

**THIS IS A DECISION PAPER**

**TO:           HARDIN COUNTY BOARD OF EDUCATION**

**FROM:       TERESA MORGAN, SUPERINTENDENT**

**DATE:       JULY 18, 2024**

**SUBJECT: APPROVAL OF PAY INCREASE FOR LAW ENFORCEMENT OFFICERS WHO WORK IN THE SCHOOLS DURING THE SCHOOL DAY WHO ARE NOT EMPLOYED THROUGH AN MOU WITH THEIR POLICE AGENCY.**

**ISSUE:** The Hardin County Schools pay schedule has historically had a scale for law enforcement who work in the schools, during the school day. This scale was created before the statute enforcing the use of School Resource Officers went into effect under the Kentucky Safe Schools Resiliency Act 2019. The scale contains no step increase for years but is rather a flat hourly fee. The salary schedule has reflected an increase in hourly wages as assigned by the Board of Education but is currently at \$22.74 per hour for the 2024-2025 school year.

The Hardin County Sheriff's Department and the Elizabethtown Police Department provide School Resource Officer coverage to Hardin County Schools through an established Memorandum of Understanding (MOU). Each MOU outlines the amount paid by the District to each of these agencies and in turn, officers are paid by their respective law enforcement agency.

In addition to the Hardin County Sheriff's Department and the Elizabethtown Police Department, the District receives support from the Radcliff Police Department as the District wants involvement and presence with all community partners. Because of staffing vacancies, the Radcliff Police Department is unable to join an established MOU, as there is not one officer who can be designated full-time to serve in the schools for SRO duties. The Radcliff Police Department has consistently provided the same four (4) police officers to assist with SRO duties on their respective days off from the Radcliff Police Department. However, these officers who provide coverage at John Hardin High School full-time are paid directly by the District (from Safe School funding) on an hourly rate as established by the salary schedule (currently \*Security

Resource Officer-7824) for law enforcement (currently \$22.74/hour). The difference in pay is significant between the hourly rates the officers receive because of an established MOU or working directly for the District off of this salary schedule. The same role, job duties, and hours are completed by all three departments who work in Hardin County Schools.

The District has aligned all hourly pay for officers who work additional duties outside of school hours (ball games, graduation, etc.) as of July 1, 2024, regardless of the department or activity they are providing coverage for on a campus.

The District should align the hourly salary for law enforcement who work within the schools, during the school day to provide coverage to be equal to the current rate for officers who provide coverage through an established MOU. The salary schedule should be adjusted or eliminated to be equal to the current rate paid to the Elizabethtown Police Department per hour (8 hours per day, 180 school days per year) less any benefits paid by the District on the current salary schedule (the Elizabethtown Police department pays benefits from the amount paid to them by the District for their officers) and adjusted each time there is an increase in the hourly rate paid to the Elizabethtown Police Department under MOU for SRO coverage in the Hardin County Schools.

## **RECOMMENDATION**

**I RECOMMEND THE HARDIN COUNTY BOARD OF EDUCATION APPROVE THE INCREASE IN PAY FOR THE LAW ENFORCEMENT OFFICERS WHO PROVIDE COVERAGE DURING THE SCHOOL DAY, IN THE SCHOOLS WHO ARE NOT UNDER MOU WITH THEIR RESPECTIVE DEPARTMENTS TO THE AMOUNT CURRENT WITH ELIZABETHTOWN POLICE DEPARTMENT MOU HOURLY PAY LESS ANY BENEFITS PAID FOR BY THE DISTRICT. ADDITIONALLY, THE PAY SHOULD BE ADJUSTED FOR THE LAW ENFORCEMENT OFFICERS NOT UNDER MOU WITH THEIR RESPECTIVE DEPARTMENTS ANY TIME AN INCREASE IS NOTED IN THE MOU WITH ELIZABETHTOWN POLICE DEPARTMENT TO BE EQUAL LESS ANY BENEFITS PAID FOR BY THE DISTRICT. THESE PAYMENTS ARE CURRENTLY MADE FROM SAFE SCHOOLS FUNDING THROUGH A MONTHLY TIME SHEET.**

## **RECOMMENDED MOTION**

**I MOVE THE HARDIN COUNTY BOARD OF EDUCATION APPROVE THE INCREASE IN PAY FOR THE LAW ENFORCEMENT OFFICERS WHO PROVIDE COVERAGE DURING THE SCHOOL DAY, IN THE SCHOOLS WHO ARE NOT UNDER MOU WITH THEIR RESPECTIVE DEPARTMENTS TO THE AMOUNT CURRENT WITH ELIZABETHTOWN POLICE DEPARTMENT MOU HOURLY PAY LESS ANY BENEFITS PAID FOR BY THE DISTRICT. ADDITIONALLY, THE PAY SHOULD BE ADJUSTED FOR THE LAW ENFORCEMENT OFFICERS NOT UNDER MOU WITH THEIR RESPECTIVE DEPARTMENTS ANY TIME AN INCREASE IS NOTED IN THE MOU WITH ELIZABETHTOWN POLICE DEPARTMENT TO BE EQUAL LESS ANY BENEFITS PAID FOR BY THE DISTRICT. THESE PAYMENTS ARE CURRENTLY MADE FROM SAFE SCHOOLS FUNDING THROUGH A MONTHLY TIME SHEET.**