MINUTES OF THE SOUTHERN OHIO EDUCATIONAL SERVICE CENTER GOVERNING BOARD MEETING

REGULAR BOARD MEETING

JUNE 24, 2025

The Southern Ohio Educational Service Center Governing Board met on Tuesday, June 24, 2025, at 7:00 p.m. for its regular monthly meeting. Members present were Ms. Gausman, Mr. Hixson, Dr. Kirby, Mr. Lane, Mr. Mount, Mr. Peck, Ms. Ruth, and Ms. Stepp, along with Curt Bradshaw, Superintendent, and Rachel Meyer, Treasurer. The guests present were Linda Mead and Shari Murphy.

APPROVAL OF THE MEETING AGENDA **(Resolution #5021)**

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. Vice President of the board, Ms. Stepp, declared the motion carried.

MINUTE APPROVAL **(Resolution #5022)**

It was moved by Mr. Mount and seconded by Ms. Ruth that the May 27, 2025, meeting minutes be approved as presented.

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

MINUTE APPROVAL **(Resolution #5023)**

It was moved by Mr. Lane and seconded by Dr. Kirby that the June 17, 2025, Special Finance Work Session Board meeting minutes be approved as presented.

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

The meeting was open for public participation. None received.

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SOUTHERN OHIO ESC SHARED EXPERTISE

Vice President, Ms. Stepp, recognized Ms. Linda Mead for her service to the ESC and congratulated her upon her retirement from Southern Ohio ESC.

APPOINTMENT OF OSBA CAPITAL CONFERENCE DELEGATE AND ALTERNATE

Appointment by Vice President Ms. Stepp of Mr. Peck as delegate and Dr. Kirby as alternate to the 2025 Annual Business Meeting in Columbus on November 17, 2025.

GREAT OAKS ITCD REPORT

The Great Oaks Career Board met on June 11, 2025, at the district offices in Sharonville. The following information may be of interest:

- It will come as no surprise to Curt, Rachel or Casey that summertime can be the busiest time of the school year. Much of this is from hiring new staff for the coming school year. That is true for Great Oaks as well. To date, 44 positions have been or still are open. This includes 9 retirements, 11 transfers, 10 resignations and 14 new positions. Laurel has 3 retirements, 1 resignation, 1 transfer and 4 new positions to fill for the coming school year. The new positions are necessitated by enrollment growth, which I view as good development. At Laurel this includes (as previously reported) a second welding instructor, an EV Maintenance instructor, a JROTC instructor and an additional social studies teacher.

Further information concerning the Laurel Campus includes:

- The board approved two vendor contracts with SOESC, including the provision of substitute teachers to Laurel, and other services to Great Oaks from SOESC.
- The new EV facility may not be ready for the beginning of the new school year due to delays in the delivery of steel. There is sufficient space in the current building to temporarily house this program until the new facility is completed.

CEO Harry Snyder provided some added information:

- State funding for Great Oaks was over $22 million dollars for FY25 compared to just over $4 million dollars ten years earlier.
- Great Oaks funded and staffed 106 satellite programs this year, serving 18,850 students.
- Great Oaks had an on-campus student retention rate of 95.5% for 2024-2025, which is an all-time high.

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LEGISLATIVE LIAISON REPORT

Ms. Ruth shared "The Link" issue from May with the Board.

On the Governor's Desk

The governor signed House Bill (HB) 15, sponsored by Rep. **Roy Klopfenstein** (R-Haviland), into law. The House and Senate had been deliberating on their own versions of energy reform bills, until both chambers agreed to merge legislation and pass HB 15. Pertinent to school districts, the signed version makes the following changes regarding electric company property taxation and electric service law:

- Reduces the percentage of new and converted or repowered electric generation public utility tangible personal property (TPP) and new energy conversion TPP subject to property tax, often called the "assessment percentage," to 7%.
- Reduces the assessment percentage on new electric and distribution TPP to 25%.
- Reduces the assessment percentage on new pipe-line company property from 88% to 25%.
- Modifies the classification and taxation of TPP used to store energy for future use as electricity.
- Specifies that a TPP and real property tax exemption for certain renewable energy projects, including payments in lieu of taxes paid pursuant to that exemption arrangement, continues despite the bill's changes.
- Allows a board of education of a city, exempted village, local, or joint vocational school to apply to the Ohio Facilities Construction Commission (OFCC) for a loan from amounts in the Solar Energy Performance Contracting Loan Fund to pay certain energy conservation measure installment contracts and energy saving measure contracts, including for the installation of solar panels.
- Establishes the School Energy Performance Contracting Loan Fund as a custodial fund, administered by OFCC, to fund such loans. Specifies certain loan terms, such as that the loan has 2% annual interest.

HB 15 will become effective law on Aug. 12, 2025.

LEGISLATIVE LIAISON REPORT (Cont.)

In the General Assembly

The biennial budget bill, HB 96, has received hours of public testimony in the Senate Education and Finance Committees. Amendments to the bill were due from the Senators on May 15 and Senate leadership is debating each of those amendments through the end of May. A budget sub bill is expected from the Senate Finance Committee on June 3 and a vote on the Senate Floor is expected on June 11. At the writing of this issue, it is unclear what the Senate will choose to do about the school funding formula or the House-added cash balance carry over provision. It is not too late to advocate! Please reach out to your state senator and explain the rationale for your district's cash balance and the impact a reduction in local funds will have on your students.

We want to thank all the school board members, superintendents, treasurers and members of your communities who have taken the time to meet with your elected officials, submit written testimony, or sit long hours in Senate budget hearings to advocate for your students. We recognize this is tedious, time-consuming work and are grateful for your dedication. It makes a difference!

Registration is now open for OSBA, BASA and OASBO's joint Biennial Budget Review workshop. At this seminar, our associations will provide an in-depth analysis of the final FY26-FY27 state biennial budget, unpacking key policy provisions, funding updates, and implementation details—giving you the insights you need to plan ahead with confidence. This workshop will take place on Monday, July 28 from 8 a.m. – 3:30 p.m. at the Hilton Polaris in Columbus.

Other bills moving through the legislative process this month include:

- SB 158 passed the Senate with a 30-2 vote. SB 158 would require each public school to adopt a policy prohibiting the use of cellphones by students during instructional hours. The bill now moves to the House for consideration.
- HB 57 passed the House with a vote of 95-0. HB 57 would require any public or nonpublic school that elects to keep a supply of an overdose reversal drug for emergency use to adopt and implement a policy regarding the supply's maintenance and the drug's use. The bill now goes to the Senate for consideration.
- HB 114 passed the House with a vote of 93-0, altering age requirements for kindergarten admission. This bill now moves to the Senate for consideration.

Lastly, Mr. Bradshaw updated the board on the Educational Regional Service System (ERSS) language changes that are being considered in the biennium budget.

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FINANCIAL REPORTS

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

APPROVAL OF PAID BILLS **(Resolution #5024)**

Upon the recommendation of Treasurer Meyer, it was moved by Ms. Ruth and seconded by Mr. Hixson that the paid bills for the previous month be approved as presented, for a total of $962,690.78.

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

APPROVAL OF INVESTMENT **(Resolution #5025)**

It was moved by Mr. Mount and seconded by Mr. Peck to approve the following investment as transacted by Treasurer Meyer:

Date	Fund	Firm	Maturity Date	Rate	Amount
5/19/2025	General	Valley National Bank CD	11/19/2027	4.05%	$ 75,000.00

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

APPROPRIATION MODIFICATION AND AMENDMENTS **(Resolution #5026)**

Upon recommendation of Treasurer Meyer, it was moved by Mr. Peck and seconded by Ms. Gausman to approve the following appropriation modifications and amendments as presented.

[See Minute Page #2453 – #2454]

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

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FY2025 APPROPRIATION MODIFICATIONS AND AMENDMENTS – ALL FUNDS (CLEAN-UP/BUDGET) **(Resolution #5027)**

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 Mr. Hixson to authorize the necessary end-of-fiscal-year appropriation amendments and modifications, and include these changes in detail in the minutes for June for FY2025.

[See Minute Page #2455 – #2456]

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

APPROPRIATION RESOLUTION FOR FY2026 BEGINNING JULY 1, 2025 - ALL FUNDS (BUDGET) **(Resolution #5028)**

Upon the recommendation of Treasurer Meyer and Superintendent Bradshaw, it was moved by Mr. Lane and seconded by Ms. Gausman to approve appropriations for all funds for Fiscal Year 2026 and to set the level of control by fund as presented.

[See Minute Page #2457 – #2458]

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

TREASURER DISCUSSION ITEMS

- **Fiscal Office Update:**
  - Amanda and I sent out the week of June 9, the final invoices for 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 FY2026.
- **Travel Reimbursement Forms:**
  - Your travel forms are included in your board packets. Please sign them and return them to me at the board meeting. Payments for each will be processed in July.
- **Professional Development:**
  - On June 10, 2025, 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 to resolve issues if the report does not balance.

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PERSONNEL CONTRACT RESIGNATIONS: R14/ESC **(Resolution #5029)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Mr. Peck and seconded by Ms. Ruth to approve the resignations of the following personnel:

R14/SOESC RESIGNATIONS

Name	Position	Contract Type	Effective Date
Kirk, Alexis	SST/Early Learning & School Readiness Consultant	Certificated	07-01-2025
Maillot, Sydney	Behavioral Specialist	Certificated	05-28-2025
Reed, Taylor	Administrative Assistant-Communications Support	Classified	07-31-2025
Walls, Chad	Maintenance Manager	Classified	06-30-2025

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

PERSONNEL CONTRACT AGREEMENT(S): R14/ESC **(Resolution #5030)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Dr. Kirby and seconded by Mr. Hixson 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, Megan	Substitute Interpreter for the Hearing Impaired	2025-2026	1 Year	As Needed	No Degree on Schedule	L/ Step 3/ $23.92 perhour	Substitute Certificated	per submitted timesheets
Bailey, Shelley	LPDC Committee Member	2025-2026	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $15.00 perhour	Supplemental	

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R14/ESC CONTRACT AGREEMENT(S)

Name	Tentative Position	Contract Dates	Length	Days	Degree	Schedule/ Step/ Rate	Contract Type	Comments
Burgess, Holly	SST/Early Literacy Specialist	2025-2026	1 Year	80 days	Master's	MA B/ Step 19/ $397.26 perdiem	Certificated	Part-Time
Enochs, Casey	LPDC Committee Member	2025-2026	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $15.00 perhour	Supplemental	
Hamilton, Staci	LPDC Committee Member	2025-2026	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $15.00 perhour	Supplemental	
Hatfield, Judy	Substitute Secretary	2025-2026	1 Year	As Needed	No Degree on Schedule	Schedule M/ Step 3/ $15.61 perhour	Classified Substitute	
Inlow, Cyndia	LPDC Committee Member	2025-2026	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $15.00 perhour	Supplemental	
Kirk, Alexis	Teaching and Learning Team	2025-2026	1 Year	204 Days	Master's	MA B/ Step 23/ $83,185.00	Certificated	
Kirk, Alexis	Teaching and Learning Team	2025-2026	1 Year	11 Days	Master's	MA B/ Step 23/ $4,485.00	Supplemental	
Klein, Danielle	Substitute Custodian	2025-2026	1 Year	As Needed	No Degree on Schedule	Schedule M/ Step 3/ $15.61 perhour	Classified Substitute	Per submitted timesheets, up to 20 hrs. per week
McDermott, Nancy*	Part-Time Gifted Intervention Specialist	2025-2026	1 Year	60 days	Master's	MA A/ Step 10/ $48.78 per hour	Retired Certificated	To serve Clinton-Massie Local Schools, per submitted timesheets
Mickey, Debbie	LPDC Committee Chairperson	2025-2026	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $30.00 perhour	Supplemental	
Murphy, Shari	Teaching and Learning Team	2025-2026	1 Year	204 Days	Master's	MA B/ Step 24/ $83,185.00	Certificated	
Murphy, Shari	Teaching and Learning Team	2025-2026	1 Year	11 Days	Master's	MA B/ Step 24/ $4,485.00	Supplemental	
Taylor, Christina	Occupational Therapist	2025-2026	1 Year	195 Days	Master's	Related M/ Step 11/ $91,307.00	Certificated	
White, Kathy	Substitute Interpreter for the Hearing Impaired	2025-2026	1 Year	As Needed	No Degree on Schedule	L/ Step 3/ $23.92 perhour	Substitute Certificated	per submitted timesheets

**Retire/Rehire*

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

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APPROVAL OF HEALTH, DENTAL, VISION, AND LIFE INSURANCE RATES **(Resolution#5031)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Mr. Lane and seconded by Ms. Ruth 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, 2026, through December 31, 2026, 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	$ 2,100.64	$ 1,347.78	$ 729.30	$2,000.00 (Family)
Board Contribution	$ 1,680.51	$ 1,078.22	$ 656.37	$1,500.00 (Employee + Children)
Employee Contribution	$ 420.13	$ 269.56	$ 72.93	$1,000.00 (Single)
P.P.O. Medical:	**Family**	**Employee + Children**	**Single**	
Monthly Rates	$ 2,577.43	$ 1,653.71	$ 894.86	
Board Contribution	$ 1,984.62	$ 1,273.36	$ 805.37	
Employee Contribution	$ 592.81	$ 380.35	$ 89.49	
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. Vice President of the board, Ms. Stepp, declared the motion carried.

SALARY SCHEDULES FY2026 **(Resolution#5032)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Mr. Peck and seconded by Mr. Mount to approve all salary schedules presented effective July 1, 2025, for the FY2026 employment contract year.

[See Minute Page #2459 – #2461]

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

APPROVAL OF PROVIDER CONTRACTS **(Resolution#5033)**

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

R14 / SOESC PROVIDER CONTRACTS

Client	Service	Dates	Amount	Comments
Adams County/ Ohio Valley	Contract for Services	7/1/2025 - 6/30/2026	$ 84,423.99	ESC
Adams County/ Ohio Valley	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 561,932.62	R14
Adena Local	Contract for Services	7/1/2025 - 6/30/2026	$ 30,075.34	R14
Blanchester Local	Contract for Services	7/1/2025- 6/30/2027	$ 624,644.24	ESC
Blanchester Local	Payroll Specialist Services	7/1/2024 until terminated by either party	$45.00 per hour	ESC
Bright Local	Contract for Services	7/1/2023- 6/30/2025	$ 43,056.54	ESC
Bright Local	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 100,061.23	R14
Clinton County Developmental Disabilities	Audiological Services	8/1/2025- 7/31/2026	$ 2,400.00	ESC
Clinton County Developmental Disabilities	Interpreter Services	7/1/2025- 6/30/2026	$41.74 per hour	ESC
Clinton-Massie Local	Contract for Services	7/1/2025- 6/30/2027	$ 148,761.39	ESC

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R14 / SOESC PROVIDER CONTRACTS (Cont.)

Client	Service	Dates	Amount	Comments
Clinton-Massie Local	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 364,860.65	R14
East Clinton Local	Contract for Services	7/1/2025- 6/30/2027	$ 234,030.03	ESC
East Clinton Local	Substitute Teacher Employment Services	7/1/2025- 6/30/2026	$170.25 per day x # of substitutes and/or $266.25 per day + insurance costs x # of long-term substitutes	ESC
East Clinton Local	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 258,865.67	R14
Eastern Local	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 167,393.59	R14
Eastern Local	SOLC Participation	7/1/2025 - 6/30/2026	$ 60,300.00	ESC
Fairfield Local	Contract for Services	7/1/2025- 6/30/2027	$ 611,007.57	ESC
Fairfield Local	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 270,413.69	R14
Fayetteville-Perry Local	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 68,356.87	R14
Georgetown Ex. Village	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 253,812.46	R14
Great Oaks Career Campuses	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 $266.25 per day + insurance costs x # of long-term substitutes	ESC
Great Oaks Career Campuses	Contract for Services	7/1/2025- 6/30/2026	$ 436,902.97	ESC

R14 / SOESC PROVIDER CONTRACTS (Cont.)

Client	Service	Dates	Amount	Comments
Greenfield Ex. Village	Contract for Services	7/1/2025-6/30/2027	$ 252,860.11	ESC
Greenfield Ex. Village	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 351,898.93	R14
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	$ 363,343.70	R14
Lynchburg-Clay Local	Contract for Services	7/1/2025-6/30/2027	$ 27,161.35	ESC
Lynchburg-Clay Local	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 190,296.63	R14
Miami Trace Local	Contract for Services	7/1/2025-6/30/2027	$ 132,988.74	ESC
Miami Trace Local	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 518,606.05	R14
Pickaway County ESC	CPI Training Services	7/28/2025	$125.00 per participant	ESC
RULH Local	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 129,987.59	R14
Washington C.H. City	Contract for Services	7/1/2025-6/30/2027	$ 499,238.65	ESC
Washington C.H. City	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 422,619.50	R14
Western Brown Local	Preschool Itinerant Teacher	7/1/2025-6/30/2026	$ 127,689.24	ESC
Western Brown Local	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 414,914.87	R14
Wilmington City	Contract for Services	7/1/2025-6/30/2027	$ 97,352.30	ESC
Wilmington City	Special Education Cooperative Service Agreements	7/1/2025 - 6/30/2029	$ 431,110.66	R14

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

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APPROVAL OF SERVICE CONTRACTS **(Resolution#5034)**

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

R14 / SOESC SERVICE CONTRACTS

Provider	Purchase Order	Service	Dates	Amount	Comments
Butler County ESC	~~TBD~~ 2260137	Hearing Impaired Services by Teacher of Deaf/Hard of Hearing	08/1/2025-06/30/2026	$ 188,860.00	R14
Great Oaks Career Campuses	~~TBD~~ 2260146	Lease for Agricultural Center	8/1/2025-7/31/2026	$ 60,871.00	
Great Oaks Career Campuses	TBD in FY27	Lease for Agricultural Center	8/01/2026-7/31/2027	$ 65,436.00	
Great Oaks Career Campuses	TBD in FY28	Lease for Agricultural Center	8/1/2027-7/31/2028	$ 70,343.00	
Hamilton County ESC	~~TBD~~ 2260147	Instructional Technology Integration Coaching & PD Support	08/11/2025-05/29/2026	$ 131,250.00	ESC
Madison-Champaign ESC	~~TBD~~ 2260155	School Psychologist	08/01/2025-07/31/2026	$ 152,243.78	ESC

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

APPROVAL OF DONATIONS **(Resolution#5035)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Ms. Gausman and seconded by Ms. Ruth to approve the following donations as listed:

Donated Item/Description	Donation Received from	Value of Donated Item
Total donation dollars, $2,292.00 purchased the following: • Portable Basketball Hoop, 48" Backboard • Indoor Ping Pong/Tennis/Compact Storage Table • Two Table Tennis Paddles, Ping Pong Rackets and Portable Table Tennis with Balls & Carrying Case	**Anonymous**	$114.00
	Barbara Bailey 3595 Fischer Road Clarksville, Ohio 45113	$50.00
	Summer Barnhart 107 Roshon Avenue Sabina, Ohio 45169	$75.00

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Donated Item/Description	Donation Received from	Value of Donated Item
• 48.5" Foosball Table • Shuffleboard Set • Six Ultra Foam Volleyballs • Sports Equipment Organizer, Ball Storage Heavy Duty Rolling Cart • Adjustable Volleyball/Pickleball/ Badminton Foldable Nylon Net w/ Polls • Multi Color Footballs • Large Countdown Clock/Timer • Flag Football Set • Four Pickleball Paddles, Balls & Bag • Baseball & Softball Rubber Field Five Piece Base Set • Nerf Micro Football, Soccer Ball, Basketball, Stress Relief Foam Sports Ball Set • Six Plastic Bats • Two Competition Plastic Discs • 21 (S,M,L Adult Size) T-Shirts • 24 Pack Dance Ribbon Streamers, Rainbow Decorations, Goodie Bag Stuffers, Princess Party Favors, Rainbow Birthday Party Supplies, Gymnastic Ribbon • 12 Wiffle Balls & Four Plastic Bats • Badminton Birdies • Scoop Ball Game, Scoop & Toss Game • Pool Noodles • Ten Badminton Rackets Set with 15 Badminton Birdies • One Disc Golf Disc and Two Disc Golf Basket Retrievers • 9" Poly Cone Set	**Terri Barton** 3043 Greenfield Road Sabina, Ohio 45169	$100.00
	Charles Buckweat	$2.00
	Anne Chaney 17131 Cats Den Road Chagrin, Ohio 44023	$25.00
	Alicia Chaney 2893 St. Rt. 133 Clarksville, Ohio 45113	$25.00
	Willy Dolan	$5.00
	Janelle Gaver 1752 Wandering Stream Way Centerville, Ohio 45458	$200.00
	Denise Ann Hatala	$100.00
	Robert Hixson 116 Vaughn Avenue Hillsboro, Ohio 45133	$100.00
	Sue Honeycutt	$50.00
	Cyndia Inlow 657 Clarksville Road Wilmington, Ohio 45177	$50.00
	Sydney Maillot 702 Cheryl Lane Hillsboro, Ohio 45133	$100.00
	Diana Miller 6081 State Route 133 Goshen, Ohio 45122	$25.00
	Kathy Rager 121 Sugartree Street Clarksville, Ohio 45113	$25.00
	Anne Thacker	$50.00
	Karen Turner 4875 Cross Key Drive 202 South Lebanon, Ohio 45065	$50.00
	Mission Tiger (Kellogg's) *Matched Donor Contributions*	$1,146.00

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

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APPROVAL OF OUT-OF-STATE TRAVEL **(Resolution#5036)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Mr. Peck and seconded by Ms. Gausman to approve out-of-state travel for **Guy Chambers,** Administrative Assistant, to attend the National Association of Educational Office Professionals (NAEOP) Annual Conference in Charleston, South Carolina, on July 13-16, 2025.

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

APPROVAL OF OUT-OF-STATE TRAVEL **(Resolution#5037)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Mr. Mount and seconded by Dr. Kirby to approve out-of-state travel for **Casey Enochs,** Assistant Superintendent, to attend the Association of Educational Service Agencies (AESA) Summer Leadership Conference in Austin, Texas, on July 15-17, 2025.

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

APPROVAL OF POLICY MANUAL UPDATES **(Resolution#5038)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Ms. Ruth and seconded by Ms. Gausman to approve the following policy manual updates:

Policy Manual Updates	
IGBLA	Parental Involvement
JED	Student Absences and Excuses
JEDA	Truancy
JFCJ	Weapons in the Schools

The board members present unanimously approved the motion. Vice 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 24, 2025

SUPERINTENDENT INFORMATION/DISCUSSION ITEMS

Superintendent Bradshaw shared the following with the Board:

1. KAMP Dovetail Volunteer Day – Fourteen staff volunteered on June 16, 2025, which was much appreciated. Ms. Ruth was also thanked for her attendance on June 16.

2. Clinton County Countywide Professional Development Day (September 29, 2025) – To be hosted at Wilmington MS/HS. The most recent planning meeting was held on June 24, 2025.

3. AESA Summer Leadership Conference – Mr. Bradshaw will attend July 15 – 17, 2025, in Austin, Texas.

4. 2025 Business Advisory Council (BAC) Townhall/All Ohio Conference – Being held on July 21, 2025, in Columbus. Southern Ohio ESC will be recognized as a 3-Star BAC.

5. SOESC Opening Day (2025-2026) – Scheduled for August 8, 2025, place TBD.

6. WCH Superintendent – Dr. Chris Briggs will move from interim to Superintendent.

7. Press Release – Southern Ohio ESC has been named as one of Ohio's Best Workplaces in 2025.

ADJOURNMENT

It was moved by Mr. Hixson and seconded by Dr. Kirby to adjourn to meet again in regular session at Region 14/Hopewell Center, 5350 West New Market Road, Hillsboro, Ohio, on **Tuesday, July 22, 2025, at 7:00 p.m.**

Roger West

BOARD PRESIDENT

Rachel Meyer

TREASURER

2453

SOUTHERN OHIO EDUCATIONAL SERVICE CENTER
FY 2025 PERMANENT APPROPRIATIONS

FUND	OBJECT	SCC	DESCRIPTION	FY2025 APPROP	July	August	September	November	December	January	April	June	TOTAL ACCOUNT
						GENERAL FUND							
001	100	0000	SALARIES	$ 3,954,876.00	$ 147,150.00		$ 10,000.00						$ 4,112,026.00
001	200	0000	FRINGE BENEFITS	$ 2,047,504.36	$ 26,177.00		$ 5,597.94						$ 2,078,279.30
001	400	0000	PURCHASED SERVICES	$ 758,009.13	$ 1,500.00		$ 4,950.00	$ 4,450.00		$ 1,014.69			$ 769,923.82
001	500	0000	SUPPLIES & MATERIALS	$ 139,985.00									$ 139,985.00
001	600	0000	CAPITAL OUTLAY	$ 34,150.00									$ 34,150.00
001	800	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										$ 9,283,699.12
						OTHER FUNDS							
001		9050	TERMINATION / RETIREMENT BENEFITS FUND	$ 20,350.53		$ 35,000.00							$ 55,350.53
007		0000	UNCLAIMED FUNDS	$ 63.95									$ 63.95
008		9271	WADDELL FUND	$ 53,300.00									$ 53,300.00
019		9906	ACCESS (BESTOHIO) STIPENDS FUND FY24	$ 8,250.00									$ 8,250.00
019		9907	HIGHLAND COUNTY MICRO INTERNSHIPS STIPENDS FUND	$ 850.00									$ 850.00
022		9245	HOPEWELL CUSTODIAL FUND	$ 5,491,611.00									$ 5,491,611.00
022		9500	D.A.R.E. CUSTODIAL FUND	$ 21,713.53									$ 21,713.53
451		9423	K12 NETWORK SUBSIDY	$ 1,800.00							$ 191.15		$ 1,991.15
499		9017	STATE SUPPORT TEAM FY25 FUND	$ 115,140.50									$ 115,140.50
499		9016	STATE SUPPORT TEAM FY24 FUND	$ 1,290.33									$ 1,290.33
499		9708	STUDENT ASSESSMENT FY25 FUND	$ -	$ 10,000.00			$ 3,344.32					$ 13,344.32
499		9860	ATTORNEY GENERAL SCHOOL SAFETY GRANT FY24 FUND	$ 2,500.00									$ 2,500.00
499		9861	ATTORNEY GENERAL SCHOOL SAFETY GRANT FY25 FUND									$ 2,500.00	$ 2,500.00
507		9472	FAMILY ENGAGEMENT LIAISON FY24 FUND	$ 23,589.57									$ 23,589.57
507		9602	EXTENDED LEARNING AND RECOVERY FY24 FUND	$ 102,069.71									$ 102,069.71
507		9702	AMERICAN RESCUE PLAN-HOMELESS (ARP) 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		9817	PARENT MENTOR FY24 FUND	$ 557.53									$ 557.53
516		9818	PARENT MENTOR FY25 FUND	$ 25,000.00									$ 25,000.00
516		9919	EARLY LITERACY SSIP (IDEA) FY24 FUND	$ 1,586.48									$ 1,586.48
516		9920	EARLY LITERACY SSIP (IDEA) FY25 FUND	$ 89,880.00									$ 89,880.00
587		9515	EARLY LEARNING DISCRETIONARY FY24 FUND	$ 5,039.14									$ 5,039.14
587		9516	EARLY LEARNING DISCRETIONARY FY25 FUND	$ 75,993.02									$ 75,993.02
587		9606	EARLY LITERACY SSIP FY24 FUND	$ 1,851.23									$ 1,851.23
587		9607	EARLY LITERACY SSIP FY25 FUND	$ 27,000.00									$ 27,000.00
599		9511	SPDG MTSS-LITERACY FY25 FUND	$ -	$ 13,344.32			$ 5,655.68					$ 20,000.00
			OTHER FUNDS TOTAL										$ 7,344,354.56
			Monthly Appropriation Changes		$ 198,171.32	$ 35,000.00	$ 20,547.94	$ 14,450.00	$ -	$ 1,014.69	$ 191.15	$ 2,500.00	
			GRAND TOTAL APPROPRIATIONS - ALL FUNDS										$ 16,628,053.68

SOUTHERN OHIO EDUCATIONAL SERVICE CENTER
FY 2025 PERMANENT 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 $25,0000 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 - $36,000

2455

SOUTHERN OHIO EDUCATIONAL SERVICE CENTER
FY 2025 FINAL APPROPRIATIONS

FUND	OBJECT	SCC	DESCRIPTION	FY2025 APPROP	July	August	September	November	December	January	April	June	TOTAL ACCOUNT
							GENERAL FUND						
001	100	0000	SALARIES	$ 3,954,876.00	$ 147,150.00		$ 10,000.00						$ 4,112,026.00
001	200	0000	FRINGE BENEFITS	$ 2,047,504.36	$ 26,177.00		$ 5,597.94						$ 2,079,279.30
001	400	0000	PURCHASED SERVICES	$ 758,009.13	$ 1,500.00		$ 4,950.00	$ 4,450.00		$ 1,014.69		$ (92.00)	$ 769,831.82
001	500	0000	SUPPLIES & MATERIALS	$ 139,985.00								$ 92.00	$ 140,077.00
001	600	0000	CAPITAL OUTLAY	$ 34,150.00									$ 34,150.00
001	800	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										$ 9,283,699.12
							OTHER FUNDS						
001		9050	TERMINATION / RETIREMENT BENEFITS FUND	$ 20,350.53		$ 35,000.00						$ (27,382.50)	$ 27,968.03
007		0000	UNCLAIMED FUNDS	$ -								$ (297.49)	$ (297.49)
007		0000	UNCLAIMED FUNDS	$ 63.95								$ 233.54	$ 297.49
008		9271	WADDELL FUND	$ 53,300.00								$ (40,270.55)	$ 13,029.45
019		9906	ACCESS (BESTOHIO) STIPENDS FUND FY24	$ 8,250.00								$ (4,400.00)	$ 3,850.00
019		9907	HIGHLAND COUNTY MICRO INTERNSHIPS STIPENDS FUND I	$ 850.00								$ -	$ 850.00
022		9245	HOPEWELL CUSTODIAL FUND	$ 5,491,611.00								$ (106,815.01)	$ 5,384,795.99
022		9500	D.A.R.E. CUSTODIAL FUND	$ 21,713.53								$ (16,307.58)	$ 5,405.95
451		9423	K12 NETWORK SUBSIDY	$ 1,800.00							$ 191.15		$ 1,991.15
499		9017	STATE SUPPORT TEAM FY25 FUND	$ 115,140.50								$ (3,228.52)	$ 111,911.98
499		9016	STATE SUPPORT TEAM FY24 FUND	$ 1,290.33								$ (8,595.42)	$ (7,305.09)
499		9708	STUDENT ASSESSMENT FY25 FUND	$ -	$ 10,000.00			$ 3,344.32				$ (6,262.34)	$ 7,081.98
499		9860	ATTORNEY GENERAL SCHOOL SAFETY GRANT FY24 FUND	$ 2,500.00									$ 2,500.00
499		9861	ATTORNEY GENERAL SCHOOL SAFETY GRANT FY25 FUND									$ 2,500.00	$ 2,500.00
507		9472	FAMILY ENGAGEMENT LIAISON FY24 FUND	$ 23,589.57								$ -	$ (2,500.00)
507		9602	EXTENDED LEARNING AND RECOVERY FY24 FUND	$ 102,069.71								$ (18,898.50)	$ 4,691.07
507		9702	AMERICAN RESCUE PLAN-HOMELESS (ARP) FY24 FUND									$ (101,063.03)	$ 1,006.68
516		9233	IDEA PART B FY24 FUND	$ 47,188.57								$ (2,371.63)	$ (2,371.63)
516		9234	IDEA PART B FY25 FUND	$ 1,158,694.00								$ (20,751.35)	$ 28,437.22
516		9817	PARENT MENTOR FY24 FUND	$ 557.53								$ (70,160.42)	$ 1,086,533.58
516		9818	PARENT MENTOR FY25 FUND	$ 25,000.00								$ (148.27)	$ 409.26
516		9919	EARLY LITERACY SSIP (IDEA) FY24 FUND	$ 1,586.48								$ (1,042.02)	$ 23,957.98
516		9920	EARLY LITERACY SSIP (IDEA) FY25 FUND	$ 89,880.00								$ (223.99)	$ 1,362.49
587		9515	EARLY LEARNING DISCRETIONARY FY24 FUND	$ 5,039.14								$ (6,479.27)	$ 88,400.73
587		9516	EARLY LEARNING DISCRETIONARY FY25 FUND	$ 75,993.02									$ 5,039.14
587		9606	EARLY LITERACY SSIP FY24 FUND	$ 1,851.23								$ (5,957.34)	$ 70,036.68
587		9607	EARLY LITERACY SSIP FY25 FUND	$ 27,000.00								$ (255.86)	$ 1,595.37
599		9511	SPDG MTSS-LITERACY FY25 FUND	$ -	$ 13,344.32			$ 6,655.68				$ (1,696.86)	$ 25,303.14
			OTHER FUNDS TOTAL									$ (738.55)	$ 19,261.45
			Monthly Appropriation Changes		$ 198,171.32	$ 35,000.00	$ 20,547.94	$ 14,450.00	$ -	$ 1,014.69	$ 191.15	$ (439,874.41)	$ 6,898,741.60
			GRAND TOTAL APPROPRIATIONS - ALL FUNDS										$ 16,182,440.72

SOUTHERN OHIO EDUCATIONAL SERVICE CENTER
FY 2025 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 $1,684,000.00
General Fund - Building Fund $325,000.00 - 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

2457

SOUTHERN OHIO EDUCATIONAL SERVICE CENTER
FY 2026 INITIAL APPROPRIATIONS

FUND	OBJECT	SCC	DESCRIPTION	FY2025 APPROP	July	August	September	October	November	December	January	February	TOTAL ACCOUNT
							GENERAL FUND						
001	100	0000	SALARIES	$ 3,472,431.00									$ 3,472,431.00
001	200	0000	FRINGE BENEFITS	$ 1,867,916.79									$ 1,867,916.79
001	400	0000	PURCHASED SERVICES	$ 763,544.18									$ 763,544.18
001	500	0000	SUPPLIES & MATERIALS	$ 86,816.00									$ 86,816.00
001	600	0000	CAPITAL OUTLAY	$ 33,000.00									$ 33,000.00
001	800	0000	OTHER OBJECTS	$ 103,719.74									$ 103,719.74
001	900	0000	CONTINGENCIES / TRANSFERS	$ 2,305,000.00									$ 2,305,000.00
			GENERAL FUND TOTAL										$ 8,632,427.71
							OTHER FUNDS						
001		9050	TERMINATION / RETIREMENT BENEFITS FUND	$ 27,382.50									$ 27,382.50
007		0000	UNCLAIMED FUNDS	$ 297.49									$ 297.49
008		9271	WADDELL FUND	$ 53,300.00									$ 53,300.00
022		9245	HOPEWELL CUSTODIAL FUND	$ 5,630,948.00									$ 5,630,948.00
022		9500	D.A.R.E. CUSTODIAL FUND	$ 22,973.58									$ 22,973.58
451		9424	K12 NETWORK SUBSIDY	$ 1,800.00									$ 1,800.00
499		9017	STATE SUPPORT TEAM FY25 FUND	$ 3,228.52									$ 3,228.52
499		9018	STATE SUPPORT TEAM FY26 FUND	$ 115,140.50									$ 115,140.50
499		9708	STUDENT ASSESSMENT FY25 FUND	$ 6,262.34									$ 6,262.34
499		9709	STUDENT ASSESSMENT FY26 FUND	$ 13,344.32									$ 13,344.32
499		9861	ATTORNEY GENERAL SCHOOL SAFETY GRANT FY25 FUND	$ 2,500.00									$ 2,500.00
516		9234	IDEA PART B FY25 FUND	$ 70,160.42									$ 70,160.42
516		9235	IDEA PART B FY26 FUND	$ 1,281,694.00									$ 1,281,694.00
516		9818	PARENT MENTOR FY25 FUND	$ 1,042.02									$ 1,042.02
516		9819	PARENT MENTOR FY26 FUND	$ 25,000.00									$ 25,000.00
516		9920	EARLY LITERACY SSIP (IDEA) FY25 FUND	$ 6,479.27									$ 6,479.27
516		9921	EARLY LITERACY SSIP (IDEA) FY26 FUND	$ 89,880.00									$ 89,880.00
587		9516	EARLY LEARNING DISCRETIONARY FY25 FUND	$ 5,957.34									$ 5,957.34
587		9517	EARLY LEARNING DISCRETIONARY FY26 FUND	$ 75,993.02									$ 75,993.02
587		9607	EARLY LITERACY SSIP FY25 FUND	$ 1,696.86									$ 1,696.86
587		9608	EARLY LITERACY SSIP FY26 FUND	$ 27,000.00									$ 27,000.00
599		9511	SPDG MTSS-LITERACY FY25 FUND	$ 738.55									$ 738.55
599		9512	SPDG MTSS-LITERACY FY26 FUND	$ 20,000.00									$ 20,000.00
			OTHER FUNDS TOTAL										$ 7,682,818.73
			Monthly Appropriation Changes		$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	
			GRAND TOTAL APPROPRIATIONS - ALL FUNDS										$ 16,315,246.44

SOUTHERN OHIO EDUCATIONAL SERVICE CENTER
FY 2026 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 $1,920,000.00
General Fund - Building Fund $325,000.00 - 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

2459

Salary Schedule A

Effective 7/1/2025
9 - Months 184 days
2025-2026 School Year
Base = $ 41,091

Step	Index	Non-Degree A	Index	BA A	Index	B+ A	Index	MA A
0	0.865	$35,544	1.000	$41,091	1.038	$42,652	1.095	$44,995
1	0.900	$36,982	1.038	$42,652	1.081	$44,419	1.143	$46,967
2	0.935	$38,420	1.076	$44,214	1.124	$46,186	1.191	$48,939
3	0.970	$39,858	1.114	$45,775	1.167	$47,953	1.239	$50,912
4	1.005	$41,296	1.152	$47,337	1.210	$49,720	1.287	$52,884
5	1.040	$42,735	1.190	$48,898	1.253	$51,487	1.335	$54,856
6	1.040	$42,735	1.228	$50,460	1.296	$53,254	1.383	$56,829
7	1.040	$42,735	1.266	$52,021	1.339	$55,021	1.431	$58,801
8	1.040	$42,735	1.304	$53,583	1.382	$56,788	1.479	$60,774
9	1.040	$42,735	1.342	$55,144	1.425	$58,555	1.527	$62,746
10	1.040	$42,735	1.380	$56,706	1.468	$60,322	1.575	$64,718
11	1.040	$42,735	1.418	$58,267	1.511	$62,089	1.623	$66,691
12	1.040	$42,735	1.456	$59,828	1.554	$63,855	1.671	$68,663
13	1.040	$42,735	1.494	$61,390	1.597	$65,622	1.719	$70,635
14	1.040	$42,735	1.532	$62,951	1.640	$67,389	1.767	$72,608
15	1.040	$42,735	1.570	$64,513	1.683	$69,156	1.815	$74,580
16	1.040	$42,735	1.570	$64,513	1.683	$69,156	1.815	$74,580
17	1.040	$42,735	1.608	$66,074	1.726	$70,923	1.863	$76,553
18	1.040	$42,735	1.608	$66,074	1.726	$70,923	1.863	$76,553
19	1.040	$42,735	1.608	$66,074	1.726	$70,923	1.863	$76,553
20	1.040	$42,735	1.646	$67,636	1.769	$72,690	1.911	$78,525
21	1.040	$42,735	1.646	$67,636	1.769	$72,690	1.911	$78,525
22	1.040	$42,735	1.684	$69,197	1.812	$74,457	1.959	$80,497
23	1.040	$42,735	1.684	$69,197	1.812	$74,457	1.959	$80,497
24	1.040	$42,735	1.684	$69,197	1.812	$74,457	1.959	$80,497
25	1.040	$42,735	1.722	$70,759	1.855	$76,224	2.007	$82,470

Salary Schedule B

Effective 7/1/2025
10 - Months 204 days
2025-2026 School Year
Base = $45,991

Step	Index	BA B	Index	BA+ B	Index	MA B
0	1.000	$45,991	1.038	$47,739	1.095	$50,360
1	1.038	$47,739	1.081	$49,716	1.143	$52,568
2	1.076	$49,486	1.124	$51,694	1.191	$54,775
3	1.114	$51,234	1.167	$53,671	1.239	$56,983
4	1.152	$52,982	1.210	$55,649	1.287	$59,190
5	1.190	$54,729	1.253	$57,627	1.335	$61,398
6	1.228	$56,477	1.296	$59,604	1.383	$63,606
7	1.266	$58,225	1.339	$61,582	1.431	$65,813
8	1.304	$59,972	1.382	$63,560	1.479	$68,021
9	1.342	$61,720	1.425	$65,537	1.527	$70,228
10	1.380	$63,468	1.468	$67,515	1.575	$72,436
11	1.418	$65,215	1.511	$69,492	1.623	$74,643
12	1.456	$66,963	1.554	$71,470	1.671	$76,851
13	1.494	$68,711	1.597	$73,448	1.719	$79,059
14	1.532	$70,458	1.640	$75,425	1.767	$81,266
15	1.570	$72,206	1.683	$77,403	1.815	$83,474
16	1.570	$72,206	1.683	$77,403	1.815	$83,474
17	1.570	$72,206	1.683	$77,403	1.815	$83,474
18	1.570	$72,206	1.683	$77,403	1.815	$83,474
19	1.570	$72,206	1.683	$77,403	1.815	$83,474
20	1.608	$73,954	1.726	$79,380	1.863	$85,681
21	1.608	$73,954	1.726	$79,380	1.863	$85,681
22	1.608	$73,954	1.726	$79,380	1.863	$85,681
23	1.608	$73,954	1.726	$79,380	1.863	$85,681
24	1.608	$73,954	1.726	$79,380	1.863	$85,681
25	1.646	$75,701	1.769	$81,358	1.911	$87,889

SALARY SCHEDULE C

Effective 7/1/2025
12 - Months 248 Days
2025-2026 School Year
Base = $53,825

Step	Index	Non-Degree C	Index	BA C	Index	BA+ C	Index	MA C
0	0.800	$43,060	1.0000	$53,825	1.0530	$56,678	1.12277	$60,433
1	0.849	$45,697	1.0492	$56,473	1.1022	$59,326	1.17197	$63,081
2	0.898	$48,335	1.0984	$59,121	1.1514	$61,974	1.22117	$65,729
3	0.948	$51,026	1.1476	$61,770	1.2006	$64,622	1.27037	$68,378
4	0.997	$53,664	1.1968	$64,418	1.2498	$67,270	1.31957	$71,026
5	1.046	$56,301	1.2460	$67,066	1.2990	$69,919	1.36877	$73,674
6	1.095	$58,938	1.2952	$69,714	1.3482	$72,567	1.41797	$76,322
7	1.144	$61,576	1.3444	$72,362	1.3974	$75,215	1.46717	$78,970
8	1.194	$64,267	1.3936	$75,011	1.4466	$77,863	1.51637	$81,619
9	1.243	$66,904	1.4428	$77,659	1.4958	$80,511	1.56557	$84,267
10	1.292	$69,542	1.4920	$80,307	1.5450	$83,160	1.61477	$86,915
11	1.341	$72,179	1.5412	$82,955	1.5942	$85,808	1.66397	$89,563
12	1.390	$74,817	1.5904	$85,603	1.6434	$88,456	1.71317	$92,211
13	1.439	$77,454	1.6396	$88,251	1.6926	$91,104	1.76237	$94,860
14	1.439	$77,454	1.6396	$88,251	1.6926	$91,104	1.76237	$94,860
15	1.488	$80,092	1.6888	$90,900	1.7418	$93,752	1.81157	$97,508
16	1.488	$80,092	1.6888	$90,900	1.7418	$93,752	1.81157	$97,508
17	1.537	$82,729	1.7380	$93,548	1.7910	$96,401	1.86077	$100,156
18	1.537	$82,729	1.7380	$93,548	1.7910	$96,401	1.86077	$100,156
19	1.537	$82,729	1.7380	$93,548	1.7910	$96,401	1.86077	$100,156
20	1.537	$82,729	1.7380	$93,548	1.7910	$96,401	1.86077	$100,156
21	1.537	$82,729	1.7380	$93,548	1.7910	$96,401	1.86077	$100,156
22	1.586	$85,366	1.7872	$96,196	1.8402	$99,049	1.90997	$102,804
23	1.586	$85,366	1.7872	$96,196	1.8402	$99,049	1.90997	$102,804
24	1.586	$85,366	1.7872	$96,196	1.8402	$99,049	1.90997	$102,804
25	1.586	$85,366	1.7872	$96,196	1.8402	$99,049	1.90997	$102,804

1. $1,000 added to any Master's step for a doctorate degree.
2. $135.00 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
2025-2026 School Year

Effective 7/1/2025

Educational Interpreter

Base = $ 22.87

L

Step	Index	HOURLY RATE
0	1.0000	$22.87
1	1.0239	$23.41
2	1.0500	$24.01
3	1.0770	$24.64
4	1.1037	$25.24
5	1.1309	$25.86
6	1.1601	$26.52
7	1.1883	$27.17
8	1.2179	$27.84
9	1.2490	$28.55
10	1.2796	$29.25
11	1.3121	$29.99
12	1.3599	$31.10
13	1.3899	$31.79
14	1.4199	$32.47
15	1.4499	$33.16

SALARY SCHEDULE M
2025-2026 School Year

Effective 7/1/2025

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

Base = $13.67

M

Step	Index	HOURLY RATE
0	1.0000	$13.67
1	1.0588	$14.47
2	1.1176	$15.27
3	1.1764	$16.08
4	1.2352	$16.88
5	1.2940	$17.69
6	1.3528	$18.49
7	1.4116	$19.29
8	1.4704	$20.10
9	1.5292	$20.90
10	1.5880	$21.70
11	1.6468	$22.51
12	1.7056	$23.31
13	1.7624	$24.09
14	1.8232	$24.92
15	1.8840	$25.75

SALARY SCHEDULE N
2025-2026 School Year

Effective 7/1/2025

Administrative Assistant/
Fiscal Personnel

Base = $ 20.49

N

Step	Index	HOURLY RATE
0	1.0000	$20.49
1	1.0570	$21.64
2	1.1140	$22.82
3	1.1710	$23.99
4	1.2280	$25.15
5	1.2850	$26.31
6	1.3420	$27.48
7	1.3990	$28.66
8	1.4560	$29.83
9	1.5130	$30.98
10	1.5700	$32.16
11	1.6270	$33.33
12	1.6840	$34.49
13	1.7410	$35.67
14	1.7980	$36.82
15	1.8550	$37.99

SALARY SCHEDULE O
2025-2026 School Year

Effective 7/1/2025

Occupational Therapy Assistant
Physical Therapy Assistant

Base = $31.12

O

Step	Index	HOURLY RATE
0	1.0000	$31.12
1	1.0345	$32.18
2	1.0719	$33.36
3	1.1096	$34.54
4	1.1485	$35.74
5	1.1829	$36.81
6	1.2194	$37.95
7	1.2521	$38.96
8	1.2889	$40.11
9	1.3233	$41.18
10	1.3560	$42.20
11	1.3904	$43.27
12	1.4596	$45.42
13	1.4888	$46.33
14	1.5186	$47.26
15	1.5485	$48.18

1. $15 per hour for LPDC members.

Salary Schedule: Related

Effective 7/1/2025

195 Days

2025-2026 School Year

Base = **$48,353.00**

Step	Related B	Related B+	Related M
0	$ 58,705	$ 60,935	$ 64,286
1	$ 60,935	$ 63,462	$ 67,100
2	$ 63,170	$ 65,989	$ 68,903
3	$ 65,397	$ 68,513	$ 71,803
4	$ 67,633	$ 71,036	$ 74,706
5	$ 69,861	$ 73,562	$ 77,414
6	$ 72,091	$ 76,083	$ 80,267
7	$ 74,323	$ 78,609	$ 82,926
8	$ 76,554	$ 81,132	$ 85,827
9	$ 78,783	$ 83,657	$ 88,680
10	$ 81,015	$ 86,180	$ 91,340
11	$ 83,246	$ 88,705	$ 94,046
12	$ 83,246	$ 88,705	$ 94,046
13	$ 85,475	$ 91,229	$ 96,609
14	$ 85,475	$ 91,229	$ 96,609
15	$ 87,708	$ 93,754	$ 97,866

1. $1,000 increment on any schedule for doctorate degree
2. $135.00 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.