

Henderson County Board of Education



BUDGET INFORMATION

August 21, 2017

Various Percentage Increases by Category				
	RANK/STEP	1%	2%	3%
Classified	82,827.00	79,194.00	158,388.00	237,582.00
Certified	482,000.00	255,148.00	510,295.00	765,443.00
Benefits	75,734.00	44,802.00	89,604.00	134,405.00
TOTAL	\$640,561.00	\$379,144.00	\$758,287.00	\$1,137,430.00
Impact of Wage Increases				
Anticipated Local General Wage Increase		1%	2%	3%
Rank & Step Increase		\$640,561	\$640,561	\$640,561
General Wage Increase Salary/Benefits		\$379,144	\$758,287	\$1,137,430
Grand Total of Wage Increase		\$1,019,705	\$1,398,848	\$1,777,991

AVAILABLE FUNDS PROPOSED TO BE ADDED INTO WORKING BUDGET FY2018		
Busses - 5 to 7	17 busses out of depreciation making them over 14 years old	425,000.00
CERS - Impact of potential rate increase for 2018-19	Talks of a 30 - 50% increase in CERS employer matching rates. This could range from 600,000 - 900,000 for us.	900,000.00
Literacy/FRYSC		100,000.00
3 Additional Teachers	Due to enrollment numbers	150,000.00
KETS Match		160,000.00
TOTAL		\$1,735,000.00

* These items would be funded from additional revenues received in FY17 and will carryover into FY18.

Reading Coordinator Job Description

Election

The Superintendent of schools will employ a district Reading Coordinator. The Reading Coordinator shall work a 200 day calendar and compensation will be determined by the certified salary schedule. The Reading Coordinator shall be directly responsible to the superintendent or her/his designee.

Qualifications

The Reading Coordinator must hold a valid teaching, program consultant, supervisor of instruction or principal certification to be initially employed. This person must possess qualities of effective leadership and knowledge of reading (reading, writing, speaking, listening and critical thinking) instructional strategies. Communication skills and interpersonal traits that personify excellence will be necessary for this position. The attainment of excellent computer skills will be required.

Reading Coordinator:

1. Shall assist in developing, leading and evaluating the district's total reading instructional program.
2. Shall focus on the implementation of the Kentucky Academic Standards.
3. Shall model "best practice" reading teaching strategies across the content areas.
4. Shall facilitate reading curriculum and instructional practice changes through modeling, leadership, professional development and coaching.
5. Shall direct the implementation of cross-curricular reading integration.
6. Shall lead teachers in determining the reading learning needs of their students and improvement of their performance.
7. Shall direct the determination of research-based, developmentally appropriate reading programming (content and strategies) in consultation with the Assistant Superintendent of Teaching and Learning.
8. Shall provide staff development activities when requested.
9. Shall assist schools in communicating reading instructional issues to parents.
10. Shall participate in additional trainings as deemed necessary by the schools/district.

11. Shall possess a demonstrated capacity for training others, utilizing a variety of instructional strategies and other "tools" to change programming consistent with the Kentucky Academic Standards.
12. Shall lead teachers in the understanding of "team planning" as it relates to integrating reading curriculum, instruction and meeting individual student needs.
13. Shall provide leadership in analyzing assessment data and determining areas of strength and weakness.
14. Shall assist schools in implementing reading strategies to address areas of weakness as determined by analyzing assessment data.
15. Shall assist teachers in designing integrated teaching units.
16. Shall serve on instructional committees and attend committee meetings as necessary.
17. Shall be actively engaged in continuous learning and updating of professional libraries.
18. Shall direct alignment of reading curriculum/instruction after consulting with the Assistant Superintendent of Teaching and Learning and/or school principal.
19. Shall provide assistance in integrating technology into classroom instruction.
20. Shall be a resource for new or marginal teachers as deemed necessary.
21. Shall assist with designing and implementing the district reading RTI program.
22. Shall perform other duties as assigned by the superintendent or designee.

FRYSC SALARY COMPARISON

District	#days	hrs/day	0 years	Top of Scale
BACHELOR'S DEGREE				
Ohio			26,268	46,818
Barren Co. Elem	240	7.5	27,575	44,657 [24+]
Hardin	240	6.5	29,203	61,362 [29+]
Hopkins	220		29,728	39,420 [10+]
Henderson - BA	240	8	30,758	39,686 [20+]
Hancock			31,478	36,562
Warren			31,551	40,028
Christian <4yr degree	240		32,937	43,904 [20+]
Christian 4yr degree	240		36,465	53,333 [20+]
Barren Co. MS/HS	240	7.5	36,648	71,694 [24+]
McLean			37,598	
Paducah - BA	240		38,140	49,463 [25+]
Daviess	240	8	38,219	51,202 [16+]
Webster	220		38,364	56,221 [26+]
Pulaski		8	38,791	46,003 [27+]
Mayfield			39,820	50,822 [21+]
Fayette- BA	240		40,415	67,515 [26+]
Union - BA	240	8	41,106	46,255 [10+]
McCracken		8	43,833	49,329 [20+]
Shelby			44,313	55,948 [28+]
JCPS			53,009	79,513
Owensboro			53,510	
MASTER'S DEGREE				
Henderson - MA	240	8	32,179	41,510 [20+]
Christian MA degree	240		40,384	59,379 [20+]
Paducah - MA	240		42,976	50,814 [25+]
Fayette- MA	240		43,511	72,968 [26+]
Union - MA	240	8	45,126	50,814 [10+]

Proposal to Increase FRYSC Director's Salary and Move to "Other Salaried Positions" on Salary Schedule														
		YEARS OF EXPERIENCE												
New Category	7483	FRYSC COORDINATOR I	0	1	2	3	4	5	6	7	10	15	20	
PROPOSED	ASSOCIATES		15.47	15.63	15.79	15.95	16.11	16.90	17.09	17.25	18.13	19.02	19.98	
			17.03	17.20	17.37	17.55	17.72	18.61	18.79	18.98	19.93	20.93	21.97	
Current Pay Grade 25	7491	FRYSC COORDINATOR III	16.02	16.18	16.34	16.50	16.68	17.51	17.70	17.85	18.75	19.68	20.67	
PROPOSED	BACHELORS		17.58	17.76	17.93	18.11	18.29	19.21	19.40	19.59	20.57	21.60	22.68	
Current Pay Grade 26	7490	FRYSC COORDINATOR IV	16.76	16.93	17.11	17.27	17.44	18.31	18.49	18.69	19.60	20.59	21.62	
PROPOSED	MASTERS		18.32	18.50	18.69	18.88	19.06	20.02	20.22	20.42	21.44	22.51	23.64	
TOTAL COST TO GENERAL FUND TO MAKE ADJUSTMENT FOR 2017-18													\$27,379	

*Going forward, beginning in 2018-2019, the FRYSC Grant will fund all cost for salaries.