

THIS IS AN INFORMATIONAL PAPER ONLY

TO: HARDIN COUNTY BOARD OF EDUCATION MEMBERS

FROM: Teresa Morgan, Superintendent

DATE: May 20, 2021

SUBJECT: Information relating to Salary Supplements

FACTS

Substitute Teacher Pay

Over the course of the last couple years, substitute teachers have been difficult to find. As a result, principals have had to double up classes, request teachers to teach during their planning period or teach the classes themselves. HCS principals are willing to do whatever it takes to make sure students receive the best possible education but none of these options are conducive to student learning.

Hardin County Schools have not increased the substitute teaching pay since 2017-2018. During the 18-19 school year, there were not enough subs to cover the teacher absences 88.5% of the time. During the 2019-2020 SY, there were not enough substitute teachers working to cover the teacher absences 95% of the time. During the 20-21 SY, there were not enough substitute teachers to cover the teacher absences 92.8% of the time. Ensuring there are enough substitute teachers to cover 100% of the time is a goal we strive for but is a problem throughout Kentucky.

I have asked several district administrators to think of ways we could attract and retain substitute teachers in Hardin County. The following are three things I feel would ensure the best possible education for the students of Hardin County Schools.

Currently, the substitute pay for a Rank 3 teacher is \$100 per day or \$14.29 per hour. It is important that we have a substitute rate that will attract substitute teachers to work in HCS. I would like to increase the daily rate for substitute teachers to a rate that will promote HCS ahead of surrounding districts. If you were to increase the daily rates of substitute teachers by \$50 a day, I believe this would be enough to encourage substitute teachers to work more days and on a more consistent basis. With an increase of \$50 a day, the daily rates would be as follows:

Rank 1	\$160
Rank 2	\$155
Rank 3	\$150
Rank 4	\$140
Rank 5	\$135
Retired teacher	\$180

Second, I would like to provide an incentive to substitute teachers who work at least 100 days per year in our district. On the June check, I would like to pay each substitute teacher \$300 who were dedicated to the students of Hardin County Schools. This would be a one-time supplement per year.

Finally, I would like for you to consider creating 14 fulltime district-wide Instructor III positions. These employees would be assigned to a specific school and work everyday filling in for teachers who are absent. These employees would be paid \$32,164 which is equivalent to a Rank 4 teacher. The requirements of an Instructor III would be a minimum of a bachelor's degree. The estimated costs for 14 Instructor III positions plus benefits would be \$472,810 per year.

Bus Driver

Two years ago, the hourly rate for bus drivers was increased to be comparable to surrounding districts. Since that time we have fallen behind surrounding districts. Bus driver shortages are a consistent problem throughout the state. In fact, one district has ended the school year early because they don't have enough bus drivers to transport the children to and from school. Currently, HCS is approximately 25 drivers short. There are several reasons for the shortage: COVID, retirements, resignations and medical LOA. As a result, we have had to combine routes, double up on routes and have Transportation Coordinators and the Safety Coordinator driving on a daily basis. In order to attract more drivers, I would like to increase the hourly rate for bus drivers by \$2.00 per hour. The current starting rate is \$14.90 per hour and this increase would make the starting rate \$16.90 per hour.

Additionally, I would like to pay bus drivers a monthly incentive of \$50 per week for every week they drive all of their regularly scheduled routes. I believe this supplement along with the increased hourly rate would help HCS overcome the shortage of drivers.