

THIS IS A DECISION PAPER.

TO: Hardin County Board of Education

FROM: Teresa Morgan, Superintendent

DATE: May 16, 2024

SUBJECT: Recommended changes to Salaries and Positions and Salary Schedule for the 2024-2025 School Year

DISCUSSION:

We propose the implementation of the following raises to enhance our competitiveness in the job market and attract highly qualified candidates. The ability to retain top talent, and attract new talent will continue the strengthening of success within our district.

- Implement stipend for Early Childhood Teachers \$1,000
- Implement step increases for Educational Interpreters I, II & III to align with the salary schedule.
- Implement stipend for Middle School Band Directors \$2,640
- Increase increment for Moderate & Severe teachers to \$5,000 from \$1,000
- ReClass all Early Childhood Instructional Assistants to Instructional Assistant IIs
- ReClass Account Clerk I Adult Ed to Account Clerk II (Central Office)
- Supplemental Pay Schedule
 - Professional Development Presentation Day - Increase from \$500 to \$600
 - Professional Development Presentation 1/2 Day - Increase from \$250 to \$300
 - Home/Hospital Instruction Increase from \$25/hour to \$40/hour
- \$1 Increase for Classified Supplemental Pay
- \$2 Increase for the following positions
 - School Age Child Care/Early Learning Academy
 - SACC/ELA Childcare Worker
- \$2 Increase for the following positions
 - Transportation
 - Bus Driver
 - Bus Monitors
- \$3 Increase for the following positions
 - SACC Site Leader
 - Child Development Center Assistant
- \$3 Increase for the following positions
 - Food Services
 - Cook/Baker
 - Assistant Manager
 - Central Office Staff
 - Receptionist
 - Project Clerk
 - Substitute Teacher Coordinator

- Account Clerk I & II
 - Secretary I & II
 - Employment Benefit Specialist
 - Attendance Data Technician
 - Personnel Specialist
 - Payroll Clerk
- School-Based (Office)
 - Clerk
 - Account Clerk I
 - Program Assistant II
 - Registrar
 - School Administrative Manager
 - School Office Manager Elementary, M.S., & H.S.
- School-Based (Instructional)
 - Instructional Assistant I
 - Instructional Assistant II
- Technology
 - Computer Maintenance Technician
 - Tech Maintenance Worker II
 - Maintenance Technician IV
- \$4 Increase for the following positions
 - Food Service Managers

RECOMMENDATION

I recommend that the Hardin County Board of Education approve the changes to the 2024-2025 salaries listed above and the corresponding salary schedule.

RECOMMENDED MOTION

I move that the Hardin County Board of Education approve the changes to the 2024-2025 salaries listed above and the corresponding salary schedule.