

Hardee County School Board Agenda Analysis



Author: 
Greg Harrelson, CFO

Date:
February 10, 2025

Subject:
Salary schedules for 2024-25

Background Information:

The and the Grandfathered Salary Schedule for 2024-25 and the Performance Pay Salary Schedule for 2024-25 have been updated to reflect the following:

1. On September 25, 2024, the School Board approved the use of State teacher salary increase allocation (TSIA) funds to increase instructional pay by \$862; approved instructional new hire one-time payments of \$1,000; approved ESP new hire one-time payments of \$1,000; and approved adding new salary ranks for bus drivers and bus tutors who have longer routes.
2. On October 17, 2024, the School Board adjusted the pay for elected officials to match amounts specified by Florida's Office of Economic and Demographic Research.
3. On January 21, 2025, the School Board approved language changes to the ESP and Teacher Master Contracts.
4. On January 21, 2025, the School Board approved settled negotiations for 2024-25. I have attached the agenda analysis and support (3 pages) as a reference.

Direct deposits and payroll checks on January 31, 2025 included the new pay amounts, with adjustments for primary job salaries retroactive to July 1, 2024.

Administrative Consideration:

State Board of Education Rule 6A-1.052. Each school board shall annually adopt a schedule for employees of the district school system. The schedule shall be the sole instrument used in determining the compensation for employees of the board.

Fiscal Impact:

General Fund 900	\$497,091
Other funding sources	<u>396,853</u>
	<u>\$893,944</u>

Proposed Recommendation to School Board:

Recommend approval of salary schedules for 2024-25

Action Required:

AA pay schedule.docx

Action Agenda ☒



BOARD ACTION

2/10/2025
Approved



HARDEE COUNTY
SCHOOL DISTRICT

FY 2024-25

"Grandfathered"
Salary Schedule

**Hardee County School Board
Salary Schedule
FY 2024-25**

Administrative Salary Schedule

Rank	Index	Step 0	Steps 1-17	Steps 18+
1	1.5103	\$104,937	\$200	\$0
2	1.4746	\$102,457	\$200	\$0
3	1.3998	\$97,260	\$200	\$0
4	1.3349	\$92,750	\$200	\$0
5	1.3349	\$92,750	\$200	\$0
6				
7	1.1562	\$80,334	\$200	\$0
8	1.1400	\$79,208	\$200	\$0
9	1.1237	\$78,076	\$200	\$0
10				
11				
12				

Supplements (paid semi-monthly)	
Master's degree	\$3,362
Specialist degree	\$3,780
Doctorate degree	\$4,199

Administrative pay schedule indexed to pay grade 13, step 30 plus Master's degree supplement and retention supplement.

For 2024-25, administrator pay is indexed to \$69,481

PAY RANK 1 DEPUTY SUPERINTENDENT (12 months, 261 days, 8 hours per day)

PAY RANK 2 SENIOR HIGH SCHOOL PRINCIPAL, CFO (12 months, 261 days, 8 hours per day)

PAY RANK 3 JUNIOR HIGH SCHOOL PRINCIPAL (12 months, 261 days, 8 hours per day)

PAY RANK 4 ELEMENTARY SCHOOL PRINCIPAL (12 months, 261 days, 8 hours per day)

PAY RANK 5 DIRECTOR (12 months, 261 days, 8 hours per day)

PAY RANK 6

PAY RANK 7 SENIOR HIGH ASSISTANT PRINCIPAL (11 months, 223 days, 8 hours per day)

PAY RANK 8 JUNIOR HIGH ASSISTANT PRINCIPAL (11 months, 223 days, 8 hours per day)

PAY RANK 9 ELEMENTARY ASSISTANT PRINCIPAL (11 months, 223 days, 8 hours per day)

PAY RANK 10

PAY RANK 11

PAY RANK 12

BENEFITS:

- 1) *INSURANCE*
- 2) *FLORIDA RETIREMENT SYSTEM*
- 3) *SOCIAL SECURITY*
- 4) *SICK LEAVE: According to Board Policy*
- 5) *VACATION LEAVE: According to Board Policy*

Hardee County School Board
Salary Schedule
FY 2024-25

STEP	RANK			
0- 10	13	indexed to		\$45,000
11	\$51,006	<u>Supplements (paid semi-monthly)</u>		
12	\$51,689	Vocational agriculture teacher- Sr. High	0.0974	\$4,383
13	\$52,439	Vocational agriculture teacher- Jr. High	0.0487	\$2,192
14	\$53,189	Guidance counselor	0.0553	\$2,489
15	\$53,939	Speech therapist	0.0931	\$4,190
16	\$54,689	Occupational therapist	0.0931	\$4,190
17	\$55,439	Mental health coordinator	0.0931	\$4,190
18	\$56,189	Annex teacher (certified TMH/PMH or ASD endorsement)	0.1106	\$4,977
19	\$56,939	Master's degree	0.0747	\$3,362
20	\$57,689	Specialist degree	0.0840	\$3,780
21	\$58,439	Doctorate degree	0.0933	\$4,199
22	\$59,189	<u>Additions to rank 13 for longer work year or day</u>		
23	\$59,939	11 month, 223 days, 7.5 hours per day- additional		13.78%
24	\$60,689	10 month, 196 days, 8 hours per day- additional		6.67%
25	\$61,439	<i>Note: additions are applied to rank 13 pay, not to supplements</i>		
26	\$62,189			
27	\$62,939			
28	\$63,689			
29	\$64,439			
30	\$65,189			

PAY RANK 13 INSTRUCTIONAL STAFF BACHELORS DEGREE (10 months, 196 days, 7.5 hours per day)

Sr. High guidance counselors, school psychologists, and other designated instructional positions are 11 month, 223 days, 7.5 hours per day.

Deans are 10 month, 196 days, 8 hours per day

EXPERIENCE CREDIT: \$50 per year of verified prior teaching experience, up to 15 years.

BENEFITS:

- 1) **INSURANCE**
- 2) **FLORIDA RETIREMENT SYSTEM**
- 3) **SOCIAL SECURITY**
- 4) **SICK LEAVE:** According to Board Policy
- 5) **VACATION LEAVE:** According to Board Policy

Hardee County School Board
Salary Schedule
FY 2024-25

	RANK 50	RANK 51	RANK 52	RANK 53	RANK 54
STEP					
1		\$35,642	\$34,181	\$33,137	\$32,406
2		\$36,582	\$35,058	\$33,450	\$32,510
3		\$37,521	\$35,934	\$33,763	\$32,615
4		\$38,461	\$36,811	\$34,076	\$32,719
5		\$39,401	\$37,688	\$34,389	\$32,823
6		\$40,340	\$38,565	\$35,225	\$32,928
7		\$41,280	\$39,442	\$36,060	\$33,032
8		\$42,219	\$40,319	\$36,895	\$33,137
9		\$43,159	\$41,196	\$37,730	\$33,241
10		\$44,099	\$42,073	\$38,565	\$33,345
11		\$45,038	\$42,950	\$39,401	\$33,450
12		\$45,978	\$43,827	\$40,236	\$33,554
13		\$46,917	\$44,704	\$41,071	\$33,659
14		\$47,857	\$45,581	\$41,906	\$33,763
15		\$48,797	\$46,458	\$42,741	\$33,867
16		\$49,736	\$47,335	\$43,577	\$33,972
17		\$50,676	\$48,212	\$44,412	\$34,076
18		\$51,615	\$49,089	\$45,247	\$34,180
19		\$52,554	\$49,966	\$46,082	\$34,284
20		\$53,493	\$50,843	\$46,917	\$34,388
21		\$54,432	\$51,720	\$47,752	\$34,492
22		\$55,371	\$52,597	\$48,587	\$34,596
23		\$56,310	\$53,474	\$49,423	\$34,700
24		\$57,249	\$54,351	\$50,258	\$34,804
25		\$58,188	\$55,228	\$51,093	\$34,908

PAY RANK 49

PAY RANK 50

PAY RANK 51 ADMINISTRATIVE ASSISTANT TO THE SUPERINTENDENT (12 months, 261 days, 8 hours per day)

PAY RANK 52 FINANCE SPECIALIST -- PAYROLL SPECIALIST - RECORDS RETENTION SPECIALIST

(12 months, 261 days, 8 hours per day)

PAY RANK 53 COORDINATOR/ DATA PROCESSING and MIS SPECIALIST I (12 month, 261 days, 8 hours per day)

PAY RANK 54 DISTRICT SECRETARY (12 months, 261 days, 8 hours per day)

BENEFITS:

- 1) INSURANCE
- 2) FLORIDA RETIREMENT SYSTEM
- 3) SOCIAL SECURITY
- 4) SICK LEAVE: According to Board Policy
- 5) VACATION LEAVE: According to Board Policy

Hardee County School Board
Salary Schedule
FY 2024-25

	RANK 55	RANK 56	RANK 57	RANK 58	RANK 59	RANK 60
STEP						
	\$32,719	\$30,283	\$25,957	\$27,688	\$25,874	\$27,598
1	\$32,928	\$30,380	\$26,041	\$27,777	\$25,957	\$27,688
2	\$33,137	\$30,478	\$26,124	\$27,866	\$26,041	\$27,777
3	\$33,345	\$30,576	\$26,208	\$27,955	\$26,124	\$27,866
4	\$33,554	\$30,674	\$26,292	\$28,044	\$26,208	\$27,955
5	\$33,763	\$30,772	\$26,375	\$28,134	\$26,292	\$28,044
6	\$33,972	\$30,870	\$26,459	\$28,223	\$26,375	\$28,134
7	\$34,181	\$30,968	\$26,543	\$28,312	\$26,459	\$28,223
8	\$34,389	\$31,066	\$26,626	\$28,401	\$26,543	\$28,312
9	\$34,598	\$31,163	\$26,710	\$28,490	\$26,626	\$28,401
10	\$34,807	\$31,261	\$26,793	\$28,580	\$26,710	\$28,490
11	\$35,016	\$31,359	\$26,877	\$28,669	\$26,793	\$28,580
12	\$35,225	\$31,457	\$26,961	\$28,758	\$26,877	\$28,669
13	\$35,433	\$31,555	\$27,044	\$28,847	\$26,961	\$28,758
14	\$35,642	\$31,653	\$27,128	\$28,936	\$27,044	\$28,847
15	\$35,851	\$31,751	\$27,212	\$29,026	\$27,128	\$28,936
16	\$36,060	\$31,849	\$27,295	\$29,115	\$27,212	\$29,026
17	\$40,445	\$34,687	\$30,724	\$32,772	\$29,637	\$31,612
18	\$40,653	\$34,785	\$30,807	\$32,861	\$29,720	\$31,702
19	\$40,862	\$34,883	\$30,891	\$32,950	\$29,804	\$31,791
20	\$41,071	\$34,981	\$30,975	\$33,040	\$29,888	\$31,880
21	\$41,280	\$35,078	\$31,058	\$33,129	\$29,971	\$31,969
22	\$41,489	\$35,176	\$31,142	\$33,218	\$30,055	\$32,058
23	\$41,697	\$35,274	\$31,226	\$33,307	\$30,138	\$32,148
24	\$41,906	\$35,372	\$31,309	\$33,396	\$30,222	\$32,237
25	\$42,115	\$35,470	\$31,393	\$33,486	\$30,306	\$32,326

PAY RANK 55 DIRECTOR SECRETARY -- OFFICE MANAGER (12 months, 261 days, 8 hours per day)

PAY RANK 56 SCHOOL BASED SECRETARY (12 months, 261 days, 7.5 hours per day)

PAY RANK 57 DISTRICT SECRETARY (11 months, 223 days, 7.5 hours per day)

PAY RANK 58 DISTRICT SECRETARY (11 months, 223 days, 8 hours per day)

PAY RANK 59 SCHOOL BASED SECRETARY (11 months, 223 days, 7.5 hours per day)

PAY RANK 60 SCHOOL BASED SECRETARY (11 months, 223 days, 8 hours per day)

BENEFITS:

- 1) INSURANCE
- 2) FLORIDA RETIREMENT SYSTEM
- 3) SOCIAL SECURITY
- 4) SICK LEAVE: According to Board Policy
- 5) VACATION LEAVE: According to Board Policy

Hardee County School Board
Salary Schedule
FY 2024-25

	RANK 61	RANK 62	RANK 63	RANK 64	RANK 65	RANK 66
STEP						
		\$22,741	\$22,814		\$24,257	\$23,843
1		\$22,814	\$22,888		\$24,335	\$23,932
2		\$22,888	\$22,961		\$24,414	\$24,020
3		\$22,961	\$23,035		\$24,492	\$24,108
4		\$23,035	\$23,108		\$24,571	\$24,196
5		\$23,108	\$23,182		\$24,649	\$24,284
6		\$23,182	\$23,255		\$24,727	\$24,373
7		\$23,255	\$23,329		\$24,806	\$24,461
8		\$23,329	\$23,402		\$24,884	\$24,549
9		\$23,402	\$23,476		\$24,963	\$24,637
10		\$23,476	\$23,549		\$25,041	\$24,725
11		\$23,549	\$23,623		\$25,119	\$24,814
12		\$23,623	\$23,696		\$25,198	\$24,902
13		\$23,696	\$23,770		\$25,276	\$24,990
14		\$23,770	\$23,843		\$25,355	\$25,078
15		\$23,843	\$23,917		\$25,433	\$25,166
16		\$23,917	\$23,990		\$25,511	\$25,255
17		\$26,048	\$27,004		\$27,785	\$28,136
18		\$26,122	\$27,077		\$27,863	\$28,224
19		\$26,195	\$27,151		\$27,942	\$28,312
20		\$26,269	\$27,224		\$28,020	\$28,400
21		\$26,342	\$27,298		\$28,099	\$28,489
22		\$26,416	\$27,371		\$28,177	\$28,577
23		\$26,489	\$27,445		\$28,255	\$28,665
24		\$26,563	\$27,518		\$28,334	\$28,753
25		\$26,636	\$27,592		\$28,412	\$28,841

PAY RANK 61

PAY RANK 62 SCHOOL BASED SECRETARY (10 months, 196 days, 7.5 hours per day)

PAY RANK 63 DISTRICT SECRETARY (10 months, 196 days, 7.5 hours per day)

PAY RANK 64

PAY RANK 65 SCHOOL BASED SECRETARY (10 months, 196 days, 8 hours per day)

PAY RANK 66 PERSONAL ASSISTANT (10 months, 196 days, 7.5 hours per day)

BENEFITS:

- 1) INSURANCE
- 2) FLORIDA RETIREMENT SYSTEM
- 3) SOCIAL SECURITY
- 4) SICK LEAVE: According to Board Policy
- 5) VACATION LEAVE: According to Board Policy

Hardee County School Board
Salary Schedule
FY 2024-25

	RANK 67	RANK 68	RANK 69	RANK 70	RANK 71	RANK 72
STEP						
	\$22,741	\$33,763				\$29,720
1	\$22,814	\$34,181				\$30,389
2	\$22,888	\$34,598				\$31,058
3	\$22,961	\$35,016				\$31,727
4	\$23,035	\$35,433				\$32,396
5	\$23,108	\$35,851				\$33,065
6	\$23,182	\$36,269				\$34,236
7	\$23,255	\$36,686				\$35,407
8	\$23,329	\$37,104				\$36,578
9	\$23,402	\$37,521				\$37,748
10	\$23,476	\$37,939				\$38,919
11	\$23,549	\$38,357				\$40,090
12	\$23,623	\$38,774				\$41,261
13	\$23,696	\$39,192				\$42,431
14	\$23,770	\$39,609				\$43,602
15	\$23,843	\$40,027				\$44,773
16	\$23,917	\$40,445				\$45,944
17	\$25,166	\$40,862				\$50,459
18	\$25,240	\$41,280				\$50,760
19	\$25,313	\$41,697				\$51,061
20	\$25,387	\$42,115				\$51,362
21	\$25,460	\$42,533				\$51,664
22	\$25,534	\$42,950				\$51,965
23	\$25,607	\$43,368				\$52,266
24	\$25,681	\$59,237				\$52,567
25	\$25,754	\$60,281				\$52,868

PAY RANK 67 CLASSROOM TUTOR (10 months, 196 days, 7.5 hours per day)

PAY RANK 68 COMMUNITY EDUCATION FACILITATOR (12 months, 261 days, 8 hours per day)

PAY RANK 69

PAY RANK 70

PAY RANK 71

PAY RANK 72 HOME LIAISON (11 months, 223 days, 7.5 hours per day)

BENEFITS:

- 1) INSURANCE
- 2) FLORIDA RETIREMENT SYSTEM
- 3) SOCIAL SECURITY
- 4) SICK LEAVE: According to Board Policy
- 5) VACATION LEAVE: According to Board Policy

Hardee County School Board
Salary Schedule
FY 2024-25

STEP	RANK 72A	RANK 73	RANK 74	RANK 75	RANK 76	RANK 77
			\$32,197	\$17,116	\$20,228	\$22,158
1			\$32,218	\$17,172	\$20,293	\$22,226
2			\$32,239	\$17,227	\$20,357	\$22,295
3			\$32,260	\$17,283	\$20,422	\$22,364
4			\$32,280	\$17,338	\$20,487	\$22,432
5			\$32,301	\$17,394	\$20,552	\$22,501
6			\$32,322	\$17,449	\$20,616	\$22,569
7			\$32,343	\$17,505	\$20,681	\$22,638
8			\$32,364	\$17,560	\$20,746	\$22,707
9			\$32,385	\$17,616	\$20,811	\$22,775
10			\$32,406	\$17,671	\$20,875	\$22,844
11			\$32,427	\$17,727	\$20,940	\$22,912
12			\$32,448	\$17,782	\$21,005	\$22,981
13			\$32,468	\$17,838	\$21,070	\$23,050
14			\$32,489	\$17,893	\$21,134	\$23,118
15			\$32,510	\$17,949	\$21,199	\$23,187
16			\$32,531	\$18,004	\$21,264	\$23,255
17			\$32,552	\$18,060	\$21,976	\$23,324
18			\$32,573	\$18,115	\$22,041	\$23,393
19			\$32,594	\$18,171	\$22,106	\$23,461
20			\$32,615	\$18,226	\$22,170	\$23,530
21			\$32,635	\$18,282	\$22,235	\$23,598
22			\$32,656	\$18,337	\$22,300	\$23,667
23			\$32,677	\$18,393	\$22,365	\$23,736
24			\$32,698	\$18,448	\$22,429	\$23,804
25			\$32,719	\$18,504	\$22,494	\$23,873

PAY RANK 72A

PAY RANK 73

PAY RANK 74 CUSTODIAN (12 months, 261 days, 8 hours per day)

PAY RANK 75 FOOD SERVICE WORKER (10 months, 185 days, 6 hours per day)

PAY RANK 76 FOOD SERVICE ASSISTANT MANAGER (10 months, 185 days, 7 hours per day)

PAY RANK 77 FOOD SERVICE MANAGER - elementary school less than 300 students (10 months, 196 days, 7 hours per day)

Note: a Head Custodian at an elementary school is paid \$1,500 more than a custodian on the same step

Note: a Head Custodian at a secondary school is paid \$3,000 more than a custodian on the same step

Note: a Food Service Manager at an elementary school of 300+ students is paid \$1,500 more than rank 77

Note: a Food Service Manager at a secondary school is paid \$2,500 more than rank 77

BENEFITS:

1) INSURANCE

2) FLORIDA RETIREMENT SYSTEM

3) SOCIAL SECURITY

4) SICK LEAVE: According to Board Policy

5) VACATION LEAVE: According to Board Policy

Hardee County School Board
Salary Schedule
FY 2024-25

	RANK 78	RANK 79	RANK 80	RANK 81	RANK 82	RANK 83
STEP						
	\$22,775	\$33,137	\$32,510	\$35,642	\$13,665	\$24,293
1	\$23,018	\$33,450	\$32,656	\$36,227	\$13,811	\$24,552
2	\$23,261	\$33,763	\$32,802	\$36,811	\$13,956	\$24,811
3	\$23,504	\$34,076	\$32,949	\$37,396	\$14,102	\$25,070
4	\$23,747	\$34,389	\$33,095	\$37,981	\$14,248	\$25,330
5	\$25,340	\$34,703	\$33,241	\$38,565	\$15,204	\$27,029
6	\$25,583	\$35,016	\$33,387	\$39,150	\$15,350	\$27,288
7	\$25,826	\$35,329	\$33,533	\$39,735	\$15,495	\$27,547
8	\$26,069	\$35,642	\$33,679	\$40,319	\$15,641	\$27,806
9	\$27,662	\$35,955	\$33,826	\$40,904	\$16,597	\$29,506
10	\$27,905	\$36,269	\$33,972	\$41,489	\$16,743	\$29,765
11	\$28,148	\$36,582	\$34,118	\$42,073	\$16,889	\$30,024
12	\$29,741	\$36,895	\$34,264	\$42,658	\$17,844	\$31,723
13	\$29,984	\$37,208	\$34,410	\$43,242	\$17,990	\$31,982
14	\$30,227	\$37,521	\$34,556	\$43,827	\$18,136	\$32,242
15	\$31,820	\$37,835	\$34,703	\$44,412	\$19,092	\$33,941
16	\$32,063	\$39,401	\$34,849	\$44,996	\$19,238	\$34,200
17	\$35,951	\$41,802	\$36,874	\$47,669	\$21,570	\$38,347
18	\$36,194	\$42,115	\$37,020	\$48,254	\$21,716	\$38,606
19	\$36,437	\$42,428	\$37,166	\$48,838	\$21,862	\$38,866
20	\$37,895	\$42,741	\$37,313	\$49,423	\$22,737	\$40,421
21	\$38,138	\$43,055	\$37,459	\$50,008	\$22,883	\$40,680
22	\$38,381	\$43,368	\$37,605	\$50,592	\$23,028	\$40,939
23	\$38,624	\$43,681	\$37,751	\$51,177	\$23,174	\$41,198
24	\$38,867	\$43,994	\$37,897	\$51,762	\$23,320	\$41,458
25	\$39,110	\$44,307	\$38,043	\$52,346	\$23,466	\$41,717

PAY RANK 78 BUS DRIVER (10 months, 180 days, 7.5 hours per day)

PAY RANK 79 MECHANIC (A) (12 months, 261 days, 8 hours per day)

PAY RANK 80 MECHANIC (B) (12 months, 261 days, 8 hours per day)

PAY RANK 81 CHIEF MECHANIC (12 months, 261 days, 8 hours per day)

PAY RANK 82 BUS DRIVER (10 months, 180 days, 4.5 hours per day)

PAY RANK 83 BUS DRIVER (10 months, 180 days, 8 hours per day)

BENEFITS:

- 1) *INSURANCE*
- 2) *FLORIDA RETIREMENT SYSTEM*
- 3) *SOCIAL SECURITY*
- 4) *SICK LEAVE: According to Board Policy*
- 5) *VACATION LEAVE: According to Board Policy*

Hardee County School Board
Salary Schedule
FY 2024-25

	RANK 84	RANK 85	RANK 86	RANK 87	RANK 88	RANK 89
STEP						
	\$44,203		\$49,841	\$64,457	\$19,492	\$20,885
1	\$45,038		\$50,363	\$64,979	\$19,555	\$20,952
2	\$45,873		\$50,885	\$65,501	\$19,618	\$21,020
3	\$46,709		\$51,407	\$66,023	\$19,681	\$21,087
4	\$47,544		\$51,929	\$66,545	\$19,744	\$21,155
5	\$48,379		\$52,451	\$67,067	\$19,807	\$21,222
6	\$49,214		\$52,973	\$67,589	\$19,870	\$21,290
7	\$50,049		\$53,495	\$68,111	\$19,933	\$21,357
8	\$50,885		\$54,017	\$68,633	\$19,996	\$21,425
9	\$51,720		\$54,539	\$69,155	\$20,059	\$21,492
10	\$52,555		\$55,061	\$69,677	\$20,122	\$21,560
11	\$53,390		\$55,583	\$70,199	\$20,185	\$21,627
12	\$54,225		\$56,105	\$70,721	\$20,248	\$21,695
13	\$55,061		\$56,627	\$71,243	\$20,311	\$21,762
14	\$55,896		\$57,149	\$71,765	\$20,374	\$21,830
15	\$56,731		\$57,671	\$72,287	\$20,437	\$21,897
16	\$57,566		\$58,193	\$72,809	\$20,500	\$21,965
17	\$57,775		\$58,715	\$73,331	\$22,327	\$23,922
18	\$57,984		\$59,237	\$73,539	\$22,390	\$23,990
19	\$58,193		\$59,759	\$73,748	\$22,453	\$24,057
20	\$58,401		\$60,281	\$73,957	\$22,516	\$24,125
21	\$58,610		\$60,803	\$74,166	\$22,579	\$24,192
22	\$58,819		\$60,907	\$74,375	\$22,642	\$24,260
23	\$59,028		\$61,011	\$74,583	\$22,705	\$24,327
24	\$59,237		\$61,116	\$74,792	\$22,768	\$24,395
25	\$59,445		\$61,220	\$75,001	\$22,831	\$24,462

PAY RANK 84 SHOP FOREMAN (12 months, 261 days, 8 hours per day)

PAY RANK 85

PAY RANK 86 IT SYSTEMS ANALYST, PAYROLL SPECIALIST II (12 months, 261 days, 8 hours per day)

PAY RANK 87 SYSTEMS INTEGRATION SPECIALIST (12 months, 261 days, 8 hours per day)

PAY RANK 88 SCHOOL BUS TUTOR (10 months, 180 days, 7 hours per day)

PAY RANK 89 SCHOOL BUS TUTOR (10 months, 180 days, 7.5 hours per day)

BENEFITS:

- 1) *INSURANCE*
- 2) *FLORIDA RETIREMENT SYSTEM*
- 3) *SOCIAL SECURITY*
- 4) *SICK LEAVE: According to Board Policy*
- 5) *VACATION LEAVE: According to Board Policy*

Hardee County School Board
Salary Schedule
FY 2024-25

STEP	RANK 90	RANK 91	RANK 92	RANK 93	RANK 94	RANK 95
	\$13,923	\$40,445	\$40,445	\$34,285	\$33,241	\$32,197
1	\$13,968	\$40,758	\$40,758	\$34,494	\$33,429	\$32,343
2	\$14,013	\$41,071	\$41,071	\$34,703	\$33,617	\$32,489
3	\$14,058	\$41,384	\$41,384	\$34,911	\$33,805	\$32,635
4	\$14,103	\$41,697	\$41,697	\$35,120	\$33,993	\$32,782
5	\$14,148	\$42,011	\$42,011	\$35,329	\$34,181	\$32,928
6	\$14,193	\$42,324	\$42,324	\$35,538	\$34,368	\$33,074
7	\$14,238	\$42,637	\$42,637	\$35,747	\$34,556	\$33,220
8	\$14,283	\$42,950	\$42,950	\$35,955	\$34,744	\$33,366
9	\$14,328	\$43,263	\$43,263	\$36,164	\$34,932	\$33,512
10	\$14,373	\$43,577	\$43,577	\$36,373	\$35,120	\$33,659
11	\$14,418	\$43,890	\$43,890	\$36,582	\$35,308	\$33,805
12	\$14,463	\$44,203	\$44,203	\$36,791	\$35,496	\$33,951
13	\$14,508	\$44,516	\$44,516	\$36,999	\$35,684	\$34,097
14	\$14,553	\$44,829	\$44,829	\$38,461	\$36,498	\$34,243
15	\$14,598	\$45,143	\$45,143	\$38,670	\$36,686	\$34,389
16	\$14,643	\$45,456	\$45,456	\$38,879	\$36,874	\$34,536
17	\$15,948	\$49,945	\$49,945	\$42,219	\$39,150	\$35,308
18	\$15,993	\$50,258	\$50,258	\$42,428	\$39,338	\$35,454
19	\$16,038	\$50,571	\$50,571	\$42,637	\$39,526	\$35,600
20	\$16,083	\$50,885	\$50,885	\$42,846	\$39,714	\$35,747
21	\$16,128	\$51,198	\$51,198	\$43,055	\$39,902	\$35,893
22	\$16,173	\$51,511	\$51,511	\$43,263	\$40,090	\$36,039
23	\$16,218	\$51,824	\$51,824	\$43,472	\$40,278	\$36,185
24	\$16,263	\$52,137	\$52,137	\$43,681	\$40,465	\$36,331
25	\$16,308	\$52,451	\$52,451	\$43,890	\$40,653	\$36,477

PAY RANK 90 SCHOOL BUS TUTOR (10 months, 180 days, 5 hours per day)

PAY RANK 91 SUPERVISOR TRADES, SUPERVISOR CUSTODIANS, PLANT MANAGER (12 months, 261 days, 8 hours per day)

PAY RANK 92 TECH SUPPORT MANAGER- MIS (12 months, 261 days, 8 hours per day)

PAY RANK 93 MAINTENANCE - SKILLED 1 (12 months, 261 days, 8 hours per day)

PAY RANK 94 MAINTENANCE - SKILLED 2 (12 months, 261 days, 8 hours per day)

PAY RANK 95 MAINTENANCE - SKILLED 3 (12 months, 261 days, 8 hours per day)

BENEFITS:

- 1) INSURANCE
- 2) FLORIDA RETIREMENT SYSTEM
- 3) SOCIAL SECURITY
- 4) SICK LEAVE: According to Board Policy
- 5) VACATION LEAVE: According to Board Policy

Hardee County School Board
Salary Schedule
FY 2024-25

					NT 30	NT 31
	RANK	RANK	RANK	RANK	RANK	RANK
STEP	96	97	98	99	100	101
	\$32,928	\$32,301	\$15,183	\$16,701	\$18,220	\$19,738
1	\$33,053	\$32,406	\$15,345	\$16,880	\$18,414	\$19,949
2	\$33,178	\$32,510	\$15,507	\$17,058	\$18,608	\$20,159
3	\$33,304	\$32,615	\$15,669	\$17,236	\$18,803	\$20,370
4	\$33,429	\$32,719	\$15,831	\$17,414	\$18,997	\$20,580
5	\$33,554	\$32,823	\$16,893	\$18,582	\$20,272	\$21,961
6	\$33,679	\$32,928	\$17,055	\$18,761	\$20,466	\$22,172
7	\$33,805	\$33,032	\$17,217	\$18,939	\$20,660	\$22,382
8	\$33,930	\$33,137	\$17,379	\$19,117	\$20,855	\$22,593
9	\$34,055	\$33,241	\$18,441	\$20,285	\$22,129	\$23,973
10	\$34,181	\$33,345	\$18,603	\$20,463	\$22,324	\$24,184
11	\$34,306	\$33,450	\$18,765	\$20,642	\$22,518	\$24,395
12	\$34,431	\$33,554	\$19,827	\$21,810	\$23,792	\$25,775
13	\$34,556	\$33,659	\$19,989	\$21,988	\$23,987	\$25,986
14	\$34,682	\$33,763	\$20,151	\$22,166	\$24,181	\$26,196
15	\$34,807	\$33,867	\$21,213	\$23,334	\$25,456	\$27,577
16	\$34,932	\$33,972	\$21,375	\$23,513	\$25,650	\$27,788
17	\$39,234	\$34,076	\$23,967	\$26,364	\$28,760	\$31,157
18	\$39,359	\$34,181	\$24,129	\$26,542	\$28,955	\$31,368
19	\$39,484	\$34,285	\$24,291	\$26,720	\$29,149	\$31,578
20	\$39,609	\$34,389	\$25,263	\$27,789	\$30,316	\$32,842
21	\$39,735	\$34,494	\$25,425	\$27,968	\$30,510	\$33,053
22	\$39,860	\$34,598	\$25,587	\$28,146	\$30,704	\$33,263
23	\$39,985	\$34,703	\$25,749	\$28,324	\$30,899	\$33,474
24	\$40,110	\$34,807	\$25,911	\$28,502	\$31,093	\$33,684
25	\$40,236	\$34,911	\$26,073	\$28,680	\$31,288	\$33,895

PAY RANK 96 MIS TECH SUPPORT (12 months, 261 days, 8 hours per day)

PAY RANK 97 COMPUTER RESOURCE TECHNICIAN (12 months, 261 days, 8 hours per day)

PAY RANK 98 BUS DRIVER (10 months, 180 days, 5 hours per day)

PAY RANK 99 BUS DRIVER (10 months, 180 days, 5.5 hours per day)

PAY RANK 100 BUS DRIVER (10 months, 180 days, 6 hours per day)

PAY RANK 101 BUS DRIVER (10 months, 180 days, 6.5 hours per day)

BENEFITS:

1) INSURANCE

2) FLORIDA RETIREMENT SYSTEM

3) SOCIAL SECURITY

4) SICK LEAVE: According to Board Policy

5) VACATION LEAVE: According to Board Policy

Hardee County School Board
Salary Schedule
FY 2024-25

	NT 32	NT 33	NT 34	NT 35	NX 36	NX 37
	RANK	RANK	RANK	RANK	RANK	RANK
	102	103	104	105	106	107
STEP						
	\$21,256	\$15,315	\$16,708	\$18,100	\$36,791	
1	\$21,483	\$15,365	\$16,762	\$18,158	\$37,313	
2	\$21,710	\$15,414	\$16,816	\$18,217	\$37,835	
3	\$21,937	\$15,464	\$16,870	\$18,275	\$38,357	
4	\$22,163	\$15,513	\$16,924	\$18,334	\$38,879	
5	\$23,650	\$15,563	\$16,978	\$18,392	\$39,401	
6	\$23,877	\$15,612	\$17,032	\$18,451	\$39,923	
7	\$24,104	\$15,662	\$17,086	\$18,509	\$40,445	
8	\$24,331	\$15,711	\$17,140	\$18,568	\$40,967	
9	\$25,817	\$15,761	\$17,194	\$18,626	\$41,489	
10	\$26,044	\$15,810	\$17,248	\$18,685	\$42,011	
11	\$26,271	\$15,860	\$17,302	\$18,743	\$42,533	
12	\$27,758	\$15,909	\$17,356	\$18,802	\$43,055	
13	\$27,985	\$15,959	\$17,410	\$18,860	\$43,577	
14	\$28,211	\$16,008	\$17,464	\$18,919	\$44,099	
15	\$29,698	\$16,058	\$17,518	\$18,977	\$44,621	
16	\$29,925	\$16,107	\$17,572	\$19,036	\$45,143	
17	\$33,554	\$17,543	\$19,138	\$20,732	\$45,665	
18	\$33,781	\$17,592	\$19,192	\$20,791	\$45,769	
19	\$34,007	\$17,642	\$19,246	\$20,849	\$45,873	
20	\$35,368	\$17,691	\$19,300	\$20,908	\$45,978	
21	\$35,595	\$17,741	\$19,354	\$20,966	\$46,082	
22	\$35,822	\$17,790	\$19,408	\$21,025	\$46,187	
23	\$36,049	\$17,840	\$19,462	\$21,083	\$46,291	
24	\$36,275	\$17,889	\$19,516	\$21,142	\$46,395	
25	\$36,502	\$17,939	\$19,570	\$21,200	\$46,500	

PAY RANK 102 BUS DRIVER (10 months, 180 days, 7 hours per day)

PAY RANK 103 SCHOOL BUS TUTOR (10 months, 180 days, 5.5 hours per day)

PAY RANK 104 SCHOOL BUS TUTOR (10 months, 180 days, 6 hours per day)

PAY RANK 105 SCHOOL BUS TUTOR (10 months, 180 days, 6.5 hours per day)

PAY RANK 106 IT TECH SUPPORT II (12 months, 261 days, 8 hours per day)

PAY RANK 107

BENEFITS:

- 1) *INSURANCE*
- 2) *FLORIDA RETIREMENT SYSTEM*
- 3) *SOCIAL SECURITY*
- 4) *SICK LEAVE: According to Board Policy*
- 5) *VACATION LEAVE: According to Board Policy*

Hardee County School Board
Salary Schedule
FY 2024-25

	NX38	NT39
	RANK	RANK
	108	109
STEP		
	\$28,490	\$39,016
1	\$28,847	\$39,640
2	\$29,204	\$40,265
3	\$29,561	\$40,889
4	\$29,918	\$41,514
5	\$30,274	\$42,138
6	\$30,631	\$42,762
7	\$30,988	\$43,387
8	\$31,345	\$44,011
9	\$31,702	\$44,636
10	\$33,396	\$45,260
11	\$33,753	\$45,884
12	\$34,110	\$46,509
13	\$34,467	\$47,133
14	\$34,824	\$47,758
15	\$35,180	\$48,382
16	\$35,537	\$49,006
17	\$35,894	\$49,631
18	\$36,251	\$50,255
19	\$36,608	\$50,434
20	\$36,964	\$50,612
21	\$37,321	\$50,790
22	\$37,678	\$50,969
23	\$38,035	\$51,147
24	\$38,392	\$51,326
25	\$38,748	\$51,504

PAY RANK 108 Food Service Field Manager (11 months, 223 days, 8 hours per day)

PAY RANK 109 Transportation Operations Specialist/ Driver Trainer (11 months, 223 days, 8 hours per day)

BENEFITS:

- 1) *INSURANCE*
- 2) *FLORIDA RETIREMENT SYSTEM*
- 3) *SOCIAL SECURITY*
- 4) *SICK LEAVE: According to Board Policy*
- 5) *VACATION LEAVE: According to Board Policy*

Hardee County School Board**Salary Schedule****FY 2024-25****Hardee County School Board
Supplement Schedule***Indexed to**\$42,640***Administrative Supplements***Index*

\$3,445	1	School Board Negotiator	0.0808
\$1,723	2	School Board Assistant Negotiator	0.0404

Hardee Senior High School

<i>Supplement</i>	<i>Number</i>	<i>Position</i>	<i>Index</i>
\$7,001	1	Athletic Director	0.1642
\$3,292	2	Assistant Athletic Director	0.0772
\$3,292	1	Assistant Athletic Director- reimbursed by athletic dept.	0.0772
\$6,375	1	Band Director	0.1495
BASEBALL			
\$2,435	1	Assistant Varsity	0.0571
\$4,217	1	Head Varsity	0.0989
\$2,520	2	Junior Varsity	0.0591
BASKETBALL			
\$3,211	1	Assistant Varsity Boys	0.0753
\$4,652	1	Head Varsity Boys	0.1091
\$3,211	1	Assistant Varsity Girls	0.0753
\$4,652	1	Head Varsity Girls	0.1091
\$2,814	1	Junior Varsity Boys	0.0660
\$2,814	1	Junior Varsity Girls	0.0660
CROSS COUNTRY			
\$3,812	2	Head Boys and Girls	0.0894
FOOTBALL			
\$3,629	4	Assistant Varsity	0.0851
\$7,100	1	Head Varsity	0.1665
\$3,322	3	Junior Varsity	0.0779
GOLF			
\$2,563	1	Head Boys	0.0601
\$2,563	1	Head Girls	0.0601
SOCCER			
\$3,812	1	Head Varsity Boys	0.0894
\$3,812	1	Head Varsity Girls	0.0894
\$2,435	1	Assistant Varsity Boys	0.0571
\$2,435	1	Assistant Varsity Girls	0.0571
\$2,520	1	Junior Varsity Boys	0.0591
\$2,520	1	Junior Varsity Girls	0.0591
SOFTBALL			
\$2,435	1	Assistant Varsity Girls	0.0571
\$4,217	1	Head Varsity Girls	0.0989
\$2,520	2	Junior Varsity	0.0591
SWIMMING			
\$2,435	1	Assistant Varsity Boys and Girls	0.0571
\$3,812	1	Head Varsity Boys and Girls	0.0894
TENNIS			
\$2,563	1	Head Varsity Girls	0.0601
\$2,563	1	Head Varsity Boys	0.0601

Hardee County School Board

Salary Schedule

FY 2024-25

TRACK			
\$3,812	1	Head Varsity Girls	0.0894
\$3,812	1	Head Varsity Boys	0.0894
\$2,435	1	Assistant Varsity Girls	0.0571
\$2,435	1	Assistant Varsity Boys	0.0571
VOLLEYBALL			
\$3,812	1	Head Varsity Girls	0.0894
\$2,520	1	Junior Varsity Girls	0.0591
WEIGHTLIFTING			
\$2,435	1	Head Varsity Girls	0.0571
\$2,435	1	Head Varsity Boys	0.0571
\$1,301	8	Interdisciplinary Team Leaders	0.0305
\$1,301	1	College and Career Advocate and Assessment	0.0305

Hardee Senior High School

CLUB/ACTIVITY SPONSORS			
<i>Supplement</i>	<i>Number</i>	<i>Position</i>	<i>Index</i>
\$1,744	1	Academic Tournament	0.0409
		American Sign Language	0.0222
\$2,797	1	Assistant Band Director	0.0656
\$947	1	Assistant National Honor Society	0.0222
\$1,250	2	Athletic Academic Coaches- including benefits, reimbursed by Hardee Athletic Foundation	0.0492
\$947	1	AVID Site Coordinator	0.0222
\$947	1	Culinary Arts Club	0.0222
\$688	1	Chess Club	0.0161
\$3,501	1	Competition Cheerleading Coach	0.0821
\$947	1	Drama	0.0222
\$1,198	1	FBLA	0.0281
\$1,535	1	FFA Secretary- will be reimbursed by Sr. High FFA	0.0360
\$947	1	Freshman Class	0.0222
\$2,500	2	High School High Tech Program Managers	0.0586
\$1,198	1	HOSA	0.0281
\$947	1	Junior Varsity Academic Tournament	0.0222
\$2,222	1	Junior Varsity Cheerleader	0.0521
\$2,081	5	Junior-Senior Sponsor	0.0488
\$1,045	1	National Honor Society	0.0245
\$1,744	1	Non-Commissioned Officer	0.0409
\$1,500	1	Percussion Instructor	0.0352
\$2,222	1	Performing Guard Sponsor	0.0521
\$3,211	1	ROTC Officer	0.0753
\$915	1	Senior Play	0.0215
\$947	1	Sophomore Class	0.0222
\$1,800	2	STEM Sponsor, including benefits (for 2024-25, funded by Mosaic)	
\$1,642	2	Student Council	0.0385
		Student Newspaper	0.0380
\$3,279	1	Varsity Cheerleader	0.0769
\$1,919	1	Yearbook	0.0450

OTHER PERSONNEL SUPPLEMENTS

<i>Supplement</i>	<i>Number</i>	<i>Position</i>	<i>Index</i>
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Hardee County School Board

Salary Schedule

FY 2024-25

\$1,301	31	One person per grade K-5, per school site Elementary Grade Group Chairperson (6 per elementary plus 1 for Pre-K at WES)	0.0305
\$861	5	Elementary Yearbook Sponsors	0.0202
\$1,343	7	Peer Teacher	0.0315
\$1,800	4	Educational Facilities- help with administrative duties	0.0422
\$930		Retention supplements- <i>to instructional staff who were hired as instructional staff by HCSB in 2008-09 or prior and who have not had a break in service.</i>	0.0218

Hardee Junior High School

Supplement	Number	Position	Index
\$2,981	1	Athletic Director	0.0699
\$1,191	1	Assistant Athletic Director	0.0279
\$2,955	1	Band Director	0.0693
		BASKETBALL	
\$1,390	1	Assistant-Boys	0.0326
\$1,829	1	Head-Boys	0.0429
\$1,390	1	Assistant-Girls	0.0326
\$1,829	1	Head-Girls	0.0429
		CROSS COUNTRY	
\$1,200	1	Head	0.0281
		FOOTBALL	
\$1,804	2	Assistant	0.0423
\$2,976	1	Head	0.0698
		SOCCER	
\$1,735	1	Head- Boys	0.0407
\$1,735	1	Head- Girls	0.0407
		SOFTBALL	
\$1,390	1	Assistant-Girls	0.0326
\$1,735	1	Head-Girls	0.0407
		VOLLEYBALL	
\$1,735	1	Head-Girls	0.0407
\$1,390	1	Assistant- Girls	0.0326
		CLUB/ACTIVITY SPONSOR	
\$1,023	1	Art Club	0.0240
\$947	1	AVID Site Coordinator	0.0222
\$1,544	1	Cheerleader	0.0362
\$947	1	Flag Corp	0.0222
\$1,301	6	Grade Group Chairperson	0.0305
		Majorette	0.0222
\$947	1	National Junior Honor Society	0.0222
\$3,232	1	Principal of two schools (total FTE > 1,400)	0.0758
\$1,390	1	School Production Supervisor	0.0326
\$1,642	1	Student Council	0.0385
\$947	1	Student Newspaper	0.0222
\$1,390	1	Yearbook	0.0326

HARDEE COUNTY SCHOOL BOARD 2024-25 SALARY SCHEDULE

ELECTED OFFICIALS

The salary of Board members and the Superintendent are established by use of information provided by the State and based upon the population of the county. Under Florida Statute 1001.47, a locally established factor may be added into the Superintendent's salary as well as the state requirement of \$2,000 for state certification as a Superintendent.

Section 1001.395, Florida Statutes, provides that District school board member salaries shall be based on the population of the county the District school board member serves. Florida Attorney General Opinion 79-87 provides that salary adjustments of school district officers take effect on July 1, the beginning of the fiscal year.

Hardee County School Board members shall receive all appropriate benefits afforded to all full-time Hardee County School Board employees, as identified in the Board adopted salary schedule.

Superintendent \$155,521

Board Member \$ 33,882

BENEFITS: 1) INSURANCE
 2) FLORIDA RETIREMENT SYSTEM
 3) SOCIAL SECURITY

PAY RANKS 1-9 ARE ADMINISTRATIVE SALARIES

NOTE:

1. Up to three years administrative experience may be rewarded for teaching or related field experience.
2. Increases of \$200 per year will be granted for verified years of administrative experience to a maximum of seventeen years. A maximum of ten years will be granted for out-of-state administrative experience.

HARDEE COUNTY SCHOOL BOARD 2024-25 SALARY SCHEDULE

NON-CONTRACT, AS NEEDED, AT-WILL EMPLOYMENT SUBSTITUTE TEACHERS

(District Certification Required) \$15.00 per hour

SHORT-TERM CONTRACT

A substitute teacher may be granted a short-term contract by the Hardee County School Board upon recommendation of the Superintendent, under certain conditions:

1. The substitute is assigned all of the duties and responsibilities associated with a specific teaching position, for a minimum of 30 consecutive working days.
2. The substitute must hold at least a bachelor's degree. A valid teaching certificate is preferred.
3. The substitute will be paid \$16 per hour or \$120 per day.
4. The substitute is not eligible for health insurance.

AT-WILL SPEECH/ LANGUAGE THERAPIST

An at-will Speech/ Language Therapist will be paid \$35 per hour, provided he/ she has a Master's degree in Speech/ Language Pathology from an accredited educational institution; certified by the State of Florida in the appropriate area or a license in Speech/ Language Pathology issued by the State of Florida.

An at-will Speech/ Language Therapist does not have to work a minimum number of consecutive days to be paid \$35 per hour. An at-will Speech/ Language Therapist is not eligible for health insurance.

AT-WILL GUIDANCE COUNSELOR OR TEACHER ON ASSIGNMENT

An at-will Guidance Counselor will be paid \$35 per hour, provided he/ she has a Master's Degree in Guidance from an accredited educational institution, with Florida Certification in Guidance preferred.

An at-will Teacher on Assignment providing guidance support services will be paid \$33 per hour, provided he/ she has a bachelor's degree or master's degree from an accredited educational institution.

An at-will Guidance Counselor or an at-will Teacher on Assignment does not have to work a minimum number of consecutive days to be paid \$35 or \$33 per hour, respectively. These at-will positions are not eligible for health insurance.

HARDEE COUNTY SCHOOL BOARD 2024-25 SALARY SCHEDULE

PROBATIONARY PERIOD: A probationary period, specified in Article 9 of the Master Educational Support Professionals Master Contract, is required for each non-certified/non-instructional employee upon initial appointment or promotion to a new position. In the event the employee does not satisfactorily complete this probationary period, he/she may be separated from service. In the case of promotion that results in an unsatisfactory probationary period, the employee may be considered for re-employment in the class or comparable position from which he/she was promoted.

HIRING RATE: The first step (step 0) of each pay grade shall be considered the normal hiring rate for non-instructional employees.

PROMOTIONS: When an employee is promoted to a different pay grade, the employee will receive a pay increase pursuant to Article 14 of the Educational Support Professionals Master Contract.

READING ENDORSEMENT BONUS: Teachers completing and receiving the Reading Endorsement on the teacher's professional certificate shall receive a one-time bonus of \$1,000 provided that the teacher completed the coursework and received the reading endorsement while employed by the District.

CELL PHONE BENEFIT: Eligible employees designated by the Superintendent shall receive \$17.50 per payroll as a cell phone benefit.

ROTC INSTRUCTORS: ROTC instructors (officer and non-commissioned officer) will be paid equal to their monthly minimum instructor pay (MIP) for 11 or 12 months.

WELLNESS BONUSES: The District will pay the following wellness bonuses to eligible employees:

- Wellness Champions \$750
- Wellness Captain \$1,250

CAPE DIGITAL TOOL CERTIFICATE BONUS: Career and technical education teachers whose students earn a digital tool certificate will receive a \$5 bonus per digital tool certificate earned, funded by the Career and Professional Education (CAPE) Act.

PREMIUM PAY: Premium pay in the amounts of \$1,000 will be paid to eligible employees from American Rescue Plan (ARP) funds, prior to September 30, 2024. To be eligible for such premium pay, an employee must satisfy all of the following criteria:

1. Employee worked or used paid leave for at least 75 days in 2023-24, and
2. Employee was rehired and worked or used paid leave for at least one day in 2024-25, and
3. Employee has a contracted salary schedule position in 2023-24 and 2024-25, and
4. Employee is considered active or on short-term leave prior to the 2024-25 premium pay being issued by Hardee Schools' payroll staff via direct deposit or payroll check.

HARDEE COUNTY SCHOOL BOARD 2024-25 SALARY SCHEDULE

ESP NEW HIRE ONE-TIME PAYMENT: To be eligible for a new hire one-time payment in 2024-25, an ESP must satisfy all of the following criteria:

1. Employee was hired in a full-time ESP position for the first time in 2024-25, and
2. Employee was not employed in an ESP position for Hardee Schools in the past, and
3. Employee worked or used paid leave for at least 75 days in 2024-25, and
4. Employee has a contracted ESP salary schedule position (not a substitute or at-will), and
5. Employee is considered active or on short-term leave five days prior to the new hire one-time payment being issued by Hardee Schools' payroll staff via direct deposit.

The ESP new hire one-time payment shall be \$1,000 gross. After the ESP has worked or used paid leave for 75 days in 2024-25, he/ she will have "earned" the new hire one-time payment and will not be subject to repaying any portion.

PAID INTERNSHIP PROGRAM: In accordance with Article 18 of the ESP Master Contract, an employee who meets program qualifications and requirements of the Paid Internship Program will be paid according to his/her current salary rate, subject to negotiated increases for the number of hours worked as an intern. The intern will maintain the negotiated insurance plan.

The intern/ employee will only be paid for actual days worked during the internship period. All accrued vacation, sick or personal leave hours will be available to the employee but no additional leave will be available during the internship.

HARDEE COUNTY SCHOOL BOARD 2024-25 SALARY SCHEDULE

DIFFERENTIATED PAY: In accordance with Florida Statute 1012.22, the Hardee County School District shall provide differentiated pay supplements for both instructional personnel and school administrators based on District-determined factors including, but not limited to, additional responsibilities, school demographics, critical shortage areas and level of job performance difficulties.

- A. Additional responsibilities: This factor is already addressed in the Salary Schedule at supplements for athletic coaches, club/ activity sponsors, other personnel activities, etc. Supplements are paid to instructional staff who are vocational agriculture teachers, guidance counselors, speech therapists and ESE Annex teachers. Salaries for school administrators at the high school, junior high school and elementary schools differ by grade level.
- B. School demographics: In the event that the elementary school with the highest percentage of children from low income families on the latest Public School Eligibility Survey is at least 30 percentage points higher than the elementary school with the second highest percentage, instructional staff and school administrators at the elementary school with the highest percentage will receive a \$200 supplement.
- C. Critical shortage areas/ level of job performance difficulties: Instructional staff who teach the following classes will receive a \$125 supplement per class per semester:
 - 1. "Higher level" math at Hardee Sr. High as specified by principal including, but not limited to, Algebra II, Advanced Topics in Math, Pre-Calculus, Calculus
 - 2. Algebra I at Hardee Junior High School
 - 3. "Higher level" science at Hardee Sr. High as specified by principal including, but not limited to, Chemistry, Physics, Anatomy & Physiology, Forensic Science
 - 4. Intensive Reading taught by instructional staff at Hardee Sr. High, Hardee Jr. High and Pioneer Career Academy.
 - 5. Advanced Placement- any AP class at Hardee Sr. High
 - 6. Dual Enrollment- any DE class taught on campus by a Hardee Senior High teacher
- D. Critical shortage areas/ level of job performance difficulties: Each teacher responsible for writing IEPs shall receive an annual differential pay supplement of \$15 for each IEP written according to Hardee County quality IEP standards, per the following conditions:
 - 1. Is assigned case manager responsibilities; and
 - 2. Only initial and annual IEPs shall count toward the number of IEPs in any given year; and
 - 3. Only teachers receiving no other related supplement are eligible for this supplement.
 - 4. Differential pay supplements for IEPs will be paid in May.
- E. Supplements for school demographics and critical shortage areas/ level of job performance difficulties will be paid half by the end of each semester.

HARDEE COUNTY SCHOOL BOARD 2024-25 SALARY SCHEDULE

FAIR LABOR STANDARDS ACT (FLSA). It is not the intent of the Hardee County School District to authorize nor to permit work beyond a regular 40-hour work week. If an exception becomes necessary, advance authorization from the Superintendent of Schools may be given for any employee of the school district to work beyond 40 hours per week. This shall apply to required duty time and to employee volunteered time.

Through agreement with the supervisor, work beyond the 40-hour work week which has been properly authorized, as mentioned above, will be compensated with time off during the pay period or monetarily at a rate of time and one-half for each unit of time worked in excess of the regular 40-hour work week.

PARAPROFESSIONAL SUBSTITUTES. All full-time certified paraprofessionals who are requested to act as a classroom substitute for more than twenty-five (25) hours during any quarter will receive \$3.30 per hour gross pay for each hour as a classroom substitute over 25 in the quarter. The following are excluded: school-wide (State or District mandated) testing days and covering classes for school day functions. The paraprofessional is responsible for maintaining a quarterly time sheet and submitting it to the school office manager for verification.

NOTE

The following is applicable to Food Service Employees:

Managers with more than one (1) serving line will be paid \$.23 per hour more for each additional line.

Substitutes will be paid at \$15.00 per hour.

ADDITIONAL DUTIES: Food Service Employees working at functions other than their regular duties will be compensated at their regular rate of pay as indicated by the salary schedule. All salaries shall be paid by the School Board payroll office and total reimbursement secured from the sponsoring organization. Reimbursement shall include gross salary and employee benefits (retirement, social security and workers' compensation).

HARDEE COUNTY SCHOOL BOARD 2024-25 SALARY SCHEDULE

TRANSPORTATION SUBSTITUTE

DRIVERS \$15.00 per hour TUTORS: \$15.00 per hour

INSERVICE TRAINING

Minimum wage per hour for hours beyond normal daily requirement for employment. Insurance, leave, and other benefits are not applicable to substitutes.

EXTRA BUS TRIPS

If a trip is canceled after a driver reports to duty, the driver shall be paid \$15.00. If the cancellation causes him/her to miss his/her regularly assigned driving route, he/she shall be paid his/her regularly assigned driving wage.

In-County trip driver's salary shall be regular hourly rate. An in-county trip is any trip that originates within Hardee County and remains within Hardee County.

Out-of-County trip driver's salary shall be regular hourly rate. An out-of-county trip is any trip that originates within Hardee County and travels outside of Hardee County or any trip that originates outside of Hardee County.

Time will be calculated from the time the bus is picked up at the bus garage until the bus is returned to the bus garage and cleaned. All out-of-county trips will have a guaranteed three- (3) hour minimum. All in county trips will have a guaranteed two- (2) hour minimum. All coaches who drive athletic events after school hours will receive minimum wage per hour for actual driving time if they drive a school bus.

Overnight and weekend trip rates will not be negotiated between the Driver, Sponsor, and Director of Transportation without expressed written consent of the PERC designated bargaining agent.

The driver shall be responsible for his/her meal(s) on all trips.

Employees of the School Board of Hardee County must take personal leave without pay from regular duties in order to be paid for driving extra trips.

All salaries, including negotiated fees, will be paid to drivers by the School Board payroll office and reimbursement secured from sponsoring organizations. Reimbursement will include gross salary, employee benefits (retirement and social security), for use of bus by non-school activity sponsors.

All miscellaneous trip expenses (reimbursement not to exceed State guidelines), such as tolls, fees, parking fees, etc. incurred by the driver will be-reimbursed by the sponsoring organization.

HARDEE COUNTY SCHOOL BOARD 2024-25 SALARY SCHEDULE

The Hardee County District School Board provides supplement payments to recommended and approved employees to compensate for additional duties and responsibilities.

GENERAL INFORMATION

1. Recommendations for supplement positions shall be made by the supervising principal or the acting supervisor of the employee.
2. Recommendations must be approved by the Superintendent and the School Board.
3. Unless otherwise stated, supplements are based on a 196-day school year, and will be pro-rated as appropriate. (NOTE: Varsity Football supplements Fall/Spring seasons will be valued at 3/4 and 1/4 respectively.)
4. Supplements to instructional staff and to administrators for advanced degrees are paid semi-monthly. Supplements paid to instructional staff for vocational agriculture, guidance counselor, speech therapist, occupational therapist and annex are paid semi-monthly. For 2024-25, such supplements are indexed to \$45,000.
5. All other supplements are paid semi-annually. For 2024-25, other supplements are indexed to \$42,640.

HARDEE COUNTY SCHOOL BOARD 2024-25 SALARY SCHEDULE

EDUCATIONAL INCENTIVE EDUCATIONAL SUPPORT PROFESSIONALS

Non-instructional, full-time employees, who have earned two or more years of college credit from an accredited institution, will be eligible for this supplement. The candidate must have entered an upper-level institution and declared a major in education. A minimum of six (6) semester hours must be satisfactorily completed with a grade of C or above, each fiscal year. Documentation of credit earned (certified transcript) and continuing education status must be submitted to the Personnel Department for verification prior to the payment of the supplement. After the above criteria are met, the Personnel Department will forward an authorization for payment of an amount of \$125.00 per month of employment, not to exceed \$ **1,250 per fiscal year**.

Educational support professionals who have received specified professional enhancements will receive the following increase to the employee's base salary:

- a. Associate of Arts/Science degree or the university equivalent of sixty (60) semester hours **4%**
- b. Bachelor of Arts/Science degree from an accredited college or university **5%**
- c. Certification and maintains a current license as an electrical journeyman **5%**

Payment will be contingent upon the proper documentation and payment will be disbursed on the regular pay periods.

Educational support professionals, upon successful completion of the ParaPro test, will receive a **two percent (2%)** increase on the employee's base salary. Payment will be contingent upon the proper documentation and payment will be disbursed on the regular pay periods.

All educational support professionals who obtain and maintain certification in the following areas will receive a **one percent (1%)** increase on the employee's base salary. Payment shall not exceed two (2) certifications and will be contingent upon the proper verification of certification. Pay may be retroactive to the date of certification or the beginning of the current fiscal year, whichever is later. Payment will be disbursed on the regular pay periods if certifications are required by the job in the position currently held.

The certification areas are:

- a. American School Food Service Association
- b. Culinary Arts from an approved Food Service Program
- c. Child Development Associate (CDA)
- d. Pesticide
- e. Safety, Casualty and Sanitation Inspector
- f. Automotive Standard of Excellence Certification
- g. Florida Association of Pupil Transportation Vehicle Service Technician
- h. Certified Nursing Assistant
- i. Asbestos Certification
- j. General Secretarial Specialist College Credit Certificate
- k. Advanced Network Administration Certification (Novell CNA, Microsoft MCP, Cisco CCNA, Linux Network Certification)
- l. DOE Advanced School Bus Driver Trainer (DOE Certification)
- m. State of Florida DMV Third Party CDL Tester
- n. Building Code Administrator and Inspector (addition)

OTHER COMPENSATIONS

Hardee County School Board employees who are required by the Administration to attend or participate in various professional or temporary duty activities that occur other than normal duty days shall be entitled to salary compensation up to their current daily pay rate as negotiated with immediate administrative supervisor.

HARDEE COUNTY SCHOOL BOARD
2024-25 SALARY SCHEDULE

*TEMPORARY and PART-TIME EMPLOYEES-AT WILL EMPLOYEES

ADULT/COMMUNITY EDUCATION PROGRAM

Part-time Certified Teachers	Rank III	\$15.00 per hour
	Rank II	\$15.00 per hour
Part-time Non-certified Teachers		\$15.00 per hour
Part-Time Adult Education Tutors		\$15.00 per hour
Computer Lab Manager		\$15.00 per hour
Pool Supervisor		\$15.00 per hour
Lifeguards		\$15.00 per hour

.....
The following are paid \$15.00 per hour or as specified in contract:

Part-Time: Secretarial, Clerical, Tutors
Substitutes: Food Service, Secretarial, Clerical, Tutors, Summer Maintenance Workers, Etc.
Temporary Painters
Work Study Students
On-the-Job-Training Students
Behind-the-Wheel Bus Driver Trainee
Migrant Parent Advocate
Temporary MIS Tech Support 1
Temporary Computer Resource Tech

The following are paid at a different hourly rate:

CDL Test Administrator	\$25.00 per hour
Temporary Systems Analyst	\$22.00 per hour
Temporary Technical Support Manager	\$17.50 per hour
Temporary, At-Will Finance Specialist	\$16.00 per hour

Part-time employees are defined as persons who work 30 hours or less per week and/or are assigned to a temporary position and may or may not be on a regular basis. ESPs on pay ranks 51-109 are not considered part-time employees.

Temporary employees are defined as persons who work less than 30 days in the same position.

Temporary and Part-time employees receive no insurance, holiday, or leave (sick or annual) leave benefits.

HARDEE COUNTY SCHOOL BOARD

2024-25 SALARY SCHEDULE

PERFORMANCE PAY

Section 1012.22 of the Florida School Code requires the District to have and to budget for a performance-based pay plan that is based on an employee's performance appraisal. This performance pay requirement relates to instructional personnel and school administrators.

In order to comply with the requirements of Section 1012.22 (1)(c)4(b), Florida Statutes, instructional personnel who are paid on the Grandfathered Salary Schedule who earn a summative performance rating of Unsatisfactory are not eligible for a salary level (historically referred to as a step) increase.

Grandfathered instructional staff who received an Effective overall rating for their 2023-24 evaluation shall receive a \$50 pay adjustment in 2024-25. Grandfathered instructional staff who received a Highly Effective overall rating for their 2023-24 evaluation shall receive a \$100 pay adjustment in 2024-25.

The Teacher and ESP of the Year component of the Hardee County School Board Performance Pay Plan provides that the District Teacher of the Year and the District ESP of the Year will each receive a bonus in the amount of 5% of the employee's base salary. There will be only one (1) District Teacher of the Year and one (1) District ESP of the Year selected annually. The Teacher and ESP of the Year component of the Hardee County School Board Performance Pay Plan specifies the application/ nomination process, eligibility criteria, school site selection process, and District selection process.

The District's school administrator performance pay plan provides the following:

- If a school is graded an A by the Florida Department of Education (FDOE), that school's administrators (principal and assistant principal) will each receive a bonus in the amount of 5% of the administrator's salary.
- If a school is graded a B by the FDOE, that school's administrators will each receive a bonus in the amount of 3% of the administrator's salary.
- If a school improves two or more letter grades, that school's administrators will each receive an additional bonus of 1% of the administrator's salary.

Hardee School District
Medical Insurance Premiums and Contributions
For October 2023- September 2024 Plan Year

<u>Plan</u>	<u>Tier</u>	Monthly premium effective 10/1/2023	Employee PR deduction	Employee deduction monthly	Premium paid by School Board
UMR	Employee	\$842.11	\$54.00	\$108.00	\$734.11
UMR	Employee + spouse	\$1,743.16	\$366.50	\$733.00	\$1,010.16
UMR	Employee + child	\$1,583.16	\$204.00	\$408.00	\$1,175.16
UMR	Family	\$2,673.69	\$366.50	\$733.00	\$1,940.69

Board share of \$9,800 per full-time employee

The School Board contributes \$1,200 per plan year (October to September) to the employee's HRA account

Wildcat Wellness Contribution Share:

Active employees and their spouses who participate in the District's employee group medical insurance plan are eligible to participate in the Wildcat Wellness Contribution Share (WWCS) by completing components relating to activity and two of the three remaining components of education, engagement and/or awareness. WWCS rates are \$25 per qualified employee or spouse or \$50 less per pay period if both qualify.

<u>Plan</u>	<u>Tier</u>	Monthly premium effective 10/1/2023	Employee PR deduction if one qualifies for WWCS	Employee PR deduction if both qualify for WWCS
UMR	Employee	\$842.11	\$29.00	na
UMR	Employee + spouse	\$1,743.16	\$341.50	\$316.50
UMR	Employee + child	\$1,583.16	\$179.00	na
UMR	Family	\$2,673.69	\$341.50	\$316.50

UHC Rebate in Calendar 2024:

Hardee School District received a medical loss ratio (MLR) rebate in the amount of \$48,032.05 from United Healthcare for calendar 2022. The Board offered, for this one time, to forgo its rebate percentage of approximately 78% to enable larger employee premium reductions. Thus, payroll deduction credits of 3.33% will be instituted from January 2024 to December 2024.

<u>Plan</u>	<u>Tier</u>	Employee PR deduction credit
UMR	Employee	(\$1.80)
UMR	Employee + spouse	(\$12.20)
UMR	Employee + child	(\$6.79)
UMR	Family	(\$12.20)

Hardee School District
Medical Insurance Premiums and Contributions
For October 2024- January 2025

<u>Plan</u>	<u>Tier</u>	Monthly premium effective 10/1/2024	Employee PR deduction	Employee deduction monthly	Premium paid by School Board
UMR	Employee	\$861.16	\$56.50	\$113.00	\$748.16
UMR	Employee + spouse	\$1,782.59	\$369.00	\$738.00	\$1,044.59
UMR	Employee + child	\$1,618.97	\$206.50	\$413.00	\$1,205.97
UMR	Family	\$2,734.17	\$369.00	\$738.00	\$1,996.17

Board share of \$9,800 per full-time employee

The School Board contributes \$1,200 per plan year (October to September) to the employee's HRA account

Wildcat Wellness Contribution Share:

Active employees and their spouses who participate in the District's employee group medical insurance plan are eligible to participate in the Wildcat Wellness Contribution Share (WWCS) by completing components relating to activity and two of the three remaining components of education, engagement and/or awareness. WWCS rates are \$25 per qualified employee or spouse or \$50 less per pay period if both qualify.

<u>Plan</u>	<u>Tier</u>	Monthly premium effective 10/1/2024	Employee PR deduction if one qualifies for WWCS	Employee PR deduction if both qualify for WWCS
UMR	Employee	\$861.16	\$31.50	na
UMR	Employee + spouse	\$1,782.59	\$344.00	\$319.00
UMR	Employee + child	\$1,618.97	\$181.50	na
UMR	Family	\$2,734.17	\$344.00	\$319.00

UHC Rebate in Calendar 2024:

Hardee School District received a medical loss ratio (MLR) rebate in the amount of \$48,032.05 from United Healthcare for calendar 2022. The Board offered, for this one time, to forgo its rebate percentage of approximately 78% to enable larger employee premium reductions. Thus, payroll deduction credits of 3.33% will be instituted from January 2024 to December 2024.

<u>Plan</u>	<u>Tier</u>	Employee PR deduction credit
UMR	Employee	(\$1.80)
UMR	Employee + spouse	(\$12.20)
UMR	Employee + child	(\$6.79)
UMR	Family	(\$12.20)

Hardee School District
Medical Insurance Premiums and Contributions
For February 2025- September 2025

<u>Plan</u>	<u>Tier</u>	Monthly premium effective 10/1/2024	Employee PR deduction	Employee deduction monthly	Premium paid by School Board
UMR	Employee	\$861.16	\$66.50	\$133.00	\$728.16
UMR	Employee + spouse	\$1,782.59	\$397.50	\$795.00	\$987.59
UMR	Employee + child	\$1,618.97	\$226.50	\$453.00	\$1,165.97
UMR	Family	\$2,734.17	\$397.50	\$795.00	\$1,939.17

Board share of \$504.65 per full-time employee per payroll.

The School Board contributes \$1,200 per plan year (October to September) to the employee's HRA account

Wildcat Wellness Contribution Share:

Active employees and their spouses who participate in the District's employee group medical insurance plan are eligible to participate in the Wildcat Wellness Contribution Share (WWCS) by completing components relating to activity and two of the three remaining components of education, engagement and/or awareness. WWCS rates are \$25 per qualified employee or spouse or \$50 less per pay period if both qualify.

<u>Plan</u>	<u>Tier</u>	Monthly premium effective 10/1/2024	Employee PR deduction if one qualifies for WWCS	Employee PR deduction if both qualify for WWCS
UMR	Employee	\$861.16	\$41.50	na
UMR	Employee + spouse	\$1,782.59	\$372.50	\$347.50
UMR	Employee + child	\$1,618.97	\$201.50	na
UMR	Family	\$2,734.17	\$372.50	\$347.50

UHC Rebate in Calendar 2025:

Hardee School District received a medical loss ratio (MLR) rebate in the amount of \$27,373.66 from United Healthcare for calendar 2023. The Insurance Review Committee agreed to use 50% of the rebate on employee payroll deduction credits and use 50% of the rebate to increase the insurance fund reserve. Thus, payroll deduction credits will be in effect from January 2025 to December 2025, as follows:

<u>Plan</u>	<u>Tier</u>	Employee PR deduction credit
UMR	Employee	(\$1.24)
UMR	Employee + spouse	(\$1.24)
UMR	Employee + child	(\$1.24)
UMR	Family	(\$1.24)



HARDEE COUNTY
SCHOOL DISTRICT

FY 2024-25

Performance Pay

Salary Schedule

Hardee County School Board Performance Pay Salary Schedule FY 2024-25

The Hardee County Performance Pay Salary Schedule is applicable to instructional personnel as defined in s. 1012.01(2)(a)-(d) excluding substitute teachers and school administrators.

Initial Placement:

Employees who are on annual contract as of July 1, 2014 shall in accordance with applicable statute be placed on the Performance Pay Salary Schedule. Beginning July 1, 2014, instructional personnel new to the district or returning to the district after a break in service without an authorized leave of absence or appointed for the first time shall be placed on the Performance Pay Salary Schedule.

Opt In Placement:

Employees on Continuing Contract or Professional Services Contract as of July 1, 2014 may opt in to the Performance Pay Salary Schedule in accordance with applicable State Statute. The base salary of instructional personnel that opt in to the Performance Pay Salary Schedule shall be the salary paid the prior year, including adjustments only.

Initial Salary/Experience Credit:

Newly employed instructional staff shall receive a \$49,531 starting salary. Instructional staff with verified prior teaching experience in a public school or private school may receive \$50 per year for up to fifteen (15) years. Refer to Article 9, Section 11 Experience Credit in the *Teacher Master Contract*.

0	\$49,531	8	\$49,931
1	\$49,581	9	\$49,981
2	\$49,631	10	\$50,031
3	\$49,681	11	\$50,081
4	\$49,731	12	\$50,131
5	\$49,781	13	\$50,181
6	\$49,831	14	\$50,231
7	\$49,881	15	\$50,281

Annual Adjustments:

Future annual adjustments to the base salary shall be based on performance determined by the final summative Performance Appraisal rating on the Hardee County Teacher Performance Appraisal System as follows:

- Highly Effective – \$125
- Effective - \$75
- Developing/Needs Improvement - \$0
- Unsatisfactory – \$0

All performance pay salary schedule teachers who receive a Highly Effective overall rating for their 2023-24 overall evaluation shall receive a \$125 pay adjustment in 2024-25. All performance pay salary schedule teachers who receive an Effective overall rating for their 2023-24 overall evaluation shall receive a \$75 pay adjustment in 2024-25.

When instructional starting pay was increased to \$45,200 in 2020-21, prior experience pay and accumulated performance pay were adjusted. When instructional starting pay was increased to \$46,000 in 2021-22, prior experience and accumulated performance pay were adjusted. When instructional starting pay was further increased to \$47,600 in 2022-23, prior experience and accumulated performance pay were adjusted.

"Hybrid" Instructional

One instructional employee with prior experience was hired in FY 2013-14, before the District's first performance pay salary schedule. The instructor was paid in line with the District's Grandfathered Salary Schedule; however, she is on annual contract and is considered a performance pay instructor. The "hybrid" instructor is eligible for performance appraisal adjustments and has a base salary of \$54,739, before accumulated performance pay.

Salary Supplements to the Performance Pay Salary Schedule:

Salary Supplements to the Performance Pay Salary Schedule shall be as follows as required by applicable statute:

I – Assignment to a Title I School: The salary supplement for instructional personnel assigned to a Title I school shall be \$50 per year.

II – Assignment to a school that earned a grade of "F" or three consecutive grades of "D": The salary supplement for instructional assigned to a school that earned a grade of "F" or three consecutive grades of "D" shall be \$100.

III - Certification and teaching in critical shortage areas: The supplement for instructional staff so assigned shall be the same as that specified in Article 12 Section 5 Paragraph D.

IV - Assignment of additional academic duties: The supplement for assignment of additional duties shall be those specified in the "grandfathered" Salary Schedule.

V- Supplements for vocational agriculture teacher- Sr. High (\$4,383), vocational agriculture teacher- Jr. High (\$2,192), guidance counselor (\$2,489), speech therapist (\$4,190), occupational therapist (\$4,190) and annex teacher (\$4,977) are paid semi-monthly.

VI- Supplements for master's degree (\$3,362), specialist degree (\$3,780) and doctorate degree (\$4,199) are paid semi-monthly provided that the advanced degree is held in the individual's area of certification as specified in Section 1012.22, Florida Statutes.

Additions for Longer Work Year or Day

Senior High guidance counselors, school psychologists and other designated instructional positions are 11 month, 223 days, 7.5 hours per day. An 11-month employee's salary (not supplements) is increased by 13.78%.

Deans are 10 month, 196 days, 8 hours per day. A dean's salary (not supplements) is increased by 6.67%.

Benefits

Benefits include Board contributions toward insurance, Florida Retirement System, FICA/ Medicare, and sick leave.

Short-Term Contract

A substitute teacher may be granted a short-term contract by the Hardee County School Board upon recommendation of the Superintendent, under certain conditions:

- The substitute is assigned all of the duties and responsibilities associated with a specific teaching position, for a minimum of 30 consecutive working days.
- The substitute must hold at least a bachelor's degree. A valid teaching certificate is preferred.
- The substitute will be paid \$16 per hour or \$120 per day.
- The substitute is not eligible for health insurance.

Instructional New Hire One-Time Payment

To be eligible for a new hire one-time payment in 2024-25, an instructional staff must satisfy all of the following criteria:

1. Employee holds a valid temporary educator certificate or a valid professional educator certificate issued by the Florida Department of Education, and

Performance Pay

2. Employee was hired in a full-time instructional position for the first time in 2024-25, and
3. Employee was not employed in an instructional position for Hardee Schools in the past, and
4. Employee worked or used paid leave for at least 75 days in 2024-25, and
5. Employee has a contracted instructional salary schedule position (not a substitute or long-term substitute), and
6. Employee is considered active or on short-term leave five days prior to the new hire one-time payment being issued by Hardee Schools' payroll staff via direct deposit.

The instructional new hire one-time payment shall be \$1,000 gross. After the instructional staff has worked or used paid leave for 75 days in 2024-25, he/ she will have "earned" the new hire one-time payment and will not be subject to repaying any portion.

Reading Endorsement Bonus

Teachers completing and receiving the Reading Endorsement on the teacher's professional certificate shall receive a one-time bonus of \$1,000 provided that the teacher completed the coursework and received the reading endorsement while employed by the District.

ROTC Instructors

ROTC instructors (officer and non-commissioned officer) will be paid equal to their monthly minimum instructor pay (MIP) for 11 or 12 months.

Wellness Bonuses

The District will pay the following wellness bonuses to eligible employees:

- Wellness Champions \$750
- Wellness Captain \$1,250

CAPE Digital Tool Certificate Bonus

Career and technical education teachers whose students earn a digital tool certificate will receive a \$5 bonus per digital tool certificate earned, funded by the Career and Professional Education (CAPE) Act.

Premium Pay

Premium pay in the amounts of \$1,000 will be paid to eligible employees from American Rescue Plan (ARP) funds, prior to September 30, 2024. To be eligible for such premium pay, an employee must satisfy all of the following criteria:

1. Employee worked or used paid leave for at least 75 days in 2023-24, and
2. Employee was rehired and worked or used paid leave for at least one day in 2024-25, and
3. Employee has a contracted salary schedule position in 2023-24 and 2024-25, and
4. Employee is considered active or on short-term leave prior to the 2024-25 premium pay being issued by Hardee Schools' payroll staff via direct deposit or payroll check.

School Administrators

Beginning July 1, 2014, school administrators new to the district or returning to the district after a break in service without an authorized leave of absence or appointed for the first time as a school administrator shall be placed on the Performance Pay Salary Schedule.

Base salary for new school administrators shall be step 0 amounts specified in the "Grandfathered" salary schedule. Up to three years administrative experience may be rewarded for teaching or related field experience. Increases of \$200 per year will be granted for verified years of administrative experience to a maximum of 17 years. A maximum of ten years will be granted for out-of-state administrative experience.

Performance Pay

Future annual adjustments to the base salary shall be based on performance determined by the final summative performance appraisal rating on the Hardee County Principal/ Assistant Principal Performance Appraisal System as follows:

Highly Effective – \$300

Effective - \$200

Developing/Needs Improvement - \$0

Unsatisfactory – \$0

Hardee County School Board Agenda Analysis



Author:
Greg Harrelson, CFO

Date:
January 21, 2025

Subject:
Settled negotiations for 2024-25

Background Information:

1. On November 19, 2024, December 12, 2024 and January 6, 2025, the District's negotiating team of Todd Durden, Dr. Michele Polk, Dr. Sherri Albritton and Greg Harrelson met with Board members and the Superintendent in executive session for the purpose of collective bargaining.
2. On December 16, 2024, December 19, 2024 and January 10, 2025, the District's negotiators discussed pay, benefits and language with HEA/U's negotiating team. On January 10, 2025, HEA/U's representatives accepted our financial offer #2. Key elements of the financial offer include:

Instructional

- Grandfathered, performance pay and hybrid (not ROTC or long-term substitutes)- increase base pay by \$.37 per hour.
- Grandfathered- performance pay of \$50 for effective and \$100 for highly effective evaluation
- Performance pay and hybrid- \$75 for effective and \$125 for highly effective evaluation

Non-instructional (ESPs)

- Step to eligible employees, retroactive to July 1, 2024
- Increase base pay by \$.37 per hour.

Administrators

- Increase base pay due to indexing
3. HEA/U will hold an on-line vote on the 2024-25 financial offer and contract changes from January 17- 20, 2025. I am submitting this agenda item assuming that the vote will pass.
 4. If approved by employees and the School Board, deposits and payroll checks on January 31, 2025 will begin the new pay amounts, with adjustments for primary job salary retroactive to July 1, 2024.
 5. I will submit updated salary schedules for 2024-25 at the next Board meeting.

Administrative Consideration:

State Board of Education Rule 6A-1.052. Each school board shall annually adopt a schedule for employees of the district school system. The schedule shall be the sole instrument used in determining the compensation for employees of the board.

AA pay schedule.docx

BOARD ACTION

1/21/2025
Approved

Fiscal Impact:

General Fund 900

Other funding sources

\$420,452

82,085

\$502,537

Proposed Recommendation to School Board:

Recommend approval of the settled negotiations for 2024-25.

Action Required:

Action Agenda ☒

Sage M. Bennett

Hardee School District
District Offer #2 - 1/10/2025
FY 2024-25

<u>ESPs</u>	<u>Cost to All Funds</u>	<u>Cost to General Fund 900</u>
One step to eligible employees, retroactive to 7/1/2024	\$ 65,853	\$ 56,770
Increase base pay by \$.37 per hour	176,607	128,094
Increase 1% certifications, maximum of three	-	-
	<u>\$ 242,460</u>	<u>\$ 184,864</u>

Instructional

Performance pay of \$50 effective and \$100 highly effective for grandfathered. Performance pay of \$75 effective and \$125 highly effective for performance pay, hybrid and ROTC. About 25 instructional are new and will not get performance pay in 2024-25	\$ 31,730	\$ 28,845
Increase base pay by \$.37 per hour- performance pay, grandfathered and hybrid. Not ROTC or long-term subs.	204,433	185,736
	<u>\$ 236,163</u>	<u>\$ 214,581</u>

<u>Administrators-</u> due to indexing	<u>\$ 23,915</u>	<u>\$ 21,007</u>
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Total	<u>\$ 502,537</u>	<u>\$ 420,452</u>
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District offer #1 on 12/16/2024 at \$.26 per hour	\$ 381,536	\$ 320,509
Increase	\$ 121,001	\$ 99,943

Annual pay impact of \$.37 per hour increase

196 days x 7.5 hours per day = 1,470 hours	\$544
196 days x 8.0 hours per day = 1,568 hours	\$580
223 days x 7.5 hours per day = 1,672.5 hours	\$619
261 days x 8.0 hours per day = 2,088 hours	\$773