**THIS IS A DECISION PAPER**

**TO: HARDIN COUNTY BOARD OF EDUCATION MEMBERS**

**FROM: Nannette Johnston**

**DATE: July 15, 2015**

**SUBJECT: Approval of Changes in Salary Schedule**

**ISSUE**

Adjustments in salary schedules in order to keep Hardin County Schools are comparable for recruiting and retaining the most qualified employees.

**FACTS**

A salary comparison was done between Hardin County Schools and seven other school districts. Districts were selected based on criteria that included comparable student population and/or neighboring districts that Hardin County Schools must compete with annually to recruit and retain employees. Daviess County and Warren County were selected due to comparable student population. The following districts were selected as neighboring districts: Elizabethtown, Grayson County and Nelson County. Bullitt County served in a dual role as both a neighboring district with comparable student population.

In an effort to keep Hardin County Schools comparable for recruiting and retention of the most qualified employees, it is necessary to make some changes to the salaries of positions that were ranked very low in comparable to the other districts used.

**RECOMMENDATION**

 The following are positions were ranked 6th or below compared to other districts considered. The level of our teacher salary was 3rd in comparison to the districts used in this analysis. That was the criteria used as the basis for recommended adjustments. It is recommended these changes be made to keep Hardin County Schools comparable for recruiting and retaining the most qualified employees.

|  |  |  |
| --- | --- | --- |
| Position | Action | Total Costs (plus benefits) |
| Transportation Coordinators | Add increment of $4,063 | $12,189 |
| Athletic Directors | Increase increment to $9,886 | $12,411 |
| Director Levels | Equalize levels based on developed criteria with the abolishment of 3rd level. Director Levels will be determined based on established criteria. | $39,937 |
| Middle School Assistant Principal | Add 10 extended days | $17,292 |
| Receptionist | Move from level 4 to level 5 | $2,153 |
| Bus MonitorPrinter AssistantMaintenance Assistant | Move from level 2 to level 3(in anticipation of minimum wage increase) | $13,500 |

* **Change the position of Full-Time custodians to District-wide custodians. These positions are listed as 177 day employees; however, due to the shortage of substitute custodians in the district, they have been working year around. This change will not result in additional costs to the district.**

**RECOMMENDED MOTION**

 I move that the Hardin County Board of Education approve the salary schedule changes in order to keep Hardin County Schools comparable for recruiting and retaining the most qualified employees.