

**THIS IS A DECISION PAPER**

**TO: HARDIN COUNTY BOARD OF EDUCATION MEMBERS**

**FROM: Teresa Morgan, Superintendent**

**DATE: June 17, 2021**

**SUBJECT: Recommended changes to Salaries and Positions for the 21-22 SY**

**Cost of Living Raise**

At this time, there is documentation from the Finance Department that there will be sufficient funds available to add a 3% increase in FY22. In addition, the step increase has been included in the FY22 budget. Given the salary schedule procedures in MUNIS, it is recommended that the Board act on this recommendation.

**Change the Title of Administrator Day Treatment/Detention Center**

Two of the alternative programs currently receive KECSAC and Title I, Part D funds. As in the past, such programs who receive both grant allocations, have a lead teacher who receives a stipend of \$4,313., which is completely funded through the grant allocations due to the additional duties involved in receiving such grant funds and the monitoring it entails. With the closing of Crossroads Treatment Center, the Lead Teacher Day Treatment/Crossroads Treatment Center is no longer correct. I would like to recommend changing the position title only to reflect Lead Teacher of Alternative Programs.

**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.

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 recommend an increase in 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

### **District-wide Instructor III Positions**

I would like to recommend 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 equivalent to a Rank 4 teacher. The requirements of an Instructor III would be a minimum of a bachelor's degree.

### **Bus Driver Pay**

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.

### **Bass Fishing Extra Curricular Increment**

We would like to offer Bass Fishing as a competitive opportunity through KHSAA sanction competitions including regional and state competition. This request is for approval of one head coaching increment of \$2,096 and one assistant coaching increment of \$1,232 for Bass Fishing at the high school level.

### **Principal Increment at Cecilia Valley Elementary**

The Cecilia Valley Principal increment is less then other elementary principal increments because the number of students has been considerably less. The projected number of students for Cecilia Valley Elementary School is now much higher than previous years and is at the level of other elementary schools. Therefore, I would like to recommend an increase to the administrative increment for the principal of Cecilia Valley Elementary to be the same as other elementary principal increments. This increment would go from \$8,627 to \$11,092.

### **RECOMMENDATION**

I recommend that the Hardin County Board of Education approve the changes to the 2021-2022 salary schedule.

### **RECOMMENDED MOTION**

I move that the Hardin County Board of Education approve the changes in the 2021-2022 salary schedule as outlined above.