

## Professional Employees: Supplemental Pay

**Policy Reference:** OE 4 - Personnel Administration

### **Background Information:**

During the pandemic, more HCS students than ever have faced academic challenges. As a result, an increased number of students will need academic assistance during the shortened summer break. Based on the 2020-2021 academic achievement data, our summer school program enrollments will be significantly higher than those during previous summers which will require additional summer program sites and teachers. The informal feedback from schools is that the District may have difficulty recruiting a sufficient number of teachers to staff our programs which may be due in part due to the abbreviated summer break.

To encourage more teachers to join the summer school instructional force, we are recommending an increase in compensation for 2021. To identify a competitive hourly rate, we researched how much the two largest districts, Charleston and Greenville County School Districts, are paying their summer program staff members. The following table provides comparative data on their hourly rates, as well as the rate that the District has had in place since 2006.

<b><u>Employee</u></b>	<b><u>Charleston</u></b>	<b><u>Greenville</u></b>	<b><u>Horry (2006-2020)</u></b>
Summer School Site Director	\$65/hr	N/A	\$32/hr
Summer School Teacher	\$60/hr	\$40/hr	\$30/hr
School Nurse	\$50/hr	Hourly Rate	\$30/hr

To avoid a shortage and hopefully recruit summer staff members, we are recommending the hourly rates for the 2021-22 summer programs below. Prior to next summer, the District will revisit and review this hourly rate schedule.

<b><u>Employee</u></b>	<b><u>Hourly Rate</u></b>
Summer School Site Director	\$55/hr
Summer School Teacher	\$50/hr
School Nurse	\$40/hr

In addition, we are recommending the hourly rate for professional staff supplemental pay for the 2021-2022 school year below.

<u>Employee</u>	<u>Hourly Rate</u>
Professional Staff	\$40/hr

For context, below is a description of the District's summer programs.

## **HCS Summer School 2021**

### **Elementary School**

**Grades:** K – 5, including the Summer Reading Camp for Grade 3 as required by the SCSD

- **Brick-and-Mortar Schools:** 8 sites, one per attendance area (Loris and Green Sea Floyds Attendance areas combined)
- **Virtual Program:** Number of classes to be determined based on the number of students whose parents select this program

### **Middle School**

**Grades:** 6-8

- **Brick-and-Mortar Schools:** 5 sites
- **Virtual Program:** Number of classes to be determined based on the number of students whose parents select this program

### **High School**

**Grades:** 9-12

- **Virtual Program:** Number of classes to be determined based on the number of students who enroll in courses

**Purpose:** Request approval for the hourly rates for supplemental pay the 2021-22 summer programs and the 2021-2011 school year

## **2021-2022 Summer Programs**

<u>Employee</u>	<u>Hourly Rate</u>
Summer School Site Director	\$55/hr
Summer School Teacher	\$50/hr
School Nurse	\$40/hr

**2021-2022 School Year**

<b><u>Employee</u></b>	<b><u>Hourly Rate</u></b>
Professional Staff	\$40/hr

**For additional information:** Please contact Boone Myrick at 843-488-6764 or by email at [bmyrick@horrycountyschools.net](mailto:bmyrick@horrycountyschools.net) or John Gardner at 843-488-6896 or by e-mail at [jgardner@horrycountyschools.net](mailto:jgardner@horrycountyschools.net).

**Recommended Action:** Approve the request for the hourly rates supplemental pay for the 2021-22 summer programs and 2021-22 school year

**Estimated Project Cost:** TBD – based on student identification and enrollment

Recurring X Non-recurring

Funding Sources:

ESSER II for 2020-21 Summer Programs

ESSER II and various federal, state, and district funds for supplemental pay for the 2021-22 school year