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**MINUTES OF THE SOUTHERN OHIO
EDUCATIONAL SERVICE CENTER GOVERNING BOARD MEETING**

REGULAR MEETING

April 26, 2011

The Southern Ohio Educational Service Center Governing Board met on Tuesday, April 26, 2011 at 7:00 p.m. at the Southern Ohio ESC in Clinton County for its regular monthly meeting. Members present were Mr. Clawson, Mr. Lane, Mr. Luck, Mr. Mount, Mr. Peck, Mr. Shell, Mr. West, Mrs. Williams and Mr. Wilt along with Roy Alleyn Unversaw Jr., Treasurer and Tony Long, Superintendent.

REVISION AND/OR APPROVAL OF THE MEETING AGENDA (Resolution #2668)

It was moved by Mr. Lane and seconded by Mr. Shell to approve the agenda.

The board members present unanimously approved the motion. President of the board, Mr. Wilt, declared the motion carried.

MINUTE APPROVAL (Resolution #2669)

It was moved by Mr. Peck and seconded by Mr. Clawson that the March 22, 2011 meeting minutes be approved as presented.

The board members present unanimously approved the motion. President of the board, Mr. Wilt, declared the motion carried.

Meeting was opened for public participation. None received.

RESOLUTION TO APPROVE NEW SUBDISTRICTING (Resolution #2670)

[See Minute Pages #0172-0174]

It was moved by Mr. West and seconded by Mrs. Williams to approve the new sub-district resolution.

Roll Call:

| | | | | | |
|------------|-------------|------------|-----------|------------|---------------|
| <u>Yes</u> | Mr. Clawson | <u>Yes</u> | Mr. Mount | <u>Yes</u> | Mr. West |
| <u>Yes</u> | Mr. Lane | <u>Yes</u> | Mr. Peck | <u>Yes</u> | Mrs. Williams |
| <u>Yes</u> | Mr. Luck | <u>Yes</u> | Mr. Shell | <u>Yes</u> | Mr. Wilt |

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GREAT OAKS ITCD

Mr. Lane updated the board on the Great Oaks ITCD April 2011 meeting. The following are highlights from his report:

- The Adult Workforce Development enrollment for the third quarter was 9,204.
- The Campus Senior Recognition Ceremony for Laurel Oaks will be held at the Roberts Centre on May 26, 2011 at 6:30 PM. Mr. Lane said that our board is invited to attend.
- Great Oaks will lose approximately \$3 million in Tangible Personal Property Tax according to the Governor Kasich's proposed budget. Great Oaks' overall budget is approximately \$65 million.
- The salary committee will likely meet sometime in May.
- The enrollment projection for next year is the same as the current year.
- Laurel Oaks's enrollment stats:
 - 450 students enrolled.
 - 59% on free and reduced lunch.
 - 119 of the 450 students are on Individual Education Plans.
 - 15% are on a 504 plan.

LEGISLATIVE LIAISON REPORT

Mr. Peck referred to the Ohio School Boards Association publication, *The Link*, Volume 21 issue 4 to update the board on Ohio's legislative matters. The following bullets are highlights from his report:

- The initial reports from Governor Kasich's administration portrayed basic funding for education as an increase in state funds. However, education will lose approximately \$3.1 billion due to the loss of federal stimulus dollars and the loss of tangible personal property tax.
- Educational Service Centers would be cut 10% in FY 12 and 30% in FY 13, according to the proposed budget.
- The Calamity Days bill (HB 36) passed legislature, which restores the two excused calamity days that were cut from the 2010-11 school year. This brings the total number of calamity days from three to five days.
- The Unfunded Relief Act (HB 30) passed legislature. Some of the key elements of this bill are:
 - Eliminates reporting requirements associated with the Evidence-Based Model (EBM).
 - Eliminates the requirements that school districts account separately for most components of the EBM.
 - Retains requirements for spending rules governing state gifted education funding.
 - Eliminates the requirement that school districts offer all-day kindergarten.
 - Eliminates the requirement that school districts establish family and civic engagement teams, except as required by the Race to the Top grant.
 - Eliminates the requirement that the school districts annually set aside an amount per pupil into a textbook and instructional materials fund.
 - Modifies school districts' "maintenance of effort" spending requirements for gifted education services.

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LEGISLATIVE LIAISON REPORT (Cont.)

Mr. Peck also discussed Budget Bill (HB 153). Over 1,000 amendments have been submitted for the bill.

FINANCIAL REPORTS

Mr. Unversaw reviewed the monthly reports with the board.

APPROVAL OF PAID BILLS (Resolution #2671)

It was moved by Mr. Luck and seconded by Mrs. Williams that the paid bills be approved as presented, for a total of \$678,935.33 (total of 161 checks written).

The board members present unanimously approved the motion. President of the board, Mr. Wilt, declared the motion carried.

APPROPRIATION AMENDMENTS (Resolution #2672)

It was moved by Mr. Clawson and seconded by Mr. Mount to approve the following appropriation amendments as presented below:

Appropriation Amendments: ESC

| <u>Fund</u> | <u>Description</u> | <u>Amount</u> |
|-----------------------|---|----------------------|
| 001-2200-400-9018 | Purchased Services / Staff Development Fund | \$ 1,592.56 |
| 499-9450 | Principal Evaluation Grant Fy11 (New Fund) | <u>30,000.00</u> |
| TOTAL AMENDMENTS: ESC | | \$ 31,592.56 |

The board members present unanimously approved the motion. President of the board, Mr. Wilt, declared the motion carried.

TREASURER DISCUSSION ITEMS

1. The FY 2012 Service Book was included in the board packets.
2. The cash flow statement (forecast) was included with the salary committee information.

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TREASURER DISCUSSION ITEMS (CONT.)

3. Our ESC has been approached by two local districts about providing payroll services. The service must be provided at a lower cost than it currently costs each district to do payroll. I believe we can achieve this by utilizing technology, streamlining procedures, and reducing overall staff needed. The payroll managers from both districts will be retiring in approximately one year, which gives us time to plan accordingly. The Board indicated that it would like for me to proceed with caution and to work with the Auditor of State's office. I will keep the Board updated as I learn more.
4. I will be hosting the Ohio Treasurers of Educational Service Center's annual spring conference from May 17th to May 19th in Newark, Ohio.

PERSONNEL ITEMS: ESC (Resolution #2673)

Upon the recommendation of Superintendent Long, it was moved by Mr. Luck and seconded by Mr. Shell that the board approve the resignation of the following personnel.

O.R.C. 3319.08 Certified Contract

| <u>Name</u> | <u>Position</u> | <u>Effective Date</u> |
|--------------|---|-----------------------|
| Larry Corbin | Alternative School Teacher ~ Highland County | 8/31/11 |

The board members present unanimously approved the motion. President of the board, Mr. Wilt, declared the motion carried.

PERSONNEL CONTRACT NON-RENEWAL (Resolution #2674)

Upon the recommendation of Superintendent Long, it was moved by Mr. Lane and seconded by Mr. Mount to approve the non-renewal of the following classified contract pursuant to Section 3319.081 of the Ohio Revised Code. Notice of non-renewal is to be provided to said personnel by April 30, 2011.

O.R.C. 3319.081 Classified Contract

| <u>Name</u> | <u>Current Position</u> |
|---------------|-------------------------|
| Bonnie Hankey | Parent Mentor |

The board members present unanimously approved the motion. President of the board, Mr. Wilt, declared the motion carried.

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PERSONNEL CONTRACT RENEWALS – CERTIFIED (Resolution #2675)

Upon the recommendation of Superintendent Long, it was moved by Mr. Peck and seconded by Mrs. Williams to renew and/or approve the following certificated personnel contracts, pursuant to section O.R.C. 3319.08 of the Ohio Revised Code. All personnel are subject to assignment by the superintendent and all contracts are contingent upon continuation of existing local, state, and/or federal funding; proper licensure; Ohio Bureau of Criminal Background Investigation Check; Federal Bureau of Investigation Background Check (when required).

O.R.C. 3319.08 - Certified Contracts

| <u>Name</u> | <u>Position</u> | <u>Length</u> | <u>Contract Dates</u> | <u>Days</u> | <u>Schedule/Step Salary</u> |
|-----------------|---|---------------|-----------------------|-------------|--------------------------------------|
| Melissa Marsh | MH/Autism Teacher ~ Bright | 1 yr. | 2011-2012 SY | 184 | A/3 M \$38,521.00 |
| Javonne Mullins | Speech/Language Pathologist | 1 yr. | 2011-2012 SY | 184 | A/8 M \$45,982.00 |
| Anna Snyder | Speech/Language Pathologist ~ Ohio Masters Network Initiatives in Education (OMNIE) | 1 yr. | 2011-2012 SY | 184 | *Per OMNIE Project \$26,000.00 |

The board members present unanimously approved the motion. President of the board, Mr. Wilt, declared the motion carried.

PERSONNEL CONTRACT RENEWAL – CLASSIFIED (Resolution #2676)

Upon the recommendation of Superintendent Long, it was moved by Mr. Shell and seconded by Mr. Luck to renew and/or approve the following classified personnel contract, pursuant to section 3319.081 of the Ohio Revised Code. All personnel are subject to assignment by the superintendent and all contracts are contingent upon continuation of existing local, state, and/or federal funding; proper licensure; Ohio Bureau of Criminal Background Investigation Check; Federal Bureau of Investigation Background Check (when required).

O.R.C. 3319.081 – Classified Contracts

| <u>Name</u> | <u>Position</u> | <u>Length</u> | <u>Contract Dates</u> | <u>Days</u> | <u>Schedule/Step Salary</u> |
|--------------|--|---------------|-----------------------|--------------|-----------------------------|
| Jamie Barton | Alternative School Aide ~ Clinton Co. | 2 yr. | 2011-2013 SY | As needed | L 10 \$13.38 p/h |

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The board members present unanimously approved the motion. President of the board, Mr. Wilt, declared the motion carried.

SALARY SCHEDULES FY 2012 (Resolution #2677) [See Minute Pages #0175-0178]

Upon the recommendation of Superintendent Long and the board salary review committee, it was moved by Mr. West and seconded by Mr. Shell to approve all salary schedules effective July 1, 2011 for the FY 2012 employment contract year.

The board members present unanimously approved the motion. President of the board, Mr. Wilt, declared the motion carried.

OUT OF STATE TRAVEL REQUEST (Resolution #2678)

Upon the recommendation of Superintendent Long, it was moved by Mrs. Williams and seconded by Mr. Clawson to approve out of state travel for **Bret Malone** to accompany the Highland County gifted (TAG) students on a field trip to Washington D.C. on May 6-9, 2011.

The board members present unanimously approved the motion. President of the board, Mr. Wilt, declared the motion carried.

WADDELL SCHOLARSHIP RECIPIENTS (Resolution #2679)

Upon the recommendation of Superintendent Long, it was moved by Mr. Luck and seconded by Mr. Peck that the following 11 students in the Blanchester, Clinton-Massie and East Clinton graduating class be approved as the 2011 Gaylord E. and Barbara K. Waddell Scholarship Recipients. Said scholarships shall be for one thousand dollars (\$1,000.00) per year for a maximum of four (4) years, and be governed by the stipulations and guidelines previously established and recorded in the Clinton County Board of Education minutes.

| <u>Blanchester</u> | <u>Clinton-Massie</u> | <u>East Clinton</u> |
|---------------------|-----------------------|---------------------|
| Bethany Grace Cluff | Rachel Brausch | Brandon Arnold |
| Julia Mudd | Jordan Phipps | Alison Conley |
| Jennifer Rineair | Dustin Prickett | Athena Knisley |
| | | Brianna Knisley |
| | | Jordan Villars |

The board members present unanimously approved the motion. President of the board, Mr. Wilt, declared the motion carried.

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APPROVAL OF SERVICE CONTRACTS (Resolution #2680)

Upon the recommendation of Superintendent Long, it was moved by Mr. Mount and seconded by Mr. Lane to approve the following service contracts and service contract amendment as listed:

Service Contracts

| <u>Provider</u> | <u>Purchase Order</u> | <u>Service</u> | <u>Dates</u> | <u>Amount</u> | <u>Travel</u> |
|-----------------------------|------------------------------|--|----------------------|----------------------|----------------------|
| Align, Assess, Achieve, LLC | 2110776 | Formative Assessment Meeting w/ Bob Holman ~ Clinton Massie ~ | 4/12/11 & 5/11/11 | \$315.00 | --- |
| Wilmington City Schools | 2110774 | Ohio Writing Project | 5/9/11 & 5/23/11 | \$6,000.00 | --- |

Service Contract Amendment

| <u>Provider</u> | <u>Purchase Order</u> | <u>Service</u> | <u>Dates</u> | <u>Current Amount</u> | <u>Additional Amount</u> |
|------------------------|------------------------------|-----------------------|---------------------|------------------------------|---------------------------------|
| Bright Local Schools | 2110784 | Sub/Field Trips | FY 2011 | \$12,293.25 | \$2,000.00 |

**Original Board Action Date: 7/27/10; Original Purchase Order #2110062*

The board members present unanimously approved the motion. President of the board, Mr. Wilt, declared the motion carried.

HOPEWELL REGIONAL ADVISORY BOARD (Resolution #2681)

Upon the recommendation of Superintendent Long, and the Hopewell Regional Advisory Board, it was moved by Mr. Luck and seconded by Mrs. Williams to approve the following:

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Personnel Contract Renewals:

Renewal of the following certificated personnel contracts, pursuant to section O.R.C. 3319.08 of the Ohio Revised Code along with the following extended service contracts as listed. All personnel are subject to assignment by the Regional Director, and all contracts are contingent upon continuation of existing local, state, and/or federal funding sources and maintenance of any required certification, licensure, or permit; Ohio Bureau of Criminal Background Investigation Check; Federal Bureau of Investigation Background Check (when required).

O.R.C. 3319.08 Certified Contracts

| <u>Name</u> | <u>Position</u> | <u>Length</u> | <u>Contract Dates</u> | <u>Days</u> | <u>Schedule/Step Salary</u> |
|-------------------------|--|---------------|-----------------------|-------------|------------------------------------|
| Marin Applegate | Early Learning & School Readiness Consultant | Cont. | Cont. | 184 | SST M/10 M \$49,055.00 |
| Erin Bales | Occupational Therapist | 2 yr. | 2011-2013 SY | 156 | OT+/9 B+150 \$45,178.00 |
| Marleen Bottoms | Consultant | 1 yr. | 2011-2012 SY | 184 | Psych/7 M \$50,355.00 |
| Natalie Harper | Occupational Therapist | 2 yr. | 2011-2013 SY | 156 | OT/6 B \$38,932.00 |
| Jacqueline Hunt-Deweese | Classroom Teacher for HI/D | 1 yr. | 2011-2012 SY | 184 | Itinerant M/2 M \$36,800.00 |
| Fawn Krieg-Girard | Early Childhood Itinerant Teacher | 1 yr. | 2011-2012 SY | 154 | Itinerant +/4 B+150 \$31,666.00 |
| Tommie Libecap | Speech Language Pathologist | 1 yr. | 2011-2012 SY | 115 | Audio/Sp/15 M \$33,366.00 |
| Amy Luttrell | Family Consultant/Transition Specialist | 1 yr. | 2011-2012 SY | 184 | Itinerant +/3 B+150 \$36,344.00 |
| Michelle Myers | Itinerant Teacher for HI/D | 1 yr. | 2011-2012 SY | 184 | Itinerant M/10 M \$51,538.00 |
| Deborah Ozanich | Itinerant Teacher for HI/D | 1 yr. | 2011-2012 SY | 184 | Itinerant/6 B \$38,303.00 |

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O.R.C. 3319.08 Certified Contracts (Cont.)

| <u>Name</u> | <u>Position</u> | <u>Length</u> | <u>Contract Dates</u> | <u>Days</u> | <u>Schedule/Step Salary</u> |
|-----------------|------------------------------------|---------------|-----------------------|-------------|------------------------------------|
| Jessica Plummer | Itinerant Teacher for HI/D | 1 yr. | 2011-2012 SY | 184 | Itinerant +/5 B+150 \$39,387.00 |
| Diane Tomlin | Early Language/Literacy Consultant | Cont. | Cont. | 184 | SST M/15 M \$54,541.00 |
| Kristen Ward | Itinerant Teacher for HI/D | 1 yr. | 2011-2012 SY | 184 | Itinerant/5 B \$36,935.00 |
| Amy West | Occupational Therapist | 1 yr. | 2011-2012 SY | As needed | OT/7 B \$36.76 p/h |

Supplemental Limited Contracts – Extended Service

| <u>Name</u> | <u>Position</u> | <u>Days</u> | <u>Contract Dates</u> | <u>Schedule/Step Salary</u> |
|-------------------------|---|-------------|-----------------------|---|
| Megan Hall-Gehring | Adapted P.E. Specialist/Team Leader | 15 | 2011-2012 SY | APE M/11 M \$262.402 per diem |
| Jacqueline Hunt-Deweese | Classroom Teacher for HI/D | 8 | 2011-2012 SY | Itinerant M/2 M \$200.000 per diem |
| Jill Kelch | Early Childhood Itinerant Teacher | 8 | 2011-2012 SY | Itinerant M/13 M \$304.701 per diem |
| Michelle Myers | Itinerant Teacher for HI/D | 8 | 2011-2012 SY | Itinerant M/10 M \$280.098 per diem |
| Deborah Ozanich | Itinerant Teacher for HI/D | 8 | 2011-2012 SY | Itinerant/6 B \$208.168 per diem |
| Jessica Plummer | Itinerant Teacher for HI/D | 8 | 2011-2012 SY | Itinerant +/5 B+150 \$214.060 per diem |
| Joe Rhude | Adapted P.E. Specialist | 15 | 2011-2012 SY | APE +/12 B+150 \$252.478 per diem |
| Ellen Ryan | Chief Physical Therapist/Co-Team Leader | 5 | 2011-2012 SY | P.T. M/15 M \$459.288 per diem |
| Lorraine Swindler | Autism Resource Specialist | 31 | 2011-2012 SY | Autism/15 M \$315.832 per diem |

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Supplemental Limited Contracts – Extended Service (Cont.)

| <u>Name</u> | <u>Position</u> | <u>Days</u> | <u>Contract Dates</u> | <u>Schedule/Step Salary</u> |
|--------------|---|-------------|-----------------------|---------------------------------------|
| Amy Vance | Early Childhood Itinerant Teacher | 8 | 2011-2012 SY | Itinerant M/7 M \$246.853 per diem |
| Kristen Ward | Itinerant Teacher for HI/D | 8 | 2011-2012 SY | Itinerant/5 B \$200.734 per diem |
| Abbey Weaver | Classroom Teacher for HI/D /Co-Team Leader | 8 | 2011-2012 SY | Itinerant M/8 M \$257.462 per diem |
| Emily Wenger | Educational Audiologist | 8 | 2011-2012 SY | Audio/Sp/15 M \$290.141 per diem |

Contract Amendment:

O.R.C. 3319.08 Certificated Contract

| <u>Name</u> | <u>Tentative Position</u> | <u>Current Contract</u> | <u>Revised Contract</u> | <u>Effective Date</u> |
|--------------|---------------------------|--|--|---------------------------|
| Emily Wenger | Educational Audiologist | Audio/Sp/15 M \$59,188.82 204 days | Audio/Sp/15 M \$53,386.00 184 days | 2011-2012 SY |

Salary Schedules FY 2012 [See Minute Page #0179-0181]

Salary Schedules effective July 1, 2011 for the FY 2012 employment contract year.

Service Contracts

| <u>Provider</u> | <u>Purchase Order</u> | <u>Service</u> | <u>Dates</u> | <u>Amount</u> | <u>Travel</u> |
|--------------------|---------------------------|---|--------------|---------------|---------------|
| Energy Optimizers | 2110782 | Energy Audit | 5/12/11 | \$700.00 | ---- |
| FedEx Ground, Inc. | 2110770 | Shipping Services | 2010-11 SY | \$150.00 | ---- |
| Southern Ohio ESC | 2110737 | Interpreting Services provided for the 4 County Board Meeting | 3/22/11 | \$40.09 | \$20.00 |

The board members present unanimously approved the motion. President of the board, Mr. Wilt, declared the motion carried.

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SUPERINTENDENT INFORMATION/DISCUSSION ITEMS

Mr. Long shared the following with the Board:

1. A handout provided to the board's salary committee at their March 30th meeting. Both short-term and long-term fiscal outlook was discussed.
2. Shared copies of newspaper articles covering our Four County Board Meeting.
3. The 22nd Annual Franklin B. Walter All-Scholastic Award Program was discussed with board members and a list of area students that were recognized at the awards program was shared with board members.
4. Shared a projected FY 2011-13 pictorial concerning school funding in Ohio and information concerning the effects of the governor's proposed biennium budget (HB 153) on local school districts.
5. Shared his vision for closing the offices located at 135 North High Street in Hillsboro. He also discussed the potential difficulty with the relocation of personnel and equipment.
6. On Monday, April 18th, the Ohio Department of Education notified the SOESC that we have received a \$30,000 Ohio Department of Education Principals Evaluation System Grant. Vicki Wilson, whom we hired last month on a substitute administrator contract, is largely responsible for the successful writing of this grant. This grant will provide support and training for the Ohio Principal Evaluation System. ODE received eleven proposals and we were one of six educational service centers selected to receive this grant.
7. Shared a recent Record Herald newspaper article concerning Miami Trace Local Schools filing a civil law suit against Washington Court House City Schools and previous tax indemnification agreements between the school districts.

ADJOURNMENT (Resolution #2682)

It was moved by Mr. Shell and seconded by Mr. Luck to adjourn to meet again in regular session on May 24, 2011 at 7:00 p.m. at the Southern Ohio ESC, Wilmington.

The board members present unanimously approved the motion. President of the board, Mr. Wilt, declared the motion carried.

0172 **SOUTHERN OHIO EDUCATIONAL SERVICE CENTER
GOVERNING BOARD**

**RESOLUTION #2670
April 26, 2011**

**RESOLUTION REDISTRICTING SUBDISTRICTS OF THE EDUCATIONAL
SERVICE CENTER IN ACCORDANCE WITH
OHIO REVISED CODE SECTION 3311.054**

WHEREAS, the Clinton, Fayette and Highland Educational Service District was formed July 1, 1997 pursuant to Ohio Revised Code Section 3311.053 and renamed the Southern Ohio Educational Service Center on July 1, 2005 and

WHEREAS, the Southern Ohio Educational Service Center is required under Ohio Revised Code Section 3311.054 to realign their subdistricts no later than ninety (90) days after the release of Ohio's decennial census data compiled by United States Census Bureau for 2010; and

WHEREAS, the decennial census was released on March 9, 2011; and

WHEREAS, based on the results of the census, the Board of Education commissioned a study to create subdistricts as nearly equal in population as possible as required by Ohio Revised Code Section 3311.054.

BE IT HEREBY RESOLVED, as follows:

Section 1. Based upon a review of the population of the Southern Ohio Educational Service Center, the Governing Board hereby designates nine new subdistricts as follows:

Subdistrict 1 - Comprised of all territory of the Clinton-Massie Local School District.

Subdistrict 2 - Comprised of all territory of the Blanchester Local School District.

Subdistrict 3 - Comprised of all territory of the East Clinton Local School District.

Subdistrict 4 - Comprised of the Miami Trace Local School District sections of Jasper, Jefferson, Madison, Paint and Union Townships in Fayette County and all contiguous out of county territory of the Miami Trace Local School District.

Subdistrict 5 - Comprised of the Miami Trace Local School District sections of Concord, Green, Marion, Perry and Wayne Townships in Fayette County and all contiguous out of county territory of the Miami Trace Local School District and all territory in the Fairfield Local School District.

Subdistrict 6 - Comprised of all territory of the Lynchburg-Clay Local School District.

Subdistrict 7 - Comprised of all territory of the Bright Local School District and Scott and Winchester Townships in Adams County.

Subdistrict 8 - Comprised of the Adams County/Ohio Valley Local School District sections of Bratton, Franklin, Meigs, Brush Creek, Jefferson and Green Township in Adams County and all contiguous out of county territory of the Adams County/Ohio Valley Local School District.

Subdistrict 9 - Comprised of the Adams County/Ohio Valley Local School District sections of Oliver, Liberty, Monroe, Sprigg, Tiffin and Wayne Townships in Adams County and all contiguous out of county territory of the Adams County/Ohio Valley Local School District.

Section 2. The Southern Ohio Educational Service Center Governing Board furthermore designates that the new governing board members elected from the odd-numbered subdistricts shall be elected to four-year terms and the governing board members elected from the even-numbered subdistricts shall be elected to terms of two years in conformity to Section 3311.054 (E) of the Ohio Revised Code. Thereafter, successors shall be elected for four-year terms in the same manner as is provided by law for the election of members of school boards except that any successor elected at a regular municipal election immediately preceding any election at which an entire new governing board is elected shall be elected for a two-year term.

Section 3. The Board of Education hereby directs the Superintendent to file a true and accurate copy of the resolution enacted this 26th day of April, 2011 with the Boards of Election in Adams, Brown, Clermont, Clinton, Fayette, Greene, Madison Pickaway, Ross, and Warren Counties.

Section 4. The Board of Education further directs the Superintendent to file a true and accurate copy of this resolution with the Ohio Department of Education.

Section 5. That this Board hereby finds and determines that all formal actions relative to the adoption of this resolution were taken in an open meeting of this Board; and that all deliberations of this Board and its committees, if any, which resulted in formal action, were taken in meetings open to the public, in full compliance with applicable legal requirements, including Section 121.22 of the Ohio Revised Code.

Section 6. This resolution shall be in full force and effect from and immediately after its adoption.

Mr. West moved and Mrs. Williams seconded the motion that the above resolution be adopted.

Upon roll call and the adoption of the resolution, the vote was as follows:

Yeas: 9
Nays: 0

ADOPTED this 26th day of April, 2011.

Roy Alley Unversaw Jr
Treasurer

CERTIFICATE

The undersigned hereby certifies that the foregoing is a true and correct copy of a resolution adopted at a meeting held on the 26th day of April, 2011, together with a true and correct extract from the minutes of said meeting to the extent pertinent to consideration and adoption of said resolution.

[Signature]
Board President

Roy Alley Unversaw Jr
Treasurer

Salary Schedule A

Approved for FY 2012 to be effective 7/1/2011

9 - Months 184 days

2011 - 2012 School Year

Base = \$ 31,090



| Step | Index | Non-Degree A | Index | BA A | Index | B+ A | Index | MA A |
|------|-------|--------------|-------|----------|-------|----------|-------|----------|
| 0 | 0.865 | \$26,893 | 1.000 | \$31,090 | 1.038 | \$32,271 | 1.095 | \$34,044 |
| 1 | 0.900 | \$27,981 | 1.038 | \$32,271 | 1.081 | \$33,608 | 1.143 | \$35,536 |
| 2 | 0.935 | \$29,069 | 1.076 | \$33,453 | 1.124 | \$34,945 | 1.191 | \$37,028 |
| 3 | 0.970 | \$30,157 | 1.114 | \$34,634 | 1.167 | \$36,282 | 1.239 | \$38,521 |
| 4 | 1.005 | \$31,245 | 1.152 | \$35,816 | 1.210 | \$37,619 | 1.287 | \$40,013 |
| 5 | 1.040 | \$32,334 | 1.190 | \$36,997 | 1.253 | \$38,956 | 1.335 | \$41,505 |
| 6 | 1.040 | \$32,334 | 1.228 | \$38,179 | 1.296 | \$40,293 | 1.383 | \$42,997 |
| 7 | 1.040 | \$32,334 | 1.266 | \$39,360 | 1.339 | \$41,630 | 1.431 | \$44,490 |
| 8 | 1.040 | \$32,334 | 1.304 | \$40,541 | 1.382 | \$42,966 | 1.479 | \$45,982 |
| 9 | 1.040 | \$32,334 | 1.342 | \$41,723 | 1.425 | \$44,303 | 1.527 | \$47,474 |
| 10 | 1.040 | \$32,334 | 1.380 | \$42,904 | 1.468 | \$45,640 | 1.575 | \$48,967 |
| 11 | 1.040 | \$32,334 | 1.418 | \$44,086 | 1.511 | \$46,977 | 1.623 | \$50,459 |
| 12 | 1.040 | \$32,334 | 1.456 | \$45,267 | 1.554 | \$48,314 | 1.671 | \$51,951 |
| 13 | 1.040 | \$32,334 | 1.494 | \$46,448 | 1.597 | \$49,651 | 1.719 | \$53,444 |
| 14 | 1.040 | \$32,334 | 1.532 | \$47,630 | 1.640 | \$50,988 | 1.767 | \$54,936 |
| 15 | 1.040 | \$32,334 | 1.570 | \$48,811 | 1.683 | \$52,324 | 1.815 | \$56,428 |
| 16 | 1.040 | \$32,334 | 1.570 | \$48,811 | 1.683 | \$52,324 | 1.815 | \$56,428 |
| 17 | 1.040 | \$32,334 | 1.608 | \$49,993 | 1.726 | \$53,661 | 1.863 | \$57,921 |
| 18 | 1.040 | \$32,334 | 1.608 | \$49,993 | 1.726 | \$53,661 | 1.863 | \$57,921 |
| 19 | 1.040 | \$32,334 | 1.608 | \$49,993 | 1.726 | \$53,661 | 1.863 | \$57,921 |
| 20 | 1.040 | \$32,334 | 1.646 | \$51,174 | 1.769 | \$54,998 | 1.911 | \$59,413 |
| 21 | 1.040 | \$32,334 | 1.646 | \$51,174 | 1.769 | \$54,998 | 1.911 | \$59,413 |
| 22 | 1.040 | \$32,334 | 1.684 | \$52,356 | 1.812 | \$56,335 | 1.959 | \$60,905 |
| 23 | 1.040 | \$32,334 | 1.684 | \$52,356 | 1.812 | \$56,335 | 1.959 | \$60,905 |
| 24 | 1.040 | \$32,334 | 1.684 | \$52,356 | 1.812 | \$56,335 | 1.959 | \$60,905 |
| 25 | 1.040 | \$32,334 | 1.722 | \$53,537 | 1.855 | \$57,672 | 2.007 | \$62,398 |

\$1,000 added to any Master's step for a doctorate degree.5% responsibility factor added to any step for administrative assistant assignment.\$90.00 substitute teacher daily rate, set 4/24/2007 board meeting.

Salary Schedule B

Approved for FY 2012 to be effective 7/1/2011

10 - Months 204 days

2011 - 2012 School Year

Base = \$34,796



| Step | Index | BA B | Index | BA+ B | Index | MA B |
|------|-------|----------|-------|----------|-------|----------|
| 0 | 1.000 | \$34,796 | 1.038 | \$36,118 | 1.095 | \$38,102 |
| 1 | 1.038 | \$36,118 | 1.081 | \$37,614 | 1.143 | \$39,772 |
| 2 | 1.076 | \$37,440 | 1.124 | \$39,111 | 1.191 | \$41,442 |
| 3 | 1.114 | \$38,763 | 1.167 | \$40,607 | 1.239 | \$43,112 |
| 4 | 1.152 | \$40,085 | 1.210 | \$42,103 | 1.287 | \$44,782 |
| 5 | 1.190 | \$41,407 | 1.253 | \$43,599 | 1.335 | \$46,453 |
| 6 | 1.228 | \$42,729 | 1.296 | \$45,096 | 1.383 | \$48,123 |
| 7 | 1.266 | \$44,052 | 1.339 | \$46,592 | 1.431 | \$49,793 |
| 8 | 1.304 | \$45,374 | 1.382 | \$48,088 | 1.479 | \$51,463 |
| 9 | 1.342 | \$46,696 | 1.425 | \$49,584 | 1.527 | \$53,133 |
| 10 | 1.380 | \$48,018 | 1.468 | \$51,081 | 1.575 | \$54,804 |
| 11 | 1.418 | \$49,341 | 1.511 | \$52,577 | 1.623 | \$56,474 |
| 12 | 1.456 | \$50,663 | 1.554 | \$54,073 | 1.671 | \$58,144 |
| 13 | 1.494 | \$51,985 | 1.597 | \$55,569 | 1.719 | \$59,814 |
| 14 | 1.532 | \$53,307 | 1.640 | \$57,065 | 1.767 | \$61,485 |
| 15 | 1.570 | \$54,630 | 1.683 | \$58,562 | 1.815 | \$63,155 |
| 16 | 1.570 | \$54,630 | 1.683 | \$58,562 | 1.815 | \$63,155 |
| 17 | 1.570 | \$54,630 | 1.683 | \$58,562 | 1.815 | \$63,155 |
| 18 | 1.570 | \$54,630 | 1.683 | \$58,562 | 1.815 | \$63,155 |
| 19 | 1.570 | \$54,630 | 1.683 | \$58,562 | 1.815 | \$63,155 |
| 20 | 1.608 | \$55,952 | 1.726 | \$60,058 | 1.863 | \$64,825 |
| 21 | 1.608 | \$55,952 | 1.726 | \$60,058 | 1.863 | \$64,825 |
| 22 | 1.608 | \$55,952 | 1.726 | \$60,058 | 1.863 | \$64,825 |
| 23 | 1.608 | \$55,952 | 1.726 | \$60,058 | 1.863 | \$64,825 |
| 24 | 1.608 | \$55,952 | 1.726 | \$60,058 | 1.863 | \$64,825 |
| 25 | 1.646 | \$57,274 | 1.769 | \$61,554 | 1.911 | \$66,495 |

\$1,000 added to any Master's step for a doctorate degree.**5% responsibility factor added to any step for administrative assistant assignment.****\$90.00 substitute teacher daily rate, set 4/24/2007 board meeting.**

SALARY SCHEDULE C

Approved for FY 2012 to be effective 7/1/2011

12 - Months 248 Days

2011 - 2012 School Year

Base = \$40,724



| Step | Index | Non-Degree C | Index | BA C | Index | BA+ C | Index | MA C |
|------|-------|--------------|--------|----------|--------|----------|---------|----------|
| 0 | 0.800 | \$32,579 | 1.0000 | \$40,724 | 1.0530 | \$42,882 | 1.12277 | \$45,724 |
| 1 | 0.849 | \$34,575 | 1.0492 | \$42,728 | 1.1022 | \$44,886 | 1.17197 | \$47,727 |
| 2 | 0.898 | \$36,570 | 1.0984 | \$44,731 | 1.1514 | \$46,890 | 1.22117 | \$49,731 |
| 3 | 0.948 | \$38,606 | 1.1476 | \$46,735 | 1.2006 | \$48,893 | 1.27037 | \$51,735 |
| 4 | 0.997 | \$40,602 | 1.1968 | \$48,738 | 1.2498 | \$50,897 | 1.31957 | \$53,738 |
| 5 | 1.046 | \$42,597 | 1.2460 | \$50,742 | 1.2990 | \$52,900 | 1.36877 | \$55,742 |
| 6 | 1.095 | \$44,593 | 1.2952 | \$52,746 | 1.3482 | \$54,904 | 1.41797 | \$57,745 |
| 7 | 1.144 | \$46,588 | 1.3444 | \$54,749 | 1.3974 | \$56,908 | 1.46717 | \$59,749 |
| 8 | 1.194 | \$48,624 | 1.3936 | \$56,753 | 1.4466 | \$58,911 | 1.51637 | \$61,753 |
| 9 | 1.243 | \$50,620 | 1.4428 | \$58,757 | 1.4958 | \$60,915 | 1.56557 | \$63,756 |
| 10 | 1.292 | \$52,615 | 1.4920 | \$60,760 | 1.5450 | \$62,919 | 1.61477 | \$65,760 |
| 11 | 1.341 | \$54,611 | 1.5412 | \$62,764 | 1.5942 | \$64,922 | 1.66397 | \$67,764 |
| 12 | 1.390 | \$56,606 | 1.5904 | \$64,767 | 1.6434 | \$66,926 | 1.71317 | \$69,767 |
| 13 | 1.439 | \$58,602 | 1.6396 | \$66,771 | 1.6926 | \$68,929 | 1.76237 | \$71,771 |
| 14 | 1.439 | \$58,602 | 1.6396 | \$66,771 | 1.6926 | \$68,929 | 1.76237 | \$71,771 |
| 15 | 1.488 | \$60,597 | 1.6888 | \$68,775 | 1.7418 | \$70,933 | 1.81157 | \$73,774 |
| 16 | 1.488 | \$60,597 | 1.6888 | \$68,775 | 1.7418 | \$70,933 | 1.81157 | \$73,774 |
| 17 | 1.537 | \$62,593 | 1.7380 | \$70,778 | 1.7910 | \$72,937 | 1.86077 | \$75,778 |
| 18 | 1.537 | \$62,593 | 1.7380 | \$70,778 | 1.7910 | \$72,937 | 1.86077 | \$75,778 |
| 19 | 1.537 | \$62,593 | 1.7380 | \$70,778 | 1.7910 | \$72,937 | 1.86077 | \$75,778 |
| 20 | 1.537 | \$62,593 | 1.7380 | \$70,778 | 1.7910 | \$72,937 | 1.86077 | \$75,778 |
| 21 | 1.537 | \$62,593 | 1.7380 | \$70,778 | 1.7910 | \$72,937 | 1.86077 | \$75,778 |
| 22 | 1.586 | \$64,588 | 1.7872 | \$72,782 | 1.8402 | \$74,940 | 1.90997 | \$77,782 |
| 23 | 1.586 | \$64,588 | 1.7872 | \$72,782 | 1.8402 | \$74,940 | 1.90997 | \$77,782 |
| 24 | 1.586 | \$64,588 | 1.7872 | \$72,782 | 1.8402 | \$74,940 | 1.90997 | \$77,782 |
| 25 | 1.586 | \$64,588 | 1.7872 | \$72,782 | 1.8402 | \$74,940 | 1.90997 | \$77,782 |

\$1,000 added to any Master's step for a doctorate degree.5% responsibility factor added to any step for administrative assistant assignment.\$90.00 substitute teacher daily rate, set 4/24/2007 board meeting.

Approved Salary Schedule FY12
To be effective 7/1/2011
at beginning of contract year

2011 - 2012 School Year



| SCHEDULE L | | |
|-----------------------------------|--------|-------------|
| Aide/Substitute Aide | | |
| Courier/Substitute Courier | | |
| Base = | | \$8.52 |
| Step | Index | HOURLY RATE |
| 0 | 1.0000 | \$8.52 |
| 1 | 1.0570 | \$9.01 |
| 2 | 1.1140 | \$9.49 |
| 3 | 1.1710 | \$9.98 |
| 4 | 1.2280 | \$10.46 |
| 5 | 1.2850 | \$10.95 |
| 6 | 1.3420 | \$11.43 |
| 7 | 1.3990 | \$11.92 |
| 8 | 1.4560 | \$12.41 |
| 9 | 1.5130 | \$12.89 |
| 10 | 1.5700 | \$13.38 |
| 11 | 1.6270 | \$13.86 |
| 12 | 1.6840 | \$14.35 |
| 13 | 1.7410 | \$14.83 |
| 14 | 1.7980 | \$15.32 |
| 15 | 1.8550 | \$15.80 |

| SCHEDULE M | | |
|---------------------------------------|--------|-------------|
| Secretarial/Fiscal Clerk/ | | |
| Sub Secretary/Sub Fiscal Clerk | | |
| Base = | | \$10.25 |
| Step | Index | HOURLY RATE |
| 0 | 1.0000 | \$10.25 |
| 1 | 1.0588 | \$10.85 |
| 2 | 1.1176 | \$11.46 |
| 3 | 1.1764 | \$12.06 |
| 4 | 1.2352 | \$12.66 |
| 5 | 1.2940 | \$13.26 |
| 6 | 1.3528 | \$13.87 |
| 7 | 1.4116 | \$14.47 |
| 8 | 1.4704 | \$15.07 |
| 9 | 1.5292 | \$15.67 |
| 10 | 1.5880 | \$16.28 |
| 11 | 1.6468 | \$16.88 |
| 12 | 1.7056 | \$17.48 |
| 13 | 1.7624 | \$18.06 |
| 14 | 1.8232 | \$18.69 |
| 15 | 1.8840 | \$19.31 |

5% responsibility factor added to any step for administrative assistant assignment.

Region 14-Hopewell Center 2011 - 2012 Salary Schedule

Approved FY 2012

Schedules are based upon 184 days, except the Director schedule which is based upon 248 days.

Base \$30,800.00 COL 0.00%

| Step | Index | Itinerant | Index | Itinerant + | Index | Itinerant M | Index | APE | Index | APE + | Index | APE M | Index | Psych |
|------|--------|-----------|--------|-------------|--------|-------------|--------|-----------|--------|-----------|--------|-----------|--------|-----------|
| 0 | 1.0000 | \$ 30,800 | 1.0460 | \$ 32,217 | 1.0983 | \$ 33,828 | 0.9658 | \$ 29,747 | 1.0118 | \$ 31,163 | 1.0576 | \$ 32,574 | 1.2423 | \$ 38,263 |
| 1 | 1.0370 | \$ 31,940 | 1.0889 | \$ 33,538 | 1.1456 | \$ 35,284 | 1.0026 | \$ 30,880 | 1.0485 | \$ 32,294 | 1.1039 | \$ 34,000 | 1.2921 | \$ 39,797 |
| 2 | 1.0754 | \$ 33,122 | 1.1336 | \$ 34,915 | 1.1948 | \$ 36,800 | 1.0392 | \$ 32,007 | 1.0945 | \$ 33,711 | 1.1504 | \$ 35,432 | 1.3438 | \$ 41,389 |
| 3 | 1.1152 | \$ 34,348 | 1.1800 | \$ 36,344 | 1.2462 | \$ 38,383 | 1.0759 | \$ 33,138 | 1.1405 | \$ 35,127 | 1.1966 | \$ 36,855 | 1.3975 | \$ 43,043 |
| 4 | 1.1564 | \$ 35,617 | 1.2284 | \$ 37,835 | 1.2997 | \$ 40,031 | 1.1127 | \$ 34,271 | 1.1864 | \$ 36,541 | 1.2431 | \$ 38,287 | 1.4534 | \$ 44,765 |
| 5 | 1.1992 | \$ 36,935 | 1.2788 | \$ 39,387 | 1.3556 | \$ 41,752 | 1.1493 | \$ 35,398 | 1.2324 | \$ 37,955 | 1.2893 | \$ 39,710 | 1.5116 | \$ 46,557 |
| 6 | 1.2436 | \$ 38,303 | 1.3312 | \$ 41,001 | 1.4139 | \$ 43,548 | 1.1860 | \$ 36,529 | 1.2784 | \$ 39,375 | 1.3358 | \$ 41,143 | 1.5720 | \$ 48,418 |
| 7 | 1.2763 | \$ 39,310 | 1.3857 | \$ 42,680 | 1.4747 | \$ 45,421 | 1.2228 | \$ 37,662 | 1.3244 | \$ 40,792 | 1.3822 | \$ 42,572 | 1.6349 | \$ 50,355 |
| 8 | 1.3373 | \$ 41,189 | 1.4426 | \$ 44,432 | 1.5381 | \$ 47,373 | 1.2595 | \$ 38,793 | 1.3704 | \$ 42,208 | 1.4284 | \$ 43,995 | 1.7002 | \$ 52,366 |
| 9 | 1.3868 | \$ 42,713 | 1.5018 | \$ 46,255 | 1.6043 | \$ 49,412 | 1.2929 | \$ 39,821 | 1.4164 | \$ 43,625 | 1.4748 | \$ 45,424 | 1.7683 | \$ 54,464 |
| 10 | 1.4380 | \$ 44,290 | 1.5634 | \$ 48,153 | 1.6733 | \$ 51,538 | 1.3329 | \$ 41,053 | 1.4624 | \$ 45,042 | 1.5211 | \$ 46,850 | 1.8213 | \$ 56,096 |
| 11 | 1.4912 | \$ 45,929 | 1.6274 | \$ 50,124 | 1.7452 | \$ 53,752 | 1.3694 | \$ 42,178 | 1.5083 | \$ 46,456 | 1.5676 | \$ 48,282 | 1.8760 | \$ 57,781 |
| 12 | 1.4912 | \$ 45,929 | 1.6274 | \$ 50,124 | 1.7452 | \$ 53,752 | 1.3694 | \$ 42,178 | 1.5083 | \$ 46,456 | 1.5676 | \$ 48,282 | 1.8760 | \$ 57,781 |
| 13 | 1.5464 | \$ 47,629 | 1.6942 | \$ 52,181 | 1.8203 | \$ 56,065 | 1.4143 | \$ 43,560 | 1.5543 | \$ 47,872 | 1.6139 | \$ 49,708 | 1.9323 | \$ 59,515 |
| 14 | 1.5464 | \$ 47,629 | 1.6942 | \$ 52,181 | 1.8203 | \$ 56,065 | 1.4143 | \$ 43,560 | 1.5543 | \$ 47,872 | 1.6139 | \$ 49,708 | 1.9323 | \$ 59,515 |
| 15 | 1.5904 | \$ 48,984 | 1.7254 | \$ 53,142 | 1.8741 | \$ 57,722 | 1.4430 | \$ 44,444 | 1.6002 | \$ 49,286 | 1.6604 | \$ 51,140 | 1.9902 | \$ 61,298 |

| Step | Index | Audio/Sp | Index | O.T | Index | O.T + | Index | O.T M | Index | P.T | Index | P.T + | Index | P.T M |
|------|--------|-----------|--------|-----------|--------|-----------|--------|-----------|--------|-----------|--------|-----------|--------|-----------|
| 0 | 1.1184 | \$ 34,447 | 1.2141 | \$ 37,394 | 1.2602 | \$ 38,814 | 1.3295 | \$ 40,949 | 1.5700 | \$ 48,356 | 1.6413 | \$ 50,552 | 1.7987 | \$ 55,400 |
| 1 | 1.1657 | \$ 35,904 | 1.2602 | \$ 38,814 | 1.3125 | \$ 40,425 | 1.3877 | \$ 42,741 | 1.6335 | \$ 50,312 | 1.7127 | \$ 52,751 | 1.8697 | \$ 57,587 |
| 2 | 1.2131 | \$ 37,363 | 1.3064 | \$ 40,237 | 1.3647 | \$ 42,033 | 1.4460 | \$ 44,537 | 1.6968 | \$ 52,261 | 1.7841 | \$ 54,950 | 1.9407 | \$ 59,774 |
| 3 | 1.2602 | \$ 38,814 | 1.3525 | \$ 41,657 | 1.4169 | \$ 43,641 | 1.5043 | \$ 46,332 | 1.7603 | \$ 54,217 | 1.8555 | \$ 57,149 | 2.0117 | \$ 61,960 |
| 4 | 1.3076 | \$ 40,274 | 1.3987 | \$ 43,080 | 1.4691 | \$ 45,248 | 1.5625 | \$ 48,125 | 1.8237 | \$ 56,170 | 1.9267 | \$ 59,342 | 2.0827 | \$ 64,147 |
| 5 | 1.3559 | \$ 41,762 | 1.4448 | \$ 44,500 | 1.5213 | \$ 46,856 | 1.6208 | \$ 49,921 | 1.9261 | \$ 59,324 | 1.9981 | \$ 61,541 | 2.1537 | \$ 66,334 |
| 6 | 1.4022 | \$ 43,188 | 1.4909 | \$ 45,920 | 1.5735 | \$ 48,464 | 1.6791 | \$ 51,716 | 1.9506 | \$ 60,078 | 2.0695 | \$ 63,741 | 2.2248 | \$ 68,524 |
| 7 | 1.4495 | \$ 44,645 | 1.5371 | \$ 47,343 | 1.6257 | \$ 50,072 | 1.7374 | \$ 53,512 | 2.0140 | \$ 62,031 | 2.1407 | \$ 65,934 | 2.2957 | \$ 70,708 |
| 8 | 1.4967 | \$ 46,098 | 1.5832 | \$ 48,763 | 1.6779 | \$ 51,679 | 1.7956 | \$ 55,304 | 2.0775 | \$ 63,987 | 2.2123 | \$ 68,139 | 2.3667 | \$ 72,894 |
| 9 | 1.5440 | \$ 47,555 | 1.6293 | \$ 50,182 | 1.7301 | \$ 53,287 | 1.8539 | \$ 57,100 | 2.1408 | \$ 65,937 | 2.2837 | \$ 70,338 | 2.4377 | \$ 75,081 |
| 10 | 1.5913 | \$ 49,012 | 1.6755 | \$ 51,605 | 1.7823 | \$ 54,895 | 1.9122 | \$ 58,896 | 2.2044 | \$ 67,896 | 2.3550 | \$ 72,534 | 2.5109 | \$ 77,336 |
| 11 | 1.6385 | \$ 50,466 | 1.7216 | \$ 53,025 | 1.8345 | \$ 56,503 | 1.9705 | \$ 60,691 | 2.3304 | \$ 71,776 | 2.4978 | \$ 76,932 | 2.5861 | \$ 79,652 |
| 12 | 1.6385 | \$ 50,466 | 1.7216 | \$ 53,025 | 1.8345 | \$ 56,503 | 1.9705 | \$ 60,691 | 2.3304 | \$ 71,776 | 2.4978 | \$ 76,932 | 2.5861 | \$ 79,652 |
| 13 | 1.6859 | \$ 51,926 | 1.7677 | \$ 54,445 | 1.8867 | \$ 58,110 | 2.0287 | \$ 62,484 | 2.4580 | \$ 75,706 | 2.6404 | \$ 81,324 | 2.6638 | \$ 82,045 |
| 14 | 1.6859 | \$ 51,926 | 1.7677 | \$ 54,445 | 1.8867 | \$ 58,110 | 2.0287 | \$ 62,484 | 2.4580 | \$ 75,706 | 2.6404 | \$ 81,324 | 2.6638 | \$ 82,045 |
| 15 | 1.7333 | \$ 53,386 | 1.8139 | \$ 55,868 | 1.9389 | \$ 59,718 | 2.0870 | \$ 64,280 | 2.5840 | \$ 79,587 | 2.7118 | \$ 83,523 | 2.7438 | \$ 84,509 |

*\$4,556.00 for Chief Physical Therapist
 *\$1,000.00 Increment on any schedule for Doctorate degree

continued on next page

0179

Regio. **Opowell Center 2011 - 2012 Salary Schedule**

Schedules are based upon 184 days, except the Director schedule which is based upon 248 days.

Base \$30,800.00

COL 0.00%

Approved FY 2011

| Step | Index | SST | Index | Visual | Index | Autism | Index | Director |
|------|--------|-----------|--------|-----------|--------|-----------|--------|------------|
| 0 | 1.1530 | \$ 35,512 | 1.2262 | \$ 37,767 | 1.2118 | \$ 37,323 | 2.6690 | \$ 82,205 |
| 1 | 1.1970 | \$ 36,868 | 1.3012 | \$ 40,077 | 1.2639 | \$ 38,928 | 2.6690 | \$ 82,205 |
| 2 | 1.2409 | \$ 38,220 | 1.3559 | \$ 41,762 | 1.3171 | \$ 40,567 | 2.7232 | \$ 83,875 |
| 3 | 1.3040 | \$ 40,163 | 1.4104 | \$ 43,440 | 1.3704 | \$ 42,208 | 2.7774 | \$ 85,544 |
| 4 | 1.3288 | \$ 40,927 | 1.4651 | \$ 45,125 | 1.4236 | \$ 43,847 | 2.8312 | \$ 87,201 |
| 5 | 1.3729 | \$ 42,285 | 1.5198 | \$ 46,810 | 1.4770 | \$ 45,492 | 2.8855 | \$ 88,873 |
| 6 | 1.4169 | \$ 43,641 | 1.5743 | \$ 48,488 | 1.5457 | \$ 47,608 | 2.9396 | \$ 90,540 |
| 7 | 1.4608 | \$ 44,993 | 1.6290 | \$ 50,173 | 1.5835 | \$ 48,772 | 2.9938 | \$ 92,209 |
| 8 | 1.5048 | \$ 46,348 | 1.6836 | \$ 51,855 | 1.6367 | \$ 50,410 | 3.0479 | \$ 93,875 |
| 9 | 1.5488 | \$ 47,703 | 1.7383 | \$ 53,540 | 1.6901 | \$ 52,055 | 3.1021 | \$ 95,545 |
| 10 | 1.5927 | \$ 49,055 | 1.7929 | \$ 55,221 | 1.7434 | \$ 53,697 | 3.1563 | \$ 97,214 |
| 11 | 1.7110 | \$ 52,699 | 1.8476 | \$ 56,906 | 1.7966 | \$ 55,335 | 3.2104 | \$ 98,880 |
| 12 | 1.7110 | \$ 52,699 | 1.8476 | \$ 56,906 | 1.7966 | \$ 55,335 | 3.2104 | \$ 98,880 |
| 13 | 1.7409 | \$ 53,620 | 1.9021 | \$ 58,585 | 1.8506 | \$ 56,998 | 3.2646 | \$ 100,550 |
| 14 | 1.7409 | \$ 53,620 | 1.9021 | \$ 58,585 | 1.8506 | \$ 56,998 | 3.2646 | \$ 100,550 |
| 15 | 1.7708 | \$ 54,541 | 1.9569 | \$ 60,273 | 1.8868 | \$ 58,113 | 3.3188 | \$ 102,219 |

*\$4,556.00 for Chief Physical Therapist
 *\$1,000.00 Increment on any schedule for Doctorate degree

Region 14-Hopewell Center 2011 - 2012 Salary Schedule

Approved FY 2012

per Hour Schedule

Base \$7.71 COL 0.00%

| Step | Index | Clerical | Index | Support | Index | Interp | Index | Compliance |
|------|--------|----------|--------|----------|--------|----------|--------|------------|
| 0 | 1.0000 | \$ 7.71 | 1.2260 | \$ 9.45 | 2.2420 | \$ 17.29 | 1.6360 | \$ 12.61 |
| 1 | 1.0420 | \$ 8.03 | 1.3490 | \$ 10.40 | 2.2970 | \$ 17.71 | 1.6830 | \$ 12.98 |
| 2 | 1.0840 | \$ 8.36 | 1.4350 | \$ 11.06 | 2.3550 | \$ 18.16 | 1.7330 | \$ 13.36 |
| 3 | 1.1240 | \$ 8.67 | 1.5180 | \$ 11.70 | 2.4160 | \$ 18.63 | 1.8770 | \$ 14.47 |
| 4 | 1.1700 | \$ 9.02 | 1.6080 | \$ 12.40 | 2.4750 | \$ 19.08 | 1.9270 | \$ 14.86 |
| 5 | 1.2180 | \$ 9.39 | 1.7110 | \$ 13.19 | 2.5360 | \$ 19.55 | 1.9730 | \$ 15.21 |
| 6 | 1.2630 | \$ 9.74 | 1.7930 | \$ 13.82 | 2.6010 | \$ 20.05 | 2.0650 | \$ 15.92 |
| 7 | 1.3160 | \$ 10.15 | 1.8910 | \$ 14.58 | 2.6650 | \$ 20.55 | 2.0780 | \$ 16.02 |
| 8 | 1.3690 | \$ 10.55 | 2.0070 | \$ 15.47 | 2.7310 | \$ 21.06 | 2.1420 | \$ 16.51 |
| 9 | 1.4230 | \$ 10.97 | 2.0540 | \$ 15.84 | 2.8010 | \$ 21.60 | 2.2330 | \$ 17.22 |
| 10 | 1.4780 | \$ 11.40 | 2.1010 | \$ 16.20 | 2.8690 | \$ 22.12 | 2.3170 | \$ 17.86 |
| 11 | 1.5340 | \$ 11.83 | 2.1940 | \$ 16.92 | 2.9430 | \$ 22.69 | 2.4120 | \$ 18.60 |
| 12 | 1.5340 | \$ 11.83 | 2.1940 | \$ 16.92 | 2.9430 | \$ 22.69 | 2.4120 | \$ 18.60 |
| 13 | 1.5960 | \$ 12.31 | 2.2920 | \$ 17.67 | 3.0160 | \$ 23.25 | 2.5080 | \$ 19.34 |
| 14 | 1.5960 | \$ 12.31 | 2.2920 | \$ 17.67 | 3.0160 | \$ 23.25 | 2.5080 | \$ 19.34 |
| 15 | 1.6550 | \$ 12.76 | 2.3820 | \$ 18.37 | 3.0920 | \$ 23.84 | 2.6100 | \$ 20.12 |

| Step | Index | Custodian | Index | Assistant | Index | Paraeducator | Index | Fiscal |
|------|--------|-----------|--------|-----------|--------|--------------|--------|----------|
| 0 | 1.4905 | \$ 11.49 | 3.0530 | \$ 23.54 | 1.5250 | \$ 11.76 | 1.5350 | \$ 11.83 |
| 1 | 1.5297 | \$ 11.79 | 3.1570 | \$ 24.34 | 1.5250 | \$ 11.76 | 1.6230 | \$ 12.51 |
| 2 | 1.5595 | \$ 12.02 | 3.2730 | \$ 25.23 | 1.5940 | \$ 12.29 | 1.7120 | \$ 13.20 |
| 3 | 1.5946 | \$ 12.29 | 3.3870 | \$ 26.11 | 1.6610 | \$ 12.81 | 1.8030 | \$ 13.90 |
| 4 | 1.6149 | \$ 12.45 | 3.5060 | \$ 27.03 | 1.7260 | \$ 13.31 | 1.8880 | \$ 14.56 |
| 5 | 1.6635 | \$ 12.83 | 3.6120 | \$ 27.85 | 1.7960 | \$ 13.85 | 1.9770 | \$ 15.24 |
| 6 | 1.7135 | \$ 13.21 | 3.7220 | \$ 28.70 | 1.8620 | \$ 14.36 | 2.0640 | \$ 15.91 |
| 7 | 1.7649 | \$ 13.61 | 3.8230 | \$ 29.48 | 1.9280 | \$ 14.86 | 2.1500 | \$ 16.58 |
| 8 | 1.8014 | \$ 13.89 | 3.9350 | \$ 30.34 | 1.9950 | \$ 15.38 | 2.2390 | \$ 17.26 |
| 9 | 1.8338 | \$ 14.14 | 4.0390 | \$ 31.14 | 2.0620 | \$ 15.90 | 2.3280 | \$ 17.95 |
| 10 | 1.8703 | \$ 14.42 | 4.1400 | \$ 31.92 | 2.1290 | \$ 16.41 | 2.4160 | \$ 18.63 |
| 11 | 1.9081 | \$ 14.71 | 4.2440 | \$ 32.72 | 2.1960 | \$ 16.93 | 2.5030 | \$ 19.30 |
| 12 | 1.9081 | \$ 14.71 | 4.2440 | \$ 32.72 | 2.1960 | \$ 16.93 | 2.5030 | \$ 19.30 |
| 13 | 1.9459 | \$ 15.00 | 4.3460 | \$ 33.51 | 2.2550 | \$ 17.39 | 2.5890 | \$ 19.96 |
| 14 | 1.9459 | \$ 15.00 | 4.3460 | \$ 33.51 | 2.2550 | \$ 17.39 | 2.5890 | \$ 19.96 |
| 15 | 2.0514 | \$ 15.82 | 4.4570 | \$ 34.36 | 2.3200 | \$ 17.89 | 2.6770 | \$ 20.64 |

*Interpreter will receive an additional \$1.00 per hour for having the comprehensive skills certificate, CT, CI or NIC certification from R.I.D. or a bachelor's degree in a related field. Credit for one only. (NIC added to statement at SOESC board meeting on 9/23/08)

| Responsibility Factor- Office Manager and Support Team Leader | |
|---|-------|
| Year 1 | 2.00% |
| Year 2 | 3.00% |
| Year 3 | 4.00% |