



Hardee County School Board Agenda Analysis

22.01

Author: 
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Date:
December 7, 2017

Subject:
Revised salary schedules for 2017-18

Background Information:

On October 31, 2017, District and Union representatives tentatively agreed to salary, benefit and language issues for 2017-18. On November 7th, the Board approved the negotiated package. On November 16th, the Board approved a salary schedule for 2017-18, assuming that the union would soon vote and approve the negotiations. On November 30th, Educational Support Professionals (ESP) voted in favor of the negotiated package while instructional voted against. As a result-

- The performance pay salary schedule for instructional reverts to 2016-17
- The portion of the grandfathered salary schedule applicable to instructional, administration and supplements reverts to 2016-17
- The portion of the grandfathered salary schedule applicable to ESPs remains for 2017-18

Two assistant athletic director supplements were added while the Jr. High FHA supplement was removed. A CDL Test Administrator was added to the hourly at-will language.

The revised salary schedules for 2017-18 total 30 pages and are available for review with Ms. McCray. They will also be available on our website at Financial Transparency- Salary Schedule

Payroll direct deposits and checks on December 15th will include bonuses to ESPs. Payroll direct deposits and checks on December 22nd will reflect new salary schedule amounts for ESPs and will include adjustments for ESPs primary jobs and bus trips retroactive to July 1, 2017.

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: 
Bonus, step and pay increase for ESPs total approximately \$470,948 from all funds.

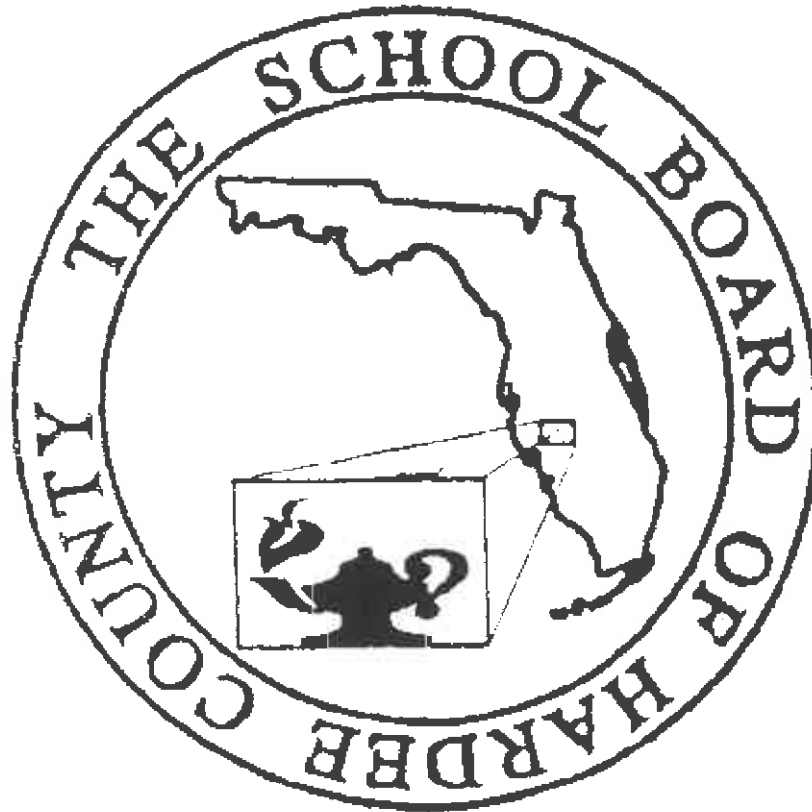
Proposed Recommendation to School Board:

Recommend approval of the revised salary schedules for fiscal year 2017-18

Action Required:
agenda analysis pay schedule.doc

Action Agenda


BOARD ACTION
12/12/17
Approved



FY 2017-18

Hardee County School Board

**"Grandfathered"
Salary Schedule
Revised 12/12/17**

BOARD ACTION
12/12/17
Approved

**Hardee County School Board
Salary Schedule
FY 2017-18**

Administrative Salary Schedule

Rank	Index	Step 0	Steps 1-17	Steps 18+
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	\$72,382	\$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

Supplements (paid semi-monthly)	
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

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

Hardee County School Board
Salary Schedule
FY 2017-18

STEP	RANK
	13
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

BENEFITS:

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- 2) **FLORIDA RETIREMENT SYSTEM**
- 3) **SOCIAL SECURITY**
- 4) **SICK LEAVE:** According to Board Policy
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Hardee County School Board
Salary Schedule
FY 2017-18

STEP	RANK 50	RANK 51	RANK 52	RANK 53	RANK 54
		\$32,511	\$31,273	\$28,002	\$21,739
1		\$33,655	\$32,370	\$29,035	\$22,464
2		\$34,492	\$33,172	\$29,801	\$22,987
3		\$35,311	\$33,955	\$30,587	\$23,473
4		\$36,180	\$34,787	\$31,388	\$24,027
5		\$37,015	\$35,587	\$32,148	\$24,582
6		\$37,883	\$36,418	\$32,949	\$25,138
7		\$38,716	\$37,216	\$33,712	\$25,660
8		\$39,481	\$37,946	\$34,474	\$26,213
9		\$40,283	\$38,710	\$35,306	\$26,734
10		\$41,117	\$39,507	\$36,104	\$27,257
11		\$41,915	\$40,269	\$36,870	\$27,810
12		\$42,750	\$41,068	\$37,667	\$28,331
13		\$43,552	\$41,834	\$38,465	\$28,886
14		\$44,348	\$42,594	\$39,229	\$29,443
15		\$45,183	\$43,393	\$40,026	\$29,961
16		\$46,204	\$44,370	\$40,973	\$30,698
17-19		\$51,732	\$49,674	\$45,860	\$34,326
20-24		\$52,615	\$50,521	\$46,636	\$34,905
25+		\$53,519	\$51,389	\$47,436	\$35,499

PAY RANK 49

PAY RANK 50

PAY RANK 51 ADMINISTRATIVE ASSISTANT TO THE SUPERINTENDENT (12 months, 261 days, 8 hours per day)

PAY RANK 52 FINANCE SPECIALIST -- PAYROLL SPECIALIST - RECORDS RETENTION SPECIALIST
 (12 months, 261 days, 8 hours per day)

PAY RANK 53 COORDINATOR/ DATA PROCESSING (12 month, 261 days, 8 hours per day)

PAY RANK 54 DISTRICT SECRETARY (12 months, 261 days, 8 hours per day)

BONUS- a one-time payment of \$625 or \$1,250 (depending on step) to eligible employees

BENEFITS:

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- 2) FLORIDA RETIREMENT SYSTEM
- 3) SOCIAL SECURITY
- 4) SICK LEAVE: According to Board Policy
- 5) VACATION LEAVE: According to Board Policy

Hardee County School Board
Salary Schedule
FY 2017-18

	RANK	RANK	RANK	RANK	RANK	RANK
	55	56	57	58	59	60
STEP						
	\$24,597	\$19,324	\$17,632	\$18,735	\$16,667	\$17,708
1	\$25,350	\$19,949	\$18,210	\$19,352	\$17,159	\$18,229
2	\$25,906	\$20,323	\$18,629	\$19,796	\$17,520	\$18,619
3	\$26,389	\$20,717	\$19,019	\$20,214	\$17,858	\$18,978
4	\$26,909	\$21,175	\$19,463	\$20,687	\$18,249	\$19,393
5	\$27,428	\$21,634	\$19,908	\$21,162	\$18,642	\$19,812
6	\$27,985	\$22,187	\$20,352	\$21,636	\$19,117	\$20,317
7	\$28,505	\$22,742	\$20,769	\$22,083	\$19,591	\$20,824
8	\$29,025	\$23,298	\$21,214	\$22,557	\$20,063	\$21,330
9	\$29,546	\$23,853	\$21,630	\$22,999	\$20,537	\$21,834
10	\$30,101	\$24,407	\$22,048	\$23,449	\$21,013	\$22,342
11	\$30,622	\$24,964	\$22,493	\$23,920	\$21,489	\$22,848
12	\$31,143	\$25,520	\$22,909	\$24,366	\$21,962	\$23,353
13	\$31,667	\$26,073	\$23,357	\$24,841	\$22,435	\$23,860
14	\$32,218	\$26,628	\$23,802	\$25,315	\$22,911	\$24,365
15	\$32,739	\$27,186	\$24,216	\$25,756	\$23,383	\$24,871
16	\$33,406	\$27,930	\$24,805	\$26,386	\$24,022	\$25,553
17-19	\$37,365	\$31,262	\$27,713	\$29,486	\$26,870	\$28,586
20-24	\$37,996	\$31,787	\$28,173	\$29,980	\$27,317	\$29,068
25+	\$38,644	\$32,326	\$28,650	\$30,489	\$27,779	\$29,560

PAY RANK 55 DIRECTOR SECRETARY -- OFFICE MANAGER (12 months, 261 days, 8 hours per day)

PAY RANK 56 SCHOOL BASED SECRETARY (12 months, 261 days, 7.5 hours per day)

PAY RANK 57 DISTRICT SECRETARY (11 months, 223 days, 7.5 hours per day)

PAY RANK 58 DISTRICT SECRETARY (11 months, 223 days, 8 hours per day)

PAY RANK 59 SCHOOL BASED SECRETARY (11 months, 223 days, 7.5 hours per day)

PAY RANK 60 SCHOOL BASED SECRETARY (11 months, 223 days, 8 hours per day)

BONUS- a one-time payment of \$625 or \$1,250 (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*

Hardee County School Board
Salary Schedule
FY 2017-18

	RANK 61	RANK 62	RANK 63	RANK 64	RANK 65	RANK 66
STEP						
		\$14,784	\$15,627	\$16,597	\$15,695	\$15,745
1		\$15,211	\$16,136	\$17,138	\$16,156	\$16,230
2		\$15,532	\$16,502	\$17,532	\$16,494	\$16,578
3		\$15,827	\$16,949	\$17,898	\$16,811	\$16,905
4		\$16,172	\$17,239	\$18,314	\$17,178	\$17,251
5		\$16,517	\$17,630	\$18,733	\$17,546	\$17,601
6		\$16,932	\$18,019	\$19,147	\$17,974	\$18,026
7		\$17,350	\$18,389	\$19,541	\$18,433	\$18,450
8		\$17,766	\$18,776	\$19,956	\$18,880	\$18,874
9		\$18,182	\$19,143	\$20,348	\$19,323	\$19,294
10		\$18,601	\$19,510	\$20,737	\$19,768	\$19,717
11		\$19,019	\$19,902	\$21,155	\$20,211	\$20,142
12		\$19,433	\$20,269	\$21,546	\$20,658	\$20,590
13		\$19,850	\$20,659	\$21,964	\$21,060	\$21,036
14		\$20,269	\$21,051	\$22,381	\$21,546	\$21,483
15		\$20,684	\$21,416	\$22,772	\$21,992	\$21,909
16		\$21,244	\$21,933	\$23,324	\$22,590	\$22,506
17-19		\$23,747	\$24,490	\$26,048	\$25,257	\$24,898
20-24		\$24,142	\$24,896	\$26,480	\$25,678	\$25,291
25+		\$24,548	\$25,315	\$26,927	\$26,111	\$25,717

PAY RANK 61

PAY RANK 62 SCHOOL BASED SECRETARY (10 months, 196 days, 7.5 hours per day)

PAY RANK 63 DISTRICT SECRETARY (10 months, 196 days, 7.5 hours per day)

PAY RANK 64 DISTRICT SECRETARY (10 months, 196 days, 8 hours per day)

PAY RANK 65 SCHOOL BASED SECRETARY (10 months, 196 days, 8 hours per day)

PAY RANK 66 PERSONAL ASSISTANT (10 months, 196 days, 7.5 hours per day)

BONUS- a one-time payment of \$625 or \$1,250 (depending on step) to eligible employees

BENEFITS:

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- 2) FLORIDA RETIREMENT SYSTEM*
- 3) SOCIAL SECURITY*
- 4) SICK LEAVE: According to Board Policy*
- 5) VACATION LEAVE: According to Board Policy*

Hardee County School Board

Salary Schedule

FY 2017-18

STEP	RANK 67	RANK 68	RANK 69	RANK 70	RANK 71	RANK 72
	\$14,301	\$30,937	\$30,975	\$27,102	\$20,630	\$27,102
1	\$14,328	\$31,832	\$31,348	\$27,889	\$21,206	\$27,889
2	\$14,649	\$32,403	\$31,506	\$28,422	\$21,610	\$28,422
3	\$14,944	\$33,026	\$31,728	\$28,926	\$22,003	\$28,926
4	\$15,315	\$33,983	\$32,614	\$29,761	\$22,618	\$29,761
5	\$15,681	\$34,968	\$33,516	\$30,619	\$23,274	\$30,619
6	\$16,051	\$35,984	\$34,456	\$31,506	\$23,932	\$31,506
7	\$16,440	\$37,031	\$35,419	\$32,419	\$24,610	\$32,419
8	\$16,883	\$38,108	\$36,401	\$33,355	\$25,331	\$33,355
9	\$17,326	\$39,221	\$37,416	\$34,324	\$26,054	\$34,324
10	\$17,766	\$40,361	\$38,460	\$35,322	\$26,796	\$35,322
11	\$18,208	\$41,540	\$39,530	\$36,348	\$27,561	\$36,348
12	\$18,649	\$42,754	\$40,633	\$37,407	\$28,366	\$37,407
13	\$19,091	\$44,002	\$41,766	\$38,499	\$29,194	\$38,499
14	\$19,532	\$45,290	\$42,934	\$39,619	\$30,304	\$39,619
15	\$19,975	\$46,615	\$44,133	\$40,775	\$30,890	\$40,775
16	\$20,561	\$48,129	\$45,365	\$42,111	\$31,885	\$42,111
17-19	\$22,947	\$53,891	\$53,986	\$47,138	\$35,680	\$47,138
20-24	\$23,326	\$54,810	\$54,992	\$47,938	\$36,268	\$47,938
25+	\$23,718	\$55,753	\$55,938	\$48,761	\$36,886	\$48,761

PAY RANK 67 CLASSROOM TUTOR (10 months, 196 days, 7.5 hours per day)

PAY RANK 68 COMMUNITY EDUCATION FACILITATOR (12 months, 261 days, 8 hours per day)

PAY RANK 69 SCHOOL SECURITY OFFICER (10 months, 196 days, 7.5 hours per day)

PAY RANK 70 ESE JOB COACH (12 months, 261 days, 7.5 hours per day)

PAY RANK 71 CAREER EDUCATION JOB LAB MANAGER (10 months, 196 days, 7.5 hours per day)

PAY RANK 72 HOME LIAISON (11 months, 223 days, 7.5 hours per day)

BONUS- a one-time payment of \$625 or \$1,250 (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*

Hardee County School Board
Salary Schedule
FY 2017-18

STEP	RANK 72A	RANK 73	RANK 74	RANK 75	RANK 76	RANK 77
		\$22,015	\$19,856	\$11,263		
1		\$22,464	\$19,928	\$11,553		
2		\$22,707	\$20,171	\$11,743	\$14,072	
3		\$22,918	\$20,381	\$11,919	\$14,276	\$16,974
4		\$23,160	\$20,625	\$12,103	\$14,498	\$17,368
5		\$23,403	\$20,869	\$12,290	\$14,722	\$17,758
6		\$23,648	\$21,114	\$12,479	\$14,946	\$18,147
7		\$23,890	\$21,358	\$12,668	\$15,171	\$18,540
8		\$24,130	\$21,598	\$12,856	\$15,393	\$18,931
9		\$24,375	\$21,842	\$13,048	\$15,618	\$19,323
10		\$24,619	\$22,087	\$13,233	\$15,843	\$19,714
11		\$24,860	\$22,327	\$13,424	\$16,064	\$20,106
12		\$25,104	\$22,568	\$13,613	\$16,288	\$20,497
13		\$25,345	\$22,812	\$13,803	\$16,513	\$20,888
14		\$25,590	\$23,057	\$13,991	\$16,737	\$21,280
15		\$25,835	\$23,298	\$14,180	\$16,961	\$21,670
16		\$26,220	\$23,689	\$14,512	\$17,356	\$22,211
17-19		\$29,302	\$26,457	\$16,158	\$19,346	\$24,797
20-24		\$29,791	\$26,899	\$16,418	\$19,664	\$25,207
25+		\$30,296	\$27,353	\$16,689	\$19,991	\$25,632

PAY RANK 72A

PAY RANK 73 HEAD CUSTODIAN (12 months, 261 days, 8 hours per day)

PAY RANK 74 CUSTODIAN (12 months, 261 days, 8 hours per day)

PAY RANK 75 FOOD SERVICE WORKER (10 months, 185 days, 6 hours per day)

PAY RANK 76 FOOD SERVICE ASSISTANT MANAGER (10 months, 185 days, 7 hours per day)

PAY RANK 77 FOOD SERVICE MANAGER (10 months, 196 days, 7 hours per day)

BONUS- a one-time payment of \$625 or \$1,250 (depending on step) to eligible employees

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Hardee County School Board
Salary Schedule
FY 2017-18

	RANK	RANK	RANK	RANK	RANK	RANK
	78	79	80	81	82	83
STEP						
	\$33,565	\$28,640	\$25,046	\$32,772	\$11,565	\$19,104
1	\$34,545	\$29,016	\$25,374	\$33,206	\$11,826	\$19,534
2	\$35,213	\$29,348	\$25,662	\$33,587	\$12,101	\$19,989
3	\$35,841	\$29,767	\$26,284	\$34,068	\$12,428	\$20,529
4	\$36,884	\$30,185	\$26,390	\$34,550	\$12,736	\$21,038
5	\$37,958	\$30,604	\$26,753	\$35,030	\$13,060	\$21,574
6	\$39,064	\$31,020	\$27,116	\$35,510	\$13,401	\$22,136
7	\$40,201	\$31,438	\$27,479	\$35,991	\$13,757	\$22,724
8	\$41,374	\$31,856	\$27,842	\$36,470	\$14,127	\$23,336
9	\$42,582	\$32,274	\$28,206	\$36,952	\$14,515	\$23,976
10	\$43,825	\$32,694	\$28,571	\$37,435	\$14,918	\$24,642
11	\$45,108	\$33,107	\$28,931	\$37,910	\$15,333	\$25,328
12	\$46,429	\$33,527	\$29,296	\$38,393	\$15,767	\$26,045
13	\$47,791	\$33,948	\$29,662	\$38,877	\$16,218	\$26,789
14	\$49,193	\$34,366	\$30,025	\$39,358	\$16,682	\$27,557
15	\$50,635	\$34,960	\$30,542	\$40,041	\$17,163	\$28,350
16	\$52,302	\$36,359	\$31,759	\$41,651	\$17,657	\$29,167
17-19	\$58,578	\$38,742	\$33,831	\$44,391	\$19,888	\$32,852
20-24	\$59,576	\$39,396	\$34,399	\$45,143	\$21,027	\$34,734
25+	\$60,602	\$40,069	\$34,985	\$45,917	\$21,379	\$35,315

PAY RANK 78 JTPA ADMINISTRATOR (12 months, 261 days, 8 hours per day)

PAY RANK 79 MECHANIC (A) (12 months, 261 days, 8 hours per day)

PAY RANK 80 MECHANIC (B) (12 months, 261 days, 8 hours per day)

PAY RANK 81 CHIEF MECHANIC (12 months, 261 days, 8 hours per day)

PAY RANK 82 BUS DRIVER (10 months, 180 days, 4.5 hours per day)

PAY RANK 83 TRANSPORTATION OPERATIONS SPECIALIST (11 months, 223 days, 6 hours per day)

BONUS- a one-time payment of \$625 or \$1,250 (depending on step) to eligible employees

BENEFITS:

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- 2) *FLORIDA RETIREMENT SYSTEM*
- 3) *SOCIAL SECURITY*
- 4) *SICK LEAVE: According to Board Policy*
- 5) *VACATION LEAVE: According to Board Policy*

Hardee County School Board
Salary Schedule
FY 2017-18

	RANK 84	RANK 85	RANK 86	RANK 87	RANK 88	RANK 89
STEP						
	\$40,500	\$16,953	\$46,087			
1	\$41,900	\$17,348	\$46,587			
2	\$42,600	\$17,764	\$47,087			
3	\$43,300	\$18,260	\$47,587			
4	\$44,000	\$18,726	\$48,087			
5	\$44,700	\$19,217	\$48,587			
6	\$45,400	\$19,732	\$49,087			
7	\$46,100	\$20,272	\$49,587			
8	\$46,800	\$20,833	\$50,087			
9	\$47,500	\$21,419	\$50,587			
10	\$48,200	\$22,030	\$51,087			
11	\$48,900	\$22,658	\$51,587			
12	\$49,600	\$23,316	\$52,087			
13	\$50,300	\$23,998	\$52,587			
14	\$51,000	\$24,701	\$53,087			
15	\$51,700	\$25,429	\$53,587			
16	\$52,400	\$26,178	\$54,087			
17-19	\$53,100	\$29,555	\$54,587			
20-24	\$53,800	\$31,281	\$55,087			
25+	\$54,500	\$31,812	\$55,587			

PAY RANK 84 SHOP FOREMAN (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

BONUS- a one-time payment of \$625 or \$1,250 (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*

Hardee County School Board
Salary Schedule
FY 2017-18

	RANK	RANK	RANK	RANK	RANK	RANK
	90	91	92	93	94	95
STEP						
	\$9,177	\$37,124	\$37,124	\$28,712	\$26,218	\$24,457
1	\$9,192	\$37,727	\$37,727	\$28,712	\$26,218	\$24,961
2	\$9,389	\$37,968	\$37,968	\$28,712	\$26,746	\$25,466
3	\$9,573	\$38,153	\$38,153	\$28,712	\$26,746	\$25,970
4	\$9,797	\$38,395	\$38,395	\$29,269	\$27,273	\$26,474
5	\$10,032	\$38,641	\$38,641	\$29,269	\$27,800	\$26,978
6	\$10,257	\$38,884	\$38,884	\$29,269	\$28,327	\$27,483
7	\$10,491	\$39,125	\$39,125	\$29,826	\$28,855	\$27,986
8	\$10,766	\$39,368	\$39,368	\$30,381	\$29,381	\$28,490
9	\$11,043	\$39,612	\$39,612	\$30,938	\$29,908	\$28,996
10	\$11,304	\$39,854	\$39,854	\$31,493	\$30,436	\$29,500
11	\$11,568	\$40,097	\$40,097	\$32,049	\$30,963	\$30,004
12	\$11,856	\$40,339	\$40,339	\$32,605	\$31,489	\$30,508
13	\$12,119	\$40,583	\$40,583	\$33,161	\$32,017	\$30,508
14	\$12,381	\$40,827	\$40,827	\$33,716	\$32,544	\$30,508
15	\$12,656	\$41,067	\$41,067	\$34,272	\$33,072	\$30,508
16	\$13,076	\$41,528	\$41,528	\$34,828	\$33,072	\$30,508
17-19	\$14,544	\$46,482	\$46,482	\$37,968	\$35,480	\$32,724
20-24	\$14,778	\$47,270	\$47,270	\$38,565	\$35,480	\$32,724
25+	\$15,020	\$48,081	\$48,081	\$39,224	\$36,084	\$33,281

PAY RANK 90 SCHOOL BUS TUTOR (10 months, 180 days, 5 hours per day)

PAY RANK 91 SUPERVISOR TRADES, SUPERVISOR CUSTODIANS, PLANT MANAGER (12 months, 261 days, 8 hours per day)

PAY RANK 92 TECH SUPPORT MANAGER- MIS (12 months, 261 days, 8 hours per day)

PAY RANK 93 MAINTENANCE - SKILLED 1 (12 months, 261 days, 8 hours per day)

PAY RANK 94 MAINTENANCE - SKILLED 2 (12 months, 261 days, 8 hours per day)

PAY RANK 95 MAINTENANCE - SKILLED 3 (12 months, 261 days, 8 hours per day)

BONUS- a one-time payment of \$625 or \$1,250 (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*
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- 4) *SICK LEAVE: According to Board Policy*
- 5) *VACATION LEAVE: According to Board Policy*

Hardee County School Board
Salary Schedule
FY 2017-18

STEP	RANK	RANK	RANK	RANK	NT 30	NT 31
	96	97	98	99	RANK 100	RANK 101
	\$27,900	\$23,128	\$12,850	\$14,135	\$15,420	\$16,705
1	\$28,409	\$23,577	\$13,140	\$14,454	\$15,768	\$17,082
2	\$28,652	\$23,819	\$13,445	\$14,790	\$16,135	\$17,479
3	\$28,852	\$24,031	\$13,809	\$15,190	\$16,571	\$17,952
4	\$29,094	\$24,272	\$14,151	\$15,566	\$16,981	\$18,396
5	\$29,339	\$24,516	\$14,512	\$15,963	\$17,414	\$18,865
6	\$29,583	\$24,761	\$14,890	\$16,379	\$17,868	\$19,357
7	\$29,823	\$25,002	\$15,285	\$16,814	\$18,342	\$19,871
8	\$30,066	\$25,242	\$15,697	\$17,267	\$18,836	\$20,406
9	\$30,311	\$25,487	\$16,127	\$17,740	\$19,353	\$20,966
10	\$30,550	\$25,731	\$16,575	\$18,233	\$19,890	\$21,548
11	\$30,797	\$25,973	\$17,037	\$18,740	\$20,444	\$22,148
12	\$31,039	\$26,216	\$17,519	\$19,271	\$21,023	\$22,775
13	\$31,282	\$26,458	\$18,020	\$19,822	\$21,623	\$23,425
14	\$31,558	\$26,703	\$18,536	\$20,389	\$22,243	\$24,097
15	\$31,838	\$26,948	\$19,070	\$20,976	\$22,883	\$24,790
16	\$32,261	\$27,333	\$19,619	\$21,581	\$23,543	\$25,505
17-19	\$36,080	\$30,425	\$22,098	\$24,307	\$26,517	\$28,727
20-24	\$36,687	\$30,914	\$23,364	\$25,700	\$28,036	\$30,373
25+	\$37,313	\$31,439	\$23,754	\$26,130	\$28,505	\$30,881

PAY RANK 96 MIS TECH SUPPORT (12 months, 261 days, 8 hours per day)

PAY RANK 97 COMPUTER RESOURCE TECHNICIAN (12 months, 261 days, 8 hours per day)

PAY RANK 98 BUS DRIVER (10 months, 180 days, 5 hours per day)

PAY RANK 99 BUS DRIVER (10 months, 180 days, 5.5 hours per day)

PAY RANK 100 BUS DRIVER (10 months, 180 days, 6 hours per day)

PAY RANK 101 BUS DRIVER (10 months, 180 days, 6.5 hours per day)

BONUS- a one-time payment of \$625 or \$1,250 (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*
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- 4) *SICK LEAVE: According to Board Policy*
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Hardee County School Board
Salary Schedule
FY 2017-18

STEP	NT 32	NT 33	NT 34	NT 35	NX 36	NX 37
	RANK 102	RANK 103	RANK 104	RANK 105	RANK 106	RANK 107
	\$17,990	\$10,095	\$11,012	\$11,930	\$33,437	\$33,937
1	\$18,396	\$10,112	\$11,031	\$11,950	\$33,937	\$34,487
2	\$18,824	\$10,328	\$11,267	\$12,206	\$34,437	\$35,037
3	\$19,332	\$10,530	\$11,487	\$12,444	\$34,937	\$35,587
4	\$19,811	\$10,777	\$11,756	\$12,736	\$35,437	\$36,137
5	\$20,316	\$11,036	\$12,039	\$13,042	\$35,937	\$36,687
6	\$20,846	\$11,283	\$12,308	\$13,334	\$36,437	\$37,237
7	\$21,399	\$11,540	\$12,589	\$13,638	\$36,937	\$37,787
8	\$21,976	\$11,843	\$12,919	\$13,996	\$37,437	\$38,337
9	\$22,578	\$12,147	\$13,251	\$14,355	\$37,937	\$38,887
10	\$23,205	\$12,435	\$13,565	\$14,696	\$38,437	\$39,437
11	\$23,851	\$12,724	\$13,881	\$15,038	\$38,937	\$39,987
12	\$24,527	\$13,042	\$14,227	\$15,413	\$39,437	\$40,537
13	\$25,227	\$13,331	\$14,543	\$15,755	\$39,937	\$41,087
14	\$25,950	\$13,619	\$14,857	\$16,095	\$40,437	\$41,637
15	\$26,697	\$13,922	\$15,187	\$16,453	\$40,937	\$42,187
16	\$27,467	\$14,384	\$15,691	\$16,999	\$41,437	\$42,737
17-19	\$30,937	\$15,998	\$17,452	\$18,907	\$41,937	\$43,287
20-24	\$32,709	\$16,256	\$17,734	\$19,211	\$42,437	\$43,837
25+	\$33,256	\$16,522	\$18,024	\$19,526	\$42,937	\$44,387

PAY RANK 102 BUS DRIVER (10 months, 180 days, 7 hours per day)

PAY RANK 103 SCHOOL BUS TUTOR (10 months, 180 days, 5.5 hours per day)

PAY RANK 104 SCHOOL BUS TUTOR (10 months, 180 days, 6 hours per day)

PAY RANK 105 SCHOOL BUS TUTOR (10 months, 180 days, 6.5 hours per day)

PAY RANK 106 IT TECH SUPPORT II (12 months, 261 days, 8 hours per day)

PAY RANK 107 CERTIFIED OCCUPATIONAL THERAPY ASST. (10 months, 196 days, 7.5 hours per day)

BONUS- a one-time payment of \$625 or \$1,250 (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*
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- 5) *VACATION LEAVE: According to Board Policy*

Hardee County School Board

Salary Schedule

FY 2017-18

Hardee County School Board Supplement Schedule

Based on Step 0 of Pay Rank 13

Administrative Supplements

			<i>Index</i>
\$2,892	1	School Board Negotiator	0.0808
\$1,446	2	School Board Assistant Negotiator	0.0404

Hardee Senior High School

<i>Supplement</i>	<i>Number</i>	<i>Position</i>	<i>Index</i>
\$5,876	1	Athletic Director	0.1642
\$2,763	2	Assistant Athletic Director	0.0772
\$2,763	1	Assistant Athletic Director- reimbursed by athletic dept.	0.0772
\$5,350	1	Band Director	0.1495
		BASEBALL	
\$2,043	1	Assistant Varsity	0.0571
\$3,539	1	Head Varsity	0.0989
\$2,115	2	Junior Varsity	0.0591
		BASKETBALL	
\$2,695	1	Assistant Varsity Boys	0.0753
\$3,904	1	Head Varsity Boys	0.1091
\$2,695	1	Assistant Varsity Girls	0.0753
\$3,904	1	Head Varsity Girls	0.1091
\$2,362	1	Junior Varsity Boys	0.0660
\$2,362	1	Junior Varsity Girls	0.0660
		CROSS COUNTRY	
\$2,151	1	Head Boys and Girls	0.0601
		FOOTBALL	
\$3,045	4	Assistant Varsity	0.0851
\$5,959	1	Head Varsity	0.1665
\$2,788	3	Junior Varsity	0.0779
		GOLF	
\$2,151	1	Head Boys	0.0601
\$2,151	1	Head Girls	0.0601
		SOCCER	
\$3,199	1	Head Varsity Boys	0.0894
\$3,199	1	Head Varsity Girls	0.0894
\$2,043	1	Assistant Varsity Boys	0.0571
\$2,043	1	Assistant Varsity Girls	0.0571
\$2,115	1	Junior Varsity Boys	0.0591
\$2,115	1	Junior Varsity Girls	0.0591
		SOFTBALL	
\$2,043	1	Assistant Varsity Girls	0.0571
\$3,539	1	Head Varsity Girls	0.0989

Hardee County School Board

Salary Schedule

FY 2017-18

\$2,115	2	Junior Varsity	0.0591
		SWIMMING	
\$2,043	1	Assistant Varsity Boys and Girls	0.0571
\$3,199	1	Head Varsity Boys and Girls	0.0894
		TENNIS	
\$2,151	1	Head Varsity Girls	0.0601
\$2,151	1	Head Varsity Boys	0.0601
		TRACK	
\$3,199	1	Head Varsity Girls	0.0894
\$3,199	1	Head Varsity Boys	0.0894
\$2,043	1	Assistant Varsity Girls	0.0571
\$2,043	1	Assistant Varsity Boys	0.0571
		VOLLEYBALL	
\$3,199	1	Head Varsity Girls	0.0894
\$2,115	1	Junior Varsity Girls	0.0591
		WEIGHTLIFTING	
\$2,043	1	Head Varsity Girls	0.0571
\$2,043	1	Head Varsity Boys	0.0571
\$1,092	8	Interdisciplinary Team Leaders	0.0305
\$1,092	1	Testing Coordinator	0.0305

Hardee Senior High School

CLUB/ACTIVITY SPONSORS

<i>Supplement</i>	<i>Number</i>	<i>Position</i>	<i>Index</i>
\$1,464	1	Academic Tournament	0.0409
\$794	1	American Sign Language	0.0222
\$2,348	1	Assistant Band Director	0.0656
\$794	1	Assistant National Honor Society	0.0222
\$794	1	AVID Club	0.0222
\$577	1	Chess Club	0.0161
\$794	1	Drama	0.0222
\$1,006	1	FBLA	0.0281
\$794	1	Freshman Class	0.0222
\$1,006	1	HOSA	0.0281
\$794	1	Junior Varsity Academic Tournament	0.0222
\$1,865	1	Junior Varsity Cheerleader	0.0521
\$1,746	5	Junior-Senior Sponsor	0.0488
\$877	1	National Honor Society	0.0245
\$1,464	1	Non-Commissioned Officer	0.0409
\$1,865	1	Performing Guard Sponsor	0.0521
\$2,695	1	ROTC Officer	0.0753
\$770	1	Senior Play	0.0215
\$794	1	Sophomore Class	0.0222

Hardee County School Board

Salary Schedule

FY 2017-18

\$1,545.20	2	STEM Sponsor (for <u>2017-18</u> , funded by Mosaic)	
\$1,378	1	Student Council	0.0385
\$1,360	1	Student Newspaper	0.0380
\$2,752	1	Varsity Cheerleader	0.0769
\$1,610	1	Yearbook	0.0450

OTHER PERSONNEL SUPPLEMENTS

<i>Supplement</i>	<i>Number</i>	<i>Position</i>	<i>Index</i>
		One person per grade K-5, per school site	
\$1,092	31	Elementary Grade Group Chairperson (6 per elementary plus 1 for Pre-K at WES)	0.0305
\$723	5	Elementary Yearbook Sponsors	0.0202
\$1,127	7	Peer Teacher	0.0315

Hardee Junior High School

<i>Supplement</i>	<i>Number</i>	<i>Position</i>	<i>Index</i>
\$2,502	1	Athletic Director	0.0699
\$1,000	1	Assistant Athletic Director	0.0279
\$2,480	1	Band Director	0.0693
BASKETBALL			
\$1,167	1	Assistant-Boys	0.0326
\$1,535	1	Head-Boys	0.0429
\$1,167	1	Assistant-Girls	0.0326
\$1,535	1	Head-Girls	0.0429
FOOTBALL			
\$1,514	2	Assistant	0.0423
\$2,498	1	Head	0.0698
SOFTBALL			
\$1,167	1	Assistant-Girls	0.0326
\$1,457	1	Head-Girls	0.0407
VOLLEYBALL			
\$1,457	1	Head-Girls	0.0407
\$1,167	1	Assistant- Girls	0.0326
CLUB/ACTIVITY SPONSOR			
\$859	1	Art Club	0.0240
\$1,295	1	Cheerleader	0.0362
\$794	1	Flag Corp	0.0222
\$1,092	6	Grade Group Chairperson	0.0305
\$794	1	Majorette	0.0222
\$794	1	National Junior Honor Society	0.0222
\$2,713	1	Principal of two schools (total FTE > 1,400)	0.0758
\$1,167	1	School Production Supervisor	0.0326
\$1,378	1	Student Council	0.0385
\$794	1	Student Newspaper	0.0222
\$1,167	1	Yearbook	0.0326

Hardee School Board

Insurance Premiums and Contributions

After 2017-18 Negotiations

provider	type	note	coverage	monthly premium effective 10/1/17	employee PR deduction	employee deduction monthly	premium paid by Board per month
Aetna	medical	traditional 3361	employee	689.04	30.00	60.00	629.04
Aetna	medical	traditional 3361	emp + spouse	1,426.27	260.00	520.00	906.27
Aetna	medical	traditional 3361	emp + child	1,295.35	159.00	318.00	977.35
Aetna	medical	traditional 3361	family	2,187.63	321.00	642.00	1,545.63
Aetna	medical	H.SA A 518X	employee	618.80	30.00	60.00	558.80
Aetna	medical	H.SA A 518X	emp + spouse	1,124.48	250.00	500.00	624.48
Aetna	medical	H.SA A 518X	emp + child	1,021.25	151.00	302.00	719.25
Aetna	medical	H.SA A 518X	family	1,724.72	307.00	614.00	1,110.72
Aetna	medical	H.SA B 519X	employee	551.26	4.00	8.00	543.26
Aetna	medical	H.SA B 519X	emp + spouse	1,060.05	197.00	394.00	666.05
Aetna	medical	H.SA B 519X	emp + child	819.71	122.00	244.00	575.71
Aetna	medical	H.SA B 519X	family	1,389.71	232.00	464.00	925.71
Health Equity	H.SA card contribution	H.SA A and B	employee	50.00	-	-	50.00
Health Equity	H.SA card contribution	H.SA A and B	employee + dependents	100.00	-	-	100.00
TASC	flex			100.00	-	-	100.00
FCL	dental	dental with 3361	employee	33.94	9.00	18.00	15.94
FCL	dental	dental with 3361	emp + spouse	67.08	27.82	55.64	11.44
FCL	dental	dental with 3361	emp + child	66.53	20.07	40.14	26.39
FCL	dental	dental with 3361	family	99.69	32.25	64.50	35.19
FCL	dental	dental with H.SA	employee	33.94	9.00	18.00	15.94
FCL	dental	dental with H.SA	emp + spouse	67.08	28.27	56.54	10.54
FCL	dental	dental with H.SA	emp + child	66.53	28.24	56.48	10.05
FCL	dental	dental with H.SA	family	99.69	48.27	96.54	3.15

HARDEE COUNTY SCHOOL BOARD
2017-18 SALARY SCHEDULE

ELECTED OFFICIALS

The salary of Board members and the Superintendent are established by use of information provided by the State and based upon the population of the county. Under Florida Statute 1001.47, a locally established factor may be added into the Superintendent's salary as well as the state requirement of \$2,000 for state certification as a Superintendent.

Section 1001.395, Florida Statutes, provides that District school board member salaries shall be based on the population of the county the District school board member serves. Florida Attorney General Opinion 79-87 provides that salary adjustments of school district officers take effect on July 1, the beginning of the fiscal year.

Hardee County School Board members shall receive all appropriate benefits afforded to all full-time Hardee County School Board employees, as identified in the Board adopted salary schedule.

Superintendent	\$104,115
Board Member	\$ 27,556

- BENEFITS:
- 1) INSURANCE: Up to \$9,504 toward the Board approved insurance program for elected officials.
 - 2) FLORIDA RETIREMENT SYSTEM
 - 3) SOCIAL SECURITY

PAY RANKS 1-12 ARE ADMINISTRATIVE SALARIES

NOTE:

1. Up to three years administrative experience may be rewarded for teaching or related field experience.
2. Increases of \$200 per year will be granted for verified years of administrative experience to a maximum of seventeen years. A maximum of ten years will be granted for out-of-state administrative experience.

HARDEE COUNTY SCHOOL BOARD
2017-18 SALARY SCHEDULE

SUBSTITUTE TEACHERS

NON-CONTRACT, AS NEEDED, AT-WILL EMPLOYMENT

(District Certification Required)

Rank III, Bachelors Degree or higher from an accredited institution.
\$82.50 per day or \$11.00 per hour

Associate Degree (2 year) in a planned program from an accredited institution.
\$75.00 per day or \$10.00 per hour

High School Diploma from an accredited institution
\$67.50 per day or \$9.00 per hour

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:

1. The substitute is assigned all of the duties and responsibilities associated with a specific teaching position, for a minimum of 30 consecutive working days.
2. The substitute must hold at least a bachelor's degree. A valid teaching certificate is preferred.
3. The substitute will be paid \$16 per hour or \$120 per day.
4. 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.

HARDEE COUNTY SCHOOL BOARD 2017-18 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.

HARDEE COUNTY SCHOOL BOARD 2017-18 SALARY SCHEDULE

DIFFERENTIATED PAY: In accordance with Florida Statute 1012.22, the Hardee County School District shall provide differentiated pay supplements for both instructional personnel and school administrators based on District-determined factors including, but not limited to, additional responsibilities, school demographics, critical shortage areas and level of job performance difficulties.

- A. Additional responsibilities: This factor is already addressed in the Salary Schedule for 2015-16 in supplements for athletic coaches, club/ activity sponsors, other personnel activities, etc. Supplements are paid to instructional staff who are vocational agriculture teachers, guidance counselors, speech therapists and ESE Annex teachers. Salaries for school administrators at the high school, junior high school and elementary schools differ by grade level.
- B. School demographics: In the event that the elementary school with the highest percentage of children from low income families on the latest Public School Eligibility Survey is at least 30 percentage points higher than the elementary school with the second highest percentage, instructional staff and school administrators at the elementary school with the highest percentage will receive a \$200 supplement.
- C. Critical shortage areas/ level of job performance difficulties: Instructional staff who teach the following classes will receive a \$125 supplement per class per semester:
1. Higher level" math at Hardee Sr. High as specified by principal including, but not limited to, Algebra II, Advanced Topics in Math, Pre-Calculus, Calculus
 2. Algebra I at Hardee Junior High School
 3. "Higher level" science at Hardee Sr. High as specified by principal including, but not limited to, Chemistry, Physics, Anatomy & Physiology, Forensic Science
 4. Intensive Reading taught by instructional staff at Hardee Sr. High, Hardee Jr. High and Pioneer Career Academy.
 5. Advanced Placement- any AP class at Hardee Sr. High
 6. Dual Enrollment- any DE class taught on campus by a Hardee Senior High teacher
- D. Critical shortage areas/ level of job performance difficulties: Each teacher responsible for writing IEPs for 25 or more students shall receive an annual differential pay supplement of \$200 per the following conditions:
1. Only initial and annual IEPs shall count toward the number of IEPs in any given year; and
 2. Only teachers receiving no other related supplement, e.g. a speech pathologist or annex teacher supplement, are eligible for this supplement.
- E. If supplements for school demographics and critical shortage areas/ level of job performance difficulties total more than \$20,000, supplements will be prorated to total \$20,000 gross pay.

HARDEE COUNTY SCHOOL BOARD 2017-18 SALARY SCHEDULE

FAIR LABOR STANDARDS ACT (FLSA): It is not the intent of the Hardee County School District to authorize nor to permit work beyond a regular 40-hour work week. If an exception becomes necessary, advance authorization from the Superintendent of Schools may be given for any employee of the school district to work beyond 40 hours per week. This shall apply to required duty time and to employee volunteered time.

Through agreement with the supervisor, work beyond the 40 hour work week which has been properly authorized, as mentioned above, will be compensated with time off during the pay period or monetarily at a rate of time and one-half for each unit of time worked in excess of the regular 40 hour work week.

NOTE

The following is applicable to Food Service Employees:

Managers with more than one (1) serving line will be paid \$.23 per hour more for each additional line.

Substitutes will be paid at minimum wage.

ADDITIONAL DUTIES: Food Service Employees working at functions other than their regular duties will be compensated at their regular rate of pay as indicated by the salary schedule. All salaries shall be paid by the School Board payroll office and total reimbursement secured from the sponsoring organization. Reimbursement shall include gross salary and employee benefits (retirement, social security and workers' compensation).

HARDEE COUNTY SCHOOL BOARD 2017-18 SALARY SCHEDULE

TRANSPORTATION SUBSTITUTE

DRIVERS \$38.50 per day or \$8.55 per hour

TUTORS: Minimum wage per hour

INSERVICE TRAINING

Minimum wage per hour for hours beyond normal daily requirement for employment. Insurance, leave, and other benefits are not applicable to substitutes.

EXTRA BUS TRIPS

If a trip is canceled after a driver reports to duty, the driver shall be paid \$13.00. If the cancellation causes him/her to miss his/her regularly assigned driving route, he/she shall be paid his/her regularly assigned driving wage.

In-County trip driver's salary shall be regular hourly rate. An in-county trip is any trip that originates within Hardee County and remains within Hardee County.

Out-of-County trip driver's salary shall be regular hourly rate. An out-of-county trip is any trip that originates within Hardee County and travels outside of Hardee County or any trip that originates outside of Hardee County.

Time will be calculated from the time the bus is picked up at the bus garage until the bus is returned to the bus garage and cleaned. All out-of-county trips will have a guaranteed three- (3) hour minimum. All in county trips will have a guaranteed two- (2) hour minimum. All coaches who drive athletic events after school hours will receive \$ 8.10 per hour for actual driving time if they drive a school bus.

Overnight and weekend trip rates will not be negotiated between the Driver, Sponsor, and Director of Transportation without expressed written consent of the PERC designated bargaining agent.

The driver shall be responsible for his/her meal(s) on all trips.

Employees of the School Board of Hardee County must take personal leave without pay from regular duties in order to be paid for driving extra trips.

All salaries, including negotiated fees, will be paid to drivers by the School Board payroll office and reimbursement secured from sponsoring organizations. Reimbursement will include gross salary, employee benefits (retirement and social security), for use of bus by non-school activity sponsors.

All miscellaneous trip expenses (reimbursement not to exceed State guidelines), such as tolls, fees, parking fees, etc. incurred by the driver will be-reimbursed by the sponsoring organization.

HARDEE COUNTY SCHOOL BOARD 2017-18 SALARY SCHEDULE

The Hardee County District School Board provides supplement payments to recommended and approved employees to compensate for additional duties and responsibilities.

GENERAL INFORMATION

1. Recommendations for supplement positions shall be made by the supervising principal or the acting supervisor of the employee.
2. Recommendations must be approved by the Superintendent and the School Board.
3. Unless otherwise stated, supplements are based on a 196 day school year, and will be pro-rated as appropriate. (NOTE: Varsity Football supplements Fall/Spring seasons will be valued at 3/4 and 1/4 respectively.)
4. Supplements to instructional staff and to administrators for advanced degrees are paid semi-monthly. Supplements paid to instructional staff for vocational agriculture, guidance counselor, speech therapist and annex (TMH/PMH) are indexed to step 10 for a teacher (pay rank 13) and paid semi-monthly.
5. All other supplements are indexed to step 0 for a teacher (pay rank 13) and paid semi-annually.

HARDEE COUNTY SCHOOL BOARD 2017-18 SALARY SCHEDULE

EDUCATIONAL INCENTIVE EDUCATIONAL SUPPORT PROFESSIONALS

Non-instructional, full-time employees, who have earned two or more years of college credit from an accredited institution, will be eligible for this supplement. The candidate must have entered an upper-level institution and declared a major in education. A minimum of six (6) semester hours must be satisfactorily completed with a grade of C or above, each fiscal year. Documentation of credit earned (certified transcript) and continuing education status must be submitted to the Personnel Department for verification prior to the payment of the supplement. After the above criteria are met, the Personnel Department will forward an authorization for payment of an amount of \$125.00 per month of employment, not to exceed \$ **1,250 per fiscal year**.

All educational support professionals who have received an Associate of Arts/Science degree or the university equivalent of sixty (60) semester hours, or a Bachelor of Arts/Science degree from an accredited college or university or who has received certification and maintains a current license as an electrical journeyman will receive a **three percent (3%)** increase on the employee's base salary. All educational support professionals, upon successful completion of the ParaPro test, will receive a **two percent (2%)** increase on the employee's base salary. Payment will be contingent upon the proper documentation and payment will be disbursed on the regular pay periods.

All educational support professionals who obtain and maintain certification in the following areas will receive a **one percent (1%)** increase on the employee's base salary. Payment shall not exceed two (2) certifications and will be contingent upon the proper verification of certification. Pay may be retroactive to the date of certification or the beginning of the current fiscal year, whichever is later. Payment will be disbursed on the regular pay periods if certifications are required by the job in the position currently held. The certification areas are:

- a. American School Food Service Association
- b. Culinary Arts from an approved Food Service Program
- c. Child Development Associate (CDA)
- d. Pesticide
- e. Safety, Casualty and Sanitation Inspector
- f. Automotive Standard of Excellence Certification
- g. Florida Association of Pupil Transportation Vehicle Service Technician
- h. Certified Nursing Assistant
- i. Asbestos Certification
- j. General Secretarial Specialist College Credit Certificate
- k. Advanced Network Administration Certification (Novell CNA, Microsoft MCP, Cisco CCNA, Linux Network Certification)

OTHER COMPENSATIONS

Hardee County School Board employees who are required by the Administration to attend or participate in various professional or temporary duty activities that occur other than normal duty days shall be entitled to salary compensation up to their current daily pay rate as negotiated with immediate administrative supervisor.

HARDEE COUNTY SCHOOL BOARD
2017-18 SALARY SCHEDULE

*TEMPORARY and PART-TIME EMPLOYEES-AT WILL EMPLOYEES

ADULT/COMMUNITY EDUCATION PROGRAM

Part-time Certified Teachers	Rank III	\$13.66 per hour
	Rank II	\$14.70 per hour

Part-time Non-certified Teachers \$12.60 per hour

Part-Time Adult Education Tutors minimum wage

Computer Lab Manager minimum wage

Pool Supervisor \$ 8.36 per hour

Lifeguards minimum wage



Part-Time: Secretarial, Clerical, Tutors	Minimum wage per hour or as specified in contract
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Substitutes: Food Service, Secretarial, Clerical, Tutors	Minimum wage per hour or as specified in contract
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Summer Maintenance Workers	Minimum wage per hour or as specified in contract
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Temporary Painters	Minimum wage per hour or as specified in contract
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Work Study Students	Minimum wage per hour or as specified in contract
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On-the-Job-Training Students	Minimum wage per hour or as specified in contract
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Behind-the-Wheel Bus Driver Trainee	Minimum wage per hour or as specified in contract
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CDL Test Administrator	\$25.00 per hour
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Part-time employees are defined as persons who work 20 hours or less per week and/or are assigned to a temporary position and may or may not be on a regular basis.

Temporary employees are defined as persons who work less than 30 days in the same position.

Temporary and Part-time employees receive no insurance, holiday, or leave (sick or annual) leave benefits.

HARDEE COUNTY SCHOOL BOARD
2017-18 SALARY SCHEDULE
PERFORMANCE PAY

Section 1012.22 of the Florida School Code requires the District to have and to budget for a performance-based pay plan that is based on an employee's performance appraisal. This performance pay requirement relates to instructional personnel and school administrators.

The Teacher and ESP of the Year component of the Hardee County School Board Performance Pay Plan provides that the District Teacher of the Year and the District ESP of the Year will each receive a bonus in the amount of 5% of the employee's base salary. There will be only one (1) District Teacher of the Year and one (1) District ESP of the Year selected annually. The Teacher and ESP of the Year component of the Hardee County School Board Performance Pay Plan specifies the application/nomination process, eligibility criteria, school site selection process, and District selection process.

The District's school administrator performance pay plan provides the following:

- If a school is graded an A by the Florida Department of Education (FDOE), that school's administrators (principal and assistant principal) will each receive a bonus in the amount of 5% of the administrator's salary.
- If a school is graded a B by the FDOE, that school's administrators will each receive a bonus in the amount of 3% of the administrator's salary.
- If a school improves two or more letter grades, that school's administrators will each receive an additional bonus of 1% of the administrator's salary.



FY 2017-18

Hardee County School Board

Performance Pay

Salary Schedule

Revised 12/12/17

Hardee County School Board Performance Pay Salary Schedule FY 2017-18

The Hardee County Performance Pay Salary Schedule is applicable to instructional personnel as defined in s. 1012.01(2)(a)-(d) excluding substitute teachers and school administrators.

Initial Placement:

Employees who are on annual contract as of July 1, 2014 shall in accordance with applicable statute be placed on the Performance Pay Salary Schedule. Beginning July 1, 2014, instructional personnel 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 shall be placed on the Performance Pay Salary Schedule.

Opt In Placement:

Employees on Continuing Contract or Professional Services Contract as of July 1, 2014 may opt in to the Performance Pay Salary Schedule in accordance with applicable State Statute. The base salary of instructional personnel that opt in to the Performance Pay Salary Schedule shall be the salary paid the prior year, including adjustments only.

Annual Adjustments:

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

Highly Effective – \$800

Effective - \$600

Developing/Needs Improvement - \$0

Unsatisfactory – \$0

Initial Salary/Experience Credit:

Newly employed teachers shall receive a \$38,037 starting salary plus \$100 per year for each year of documented effective, highly effective, or equivalent ratings on annual evaluations, up to a maximum of 20 years' credit. All performance pay salary schedule teachers who receive a Highly Effective overall rating for their 2015-16 overall evaluation shall receive \$800 higher salary for 2016-17 than they received in 2015-16. All performance pay salary schedule teachers who receive an Effective overall rating for their 2015-16 overall evaluation shall receive \$600 higher salary for 2016-17 than they received in 2015-16.

Approximately ten instructional employees with prior experience were hired in FY 2012-13 or FY 2013-14, before the District's first performance pay salary schedule. These instructors were paid at rates in line with the District's Grandfathered Salary Schedule; however, they are on annual contract and are considered performance pay instructors. These "hybrid" instructors are eligible for performance appraisal adjustments and are paid at one of the following salaries: \$38,037 \$38,787 \$39,537 \$40,287 \$41,787 \$44,037 \$47,037 \$53,787 \$54,537 \$55,287

Salary Supplements to the Performance Pay Salary Schedule:

Salary Supplements to the Performance Pay Salary Schedule shall be as follows as required by applicable statute:

I – Assignment to a Title I School: The salary supplement for instructional personnel assigned to a Title I school shall be \$50 per year.

II – Assignment to a school that earned a grade of "F" or three consecutive grades of "D": The salary supplement for instructional assigned to a school that earned a grade of "F" or three consecutive grades of "D" shall be \$100.

III - Certification and teaching in critical shortage areas: The supplement for instructional staff so assigned shall be the same as that specified in Article 12 Section 5 Paragraph D.

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.

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.