


# Hardee County School Board Agenda Analysis

22.01

**Author:**   
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**Date:**  
November 17, 2018

**Subject:**  
Amended salary schedules for 2018-19- wellness bonuses

**Background Information:**

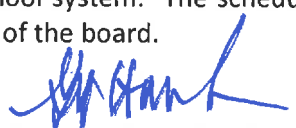
During negotiations with Aetna to be the District's medical insurance provider, Aetna offered to reimburse the District up to \$300,000 for wellness incentives and activities from October 2017 to September 2019. A wellness incentive committee was formed to determine how to use the wellness funds. Committee members include union representatives, employees and administrative staff. We have met many times and have been assisted by Albritton Insurance.

WellSteps, a private company, will develop and track employee wellness activities from October 2018 to September 2019. The wellness incentive committee had planned to pay WellSteps issue gift cards to employees who completed designated wellness activities; however, we learned that the IRS probably would view the gift cards as income that should be taxed and reported.

Thus, on November 15<sup>th</sup>, the wellness incentive committee voted to pay "wellness bonuses" through payroll instead of issuing gift cards through WellSteps. Because employees will have to pay income tax and FICA/Med on the wellness bonuses, the amounts were increased by 20%.

**Administrative Consideration:**

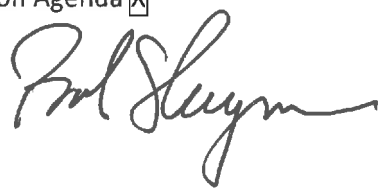
State Board of Education Rule 6A-1.052. Each school board shall annually adopt a schedule for employees of the district school system. The schedule shall be the sole instrument used in determining the compensation for employees of the board.

**Fiscal Impact:**   
\$202,500 from Aetna wellness funds are available for the wellness bonuses and benefits.

**Proposed Recommendation to School Board:**

Recommend approval of the revised Grandfathered and Performance Pay salary schedules for fiscal year 2018-19 to include wellness bonuses.

**Action Required:** Action Agenda



**BOARD ACTION**  
11/20/18  
*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 12 months, or at the appropriate step of a 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, 2019, the District will pay the following wellness bonuses to eligible employees after verification from Aetna, WellSteps and/or Albritton Insurance:

- Online health assessment on or before 12/31/18 \$120
- Online health assessment after 12/31/18 \$ 60
- Bioscreening on or before 11/30/18 \$120
- Bioscreening after 11/30/18 and before 2/1/19 \$ 60
- Employee points to gold level \$360
- Employee or spouse points to silver level \$120
- Employee or spouse points to bronze level \$ 60

## Performance Pay

Knowledge Test, 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.

A new instructional staff member who is a first-time employee of Hardee County School Board without a Florida Professional Certificate who begins working in August will be awarded a one-time \$500 bonus upon passing the FTCE Subject Area Test provided the Subject Area Test is appropriate for the course to which the staff member is assigned.

A new instructional staff member who is a first-time employee of Hardee County School Board without a Florida Professional Certificate who begins working in September or later will receive the bonus for passing the Subject Area Test, 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.

### Wellness Bonuses

To the extent of Aetna "wellness" funding but not later than September 30, 2019, the District will pay the following wellness bonuses to eligible employees after verification from Aetna, WellSteps and/or Albritton Insurance:

- Online health assessment on or before 12/31/18 \$120
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- Employee points to gold level \$360
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- Employee or spouse points to bronze level \$ 60

### School Administrators

Beginning July 1, 2014, school administrators new to the district or returning to the district after a break in service without an authorized leave of absence or appointed for the first time as a school administrator shall be placed on the Performance Pay Salary Schedule.

Base salary for new school administrators shall be step 0 amounts specified in the "Grandfathered" salary schedule. Up to three years administrative experience may be rewarded for teaching or related field experience. Increases of \$200 per year will be granted for verified years of administrative experience to a maximum of 17 years. A maximum of ten years will be granted for out-of-state administrative experience.

Future annual adjustments to the base salary shall be based on performance determined by the final summative performance appraisal rating on the Hardee County Principal/ Assistant Principal Performance Appraisal System as follows:

Highly Effective – \$300  
Effective - \$200

Developing/Needs Improvement - \$0  
Unsatisfactory – \$0