

2019-20 Summary of Negotiations Proposal

1. Salary – Instructors with less than 8 years of experience at Heartland and received an evaluation of Effective or Highly Effective - **\$1000** will be added to their previous base salary.
2. Salary – Instructors with more than 8 years of experience at Heartland and received an evaluation of Effective or Highly Effective - **\$1800** will be added to their previous base salary.
3. Additional Salary information – Each instructor (15 HCC Instructors) having at least one year of experience will receive **\$1014** that will be added to their base salaries. This is a one time addition to salaries due to TRF reduction at the state level.
4. Salary increases range from \$2014 - \$2,814.
5. Insurance adjustments (see handout)
6. Approved Student Organization payment changes – club payment for having a local organization, previous amount was \$350, new amount is \$400. Having students qualify and teacher and student(s) attend the state competition, previous amount was \$200, new amount is \$ 250.

Tentatively agreed upon by HCC Teacher's Association and HCC Administrative Bargaining Team.

Tentatively Agreed to 9/18/19.
- Mark Hobbs
HCC Director
HCC Teachers Association President -

