

*Hardee County Public Schools
School Board Agenda Analysis*



293

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12.01

Subject:

Memorandum of Understanding Re: Grandfathered Teacher Salary Schedule

Background Information: During the 2018-2019 school year, auditors from the Florida Auditor General's office took notice that the 2018-2019 Grandfathers Salary Schedule for Hardee County did not have specific language to indicate that a portion of an employer's salary was attributable to performance as required by 1012.22(1)(c)4.b. The Memorandum of Understanding attached amends to 2018-2019 Grandfathered Salary Schedule for the Hardee County School Board to comply with the requirements of the applicable statute.

Administrative Consideration: (include F.S., Rule, Authority, etc.):

Florida Administrative Code 60CC-4.003 - The chief executive officer of the public employer shall promptly present the proposed agreement to the public employer for consideration and ratification. The chief executive officer shall, within five (5) days after the final count of votes, notify the certified bargaining agent of the results of the ratification vote. The public employer shall maintain a written record of the results of the vote.

Fiscal Impact: None. No teacher paid on the grandfathered salary schedule received an overall performance evaluation of "unsatisfactory" in 2017-18.

Director of Finance signature: _____

Proposed Recommendation to School Board:

Recommend ratification by the Board of the Memorandum of Understanding amending the 2018-2019 Grandfathered Salary Schedule.

Action Agenda

Consent Agenda

BOARD ACTION

6/11/19
Approved

Memorandum of Understanding

Between the School Board of Hardee County and Hardee Education Association/United

Whereas during the 2018-2019 school year auditors from the Florida Auditor General's office took notice that the 2018-2019 Grandfathers Salary Schedule for Hardee County did not have specific language to indicate that a portion of an employer's salary was attributable to performance, and

Whereas Section 1012.22(1)(c)4.b states in part: "In determining the grandfathered salary schedule for instructional personnel, a district school board must base a portion of each employee's compensation upon performance demonstrated under s. 1012.34 and shall provide differentiated pay for both instructional personnel and school administrators based upon district-determined factors, including, but not limited to, additional responsibilities, school demographics, critical shortage areas, and level of job performance difficulties" and

Whereas any change to the salary, hours and working conditions of members of the Teacher bargaining unit are mandatory subjects of negotiation and

Whereas the district and certified bargaining unit for teachers in Hardee county have an interest in compliance with State Statute

Be it therefore understood:

The 2018-2019 Grandfathered Salary for Hardee County School Board be amended to include the following in the section titled Performance Pay.

In order to comply with the requirements of FS 1012.22 4(b) personnel who earn a Summative performance rating of Unsatisfactory are not eligible for a salary level (historically referred to as a step) increase.


This Memorandum of understanding shall become effective upon the date of signatures of the duly appointed representatives of the parties subject to subsequent ratification of the parties.

For the Administration



Chief Negotiator 4/8/2019

For HEA/United



Executive Director 4/8/19

HARDEE COUNTY SCHOOL BOARD
2018-19 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.

In order to comply with the requirements of Section 1012.22 (1)(c)4(b), Florida Statutes, instructional personnel who are paid on the Grandfathered Salary Schedule who earn a summative performance rating of Unsatisfactory are not eligible for a salary level (historically referred to as a step) increase.

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.