MINUTES OF THE SOUTHERN OHIO EDUCATIONAL SERVICE CENTER GOVERNING BOARD MEETING

REGULAR BOARD MEETING

June 23, 2026

The Southern Ohio Educational Service Center Governing Board met on Tuesday, June 23, 2026, at 7:00 pm for its regular monthly meeting. Members present were Ms. Gausman, Mr. Hixson, Dr. Kirby, Mr. Lane, Mr. Mount, Mr. Peck, Ms. Ruth, Ms. Stepp, and Mr. West, along with Curt Bradshaw, Superintendent, and Rachel Meyer, Treasurer.

APPROVAL OF THE MEETING AGENDA **(Resolution #5175)**

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

The board members present unanimously approved the motion. President of the board, Ms. Stepp, declared the motion carried.

MINUTE APPROVAL **(Resolution #5176)**

It was moved by Mr. Mount and seconded by Mr. Peck that the May 26, 2026, meeting minutes be approved as presented.

The board members present unanimously approved the motion. President of the board, Ms. Stepp, declared the motion carried.

FY2027 FINANCE DISCUSSION

Mr. Bradshaw and Ms. Meyer reviewed the following topics with the Board:

- Insurance Renewals Overview
- General Fund Trend Report
- Regional Salary & Benefits Study, Member District Data
- Regional & Statewide Salary & Benefits Study, Regional & Statewide ESC Data
- SOESC General Fund Analysis
- Fiscal Year 2027 Salary and Benefits Projection

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APPROVAL OF EXECUTIVE SESSION **(Resolution #5177)**

It was moved by Dr. Kirby and seconded by Ms. Ruth to take a roll call to enter into Executive Session at 7:56 pm to consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official, or investigation of charges or complaints against a public employee, official licensee, or regulated individual, unless the public employee, official, licensee, or regulated individual requests a public hearing.

A roll call vote was taken to enter into Executive Session to consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official, or investigation of charges or complaints against a public employee, official licensee, or regulated individual. Members present and voted yes were Ms. Gausman, Mr. Hixson, Dr. Kirby, Mr. Lane, Mr. Mount, Mr. Peck, Ms. Ruth, Ms. Stepp, and Mr. West.

The Board returned from Executive Session at 8:57 pm.

COLA (COST OF LIVING ADJUSTMENT) RECOMMENDATION **(Resolution #5178)**

It was moved by Mr. Lane and seconded by Mr. Peck to allow a 3% COLA (cost of living adjustment) for all employees, effective with their first pay in the 2026-2027 school year, excluding the Superintendent and Treasurer.

The board members present unanimously approved the motion. President of the board, Ms. Stepp, declared the motion carried.

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SUPERINTENDENT CONTRACT RECOMMENDATION **(Resolution #5179)**

It was moved by Dr. Kirby and seconded by Mr. Hixson to approve an addendum to Article 2—Compensation and Other Benefits of the Superintendent's contract, effective August 1, 2026, as follows:

- Article 2A: The board shall pay the Superintendent an annual rate of one hundred thirty thousand dollars and zero cents ($130,000.00), to be paid in twenty-four (24) equal installments in accordance with board policy. Compensation will be prorated for any partial year(s) of service.

- Article D2: Term Life Insurance in the amount of 2 times the Superintendent's annual salary.

- Article 2I: The Superintendent shall be entitled to twenty-five (25) days of vacation leave each year with pay. The Board shall annually pay the Superintendent for up to 10 accrued, unused vacation days at his per diem rate.

The board members present unanimously approved the motion. President of the board, Ms. Stepp, declared the motion carried.

TREASURER CONTRACT RECOMMENDATION **(Resolution #5180)**

It was moved by Mr. Lane and seconded by Mr. Peck to approve an addendum to the following sections of the Treasurer's contract, effective August 1, 2026, as follows:

- Compensation: The board shall pay the Treasurer an annual rate of one hundred seventeen thousand dollars and zero cents ($117,000.00), to be paid in twenty-four (24) equal installments in accordance with board policy. Compensation will be prorated for any partial year(s) of service.

- Other Compensation: Term Life Insurance in the amount of $100,000.00.

The board members present unanimously approved the motion. President of the board, Ms. Stepp, declared the motion carried.

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SUBSTITUTE TEACHER DAILY PAY RATE RECOMMENDATION **(Resolution #5181)**

It was moved by Mr. Hixson and seconded by Ms. Ruth to increase the substitute teacher rate of pay from $135.00 per diem to $140.00 per diem, effective July 1, 2026.

The board members present unanimously approved the motion. President of the board, Ms. Stepp, declared the motion carried.

BOARD CONTRIBUTION TO HDHP RECOMMENDATION **(Resolution #5182)**

It was moved by Ms. Gausman and seconded by Mr. West to approve Southern Ohio ESC board contributions to HDHP: ½ in January 2027 and ½ in July 2027 (contribution dates may be adjusted by Treasurer) 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, Ms. Stepp, declared the motion carried.

MEDICAL OPT-OUT RECOMMENDATION **(Resolution #5183)**

It was moved by Ms. Gausman and seconded by Mr. Mount to offer a Medical "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.

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, Ms. Stepp, declared the motion carried.

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The meeting was open for public participation. None received.

APPOINTMENT OF OSBA CAPITAL CONFERENCE DELEGATE AND ALTERNATE

Appointment by President Ms. Stepp of Mr. Peck as delegate and Dr. Kirby as alternate to the 2026 Annual Business Meeting in Columbus on November 16, 2026.

GREAT OAKS ITCD REPORT

The Great Oaks Board held its regular monthly meeting on June 10, 2026. The following information may be of interest to you:

- June is the month when personnel contracts for the ensuing school year are approved. The Administrative and Human Resources committee has the responsibility of reviewing and recommending these contracts to the full board for approval. Contracts for 13 new certified and several new or modified contracts for classified associated were reviewed and approved.
- About 600 part-time adult instructors and substitute classified contracts were approved. These are hourly contracts.
- As of June 10, there were only seven full-time teaching openings for the high school programs across the four campuses, including four that are yet to be filled for Laurel Oaks.
- 36 satellite school programs are planned for the coming school year. 9 of those offerings have not yet been staffed.
- The Great Oaks Treasurer/CFO, Brian Rabe, and the Great Oaks President/CEO, Harry Snyder, presented their year-end reports and goals for the 26/27 school year. These presentations factor into the year-end evaluations for these individuals, which were due by June 18.
- Included in these reports, it was noted that the Auditor of State Award of Distinction was received by the Great Oaks fiscal office for the 16th consecutive year.
- Great Oaks also received CTE 5 Star recognition again this year.
- Negotiations with GOPO are continuing.

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LEGISLATIVE LIAISON REPORT

The May 2026 issue of "The Link" was disseminated to Board members, and Ms. Ruth reviewed the following:

Governor's action

Gov. Mike DeWine signed House Bill (HB) 462 on May 27, 2026. This act would allow students to possess and use a nasal epinephrine delivery device in public and private schools in addition to an epinephrine autoinjector, as already permitted under law. The act will become effective 90 days from its signature.

In the General Assembly

The Senate passed three bills this month, including:

- Senate Bill (SB) 290, which would require public and chartered nonpublic schools to purchase and install an exterior secure master key box on each school building.
- SB 307, which would specifically allow payments made in lieu of taxes (PILOTs) under tax increment financing (TIF) arrangements to be used for police and fire buildings.
- SB 328, which would create the Education and Workforce Return on Investment Initiative, a middle school career-exploration course requirement with student academic and career plans.

Recently Introduced Legislation

HB 880 – Would make an appropriation to fully reimburse the stipends paid to teachers to complete the science of reading professional development.

FINANCIAL REPORTS

Treasurer, Ms. Meyer, reviewed the monthly reports with the board.

APPROVAL OF PAID BILLS **(Resolution #5184)**

Upon the recommendation of Treasurer Meyer, it was moved by Mr. Peck and seconded by Mr. Hixson that the paid bills for the previous month be approved as presented, for a total of $955,019.32.

The board members present unanimously approved the motion. President of the board, Ms. Stepp, declared the motion carried.

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FY2026 APPROPRIATION MODIFICATIONS AND AMENDMENTS – ALL FUNDS (CLEAN-UP/BUDGET) **(Resolution #5185)**

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 Bradshaw, it was therefore moved by Dr. Kirby 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 FY2026.

[See Minute Page #2624 – #2625]

The board members present unanimously approved the motion. President of the board, Ms. Stepp, declared the motion carried.

APPROPRIATION RESOLUTION FOR FY2027 BEGINNING JULY 1, 2026 - ALL FUNDS (BUDGET) **(Resolution #5186)**

Upon the recommendation of Treasurer Meyer and Superintendent Bradshaw, it was moved by Mr. Lane and seconded by Mr. Hixson to approve appropriations for all funds for Fiscal Year 2027 and to set the level of control by fund as presented.

[See Minute Page #2626 – #2627]

The board members present unanimously approved the motion. President of the board, Ms. Stepp, declared the motion carried.

TREASURER DISCUSSION ITEMS

Fiscal Office Update

- Amanda and I sent the final invoices for the year for primary services provided through Hopewell and the ESC during the week of June 8.
- The Fiscal Office is actively preparing for fiscal year-end closing and the transition to FY 2027.

Travel Reimbursement Forms

- Your travel reimbursement forms are included in your board packets. Please sign and return them at the Board meeting. Reimbursements will be processed in July.

TREASURER DISCUSSION ITEMS (Cont.)

Professional Development

- On June 16, 2026, I will attend the STRS Employer Basics 101: Annual Reporting webinar. This session covers the information needed to prepare and submit our annual report and provides guidance on resolving issues if the report does not reconcile properly.

APPROVAL OF RESIGNATION(S): R14/ESC **(Resolution #5187)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Mr. Peck and seconded by Mr. West to approve the resignation(s) of the following personnel:

R14/SOESC RESIGNATION(S)

Name	Position	Contract Type	Effective Date	Comments
Burgess, Holly	SST (State Support Team)	Certificated	07-31-2026	
Thompson, Megan	Administrative Assistant	Classified	06-12-2026	
Webb, Regina	Substitute Teacher	Certificated Substitute	06-01-2026	Great Oaks CC

The board members present unanimously approved the motion. President of the board, Ms. Stepp, declared the motion carried.

APPROVAL TO MOVE STAFF ON SALARY SCHEDULE **(Resolution #5188)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Ms. Gausman and seconded by Dr. Kirby to approve the new salary schedule for teachers, effective for the 2026-2027 school year.

[See Minute Page #2628 – #2630]

The board members present unanimously approved the motion. President of the board, Ms. Stepp, declared the motion carried.

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PERSONNEL CONTRACT AGREEMENT(S): R14/ESC **(Resolution #5189)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Mr. Lane and seconded by Mr. Peck that the board approves employment contracts for the following personnel subject to the provision of O.R.C. §3319.02, O.R.C. §3319.08 and/or O.R.C. §3319.081. All personnel are 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 and Workforce 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)

Name	Tentative Position	Contract Dates	Length	Days	Degree	Schedule/ Step/ Rate	Contract Type	Comments
Bailey, Shelley	LPDC Committee Member	2026-2027	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $15.00 per hour	Supplemental	
Bales, Staci	Early Childhood Intervention Specialist (ECIS) Itinerant Teacher	2026-2027	1 Year	8 days	Master's	MA A/ Step 25/ $3,586.00	Supplemental	
Birchfield, Justin	SST Consultant	2026-2027	1 Year	10 days	Master's	MA B/ Step 11/ $3,659.00	Supplemental	
Burchett, Sherrie	Early Childhood Intervention Specialist (ECIS) Itinerant Teacher	2026-2027	1 Year	8 days	Master's	MA A/ Step 25/ $3,586.00	Supplemental	
Camp, Stacey	Itinerant Teacher for Students with Visual Impairments	2026-2027	1 Year	184 days	Master's	MA A/ Step 25/ $82,470.00	Certificated	
Camp, Stacey	Itinerant Teacher for Students with Visual Impairments	2026-2027	1 Year	8 days	Master's	MA A/ Step 25/ $3,586.00	Supplemental	
Cluxton, Rachel	Early Childhood Intervention Specialist (ECIS) Itinerant Teacher	2026-2027	1 Year	8 days	Master's	MA A/ Step 24/ $3,500.00	Supplemental	
Cummings, Carly	Certified Occupational Therapist Assistant	2026-2027	1 Year	As Needed	No Degree on Schedule	O/ Step 8/ $40.11 per hour	Classified	
Enochs, Casey	LPDC Committee Member	2026-2027	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $15.00 per hour	Supplemental	
Fleming, Cheyanne	Regional Literacy Specialist SST Consultant	2026-2027	1 Year	204 days	Master's	MA B/ Step 5/ $61,398.00	Certificated	

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

Name	Tentative Position	Contract Dates	Length	Days	Degree	Schedule/ Step/ Rate	Contract Type	Comments
Free, Suzanne	Early Childhood Intervention Specialist (ECIS) Itinerant Teacher	2026-2027	1 Year	38 days	Master's	MA A/ Step 25/ $17,032.00	Supplemental	
Hamilton, Staci	Early Learning and School Readiness	2026-2027	1 Year	10 days	Master's	MA B/ Step 20/ $4,200.00	Supplemental	
Hamilton, Staci	LPDC Committee Chairperson	2026-2027	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $30.00 per hour	Supplemental	
Inlow, Cyndia	LPDC Committee Member	2026-2027	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $15.00 per hour	Supplemental	
Marsh, Melissa	SST Consultant	2026-2027	1 Year	10 days	Doctorate	MA B/ Step 17/ $4,092.00	Supplemental	
Phipps, Greg*	Fayette County Workforce Development Coordinator	2026-2027	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step $38.00 per hour	Retired Classified	24 hours per week; Per submitted timesheet
Pierson, Jennifer	SST Consultant	2026-2027	1 Year	10 days	Master's	MA B/ Step 20/ $4,200.00	Supplemental	
Pittser, Kimberly*	Curriculum & Instruction Consultant	2026-2027	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $57.15 per hour	Retired Certificated	Serving Clinton Massie Local; Per submitted timesheets
Purdin, Chelsey	Autism/Behavior Specialist	2026-2027	1 Year	30 days	Master's	Related M/ Step 13/ $14,863.00	Supplemental	
Rau, Brian	SST Regional Mathematics Specialist	2026-2027	1 Year	10 days	Master's	MA B/ Step 25/ $4,308.00	Supplemental	
Royalty, Jeffrey*	Region 14 SST Director	2026-2027	1 Year	5 days	Master's	MA B/ Step 10/ $1,775.00	Supplemental	
Royalty, Jeffrey*	Region 14 SST Director	2026-2027	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $4,172.00	Supplemental	5% of total salary
Seyfang, Heather	Early Childhood Intervention Specialist (ECIS) Itinerant Teacher	2026-2027	1 Year	8 days	Master's	MA A/ Step 25/ $3,586.00	Supplemental	
Seyfang, Heather	LPDC Committee Member	2026-2027	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $15.00 per hour	Supplemental	
Williams, Angela	Early Childhood Intervention Specialist (ECIS) Itinerant Teacher	2026-2027	1 Year	8 days	Master's	MA A/ Step 20/ $3,414.00	Supplemental	

***RETIRE/REHIRE**

Eight members present approved the motion with one abstention from Mr. Hixson. President of the board, Ms. Stepp, declared the motion carried.

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APPROVAL PAYMENT OF SEVERANCE PAY **(Resolution #5190)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Dr. Kirby and seconded by Mr. Mount to approve the retirement severance payout for:

Debra Gorby for sick days ~~130.50~~ 134.25 (estimated days through ~~5/31/26~~ 8/31/26) x .25 = ~~32.625~~ 33.563 days x $34.16 per hour x 7.25 hr/day = ~~**$8,079.91**~~ = $8312.21 to be paid upon evidence of retirement, effective May 29, 2026, per board policy GDPCA and GDPCA-R RM
(Actual number of sick days will be used in calculation upon receipt of evidence of retirement)

**Resignation was approved at the 5/26/26 board meeting.*

The board members present unanimously approved the motion. President of the board, Ms. Stepp, declared the motion carried.

APPROVAL OF HEALTH, DENTAL, VISION, AND LIFE INSURANCE RATES **(Resolution #5191)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Mr. Lane and seconded by Ms. Gausman 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 Securian Life Insurance for the period of January 1, 2027, through December 31, 2027, at the rates listed, effective subject to board policy GCBC and GDBC and corresponding board regulations GCBC-R and GDBC-R.

Region 14/ESC Employees:

High Deductible Medical:	**Family**	**Employee + Children**	**Single**	**H.S.A. Board Contributions**
Monthly Rate	$ 2,279.19	$ 1,462.34	$ 791.29	$2,000.00 (Family)
Board Contribution	$ 1,823.35	$ 1,169.87	$ 712.16	$1,500.00 (Employee + Children)
Employee Contribution	$ 455.84	$ 292.47	$ 79.13	$1,000.00 (Single)
P.P.O. Medical:	**Family**	**Employee + Children**	**Single**	
Monthly Rates	$ 2,796.51	$ 1,794.28	$ 970.92	
Board Contribution	$ 2,153.31	$ 1,381.60	$ 873.83	
Employee Contribution	$ 643.20	$ 412.68	$ 97.09	

Dental:	Family	Employee + Children	Single
Monthly Rates	$ 94.34	----	$ 37.32
Board Contribution	$ 94.34	----	$ 37.32
Employee Contribution	----	----	----

Vision:	Family	Employee + Children	Single
Monthly Rates	$ 18.36	----	$ 7.89
Board Contribution	$ 18.36	----	$ 7.89
Employee Contribution	----	----	----

Life:	----	----	----

$ 0.11 per $1,000.00 coverage

The board members present unanimously approved the motion. President of the board, Ms. Stepp, declared the motion carried.

SALARY SCHEDULES FY2027 **(Resolution #5192)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Mr. Peck and seconded by Ms. Ruth to approve all salary schedules presented, effective July 1, 2026, for the FY2027 employment contract year.

[See Minute Page #2630 – #2632]

The board members present unanimously approved the motion. President of the board, Ms. Stepp, declared the motion carried.

APPROVAL OF PROVIDER CONTRACTS **(Resolution #5193)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Dr. Kirby and seconded by Ms. Gausman to approve the following provider contracts as listed:

HOPEWELL / R14 / SOESC PROVIDER CONTRACTS

Client	Service	Dates	Amount	Comments
Adams County/ Ohio Valley	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 559,303.12	R14

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HOPEWELL / R14 / SOESC PROVIDER CONTRACTS (Cont.)

Client	Service	Dates	Amount	Comments
Adena Local	Contract for Services	7/1/2026 - 6/30/2027	$ 164,443.40	ESC
Blanchester Local	Contract for Services	7/1/2025- 6/30/2027	$ 592,836.42	ESC
Blanchester Local	Payroll Specialist Services	7/1/2024 until terminated by either party	$45.00 per hour	ESC
Blanchester Local	Southern Ohio Learning Center Enrollment	8/1/2026- 6/30/2027	$345.00 per diem x number of days enrolled x number of students enrolled	ESC
Blanchester Local	Board Certified Behavior Analyst (BCBA) Services	8/1/2026- 6/30/2027	$92.00 per hour	R14
Bright Local	Contract for Services	7/1/2025- 6/30/2027	$ 45,587.91	ESC
Bright Local	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 111,835.17	R14
Bright Local	Southern Ohio Learning Center Enrollment	8/1/2026- 6/30/2027	$345.00 per diem x number of days enrolled x number of students enrolled	ESC
Clinton County Developmental Disabilities	Audiological Services	7/1/2026- 6/30/2027	$ 2,400.00	ESC
Clinton County Developmental Disabilities	Sign Language Interpreter Services	7/1/2026- 6/30/2027	$42.96 per hour	ESC
Clinton County Developmental Disabilities	School Psychologist Services	7/1/2026- 6/30/2027	$110.00 per hour	ESC
Clinton-Massie Local	Contract for Services	7/1/2025- 6/30/2027	$ 387,146.80	ESC
Clinton-Massie Local	Special Education Cooperative Service Agreements	7/1/2025 – 6/30/2029	$ 342,342.05	R14
Clinton-Massie Local	Southern Ohio Learning Center Enrollment	8/1/2026- 6/30/2027	$345.00 per diem x number of days enrolled x number of students enrolled	ESC

HOPEWELL / R14 / SOESC PROVIDER CONTRACTS (Cont.)

Client	Service	Dates	Amount	Comments
East Clinton Local	Contract for Services	7/1/2025-6/30/2027	$ 148,024.04	ESC
East Clinton Local	Substitute Teacher Employment Services	7/1/2025-6/30/2026	$170.25 per day x # of substitutes and/or $275.25 per day + insurance costs x # of long-term substitutes	ESC
East Clinton Local	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 292,820.03	R14
East Clinton Local	Southern Ohio Learning Center Enrollment	8/1/2026-6/30/2027	$345.00 per diem x number of days enrolled x number of students enrolled	ESC
Eastern Local	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 199,014.65	R14
Fairfield Local	Contract for Services	7/1/2025-6/30/2027	$ 566,378.23	ESC
Fairfield Local	Special Education Cooperative Service Agreements	7/1/2025 – 6/30/2029	$ 191,123.13	R14
Fairfield Local	Southern Ohio Learning Center Enrollment	8/1/2026-6/30/2027	$345.00 per diem x number of days enrolled x number of students enrolled	ESC
Fayetteville-Perry Local	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 69,980.23	R14
Georgetown Ex. Village	Special Education Cooperative Service Agreements	7/1/2025 – 6/30/2029	$ 211,575.41	R14
Great Oaks	Substitute Teacher Employment Services (Laurel Oaks Campus)	7/1/2025-6/30/2026	$164.25 per day x # of regular substitutes (for 1st 10 days); $170.25 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 $275.25 per day + insurance costs x # of long-term substitutes	ESC

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HOPEWELL / R14 / SOESC PROVIDER CONTRACTS (Cont.)

Client	Service	Dates	Amount	Comments
Great Oaks	Contract for Services	7/1/2025-6/30/2026	$ 439,917.46	ESC
Greenfield Ex. Village	Southern Ohio Learning Center Enrollment	8/1/2026-6/30/2027	$345.00 per diem x number of days enrolled x number of students enrolled	ESC
Greenfield Exempted	Contract for Services	7/1/2025-6/30/2027	$ 448,038.19	ESC
Greenfield Exempted	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 386,191.52	R14
Hillsboro Christian Academy	Resident Educator Services	8/1/2026-6/30/2027	$ 1,825.00	ESC
Hillsboro City	Contract for Services	7/1/2025-6/30/2027	$ 3,000.00	ESC
Hillsboro City	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 391,007.96	R14
Hillsboro City	Southern Ohio Learning Center Enrollment	8/1/2026-6/30/2027	$345.00 per diem x number of days enrolled x number of students enrolled	ESC
Lynchburg-Clay Local	Contract for Services	7/1/2025-6/30/2027	$ 29,579.48	ESC
Lynchburg-Clay Local	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 11,999.90	R14
Lynchburg-Clay Local	Southern Ohio Learning Center Enrollment	8/1/2026-6/30/2027	$345.00 per diem x number of days enrolled x number of students enrolled	ESC
Manchester Local	Service Agreement for Early Childhood Itinerant Specialist, Occupational Therapy, Physical Therapy	8/1/2026-6/30/2027	$ 34,163.63	ESC
Miami Trace Local	Contract for Services	7/1/2025-6/30/2027	$ 41,495.66	ESC

HOPEWELL / R14 / SOESC PROVIDER CONTRACTS (Cont.)

Client	Service	Dates	Amount	Comments
Miami Trace Local	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 656,325.72	R14
Miami Trace Local	Southern Ohio Learning Center Enrollment	8/1/2026- 6/30/2027	$345.00 per diem x number of days enrolled x number of students enrolled	ESC
RULH Local	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 149,240.26	R14
Washington C.H. City	Contract for Services	7/1/2025- 6/30/2027	$ 453,890.93	ESC
Washington C.H. City	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 386,481.22	R14
Washington C.H. City	Southern Ohio Learning Center Enrollment	8/1/2026- 6/30/2027	$345.00 per diem x number of days enrolled x number of students enrolled	ESC
Western Brown Local	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 658,789.69	R14
Wilmington City	Contract for Services	7/1/2025- 6/30/2027	$ 37,704.48	ESC
Wilmington City	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 478,845.55	R14
Wilmington City	Southern Ohio Learning Center Enrollment	8/1/2026- 6/30/2027	$345.00 per diem x number of days enrolled x number of students enrolled	ESC
Adams County/ Ohio Valley	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 559,303.12	R14

The board members present unanimously approved the motion. President of the board, Ms. Stepp, declared the motion carried.

MINUTES OF THE SOUTHERN OHIO EDUCATIONAL SERVICE CENTER GOVERNING BOARD MEETING

REGULAR BOARD MEETING

June 23, 2026

APPROVAL OF SERVICE CONTRACTS **(Resolution #5194)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Mr. West and seconded by Ms. Ruth to approve the following service contracts as listed:

R14 / SOESC SERVICE CONTRACTS

Provider	Purchase Order	Service	Dates	Amount	Comments
Butler County ESC	2270015	Hearing Impaired Services by Teacher of Deaf/Hard of Hearing	8/1/2026-5/30/2027	$ 42,000.00	R14
Hamilton County ESC	2270101	Instructional Technology Integration Coaching and PD Support	8/10/2026-5/28/2027	$139,125.00	ESC
Madison-Champaign ESC	2270102	School Psychologist	8/1/2026-7/31/2027	$156,420.74	ESC

The board members present unanimously approved the motion. President of the board, Ms. Stepp, declared the motion carried.

APPROVAL OF CYBERSECURITY PROGRAM **(Resolution #5195)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Mt. Mount and seconded by Mr. Lane to approve the NIST Cybersecurity Framework Version 2.0 as the official cybersecurity program framework for Southern Ohio Educational Service Center Governing Board and to authorize implementation in accordance with Ohio House Bill 96.

The board members present unanimously approved the motion. President of the board, Ms. Stepp, declared the motion carried.

MINUTES OF THE SOUTHERN OHIO EDUCATIONAL SERVICE CENTER GOVERNING BOARD MEETING

REGULAR BOARD MEETING

June 23, 2026

APPROVAL OF DONATION(S) **(Resolution #5196)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Dr. Kirby and seconded by Ms. Gausman to approve the following donation(s) as listed:

Donated Item/Description	Donation Received from	Value of Donation
National Geographic Science Curriculum Kits National Geographic Grade 3 Earth, Physical, and Life Science Kit TCI (Teacher's Curriculum Institute) Social Studies Alive! My Community Set	Blanchester Local Schools 957 Cherry Street Blanchester, Ohio 45107	$0
Food (hamburgers, hot dogs, buns) for SOESC Partners Picnic (6/10/2026)	Curt Bradshaw 221 Gurneyville Road Wilmington, Ohio 45177	$201.84
Supplies (table covers, napkins, plates, aluminum pans, cutlery) for SOESC Partners Picnic (6/10/2026)	Curt Bradshaw 221 Gurneyville Road Wilmington, Ohio 45177	$59.07
Panini Vision X Check Scanner	Peoples Bank 1344 Rombach Ave Wilmington, Ohio 45177	$595.00

The board members present unanimously approved the motion. President of the board, Ms. Stepp, declared the motion carried.

MINUTES OF THE SOUTHERN OHIO
EDUCATIONAL SERVICE CENTER GOVERNING BOARD MEETING

REGULAR BOARD MEETING

June 23, 2026

SUPERINTENDENT INFORMATION/DISCUSSION ITEMS

Superintendent Bradshaw shared the following with the board:

1. Governing Board Legal Updates – Pam Leist, formerly of Ennis Britton, has transitioned to a new law firm, Gingo & Bair.

2. SOESC Partners Picnic (June 10, 2026) – Mr. Bradshaw extended a very special thank you to the Governing Board members for their role in helping to support the event.

3. KAMP Dovetail Volunteer Day (June 22, 2026) – Mr. Bradshaw shared that several staff members will be volunteering.

4. 2026 Business Advisory Council (BAC) Townhall/All-Ohio Conference (July 20, 2026) – Mr. Bradshaw will attend in Columbus.

5. SOESC 2026-2027 Opening Day (August 7, 2026) – Will take place at Laurel Oaks. Board members are invited to attend.

6. Bright Local – New position, Math & Literacy coaching for grades 7 -8.

7. STEM Application – We may be working with a client district on the application.

8. Highland/Fayette DD – Mr. Bradshaw is having conversations with the Superintendent regarding space to support programming around autism support.

ADJOURNMENT

It was moved by Dr. Kirby and seconded by Mr. Hixson to adjourn to meet again in regular session on July 28, 2026, at 7:00 pm, at 5350 West New Market Road, Hillsboro, Ohio.

Todd Hixson Vice
BOARD PRESIDENT

Rachel Meyer
TREASURER

SOUTHERN OHIO EDUCATIONAL SERVICE CENTER
FY 2026 FINAL APPROPRIATIONS

FUND	OBJECT	SCC	DESCRIPTION	FY2026 APPROP	July	August	September	November	December	January	February	March	June	TOTAL ACCOUNT
							GENERAL FUND							
001	100	0000	SALARIES	$ 3,472,431.00	$ 93,405.00	$ 62,250.00		$ 102,460.00						$ 3,730,546.00
001	200	0000	FRINGE BENEFITS	$ 1,867,916.79	$ 38,628.00	$ 33,537.00		$ 24,762.00						$ 1,964,843.79
001	400	0000	PURCHASED SERVICES	$ 763,544.18	$ 500.00		$ 1,000.00	$ 1,200.00		$ 1,583.02				$ 767,827.20
001	500	0000	SUPPLIES & MATERIALS	$ 86,816.00			$ 1,000.00	$ 1,500.00						$ 89,316.00
001	600	0000	CAPITAL OUTLAY	$ 33,000.00										$ 33,000.00
001	800	0000	OTHER OBJECTS	$ 103,719.74				$ 0.50			$ 4,250.00			$ 107,970.24
001	900	0000	CONTINGENCIES / TRANSFERS	$ 2,305,000.00										$ 2,305,000.00
			GENERAL FUND TOTAL											$ 8,998,503.23
							OTHER FUNDS							
001		9050	TERMINATION / RETIREMENT BENEFITS	$ 27,382.50	$ 35,000.00								$ (73,167.17)	$ (10,784.67)
007		0000	UNCLAIMED FUNDS	$ 297.49									$ (297.49)	$ -
008		9271	WADDELL FUND	$ 53,300.00									$ (40,216.35)	$ 13,083.65
019		9908	HIGHLAND COUNTY MICRO INTERNSHIPS STIPENDS FY26 FUND	$ -		$ 2,000.00							$ (2,000.00)	$ -
022		9245	HOPEWELL CUSTODIAL FUND	$ 5,830,948.00									$ (106,554.54)	$ 5,724,393.46
022		9500	D.A.R.E. CUSTODIAL FUND	$ 22,973.58									$ (18,336.67)	$ 4,636.91
451		9424	K12 NETWORK SUBSIDY	$ 1,800.00								$ 58.28	$ -	$ 1,858.28
499		9017	STATE SUPPORT TEAM FY25 FUND	$ 3,228.52									$ (7,655.99)	$ (4,427.47)
499		9018	STATE SUPPORT TEAM FY26 FUND	$ 115,140.50									$ (38,019.71)	$ 77,120.79
499		9708	STUDENT ASSESSMENT FY25 FUND	$ 6,262.34									$ (6,728.61)	$ (466.27)
499		9709	STUDENT ASSESSMENT FY26 FUND	$ 13,344.32									$ (559.10)	$ 12,785.22
499		9861	ATTORNEY GENERAL SCHOOL SAFETY GRANT FY25 FUND	$ 2,500.00									$ (2,095.92)	$ 404.08
516		9234	IDEA PART B FY25 FUND	$ 70,160.42									$ (65,778.08)	$ 4,382.34
516		9235	IDEA PART B FY26 FUND	$ 1,281,694.00									$ (101,242.85)	$ 1,180,451.15
516		9818	PARENT MENTOR FY25 FUND	$ 1,042.02									$ (589.91)	$ 452.11
516		9819	PARENT MENTOR FY26 FUND	$ 25,000.00									$ (556.50)	$ 24,443.50
516		9920	EARLY LITERACY SSIP (IDEA) FY25 FUND	$ 6,479.27									$ (597.36)	$ 5,881.91
516		9921	EARLY LITERACY SSIP (IDEA) FY26 FUND	$ 89,880.00									$ (11,142.78)	$ 78,737.22
587		9516	EARLY LEARNING DISCRETIONARY FY25 FUND	$ 5,957.34									$ (573.96)	$ 5,383.38
587		9517	EARLY LEARNING DISCRETIONARY FY26 FUND	$ 75,993.02									$ (125.07)	$ 75,867.95
587		9607	EARLY LITERACY SSIP FY25 FUND	$ 1,696.86									$ (63.68)	$ 1,633.18
587		9608	EARLY LITERACY SSIP FY26 FUND	$ 27,000.00									$ (4,956.36)	$ 22,043.64
599		9511	SPDG MTSS-LITERACY FY25 FUND	$ 738.55									$ (617.71)	$ 120.84
599		9512	SPDG MTSS-LITERACY FY26 FUND	$ 20,000.00				$ 20,000.00					$ (888.19)	$ 39,111.81
			OTHER FUNDS TOTAL											$ 7,257,113.01
			Monthly Appropriation Changes		$ 167,533.00	$ 97,787.00	$ 2,000.00	$ 129,922.50	$ -	$ 1,583.02	$ 4,250.00		$ (482,764.00)	
			GRAND TOTAL APPROPRIATIONS - ALL FUNDS											$ 16,255,616.24

2625

SOUTHERN OHIO EDUCATIONAL SERVICE CENTER
FY 2026 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 $1,920,000.00
General Fund - Building Fund $350,000.00 - continue to add $25,0000 per year, budget permitting, per 6/25/19 board direction
Hopewell General Fund - Emergency Fund - $523,960.00
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 (completed July 2025)

SOUTHERN OHIO EDUCATIONAL SERVICE CENTER
FY 2027 INITIAL APPROPRIATIONS

FUND	OBJECT	SCC	DESCRIPTION	FY2027 APPROP	July	August	September	October	November	December	January	February	TOTAL ACCOUNT
							GENERAL FUND						
001	100	0000	SALARIES	$ 3,432,771.00									$ 3,432,771.00
001	200	0000	FRINGE BENEFITS	$ 1,773,333.79									$ 1,773,333.79
001	400	0000	PURCHASED SERVICES	$ 1,043,261.56									$ 1,043,261.56
001	500	0000	SUPPLIES & MATERIALS	$ 88,560.45									$ 88,560.45
001	600	0000	CAPITAL OUTLAY	$ 33,000.00									$ 33,000.00
001	800	0000	OTHER OBJECTS	$ 113,832.15									$ 113,832.15
001	900	0000	CONTINGENCIES / TRANSFERS	$ 2,132,000.00									$ 2,132,000.00
			GENERAL FUND TOTAL										$ 8,616,758.95
							OTHER FUNDS						
001		9050	TERMINATION / RETIREMENT BENEFITS FUND	$ 73,167.17									$ 73,167.17
007		0000	UNCLAIMED FUNDS	$ 297.49									$ 297.49
008		9271	WADDELL FUND	$ 53,300.00									$ 53,300.00
019		9908	HIGHLAND COUNTY MICRO INTERNSHIPS STIPENDS FY26 F	$ 2,000.00									$ 2,000.00
022		9245	HOPEWELL CUSTODIAL FUND	$ 6,382,589.00									$ 6,382,589.00
022		9500	D.A.R.E. CUSTODIAL FUND	$ 25,002.67									$ 25,002.67
451		9425	K12 NETWORK SUBSIDY	$ 1,800.00									$ 1,800.00
499		9019	STATE SUPPORT TEAM FY27 FUND	$ 10,000.00									$ 10,000.00
499		9018	STATE SUPPORT TEAM FY26 FUND	$ 38,019.71									$ 38,019.71
499		9709	STUDENT ASSESSMENT FY26 FUND	$ 559.10									$ 559.10
499		9710	STUDENT ASSESSMENT FY27 FUND	$ 62,247.97									$ 62,247.97
499		9861	ATTORNEY GENERAL SCHOOL SAFETY GRANT FY25 FUND	$ 2,095.92									$ 2,095.92
516		9236	IDEA PART B FY27 FUND	$ 1,019,000.00									$ 1,019,000.00
516		9235	IDEA PART B FY26 FUND	$ 101,242.85									$ 101,242.85
516		9820	PARENT MENTOR FY27 FUND	$ 25,000.00									$ 25,000.00
516		9819	PARENT MENTOR FY26 FUND	$ 556.50									$ 556.50
516		9822	REGIONAL LITERACY SPECIALISTS (IDEA) FY27 FUND	$ 90,379.98									$ 90,379.98
516		9921	EARLY LITERACY SSIP (IDEA) FY26 FUND	$ 11,142.78									$ 11,142.78
572		9352	PRIORITY SCHOOL SUPPORTS FY27 FUND	$ 7,000.00									$ 7,000.00
587		9518	EARLY LEARNING DISCRETIONARY FY27 FUND	$ 149,167.78									$ 149,167.78
587		9517	EARLY LEARNING DISCRETIONARY FY26 FUND	$ 125.07									$ 125.07
587		9609	EARLY LITERACY SSIP SUBSIDY FY27 FUND	$ 26,500.02									$ 26,500.02
587		9608	EARLY LITERACY SSIP FY26 FUND	$ 4,956.36									$ 4,956.36
599		9405	CAREER PATHWAYS/CINCINNATI STATE/FY27 FUND	$ 138,211.99									$ 138,211.99
599		9513	SPDG MTSS-LITERACY FY27 FUND	$ 20,000.00									$ 20,000.00
599		9512	SPDG MTSS-LITERACY FY26 FUND	$ 888.19									$ 888.19
			OTHER FUNDS TOTAL										$ 8,245,250.55
			Monthly Appropriation Changes		$ -	$ -	$ -	$ -	$ -	$ -	$ -		
			GRAND TOTAL APPROPRIATIONS - ALL FUNDS										$ 16,862,009.50

SOUTHERN OHIO EDUCATIONAL SERVICE CENTER
FY 2027 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 $1,722,000.00
General Fund - Building Fund $375,000.00 - continue to add $25,0000 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

Southern Ohio Educational Service Center
Governing Board

Resolution No.

#5188

June 23, 2026

The Southern Ohio Educational Service Center (SOESC) Governing Board, Wilmington, Ohio, met in regular session on June 23, 2026, commencing at 7:00 p.m., Southern Ohio ESC Offices, 3321 Airborne Road, Wilmington, Ohio, with the following members present:

Y Ms. Gausman	Y Mr. Hixson	Y Dr. Kirby
Y Mr. Lane	Y Mr. Mount	Y Mr. Peck
Y Ms. Ruth	Y Ms. Stepp	Y Mr. West

Ms. Gausman moved the adoption of the following Resolution:

RESOLUTION TO MOVE STAFF ON SALARY SCHEDULE

WHEREAS, the Superintendent has recommended to the SOESC Governing Board (the "Board") that the Board adopt a new salary schedule for teachers, effective for the 2026-2027 school year, which is attached to this resolution as Exhibit A; and

WHEREAS, in conjunction with adoption of the schedule, the Board will be eliminating a salary schedule that applied to teachers who work in the Hopewell Center; and

WHEREAS, employees who were placed on the eliminated schedule will now be paid in accordance with the new schedule; and

WHEREAS, the Board would like to recognize prior service years of several staff members listed in this resolution whose service was not able to be recognized under the eliminated Hopewell Center schedule; and

NOW, THEREFORE, BE IT RESOLVED, by the Governing Board of the SOESC, on the recommendation of the Superintendent, that:

SECTION I

The Board hereby adopts a salary schedule, a copy of which is attached as Exhibit A, that will govern the salaries for all teaching staff employed by the Board. The salary schedule shall be effective for the 2026-2027 school year.

SECTION II

The Board further resolves to modify the placement of the following teaching employees, effective beginning in the 2026-2027 school year, in recognition of prior service that was not addressed in the prior salary schedule that has been eliminated:

MARJORIE BREWER, SALARY SCHEDULE A, STEP 25 (MASTERS)
RACHEL CLUXTON, SALARY SCHEDULE A, STEP 24 (MASTERS)
SUZANNE FREE, SALARY SCHEDULE A, STEP 25 (MASTERS)

SECTION III

It is found and determined that all formal actions of this Board concerning or related to the adoption of this Resolution were adopted in an open meeting of this Board, and all deliberations of this Board and any of its committees, if any, that resulted in such formal actions were adopted in meetings open to the public, in compliance with all applicable requirements of the Ohio Revised Code.

Ms. Gausman moved and Dr. Kirby 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 June day of 23, 2026.

Board President

Rachel Meyer, 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 23rd day of June, 2026, together with a true and correct extract from the minutes of said meeting to the extent pertinent to consideration and adoption of said Resolution.

Rachel Meyer, Treasurer

EXHIBIT A

EXHIBIT A

Salary Schedule A
Effective 7/1/2026
9 - Months 184 days
2026-2027 School Year
Base = $ 42,324

Step	Index	Non-Degree A	Index	BA A	Index	B+ A	Index	MA A
0	0.865	$36,610	1.000	$42,324	1.038	$43,932	1.095	$46,345
1	0.900	$38,092	1.038	$43,932	1.081	$45,752	1.143	$48,376
2	0.935	$39,573	1.076	$45,541	1.124	$47,572	1.191	$50,408
3	0.970	$41,054	1.114	$47,149	1.167	$49,392	1.239	$52,439
4	1.005	$42,536	1.152	$48,757	1.210	$51,212	1.287	$54,471
5	1.040	$44,017	1.190	$50,366	1.253	$53,032	1.335	$56,503
6	1.040	$44,017	1.228	$51,974	1.296	$54,852	1.383	$58,534
7	1.040	$44,017	1.266	$53,582	1.339	$56,672	1.431	$60,566
8	1.040	$44,017	1.304	$55,190	1.382	$58,492	1.479	$62,597
9	1.040	$44,017	1.342	$56,799	1.425	$60,312	1.527	$64,629
10	1.040	$44,017	1.380	$58,407	1.468	$62,132	1.575	$66,660
11	1.040	$44,017	1.418	$60,015	1.511	$63,952	1.623	$68,692
12	1.040	$44,017	1.456	$61,624	1.554	$65,771	1.671	$70,723
13	1.040	$44,017	1.494	$63,232	1.597	$67,591	1.719	$72,755
14	1.040	$44,017	1.532	$64,840	1.640	$69,411	1.767	$74,787
15	1.040	$44,017	1.570	$66,449	1.683	$71,231	1.815	$76,818
16	1.040	$44,017	1.570	$66,449	1.683	$71,231	1.815	$76,818
17	1.040	$44,017	1.608	$68,057	1.726	$73,051	1.863	$78,850
18	1.040	$44,017	1.608	$68,057	1.726	$73,051	1.863	$78,850
19	1.040	$44,017	1.608	$68,057	1.726	$73,051	1.863	$78,850
20	1.040	$44,017	1.646	$69,665	1.769	$74,871	1.911	$80,881
21	1.040	$44,017	1.646	$69,665	1.769	$74,871	1.911	$80,881
22	1.040	$44,017	1.684	$71,274	1.812	$76,691	1.959	$82,913
23	1.040	$44,017	1.684	$71,274	1.812	$76,691	1.959	$82,913
24	1.040	$44,017	1.684	$71,274	1.812	$76,691	1.959	$82,913
25	1.040	$44,017	1.722	$72,882	1.855	$78,511	2.007	$84,944

Salary Schedule B
Effective 7/1/2026
10 - Months 204 days
2026-2027 School Year
Base = $47,371

Step	Index	BA B	Index	BA+ B	Index	MA B
0	1.000	$47,371	1.038	$49,171	1.095	$51,871
1	1.038	$49,171	1.081	$51,208	1.143	$54,145
2	1.076	$50,971	1.124	$53,245	1.191	$56,419
3	1.114	$52,771	1.167	$55,282	1.239	$58,693
4	1.152	$54,571	1.210	$57,319	1.287	$60,966
5	1.190	$56,371	1.253	$59,356	1.335	$63,240
6	1.228	$58,172	1.296	$61,393	1.383	$65,514
7	1.266	$59,972	1.339	$63,430	1.431	$67,788
8	1.304	$61,772	1.382	$65,467	1.479	$70,062
9	1.342	$63,572	1.425	$67,504	1.527	$72,336
10	1.380	$65,372	1.468	$69,541	1.575	$74,609
11	1.418	$67,172	1.511	$71,578	1.623	$76,883
12	1.456	$68,972	1.554	$73,615	1.671	$79,157
13	1.494	$70,772	1.597	$75,651	1.719	$81,431
14	1.532	$72,572	1.640	$77,688	1.767	$83,705
15	1.570	$74,372	1.683	$79,725	1.815	$85,978
16	1.570	$74,372	1.683	$79,725	1.815	$85,978
17	1.570	$74,372	1.683	$79,725	1.815	$85,978
18	1.570	$74,372	1.683	$79,725	1.815	$85,978
19	1.570	$74,372	1.683	$79,725	1.815	$85,978
20	1.608	$76,173	1.726	$81,762	1.863	$88,252
21	1.608	$76,173	1.726	$81,762	1.863	$88,252
22	1.608	$76,173	1.726	$81,762	1.863	$88,252
23	1.608	$76,173	1.726	$81,762	1.863	$88,252
24	1.608	$76,173	1.726	$81,762	1.863	$88,252
25	1.646	$77,973	1.769	$83,799	1.911	$90,526

SALARY SCHEDULE C
Effective 7/1/2026
12 - Months 248 Days
2026-2027 School Year
Base = $55,440

Step	Index	Non-Degree C	Index	BA C	Index	BA+ C	Index	MA C
0	0.800	$44,352	1.0000	$55,440	1.0530	$58,378	1.12277	$62,246
1	0.849	$47,069	1.0492	$58,166	1.1022	$61,106	1.17197	$64,974
2	0.898	$49,785	1.0984	$60,895	1.1514	$63,834	1.22117	$67,702
3	0.948	$52,557	1.1476	$63,623	1.2006	$66,561	1.27037	$70,429
4	0.997	$55,274	1.1968	$66,351	1.2498	$69,289	1.31957	$73,157
5	1.046	$57,990	1.2460	$69,078	1.2990	$72,017	1.36877	$75,885
6	1.095	$60,707	1.2952	$71,806	1.3482	$74,744	1.41797	$78,612
7	1.144	$63,423	1.3444	$74,534	1.3974	$77,472	1.46717	$81,340
8	1.194	$66,195	1.3936	$77,261	1.4466	$80,200	1.51637	$84,068
9	1.243	$68,912	1.4428	$79,989	1.4958	$82,927	1.56557	$86,795
10	1.292	$71,628	1.4920	$82,716	1.5450	$85,655	1.61477	$89,523
11	1.341	$74,345	1.5412	$85,444	1.5942	$88,382	1.66397	$92,250
12	1.390	$77,062	1.5904	$88,172	1.6434	$91,110	1.71317	$94,978
13	1.439	$79,778	1.6396	$90,899	1.6926	$93,838	1.76237	$97,706
14	1.439	$79,778	1.6396	$90,899	1.6926	$93,838	1.76237	$97,706
15	1.488	$82,495	1.6888	$93,627	1.7418	$96,565	1.81157	$100,433
16	1.488	$82,495	1.6888	$93,627	1.7418	$96,565	1.81157	$100,433
17	1.537	$85,211	1.7380	$96,355	1.7910	$99,293	1.86077	$103,161
18	1.537	$85,211	1.7380	$96,355	1.7910	$99,293	1.86077	$103,161
19	1.537	$85,211	1.7380	$96,355	1.7910	$99,293	1.86077	$103,161
20	1.537	$85,211	1.7380	$96,355	1.7910	$99,293	1.86077	$103,161
21	1.537	$85,211	1.7380	$96,355	1.7910	$99,293	1.86077	$103,161
22	1.586	$87,928	1.7872	$99,082	1.8402	$102,021	1.90997	$105,889
23	1.586	$87,928	1.7872	$99,082	1.8402	$102,021	1.90997	$105,889
24	1.586	$87,928	1.7872	$99,082	1.8402	$102,021	1.90997	$105,889
25	1.586	$87,928	1.7872	$99,082	1.8402	$102,021	1.90997	$105,889

1. $1,000 added to any Master's step for a doctorate degree.
2. $140.00 SOESC substitute teacher daily rate, District substitute processing daily rate - $135.00 - $150.00 as determined by district agreement/assignment
3. $15 per hour for LPDC members.

SALARY SCHEDULE L
2026-2027 School Year

Effective 7/1/2026

Educational Interpreter

Base = $ 23.56

L

Step	Index	HOURLY RATE
0	1.0000	$23.56
1	1.0239	$24.11
2	1.0500	$24.73
3	1.0770	$25.38
4	1.1037	$26.00
5	1.1309	$26.64
6	1.1601	$27.32
7	1.1883	$27.99
8	1.2179	$28.68
9	1.2490	$29.41
10	1.2796	$30.13
11	1.3121	$30.89
12	1.3599	$32.03
13	1.3899	$32.74
14	1.4199	$33.44
15	1.4499	$34.15

SALARY SCHEDULE M
2026-2027 School Year

Effective 7/1/2026

Aide/Substitute Aide/Technology Aide
Substitute Clerical / Fiscal
Maintenance Manager/Custodian
Paraprofessional
Parent Mentor

Base = $14.08

M

Step	Index	HOURLY RATE
0	1.0000	$14.08
1	1.0588	$14.90
2	1.1176	$15.73
3	1.1764	$16.56
4	1.2352	$17.39
5	1.2940	$18.22
6	1.3528	$19.04
7	1.4116	$19.87
8	1.4704	$20.70
9	1.5292	$21.53
10	1.5880	$22.35
11	1.6468	$23.19
12	1.7056	$24.01
13	1.7624	$24.81
14	1.8232	$25.67
15	1.8840	$26.52

SALARY SCHEDULE N
2026-2027 School Year

Effective 7/1/2026

Administrative Assistant/
Fiscal Personnel

Base = $ 21.10

N

Step	Index	HOURLY RATE
0	1.0000	$21.10
1	1.0570	$22.29
2	1.1140	$23.50
3	1.1710	$24.71
4	1.2280	$25.90
5	1.2850	$27.10
6	1.3420	$28.30
7	1.3990	$29.52
8	1.4560	$30.72
9	1.5130	$31.91
10	1.5700	$33.12
11	1.6270	$34.33
12	1.6840	$35.52
13	1.7410	$36.74
14	1.7980	$37.92
15	1.8550	$39.13

SALARY SCHEDULE O
2026-2027 School Year

Effective 7/1/2026

Occupational Therapy Assistant
Physical Therapy Assistant

Base = $32.05

O

Step	Index	HOURLY RATE
0	1.0000	$32.05
1	1.0345	$33.15
2	1.0719	$34.36
3	1.1096	$35.58
4	1.1485	$36.81
5	1.1829	$37.91
6	1.2194	$39.09
7	1.2521	$40.13
8	1.2889	$41.31
9	1.3233	$42.42
10	1.3560	$43.47
11	1.3904	$44.57
12	1.4596	$46.78
13	1.4888	$47.72
14	1.5186	$48.68
15	1.5485	$49.63

1. $15 per hour for LPDC members.
2. Ed[illegible]nterpreter will receive an additional $1.00 per hour for having the comprehensive skills ce[illegible], CI or NIC Certification from R.I.D. or a bachelor's degree in a related field. (Credit for on[illegible]

Salary Schedule: Related

Effective 7/1/2026

195 Days

2026-2027 School Year

Base = $49,804.00

Step	Related B	Related B+	Related M
0	$ 60,466	$ 62,763	$ 66,215
1	$ 62,763	$ 65,366	$ 69,113
2	$ 65,065	$ 67,969	$ 70,970
3	$ 67,359	$ 70,568	$ 73,957
4	$ 69,662	$ 73,167	$ 76,947
5	$ 71,957	$ 75,769	$ 79,736
6	$ 74,254	$ 78,365	$ 82,675
7	$ 76,553	$ 80,967	$ 85,414
8	$ 78,851	$ 83,566	$ 88,402
9	$ 81,146	$ 86,167	$ 91,340
10	$ 83,445	$ 88,765	$ 94,080
11	$ 85,743	$ 91,366	$ 96,867
12	$ 85,743	$ 91,366	$ 96,867
13	$ 88,039	$ 93,966	$ 99,507
14	$ 88,039	$ 93,966	$ 99,507
15	$ 90,339	$ 96,567	$ 100,802

1. $1,000 increment on any schedule for doctorate degree
2. $140.00 SOESC substitute teacher daily rate. District substitute teacher processing daily rate - $135.00 - $150.00 as determined by district agreement/assignment.
3. $15 per hour for LPDC members.