


2022-2023 Summary of Negotiations Proposal

1. Salary – Instructors will receive a \$2,000 base raise based upon two factors:
 - a. Evaluation Rating – Instructors receiving an Effective or Highly Effective rating in the prior school year;
 - b. Academic Needs Factor – Identified as creating virtual CTE curriculum for each program.
2. Salary maximum amount will increase to \$60,750. Salary minimum for a full-time instructor will be \$40,000.
3. Insurance adjustments – Insurance plan costs will increase 5% for plans 1&2 and 3% for plans 3&4. The board will increase their contribution amount 1% on each of the four plans.
4. Tax Sheltered Investment Program replacing MET Life Insurance Company with Security Benefit.
5. Travel Allowance – will increase to \$.54 beginning November 1, 2022 and thereafter.
6. CTE Student Club Advisors – Club sponsors will receive an addendum increasing to \$500. Any club sponsor with a student(s) qualifying, preparing for, and attending a state competition will be paid an additional \$300.

Tentatively agreed upon HCC Teacher's Association and HCC Administrative Bargaining Team.



Brian Evans, HCC Teachers' Association President

10-3-22
Date



Mark Hobbs, HCC Director

10/3/22
Date