

HCSB – Classroom Teacher and other Instructional Personnel Salary Increase

TA# 2

The total amount of the 2025-26 **Classroom Teacher and other Instructional Personnel Salary Increase** - \$809, 045.00 (less applicable fringes) – shall be distributed to instructional staff as follows regarding increases to base salaries:

All returning instructional staff who were employed by the Hernando School District for more than half of their 2024–2025 contract (one day over the midpoint), have a **minimum** of two years of full-time teaching experience in a Florida public school, and remain employed as of the date of Board approval shall receive a market adjustment of an estimated \$470 to their base salary, subject to applicable taxes and employee deductions.

Highly Effective - \$100.00

Effective - \$50.00

An estimated additional allocation of \$70,000 from the general fund will support a \$470 base salary adjustment for employees on annual contracts with less than two full years of experience.

		Experience			
PLI000	0	\$ 50,000.00			
PLI001	1	\$ 50,050.00			
PLI002	2	\$ 50,100.00			
PLI003	3	\$ 50,150.00			
PLI004	4	\$ 50,200.00			
PLI005	5	\$ 50,250.00			
PLI006	6	\$ 50,300.00			
PLI007	7	\$ 50,350.00			
PLI008	8	\$ 50,400.00			
PLI009	9	\$ 50,450.00			
PLI010	10	\$ 50,500.00	Military EXP (Beyond 20 Instructional)		
PLI011	11	\$ 50,550.00	PLI021	21	\$ 51,050.00
PLI012	12	\$ 50,600.00	PLI022	22	\$ 51,100.00
PLI013	13	\$ 50,650.00	PLI023	23	\$ 51,150.00
PLI014	14	\$ 50,700.00	PLI024	24	\$ 51,200.00
PLI015	15	\$ 50,750.00	PLI025	25	\$ 51,250.00
PLI016	16	\$ 50,800.00	PLI026	26	\$ 51,300.00
PLI017	17	\$ 50,850.00	PLI027	27	\$ 51,350.00
PLI018	18	\$ 50,900.00	PLI028	28	\$ 51,400.00
PLI019	19	\$ 50,950.00	PLI029	29	\$ 51,450.00
PLI020	20	\$ 51,000.00	PLI030	30	\$ 51,500.00

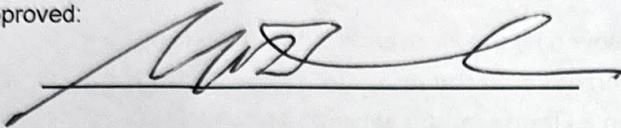
NOTE: This schedule is for placement only. There is no movement on this salary structure. Any years beyond 20 are for qualified military experience and current employees with continuous employment returning to the bargaining unit with more than 20 years of teaching experience only.

Experience Credit

A maximum of twenty (20) years of experience can be verified, providing proof of a successful evaluation rating in a full-time teaching position for each year of service verified. The maximum applies to all positions within the bargaining unit. The 20-year maximum does not apply to employees who have continuous full-time employment with the Hernando County School District when returning to the instructional bargaining unit.

Up to ten (10) years of credit towards experience on the salary schedule shall be granted for military service. Military credit granted is in addition to the years of verified teaching experience.

Board Approved:

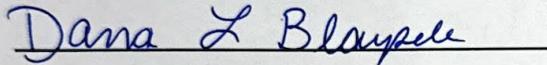


For the Board, Chief Negotiator

Matthew Goldrick, Director of Labor Relations & Professional Standards

3/3/26

Date



For the Union

3/3/26

Date