

THIS IS A DECISION PAPER

TO: HARDIN COUNTY BOARD OF EDUCATION MEMBERS

FROM: Richard Hughes

DATE: January 19, 2006 (Board Meeting)

SUBJECT: Director of Finance Position--Approval of Waiver of Board Policy 03.221 for Director of Finance Position and Salary Award for a CPA

ISSUE

Board Policy 03.221 for classified employees restricts previous work experience for pay purposes. Also, HCS does not recognize the CPA on the salary schedule.

FACTS

Several interested applicants who are currently Directors of Finance (classified) in their respective districts are making substantially more money now (\$80,000) than they could make in Hardin County (\$52,000). Although HCS pays classified directors on the certified scale, Policy 03.221 limits their previous work experience: "Upon initial employment, the Superintendent may grant up to five (5) years for pay purposes when a person's specific work experience is determined to be of such importance as to make them the best qualified candidate for the position." Also, these applicants have a bachelor's degree (Rank 3) and are Certified Public Accountants. Some of these applicants are receiving credit for their CPA degree.

RECOMMENDATION

Approve waiver of the "determination of experience" section of Board Policy 03.221 only for hiring of the next Director of Finance to allow all previous years of experience as a Finance Director and award one additional salary rank for the CPA.

RECOMMENDED MOTION

I move that the Hardin County Board of Education approve a waiver of the determination of experience section of Board Policy 03.221 for the next Director of Finance to allow all previous years of experience as a Finance Director and award one additional salary rank above the highest earned degree for a successful applicant who has a CPA degree.