



# Hernando School District

## Legislation Text

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**File #:** 22-0172, **Version:** 1

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### **Title and Board Action Requested**

Approval of the Step Increase and Market Adjustment for Confidential Employees for 2021-2022 and the Non-Instructional Substitute Salary Schedule in compliance with minimum wage increase

### **Executive Summary**

The Executive Director of Business Services, on behalf of the Superintendent, requests approval of step and market adjustment increases for Confidential employee classifications and the Non-Instructional Substitute Salary Schedule in compliance with minimum wage increase.

This classification is not covered by a collective bargaining agreement. This item requests approval to provide a step increase granting a year of experience for the 2020-2021 school year and a market adjustment. Confidential employees will receive a step increase and a market adjustment of an additional \$1.00 per hour added to the base pay and the Non-Instructional Substitute Salary Schedule will be updated. These increases assure we are in compliance with the new Florida minimum wage rate of \$10.00/hour. Florida minimum wage will be increases \$1.00 per hour each year until it reaches \$15.00 per hour in 2026.

The market adjustment increase will have an effective date of July 1, 2021 or contract start date, for all employees in these classifications and step will apply to employees in this classification who earned a year of experience for the 2020-2021 school year and who are employed as of the Board approval date.

### **My Contact**

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### **2018-23 Strategic Focus Area**

Pillar 2: People

### **Financial Impact**

The approximate cost for this agenda item is \$ 219,990.00, for general fund and \$26,663.00 for Special revenue. If expenditure is not currently budgeted, this will serve as the budget amendment when Board approved.