

# Hardee County School Board Agenda Analysis



22.02

**Author:**

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**Date:**

December 15, 2014

**Subject:**

"Grandfathered" salary schedule for fiscal year 2014-15- amendment #2

**Background Information:**

On August 14, 2014, the Board approved the "Grandfathered" salary schedule for 2014-15. On November 18, 2014, the Board approved amendment #1 to include administrator salaries, to increase Superintendent and Board Member pay, to increase substitute teacher pay and to reflect STEM sponsor supplements.

At our recent exit conference for the 2013-14 audit, the State auditors said that they could not determine the Board's intent regarding the payment of health insurance premiums and said that the insurance benefits language on the salary schedule needed clarification.

Instructional technology (IT) data systems are growing more complex and crucial to student learning, testing, etc. every year. The State requires district data systems to integrate student data, instructional staff performance appraisal data and instructional staff professional development. Districtwide, we have over 4,000 devices including computers, laptops, iPads, Chromebooks, interactive whiteboards and other technologies that are linked to our data systems and network. The current salary schedule does not have a pay rank that compensates highly-skilled support personnel who set up and maintain these IT data systems.

Amendment #2 proposed changes to salary schedule

1. Add Medical Insurance Premiums and Contributions sheet
2. Change insurance benefits language from "\$8,328 toward the Board approved insurance program for eligible employees" to "The Board contributes an average of \$8,328 per eligible employee for Board-approved medical and ancillary insurance for eligible employees and dependents"
3. Add new pay rank 86 IT Systems Engineer.

**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:**

None.

**Proposed Recommendation to School Board:**

Recommend approval "Grandfathered" salary schedule for fiscal year 2014-15- amendment #2.

**Action Required:**

Action Agenda

agenda analysis pay schedule.doc

**BOARD ACTION**

12/19/14

Approved

**Hardee School Board**  
**Medical Insurance Premiums and Contributions**  
**Florida Blue**  
**FY 2014-15**

<b>for traditional 3361 plan- \$1,000 deductible, \$6,000 max out pocket</b>				
	<b>employee</b>	<b>employee and child</b>	<b>employee and spouse</b>	<b>family</b>
monthly premiums	\$631.00	\$1,186.25	\$1,306.14	\$2,003.37
annual premiums	<b><u>\$7,572.00</u></b>	<b><u>\$14,235.00</u></b>	<b><u>\$15,673.68</u></b>	<b><u>\$24,040.44</u></b>
annual employee payroll deduction	\$600.00	\$3,000.00	\$5,280.00	\$5,880.00
annual Board contribution	\$6,972.00	\$11,235.00	\$10,393.68	\$18,160.44
	<b><u>\$7,572.00</u></b>	<b><u>\$14,235.00</u></b>	<b><u>\$15,673.68</u></b>	<b><u>\$24,040.44</u></b>
<b>for H.S.A "A" 5180/ 5181- \$1,500 deductible, \$3,000 max out of pocket</b>				
	<b>employee</b>	<b>employee and child</b>	<b>employee and spouse</b>	<b>family</b>
monthly premiums	\$613.22	\$1,012.04	\$1,114.33	\$1,709.15
card- \$500 employees, \$1,000 other	\$41.67	\$83.33	\$83.33	\$83.33
annual premiums and card	<b><u>\$7,858.68</u></b>	<b><u>\$13,144.44</u></b>	<b><u>\$14,371.92</u></b>	<b><u>\$21,509.76</u></b>
annual employee payroll deduction	\$600.00	\$3,000.00	\$5,280.00	\$5,880.00
annual Board contribution	\$7,258.68	\$10,144.44	\$9,091.92	\$15,629.76
	<b><u>\$7,858.68</u></b>	<b><u>\$13,144.44</u></b>	<b><u>\$14,371.92</u></b>	<b><u>\$21,509.76</u></b>
<b>for H.S.A "B" 5192/ 5193- \$2,500 deductible, \$5,800 max out of pocket</b>				
	<b>employee</b>	<b>employee and child</b>	<b>employee and spouse</b>	<b>family</b>
monthly premiums	\$541.63	\$805.40	\$1,041.55	\$1,365.45
card- \$500 employees, \$1,000 other	\$41.67	\$83.33	\$83.33	\$83.33
annual premiums and card	<b><u>\$6,999.60</u></b>	<b><u>\$10,664.76</u></b>	<b><u>\$13,498.56</u></b>	<b><u>\$17,385.36</u></b>
annual employee payroll deduction	\$0.00	\$2,500.00	\$4,000.00	\$4,500.00
annual Board contribution	\$6,999.60	\$8,164.76	\$9,498.56	\$12,885.36
	<b><u>\$6,999.60</u></b>	<b><u>\$10,664.76</u></b>	<b><u>\$13,498.56</u></b>	<b><u>\$17,385.36</u></b>

**Hardee County School Board**  
**"Grandfathered" Salary Schedule**  
**FY 2014-15**

	RANK 84	RANK 85	RANK 86	RANK 87	RANK 88	RANK 89
STEP						
	\$36,037	\$15,866	\$45,000			
1	\$36,640	\$16,261	\$45,500			
2	\$36,881	\$16,677	\$46,000			
3	\$37,066	\$17,173	\$46,500			
4	\$37,308	\$17,639	\$47,000			
5	\$37,554	\$18,130	\$47,500			
6	\$37,797	\$18,645	\$48,000			
7	\$38,038	\$19,185	\$48,500			
8	\$38,281	\$19,746	\$49,000			
9	\$38,525	\$20,332	\$49,500			
10	\$38,767	\$20,943	\$50,000			
11	\$39,010	\$21,571	\$50,500			
12	\$39,252	\$22,229	\$51,000			
13	\$39,496	\$22,911	\$51,500			
14	\$39,740	\$23,614	\$52,000			
15	\$39,980	\$24,342	\$52,500			
16	\$40,441	\$25,091	\$53,000			
17	\$45,395	\$28,468	\$53,500			
25+	\$46,183	\$30,194	\$54,000			

PAY RANK 84 SUPERVISOR MECHANICS (12 months, 261 days, 8 hours per day)

PAY RANK 85 SCHOOL BUS DRIVER TRAINER (11 months, 223 days, 5.5 hours per day)

PAY RANK 86 IT SYSTEMS ENGINEER (12 months, 261 days, 8 hours per day)

PAY RANK 87

PAY RANK 88

PAY RANK 89

**BENEFITS:**

1) **INSURANCE:** The Board contributes an average of \$8,326 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- a one-time payment of \$1,200 to eligible employees