

THIS IS A DECISION PAPER:

TO: Members of the Hardin County Board of Education

FROM: Teresa Morgan, Superintendent

DATE: April 5, 2021

SUBJECT: Temporary Extended School Pay

DISCUSSION:

In order to reduce the learning loss or loss of potential gains by our students, each school will be offering after-school services and summer school. A pay increase is necessary to recruit and maintain staff (based on the difficulty during past after schools and summer schools). When comparing to surrounding districts, our rate of pay was not comparable. The Federal Government has provided ESSER funds to assist districts with the endeavor.

I propose additional pay for staff members who work to fulfill the positions necessary to provide after-school and summer school academic learning opportunities. Employees who have completed their contract and are working additional duty for reducing the achievement gap due to COVID-19 will receive the following pay:

ESS Coordinator - \$43/hour (Certified)

ESS Coordinator- \$18/hour (Classified)

Teachers - \$40/hour

Instructional assistants - \$15/hour

Bus drivers and food service workers - additional \$5/hour above their normal hourly rate of pay.

This additional pay will be effective April 12, 2021 to December 31, 2023 and will only apply to before school, ESS, after-school, and summer school programs related to COVID learning loss; this excludes ESS daytime waiver and APEX.

RECOMMENDATION:

I recommend that the Hardin County Board of Education approve the additional duty pay as listed above for employees working before school, ESS, After-School, and Summer School (excluding ESS daytime waiver and APEX) from April 12, 2021 through December 31, 2023.

RECOMMENDED MOTION:

I recommend that the Hardin County Board of Education approve the additional duty pay as listed above for employees working before school, ESS, After-School, and Summer School (excluding ESS daytime waiver and APEX) from April 12, 2021 through December 31, 2023.