

Business aspects of the school community and human resources and school finance

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Business Aspects of the School Community & Human Resources and School Finance

A broad specification of human resources requires the realization of organizational goals like in-service program goals, which makes the level of an employee's skill to increase. It gives out equitable and adequate remuneration of the performance of employees according to effective evaluation. Selection and recruitment of teachers on the contemporary scene includes a number of screening procedures for the applicants. These procedures may include drug testing, moral impropriety, and fingerprinting. The human resource function, in a school, has become extremely influential and is a force that is dynamic in enhancing efficiency and effectiveness of a school district. This paper explores bidding process for a school in Fentress county Tennessee. The paper explores the school board policy regarding bidding, and whether low bids are always accepted in a school. The paper analyzes the differences between the beginning teacher's salary and those ranked top in the salary schedule. It also analyzes the benefit of a teacher's compensation package, total salary package including benefits for a beginning teacher, a teacher of twenty five years and an employee who is noncertified. Bidding involves setting the price of an item that an individual may be able and willing to pay. In most cases, a bid is referred to as a price offer. There are about two steps that involved in bidding at York elementary school in Fentress County (Brimley, Rulon, Garfield, et. al, 2008). The first step involves soliciting bids by sending bid invitations to suppliers. After selecting a supplier who would receive requests for bids, it is the supplier's responsibility to finalize the request form and return it to services of purchasing just as instructed. Bids of a school should be received in the

services of purchasing by the due date that would have been specified. In a case where by there is a sole source, documentation should be requested supplying company to certify that no significant price would be given to the customers. The second step involves selecting of a supplier. For one to be given a purchase order for services and goods from Tennessee State, a supplier needs to be the lowest responsible bidder in the process of soliciting a bid (Brimley, Rulon, Garfield, et. al, 2008). This means that a district supplier would be whoever meets the minimum specification. However, when York elementary school chooses a supplier, it considers more factors than the price. In this respect, it considers the quality and type of services and goods to be supplied, the specific requirement of the requesting department, delivery date, reliability of the supplier, and the supplier's experience. The school board policy encourages the idea of making supplies be obtained and seen with minimum possible inconveniences by staff members. The policy recognizes the relevance of materials in assisting staff members achieve the goal of the school. York elementary school finds it to be extremely uneconomical to employ teachers at a salary that is agreeable then fail to give such an individual an opportunity to succeed through limiting the supply of devices, and necessary aids to the program of education. This implies that low bids would not always be accepted by the school. Additionally, low bids would not be awarded whenever the products with the low bid have a low quality, and when the supplier is unreliable and not experienced (Brimley, Rulon, Garfield, et. al, 2008). There are a number of differences between the salary of a beginning teacher, and that of a teacher at the top. To start with the basic pay, the salary of the beginning teacher in Fentress County

Tennessee is about \$35, 083, whereas that of a teacher at the top is approximately \$ 48, 201. The salary difference in this case is \$13118. This is a significant difference in the salaries of these two categories of teachers. According to the salary schedule, a beginning teacher will always have a bachelor degree with no further experience. A teacher at the top rank, on the other hand, has a master degree and more than thirty two years of experience. Despite the differences in the level of qualification, these two teachers are all qualified in their respective fields. Even though, a beginning teacher lacks experience, he still has the required skills to give out the best education just like the experienced teacher. In this respect, this big magnitude in the salary difference is unreasonable because all these two teachers have the necessary skill for teaching. The new development in teacher's salary that occurred in Fentress County Tennessee passed out a state salary schedule that is the minimum payment for teachers (Brimley, Rulon, Garfield, et. al, 2008). The mandate showed out that a school district should always pay its classroom teachers salaries that are listed in the individual's duration of experience. For many years, instructional salaries have taken in between 64 and 82 percentage of the district's maintenance and operation budget. In the financing of education, the administration of human resource is vital due to the requirement of providing the required labor. For a school to realize its goals, it needs to attract teachers who are qualified. This would only be done if sufficient funds are present so as to give out adequate benefits and salaries to all teachers despite their level of experience. In the current, competitive market, teachers' benefits have become a part of the reward system for private and public employed

personnel. In this respect, there are a number of benefits for teachers in the compensation package. In Fentress County, this benefit includes retirement benefit, social security benefit, medical benefit, and sick leave. The teachers obtain a guaranteed retirement amount on withdrawal from privileges of teaching before retirement. Death and disability benefits are also some benefits that are part of the compensation program. In some cases, investment in mutual funds and stocks are also other benefits that may settle a loss due to inflation (Brimley, Rulon, Garfield, et. al, 2008). In Fentress County, a teacher is paid full salary when he is sick. This is normally up to the number of days that are stipulated and cumulative to the maximum number of days established by the state. The total salary including the benefits for a beginning teacher is $\$35,083 + \$7,543 + \$6,620 + \$509 + \$203 = \$49,958$. A teacher of twenty five years of experience would receive a salary and benefits of $\$47,026 + \$10,111 + \$6,620 + \$682 + \$273 = 64,712$. An employee who is noncertified would get a salary of $\$54,366 + \$11,689 + \$6,620 + \$788 + \$315 = 73,778$. References. Brimley, V. Rulon, R. Garfield, et. al. (2008). Financing Education In A Climate of Change, 10th edition. Boston: Pearson, Inc.