



## Hardee County School Board Agenda Analysis

**Author:**  
Greg Harrelson, Finance Director



**Date:**  
December 2, 2019

**Subject:**  
Amend Grandfathered Salary Schedule for 2018-19- wellness bonuses and 11 month ROTC

**Background Information:**

Aetna agreed to reimburse Hardee Schools up to \$150,000 for wellness activities from October 1, 2019 to September 30, 2020. On September 24, 2019, the District's wellness incentive committee approved using the Aetna wellness funds on the following wellness bonuses:

- Completed medical wellness form- \$200 bonus for up to 350 employees
- Participation in Aetna/ Quest bioscreen- \$100 bonus for up to 100 employees
- Fitbit activity challenge- \$100 bonus for up to 50 employees per challenge

We need to modify the Salary Schedule language to include such wellness bonuses in 2019-20. I have also included a \$360 wellness bonus for points to the gold level and \$120 wellness bonus for points to the silver level because eight employees earned enough points before September 30, 2019 and were paid the bonuses in October and November 2019.

Also, the ROTC instructor hired at Hardee Senior High on July 1, 2019 was hired as an 11-month instructor. The Salary Schedule language was modified to reflect 11 and 12 month ROTC instructors.

**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:**   
Wellness bonuses and benefits will total approximately \$130,000.

**Proposed Recommendation to School Board:**

Recommend approval of the amended Grandfathered Salary Schedule for 2018-19- wellness bonuses and 11 month ROTC.

**Action Required:** Action Agenda

BOARD ACTION  
12/9/19  
Approved

# HARDEE COUNTY SCHOOL BOARD 2018-19 SALARY SCHEDULE

**PROBATIONARY PERIOD:** A probationary period, specified in Article 9 of the Master Educational Support Professionals Master Contract, is required for each non-certified/non-instructional employee upon initial appointment or promotion to a new position. In the event the employee does not satisfactorily complete this probationary period, he/she may be separated from service. In the case of promotion that results in an unsatisfactory probationary period, the employee may be considered for re-employment in the class or comparable position from which he/she was promoted.

**HIRING RATE:** The first step (step 0) of each pay grade shall be considered the normal hiring rate for non-instructional employees.

**PROMOTIONS:** When an employee is promoted to a different pay grade, the employee will receive a pay increase pursuant to Article 14 of the Educational Support Professionals Master Contract.

**READING ENDORSEMENT BONUS:** Teachers completing and receiving the Reading Endorsement on the teacher's professional certificate shall receive a one-time bonus of \$1,000 provided that the teacher completed the coursework and received the reading endorsement while employed by the District.

**CELL PHONE BENEFIT:** Eligible employees designated by the Superintendent shall receive \$17.50 per pay check as a cell phone benefit.

**ROTC INSTRUCTORS:** ROTC instructors (officer and non-commissioned officer) will be paid equal to their monthly minimum instructor pay (MIP) for 11 or 12 months, or at the appropriate step of a 11 or 12-month teacher pay rank (based on degree and verified teaching experience), whichever is greater.

**WELLNESS BONUSES:** To the extent of Aetna "wellness" funding but not later than September 30, 2020, the District will pay the following wellness bonuses to eligible employees after verification from Aetna, Fitbit and/or Albritton Insurance:

- Medical wellness form \$200
- Aetna/ Quest bioscreen (up to 100 by drawing) \$100
- Fitbit activity challenge (up to 50 by drawing per challenge) \$100
- Employee points to gold level (for activity through 9/30/19) \$360
- Employee points to silver level (for activity through 9/30/19) \$120

# Hardee County School Board

## Incentive Committee Agenda

September 24, at 4:00 pm

Training Center

Sign in sheet in office – will update in near future.

- I. 2019-2020 Wellness Initiative
  - a. HYPERTENSION (ELEVATED BLOOD PRESSURE)
    - i. Medical - \$75,355
      1. Wellness Form
        1. Immediate payout to employee – Estimated 350 participants
          - i. \$200 + \$15.30 matching FICA/Med – Board approved
          - ii. \$185 + \$14.21 matching FICA/MED
    - ii. Education - \$10,765
      1. Aetna Online Health Assessment
        1. Name is entered into the drawing at conclusion of current fitbit challenge
      2. Aetna/Quest Bioscreen
        1. Once completed name is entered into a drawing
          - i. 100 names will be drawn winning \$100 gross – Board approved
    - iii. Physical Activity - \$43,060
      1. Fitbit – Contract in hand – waiting on invoice \$26,500 (2018-2019)
        1. \$6,500 Platform
        2. \$20,000 400 fitbit devices
        3. \$43,060 8 challenges/50 winners per challenge/\$100 gross/winner – Board approved
    - iv. Nutrition - \$20,000
      1. AdventHealth - \$14,400 (estimated, depending on attendance)
        1. \$7,500 30 weekly classes
        2. \$6,000 20 participants x 30 classes x \$10 vouchers (1 voucher per employee) – Board approved
        3. \$900 30 classes x \$30 food for cooking demonstrations
        4. Name is entered into drawing at conclusion of current challenge
  - b. 2018-2019
    - i. \$150,000 – Wellness Funds
    - ii. \$112,195.07 – Paid Out
    - iii. GOLD - discussion
    - iv. \$5,500 – Potential Silver – will await requests from employees
    - v. \$700 – Potential Bronze – will await requests from employees
    - vi. \$31,604.93 – Estimated Remaining
      1. Fitbit \$26,500
  - b. 2019-2020
    - i. \$150,000 – Wellness Funds
      1. Nutrition - \$20,000
      2. Medical - \$75,355
      3. Education - \$10,765
      4. Physical Activity - \$43,060
- II. Budget
  - a. 2018-2019
    - i. \$150,000 – Wellness Funds
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      3. Education - \$10,765
      4. Physical Activity - \$43,060
- III. Will meet with Mr. Shayman concerning volunteers

HARDEE COUNTY SCHOOL BOARD  
2018-19 SALARY SCHEDULE

**BEFORE**

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- Online health assessment on or before January 31, 2019 \$120
- Online health assessment in February 2019 and later \$ 60
- Bioscreening on or before January 31, 2019 \$120
- Bioscreening in February 2019 \$100
- Bioscreening in March 2019 \$ 80
- Bioscreening in April 2019 and later \$ 60
- Employee points to gold level \$360
- Employee or spouse points to silver level \$120
- Employee or spouse points to bronze level \$ 60