



Hardee County School Board Agenda Analysis

Author:

Greg Harrelson, Finance Director

Date:

June 25, 2020

Subject:

Amend grandfathered salary schedule for 2019-20- add new Transportation rank 109 and change administrative rank 12

Background Information:

On May 28, 2020, the School Board approved grandfathered and performance pay salary schedules for 2019-20.

On June 11th, the School Board approved a job description for the new Transportation Operations Specialist/ Driver Trainer position and draft pay range. The grandfathered salary schedule for 2019-20 needs to be amended to include new pay rank 109 (NT39) for Transportation Operations Specialist/ Driver Trainer.

Administrative pay rank 12 Coordinator of Maintenance, Food Service, Instructional Technology has not been used in years. We would like to change rank 12 to be Associate Director- 12 Months in order to have the flexibility to pay directors for year-round work at a pay rate lower than that for rank 5 Director or rank 6 Assistant Director. We will keep rank 11 Associate Director- 11 Months as is.

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:

New pay rank 109 Transportation Operations Specialist/ Driver Trainer ranges from \$35,876- \$47,276. Revised pay rank 12 Associate Director- 12 Months ranges from \$73,399 - \$76,799.

Proposed Recommendation to School Board:

Recommend approval of the amended grandfathered salary schedule for 2019-20 to add the new Transportation Operations Specialist/ Driver Trainer pay rank 109 and to change administrative rank 12 to Associate Director 12 Months.

Action Required:

Consent Agenda

AA pay schedule

BOARD ACTION

6/25/2020

Approved

**Hardee County School Board
Salary Schedule
FY 2019-20**

STEP	NX38		NT39	
	RANK	108	RANK	109
		\$24,797	\$35,876	
1		\$25,297	\$36,476	
2		\$25,797	\$37,076	
3		\$26,297	\$37,676	
4		\$26,797	\$38,276	
5		\$27,297	\$38,876	
6		\$27,797	\$39,476	
7		\$28,297	\$40,076	
8		\$28,797	\$40,676	
9		\$29,297	\$41,276	
10		\$29,797	\$41,876	
11		\$30,297	\$42,476	
12		\$30,797	\$43,076	
13		\$31,297	\$43,676	
14		\$31,797	\$44,276	
15		\$32,297	\$44,876	
16		\$32,797	\$45,476	
17-19		\$33,297	\$46,076	
20-24		\$33,797	\$46,676	
25+		\$34,297	\$47,276	

PAY RANK 108 Food Service Field Manager (11 months, 223 days, 8 hours per day)

PAY RANK 109 Transportation Operations Specialist/ Driver Trainer (11 months, 223 days, 8 hours per day)

BENEFITS:

- 1) **INSURANCE:** The Board contributes an average of \$9,300 per eligible employee for Board-approved medical and ancillary insurance for eligible employees and dependents.
 - 2) **FLORIDA RETIREMENT SYSTEM**
 - 3) **SOCIAL SECURITY**
 - 4) **SICK LEAVE:** According to Board Policy
 - 5) **VACATION LEAVE:** According to Board Policy
- Bonus: \$800 bonus to eligible employees*

**Hardee County Public Schools
School Board Agenda Analysis**



COPY

Author: George Kelly, Personnel Director

Date: June 11, 2020

Subject: Update of Job Description Manual / Creation Transportation Operations Specialist/Driver Trainer

Background Information:

At the request of the Associate Director of Transportation the job description of Transportation Operations Specialist/Driver Trainer is created to meet current needs of the District

Administrative Consideration:

F.S. 1001.51. "The district school superintendent shall perform all tasks necessary to make sound recommendations, nominations, proposals, and reports required by law to be acted upon by the district school board."

Fiscal Impact:

The draft salary schedule for the Transportation Operations Specialist/ Driver Trainer is attached. By consolidating the Driver Trainer with Operations Specialist positions, the District will save approximately \$92,591 per year.

Director of Finance Signature

Proposed Recommendation to School Board:

Recommend approval of the Creation of the referenced job description for inclusion in the Job Description Manual.

Action Required:

Action Agenda

Consent Agenda

BOARD ACTION

4/11/2020
Approved

**Hardee County School Board
Salary Schedule
FY 2019-20**

Administrative Salary Schedule

Rank	Index	Step 0	Steps 1-17	Steps 18+
1	1.5103	\$94,562	\$200	\$0
2	1.4746	\$92,327	\$200	\$0
3	1.3998	\$87,644	\$200	\$0
4	1.3349	\$83,580	\$200	\$0
5	1.3349	\$83,580	\$200	\$0
6	1.2212	\$76,461	\$200	\$0
7	1.1562	\$72,391	\$200	\$0
8	1.1400	\$71,377	\$200	\$0
9	1.1237	\$70,357	\$200	\$0
10	1.1237	\$70,357	\$200	\$0
11	1.0654	\$66,706	\$200	\$0
12	1.1538	\$73,399	\$200	\$0

Supplements (paid semi-monthly)	
Master's degree	\$3,362
Specialist degree	\$3,780
Doctorate degree	\$4,199

Administrative pay schedule indexed to pay grade 13, step 29 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 (12 months, 261 days, 8 hours per day)*
- PAY RANK 6 ASSISTANT DIRECTOR (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 ASSOCIATE DIRECTOR (11 months, 223 days, 8 hours per day)*
- PAY RANK 12 ASSOCIATE DIRECTOR- 12 MONTHS (12 months, 261 days, 8 hours per day)*

BENEFITS:

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 - 3) **SOCIAL SECURITY**
 - 4) **SICK LEAVE:** According to Board Policy
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