

THIS IS A DECISION PAPER:

TO: Members of the Hardin County Board of Education

FROM: Teresa Morgan, Superintendent

DATE: January 18, 2024

SUBJECT: Temporary Additional Duty Pay

DISCUSSION:

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

The temporary pay increase was approved from April 12, 2021, through December 31, 2023, and applied to before-school, ESS, after-school, and summer school programs.

Due to the increase in the cost of living and the continued need for supplemental instructional programs to reduce learning loss, I propose the additional pay rate for staff members who work to fulfill the positions necessary to provide before-school, ESS, after-school, and summer school learning opportunities to be extended from January 1, 2024, to June 30, 2024. Employees who have completed their contract and are working additional duties to reduce the achievement gap will receive the following pay:

ESS Coordinator - \$43/hour (Certified)

ESS Coordinator- \$18/hour (Classified)

Clerical - \$15/hour

Certified Teacher - \$40/hour (Must be actively providing direct instruction, not computer-generated instruction.)

Instructional Assistants - \$15/hour (Must be assisting and/or providing direct instruction, not computer-generated instruction.)

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

This additional temporary pay increase will be extended from January 1, 2024, to June 30, 2024, and will only apply to before-school, ESS, after-school, and summer school programs.

RECOMMENDATION:

I recommend that the Hardin County Board of Education approve the extension of the additional duty pay as listed above for employees working before-school, ESS, after-school, and summer school from January 1, 2024, through June 30, 2024.

RECOMMENDED MOTION:

I recommend that the Hardin County Board of Education approve the extension of the additional duty pay as listed above for employees working before-school, ESS, after-school, and summer school from January 1, 2024, through June 30, 2024.