

# Hardee County School Board Agenda Analysis



**Author:**

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**DRAFT**

**Date:**

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**Subject:**

Amend grandfathered salary schedule for 2019-20- changing the hourly at-will pay rate for three Senior High positions

**Background Information:**

Until the 2020-21 negotiations are completed, the salary schedules for 2019-20 remain in effect.

Currently, hourly at-will workers filling in for the attendance secretary, front desk secretary and guidance secretary at the Sr. High are paid minimum wage (\$8.56 per hour). Recently Dr. Polk, Principal at Hardee Sr. High, requested that the pay rate be increased for a few reasons:

- Those positions are very challenging, requiring the person to multi-task and help the public
- It is difficult to find substitutes for those positions at minimum wage
- The Sr. High administration would have more flexibility in using teacher substitutes in these three positions and vice versa if there was no difference in the hourly pay.

If approved, this amendment will not change the pay or status for the full-time employees in these three Sr. High positions.

**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:**

Not known. Currently, hourly at-will secretaries for the Sr. High attendance, front office or guidance department are paid minimum wage (\$8.56). If the salary schedule is amended as requested, hourly pay will change as follows, depending on the education of the hourly, at-will workers:

- High school diploma- increase by \$.44 per hour to \$9.00
- Associate degree (two year)- increase by \$1.44 to \$10.00
- Bachelor's degree or higher- increase by \$2.44 to \$11.00

**Proposed Recommendation to School Board:**

Recommend approval to amend the grandfathered salary schedule for 2019-20, changing the hourly at-will pay rate for attendance secretary, front desk secretary and guidance secretary at the Sr. High to match pay for substitute teachers.

**Action Required:**

Consent Agenda

AA pay schedule

HARDEE COUNTY SCHOOL BOARD  
2019-20 SALARY SCHEDULE

\*TEMPORARY and PART-TIME EMPLOYEES-AT WILL EMPLOYEES

ADULT/COMMUNITY EDUCATION PROGRAM

Part-time Certified Teachers	Rank III	\$13.66 per hour
	Rank II	\$14.70 per hour
Part-time Non-certified Teachers		\$12.60 per hour
Part-Time Adult Education Tutors		minimum wage
Computer Lab Manager		minimum wage
Pool Supervisor		\$ 8.61 per hour
Lifeguards		minimum wage

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The following are paid minimum wage per hour or as specified in contract:

Part-Time: Secretarial (other than Senior High below), Clerical, Tutors  
 Substitutes: Food Service, Secretarial (other than Senior High below), Clerical, Tutors  
 Summer Maintenance Workers  
 Temporary Painters  
 Work Study Students  
 On-the-Job-Training Students  
 Behind-the-Wheel Bus Driver Trainee

CDL Test Administrator	\$25.00 per hour
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Information Technology Department

Temporary Systems Analyst	\$22.00 per hour
Temporary Technical Support Manager	\$17.50 per hour
Temporary MIS Tech Support 2	\$16.00 per hour
Temporary MIS Tech Support 1	\$13.00 per hour
Temporary Computer Resource Tech	\$11.00 per hour

Senior High School

Attendance secretary  
 Front office secretary  
 Guidance secretary

Paid at the rate of substitute teacher.  
 For example, an hourly front office secretary who has an AA degree will be paid \$10.00 per hour

Part-time employees are defined as persons who work 30 hours or less per week and/or are assigned to a temporary position and may or may not be on a regular basis. ESPs on pay ranks 51-107 are not considered part-time employees.

Temporary employees are defined as persons who work less than 30 days in the same position.

Temporary and Part-time employees receive no insurance, holiday, or leave (sick or annual) leave benefits.