




Hardee County School Board Agenda Analysis

Author: 

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Date:

May 14, 2020

Subject:

Amend salary schedule for 2019-20- add four Educational Facilities supplements

Background Information:

On March 31, 2020, the former Director of Educational Facilities retired and his position was not filled.

On April 1, the District advertised to pay four Educational Facilities employees up to \$1,800 each per year as extra duty to assist with administrative duties.

On April 16, the District's Chief Negotiator and the Union President signed a memorandum of understanding, clarifying that the payments to four Educational Facilities employees of up to \$1,800 per year were supplements to be added to the salary schedule, not extra duty.

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: 

Four supplements plus benefits will total \$8,361 from the General Fund.

Proposed Recommendation to School Board:


Recommend approval of an amended salary schedule to add four Educational Facilities supplements.

Action Required:

Consent Agenda

BOARD ACTION

5/14/2020

Approved 

Hardee County School Board Supplement Schedule

Based on Step 4 of Pay Rank 13

\$3,153	1	Varsity Cheerleader	0.0769
\$1,845	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	
\$1,251	31	Elementary Grade Group Chairperson (6 per elementary plus 1 for Pre-K at WES)	0.0305
\$828	5	Elementary Yearbook Sponsors	0.0202
\$1,292	7	Peer Teacher	0.0315
<u>\$1,800</u>	<u>4</u>	<u>Educational Facilities- help with administrative duties</u>	

**HARDEE COUNTY SCHOOL BOARD
EMPLOYMENT VACANCIES
NON-INSTRUCTIONAL**

**Beginning Date: April 1, 2020 Completion Date: Open Until Filled
Job Cannot Be Filled Prior To: April 8, 2020
Posting Expires Upon Hiring or June 30, 2020**

LOCATION: Educational Facilities

POSITION: Extra duty to four (4) Educational Facilities employees to assist with administrative duties

REQUIREMENTS: Current Educational Facilities employees. Supervisors preferred. Ability to assume administrative duties for the department in one of four areas:

1. Skilled trades and ground crew
2. Electrical and HVAC
3. Custodial
4. Procurement of services and goods

SALARY RANGE: extra duty pay of \$150 per month, up to \$1,800 per year

TERM OF CONTRACT: 12 months starting in April 2020

BENEFITS INCLUDE: *Social Security
Florida Retirement System*

FINGERPRINTS: Required (*Unless Current Employee*) *

CONTACT: *Personnel Department
P.O. Box 1678
Wauchula, FL 33873
Phone: 863-773-9058
www.hardee.k12.fl.us*

**If interested, contact:
Todd Durden, Deputy Supt.
tdurden@hardee.k12.fl.us**

** Beginning July 1, 1993, all permanent positions with the Hardee County School Board will require fingerprint screening (criminal history) by the Florida Department of Law Enforcement and the Federal Bureau of Investigation.*

All Employees are probationary until fingerprints are cleared F.S. 1012.32 Pre-employment requirement - \$78.25 charge to employee.

*** As of August 26, 1993, pre-employment drug screening is now a requirement for employment with the Hardee County School Board. Appointment will be contingent upon a satisfactory report from the drug screening completed by a third party, medical facility, selected by the Hardee County School Board.*

****See Complete Job Description in the Hardee County School Board Job Description Manual*

**** The Hardee County School District does not discriminate on the basis of race, color, national origin, gender, age disability or marital status in its educational programs, services or activities, or in its hiring or employment practices. The district also provides equal access to its facilities to the Boy Scouts and other patriotic youth groups, as required by the Boy Scouts of America Equal Access Act. If you require any type of accommodation during the application or interview process due to a disability you may contact:

Teresa Hall
Director of Student Academic Services & Federal Programs
863-767-0662

George Kelly
Director of Human Resources
863-773-9058

If you are deaf or hard of hearing, please call the Hardee County School District by calling the Florida Relay Service at 1-800-955-8771.

MISSION STATEMENT: *We provide all students a high-quality education in a nurturing and creative environment to develop responsible citizens*

N-19-026

1819/55

Memorandum of Understanding
Time Limited Maintenance Supplements
Date April 16, 2020

Whereas Florida Statutes 1012.22 states in significant part “The district school board shall: (1) Designate positions to be filled, prescribe qualifications for those positions, and provide for the appointment, compensation, promotion, suspension, and dismissal of employees...

And

Whereas Florida Statute 1012.22(1)(e)(g) defines “Supplement” as an annual addition to the base salary for the term of the **negotiated** supplement as long as the employee continues his or her employment for the purpose of the supplement. (Emphasis added)

And

Whereas Florida Statute 1012.27(1)(a) authorizes the Superintendent of Schools to “recommend to the district school board duties and responsibilities which need to be performed and positions which need to be filled to make possible the development of an adequate school program in the district”

And

Whereas Florida Statute 447.309 (1) states in applicable part “After an employee organization has been certified pursuant to the provisions of this part, the bargaining agent for the organization and the chief executive officer of the appropriate public employer or employers, jointly, shall bargain collectively in the determination of the **wages**, hours, and terms and conditions of employment of the public employees within the bargaining unit.” (Emphasis added)

And

Whereas the Public Employees Relations Commission (PERC) has certified HEA/United as the bargaining agent for an identified unit of HCSB Employees

And

Whereas the Superintendent of Schools has identified certain administrative duties, responsibilities and positions which need to be filled and were advertised in Vacancy Notice N-19-026 on dated April 1, 2020 (copy attached)

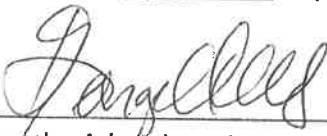
And

Whereas bargaining unit employees were not excluded from consideration for the advertised positions,

Be it therefore agreed that for the duration of this agreement, the amount of the supplement to be paid for the positions advertised in the above referenced Job Vacancy Notice shall be \$150.00 per month up to \$1,800.00 per year and the supplements be added to the appropriate negotiated salary schedule for the duration of this Memorandum of Understanding.


It is also agreed this Memorandum of Understanding shall expire on June 30, 2021.

Dated this 17th day of April 2020.



For the Administration

George Kelly, Chief Negotiator
Hardee County School Board



For the Union

Heather Lane, President,
HEA/United 4240