



Hardee County School Board Agenda Analysis

22.02



Author:

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Date:

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Subject:

"Grandfathered" salary schedule for fiscal year 2014-15- amendment #1

Background Information:

On August 14, 2014, the Board approved the "Grandfathered" salary schedule for 2014-15. It did not include the page for Administrative Salary Schedule. This was an oversight on my part and I apologize.

The State has released 2014-15 salaries for elected school superintendents and Board members based on a formula in Chapter 145, Florida Statutes. The Superintendent and Board members are currently paid at 2013-14 salaries and need to be adjusted to 2014-15 salaries.

Substitute teachers are currently paid \$8, \$9, and \$10 per hour for high school diploma, associate's degree and bachelor's degree or higher, respectively. On January 1, 2015, Florida's minimum wage will increase from \$7.93 to \$8.05 per hour so substitute teacher pay rates need to increase.

Mosaic will again fund STEM sponsor supplements for two instructional staff at the Sr. High.

The "Grandfathered" salary schedule for 2014-15 needs to be amended for the following:

1. To include administrator salaries
2. To increase Superintendent and Board Member pay
3. To increase substitute teacher pay.
4. To reflect STEM sponsor supplements

Administrative Consideration:

State Board of Education Rule 6A-1.052. Each school board shall annually adopt a schedule for employees of the district school system. The schedule shall be the sole instrument used in determining the compensation for employees of the board.

Fiscal Impact:

- Administrator pay- no change
- Superintendent pay- increase by \$244 per year (.2%)
- Board member pay- increase by \$65 per year (.2%)
- Substitute teacher pay- increase by \$.14 per hour or \$1.05 per day.
- STEM sponsor supplements- no impact. Mosaic has donated \$3,600 to cover supplements and benefits.

Proposed Recommendation to School Board:

Recommend approval "Grandfathered" salary schedule for fiscal year 2014-15- amendment #1.

Action Required:

Action Agenda

agenda analysis pay schedule.doc

BOARD ACTION

11/18/14
Approved

**Hardee County School Board
Salary Schedule
FY 2014-15**

Administrative Salary Schedule

Rank	Index	Step 0	Steps 1-17	Steps 18+
1	1.5103	\$87,673	\$200	\$0
2	1.4746	\$85,601	\$200	\$0
3	1.3998	\$81,258	\$200	\$0
4	1.3349	\$77,491	\$200	\$0
5	1.3349	\$77,491	\$200	\$0
6	1.2212	\$70,891	\$200	\$0
7	1.1562	\$67,117	\$200	\$0
8	1.1400	\$66,177	\$200	\$0
9	1.1237	\$65,231	\$200	\$0
10	1.1237	\$65,231	\$200	\$0
11				
12	1.0071	\$58,462	\$200	\$0

Supplements (paid semi-monthly)	
Master's degree	\$3,200
Specialist degree	\$3,600
Doctorate degree	\$4,000

Administrative pay schedule indexed to pay grade 13, step 26 plus Master's degree supplement

PAY RANK 1 DEPUTY SUPERINTENDENT (12 months, 261 days, 8 hours per day)

PAY RANK 2 SENIOR HIGH SCHOOL PRINCIPAL (12 months, 261 days, 8 hours per day)

PAY RANK 3 JUNIOR HIGH SCHOOL PRINCIPAL (12 months, 261 days, 8 hours per day)

PAY RANK 4 ELEMENTARY SCHOOL PRINCIPAL (12 months, 261 days, 8 hours per day)

PAY RANK 5 DIRECTOR I (12 months, 261 days, 8 hours per day)

PAY RANK 6 DIRECTOR II (12 months, 261 days, 8 hours per day)

PAY RANK 7 SENIOR HIGH ASSISTANT PRINCIPAL (11 months, 223 days, 8 hours per day)

PAY RANK 8 JUNIOR HIGH ASSISTANT PRINCIPAL (11 months, 223 days, 8 hours per day)

PAY RANK 9 ELEMENTARY ASSISTANT PRINCIPAL (11 months, 223 days, 8 hours per day)

PAY RANK 10 DIRECTOR III (11 months, 223 days, 8 hours per day)

PAY RANK 11

*PAY RANK 12 COORDINATOR OF MAINTENANCE, FOOD SERVICE, INSTRUCTIONAL TECHNOLOGY
(12 months, 261 days, 8 hours per day)*

BONUS- a one-time payment of \$1,200 eligible employees

BENEFITS:

1) **INSURANCE:** \$8,328 toward the Board approved insurance program, for eligible employees

2) **FLORIDA RETIREMENT SYSTEM**

3) **SOCIAL SECURITY**

4) **SICK LEAVE:** According to Board Policy

5) **VACATION LEAVE:** According to Board Policy

HARDEE COUNTY SCHOOL BOARD
2014-15 SALARY SCHEDULE

ELECTED OFFICIALS

The salary of Board members and the Superintendent are established by use of information provided by the State and based upon the population of the county. Under Florida Statute 1001.47, a locally established factor may be added into the Superintendent's salary as well as the state requirement of \$2,000 for state certification as a Superintendent.

Section 1001.395, Florida Statutes, provides that District school board member salaries shall be based on the population of the county the District school board member serves. Florida Attorney General Opinion 79-87 provides that salary adjustments of school district officers take effect on July 1, the beginning of the fiscal year.

Hardee County School Board members shall receive all appropriate benefits afforded to all full-time Hardee County School Board employees, as identified in the Board adopted salary schedule.

Superintendent	<u>\$99,741</u>	\$99,497
Board Member	<u>\$26,399</u>	\$26,334

- BENEFITS:
- 1) INSURANCE: Up to \$ 8,328 toward the Board approved insurance program for elected officials.
 - 2) FLORIDA RETIREMENT SYSTEM
 - 3) SOCIAL SECURITY

PAY RANKS 1-12 ARE ADMINISTRATIVE SALARIES

NOTE:

1. Up to three years administrative experience may be rewarded for teaching or related field experience.
2. Increases of \$200 per year will be granted for verified years of administrative experience to a maximum of seventeen years. A maximum of ten years will be granted for out-of-state administrative experience.

HARDEE COUNTY SCHOOL BOARD
2014-15 SALARY SCHEDULE

SUBSTITUTE TEACHERS

NON-CONTRACT, AS NEEDED, AT-WILL EMPLOYMENT

(District Certification Required)

Rank III, Bachelors Degree or higher from an accredited institution.

\$76.05 per day or \$10.14 per hour ~~\$75.00 per day or \$10.00 per hour~~

Associate Degree (2 year) in a planned program from an accredited institution.

\$68.55 per day or \$9.14 per hour ~~\$67.50 per day or \$9.00 per hour~~

High School Diploma from an accredited institution

\$61.05 per day or \$8.14 per hour ~~\$60.00 per day or \$8.00 per hour~~

SHORT-TERM CONTRACT

A substitute teacher may be granted a short-term contract by the Hardee County School Board upon recommendation of the Superintendent, under certain conditions:

1. The substitute is assigned all of the duties and responsibilities associated with a specific teaching position, for a minimum of 30 consecutive working days.
2. The substitute must hold at least a bachelor's degree. A valid teaching certificate is preferred.
3. The substitute will be paid \$16 per hour or \$120 per day.
4. The substitute is not eligible for health insurance. After six months in the same position, the substitute teacher on short-term contract is eligible for retirement benefits.

**Hardee County School Board
"Grandfathered" Salary Schedule**

FY 2014-15

\$785	1	Sophomore Class	0.0222
\$1,551	2	STEM Sponsor (for 2014-15 2013-14, funded by Mosaic)	
\$1,361	1	Student Council	0.0385
\$1,343	1	Student Newspaper	0.0380
\$2,718	1	Varsity Cheerleader	0.0769
\$1,591	1	Yearbook	0.0450

OTHER PERSONNEL SUPPLEMENTS

<i>Supplement</i>	<i>Number</i>	<i>Position</i>	<i>Index</i>
		One person per grade K-5, per school site	
\$1,078	30	Elementary Grade Group Chairperson	0.0305
\$1,114	7	Peer Teacher	0.0315

Hardee Junior High School

<i>Supplement</i>	<i>Number</i>	<i>Position</i>	<i>Index</i>
\$2,471	1	Athletic Director	0.0699
\$2,450	1	Band Director	0.0693
BASKETBALL			
\$1,152	1	Assistant-Boys	0.0326
\$1,517	1	Head-Boys	0.0429
\$1,152	1	Assistant-Girls	0.0326
\$1,517	1	Head-Girls	0.0429
FOOTBALL			
\$1,495	2	Assistant	0.0423
\$2,467	1	Head	0.0698
SOFTBALL			
\$1,152	1	Assistant-Girls	0.0326
\$1,439	1	Head-Girls	0.0407
VOLLEYBALL			
\$1,439	1	Head-Girls	0.0407
\$1,152	1	Assistant- Girls	0.0326
CLUB/ACTIVITY SPONSOR			
\$848	1	Art Club	0.0240
\$1,280	1	Cheerleader	0.0362
\$848	1	FHA	0.0240
\$785	1	Flag Corp	0.0222
\$1,078	6	Grade Group Chairperson	0.0305
\$785	1	Majorette	0.0222
\$785	1	National Junior Honor Society	0.0222
\$2,680	1	Principal of two schools (total FTE > 1,400)	0.0758
\$1,152	1	School Production Supervisor	0.0326
\$1,361	1	Student Council	0.0385
\$785	1	Student Newspaper	0.0222
\$1,152	1	Yearbook	0.0326