



Hardee County School Board Agenda Analysis

22.01

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Date:
December 8, 2015

Subject:
Salary schedules for fiscal year 2015-16

Background Information:

On December 7, 2015, District and Union representatives tentatively agreed to salary, benefit and language issues for 2015-16. On December 8th, the Board approved the negotiated package. The following negotiated items have been incorporated into the salary schedules for FY 2015-16:

Performance Pay Salary Schedule

1. Increase starting pay from \$35,350 to \$37,600.
2. Reduce pay for prior experience from \$250 to \$100 per year for up to 20 years.
3. Award a one-time \$1,200 bonus to eligible "hybrid" employees.

"Grandfathered" Salary Schedule

4. Award step to eligible employees
5. Add new step 27 at \$55,600 for rank 13 instructional
6. Change non-instructional step 17-24 to 17-19, 20-24 (at previous step 25 pay) and increase step 25+ to be 1.75% more than step 20-24.
7. Increase pay for non-instructional employees by \$150
8. Change hours per day from 4.5 to 6 and change pay for rank 83 transportation operations specialist
9. Add new ranks 98, 99, 100, 101 and 102 to reflect bus drivers who work 5, 5.5, 6, 6.5 and 7 hours/ day.
10. Add new ranks 103, 104 and 105 to reflect bus tutors who work 5.5, 6 and 6.5 hours per day.
11. Award one-time \$1,200 bonus to eligible employees
12. Increase Board contribution to health insurance by \$816 to \$9,144. The Board share reflects:
 - Vision insurance changing to voluntary on February 1, 2016
 - Short-term and long-term disability insurance changing to voluntary on February 1st
 - Employees pay \$9 more per pay period for all dental coverages
 - Employees pay 15% of the 10% Florida Blue medical insurance increase
13. Add Sr. High AVID Club sponsor supplement and remove foreign language sponsor supplement.
14. Add one elementary grade group chairperson supplement for the pre-k program at Wauchula Elem.
15. Add five new elementary yearbook sponsor supplements.
16. Increase elected official pay to agree with State calculations.
17. Increase administrator's pay due to indexing to rank 13, step 27.
18. Increase in-county and out-of-county trip drivers' pay from \$11.32 to regular hourly pay.
19. Add 1% educational incentive for Safety, Casualty and Sanitation Inspector and remove Uniform Building Inspector.

The salary schedules are approximately 30 pages long and are available for review with Ms. McCray and at our website at Financial Transparency.

If the employees approve the negotiated package on by December 14th, payroll checks and direct deposits on December 18th will include bonuses and retroactive performance pay. Payroll checks and direct deposits in February 2016 will reflect new salary schedule amounts and will include adjustments for the primary job retroactive to July 1, 2015.

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:

Approximately \$1,964,000 from all funds and projects.

Proposed Recommendation to School Board:

Recommend approval of the salary schedules for fiscal year 2015-16.

Action Required: Action Agenda

BOARD ACTION

12/10/15
Approved