

THIS IS A DECISION PAPER

TO: MEMBERS OF THE HARDIN COUNTY BOARD OF EDUCATION

FROM: TERESA MORGAN, SUPERINTENDENT

SUBJECT: APPROVAL OF THE CREATION OF APPRENTICESHIPS WITHIN THE DISTRICT

DISCUSSION

To provide valuable education and training to allow students to be certified for employment in high need areas in our district and the state, it is necessary to create employment positions for students to apprentice under. These positions will allow students to combine the instruction received in our career pathway courses with on the job training to earn their journeyman's certification and become certified in high need job fields under the National Department of Labor. These apprenticeships will allow students to apply what they learn in the classroom on the job while fulfilling the necessary tasks for our district. These apprenticeships will allow students who are not planning to attend college to not only begin work but to finish it with the skills and certifications that allow them to continue employment in the industry at an experienced and certified rate. The areas will include, but are not limited to, diesel mechanics, IT help desk technician, early childhood education development specialist, and building repair/maintenance. Students will begin their apprenticeship at the \$7.25 rate and work toward certified entry-level pay based on the approved salary schedule with paced increments based on their successful hours worked toward their completed apprenticeship. Apprentices will receive an increase when 25% of the hours are completed, 50%, 75%, and reach entry-level pay once 100% of the hours are finished and they are certified as a journeyman in their field with the National Department of Labor. Each apprentice will qualify as career-ready under Kentucky School Accountability upon entry into the apprenticeship program. Students who are not able to provide their own transportation will be given priority for these district positions.

Apprentices may work up to 7 days a week until their apprenticeship hours are completed with wages to be paid out of general funds. A budget of \$150,000 maximum per year would be allotted for these apprenticeship positions. These positions would begin November 2020.

RECOMMENDATION

I recommend the members of the Hardin County Board of Education approve 14 apprenticeship positions for the Hardin County Schools District.

RECOMMENDED MOTION

I MOVE THAT THE MEMBERS OF THE HARDIN BOUNTY BOARD OF EDUCATION
APPROVE THE CREATION OF 14 APPRENTICESHIP POSITIONS FOR THE HARDIN
COUNTY SCHOOLS DISTRICT.