MINUTES OF THE SOUTHERN OHIO EDUCATIONAL SERVICE CENTER GOVERNING BOARD MEETING

SPECIAL FINANCE WORK SESSION

June 17, 2025

The Southern Ohio Educational Service Center Governing Board met on Tuesday, June 17, 2025, at 1:00 p.m. for a special finance work session meeting. Members present were Dr. Kirby, Mr. Lane, Mr. Mount, Mr. Peck, Ms. Ruth, Ms. Stepp, and Mr. West, along with Curt Bradshaw, Superintendent, and Rachel Meyer, Treasurer. The guest present was Casey Enochs.

COLA (COST OF LIVING ADJUSTMENT) RECOMMENDATION **(Resolution #5016)**

It was moved by Mr. Lane and seconded by Dr. Kirby to allow a 3% COLA (cost of living adjustment) for all employees, effective with their first pay in the 2025-2026 school year.

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

SUBSTITUTE TEACHER DAILY PAY RATE RECOMMENDATION **(Resolution #5017)**

It was moved by Ms. Stepp and seconded by Mr. Mount to increase the substitute teacher rate of pay from $130.00 per diem to $135.00 per diem, effective July 1, 2025.

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

SUPERINTENDENT CONTRACT RECOMMENDATION **(Resolution #5018)**

It was moved by Ms. Ruth and seconded by Mr. Peck to approve an addendum to the Superintendent's contract to allow an annual payment for up to 10 accrued, unused vacation days at his per diem rate, effective August 1, 2025.

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

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BOARD CONTRIBUTION TO HDHP RECOMMENDATION **(Resolution #5019)**

It was moved by Mr. Lane and seconded by Dr. Kirby to approve Southern Ohio ESC board contributions to HDHP: ½ in January 2026 and ½ in July 2026 with the disclaimer of the second contribution being forfeited by resignation/termination/non-renewal for the following year. *Exception: Employees who retire from the SOESC will not forfeit the second contribution.*

Family $2,000.00 Employee Plus $1,500.00 Single $1,000.00

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

MEDICAL OPT-OUT RECOMMENDATION **(Resolution #5020)**

It was moved by Mr. Mount and seconded by Mr. Peck to offer an "Opt Out Option" to employees:

> Employees who are eligible for hospital/major medical coverage through the ESC may receive additional annual compensation equal to $2,000.00 if they elect to waive the medical coverage prior to the start of the plan year. The payment date will be determined annually by the Treasurer. An employee may elect this option by notifying the Treasurer no later than December 31 or within 30 days of the start date for new hires after December 31. The employee understands this additional compensation is subject to Federal, State, and local income taxes and other employment withholdings. Any employee who receives coverage and whose alternative insurance is Medicare, Medicaid, or the ACA Exchange is not eligible for the opt-out. Additionally, any employee who receives insurance coverage from the ESC through a family member or who is under the age of 26 and covered under his/her parent's insurance is not eligible for the opt-out. To receive compensation, the eligible employee must provide the ESC with proof of other medical coverage to receive compensation.
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> An employee who has opted not to receive insurance coverage shall have the right to enroll in coverage later should a qualifying event as defined by the applicable insurance policy occur. Employees are not eligible for annual compensation if they take medical coverage at any point during the year.
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> If a participating employee resigns and fulfills their contract, the annual compensation will be paid in full. If a participating employee resigns, is non-renewed/terminated, and does not fulfill their contract, the annual compensation will be prorated to the month in which their last day is worked. Eligible new hires with a start date after August 1 will receive prorated annual compensation.

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

ADJOURNMENT

It was moved by Ms. Stepp and seconded by Dr. Kirby to adjourn to meet again in regular session at Southern Ohio Educational Service Center, 3321 Airborne Road, Wilmington, on **Tuesday, June 24, 2025, at 7:00 p.m.**

Roger West
BOARD PRESIDENT

Rachel Meyer
TREASURER