

TA #3

Advanced Degree

For bargaining unit members hired on or after July 1, 2011, to qualify for advanced degree compensation, the advanced degree earned must be in an area of certification currently on the bargaining unit member's certificate. Advanced degrees in Curriculum, Education, and/or Educational Leadership are considered broad degrees in education and are eligible for advanced degree payment. In addition, an advanced degree that is directly related to a broad academic field (i.e., degree in history and certification in social science) will be eligible. In the event an application is submitted for an advanced degree that is not clearly identified on a certificate, and prior to rejection of the application, will be determined by mutual agreement between both parties of the Hernando Classroom Teachers' Association and the Human Resources Department will meet within ten (10) days of the receipt of transcripts to discuss eligibility for an advanced degree in a broad academic field. To be considered for the Advanced Degree Supplement, official transcripts must be on file with Human Resources. This supplemental pay will begin from the date the official transcripts have been received by Human Resources. If transcripts are received after the first pay period, the Advanced Degree Supplement may be prorated based on the date transcripts were received.

If the qualifications are met, the payment will be made in the form of a supplement in the following amount:

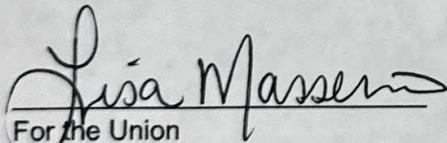
Masters = \$2500

Specialist = \$3500

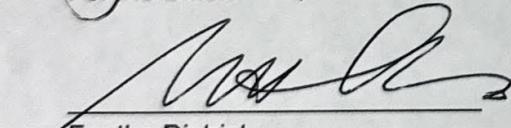
Doctorate /Juris Doctor* = \$4500

*Effective 2025-26 School Year

-If the bargaining unit member no longer holds the certification area used to qualify for the advanced degree payment, they must notify the Human Resource Department within ten (10) days from the date of the certificate change to end the supplement payment. Bargaining unit members hired prior to July 1, 2011 already receiving or become eligible to receive payment for an advanced degree will continue to be paid as indicated above. The instructional salary is for all instructional staff as defined in APPENDIX E.


For the Union

3/3/26
Date


For the District

3/3/26
Date