



Hernando School District

Legislation Text

File #: 23-0793, **Version:** 1

Title and Board Action Requested

Discussion of Kelly Services Substitute Pay

Executive Summary

The Director of Human Resources, on behalf of the Superintendent, requests Board direction on the proposal to increase substitute teacher pay rates beginning in the 2022 - 2023 school year. This increase will satisfy the new minimum wage requirement of \$15.00/hour by the year 2026 set by the state of Florida and also increase all categories of substitute pay to attract and retain the most qualified applicants to our pool of substitutes to fill vacancies and day to day absences for teachers and paraprofessionals. This Amendment to Appendix A also represents a 3% decrease in the Kelly Services fees for Hernando County Schools.

My Contact

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2018-23 Strategic Focus Area

Pillar 2: People

Financial Impact

The cost for this agenda item is \$ 3,283,265. See attached budget sheet. The cost for the previous fiscal year was \$2,242,330.

If expenditure is not currently budgeted, this will serve as the budget amendment when Board approved. If the agenda item includes the purchase of goods or services, the funds requested are an anticipated amount and may fluctuate depending on such factors as current market conditions, product availability, additional funding sources, and the needs of the District. Should the actual cost exceed the anticipated amount, the Board approves the additional cost, after review by the superintendent, but not in excess of the funds available in the site's approved annual budget.