

# Hardee County School Board Agenda Analysis



22.02

**Author:**

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**Date:**

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**Subject:**

Performance pay salary schedule for FY 2015-16- amendment #1 (signing bonus)

**Background Information:**

On December 10, 2015, the Board approved the performance pay salary schedule for 2015-16.

The performance pay salary schedule allows for a \$500 signing bonus to each new instructional staff member who is a first-time employee of Hardee School Board. Federal Title II funds pay for the bonuses. During 2016-17, Federal Title II funds can pay for a \$1,000 signing bonus.

Until a salary schedule for 2016-17 is negotiated and approved, the 2015-16 salary schedules remain in effect. Thus, language needs to be amended to increase the bonus from \$500 to \$1,000.

**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:**

During 2015-16, Federal Title II paid \$13,500 in bonuses to 30 new instructional employees. In 2016-17, Federal Title II will pay approximately twice that in bonuses.

**Proposed Recommendation to School Board:**

Recommend approval of performance pay salary schedule for FY 2015-16- amendment #1 (signing bonus)

**Action Required:**

Action agenda

*in*

BOARD ACTION

7/14/16  
Approved

## Performance Pay

V- Supplements for vocational agriculture teacher (\$4,174), guidance counselor (\$2,370), speech therapist (\$3,989), and annex teacher (\$4,739) are paid semi-monthly.

VI- Supplements for master's degree (\$3,200), specialist degree (\$3,600) and doctorate degree (\$4,000) 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**

Annual contract "hybrid" instructional staff on pay rank 24 will receive a one-time payment of \$1,200.