

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

**REGULAR BOARD MEETING**

**JUNE 25, 2024**

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The Southern Ohio Educational Service Center Governing Board met on Tuesday, June 25, 2024, at 7:00 p.m. for its regular monthly meeting. Members present were Mr. Hixson, Dr. Kirby, Mr. Lane, Mr. Mount, Mr. Peck, Ms. Ruth, Ms. Stepp, and Mr. West, along with Beth Justice, Superintendent, and Rachel Meyer, Treasurer. The guests present were Kim Adams, Curt Bradshaw, Holly Burgess, and Hannah Garen.

**APPROVAL OF THE MEETING AGENDA (Resolution #4871)**

It was moved by Mr. Hixson and seconded by Mr. Peck to approve the agenda as revised.

The board members present unanimously approved the motion. President of the Board, Dr. Kirby declared the motion carried.

**MINUTE APPROVAL (Resolution #4872)**

It was moved by Mr. Lane and seconded by Mr. Mount that the May 28, 2024, meeting minutes be approved as presented.

The board members present unanimously approved the motion. President of the Board, Dr. Kirby declared the motion carried.

The meeting was opened for public participation on the issue of re-employment of Ms. Linda Mead; none was received.

**SOUTHERN OHIO ESC SHARED EXPERTISE**

Directors of the Teaching and Learning Team, Kim K. Adams, Holly Burgess, and Hannah Garen, shared a PowerPoint presentation that highlighted their work during the past year, which included:

- Intervention Vendor Fair
- Finding the Keys to Quality
- Dyslexia Facilitation and PD
- OPEPP
- Curriculum Roundtables
- COPE Events
- KIMISTRY
- Literacy Leaders Network
- OpenSciEd
- Math Professional Development
- School Counselor & Social Worker Roundtables
- Instructional Coaching Network Sessions
- Understanding and Using Attendance Data
- Elementary and Secondary Administrator Forums

A question-and-answer session followed the presentation.

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APPOINTMENT OF OSBA CAPITAL CONFERENCE DELEGATE AND ALTERNATE

Appointment by President Dr. Kirby of Mr. Peck as delegate and Dr. Kirby as alternate to the 2024 Annual Business Meeting in Columbus on November 11, 2024.

FINANCE WORK SESSION RECOMMENDATION (Resolution #4873)

Recommendation presented by the finance work session participants it was moved by Ms. Stepp and seconded by Ms. Ruth to allow a 3.0% COLA (cost of living adjustment) for all employees effective with their first pay in the 2024-2025 school year.

The board members present unanimously approved the motion. President of the Board, Dr. Kirby declared the motion carried.

FINANCE WORK SESSION RECOMMENDATION (Resolution #4874)

Recommendation presented by the finance work session participants it was moved by Mr. Peck and seconded by Mr. Lane to approve Southern Ohio ESC board contributions to HDHP: ½ in January 2025 and ½ in July 2025, 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. The exception would be retroactive beginning with the 2023-24 school year.*

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, Dr. Kirby declared the motion carried.

FINANCE WORK SESSION RECOMMENDATION (Resolution #4875)

Recommendation presented by the finance work session participants it was moved by Ms. Ruth and seconded by Mr. Peck to increase the Superintendent's salary by \$4,725.00 retroactive to August 1, 2023.

The board members present unanimously approved the motion. President of the Board, Dr. Kirby declared the motion carried.

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FINANCE WORK SESSION RECOMMENDATION (Resolution #4876)

Recommendation presented by the finance work session participants it was moved by Ms. Stepp and seconded by Mr. Lane to increase the Assistant Superintendent's salary by \$1,971.00 retroactive to August 1, 2023.

The board members present unanimously approved the motion. President of the Board, Dr. Kirby declared the motion carried.

FINANCE WORK SESSION RECOMMENDATION (Resolution #4877)

Recommendation presented by the finance work session participants it was moved by Ms. Stepp and seconded by Mr. Peck to increase the Treasurer's salary by \$2,001.00 retroactive to August 1, 2023.

The board members present unanimously approved the motion. President of the Board, Dr. Kirby declared the motion carried.

FINANCE WORK SESSION RECOMMENDATION (Resolution #4878)

Recommendation presented by the finance work session participants it was moved by Mr. Lane and seconded by Ms. Ruth 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.

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 December 31 will receive prorated annual compensation.*

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

FINANCE WORK SESSION RECOMMENDATION (Resolution #4879)

Recommendation presented by the finance work session participants it was moved by Mr. Peck and seconded by Ms. Stepp to increase the Treasurer's salary by \$8,259.00 effective August 1, 2024.

The board members present unanimously approved the motion. President of the Board, Dr. Kirby declared the motion carried.

GREAT OAKS ITCD REPORT

Mr. Lane reported that the Great Oaks Board met on June 12, 2024, at the board offices in Sharonville. The following information may be of interest:

- President and CEO Harry Snyder reported all campuses have received a security upgrade, providing greater access control and video monitoring.
- The Board approved a resolution to accept the construction design for phase one of the Laurel Oaks expansion project. This expansion will house two new career programs to be added for 2025-26.
- Laurel has completed staffing for the upcoming year, including the hiring of an instructor for the new Law Enforcement program. Former ESC employee Jason Lawson will be teaching that program.
- The enrollment projection for 2024-25 was reviewed as of June 10, 2024. Laurel enrollment is 841, with 388 returning and 451 incoming students. Seventeen junior-level career programs are offered, with eleven at capacity. Of course, these numbers will change some before the 2024-25 school year starts.
- Total Great Oaks enrollment is just under 3500.
- Mr. Lane also asked for prayers for the Fred Hunt Family. Mr. Hunt is the Great Oaks board representative from Hamilton County ESC.

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LEGISLATIVE LIAISON REPORT

Mrs. Ruth referenced some items from the "The Link" (June 2024 issue):

**Released time for religious instruction bill heard in committee**

The bill is sponsored by Reps. Al Cutrona (R-Canfield) and Gary Click (R-Vickery) and would require school districts to have a policy that allows students to be excused from school to attend a released time course in religious instruction. Currently, state law makes the policy permissive but not required for school districts.

A U.S. Supreme Court decision has stated that released time for religious instruction is allowed, but not required. Further, the court decision states that if the school allows the released time, the classes are to be held in a separate location that is not on the school premises, and the school does not encourage or discourage participation.

Additionally, current law also requires the following:

- The student's parent or guardian provides written consent;
- The sponsoring entity maintains attendance records and makes them available to the student's school district;
- The sponsoring entity, parent, guardian, or student, including a student with disabilities, takes complete responsibility for transportation to and from the place of instruction;
- Grants school districts, school board members, and district employees immunity from liability in a civil action for injuring allegedly arising during a student's transportation to or from a place of instruction;
- The sponsoring entity makes provisions for and assumes liability for the student;
- No public funds are spent, and no public school personnel are involved in providing the religious instruction;
- The student assumes responsibility for any missed schoolwork;
- A student may not be released from a core curriculum subject course.

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FINANCIAL REPORTS

Treasurer Ms. Meyer reviewed the monthly reports with the Board.

APPROVAL OF PAID BILLS (Resolution #4880)

Upon the recommendation of Treasurer Meyer, it was moved by Mr. Mount and seconded by Mr. Lane that the paid bills for the previous month be approved as presented, for a total of \$982,525.70.

The board members present unanimously approved the motion. President of the Board, Dr. Kirby declared the motion carried.

FY2024 APPROPRIATION MODIFICATIONS AND AMENDMENTS – ALL FUNDS (CLEAN-UP/BUDGET) (Resolution #4881)

Whereas the Treasurer may need to make various appropriation changes at the close of the fiscal year, and whereas the fiscal changes cannot be approved by the Board after June 30, per the recommendation of Treasurer Meyer and Superintendent Justice, it was therefore moved by Ms. Stepp and seconded by Ms. Ruth to authorize the necessary end-of-fiscal-year appropriation amendments and modifications, and include these changes in detail in the minutes for June for FY2024.

[See Minute Page #2296 - #2297]

The board members present unanimously approved the motion. President of the Board, Dr. Kirby declared the motion carried.

APPROPRIATION RESOLUTION FOR FY2025 BEGINNING JULY 1, 2024 - ALL FUNDS (BUDGET) (Resolution #4882)

Upon the recommendation of Treasurer Meyer and Superintendent Justice, it was moved by Mr. Hixson and seconded by Mr. Mount to approve appropriations for all funds for Fiscal Year 2025 and to set the level of control by fund as presented.

[See Minute Page #2298 - #2299]

The board members present unanimously approved the motion. President of the Board, Dr. Kirby declared the motion carried.

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**TREASURER DISCUSSION ITEMS**

**Fiscal Office Update:**

- We have been working with Human Resources to prepare for the 2024-2025 school year to ensure everything is in place for new hires and returning employees. We have worked on employee assignment letters/job calendars, salary notice preparation, and employee salary/benefits snapshots.
- Amanda and I sent out the week of June 3 the final invoices of the year for primary services for Hopewell and ESC.
- The fiscal office is working to prepare for the fiscal year-end and the conversion to FY2025.

**Professional Development:**

- On June 5, 2024, I attended the STRS Employer Basics 101: Annual Reporting webinar. This webinar covered all the information needed to prepare and submit our annual report. They also offered tips on resolving issues if the report does not balance.
- On June 18, 2024, I will attend the ED STEPS Regional training provided by the Ohio DEW Office of Federal Programs at South Central Ohio ESC. The ED STEPS system is a process of improving how the Department coordinates, collaborates, and communicates to support districts and schools addressing their needs. ED STEPS standardizes timelines and streamlines the process of assessing needs, developing plans, and applying for funds. Over the next several years, the ED STEPS process will be supported by improvements to the Department's technology systems and tools, most notably the Comprehensive Continuous Improvement Plan (CCIP). The CCIP is the current mechanism used to apply for and receive approval for ESC and Hopewell grants.
- On June 27, 2024, I will attend the BWC Employer Update webinar. This webinar will review the annual employer true-up, reportable payroll, important dates, and monthly safety tips.

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**PERSONNEL CONTRACT RESIGNATIONS: R14/ESC (Resolution #4883)**

Upon the recommendation of Superintendent Justice, it was moved by Ms. Stepp and seconded by Mr. Lane to approve the resignation of the following personnel:

**R14/ESC RESIGNATION(S)**

<u>Name</u>	<u>Position</u>	<u>Contract Type</u>	<u>Effective Date</u>
Collins, Shawna	Intervention Specialist	Certificated	06-17-2024
Dettwiller, Timothy	HC Workforce Development Director	Retired Certificated	07-31-2024
Dettwiller, Timothy	SST Consultant	Retired Certificated	07-31-2024
McCarty, Emily	Student Monitor	Classified	06-13-2024
Quinn, Joel	Paraprofessional	Classified	06-20-2024

The board members present unanimously approved the motion. President of the Board, Dr. Kirby declared the motion carried.

**PERSONNEL CONTRACT AGREEMENTS: R14/ESC (Resolution #4884)**

Upon the recommendation of Superintendent Justice, it was moved by Ms. Ruth and seconded by Mr. West that the Board approves employment contracts for the following personnel subject to the provision of ORC 3319.02, ORC 3319.08, and/or ORC 3319.081. All personnel is subject to assignment by the Superintendent, and all contracts are subject to continuation of existing local, state, and/or federal funding; proper licensure; Ohio Department of Education highly qualified teacher per current job assignment; Ohio Bureau of Criminal Background Investigation Check; and Federal Bureau of Investigation Background Check:

**R14/ESC CONTRACT AGREEMENT(S)**

<u>Name</u>	<u>Tentative Position</u>	<u>Contract Dates</u>	<u>Length</u>	<u>Days</u>	<u>Degree</u>	<u>Schedule-Step-Rate</u>	<u>Contract Type</u>	<u>Comments</u>
Adams, Kimberly K.	Teaching & Learning Team Leader	2024-2025	1 Year	As Needed	Master's	No Schedule/ No Step/ \$3,740.00	Supplemental	



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**R14/ESC CONTRACT AGREEMENT(S) (Cont.)**

Name	Tentative Position	Contract Dates	Length	Days	Degree	Schedule-Step-Rate	Contract Type	Comments
Armentrout, Robert	Substitute Teacher	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$130.00 per diem	Certificated	SOLC
Armstrong, Paula	Motor Team Co-Team Leader	2024-2025	1 Year	As Needed	Master's	No Schedule/ No Step/ \$3,740.00	Supplemental	
Baisden, Shona	Substitute Teacher	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$130.00 per diem	Certificated	SOLC
Bailey, Shelley	SOLC Team Leader	2024-2025	1 Year	As Needed	Master's	No Schedule/ No Step/ \$3,740.00	Supplemental	
Batson, Shawnda	Substitute Teacher	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$130.00 per diem	Certificated	SOLC
Brewer, Marjorie	Science of Reading Professional Development	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$1,200.00	Supplemental	Payable upon successful completion of PD requirements
Burris, Danielle	Substitute Teacher	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$130.00 per diem	Certificated	SOLC
Cluxton, Rachel	Science of Reading Professional Development	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$1,200.00	Supplemental	Payable upon successful completion of PD requirements
Cutter, Kyle	Substitute Teacher	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$130.00 per diem	Certificated	SOLC
D'Aurizio, Kristeen	Substitute Teacher	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$130.00 per diem	Certificated	SOLC
Dettwiller, Timothy*	SST Consultant	2024-2025	1 Year	As Needed	Master's	MA B/ Step 10/ \$47.87 per hour	Retired Administrator Certificated	
Free, Suzanne	Science of Reading Professional Development	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$1,200.00	Supplemental	Payable upon successful completion of PD requirements
Gehring, Megan	Science of Reading Professional Development	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$1,200.00	Supplemental	Payable upon successful completion of PD requirements

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Name	Tentative Position	Contract Dates	Length	Days	Degree	Schedule-Step-Rate	Contract Type	Comments
Gehring, Megan	Early Childhood/APE Team Leader	2024-2025	1 Year	As Needed	Master's	No Schedule/ No Step/ \$3,740.00	Supplemental	
Guthrie, Stacia	Speech-Language Pathology Team Leader	2024-2025	1 Year	As Needed	Master's	No Schedule/ No Step/ \$3,740.00	Supplemental	
Hamilton, Staci	Science of Reading Professional Development	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$1,200.00	Supplemental	Payable upon successful completion of PD requirements
Hassman, Rhonda	Substitute Teacher	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$130.00 per diem	Certificated	SOLC
Hatfield, Judy	Substitute Secretary	2024-2025	1 Year	As Needed	No Degree on Schedule	Schedule M/ Step 0/ \$12.88 per hour	Classified Substitute	
Henninger, Millie	Science of Reading Professional Development	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$1,200.00	Supplemental	Payable upon successful completion of PD requirements
Inlow, Cyndia	Math Mastery PD	2023-2024	1 Year	1 day	No Degree on Schedule	No Schedule/ No Step/ \$250.00	Supplemental	
Kelch, Jill	Science of Reading Professional Development	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$1,200.00	Supplemental	Payable upon successful completion of PD requirements
Metz, Rebecca	Science of Reading Professional Development	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$1,200.00	Supplemental	Payable upon successful completion of PD requirements
Newton, Krista	Substitute Teacher	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$130.00 per diem	Certificated	SOLC
Nichols, Angela	Medicaid; per District Request	2023-2024	1 Year	As Needed	Doctorate	Related M/ Step 15/ \$68.28 per hour	Supplemental	Not to exceed 3 days; per submitted timesheet
Noronha, Jane	Substitute Teacher	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$130.00 per diem	Certificated	SOLC
Pavey, Kelly	Substitute Teacher	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$130.00 per diem	Certificated	SOLC

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**R14/ESC CONTRACT AGREEMENT(S) (Cont.)**

Name	Tentative Position	Contract Dates	Length	Days	Degree	Schedule-Step-Rate	Contract Type	Comments
Peabody, Jamie	Science of Reading Professional Development	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$1,200.00	Supplemental	Payable upon successful completion of PD requirements
Perkins, Amanda	Social Worker Team Leader	2024-2025	1 Year	As Needed	Master's	No Schedule/ No Step/ \$3,740.00	Supplemental	
Purdin, Katie	Substitute Teacher	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$130.00 per diem	Certificated	SOLC
Range, Kimberly	Science of Reading Professional Development	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$1,200.00	Supplemental	Payable upon successful completion of PD requirements
Royalty, Jeff*	Hopewell Center Director	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$4,016.00	Supplemental	
Sebastian, Pamela*	Intervention Specialist Itinerant Teacher for the Deaf/Hard of Hearing	2024-2025	1 Year	184 days	Master's	MA A/ Step 10/ \$61,003.00	Retired Administrator Certificated	
Sebastian, Pamela*	Intervention Specialist Itinerant Teacher for the Deaf/Hard of Hearing	2024-2025	1 Year	8 days	Master's	MA A/ Step 10/ \$2,652.00	Supplemental	
Sebastian, Pamela*	Audiological Support for Districts	2024-2025	1 Year	4 days	Master's	MA A/ Step 10/ \$1,326.00	Supplemental	
Sebastian, Pamela*	Deaf/Hard of Hearing Team Leader	2024-2025	1 Year	As Needed	Master's	No Schedule/ No Step/ \$3,740.00	Supplemental	
Sebastian, Pamela*	Science of Reading Professional Development	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$1,200.00	Supplemental	Payable upon successful completion of PD requirements
Strong, Trista	Substitute Teacher	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$130.00 per diem	Certificated	SOLC
Tolle, Kathy	Motor Team Co-Team Leader	2024-2025	1 Year	As Needed	Master's	No Schedule/ No Step/ \$3,740.00	Supplemental	
Walterhouse, Shane	Substitute Teacher	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$130.00 per diem	Certificated	SOLC
Wellman, Shelly	Science of Reading Professional Development	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$1,200.00	Supplemental	Payable upon successful completion of PD requirements
Williams, Angela	Science of Reading Professional Development	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$1,200.00	Supplemental	Payable upon successful completion of PD requirements
Young, Stephani	Substitute Teacher	2024-2025	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ \$130.00 per diem	Certificated	SOLC

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**R14/ESC CONTRACT AGREEMENT(S) (Cont.)**

**East Clinton Substitutes**

- |                        |                          |                            |                             |
|------------------------|--------------------------|----------------------------|-----------------------------|
| 1. Armentrout, Robert  | 2. Baisden, Shona        | 3. Batson, Shawnda         | 4. Batson, Tyler            |
| 5. Burden, Leah        | 6. Cline, Rachel         | 7. Cook, Belinda           | 8. Cowman, Shelbie          |
| 9. Curtis, Robert      | 10. Cutter, Kyle         | 11. D'Aurizio, Kristeen    | 12. Dean, Lisa              |
| 13. Fair, Joni         | 14. Flichman, Kenneth    | 15. Frary, Amy             | 16. Hassman, Rhonda         |
| 17. Hatch, Teresa      | 18. Justice, Paulette    | 19. Kincaid, Penelope      | 20. McCord, Brian           |
| 21. McMinn, Jennifer   | 22. Myers, Sylvia        | 23. Newton, Krista         | 24. Noronha, Jane           |
| 25. Pavey, Kelly       | 26. Ramirez, Janine      | 27. Reynolds, Michael Brad | 30. Roberts, Greg           |
| 28. Roe, Tina          | 29. Schatmeyer, Carli    | 31. Snodgrass, Amber       | 32. Snowball, William       |
| 33. Stewart, Stephanie | 34. Stewart, Veronica S. | 35. Strong, Trista         | 36. Summers, Gage           |
| 37. Waits, Rebecca     | 38. Walterhouse, Shane   | 39. Williams, Katrina      | 40. Wilson (Bloom), Lindsay |
| 41. Wiseman, Sharon    | 42. Young, Stephani      |                            |                             |

**Great Oaks (Laurel Oaks Campus) Substitutes**

- |                       |                          |                             |                            |
|-----------------------|--------------------------|-----------------------------|----------------------------|
| 1. Abare, Janet       | 2. Armentrout, Robert    | 3. Carter, Cassandra        | 4. Cowman, Shelbie         |
| 5. Custis, Jennifer   | 6. Cutter, Kyle          | 7. Eads, Margie             | 8. Hassman, Rhonda         |
| 9. Hatch, Teresa      | 10. McCord, Brian        | 11. McMinn, Jennifer        | 12. Myers, Sylvia          |
| 13. Newton, Krista    | 14. Noronha, Jane        | 15. Purdin, Katie           | 16. Reynolds, Michael Brad |
| 17. Snowball, William | 18. Stewart, Veronica S. | 19. Strong, Trista          | 20. Walterhouse, Shane     |
| 21. Webb, Regina      | 22. White, Deborah       | 23. Wilson (Bloom), Lindsay | 24. Young, Stephani        |

The board members present unanimously approved the motion. President of the Board, Dr. Kirby declared the motion carried.

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**PERSONNEL CONTRACT AMENDMENT(S): R14/ESC (#4885)**

Upon the recommendation of Superintendent Justice, it was moved by Ms. Stepp and seconded by Mr. Mount to approve an amendment to the following employment contract for the following personnel:

**R14/ESC CONTRACT AMENDMENTS**

<b>Name</b>	<b>Position</b>	<b>Contract Dates</b>	<b>Change 1</b>	<b>Change 2</b>	<b>Change 3</b>	<b>Comments</b>
Bailey, Jody	Autism/Low Incidence Specialist and SST Consultant	2024 - 2025	Section 2 of the Contract shall be amended to reflect that the employee will be assigned to the position of Autism/Low Incidence Specialist and SST Consultant.	Section 3 of the Contract shall be modified to recognize that the employee shall receive a salary of \$59.27 per hour (Related Salary Schedule, Step 8, Masters) for time dedicated to the position of Autism/Low Incidence Specialist and will receive a salary of \$56.56 per hour (Salary Schedule B, Step 21, Masters) for the time dedicated to the position of State Support Team Consultant. The employee shall document the hours worked in each position as directed by the Board.	The remaining terms and conditions of the contract and any other addendums or amendments thereto shall remain in full force and effect unless otherwise modified in writing by the parties.	This addendum shall be incorporated by reference herein to the contract and be made a part thereof.
Dean, Thomas (Tom)	Family Engagement & Transition Administrator	2024 - 2025	Reduce number of workdays from 218 to 211 days	Salary of \$74,874.00 to remain the same		

The board members present unanimously approved the motion. President of the Board, Dr. Kirby declared the motion carried.

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APPROVAL OF HEALTH, DENTAL, VISION, AND LIFE INSURANCE RATES  
(Resolution#4886)

Upon the recommendation of Superintendent Justice, it was moved by Mr. Lane and seconded by Mr. Peck to approve employee health insurance from United Healthcare, employee dental insurance from Delta Dental, employee vision insurance from Vision Service Plan, and employee life insurance from Unum Life Insurance for the period of January 1, 2025, through December 31, 2025, at the rates listed, effective subject to board policy GCBC and GDBC and corresponding board regulations GCBC-R and GDBC-R.

**ESC/Region 14 Employees:**

<b><u>High Deductible Medical:</u></b>	<b><u>Family</u></b>	<b><u>Employee Plus Kids</u></b>	<b><u>Single</u></b>	<b><u>H.S.A. Board Contributions</u></b>
Monthly Rate	\$ 2,039.46	\$ 1,308.52	\$ 708.06	\$2,000.00 (Family)
Board Contribution	\$ 1,631.57	\$ 1,046.82	\$ 637.25	\$1,500.00 (Employee+Kids)
Employee Contribution	\$ 407.89	\$ 261.70	\$ 70.81	\$1,000.00 (Single)
<b><u>P.P.O. Medical:</u></b>	<b><u>Family</u></b>	<b><u>Employee Plus Kids</u></b>	<b><u>Single</u></b>	
Monthly Rates	\$ 2,502.24	\$ 1,605.54	\$ 868.80	
Board Contribution	\$ 1,926.82	\$ 1,236.27	\$ 781.92	
Employee Contribution	\$ 575.42	\$ 369.27	\$ 86.88	
<b><u>Dental:</u></b>	<b><u>Family</u></b>		<b><u>Single</u></b>	
Monthly Rates	\$ 94.34	----	\$ 37.32	
Board Contribution	\$ 94.34	----	\$ 37.32	
Employee Contribution	----	----	----	
<b><u>Vision:</u></b>	<b><u>Family</u></b>	<b><u>Employee Plus Kids</u></b>	<b><u>Single</u></b>	
Monthly Rates	\$ 18.36	----	\$ 7.89	
Board Contribution	\$ 18.36	----	\$ 7.89	
Employee Contribution	----	----	----	
<b><u>Life:</u></b>	----	----	----	
\$ 0.11 per \$1,000.00 coverage				

The board members present unanimously approved the motion. President of the Board, Dr. Kirby declared the motion carried.

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

**REGULAR BOARD MEETING**

**JUNE 25, 2024**

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**APPROVAL OF FY25 OHIO EDUCATIONAL SERVICE CENTER ASSOCIATION  
MEMBERSHIP (Resolution#4887)**

Upon the recommendation of Superintendent Justice, it was moved by Mr. Hixson and seconded by Ms. Ruth to approve continued educational service center membership in the Ohio Educational Service Center Association (OESCA) for FY 2025 and AESA, the National Educational Service Association at the total cost of \$8,894.58.

The board members present unanimously approved the motion. President of the Board, Dr. Kirby declared the motion carried.

**SALARY SCHEDULES FY2025 (Resolution#4888)**

Upon the recommendation of Superintendent Justice, it was moved by Mr. Mount and seconded by Mr. Lane to approve all salary schedules presented effective July 1, 2024, for the FY2025 employment contract year.

**[See Minute Page #2300 - #2302]**

The board members present unanimously approved the motion. President of the Board, Dr. Kirby declared the motion carried.

**APPROVAL OF PROVIDER CONTRACTS (Resolution#4889)**

Upon the recommendation of Superintendent Justice, it was moved by Mr. Peck and seconded by Mr. West to approve the following provider contracts as listed:

**R14 / SOESC PROVIDER CONTRACTS**

<u>Client</u>	<u>Service</u>	<u>Dates</u>	<u>Amount</u>	<u>Comments</u>
Adams County/ Ohio Valley	Contract for Services	7/1/2023- 6/30/2025	\$ 567,264.59	ESC
Adams County/ Ohio Valley	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2025	\$ 469,836.35	R14

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

**REGULAR BOARD MEETING**

**JUNE 25, 2024**

**R14 / SOESC PROVIDER CONTRACTS (Cont.)**

<u>Client</u>	<u>Service</u>	<u>Dates</u>	<u>Amount</u>	<u>Comments</u>
Blanchester Local	Contract for Services	7/1/2023- 6/30/2025	\$ 753,277.77	ESC
Bright Local	Contract for Services	7/1/2023- 6/30/2025	\$ 40,356.35	ESC
Bright Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2025	\$ 111,884.10	R14
Clinton County Developmental Disabilities	Audiological Services	8/1/2024- 7/31/2025	\$ 2,400.00	ESC
Clinton County Developmental Disabilities	Interpreter Services	7/1/2024- 6/30/2025	\$39.77 per hour	ESC
Clinton-Massie Local	Contract for Services	7/1/2023- 6/30/2025	\$ 161,155.81	ESC
Clinton-Massie Local	Sign Language Interpreter for student during ESY service	7/29/2024 - 8/08/2024	\$39.09 per hour	R14
Clinton-Massie Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2025	\$ 319,927.57	R14
East Clinton Local	Contract for Services	7/1/2023- 6/30/2025	\$ 459,565.96	ESC
East Clinton Local	Substitute Teacher Employment Services	7/1/2024- 6/30/2025	\$158.25 per day x # of substitutes and/or \$259.25 per day + insurance costs x # of long-term substitutes	ESC
East Clinton Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2025	\$ 255,866.49	R14
Eastern Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2025	\$ 171,281.86	R14
Eastern Local	SOLC Participation	2024-2025 SY	\$ 48,420.00	ESC



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

**REGULAR BOARD MEETING**

**JUNE 25, 2024**

**R14 / SOESC PROVIDER CONTRACTS (Cont.)**

<u>Client</u>	<u>Service</u>	<u>Dates</u>	<u>Amount</u>	<u>Comments</u>
Fairfield Local	Contract for Services	7/1/2023- 6/30/2025	\$ 609,372.51	ESC
Fairfield Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2025	\$ 263,229.23	R14
Fayetteville-Perry Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2025	\$ 80,503.71	R14
Georgetown Ex. Village	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2025	\$ 196,715.62	R14
Great Oaks	Substitute Teacher Employment Services (Laurel Oaks Campus)	7/1/2024- 6/30/2025	\$158.25 per day x # of regular substitutes (for 1st 10 days); \$164.25 per day x # of regular substitutes that have been assigned 11 days to 60 days in one specific position; \$182.25 per day for regular substitutes subbing in an area of their career tech licensure and/or \$259.25 per day + insurance costs x # of long-term substitutes	ESC
Great Oaks	Contract for Services	8/1/2024- 7/31/2025	\$ 428,865.12	ESC
Greenfield Exempted	Contract for Services	7/1/2023- 6/30/2025	\$ 230,737.23	ESC
Greenfield Exempted	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2025	\$ 355,212.79	R14
Hillsboro City	Contract for Services	7/1/2023- 6/30/2025	\$ 26,935.05	ESC
Hillsboro City	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2025	\$ 404,071.43	R14
Lynchburg-Clay Local	Contract for Services	7/1/2023- 6/30/2025	\$ 19,405.25	ESC

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

**REGULAR BOARD MEETING**

**JUNE 25, 2024**

**R14 / SOESC PROVIDER CONTRACTS (Cont.)**

<u>Client</u>	<u>Service</u>	<u>Dates</u>	<u>Amount</u>	<u>Comments</u>
Lynchburg-Clay Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2025	\$ 171,124.91	R14
Miami Trace Local	Contract for Services	7/1/2023- 6/30/2025	\$ 236,679.32	ESC
Miami Trace Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2025	\$ 44,030.45	R14
RULH Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2025	\$ 121,220.03	R14
Washington C.H. City	Contract for Services	7/1/2023- 6/30/2025	\$ 537,288.94	ESC
Washington C.H. City	School Psychology Services	Summer 2024	\$73.03 per hour	ESC
Washington C.H. City	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2025	\$ 372,965.96	R14
Western Brown Local	Preschool Itinerant Teacher	7/1/2023- 6/30/2024	\$ 123,939.49	ESC
Wilmington City	Contract for Services	7/1/2023- 6/30/2025	\$ 75,393.60	ESC
Wilmington City	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2025	\$ 384,524.16	R14
Wilmington Christian Academy	Attendance Services	8/1/2024- 7/31/2025	\$ 6,372.94	ESC

The board members present unanimously approved the motion. President of the Board, Dr. Kirby declared the motion carried.

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

**REGULAR BOARD MEETING**

**JUNE 25, 2024**

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**APPROVAL OF SERVICE CONTRACTS (Resolution#4890)**

Upon the recommendation of Superintendent Justice, it was moved by Mr. Mount and seconded by Mr. Hixson to approve the following service contracts as listed:

**R14 / SOESC SERVICE CONTRACTS**

<u>Provider</u>	<u>Purchase Order</u>	<u>Service</u>	<u>Dates</u>	<u>Amount</u>	<u>Comments</u>
Butler County ESC	TBD	Hearing Impaired/Deaf Itinerant Services	8/1/2024-5/31/2025	\$ 173,842.50	R14
Hamilton County ESC	TBD	Instructional Technology Integration Coaching and PD Support	8/12/2024-5/30/2025	\$ 119,438.00	ESC
Madison-Champaign ESC	TBD	School Psychologist	8/1/2024-7/31/2025	\$ 127,810.08	ESC

The board members present unanimously approved the motion. President of the Board, Dr. Kirby declared the motion carried.

**SUPERINTENDENT INFORMATION/DISCUSSION ITEMS**

Superintendent Justice shared the following with the Board:

1. Superintendent Search Update – Tim Dettwiller will serve as interim Superintendent for Wilmington City for 2024-25. He will officially begin on August 1.
2. Assistant Superintendent Search for SOESC – More 1<sup>st</sup> round interviews will continue later this week. We are hopeful we will have a candidate by the July board meeting.
3. District Superintendent Search– Lynchburg-Clay will be looking for a new Superintendent. Mr. Jim Fisher has accepted a position with Northeastern Local School District in Springfield.

MINUTES OF THE SOUTHERN OHIO  
EDUCATIONAL SERVICE CENTER GOVERNING BOARD MEETING

REGULAR BOARD MEETING

JUNE 25, 2024

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ADJOURNMENT

It was moved by Mr. Hixson and seconded by Ms. Ruth to adjourn to meet again in regular session on **Tuesday, July 23, 2024, at 7:00 p.m.**, at R14/Hopewell Center, 5350 West New Market Road, Ohio.

Dr. Norma Kirby  
BOARD PRESIDENT

Rachel Mayer  
TREASURER

SOUTHERN OHIO EDUCATIONAL SERVICE CENTER  
FY 2024 FINAL APPROPRIATIONS

FUND OBJECT SCC FY2024 APPROP MONTHLY APPROPRIATION CHANGES TOTAL

FUND	OBJECT	SCC	DESCRIPTION	JULY	AUGUST	OCTOBER	FEBRUARY	NOVEMBER	DECEMBER	JANUARY	MARCH	APRIL	MAY	JUNE	TOTAL
001	100	0000	SALARIES	\$3,419,127.00	\$160,159.00	\$92,523.00				\$28,022.00				\$17,730.00	\$3,682,101.00
001	200	0000	FRINGE BENEFITS	\$1,970,371.44	\$69,372.00	\$32,325.00				\$17,161.00				1,128.07	\$2,080,377.51
001	400	0000	PURCHASED SERVICES	\$585,344.88	\$2,000.00	\$1,385.00								\$42,953.34	\$634,046.36
001	500	0000	SUPPLIES & MATERIALS	\$80,630.00	\$250.00	\$100.00								\$38,756.39	\$119,736.39
001	600	0000	CAPITAL OUTLAY	\$34,950.00											\$34,950.00
001	800	0000	OTHER OBJECTS	\$66,527.30	\$180.00									\$120.00	\$67,277.30
001	900	0000	CONTINGENCIES / TRANSFERS	\$1,922,200.00										\$67,275.08	\$1,854,924.92
			GENERAL FUND TOTAL												\$8,488,913.48
OTHER FUNDS															
001	9050		TERMINATION / RETIREMENT BENEFITS FUND	\$50,889.03										\$20,350.53	\$30,538.50
007	0000		UNCLAIMED FUNDS	\$63.95										(63.95)	\$-
008	9271		WADDELL FUND	\$53,300.00										\$40,535.92	\$12,964.88
019	9906		ACCESS (BESTOHIO) STIPENDS FUND FY24	\$-				\$8,250.00						(8,250.00)	\$-
019	9907		HIGHLAND COUNTY MICRO INTERNSHIPS STIPENDS FUND FY24	\$-						\$2,500.00				(850.00)	\$1,650.00
022	9245		HOPEWELL CUSTODIAL FUND	\$4,943,678.00			\$168,068.00							\$157,435.34	\$4,954,310.66
022	9500		D.A.R.E. CUSTODIAL FUND	\$23,263.71										(15,047.53)	\$8,216.18
451	9422		K12 NETWORK SUBSIDY	\$1,800.00	\$46.10						\$151.42				\$1,997.52
499	9015		STATE SUPPORT TEAM FY23 FUND	\$11,558.34										(11,479.28)	\$79.06
499	9016		STATE SUPPORT TEAM FY24 FUND	\$115,140.50										(1,290.83)	\$113,850.17
499	9707		STUDENT ASSESSMENT FY23 FUND	\$1,902.17										(2,456.85)	(554.68)
499	9860		ATTORNEY GENERAL SCHOOL SAFETY GRANT FY24 FUND	\$-							\$2,500.00			(2,500.00)	\$-
507	9472		FAMILY ENGAGEMENT LIAISON FY24 FUND	\$148,233.92										(23,589.57)	\$124,644.35
507	9602		EXTENDED LEARNING AND RECOVERY FY24 FUND	\$766,233.94										(102,068.71)	\$664,164.23
507	9702		AMERICAN RESCUE PLAN-HOMELESS (AREP) FY24 FUND	\$2,731.63											\$2,731.63
507	9801		LITERACY: ESCs TO SUPPORT STRUCTURED LITERACY FY24 FUND	\$32,476.80									\$25,903.72		\$6,573.08
508	9201		GEER (GOV. EMERG. ED. RELIEF) FY23 FUND	\$15,194.58											\$15,194.58
516	9233		IDEA PART B FY24 FUND	\$1,155,694.00										(47,188.57)	\$1,109,505.43
516	9282		IDEA PART B FY23 FUND	\$147,851.12										(136,614.28)	\$11,236.84
516	9817		PARENT MENTOR FY24 FUND	\$25,000.00										(557.53)	\$24,442.47
516	9816		PARENT MENTOR FY23 FUND	\$3,854.47										(3,172.02)	\$682.45
516	9919		EARLY LITERACY SSIIP (IDEA) FY24 FUND	\$89,879.00	\$1.00									(1,586.48)	\$88,293.52
516	9918		EARLY LITERACY SSIIP (IDEA) FY23 FUND	\$6,057.75										(967.66)	\$5,090.09
587	9515		EARLY LEARNING DISCRETIONARY FY24 FUND	\$75,993.02										(5,039.14)	\$70,953.88
587	9514		EARLY LEARNING DISCRETIONARY FY23 FUND	\$4,852.35										(74.19)	\$4,778.16
587	9606		EARLY LITERACY SSIIP FY24 FUND	\$27,000.00										(1,851.23)	\$25,148.77
587	9605		EARLY LITERACY SSIIP FY23 FUND	\$1,747.34										(116.80)	\$1,630.54
599	9850		OHIO K-12 SCHOOL SAFETY GRANT FY23	\$92,419.00											\$92,419.00
599	9511		STATE PERSONNEL DEVELOPMENT GRANT (SPDG) FY24 FUND	\$-	\$14,000.00										\$14,000.00
			OTHER FUNDS TOTAL		\$14,046.10	\$217,962.00	\$126,333.00	\$-	\$180,518.00	\$(250.00)	\$50,066.14	\$151.42	\$2,500.00	\$(25,903.72)	\$7,370,541.11
Monthly Appropriation Changes															
TOTAL APPROPRIATIONS - ALL FUNDS \$15,859,454.59															

SOUTHERN OHIO EDUCATIONAL SERVICE CENTER  
FY 2024 FINAL APPROPRIATIONS**Notes:**

General Fund - Tuition Reimbursement for all staff collectively \$13,000.00

General Fund - Board Service Fund set at \$7,500.00 on a calendar year basis

Termination Benefits Fund - Unemployment, Severance, and Vacation Payouts

**Contingencies:**

General Fund - Emergency Fund - 4 months of expenses \$1,587,200.00

General Fund - Building Fund \$300,000.00 - continue to add \$25,000 per year, budget permitting, per 6/25/19 board direction

Hopewell General Fund - Emergency Fund - \$724,498.00

Hopewell General Fund - Building Fund \$30,000.00 - (security system, updates, repair, etc...)

Hopewell General Fund - Termination / Retirement Benefits setaside \$46,370.00

**Transfers: (To be made - more information to follow)**

Termination Benefits Fund - \$0

Note: Run Appsum by Fund, Special Cost Center, Object and compare totals. In USAS-R run Management Appropriation Report

SOUTHERN OHIO EDUCATIONAL SERVICE CENTER  
FY 2025 INITIAL APPROPRIATIONS

FUND	OBJECT	SCC	DESCRIPTION	FY2025 APPROP	July	August	GENERAL FUND	September	October	November	December	January	February	March	April	TOTAL ACCOUNT	
001	100	0000	SALARIES	\$ 3,954,876.00												\$ 3,954,876.00	
001	200	0000	FRINGE BENEFITS	\$ 2,047,504.36												\$ 2,047,504.36	
001	400	0000	PURCHASED SERVICES	\$ 758,009.13												\$ 758,009.13	
001	500	0000	SUPPLIES & MATERIALS	\$ 139,985.00												\$ 139,985.00	
001	800	0000	CAPITAL OUTLAY	\$ 34,150.00												\$ 34,150.00	
001	803	0000	OTHER OBJECTS	\$ 104,335.00												\$ 104,335.00	
001	900	0000	CONTINGENCIES / TRANSFERS	\$ 2,044,000.00												\$ 2,044,000.00	
			GENERAL FUND TOTAL													\$ 9,082,869.49	
			OTHER FUNDS														
001	9050		TERMINATION / RETIREMENT BENEFITS FUND	\$ 20,350.53												\$ 20,350.53	
007	0000		UNCLAIMED FUNDS	\$ 63.95												\$ 63.95	
008	9271		WADSWELL FUND	\$ 53,300.00												\$ 53,300.00	
019	9906		ACCESS (BESTOHO) STIPENDS FUND FY24	\$ 8,250.00												\$ 8,250.00	
019	9907		HIGHLAND COUNTY MICRO INTERNSHIPS STIPENDS FUND	\$ 850.00												\$ 850.00	
022	9245		HOPWELL CUSTODIAL FUND	\$ 5,481,511.00												\$ 5,481,511.00	
022	9500		D.A.R.E. CUSTODIAL FUND	\$ 21,713.53												\$ 21,713.53	
451	9423		K12 NETWORK SUBSIDY	\$ 1,800.00												\$ 1,800.00	
499	9017		STATE SUPPORT TEAM FY24 FUND	\$ 115,140.50												\$ 115,140.50	
499	9018		STATE SUPPORT TEAM FY24 FUND	\$ 1,290.33												\$ 1,290.33	
8660			ATTORNEY GENERAL SCHOOL SAFETY GRANT FY24 FUND	\$ 2,500.00												\$ 2,500.00	
507	9472		FAMILY ENGAGEMENT LIAISON FY24 FUND	\$ 23,589.57												\$ 23,589.57	
507	9502		EXTENDED LEARNING AND RECOVERY FY24 FUND	\$ 102,068.71												\$ 102,068.71	
507	9702		AMERICAN RESCUE PLAN-HOMELESS (ARRP) FY24 FUND	\$ -												\$ -	
516	9233		IDEA PART B FY24 FUND	\$ 47,188.57												\$ 47,188.57	
516	9234		IDEA PART B FY25 FUND	\$ 1,156,694.00												\$ 1,156,694.00	
516	9517		PARENT MENTOR FY24 FUND	\$ 557.53												\$ 557.53	
516	9518		PARENT MENTOR FY25 FUND	\$ -												\$ -	
516	9519		EARLY LITERACY SSIP (IDEA) FY24 FUND	\$ 25,000.00												\$ 25,000.00	
516	9520		EARLY LITERACY SSIP (IDEA) FY25 FUND	\$ 1,586.48												\$ 1,586.48	
587	9515		EARLY LEARNING DISCRETIONARY FY24 FUND	\$ 89,880.00												\$ 89,880.00	
587	9516		EARLY LEARNING DISCRETIONARY FY25 FUND	\$ 5,039.14												\$ 5,039.14	
587	9506		EARLY LITERACY SSIP FY24 FUND	\$ 75,983.02												\$ 75,983.02	
587	9507		EARLY LITERACY SSIP FY25 FUND	\$ 1,851.23												\$ 1,851.23	
			OTHER FUNDS TOTAL	\$ 27,000.00												\$ 27,000.00	
Monthly Appropriation Changes																	
GRAND TOTAL APPROPRIATIONS - ALL FUNDS																	\$ 16,366,178.58

SOUTHERN OHIO EDUCATIONAL SERVICE CENTER  
FY 2025 INITIAL APPROPRIATIONS

Notes:

General Fund - Tuition Reimbursement for all staff collectively \$13,000.00  
General Fund - Board Service Fund set at \$7,500.00 on a calendar year basis

Termination Benefits Fund - Unemployment, Severance, and Vacation Payouts

Contingencies:

General Fund - Emergency Fund - 4 months of expenses \$1,684,000.00  
General Fund - Building Fund \$325,000.00 - continue to add \$25,000.00 per year, budget permitting, per 6/25/19 board direction  
Hopewell General Fund - Emergency Fund - \$700,000.00  
Hopewell General Fund - Building Fund \$30,000.00 - (security system, updates, repair, etc..)  
Hopewell General Fund - Termination / Retirement Benefits setaside \$45,000.00

Transfers: (To be made - more information to follow)

Termination Benefits Fund - \$35,000



**Salary Schedule A**  
 Effective 7/1/2024  
 9 - Months 184 days  
 2024-2025 School Year  
 Base = \$39,894



Step	Index	BA A	MA A	Step	Index	BA A	MA A
0	0.863	\$34,508	\$39,894	0	1.000	\$44,651	\$48,933
1	0.900	\$35,905	\$41,410	1	1.038	\$46,048	\$51,036
2	0.935	\$37,301	\$42,926	2	1.076	\$47,164	\$53,179
3	0.970	\$38,697	\$44,442	3	1.114	\$48,280	\$55,323
4	1.005	\$40,093	\$45,958	4	1.152	\$49,396	\$57,466
5	1.040	\$41,490	\$47,474	5	1.190	\$50,512	\$59,609
6	1.040	\$41,490	\$48,990	6	1.228	\$51,628	\$61,752
7	1.040	\$41,490	\$50,506	7	1.266	\$52,744	\$63,896
8	1.040	\$41,490	\$52,022	8	1.304	\$53,860	\$66,039
9	1.040	\$41,490	\$53,538	9	1.342	\$54,976	\$68,182
10	1.040	\$41,490	\$55,054	10	1.380	\$56,092	\$70,325
11	1.040	\$41,490	\$56,570	11	1.418	\$57,208	\$72,468
12	1.040	\$41,490	\$58,086	12	1.456	\$58,324	\$74,612
13	1.040	\$41,490	\$59,602	13	1.494	\$59,440	\$76,755
14	1.040	\$41,490	\$61,118	14	1.532	\$60,556	\$78,898
15	1.040	\$41,490	\$62,634	15	1.570	\$61,672	\$81,042
16	1.040	\$41,490	\$64,150	16	1.608	\$62,788	\$83,185
17	1.040	\$41,490	\$65,666	17	1.646	\$63,904	\$85,328
18	1.040	\$41,490	\$67,182	18	1.684	\$65,020	\$87,472
19	1.040	\$41,490	\$68,698	19	1.722	\$66,136	\$89,615
20	1.040	\$41,490	\$70,214	20	1.760	\$67,252	\$91,758
21	1.040	\$41,490	\$71,730	21	1.798	\$68,368	\$93,902
22	1.040	\$41,490	\$73,246	22	1.836	\$69,484	\$96,045
23	1.040	\$41,490	\$74,762	23	1.874	\$70,600	\$98,188
24	1.040	\$41,490	\$76,278	24	1.912	\$71,716	\$100,332
25	1.040	\$41,490	\$77,794	25	1.950	\$72,832	\$102,475

**Salary Schedule B**  
 Effective 7/1/2024  
 10 - Months 204 days  
 2024-2025 School Year  
 Base = \$44,651



Step	Index	BA B	MA B	Step	Index	BA B	MA B
0	1.000	\$44,651	\$48,933	0	1.000	\$44,651	\$48,933
1	1.038	\$46,048	\$51,036	1	1.038	\$46,048	\$51,036
2	1.076	\$47,164	\$53,179	2	1.076	\$47,164	\$53,179
3	1.114	\$48,280	\$55,323	3	1.114	\$48,280	\$55,323
4	1.152	\$49,396	\$57,466	4	1.152	\$49,396	\$57,466
5	1.190	\$50,512	\$59,609	5	1.190	\$50,512	\$59,609
6	1.228	\$51,628	\$61,752	6	1.228	\$51,628	\$61,752
7	1.266	\$52,744	\$63,896	7	1.266	\$52,744	\$63,896
8	1.304	\$53,860	\$66,039	8	1.304	\$53,860	\$66,039
9	1.342	\$54,976	\$68,182	9	1.342	\$54,976	\$68,182
10	1.380	\$56,092	\$70,325	10	1.380	\$56,092	\$70,325
11	1.418	\$57,208	\$72,468	11	1.418	\$57,208	\$72,468
12	1.456	\$58,324	\$74,612	12	1.456	\$58,324	\$74,612
13	1.494	\$59,440	\$76,755	13	1.494	\$59,440	\$76,755
14	1.532	\$60,556	\$78,898	14	1.532	\$60,556	\$78,898
15	1.570	\$61,672	\$81,042	15	1.570	\$61,672	\$81,042
16	1.608	\$62,788	\$83,185	16	1.608	\$62,788	\$83,185
17	1.646	\$63,904	\$85,328	17	1.646	\$63,904	\$85,328
18	1.684	\$65,020	\$87,472	18	1.684	\$65,020	\$87,472
19	1.722	\$66,136	\$89,615	19	1.722	\$66,136	\$89,615
20	1.760	\$67,252	\$91,758	20	1.760	\$67,252	\$91,758
21	1.798	\$68,368	\$93,902	21	1.798	\$68,368	\$93,902
22	1.836	\$69,484	\$96,045	22	1.836	\$69,484	\$96,045
23	1.874	\$70,600	\$98,188	23	1.874	\$70,600	\$98,188
24	1.912	\$71,716	\$100,332	24	1.912	\$71,716	\$100,332
25	1.950	\$72,832	\$102,475	25	1.950	\$72,832	\$102,475

**SALARY SCHEDULE C**  
 Effective 7/1/2024  
 12 - Months 248 Days  
 2024-2025 School Year  
 Base = \$52,257



Step	Index	BA C	MA C	Step	Index	BA C	MA C
0	1.000	\$52,257	\$55,027	0	1.000	\$52,257	\$55,027
1	1.042	\$54,328	\$57,296	1	1.042	\$54,328	\$57,296
2	1.084	\$56,399	\$60,169	2	1.084	\$56,399	\$60,169
3	1.126	\$58,470	\$62,740	3	1.126	\$58,470	\$62,740
4	1.168	\$60,541	\$65,311	4	1.168	\$60,541	\$65,311
5	1.210	\$62,612	\$67,882	5	1.210	\$62,612	\$67,882
6	1.252	\$64,683	\$70,453	6	1.252	\$64,683	\$70,453
7	1.294	\$66,754	\$73,024	7	1.294	\$66,754	\$73,024
8	1.336	\$68,825	\$75,595	8	1.336	\$68,825	\$75,595
9	1.378	\$70,896	\$78,166	9	1.378	\$70,896	\$78,166
10	1.420	\$72,967	\$80,737	10	1.420	\$72,967	\$80,737
11	1.462	\$75,038	\$83,308	11	1.462	\$75,038	\$83,308
12	1.504	\$77,109	\$85,879	12	1.504	\$77,109	\$85,879
13	1.546	\$79,180	\$88,450	13	1.546	\$79,180	\$88,450
14	1.588	\$81,251	\$91,021	14	1.588	\$81,251	\$91,021
15	1.630	\$83,322	\$93,592	15	1.630	\$83,322	\$93,592
16	1.672	\$85,393	\$96,163	16	1.672	\$85,393	\$96,163
17	1.714	\$87,464	\$98,734	17	1.714	\$87,464	\$98,734
18	1.756	\$89,535	\$101,305	18	1.756	\$89,535	\$101,305
19	1.798	\$91,606	\$103,876	19	1.798	\$91,606	\$103,876
20	1.840	\$93,677	\$106,447	20	1.840	\$93,677	\$106,447
21	1.882	\$95,748	\$109,018	21	1.882	\$95,748	\$109,018
22	1.924	\$97,819	\$111,589	22	1.924	\$97,819	\$111,589
23	1.966	\$99,890	\$114,160	23	1.966	\$99,890	\$114,160
24	2.008	\$101,961	\$116,731	24	2.008	\$101,961	\$116,731
25	2.050	\$104,032	\$119,302	25	2.050	\$104,032	\$119,302

1. \$1,000 added to any Master's step for a doctorate degree.  
 2. \$130.00 SOESC substitute teacher daily rate. District substitute processing daily rate - \$130.00 - \$150.00 as determined by district agreement/assignment.  
 3. \$15 per hour for LPDC members.

SALARY SCHEDULE L 2024-2025 School Year Effective 7/1/2024		SALARY SCHEDULE M 2024-2025 School Year Effective 7/1/2024		SALARY SCHEDULE N 2024-2025 School Year Effective 7/1/2024		SALARY SCHEDULE O 2024-2025 School Year Effective 7/1/2024	
Educational Interpreter		Aide/Substitute Aide/Technology Aide Substitute Clerical / Fiscal Maintenance Manager/Custodian Paraprofessional Parent Mentor		Administrative Assistant/ Fiscal Personnel		Occupational Therapy Assistant Physical Therapy Assistant	
Base = \$ 22.20		Base = \$13.27		Base = \$ 19.89		Base = \$28.48	
Step	Index	Step	Index	Step	Index	Step	Index
0	1.0000	0	1.0000	0	1.0000	0	1.0000
1	1.0239	1	1.0588	1	1.0570	1	1.0345
2	1.0500	2	1.1176	2	1.1140	2	1.0719
3	1.0770	3	1.1764	3	1.1710	3	1.1096
4	1.1037	4	1.2352	4	1.2280	4	1.1485
5	1.1309	5	1.2940	5	1.2850	5	1.1829
6	1.1601	6	1.3528	6	1.3420	6	1.2194
7	1.1883	7	1.4116	7	1.3990	7	1.2521
8	1.2179	8	1.4704	8	1.4560	8	1.2889
9	1.2490	9	1.5292	9	1.5130	9	1.3233
10	1.2796	10	1.5880	10	1.5700	10	1.3560
11	1.3121	11	1.6468	11	1.6270	11	1.3904
12	1.3599	12	1.7056	12	1.6840	12	1.4596
13	1.3899	13	1.7624	13	1.7410	13	1.4888
14	1.4199	14	1.8232	14	1.7980	14	1.5186
15	1.4499	15	1.8840	15	1.8550	15	1.5485
	HOURLY RATE		HOURLY RATE		HOURLY RATE		HOURLY RATE
	\$22.20		\$13.27		\$19.89		\$28.48
	\$22.73		\$14.05		\$21.01		\$31.24
	\$23.31		\$14.83		\$22.16		\$32.39
	\$23.92		\$15.61		\$23.29		\$33.53
	\$24.50		\$16.39		\$24.42		\$34.70
	\$25.11		\$17.17		\$25.54		\$35.74
	\$25.75		\$17.95		\$26.66		\$36.84
	\$26.38		\$18.73		\$27.83		\$37.83
	\$27.03		\$19.51		\$28.96		\$38.94
	\$27.72		\$20.29		\$30.08		\$39.98
	\$28.40		\$21.07		\$31.22		\$40.97
	\$29.12		\$21.85		\$32.36		\$42.01
	\$30.19		\$22.63		\$33.49		\$44.10
	\$30.86		\$23.39		\$34.63		\$44.98
	\$31.52		\$24.19		\$35.75		\$45.88
	\$32.19		\$25.00		\$36.88		\$46.78

1. \$15 per hour for LPDC members.

**Salary Schedule: Related**

Effective 7/1/2024

195 Days

2024-2025 School Year

Base = \$46,945.00



Step	Related B	Related B+	Related M
0	\$ 56,995	\$ 59,160	\$ 62,414
1	\$ 59,160	\$ 61,614	\$ 65,146
2	\$ 61,330	\$ 64,067	\$ 66,896
3	\$ 63,492	\$ 66,517	\$ 69,712
4	\$ 65,663	\$ 68,967	\$ 72,530
5	\$ 67,826	\$ 71,419	\$ 75,159
6	\$ 69,991	\$ 73,867	\$ 77,929
7	\$ 72,158	\$ 76,319	\$ 80,511
8	\$ 74,324	\$ 78,769	\$ 83,327
9	\$ 76,488	\$ 81,220	\$ 86,097
10	\$ 78,655	\$ 83,670	\$ 88,680
11	\$ 80,821	\$ 86,121	\$ 91,307
12	\$ 80,821	\$ 86,121	\$ 91,307
13	\$ 82,985	\$ 88,572	\$ 93,795
14	\$ 82,985	\$ 88,572	\$ 93,795
15	\$ 85,153	\$ 91,023	\$ 95,016

1. \$1,000 increment on any schedule for doctorate degree