



**Economic Salary Proposal
Instructional and ESP Bargaining Units
2022-2023**

The following items were tentatively agreed upon through the bargaining process:

1. All eligible Instructional and ESP employees will receive a one-level increase on their respective salary schedules retroactive to July 1, 2022.
2. In recognition of their career service to HCPS, a one-time additional payment for the 2022-2023 school year will be paid to all eligible employees at the top of their respective salary schedules. Instructional employees will receive a \$2,200 payment and support employees will receive a \$1,100 payment.
3. Employees who moved to the top of their respective salary schedule as a result of their awarded one-level movement will receive a one-time additional payment for the 2022-2023 school year. Instructional employees will receive a \$1,100 payment and support employees will receive a \$550 payment.
4. One-time payment of \$300 for all instructional employees on E00-E05 who would not realize a salary increase when moved as agreed upon.
5. All instructional supplements to be increased by 12% effective for the 2023-2024 school year.
6. Eligible National Board-Certified Teachers (NBCT) shall receive up to a one-time \$1,000 payment for the completion of ten hours of approved mentoring and/or conducting approved training through the Professional Development Department. Payment shall be made after submission and approval of all required documentation.
7. Eligible employees who maintain qualification as a Certified Behavior Analyst will be paid a one-time \$500 supplement.
8. Eligible employees who are Licensed School Psychologists will be paid a one-time \$500 supplement.
9. The Board will pay the cost of fingerprint monitoring fees for approximately 20% of instructional employees.
10. The Board agrees to pay the full cost of an employee-only health insurance premium for a designated health plan offered by the Board for employees.

