

2023-24 Summary of Negotiations Proposal

1. Salary

a. Instructors will receive the following base raises 2023-24:

- i. HCC Employed for 7 years or less = \$2,000
- ii. HCC Employed for 8 to 12 years = \$4,000
- iii. HCC Employed for 13 years or more = \$6,000

1. based upon:

- a. the 2022-23 Evaluation Rating - Instructors receiving an Effective or Highly Effective rating in the prior school year;
- b. the 2022-23 Academic Needs Factor - Identified as creating virtual CTE curriculum for each program

2. Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

2. Salary Maximum amount will increase from \$60,750 to \$62,500

3. Insurance

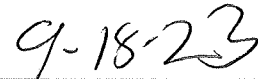
a. Adjustments

- i. Insurance plan costs will increase 9% for all four (4) plans.
- ii. The Board will increase their contribution amount 1% on each of the four plans.

Tentatively agreed upon HCC Teachers Association and HCC Administrative Bargaining Team.



Brian Evans, HCC Teachers Association President



Date



Floyd McWhirt, Director of HCC



Date