teachers:** \$10,000 annual supplement for NBCT's who are primarily responsible for teaching students in the classroom, plus an additional \$7,000 supplement for NBCT's who teach at low-performing schools, as defined by the Blueprint law
- **Subbing during Planning:** \$55 payment for teachers who volunteer to substitute, or provide close adult supervision, during their planning period.
- **Retirement/resignation notice incentive:** \$750 early retirement notice incentive for teachers who notify HCPSS of their intent to retire/resign by March 1 of that year. (Changed from percentage of accumulated sick leave).

Planning Time



- **Elementary teachers:** Additional 25 minutes of planning per week (now 325 total minutes per week) in blocks no shorter than 25 minutes. Regained provision that ensures at minimum of 30 consecutive minutes of planning time during each regular student day.
- **Secondary teachers:** Additional 50 minutes per week of planning (330 total minutes per week).
- **Part-time teachers:** Proportional increases to planning time for teachers at .70 FTE or greater.

Workload



- **Special educators:** Special Education team leaders with student caseloads will receive 1 full day, or 2 half days per quarter for the purpose of completing casework. Team leaders may choose to distribute those days among their team members, if desired.
- **Telework:** Expanded language to allow school-based staff to telework when students aren't in the buildings. Non-school-based staff will be able to request telework days through their supervisor.

Leaves of Absence



- **Personal leave:** Removed limitations on the number of days that can be taken consecutively. 11-month and 12-month staff increase from 3 to 4 days a year.
- **Annual leave:** Increased payout of unused annual leave at separation from 40 to 45 days; additional 2 days of annual leave for 12-month staff with 10+ years of service.
- **Family Crisis Leave Exchange:** new provision allows for up to a 30-day donation of leave from your HCPSS-employed spouse (spouse can be in a different bargaining unit).

Transfers



- **Voluntary transfers:** new pilot program for voluntary transfers process that will include Job Fairs and the ability for candidates to request interviews with specific schools and principals.

Please note, this is not an exhaustive list. Please see the HCEA website for full contract details.