



Hardee County School Board Agenda Analysis

22.02

Author: 
Greg Harrelson, Finance Director

Date:
June 19, 2017

Subject:
Amend 2016-17 salary schedules for occupational therapist supplement and for Jr. High ag supplement

Background Information:

Recently, Teresa Hall, ESE Director, requested that the 2016-17 salary schedules be amended to include a supplement for the occupational therapist (OT) position. The OT position has been advertised at the performance pay teacher salary plus 13.78% for being an 11-month position. A new occupational therapist supplement of \$4,030 would help in several ways:


- Will bring OT pay in-line with speech therapists
- Will make the position more attractive to therapists, hopefully enabling Mrs. Hall to hire an OT instead of contracting with an agency at a higher expense.
- Occupational therapists must have at least a master's degree and clinical training

Recently, Jr. High administration requested that the 2016-17 salary schedules be amended to include a supplement for the vocational agriculture teacher – Jr. High in the amount of \$2,108. The Jr. High ag teacher position has been advertised as a full-time position in 2017-18. The requested Jr. High ag supplement is 50% of the Sr. High ag supplement (\$4,216) and is needed due to extensive after hours work related to the FFA club and competitions.

Even though these supplements are for 2017-18, we need to amend the 2016-17 salary schedules (grandfathered and performance pay) because we continue to pay from 2016-17 salary schedules until 2017-18 negotiations are completed and approved.

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: (before benefits) 

Occupational therapist supplement	\$4,030
Vocational agriculture teacher- Jr. High supplement	\$2,108

Proposed Recommendation to School Board:

Recommend amending 2016-17 salary schedules for occupational therapist supplement and for Jr. High ag supplement

Action Required: Action agenda 

I will be at the School Finance Officers' conference in Ft. Myers from June 20-23. I won't be at the Board meeting on June 22nd. If you have any questions, please contact Teresa Hall or Suzanne Stagg

BOARD ACTION
6/22/17
Approved

Hardee County School Board
Salary Schedule
FY 2016-17

STEP	RANK
0	\$35,787
1	\$36,537
2	\$37,287
3	\$38,037
4	\$38,787
5	\$39,537
6	\$40,287
7	\$41,037
8	\$41,787
9	\$42,537
10	\$43,287
11	\$44,037
12	\$44,787
13	\$45,537
14	\$46,287
15	\$47,037
16	\$47,787
17	\$48,537
18	\$49,287
19	\$50,037
20	\$50,787
21	\$51,537
22	\$52,287
23	\$53,037
24	\$53,787
25	\$54,537
26	\$55,287
27	\$56,037

indexed to rank 13 step 10

Supplements (paid semi-monthly)			
Vocational agriculture teacher- Sr. High	0.0974		\$4,216
Vocational agriculture teacher- Jr. High	0.0487		\$2,108
Guidance counselor	0.0553		\$2,394
Speech therapist	0.0931		\$4,030
Occupational therapist	0.0931		\$4,030
Annex teacher (certified TMH/PMH)	0.1106		\$4,788
Master's degree	0.0747		\$3,234
Specialist degree	0.0840		\$3,636
Doctorate degree	0.0933		\$4,039

Additions to rank 13 for longer work year or day		
11 month, 223 days, 7.5 hours per day- additional		13.78%
10 month, 196 days, 8 hours per day- additional		6.67%
<i>Note: additions are applied to rank 13 pay, not to supplements</i>		

PAY RANK 13 INSTRUCTIONAL STAFF BACHELORS DEGREE (10 months, 196 days, 7.5 hours per day)

Sr. High guidance counselors, school psychologists, and other designated instructional positions are 11 month, 223 days, 7.5 hours per day.

Deans are 10 month, 196 days, 8 hours per day

BONUS- a one-time payment of \$500 or \$1,000 (depending on step) to eligible employees

BENEFITS:

- 1) INSURANCE: The Board contributes an average of \$9,504 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

BOARD ACTION

6/22/17
Approved

Performance Pay

IV - Assignment of additional academic duties: The supplement for assignment of additional duties shall be those specified in the "grandfathered" Salary Schedule.

V- Supplements for vocational agriculture teacher- Sr. High (\$4,216), vocational agriculture teacher- Jr. High (\$2,108), guidance counselor (\$2,394), speech therapist (\$4,030), occupational therapist (\$4,030) and annex teacher (\$4,788) are paid semi-monthly.

VI- Supplements for master's degree (\$3,234), specialist degree (\$3,636) and doctorate degree (\$4,039) are paid semi-monthly provided that the advanced degree is held in the individual's area of certification as specified in Section 1012.22, Florida Statutes.

Additions for Longer Work Year or Day

Senior High guidance counselors, school psychologists and other designated instructional positions are 11 month, 223 days, 7.5 hours per day. An 11-month employee's salary (not supplements) is increased by 13.78%.

Deans are 10 month, 196 days, 8 hours per day. A dean's salary (not supplements) is increased by 6.67%.

Benefits

Benefits include Board contributions toward insurance, Florida Retirement System, FICA/ Medicare, and sick leave.

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:

- The substitute is assigned all of the duties and responsibilities associated with a specific teaching position, for a minimum of 30 consecutive working days.
- The substitute must hold at least a bachelor's degree. A valid teaching certificate is preferred.
- The substitute will be paid \$16 per hour or \$120 per day.
- 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.

Signing Bonus

In order to recruit instructional staff, signing bonuses will be awarded to each beginning instructional staff member who is a first-time employee of Hardee County School Board. A new instructional staff member who begins working in August will receive a \$1,000 bonus in two payments of \$500. A new instructional staff member who begins working in September or later will receive the bonus, prorated to the number of work days divided by 196. If a new instructional staff member does not complete one full year of employment with the School Board, the instructional staff member shall reimburse the School Board a pro-rata share of the signing bonus for the unfulfilled remaining days.

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.

ROTC Instructors

ROTC instructors (officer and non-commissioned officer) will be paid equal to their monthly minimum instructor pay (MIP) for 12 months.

One-Time Pay

Performance pay instructional staff on pay rank 50 and annual contract "hybrid" instructional staff on pay rank 24 will receive a one-time payment of \$500.