THIS IS A DECISION PAPER.

TO: MEMBERS OF THE HARDIN COUNTY BOARD OF EDUCATION

FROM: TERESA MORGAN, SUPERINTENDENT

DATE: September 19, 2024

SUBJECT: Request for Stipend Adjustment Due to Additional Retirement Withholdings

DISCUSSION:

In June, approval to utilize Instructional Assistants with 64 college credit hours to fill in as Subs, when needed with a $35 stipend, was approved. We would like to request consideration for an adjustment to the approved stipend of $35 to $45. Due to Instructional Assistants requiring a Sub Certificate in this role, the Teacher’s Retirement is required to be withheld from those earnings.

To ensure that our staff receive fair compensation and that these additional withholdings do not negatively impact their net income, we request to update the stipend to $45. This adjustment would help to offset the impact of the increased withholdings which may range from 12.855%-14.75%.

RECOMMENDATION:

I recommend the Hardin County Board of Education approve Instructional Assistants with 64 college credit hours a $45/day additional stipend to fill in classrooms when needed.

RECOMMENDED MOTION:

I move that the Hardin County Board of Education approve a $45/day stipend for Instructional Assistants with 64 college credit hours to fill in classrooms when needed.