

PLACEMENT SCHEDULE FOR NEW HIRES  
INSTRUCTIONAL PERSONNEL  
2024-2025

|   | 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 |
| PLI011  | 11         | \$ 50,550.00 |
| PLI012  | 12         | \$ 50,600.00 |
| PLI013  | 13         | \$ 50,650.00 |
| PLI014  | 14         | \$ 50,700.00 |
| PLI015  | 15         | \$ 50,750.00 |
| PLI016  | 16         | \$ 50,800.00 |
| PLI017  | 17         | \$ 50,850.00 |
| PLI018  | 18         | \$ 50,900.00 |
| PLI019  | 19         | \$ 50,950.00 |
| PLI020  | 20         | \$ 51,000.00 |
| <b>Military EXP (Beyond 20 Instructional)</b> |            |              |
| PLI021  | 21         | \$ 51,050.00 |
| PLI022  | 22         | \$ 51,100.00 |
| PLI023  | 23         | \$ 51,150.00 |
| PLI024  | 24         | \$ 51,200.00 |
| PLI025  | 25         | \$ 51,250.00 |
| PLI026  | 26         | \$ 51,300.00 |
| PLI027  | 27         | \$ 51,350.00 |
| PLI028  | 28         | \$ 51,400.00 |
| PLI029  | 29         | \$ 51,450.00 |
| 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.

### **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. The application of an advanced degree that is not clearly identified on a certificate will be determined by mutual agreement between both parties of the Hernando Classroom Teachers' Association and the Human Resources Department.

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 = \$4500

If the bargaining unit member no longer holds the certification area used to qualify for the advanced degree payment, they must notify the Human Resources Department within ten (10) days from the date of the certificate change to end the supplement payment.

### **Critical Shortage**

For positions previously designated as critical shortage areas for Hernando County, the following positions will be paid an additional amount in the form of a supplement:

**Certified School Counselor, ESE Specialist, Social Worker, Program Staffing Specialist, Behavior Analyst, and Employment Specialist** will receive a supplement of \$3,955.00 in addition to the base pay.

**Speech/Language Pathologist, School Psychologists, Occupational Therapists and Physical Therapists** will receive a supplement of \$9,170.00 in addition to the base pay.

Board Approved: 10/22/2024