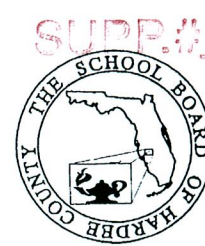


Hardee County School Board Agenda Analysis



22.01

Author:

Greg Harrelson, Finance Director

Date:

November 12, 2013

Subject:

Salary schedule for fiscal year 2013-14

Background Information:

On November 8, 2013, District and Union representatives tentatively agreed on the following salary and language issues for 2013-14 (see attached):

- revise instructional staff pay, starting at \$35,000 with \$750 steps up to step 26+
- increase supplement amounts for advanced degrees, certain instructional positions, etc.
- award one-time \$545 bonus to instructional employees on step 25+ of the old salary schedule
- award step to eligible school related personnel (SRP) employees and increase pay by 2.4%
- award one-time \$545 bonus to SRPs
- add supplements for JV soccer coaches, a drama coach and STEM sponsors
- increase Board contribution to health insurance in 2013-14 by \$888.24 to \$8,088.24.
- for employees hired on or after January 1, 2014, maximum annual Board contribution to health insurance will be \$7,488.24

These negotiated items have been incorporated into the salary schedule for FY 2013-14. In addition, the following changes to the salary schedule were made:

- increase Superintendent and Board Member pay pursuant to formula in Florida Statutes
- increase substitute teacher pay to exceed Florida's new minimum wage as of January 1, 2014
- update "Probationary Period" and "Promotions" language to reference Master SRP Contract
- reduce "Signing Bonus" from \$1,000 to \$500 to match grant amount
- specify in "General Information" language on supplement frequency and indexing

If the Board and Union membership approve the tentatively approved salary items, Payroll will issue separate bonus checks and direct deposits on November 22, 2013. Payroll checks and direct deposits on December 13, 2013 will reflect new salary schedule amounts and will include adjustments for the primary job retroactive to July 1, 2013.

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 \$1,861,000 to all funds and projects.

Proposed Recommendation to School Board:

Recommend approval of the salary schedule for fiscal year 2013-14.

Action Required:

Action Agenda ☒

agenda analysis pay schedule.doc

BOARD ACTION
11/19/13
Approved

TA 11/8/2013
 [Signature]

11/8/2013
 [Signature]

10-31-13

11/8/2013
 Dist #3 Resubmit

Hardee School Board				
District Proposal #3				
				for 678 employees- all funds
HEA-U counter proposal 10/28/13				
	<u>number</u>	<u>average</u>	<u>percent</u>	<u>cost</u>
Health insurance increase from \$7,200 to \$8,088.24	678	\$888	12.33%	\$602,253
Supplement index (teacher step 0) increased from \$33,345 to \$35,000				\$12,193
Add two JV soccer coaching and Sr. High drama supplements				\$4,994
SRP- award step and increase pay by 4.93%	274.5	\$1,338	6.37%	\$424,784
Instructional and admin- step then place on new salary schedule \$35,000 with \$750 steps; increase supplements for masters \$3,200, specialist \$3,600 and doctorate \$4,000; increase supplements for guidance \$2,350, speech \$3,957, TMH/PMH \$4,701 and ag \$4,140.	397.5	\$1,680	3.80%	\$772,209
	672		5.65%	\$1,816,433
District proposal #3				
	<u>number</u>	<u>average</u>	<u>percent</u>	<u>cost</u>
Health insurance Board contribution increase from \$7,200 to \$8,088.24. For employees hired on or after 1/1/14, maximum annual Board contribution is \$7,488.24.	678	\$888	12.33%	\$602,253
Supplement index (teacher step 0) increased from \$33,345 to \$35,000				\$12,193
Add two JV soccer coaching supplement and one Sr. High drama supplement				\$4,994
SRP- non-recurring bonus	274.5	\$545		\$173,015
SRP- award step and increase pay by 2.4%	274.5	\$793	3.78%	\$251,769
Instructional and admin- step then place on new salary schedule \$35,000 with \$750 steps; increase supplements for masters \$3,200, specialist \$3,600 and doctorate \$4,000; increase supplements for guidance \$2,350, speech \$3,957, TMH/PMH \$4,701 and ag \$4,140. Place steps 17 to 23 (current) at \$53,000 instead of \$52,250.	397.5	\$1,777	4.02%	\$817,040
+ \$545 ⁰⁰ one-time bonus to teachers [Signature] at step 25+ as of 12-13 school year	672		5.79%	\$1,861,264
Compared to District proposal #2 10/28/13				\$709,903
Compared to HEA-U counter proposal 10/28/13				\$44,831

**HARDEE EDUCATION ASSOCIATION-UNITED
2013 NEGOTIATIONS
INITIAL NON-MONETARY BARGAINING PROPOSAL FOR MASTER SRP CONTRACT**

9/6/2013
4:25 pm
Union #1

HEA-U requests mutual agreement to amend the definition of "School Related Personnel" as found at Article 3 of the Master School Related Personnel Contract to read as follows:

SCHOOL RELATED PERSONNEL

Generic term used to describe and/or qualify classified personnel as outlined in Article 1 of School Related Personnel Master Contract. Also referred to as Education Service Professionals.

TAG
11/8/2013
A
R
11/8/2013

HEA-U proposes to amend the definition of "Transfer" as found at Article 3 of the Master School Related Personnel Contract to read as follows:

TRANSFER

Any change in work assignment from one worksite to another worksite, any change in shift assignment, any change in job classification. Transfer and Reassignment shall be used interchangeably.

RR
G

FOR BOARD APPROVAL ON 11/19/13



FY 2013-14

FOR BOARD APPROVAL ON 11/19/13

**Hardee County School Board
Salary Schedule**

**Hardee County School Board
Salary Schedule
FY 2013-14**

Administrative Salary Schedule

Rank	Index	Step 0	Steps 1-17	Steps 18+
1	1.5103	\$86,012	\$200	\$0
2	1.4746	\$83,978	\$200	\$0
3	1.3998	\$79,719	\$200	\$0
4	1.3349	\$76,023	\$200	\$0
5	1.3349	\$76,023	\$200	\$0
6	1.2212	\$69,547	\$200	\$0
7	1.1562	\$65,846	\$200	\$0
8	1.1400	\$64,923	\$200	\$0
9	1.1237	\$63,995	\$200	\$0
10	1.1237	\$63,995	\$200	\$0
11				
12	1.0071	\$57,354	\$200	\$0

Supplements (paid semi-monthly)	
Master's degree	\$3,200
Specialist degree	\$3,600
Doctorate degree	\$4,000

Administrative pay schedule indexed to pay grade 13, step 25 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 I (12 months, 261 days, 8 hours per day)

PAY RANK 6 DIRECTOR II (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

*PAY RANK 12 COORDINATOR OF MAINTENANCE, FOOD SERVICE, INSTRUCTIONAL TECHNOLOGY
(12 months, 261 days, 8 hours per day)*

BENEFITS:

1) **INSURANCE:** \$8,088.24 toward the Board approved insurance program, for eligible employees

INSURANCE FOR EMPLOYEES HIRED ON OR AFTER 1/1/14: \$7,488.24 maximum annual Board contribution toward the Board approved insurance program, for eligible employees.

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 2013-14

STEP	RANK
0	13
1	\$35,000
2	\$35,750
3	\$36,500
4	\$37,250
5	\$38,000
6	\$38,750
7	\$39,500
8	\$40,250
9	\$41,000
10	\$41,750
11	\$42,500
12	\$43,250
13	\$44,000
14	\$44,750
15	\$45,500
16	\$46,250
17	\$47,000
18	\$47,750
19	\$48,500
20	\$49,250
21	\$50,000
22	\$50,750
23	\$51,500
24	\$52,250
25	\$53,000
26+	\$53,750
	\$54,500

Supplements (paid semi-monthly)

Vocational agriculture teacher	0.0974	\$4,140
Guidance counselor	0.0553	\$2,350
Speech therapist	0.0931	\$3,957
Annex teacher (certified TMH/PMH)	0.1106	\$4,701
Master's degree		\$3,200
Specialist degree		\$3,600
Doctorate degree		\$4,000

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%

Note: additions are applied to rank 13 pay, not to supplements

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- a one-time payment of \$545 to eligible employees on step 25+ of 2012-13 salary schedule

BENEFITS:

- 1) **INSURANCE:** \$8,088.24 toward the Board approved insurance program, for eligible employees
INSURANCE FOR EMPLOYEES HIRED ON OR AFTER 1/1/14: \$7,488.24 maximum annual Board contribution toward the Board approved insurance program, for eligible employees.
- 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 2013-14

	RANK 50	RANK 51	RANK 52	RANK 53	RANK 54
STEP					
		\$31,113	\$29,887	\$26,648	\$20,448
1		\$32,246	\$30,974	\$27,671	\$21,166
2		\$33,074	\$31,767	\$28,430	\$21,683
3		\$33,885	\$32,543	\$29,208	\$22,165
4		\$34,745	\$33,366	\$30,001	\$22,713
5		\$35,572	\$34,158	\$30,754	\$23,263
6		\$36,432	\$34,981	\$31,546	\$23,812
7		\$37,256	\$35,771	\$32,302	\$24,330
8		\$38,014	\$36,494	\$33,056	\$24,877
9		\$38,808	\$37,251	\$33,880	\$25,393
10		\$39,633	\$38,039	\$34,671	\$25,911
11		\$40,423	\$38,794	\$35,428	\$26,458
12		\$41,251	\$39,586	\$36,218	\$26,974
13		\$42,045	\$40,343	\$37,008	\$27,524
14		\$42,832	\$41,096	\$37,764	\$28,075
15		\$43,659	\$41,887	\$38,553	\$28,589
16		\$44,671	\$42,855	\$39,491	\$29,318
17		\$50,144	\$48,106	\$44,329	\$32,910
25+		\$51,018	\$48,944	\$45,098	\$33,483

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)

BENEFITS:

- 1) INSURANCE: \$8,088.24 toward the Board approved insurance program, for eligible employees
 INSURANCE FOR EMPLOYEES HIRED ON OR AFTER 1/1/14: \$7,488.24 maximum annual Board
 contribution toward the Board approved insurance program, for eligible employees.
- 2) FLORIDA RETIREMENT SYSTEM
- 3) SOCIAL SECURITY
- 4) SICK LEAVE: According to Board Policy
- 5) VACATION LEAVE: According to Board Policy

BONUS- a one-time payment of \$545 to eligible employees

Hardee County School Board
Salary Schedule
FY 2013-14

	RANK 55	RANK 56	RANK 57	RANK 58	RANK 59	RANK 60
STEP						
	\$23,277	\$18,057	\$16,381	\$17,473	\$15,425	\$16,457
1	\$24,023	\$18,675	\$16,954	\$18,084	\$15,913	\$16,973
2	\$24,574	\$19,046	\$17,368	\$18,524	\$16,270	\$17,359
3	\$25,052	\$19,435	\$17,754	\$18,937	\$16,605	\$17,714
4	\$25,567	\$19,890	\$18,194	\$19,406	\$16,992	\$18,125
5	\$26,080	\$20,344	\$18,635	\$19,876	\$17,381	\$18,539
6	\$26,631	\$20,891	\$19,075	\$20,346	\$17,851	\$19,040
7	\$27,146	\$21,441	\$19,487	\$20,788	\$18,321	\$19,542
8	\$27,661	\$21,991	\$19,928	\$21,258	\$18,788	\$20,042
9	\$28,178	\$22,541	\$20,340	\$21,695	\$19,257	\$20,542
10	\$28,727	\$23,090	\$20,753	\$22,141	\$19,728	\$21,045
11	\$29,242	\$23,640	\$21,194	\$22,607	\$20,200	\$21,546
12	\$29,758	\$24,191	\$21,605	\$23,049	\$20,669	\$22,045
13	\$30,277	\$24,739	\$22,050	\$23,519	\$21,137	\$22,547
14	\$30,823	\$25,288	\$22,490	\$23,988	\$21,608	\$23,048
15	\$31,338	\$25,840	\$22,900	\$24,424	\$22,075	\$23,548
16	\$31,999	\$26,578	\$23,483	\$25,048	\$22,708	\$24,224
17-24	\$35,919	\$29,876	\$26,362	\$28,118	\$25,527	\$27,227
25+	\$36,543	\$30,396	\$26,818	\$28,607	\$25,970	\$27,704

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)

BENEFITS:

- 1) INSURANCE: \$8,088.24 toward the Board approved insurance program, for eligible employees
INSURANCE FOR EMPLOYEES HIRED ON OR AFTER 1/1/14: \$7,488.24 maximum annual Board contribution toward the Board approved insurance program, for eligible employees.
- 2) FLORIDA RETIREMENT SYSTEM
- 3) SOCIAL SECURITY
- 4) SICK LEAVE: According to Board Policy
- 5) VACATION LEAVE: According to Board Policy

BONUS- a one-time payment of \$545 to eligible employees

Hardee County School Board
Salary Schedule
FY 2013-14

	RANK 61	RANK 62	RANK 63	RANK 64	RANK 65	RANK 66
STEP						
		\$13,561	\$14,396	\$15,356	\$14,463	\$14,513
1		\$13,984	\$14,900	\$15,893	\$14,920	\$14,994
2		\$14,302	\$15,263	\$16,282	\$15,254	\$15,338
3		\$14,594	\$15,705	\$16,644	\$15,569	\$15,661
4		\$14,935	\$15,992	\$17,056	\$15,932	\$16,004
5		\$15,277	\$16,379	\$17,471	\$16,296	\$16,351
6		\$15,688	\$16,765	\$17,881	\$16,719	\$16,772
7		\$16,102	\$17,130	\$18,272	\$17,175	\$17,191
8		\$16,514	\$17,514	\$18,683	\$17,617	\$17,610
9		\$16,926	\$17,877	\$19,070	\$18,055	\$18,026
10		\$17,341	\$18,241	\$19,456	\$18,496	\$18,446
11		\$17,754	\$18,629	\$19,869	\$18,935	\$18,866
12		\$18,164	\$18,992	\$20,256	\$19,377	\$19,310
13		\$18,578	\$19,378	\$20,670	\$19,775	\$19,752
14		\$18,992	\$19,766	\$21,083	\$20,256	\$20,194
15		\$19,403	\$20,127	\$21,470	\$20,699	\$20,616
16		\$19,958	\$20,640	\$22,017	\$21,290	\$21,207
17-24		\$22,436	\$23,171	\$24,714	\$23,931	\$23,575
25+		\$22,827	\$23,573	\$25,142	\$24,348	\$23,964

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)

BENEFITS:

1) **INSURANCE:** \$8,088.24 toward the Board approved insurance program, for eligible employees

INSURANCE FOR EMPLOYEES HIRED ON OR AFTER 1/1/14: \$7,488.24 maximum annual Board contribution toward the Board approved insurance program, for eligible employees.

2) **FLORIDA RETIREMENT SYSTEM**

3) **SOCIAL SECURITY**

4) **SICK LEAVE:** According to Board Policy

5) **VACATION LEAVE:** According to Board Policy

BONUS- a one-time payment of \$545 to eligible employees

Hardee County School Board
Salary Schedule
FY 2013-14

	RANK 67	RANK 68	RANK 69	RANK 70	RANK 71	RANK 72
STEP						
	\$13,083	\$29,554	\$29,592	\$25,758	\$19,349	\$25,758
1	\$13,110	\$30,441	\$29,962	\$26,537	\$19,919	\$26,537
2	\$13,427	\$31,006	\$30,118	\$27,064	\$20,320	\$27,064
3	\$13,720	\$31,623	\$30,338	\$27,563	\$20,709	\$27,563
4	\$14,087	\$32,570	\$31,215	\$28,390	\$21,317	\$28,390
5	\$14,449	\$33,545	\$32,108	\$29,240	\$21,968	\$29,240
6	\$14,816	\$34,551	\$33,039	\$30,118	\$22,619	\$30,118
7	\$15,201	\$35,588	\$33,992	\$31,021	\$23,290	\$31,021
8	\$15,639	\$36,654	\$34,965	\$31,949	\$24,004	\$31,949
9	\$16,078	\$37,756	\$35,970	\$32,908	\$24,719	\$32,908
10	\$16,514	\$38,885	\$37,003	\$33,896	\$25,454	\$33,896
11	\$16,951	\$40,053	\$38,062	\$34,912	\$26,212	\$34,912
12	\$17,389	\$41,255	\$39,154	\$35,960	\$27,009	\$35,960
13	\$17,826	\$42,490	\$40,276	\$37,042	\$27,829	\$37,042
14	\$18,262	\$43,765	\$41,433	\$38,150	\$28,928	\$38,150
15	\$18,701	\$45,077	\$42,619	\$39,295	\$29,507	\$39,295
16	\$19,281	\$46,576	\$43,839	\$40,618	\$30,493	\$40,618
17-24	\$21,644	\$52,281	\$52,375	\$45,595	\$34,251	\$45,595
25+	\$22,019	\$53,191	\$53,371	\$46,387	\$34,832	\$46,387

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)

BENEFITS:

1) **INSURANCE:** \$8,088.24 toward the Board approved insurance program, for eligible employees

INSURANCE FOR EMPLOYEES HIRED ON OR AFTER 1/1/14: \$7,488.24 maximum annual Board contribution toward the Board approved insurance program, for eligible employees.

2) **FLORIDA RETIREMENT SYSTEM**

3) **SOCIAL SECURITY**

4) **SICK LEAVE:** According to Board Policy

5) **VACATION LEAVE:** According to Board Policy

BONUS- a one-time payment of \$545 to eligible employees

Hardee County School Board
Salary Schedule
FY 2013-14

	RANK 72A	RANK 73	RANK 74	RANK 75	RANK 76	RANK 77
STEP						
		\$20,721	\$18,583	\$10,076		
1		\$21,166	\$18,654	\$10,362		
2		\$21,406	\$18,895	\$10,550	\$12,856	
3		\$21,615	\$19,103	\$10,724	\$13,058	\$15,730
4		\$21,854	\$19,345	\$10,907	\$13,278	\$16,120
5		\$22,095	\$19,586	\$11,092	\$13,500	\$16,506
6		\$22,338	\$19,829	\$11,279	\$13,721	\$16,891
7		\$22,577	\$20,070	\$11,467	\$13,945	\$17,280
8		\$22,815	\$20,308	\$11,653	\$14,165	\$17,667
9		\$23,057	\$20,549	\$11,843	\$14,387	\$18,055
10		\$23,299	\$20,792	\$12,026	\$14,610	\$18,442
11		\$23,538	\$21,030	\$12,215	\$14,829	\$18,831
12		\$23,779	\$21,268	\$12,402	\$15,050	\$19,218
13		\$24,018	\$21,510	\$12,590	\$15,274	\$19,605
14		\$24,261	\$21,752	\$12,776	\$15,495	\$19,993
15		\$24,503	\$21,991	\$12,964	\$15,717	\$20,379
16		\$24,884	\$22,379	\$13,292	\$16,108	\$20,915
17		\$27,936	\$25,119	\$14,922	\$18,078	\$23,476
25+		\$28,420	\$25,556	\$15,179	\$18,393	\$23,881

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)

BENEFITS:

1) **INSURANCE:** \$8,088.24 toward the Board approved insurance program, for eligible employees

INSURANCE FOR EMPLOYEES HIRED ON OR AFTER 1/1/14: \$7,488.24 maximum annual Board contribution toward the Board approved insurance program, for eligible employees.

2) **FLORIDA RETIREMENT SYSTEM**

3) **SOCIAL SECURITY**

4) **SICK LEAVE:** According to Board Policy

5) **VACATION LEAVE:** According to Board Policy

BONUS- a one-time payment of \$545 to eligible employees

Hardee County School Board

Salary Schedule

FY 2013-14

	RANK 78	RANK 79	RANK 80	RANK 81	RANK 82	RANK 83
STEP						
	\$32,157	\$27,280	\$23,721	\$31,371	\$10,374	\$12,853
1	\$33,127	\$27,653	\$24,047	\$31,801	\$10,632	\$13,172
2	\$33,788	\$27,982	\$24,331	\$32,178	\$10,905	\$13,510
3	\$34,410	\$28,396	\$24,947	\$32,655	\$11,229	\$13,911
4	\$35,443	\$28,810	\$25,052	\$33,132	\$11,533	\$14,289
5	\$36,506	\$29,224	\$25,412	\$33,607	\$11,855	\$14,687
6	\$37,601	\$29,636	\$25,771	\$34,082	\$12,192	\$15,104
7	\$38,726	\$30,051	\$26,131	\$34,559	\$12,544	\$15,541
8	\$39,888	\$30,464	\$26,490	\$35,033	\$12,911	\$15,996
9	\$41,084	\$30,878	\$26,851	\$35,510	\$13,295	\$16,471
10	\$42,315	\$31,294	\$27,212	\$35,988	\$13,694	\$16,965
11	\$43,585	\$31,703	\$27,568	\$36,459	\$14,105	\$17,474
12	\$44,893	\$32,119	\$27,929	\$36,937	\$14,535	\$18,007
13	\$46,241	\$32,536	\$28,292	\$37,416	\$14,981	\$18,560
14	\$47,630	\$32,950	\$28,652	\$37,892	\$15,441	\$19,129
15	\$49,058	\$33,538	\$29,163	\$38,569	\$15,916	\$19,719
16	\$50,708	\$34,923	\$30,368	\$40,162	\$16,406	\$20,326
17	\$56,921	\$37,282	\$32,420	\$42,875	\$18,615	\$23,062
25+	\$57,910	\$37,930	\$32,982	\$43,620	\$19,743	\$24,459

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, 4.5 hours per day)

BENEFITS:

1) INSURANCE: \$8,088.24 toward the Board approved insurance program, for eligible employees

INSURANCE FOR EMPLOYEES HIRED ON OR AFTER 1/1/14: \$7,488.24 maximum annual Board contribution toward the Board approved insurance program, for eligible employees.

2) FLORIDA RETIREMENT SYSTEM

3) SOCIAL SECURITY

4) SICK LEAVE: According to Board Policy

5) VACATION LEAVE: According to Board Policy

BONUS- a one-time payment of \$545 to eligible employees

Hardee County School Board

Salary Schedule

FY 2013-14

	RANK	RANK	RANK	RANK	RANK	RANK
	84	85	86	87	88	89
STEP						
	\$35,680	\$15,709				
1	\$36,277	\$16,100				
2	\$36,516	\$16,512				
3	\$36,699	\$17,002				
4	\$36,939	\$17,464				
5	\$37,183	\$17,951				
6	\$37,423	\$18,461				
7	\$37,662	\$18,995				
8	\$37,902	\$19,550				
9	\$38,143	\$20,131				
10	\$38,383	\$20,735				
11	\$38,624	\$21,358				
12	\$38,864	\$22,009				
13	\$39,105	\$22,684				
14	\$39,347	\$23,380				
15	\$39,584	\$24,101				
16	\$40,041	\$24,842				
17	\$44,946	\$28,186				
25+	\$45,726	\$29,895				

PAY RANK 84 SUPERVISOR MECHANICS (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

PAY RANK 87

PAY RANK 88

PAY RANK 89

BENEFITS:

1) INSURANCE: \$8,088.24 toward the Board approved insurance program, for eligible employees

INSURANCE FOR EMPLOYEES HIRED ON OR AFTER 1/1/14: \$7,488.24 maximum annual Board contribution toward the Board approved insurance program, for eligible employees.

2) FLORIDA RETIREMENT SYSTEM

3) SOCIAL SECURITY

4) SICK LEAVE: According to Board Policy

5) VACATION LEAVE: According to Board Policy

BONUS- a one-time payment of \$545 to eligible employees

Hardee County School Board
Salary Schedule
FY 2013-14

	RANK	RANK	RANK	RANK	RANK	RANK
	90	91	92	93	94	95
STEP						
	\$8,010	\$35,680	\$35,680	\$27,352	\$24,882	\$23,139
1	\$8,025	\$36,277	\$36,277	\$27,352	\$24,882	\$23,638
2	\$8,220	\$36,516	\$36,516	\$27,352	\$25,405	\$24,138
3	\$8,402	\$36,699	\$36,699	\$27,352	\$25,405	\$24,637
4	\$8,624	\$36,939	\$36,939	\$27,903	\$25,926	\$25,135
5	\$8,857	\$37,183	\$37,183	\$27,903	\$26,448	\$25,635
6	\$9,079	\$37,423	\$37,423	\$27,903	\$26,971	\$26,134
7	\$9,311	\$37,662	\$37,662	\$28,455	\$27,493	\$26,633
8	\$9,583	\$37,902	\$37,902	\$29,004	\$28,014	\$27,132
9	\$9,857	\$38,143	\$38,143	\$29,555	\$28,536	\$27,633
10	\$10,116	\$38,383	\$38,383	\$30,105	\$29,058	\$28,132
11	\$10,377	\$38,624	\$38,624	\$30,656	\$29,580	\$28,630
12	\$10,662	\$38,864	\$38,864	\$31,205	\$30,101	\$29,130
13	\$10,923	\$39,105	\$39,105	\$31,756	\$30,624	\$29,130
14	\$11,182	\$39,347	\$39,347	\$32,306	\$31,146	\$29,130
15	\$11,455	\$39,584	\$39,584	\$32,857	\$31,668	\$29,130
16	\$11,870	\$40,041	\$40,041	\$33,407	\$31,668	\$29,130
17	\$13,323	\$44,946	\$44,946	\$36,516	\$34,052	\$31,324
25+	\$13,555	\$45,726	\$45,726	\$37,107	\$34,052	\$31,324

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)

BENEFITS:

1) INSURANCE: \$8,088.24 toward the Board approved insurance program, for eligible employees

INSURANCE FOR EMPLOYEES HIRED ON OR AFTER 1/1/14: \$7,488.24 maximum annual Board contribution toward the Board approved insurance program, for eligible employees.

2) FLORIDA RETIREMENT SYSTEM

3) SOCIAL SECURITY

4) SICK LEAVE: According to Board Policy

5) VACATION LEAVE: According to Board Policy

BONUS- a one-time payment of \$545 to eligible employees

Hardee County School Board
Salary Schedule
FY 2013-14

	RANK 96	RANK 97
STEP		
	\$26,548	\$21,823
1	\$27,052	\$22,267
2	\$27,292	\$22,507
3	\$27,490	\$22,716
4	\$27,729	\$22,955
5	\$27,972	\$23,197
6	\$28,213	\$23,439
7	\$28,451	\$23,678
8	\$28,693	\$23,916
9	\$28,935	\$24,159
10	\$29,172	\$24,400
11	\$29,415	\$24,639
12	\$29,656	\$24,880
13	\$29,896	\$25,119
14	\$30,169	\$25,362
15	\$30,447	\$25,605
16	\$30,865	\$25,986
17	\$34,646	\$29,048
25+	\$35,248	\$29,532

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)

BENEFITS:

- 1) *INSURANCE: \$8,088.24 toward the Board approved insurance program, for eligible employees*
INSURANCE FOR EMPLOYEES HIRED ON OR AFTER 1/1/14: \$7,488.24 maximum annual Board contribution toward the Board approved insurance program, for eligible employees.
- 2) *FLORIDA RETIREMENT SYSTEM*
- 3) *SOCIAL SECURITY*
- 4) *SICK LEAVE: According to Board Policy*
- 5) *VACATION LEAVE: According to Board Policy*

BONUS- a one-time payment of \$545 to eligible employees

Hardee County School Board

Salary Schedule

FY 2013-14

Based on Step 0 of Pay Rank 13

Administrative Supplements			Index
\$2,828	1	School Board Negotiator	0.0808
\$1,414	2	School Board Assistant Negotiator	0.0404

Hardee Senior High School

Supplement	Number	Position	Index
\$5,747	1	Athletic Director	0.1642
\$2,702	2	Assistant Athletic Director	0.0772
\$5,233	1	Band Director	0.1495
BASEBALL			
\$1,999	1	Assistant Varsity	0.0571
\$3,462	1	Head Varsity	0.0989
\$2,069	2	Junior Varsity	0.0591
BASKETBALL			
\$2,636	1	Assistant Varsity Boys	0.0753
\$3,819	1	Head Varsity Boys	0.1091
\$2,636	1	Assistant Varsity Girls	0.0753
\$3,819	1	Head Varsity Girls	0.1091
\$2,310	1	Junior Varsity Boys	0.0660
\$2,310	1	Junior Varsity Girls	0.0660
CROSS COUNTRY			
\$2,104	1	Head Boys and Girls	0.0601
FOOTBALL			
\$2,979	4	Assistant Varsity	0.0851
\$5,828	1	Head Varsity	0.1665
\$2,727	3	Junior Varsity	0.0779
GOLF			
\$2,104	1	Head Boys	0.0601
\$2,104	1	Head Girls	0.0601
SOCCER			
\$3,129	1	Head Varsity Boys	0.0894
\$3,129	1	Head Varsity Girls	0.0894
\$1,999	1	Assistant Varsity Boys	0.0571
\$1,999	1	Assistant Varsity Girls	0.0571
\$2,069	1	Junior Varsity Boys	0.0591
\$2,069	1	Junior Varsity Girls	0.0591
SOFTBALL			
\$1,999	1	Assistant Varsity Girls	0.0571
\$3,462	1	Head Varsity Girls	0.0989
\$2,069	2	Junior Varsity	0.0591
SWIMMING			
\$1,999	1	Assistant Varsity Boys and Girls	0.0571

Hardee County School Board

Salary Schedule

FY 2013-14

\$3,129	1	Head Varsity Boys and Girls	0.0894
		TENNIS	
\$2,104	1	Head Varsity Girls	0.0601
\$2,104	1	Head Varsity Boys	0.0601
		TRACK	
\$3,129	1	Head Varsity Girls	0.0894
\$3,129	1	Head Varsity Boys	0.0894
\$1,999	1	Assistant Varsity Girls	0.0571
\$1,999	1	Assistant Varsity Boys	0.0571
		VOLLEYBALL	
\$3,129	1	Head Varsity Girls	0.0894
\$2,069	1	Junior Varsity Girls	0.0591
		WEIGHTLIFTING	
\$1,999	1	Head Varsity Girls	0.0571
\$1,999	1	Head Varsity Boys	0.0571
\$1,068	8	Interdisciplinary Team Leaders	0.0305
\$1,068	1	Testing Coordinator	0.0305

Hardee Senior High School

CLUB/ACTIVITY SPONSORS

<i>Supplement</i>	<i>Number</i>	<i>Position</i>	<i>Index</i>
\$1,432	1	Academic Tournament	0.0409
\$777	1	American Sign Language	0.0222
\$2,296	1	Assistant Band Director	0.0656
\$777	1	Assistant National Honor Society	0.0222
\$565	1	Chess Club	0.0161
\$777	1	Drama	0.0222
\$984	1	FBLA	0.0281
\$777	1	Foreign Language	0.0222
\$777	1	Freshman Class	0.0222
\$984	1	HOSA	0.0281
\$777	1	Junior Varsity Academic Tournament	0.0222
\$1,824	1	Junior Varsity Cheerleader	0.0521
\$1,708	5	Junior-Senior Sponsor	0.0488
\$858	1	National Honor Society	0.0245
\$1,432	1	Non-Commissioned Officer	0.0409
\$1,824	1	Performing Guard Sponsor	0.0521
\$2,636	1	ROTC Officer	0.0753
\$753	1	Senior Play	0.0215
\$777	1	Sophomore Class	0.0222
\$1,800	2	STEM Sponsor (for 2013-14, funded by Mosaic)	
\$1,348	1	Student Council	0.0385

Hardee County School Board

Salary Schedule

FY 2013-14

\$1,330	1	Student Newspaper	0.0380
\$2,692	1	Varsity Cheerleader	0.0769
\$1,575	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	
\$1,068	30	Elementary Grade Group Chairperson	0.0305
\$1,103		Peer Teacher	0.0315

Hardee Junior High School

<i>Supplement</i>	<i>Number</i>	<i>Position</i>	<i>Index</i>
\$2,447	1	Athletic Director	0.0699
\$2,426	1	Band Director	0.0693
		BASKETBALL	
\$1,141	1	Assistant-Boys	0.0326
\$1,502	1	Head-Boys	0.0429
\$1,141	1	Assistant-Girls	0.0326
\$1,502	1	Head-Girls	0.0429
		FOOTBALL	
\$1,481	2	Assistant	0.0423
\$2,443	1	Head	0.0698
		SOFTBALL	
\$1,141	1	Assistant-Girls	0.0326
\$1,425	1	Head-Girls	0.0407
		VOLLEYBALL	
\$1,425	1	Head-Girls	0.0407
\$1,141	1	Assistant- Girls	0.0326
		CLUB/ACTIVITY SPONSOR	
\$840	1	Art Club	0.0240
\$1,267	1	Cheerleader	0.0362
\$840	1	FHA	0.0240
\$777	1	Flag Corp	0.0222
\$1,068	6	Grade Group Chairperson	0.0305
\$777	1	Majorette	0.0222
\$777	1	National Junior Honor Society	0.0222
\$2,653	1	Principal of two schools (total FTE > 1,400)	0.0758
\$1,141	1	School Production Supervisor	0.0326
\$1,348	1	Student Council	0.0385
\$777	1	Student Newspaper	0.0222
\$1,141	1	Yearbook	0.0326

ELECTED OFFICIALS

**HARDEE COUNTY SCHOOL BOARD
2013-14 SALARY SCHEDULE**

SUBSTITUTE TEACHERS

NON-CONTRACT, AS NEEDED, AT-WILL EMPLOYMENT

(District Certification Required)

Rank III, Bachelors Degree or higher from an accredited institution.

\$75.00 per day or \$10.00 per hour

Associate Degree (2 year) in a planned program from an accredited institution.

\$67.50 per day or \$9.00 per hour

High School Diploma from an accredited institution

\$60.00 per day or \$8.00 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 2013-14 SALARY SCHEDULE

PROBATIONARY PERIOD: A probationary period, specified in Article 9 of the Master School Related Personnel 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 Master School Related Personnel Contract.

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 \$500 bonus. A new instructional staff member who begins working in September or later will receive the \$500 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.

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.

DIFFERENTIATED PAY: The current salary schedule, through the use of supplemental pay and varied pay grades, and the District's performance pay plan currently demonstrate the use of differentiated pay in the District. The current salary schedule allows for differentiated pay based on district-determined factors including, but not limited to, additional responsibilities, school demographics, critical shortage areas, and the level of job performance duties.

HARDEE COUNTY SCHOOL BOARD 2013-14 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 2013-14 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 \$11.32 per hour. 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 \$11.32 per hour. 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 \$ 8.00 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 2013-14 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 2013-14 SALARY SCHEDULE

EDUCATIONAL INCENTIVE SCHOOL RELATED PERSONNEL

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 school-related personnel 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 school-related personnel, 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 school related personnel 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. Uniform Building Inspector (UBI)
- 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 2013-14 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

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Part-Time: Secretarial, Clerical, Tutors	Minimum wage per hour or as specified in contract
Substitutes: Food Service, Secretarial, Clerical, Tutors	Minimum wage per hour or as specified in contract
Summer Maintenance Workers	Minimum wage per hour or as specified in contract
Temporary Painters	Minimum wage per hour or as specified in contract
Work Study Students	Minimum wage per hour or as specified in contract
On-the-Job-Training Students	Minimum wage per hour or as specified in contract
Behind-the-Wheel Bus Driver Trainee	Minimum wage per hour or as specified in contract

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
2013-14 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 SRP of the Year component of the Hardee County School Board Performance Pay Plan provides that the District Teacher of the Year and the District SRP 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 SRP of the Year selected annually. The Teacher and SRP 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 School Administrator performance pay plan provides that each school administrator who meets specified criteria will receive a bonus in the amount of 5% of the administrator's base salary. The School Administrator Performance Pay Plan defines school administrator and specifies criteria and eligibility.