



# Hardee County School Board Agenda Analysis

22.02

**Author:**

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**Date:**

March 18, 2017

**Subject:**

"Grandfathered" salary schedule for fiscal year 2016-17- amendment #1

**Background Information:**

On February 9, 2017, the Board approved the "Grandfathered" salary schedule for 2016-17. Superintendent Shayman wants to rename one pay rank and add one pay rank to give him more flexibility when hiring new administrators.

Rename- rank 6 from Director II to Assistant Director. Contract length remains at 12 months, 261 days and 8 hours per day. Pay range remains at \$72,381- \$75,781. No employee is on rank 6.

Add- rank 11 Associate Director. Contract length is 11 months, 223 days, 8 hours per day. Pay range is \$63,147- \$66,547.

**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 of "Grandfathered" salary schedule for 2016-17- amendment #1.

**Action Required:** Action agenda

BOARD ACTION

3/23/17

Approved

**Hardee County School Board  
Salary Schedule  
FY 2016-17**

**Administrative Salary Schedule**

<b>Rank</b>	<b>Index</b>	<b>Step 0</b>	<b>Steps 1-17</b>	<b>Steps 18+</b>
1	1.5103	\$89,516	\$200	\$0
2	1.4746	\$87,400	\$200	\$0
3	1.3998	\$82,967	\$200	\$0
4	1.3349	\$79,120	\$200	\$0
5	1.3349	\$79,120	\$200	\$0
6	1.2212	\$72,381	\$200	\$0
7	1.1562	\$68,529	\$200	\$0
8	1.1400	\$67,568	\$200	\$0
9	1.1237	\$66,602	\$200	\$0
10	1.1237	\$66,602	\$200	\$0
11	1.0654	\$63,147	\$200	\$0
12	1.0071	\$59,691	\$200	\$0

<b>Supplements (paid semi-monthly)</b>	
Master's degree	\$3,234
Specialist degree	\$3,636
Doctorate degree	\$4,039

*Administrative pay schedule indexed to pay grade 13, step 27 plus Master's degree supplement*

*PAY RANK 1 DEPUTY SUPERINTENDENT (12 months, 261 days, 8 hours per day)*

*PAY RANK 2 SENIOR HIGH SCHOOL PRINCIPAL (12 months, 261 days, 8 hours per day)*

*PAY RANK 3 JUNIOR HIGH SCHOOL PRINCIPAL (12 months, 261 days, 8 hours per day)*

*PAY RANK 4 ELEMENTARY SCHOOL PRINCIPAL (12 months, 261 days, 8 hours per day)*

*PAY RANK 5 DIRECTOR (12 months, 261 days, 8 hours per day)*

*PAY RANK 6 ASSISTANT DIRECTOR (12 months, 261 days, 8 hours per day)*

*PAY RANK 7 SENIOR HIGH ASSISTANT PRINCIPAL (11 months, 223 days, 8 hours per day)*

*PAY RANK 8 JUNIOR HIGH ASSISTANT PRINCIPAL (11 months, 223 days, 8 hours per day)*

*PAY RANK 9 ELEMENTARY ASSISTANT PRINCIPAL (11 months, 223 days, 8 hours per day)*

*PAY RANK 10 DIRECTOR III (11 months, 223 days, 8 hours per day)*

*PAY RANK 11 ASSOCIATE DIRECTOR (11 months, 223 days, 8 hours per day)*

*PAY RANK 12 COORDINATOR OF MAINTENANCE, FOOD SERVICE, INSTRUCTIONAL TECHNOLOGY  
(12 months, 261 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**

3/23/17  
Approved