



CAREER CENTER

2026-27 Summary of Negotiations Proposal

- I. Salary Range
 - 1. \$45,000 to \$63,000 for returning teachers, not including current-year increases or TRF contributions.
- II. Literacy Endorsement Base Salary Differentiation
 - 1. Before receiving the increases described in Section III, the base salary of teachers with a literacy endorsement will be adjusted, as needed, to reflect a \$100 differential (compared with the base salary of teachers with the same credentials who do not have the literacy endorsement).
- III. Base Salary Increase
 - 1. General Eligibility
 - A. To be eligible for a salary increase, a teacher:
 - a) Must not have been rated ineffective or improvement necessary in the prior year,
AND
 - b) Must have been employed at least 120 days in the prior year.
 - B. A teacher who does not meet these eligibility criteria remains at their prior-year salary.
 - 2. Factors and Definitions
 - A. Evaluation: Teachers received a highly effective or effective evaluation in the prior school year.
 - B. Academic Needs: The need to retain teachers currently assigned to teach CTE courses.
 - 3. Distribution
 - A. Evaluation = Highly Effective \$600; Effective \$600
 - B. Academic Needs = \$600
 - 4. Itemized Compensation Requirements
 - A. Calculation of Total Possible Base Salary Increases Available to Teachers Under the Compensation Plan = \$1,200
 - a) Increase attributable to education and experience:
 - (1) Increase attributable to education = \$0
 - (2) Increase attributable to experience = \$0
 - (3) The combined increase for education and experience is \$0, which is 0% of the total possible increase
 - b) Increase attributable to academic needs = \$600, which is 50% of the total possible increase.
- IV. New Hire Salaries

HEARTLAND

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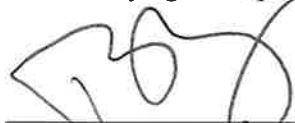
1. The salary for newly hired teachers with no experience or additional educational attainment is \$45,000.
2. The salary for new hires with no experience who possess a literacy endorsement is \$45,100.
3. The Director will determine the salary for new hires with verified teaching experience or additional educational attainment within the salary range identified in Section I above.

V. Insurance

1. Adjustments

- A. Plan 1 and Plan 2 Insurance costs will increase 9%
- B. Plan 3 and Plan 4 Insurance costs will increase 12%
- C. The Board will increase the employer amount by 1% of the overall plan cost of Plan 1 for both Plans 1 and 2
- D. The Board will pay 85% of Plan 4 cost for Plans 3 and 4.
- E. The Board will pay the same amount to the Plan 3 and Plan 4 Employee Plans as it pays to the Plan 1 Employee Plan.

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



Brian Evans, HCC Teachers Association President



Floyd McWhirt, Director of HCC

10-1-26
Date

10/1/26
Date