



SANDRA "SAM" HIMMEL – SUPERINTENDENT OF SCHOOLS

*"Where Learning is the Expectation
And Caring is a Commitment"*

THOMAS KENNEDY
DISTRICT 1

VIRGINIA BRYANT
DISTRICT 2

DOUGLAS A. DODD
DISTRICT 3

SANDRA COUNTS
DISTRICT 4

LINDA B. POWERS
DISTRICT 5

November 28, 2017

SPECIAL MEETING: 9:00 A.M.
OF THE
CITRUS COUNTY SCHOOL BOARD
DECEMBER 5, 2017

AGENDA:

SPECIAL MEETING: 9:00 A.M.

Opening Exercise and Pledge of Allegiance

I. ADOPTION OF THE AGENDA AS RECOMMEND BY THE SUPERINTENDENT

II. CITIZEN COMMENTS

III. SCHOOL SUPPORT SERVICES, JONNY BISHOP

A. Human Resources, Steve Baumer

- 1) Upon ratification, approve a market adjustment to the instructional placement salary schedule for the 2017-2020 school years
- 2) Upon ratification, approve salary increase to CCEA support and professional technical salary scale for 2017-2018
- 3) Upon ratification, approve a salary increase to Teamsters support and professional technical salary scale for 2017-2018
- 4) Approve a board match increase for Non-union support and professional technical employee under the CCSB health insurance for 2017-2018
- 5) Approve a board match increase for school and district administrators covered under the CCSB health insurance for 2017-2018

IV. ADJOURNMENT

Any person requiring reasonable accommodation at this meeting because of a disability or physical impairment should contact the Superintendent's Office at 726-1931, ext. 2206 prior to the date of the scheduled School Board Meeting.

1007 West Main Street • Inverness, Florida 34450-4625

TEL: (352) 726-1931

www.citruschools.org

Equal Opportunity Employer

REQUEST FOR SCHOOL BOARD AGENDA

Requested for December 5, 2017 School Board Meeting.
Requested by Steven Baumer, Department of Human Resources
Additional contact(s)/originator _____

Document Title: Market Adjustment to the Instructional Placement Salary Schedule for the 2017-2020 school years.

Board Action Required:

Presentation/Recognition _____ Information _____

Consideration/Approval: Upon ratification, approve a market adjustment to the instructional placement salary schedule for the 2017-2020 school years.

(This wording should be your actual motion to appear on the agenda.)

Backup Materials: Attached Available in district office Other

Executive Summary / Highlights:

- Market adjustments will be made to the instructional placement salary schedule as follows:
 - 2017-2018: \$1,000 increase per level
 - 2018-2019: \$1,200 increase per level
 - 2019-2020: \$1,200 increase per level
- \$32.00/month per covered employee increase in health insurance board match beginning on the December 15, 2017 payroll premium deductions.

This market adjustment to the instructional placement salary schedule will be effective as of July 1, 2017. The retroactive market adjustment to be paid in a lump sum payment on December 18, 2017, and the new salary scale starting with the December 21, 2017 payroll.

Strategic Goals:

- 1. All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum that exceeds local, state, and national expectations, closes all performance gaps, and helps all students realize their full potential.
- 2. Schools will be safe and secure for all individuals and will provide students the opportunity to participate in a school community that creates a caring environment committed to building positive relationships.
- Other/Operational Activity

Strategies Include:

- Innovative and research-based curriculum and program delivery systems
- Emphasis on at-risk and special groups of learners (including gifted)
- Staff development, recruitment, and retention of workforce
- Data systems (technology)
- Allocation of resources (human, physical, technological, financial)
- Career preparation
- Community connections

Financial Impact to the District: \$1,200,000.00 Salary \$353,200.00 Benefits

Amount Budgeted: \$ 754,450.00 Additional Amount Requested \$ 798,750.00

Funding Source: All Funds

Personnel:

Estimated Salary \$ _____ hour _____ day _____ annual _____

Pay grade/level _____

Benefits _____ Terms of Position _____

Financial Impact Reviewed By: Jammy White

(Form Board Approved 7/10/07)

REQUEST FOR SCHOOL BOARD AGENDA

Requested for December 5, 2017 School Board Meeting.
Requested by Steven Baumer, Department of Human Resources
Additional contact(s)/originator [Signature]
Document Title: CCEA Support and Professional Technical Salary Scale Increase 2017-2018.

Board Action Required:

Presentation/Recognition _____ Information _____
Consideration/Approval: Approve a salary increase to CCEA support and professional technical salary scale for 2017-2018.

(This wording should be your actual motion to appear on the agenda.)

Backup Materials: Attached Available in district office Other

Executive Summary / Highlights:

- In addition to the step increase that took effect on July 1, 2017, CCEA support employees on steps 0-18 will receive a 1.25 % increase.
- In addition to the step increase that took effect on July 1, 2017, CCEA professional technical employees on steps 0-16 will a 1.25% increase.
- CCEA support and professional technical employees at the top of the scale, who did not receive a step, shall receive a one time bonus of \$400 for employees working 180-210 days, \$500 for employees working 211-236 days, and \$600 for employees working 237-251 days.
- \$32.00/month per covered employee increase in health insurance board match beginning on the December 15, 2017 payroll premium deductions.

This increase to the CCEA support and professional technical salary scale effective as of July 1, 2017. The retroactive salary increase to be paid in a lump sum payment on December 18, 2017, and the new salary scale starting with the December 21, 2017 payroll.

Strategic Goals:

- 1. All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum that exceeds local, state, and national expectations, closes all performance gaps, and helps all students realize their full potential.
- 2. Schools will be safe and secure for all individuals and will provide students the opportunity to participate in a school community that creates a caring environment committed to building positive relationships.
- Other/Operational Activity

Strategies Include:

- Innovative and research-based curriculum and program delivery systems
- Emphasis on at-risk and special groups of learners (including gifted)
- Staff development, recruitment, and retention of workforce
- Data systems (technology)
- Allocation of resources (human, physical, technological, financial)
- Career preparation
- Community connections

Financial Impact to the District: \$151,590 Salary \$137,114 Benefits

Amount Budgeted: \$ 207,600 Additional Amount Requested \$ 81,104

Funding Source: All Funds

Personnel:

Estimated Salary \$ _____ hour _____ day _____ annual _____
Pay grade/level _____
Benefits _____ Terms of Position _____

Financial Impact Reviewed By: _____

(Form Board Approved 7/10/07)

REQUEST FOR SCHOOL BOARD AGENDA

Requested for December 5, 2017 School Board Meeting.
Requested by Steven Baumer, Department of Human Resources
Additional contact(s)/originator [Signature]
Document Title: Teamsters Support and Professional Technical Salary Scale Increase 2017-2018.

Board Action Required:

Presentation/Recognition _____ Information _____
Consideration/Approval: Upon ratification, approve a salary increase to Teamsters support and professional technical salary scale for 2017-2018.

(This wording should be your actual motion to appear on the agenda.)

Backup Materials: Attached Available in district office Other

Executive Summary / Highlights:

- In addition to the step increase that took effect on July 1, 2017, Teamsters support employees on steps 0-18 will receive a 1.25 % increase.
- In addition to the step increase that took effect on July 1, 2017, Teamsters professional technical employees on steps 0-16 will receive a 1.25% increase.
- Teamsters support and professional technical employees at the top of the scale, who did not receive a step, shall receive a one time bonus of \$400 for employees working 180-210 days, \$500 for employees working 211-236 days, and \$600 for employees working 237-251 days.
- Increase of \$6.00/month per covered employee to the \$26.00 Board match increase approved on November 14, 2017 to total \$32.00/month per covered employee. This increase in health insurance board match will begin on the December 15, 2017 payroll premium deductions.

This increase to the Teamsters support and professional technical salary scale effective as of July 1, 2017. The retroactive salary increase to be paid in a lump sum payment on December 18, 2017, and the new salary scale starting with the December 21, 2017 payroll.

Strategic Goals:

- 1. All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum that exceeds local, state, and national expectations, closes all performance gaps, and helps all students realize their full potential.
- 2. Schools will be safe and secure for all individuals and will provide students the opportunity to participate in a school community that creates a caring environment committed to building positive relationships.
- Other/Operational Activity

Strategies Include:

- Innovative and research-based curriculum and program delivery systems
- Emphasis on at-risk and special groups of learners (including gifted)
- Staff development, recruitment, and retention of workforce
- Data systems (technology)
- Allocation of resources (human, physical, technological, financial)
- Career preparation
- Community connections

Financial Impact to the District: \$1450.00 Salary \$16,489.00 Benefits

Amount Budgeted: \$ 0 Additional Amount Requested \$ 17,939.00

Funding Source: All Funds

Personnel:

Estimated Salary \$ _____ hour _____ day _____ annual _____
Pay grade/level _____
Benefits _____ Terms of Position _____

Financial Impact Reviewed By: _____

(Form Board Approved 7/10/07)

REQUEST FOR SCHOOL BOARD AGENDA

Requested for December 5, 2017 School Board Meeting.

Requested by Steven Baumer, Department of Human Resources

Additional contact(s)/originator: _____

Document Title: Increase in Health Insurance Board Match for Non-union support and professional technical employees.

Board Action Required:

Presentation/Recognition _____ Information _____

Consideration/Approval: Approve a board match increase for Non-union support and professional technical employees covered under the CCSB health insurance for 2017-2018.

(This wording should be your actual motion to appear on the agenda.)

Backup Materials: Attached Available in district office Other

Executive Summary / Highlights:

Increase of \$6.00/month per covered employee to the \$26.00 Board match increase approved on November 14, 2017 to total \$32.00/month per covered employee. This increase in health insurance board match will begin on the December 15, 2017 payroll premium deductions.

Strategic Goals:

- 1. All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum that exceeds local, state, and national expectations, closes all performance gaps, and helps all students realize their full potential.
- 2. Schools will be safe and secure for all individuals and will provide students the opportunity to participate in a school community that creates a caring environment committed to building positive relationships.
- Other/Operational Activity

Strategies Include:

- Innovative and research-based curriculum and program delivery systems
- Emphasis on at-risk and special groups of learners (including gifted)
- Staff development, recruitment, and retention of workforce
- Data systems (technology)
- Allocation of resources (human, physical, technological, financial)
- Career preparation
- Community connections

Financial Impact to the District: \$3,024.00 Benefits

Amount Budgeted: \$ 0 Additional Amount Requested \$3,024.00

Funding Source: All Funds

Personnel:

Estimated Salary \$ _____ hour _____ day _____ annual _____

Pay grade/level _____

Benefits _____ Terms of Position _____

Financial Impact Reviewed By: Jammy Wilson

(Form Board Approved 7/10/07)

REQUEST FOR SCHOOL BOARD AGENDA

Requested for December 5, 2017 School Board Meeting.

Requested by Steven Baumer, Department of Human Resources

Additional contact(s)/originator _____

Document Title: Increase in Health Insurance Board Match for School and District Administrators.

Board Action Required:

Presentation/Recognition _____ Information _____

Consideration/Approval: Approve a board match increase for school and district administrators covered under the CCSB health insurance for 2017-2018.

(This wording should be your actual motion to appear on the agenda.)

Backup Materials: Attached Available in district office Other

Executive Summary / Highlights:

Increase of \$6.00/month per covered employee to the \$26.00 Board match increase approved on November 14, 2017 to total \$32.00/month total per covered employee. This increase in health insurance board match will begin on the December 15, 2017 payroll premium deductions.

Strategic Goals:

- 1. All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum that exceeds local, state, and national expectations, closes all performance gaps, and helps all students realize their full potential.
- 2. Schools will be safe and secure for all individuals and will provide students the opportunity to participate in a school community that creates a caring environment committed to building positive relationships.
- Other/Operational Activity

Strategies Include:

- Innovative and research-based curriculum and program delivery systems
- Emphasis on at-risk and special groups of learners (including gifted)
- Staff development, recruitment, and retention of workforce
- Data systems (technology)
- Allocation of resources (human, physical, technological, financial)
- Career preparation
- Community connections

Financial Impact to the District: \$3,486.00 Benefits

Amount Budgeted: \$ 0 Additional Amount Requested \$3,486.00

Funding Source: All Funds

Personnel:

Estimated Salary \$ _____ hour _____ day _____ annual _____

Pay grade/level _____

Benefits _____ Terms of Position _____

Financial Impact Reviewed By: Sammy Wilson

(Form Board Approved 7/10/07)