



Kenton County School District | *It's about ALL kids.*

**THE KENTON COUNTY BOARD OF
EDUCATION**

1055 EATON DRIVE, FORT WRIGHT, KENTUCKY
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Dr. Henry Webb, Superintendent of Schools

KCSD ISSUE PAPER

DATE:

11/20/2019

AGENDA ITEM (ACTION ITEM):

Consider/Approve Abolish the "substitute nurse" hourly rate of pay from the 2019-20 salary schedule.

APPLICABLE BOARD POLICY:

03.121 – Salaries and 03.221 - Salaries

HISTORY/BACKGROUND:

The 2019-20 salary schedule defines \$19.62 per hour as the "Substitute Nurse" rate of pay. The substitute nurse pool has been made up of RNs in the past, but it is becoming increasingly difficult to find RNs to commit to the substitute nurse role. To ensure a licensed substitute nurse is available to attend to the increasing medical needs of students throughout the District, the substitute nurse pool will expand to include LPNs. Abolishing the single substitute nurse rate of pay will allow substitute nurses to be paid a rate of pay that corresponds with their RN or LPN licensure. Substitute RNs would be paid \$21.34 per hour, which is step zero (0) of the Classified Employees' Salary Schedule for the position of RN. Substitute LPNs would be paid \$19.44 per hour, which is step zero (0) of the Classified Employees' Salary Schedule for the position of LPN.

FISCAL/BUDGETARY IMPACT:

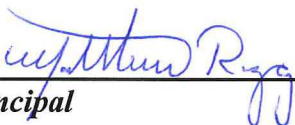
Estimated substitute nurse payroll increase of \$500.00 per year.

RECOMMENDATION:

It is recommended the Board abolish the "substitute nurse" hourly rate of pay from the 2019-20 salary schedule.

CONTACT PERSON:

Matt Rigg, Executive Director Human Resources; Susan Bentle, Executive Director of Finance


Principal


District Administrator


Superintendent

Use this form to submit your request to the Superintendent for items to be added to the Board Meeting Agenda.

Principal –complete, print, sign and send to your Director. Director –if approved, sign and put in the Superintendent's mailbox.

Kenton County Board of Education

Board Members: Carl Wicklund, Chairperson Karen L. Collins, Vice Chairperson Carla Egan Shannon Herold Jessica Jehn
"The Kenton County Board of Education provides *Equal Education & Employment Opportunities.*"

KENTON COUNTY BOARD OF EDUCATION
MISCELLANEOUS POSITIONS 2019 - 2020

SCLA

SECRETARY TO THE BOARD	\$13,980	ANNUAL
TREASURER	\$11,586	ANNUAL
TRANSPORTATION-SUB CALLING	\$3,000	ANNUAL
FOOD SERVICE MANAGER - BREAKFAST SUPPLEMENT	\$1,200	ANNUAL
SIGN LANGUAGE CERTIFICATION SUPPLEMENT	\$2,000	ANNUAL
NATIONAL BOARD CERTIFICATION SUPPLEMENT	\$2,000	ANNUAL
CLASSIFIED DOCTORATE SUPPLEMENT	\$3,000	ANNUAL
HEALTH ASSISTANT SUPPLEMENT	\$1.40 PER HOUR	
SUBSTITUTE NURSE	\$19.62 PER HOUR	
SUMMER BUS MAINTENANCE	\$13.32 PER HOUR	
SWIM INSTRUCTOR/LIFEGUARD	\$13.20 PER HOUR	
SUBSTITUTE INTERPRETER	Per contracted Rate	
DISTRICT BUILDING OPERATIONS SUPERVISOR	HOURLY RATE:	
	HCME/HCMS/G8/HCLE/HCMC/HCHJ/HCLJ	
CHILD CARE EMPLOYEE	\$15.98 PER HOUR	
SBDM SECRETARY	UP TO \$25.00 PER HOUR	
REGISTERED NURSE ADDN'L HOURS	\$30.00 PER HOUR	
SCHOOL TEACHER ADDN'L HOURS	\$33.00 PER HOUR	
ADMINISTRATOR EVENT SUPERVISOR	\$35.00 PER HOUR	
BUS DRIVER ATHLETIC/BAND - DRIVE TIME	\$17.61 PER HOUR	
BUS DRIVER ATHLETIC/BAND - WAIT TIME	\$11.11 PER HOUR	
CLASSIFIED POSITION SUBSTITUTE	0 EXP LEVEL I FROM CLASSIFIED PAY SCALE	
HOME HOSPITAL TEACHER SUBSTITUTE	\$33.00 PER HOUR	