

MINUTES OF THE SOUTHERN OHIO  
EDUCATIONAL SERVICE CENTER GOVERNING BOARD MEETING

REGULAR MEETING

April 22, 2014

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The Southern Ohio Educational Service Center Governing Board met on Tuesday, April 22, 2014 at 7:00 p.m. at Southern Ohio Educational Service Center for its regular monthly meeting. Members present were Mr. Clawson, Mrs. Gausman, Mr. Hill, Mr. Lane, Mr. Luck, Mr. Mount, Mr. Peck, Mr. West and Mr. Wilt along with Treasurer Roy Alleyn Unversaw Jr. and Superintendent Tony Long.

REVISION AND/OR APPROVAL OF THE MEETING AGENDA (Resolution #3170)

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

*\*Employment Revisions heading to be changed to Employee Recommendations under ESC & Region 14.*

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

MINUTE APPROVAL (Resolution #3171)

It was moved by Mr. Luck and seconded by Mr. Clawson that the March 20, 2014 meeting minutes be approved as presented.

Eight board members approved the motion with an abstention from Mr. Lane. President of the board, Mr. Hill, declared the motion carried.

PUBLIC PARTICIPATION

None Received.

GREAT OAKS ITCD REPORT

Mr. Lane updated the board on the April 2014 Great Oaks ITCD Board Meeting. The following bullets are highlights from his report.

- Great Oaks superintendent application deadline was April 4, 2014. First round interviews occurred on April 12<sup>th</sup> and final interviews will occur on April 26<sup>th</sup>.
- Enrollment for Laurel Oaks remains flat from the previous year.
- The Laurel Oaks' graduation ceremony will be held at the Roberts Centre on May 20<sup>th</sup>.

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LEGISLATIVE LIAISON REPORT

Mr. Peck referred to the Ohio School Boards Association publication, *The Link*, Volume 24 issue 4 to update the board on Ohio's legislative matters. The following bullets are highlights from his report:

- HB 487 Education Reform seeks to:
  - Make Ohio's network of career-technical education available to students beginning in the seventh grade.
  - Create exemption from the Ohio Core Curriculum.
  - Change to diagnostic assessments.
- HB 483 Appropriation changes and minor policy changes:
  - Allocates \$10 million from casino-license fees to provide local grants to develop mentoring programs.
  - Funding for pre-apprenticeship programs.
  - GED reimbursement.
  - Straight A grant program rollover
- HB 193 Graduation Requirements: OSBA approves of the requirements, but it has concerns about the rate at which the assessments are being rolled out.
- HB 178 seeks to increase the number of school safety drills from one to three per year.

FINANCIAL REPORTS

Mr. Unversaw reviewed the monthly reports with the board.

The Cash Flow Statement indicates that as of March 31, 2014 we had a positive net income of \$315,620.00. Our net income will decrease over the next three months due to several factors:

- ODE has overpaid us \$190,000.00 which must be repaid over the next three months through a reduction in the foundation payment.
- Gifted unit funding is overpaid by slightly more than \$11,000.00 that will be repaid to ODE.
- Supervisory reimbursement will be paid to Miami Trace in the amount of approximately \$49,000.00 as part of the original merger agreement.
- Workers Comp payment of nearly \$20,000.00 will be paid in April.

I am projecting the net income to be near break-even or zero at fiscal year-end. I am anticipating that we will have \$100k in outstanding invoices to be paid at 6/30/2014. If all the invoices are paid, then our net income will be positive. If we have more invoices outstanding, then our net income will be negative. Although the projected net income does not look great, it is significantly better than the (\$296,815.00) in FY 2013, which excludes transfers.

I will continue to monitor our cash flow and keep the Board apprised of any significant changes.

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FINANCIAL REPORTS (Cont.)

I also pointed out the Alternative School Fund on the ESC's Finsumm report. The fund has a negative unencumbered balance, meaning we have more obligated than we have available cash. I will continue to monitor this fund as we near fiscal year end. There is a possibility that we may have to Advance dollars from the General Fund to make this fund whole. Tony and I have decided to raise the per diem rate from \$30.00 to \$35.00 per day next year, which will raise an additional \$7,500.00 a year assuming 1,500 student days.

APPROVAL OF PAID BILLS (Resolution #3172)

It was moved by Mr. Wilt and seconded by Mr. West that the paid bills for the previous month be approved as presented, for a total of \$696,621.87.

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

APPROPRIATION MODIFICATIONS AND AMENDMENTS (Resolution #3173)

[See Minute Page #0622-0623]

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

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

TREASURER DISCUSSION ITEMS

- 1. Reminder: Financial Disclosure Forms Were Due April 15, 2014:** If you have not completed your financial disclosure forms, please quickly do so to avoid late fees.
- 2. Email Sent On 4/9/2014:** We discussed the email that I sent on 4/9/2014.
- 3. E-Rate Discount Approved:** Our E-Rate (Federal Communications Funding) application was approved for FY 2014 at a 90% discount. To give you an idea of the savings, our internet connection costs \$15,888.00 a year and we are only paying \$1,588.80. This will be paid by the OneNet Connectivity Grant. In addition, our VOIP phone system is reduced by E-Rate from \$22,513.00 to \$4,235.82 per year.

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TREASURER DISCUSSION ITEMS (Cont.)

**4. Fiscal Office Update:**

- a. I am diligently working with the Human Resources team to update all of our employment contract templates in Applitrack. All of our contracts will be electronically signed this coming contract cycle with the exception of substitute contracts.
- b. In March, I attended a six hour course to renew my Investment Certification.
- c. On April 25, 2014, I will be attending a public records training here in Wilmington on behalf of all board members as the public records designee.

TREASURER AND SUPERINTENDENT DISCUSSION:

The Board discussed combining the Hopewell board action items with the ESC's action items. Mr. Long and Mr. Unversaw explained to the board that Hopewell is not a separate entity. The SOESC Board, Treasurer and Superintendent are 100% responsible for all Hopewell business. The Regional Advisory Counsel, who makes recommendations to the SOESC Board on Hopewell matters, has no liability or authority as it is related to Hopewell. Treating the two sides of our business like separate entities creates many inefficiencies within our organization.

BUSINESS OF THE SUPERINTENDENT: ESC (Resolution #3174)

Upon the recommendation of Superintendent Long, it was moved by Mr. Lane and seconded by Mr. Luck to approve the resignations of the following personnel:

**O.R.C. 3319.02 ~ ADMINISTRATIVE CONTRACT**

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
*Greg Grooms	Personnel Director	7/31/14

*\*for the purpose of retirement*

**O.R.C. 3319.08 ~ CERTIFIED CONTRACT**

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Carly Bryant	Speech Language Pathologist	8/15/2014

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

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PERSONNEL RECOMMENDATIONS (Resolution #3175)

Upon the recommendation of Superintendent Long, it was moved by Mr. Wilt and seconded by Mr. Mount that the board approve employment contracts for the following personnel subject to the provision of O.R.C. 3319.02. 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 Bureau of Criminal Background Investigation Check; and Federal Bureau of Investigation Background Check:

[See Minute Page #0624]

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

SALARY SCHEDULES FY 2014 (Resolution #3176)

Upon the recommendation of Superintendent Long and the board salary review committee, it was moved by Mr. Clawson and seconded by Mr. Luck to approve all salary schedules effective July 1, 2014 for the FY 2015 employment contract year.

[See Minute Page #0625-0626]

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

*Mr. Long thanked the Finance Committee for their work.*

APPROVAL OF HEALTH, DENTAL, VISION AND LIFE INSURANCE RATES (Resolution #3177)

Upon the recommendation of Superintendent Long, it was moved by Mr. Lane and seconded by Mr. Wilt to approve employee health insurance from United Healthcare, employee dental insurance from Delta Dental and employee vision insurance from Vision Service Plan and employee life insurance from Sun Life for the period of October 1, 2014 through September 30, 2015 at the rates listed, effective October 1, 2014 subject to board policy GCBC and GDBC and corresponding board regulations GCBC-R and GDBC-R.

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**ESC Employees:**

<u>High Deductible Medical:</u>	<u>Family</u>	<u>Employee Plus Kids</u>	<u>Single</u>	<u>OH 28</u>
<b>H.S.A. Board Contributions</b>	\$2,000.00	\$1,500.00	\$1,000.00	----
Monthly Rates	\$1,199.19	\$769.42	\$416.33	291.43
Board Contribution	\$971.34	\$623.23	\$374.70	----
Employee Contribution	\$227.85	\$146.19	\$41.63	291.43

*\*The board may contribute full HSA in January 2015 or spread it over two payments.  
Employee can also contribute towards HSA.*

<u>P.P. O. Medical:</u>	<u>Family</u>	<u>Employee Plus Kids</u>	<u>Single</u>	<u>OH 28</u>
Monthly Rates	\$1,471.39	\$944.07	\$510.84	357.59
Board Contribution	\$1,191.83	\$764.70	\$459.76	----
Employee Contribution	\$279.56	\$179.37	\$51.08	357.59

<u>Dental:</u>	<u>Family</u>		<u>Single</u>	
Monthly Rates	\$82.17	----	\$32.50	----
Board Contribution	\$82.17	----	\$32.50	----
Employee Contribution	----	----	----	----

<u>Vision:</u>	<u>Family</u>	<u>Employee Plus Kids</u>	<u>Single</u>	<u>OH 28</u>
Monthly Rates	\$16.90	----	\$7.25	----
Board Contribution	\$16.90	----	\$7.25	----
Employee Contribution	----	----	----	----

**Life:** ----

\$ 0.085 per \$1,000.00 coverage.

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

**WADDELL SCHOLARSHIP RECIPIENTS (Resolution #3178)**

Upon the recommendation of Superintendent Long, it was moved by Mr. Luck and seconded by Mr. Peck that the following 11 students in the Blanchester, Clinton-Massie and East Clinton graduating class be approved as the 2014 Gaylor E. and Barbara K. Waddell Scholarship Recipients. Said scholarships shall be for one thousand dollars (\$1,000.00) per year for a maximum of four (4) years, and be governed by the stipulations and guidelines previously established and recorded in the Clinton County Board of Education minutes. *Please keep these names confidential until graduation.*

<b><u>Blanchester</u></b>	<b><u>Clinton-Massie</u></b>	<b><u>East Clinton</u></b>
Samantha Collier	Leah Brausch	Hannah Barnes
Alana Florea	Logan Frederick	Ashley Caplinger
Ana Hosler	Cascie Powles	Kaitlyn Osburn
		Marshall Pickering
		Alexis Ruble

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

**HOPEWELL REGIONAL ADVISORY COUNCIL (Resolution #3179)**

Upon the recommendation of Superintendent Long and the Hopewell Regional Advisory Council, it was moved by Mr. Lane and seconded by Mr. Clawson to approve the following:

**Reduction in Force:**

**O.R.C. 3319.02 - ADMINISTRATIVE CONTRACTS**

<b><u>Name</u></b>	<b><u>Position</u></b>	<b><u>Effective Date</u></b>
Barbara Dye	Early Childhood Intervention Specialist	June 30, 2014

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Personnel Recommendations:

Employment contracts for the following personnel subject to provision of O.R.C. 3319.02 as listed. All personnel are subject to assignment by the Regional Director, and all contracts are subject to continuation of existing local, state, and/or federal funding; proper licensure; Ohio Bureau of Criminal Background Investigation Check and Federal Bureau of Investigation Background check.

[See Minute Page #0627]

Health, Dental, Vision and Life Insurance Rates

Employee health insurance from United Healthcare, employee dental insurance from Delta Dental and employee vision insurance from Vision Service Plan and employee life insurance from Sun Life for the period of October 1, 2014 through September 30, 2015 at the rates listed, effective October 1, 2014 subject to board policy GCBC and GDBC and corresponding board regulations GCBC-R and GDBC-R.

Hopewell Employees:

<u>High Deductible Medical:</u>	<u>Family</u>	<u>Employee Plus Kids</u>	<u>Single</u>	<u>OH 28</u>
H.S.A. Board Contributions	\$2,000.00	\$1,500.00	\$1,000.00	----
Monthly Rates	\$1,199.19	\$769.42	\$416.33	\$291.43
Board Contribution	\$935.37	\$600.15	\$374.70	----
Employee Contribution	\$263.82	\$169.27	\$41.63	\$291.43
<u>P.P.O. Medical:</u>	<u>Family</u>	<u>Employee Plus Kids</u>	<u>Single</u>	<u>OH 28</u>
Monthly Rates	\$1,471.39	\$944.07	\$510.84	\$357.59
Board Contribution	\$1,147.68	\$736.37	\$459.76	----
Employee Contribution	\$323.71	\$207.70	\$51.08	\$357.59

*\*Dental, Vision and Life Insurance rates are the same as listed in VII item #4.*



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Donations:

**From Town and Country School/Clinton County Board of Developmental Disabilities**  
(4425 State Route 730, Wilmington, Ohio 45177):

- 1 Tumble Form Feeder Chair with Base
- 1 Floor Sitter Tray with Red Handles
- 1 Floor Sitter Tray with Yellow Handles

**From Oliver School/Adams County Board of Developmental Disabilities**  
(3964 Wheat Ridge Road, West Union, Ohio, 45693):

- 1 Over sized Wooden Scooter Board
- 2 High School Size Specialized Walkers

**From Jennifer Newman**  
(3313 Snider Malott Road, Mt. Orab, Ohio 45154):

- 1 Large Super Stand Multi Position Stander

**From Scott Amen** (83920 State Route 781 Peebles, Ohio, 45660)

\$10.00 - cost of 2 tickets to the Exceptional Achievement Recognition Ceremony and Reception. Scott will be unable to attend and returned his tickets and the donation.

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

SUPERINTENDENT INFORMATION/DISCUSSION ITEMS

Superintendent Long discussed the following with the board:

1. Reminded the finance committee that they will meet at 6:00 p.m. prior to the board meeting.
2. Shared newspaper articles and thank you's from school districts for the Four County Board Meeting.
3. Recommend the Governing Board hold their May meeting at our Hillsboro office.
4. Shared that Tony and Bob Dalton attended the 100<sup>th</sup> Anniversary Celebration Dinner which was held during the OESCA Celebration Conference.

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*Tony requested that the Board consider increasing the superintendent and treasurer searches from \$3,000 to \$4,500 FY15.*

**EXECUTIVE SESSION (Resolution #3180)**

It was moved by Mr. West and seconded by Mr. Clawson to enter into executive session at 8:20 p.m. to discuss Employee Compensation.

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

Board returned from executive session at 9:04 p.m

**ADJOURNMENT (Resolution #3181)**

It was moved by Mr. Luck and seconded by Mrs. Gausman to adjourn to meet again in regular session on May 27 at 7:00 p.m. Southern Ohio Educational Service Center in Hillsboro.

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

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Board President

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Treasurer

FY 2014 PERMANENT APPROPRIATIONS

4/9/2014

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FUND OBJECT SCC DESCRIPTION

FUND	OBJECT	SCC	DESCRIPTION	July	January	February	March	April	May	June	TOTAL ACCOUNT
GENERAL FUND											
001	100	0000	SALARIES	\$ 2,254,402.40							\$ 2,317,647.49
001	200	0000	FRINGE BENEFITS	\$ 935,936.55							\$ 935,416.99
001	400	0000	PURCHASED SERVICES	\$ 288,929.47	\$ 1,543.14		\$ 12,500.00				\$ 353,542.61
001	500	0000	SUPPLIES & MATERIALS	\$ 42,575.00							\$ 46,775.00
001	600	0000	CAPITAL OUTLAY	\$ 20,000.00							\$ 29,600.00
001	800	0000	OTHER OBJECTS	\$ 49,149.16							\$ 52,942.00
001	900	0000	CONTINGENCIES / TRANSFERS	\$ 1,130,000.00							\$ 1,130,000.00
GENERAL FUND TOTAL				\$ 4,865,924.09							\$ 4,865,924.09
OTHER FUNDS											
001	9001		GIFTED GENERAL FUND	\$ 253,076.00							\$ 253,076.00
001	9018		STAFF DEVELOPMENT GENERAL FUND	\$ 116,802.77		\$ 5,410.00					\$ 122,212.77
001	9040		GREENFIELD CITY COUNTY GENERAL FUND	\$ 105,578.16							\$ 112,146.37
001	9041		HILLSBORO CITY COUNTY GENERAL FUND	\$ 29,654.85							\$ 38,362.11
001	9042		WASHINGTON C.H. CITY COUNTY GENERAL FUND	\$ 19,650.03							\$ 24,115.07
001	9043		WILMINGTON CITY COUNTY GENERAL FUND	\$ 15,778.37							\$ 30,224.27
001	9050		TERMINATION / RETIREMENT BENEFITS FUND	\$ 113,293.38							\$ 113,293.38
007	0000		UNCLAIMED FUNDS	\$ 11.00							\$ 11.00
008	9271		WADDELL FUND	\$ 53,800.00							\$ 53,800.00
014	9138		MEDIA CENTER FUND	\$ 29,772.18							\$ 34,172.01
014	9197		ALTERNATIVE SCHOOL CLINTON COUNTY FUND	\$ 139,991.05							\$ 139,991.05
019	9300		OSFC SCHOOL SECURITY FUND FY14					\$ 5,000.00			\$ 5,000.00
022	0000		HOPEWELL LEGAL DEFENSE FUND	\$ 25,001.29							\$ 25,001.29
022	9245		HOPEWELL GENERAL FUND	\$ 4,169,565.00							\$ 4,353,707.00
022	9500		D.A.R.E AGENCY FUND	\$ 30,973.25							\$ 44,359.00
463	9013		ALTERNATIVE CHALLENGE FY14 FUND	\$ 44,359.00							\$ 44,359.00
451	9412		ONENET CONNECTIVITY FY14 FUND	\$ 7,095.80				\$ 900.00			\$ 7,995.80
499	9005		STATE SUPPORT TEAM FY13 FUND	\$ 100,000.00							\$ 100,000.00
499	9006		STATE SUPPORT TEAM FY14 FUND	\$ 14,700.00							\$ 14,700.00
506	9100		ETPES FY14 FUND				\$ 35,700.00				\$ 35,700.00
506	9002		RESIDENT ED REIMBURSEMENT FY14 FUND								\$ 2,225.00
506	9451		OPES FY13 FUND	\$ 168,673.80							\$ (20,758.39)
516	9222		IDEA PART B FY13 FUND	\$ 1,017,492.96							\$ 1,206,925.15
516	9223		IDEA PART B FY14 FUND	\$ 2,225.89							\$ 600.73
515	9805		PARENT MENTOR FY13 FUND	\$ 25,000.00							\$ 25,000.00
516	9806		PARENT MENTOR FY14 FUND	\$ 46,659.00							\$ 46,659.00
587	9605		EARLY LEARNING DISCRETIONARY FY14 FUND	\$ 19,800.00							\$ (10,094.20)
590	9002		OTES FY13 FUND	\$ 5,539.40							\$ 18,900.00
590	9003		OTES FY14 FUND								\$ 18,900.00
599	9506		SPDG FY13 FUND								\$ (18,615.94)
599	9507		SPDG FY14 FUND	\$ 37,500.00							\$ 61,655.34
599	9601		UD - PARAPROFESSIONAL FY12 FUND	\$ 1,501.78							\$ 1,501.78
599	9602		UD - PARAPROFESSIONAL FY13 FUND	\$ 20,983.45							\$ 20,983.45
OTHER FUNDS TOTAL				\$ 39,043.14	\$ 5,410.00	\$ 48,200.00	\$ 5,900.00	\$	\$	\$	\$ 6,870,272.29
Monthly Appropriation Changes											\$ 11,736,196.38
GRAND TOTAL APPROPRIATIONS - ALL FUNDS				\$ 39,043.14	\$ 5,410.00	\$ 48,200.00	\$ 5,900.00	\$	\$	\$	\$ 11,736,196.38

SOUTHERN OHIO EDUCATIONAL SERVICE CENTER  
FY 2014 PERMANENT APPROPRIATIONS

4/9/2014

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Notes:

General Fund - Staff Wellness Dollars \$9,786.36 (additional funds from the EPC expected)  
General Fund - Tuition Reimbursement for all staff collectively \$7,000.00  
General Fund - Board Service Fund set at \$7,500.00 on a calendar year basis  
Termination Benefits Fund - Unemployment, Severance, and Vacation Payouts  
019-9300 OSFS School Security Fund FY14 - Reimbursement grant to upgrade doors at the Alternative Center

Contingencies:

General Fund - Emergency Fund -4 months of expenses \$1,080,000.00  
General Fund - Building Fund \$50,000.00 FY 2014 then an additional \$25,000.00 per year until FY 2018  
Hopewell General Fund - Emergency Fund - 3 months of expenses \$820,000.00.  
Hopewell General Fund - Building Fund \$100,000.00 - (HVAC, siding, updates, repair, etc...)  
Hopewell General Fund - Termination / Retirement Benefits setaside \$30,000.00

Transfers: (To be made FY 2014 - more information to follow)

Greenfield City County Agreement remaining cash to the General Fund \$117,381.17.  
Hillsboro City County Agreement remaining cash balance to the General Fund \$38,362.11.  
Washington CH City County Agreement remaining cash balance to the General Fund \$18,849.66.  
Wilmingon City County Agreement remaining cash balance to the General Fund \$30,224.27.

\*Note: City County Agreement expenses and revenues will be accounted for in the General Fund beginning FY 2014. The dollars associated with the agreements will be credited to the city county districts through the invoicing process. The dollars transferred to the General Fund will also be credited to the city county districts through the invoicing process.

Media Center remaining balance to the General Fund (Due to the closing of the Media Center) \$35,218.04  
Alternative School Fund to the Termination Benefits Fund for severance setaside \$11,600.00.  
Gifted Fund to the Termination Benefits Fund for severance setaside \$23,800.00  
Hopewell Legal Defense Fund remaining balance to the Hopewell General Fund \$25,001.29

employment kecc endations  
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Name	First Name	Tentative Position	Contract Beg.	Contract End	Length of Contract	Days	Schedule	Step	Degree	Amount	Pay Type	Contract Type
bbott	Katie	School Improvement Consultant	2014	2015	1	248	MA C	8	Masters	\$ 61,753.00	Salary	Administrator Cert./Class
dams	Kimberly	Resident Educator Coordinator	2014	2016	2	204	MA (B)	25	Masters	\$ 66,495.00	Salary	Administrator Cert./Class
onroy	Regina	Director of Human Resources	2014	2015	1	248	MA C	25	Masters	\$ 77,782.00	Salary	Retired Administrator
Justis	J. Ted	Special Education Supervisor	2014	2015	1	161	MA (B)	8	Masters	\$ 40,615.00	Salary	Retired Administrator
ouglas	Kimberly	Highland County Gifted Coordinator	2014	2017	3	204	MA (B)	24	Masters	\$ 64,825.00	Salary	Administrator Cert./Class
irffith	Meghan	School Improvement Consultant	2014	2015	1	204	MA (B)	13	Masters	\$ 59,814.00	Salary	Administrator Cert./Class
sh Walker	Melissa	ACOV Special Education Supervisor	2014	2015	1	204	MA (B)	6	Masters	\$ 48,123.00	Salary	Administrator Cert./Class
Paine	Robert	Special Education Supervisor	2014	2015	1	72	MA (B)	25	Masters	\$ 325.96	Per Diem	Retired Administrator
oderick	Marinda	Speech Language Pathologist	2014	2015	1	184	BA+ (A)	2	Bachelor's +	\$ 34,945.00	Salary	Certificated Employee
thomas	Mark	Instructional Tech Director	2014	2016	2	204	MA (B)	15	Masters	\$ 63,155.00	Salary	Administrator Cert./Class
Trail	Bennie	Director Clinton	2014	2015	1	204	MA (B)	25	Masters	\$ 66,495.00	Salary	Retired Administrator
Vesey	Jason	ACOV E-Learning	2014	2015	1	204	MA (B)	15	Masters	\$ 63,155.00	Salary	Administrator Cert./Class
Wilson	Vicki	substitute administrator	2014	2015	1	as needed	MA (B)	14	Doctorate	\$ 43.76	Hourly	Administrator Substitute

**Salary Schedule A**  
 Effective 7/1/2014  
 9 - Months 184 days  
 2014 - 2015 School Year  
 Base = \$31,090



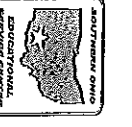
Step	Index	BA A	Index	BA A	Index	BA+A	Index	MA A	Index
0	0.865	\$26,893	1.000	\$31,090	1.038	\$32,271	1.093	\$34,044	1.143
1	0.900	\$27,981	1.038	\$32,271	1.081	\$33,698	1.143	\$35,536	1.191
2	0.935	\$29,069	1.076	\$33,453	1.124	\$34,945	1.191	\$37,028	1.239
3	0.970	\$30,157	1.114	\$34,634	1.167	\$36,282	1.239	\$38,521	1.287
4	1.005	\$31,245	1.152	\$35,816	1.210	\$37,619	1.287	\$40,013	1.335
5	1.040	\$32,334	1.190	\$36,997	1.253	\$38,956	1.335	\$41,505	1.383
6	1.040	\$32,334	1.228	\$38,179	1.296	\$40,293	1.383	\$42,997	1.431
7	1.040	\$32,334	1.266	\$39,360	1.339	\$41,630	1.431	\$44,490	1.479
8	1.040	\$32,334	1.304	\$40,541	1.382	\$42,966	1.479	\$45,982	1.527
9	1.040	\$32,334	1.342	\$41,723	1.425	\$44,303	1.527	\$47,474	1.575
10	1.040	\$32,334	1.380	\$42,904	1.468	\$45,640	1.575	\$48,967	1.623
11	1.040	\$32,334	1.418	\$44,086	1.511	\$46,977	1.623	\$50,459	1.671
12	1.040	\$32,334	1.456	\$45,267	1.554	\$48,314	1.671	\$51,951	1.719
13	1.040	\$32,334	1.494	\$46,448	1.597	\$49,651	1.719	\$53,444	1.767
14	1.040	\$32,334	1.532	\$47,630	1.640	\$50,988	1.767	\$54,936	1.815
15	1.040	\$32,334	1.570	\$48,811	1.683	\$52,324	1.815	\$56,428	1.863
16	1.040	\$32,334	1.570	\$48,811	1.683	\$52,324	1.815	\$56,428	1.863
17	1.040	\$32,334	1.608	\$49,993	1.726	\$53,661	1.863	\$57,921	1.911
18	1.040	\$32,334	1.608	\$49,993	1.726	\$53,661	1.863	\$57,921	1.911
19	1.040	\$32,334	1.608	\$49,993	1.726	\$53,661	1.863	\$57,921	1.911
20	1.040	\$32,334	1.646	\$51,174	1.769	\$54,998	1.911	\$59,413	1.959
21	1.040	\$32,334	1.646	\$51,174	1.769	\$54,998	1.911	\$59,413	1.959
22	1.040	\$32,334	1.684	\$52,356	1.812	\$56,335	1.959	\$60,905	2.007
23	1.040	\$32,334	1.684	\$52,356	1.812	\$56,335	1.959	\$60,905	2.007
24	1.040	\$32,334	1.684	\$52,356	1.812	\$56,335	1.959	\$60,905	2.007
25	1.040	\$32,334	1.722	\$53,537	1.855	\$57,672	2.007	\$62,398	

**Salary Schedule B**  
 Effective 7/1/2014  
 10 - Months 204 days  
 2014 - 2015 School Year  
 Base = \$34,796



Step	Index	BA B	Index	BA+B	Index	MA B	Index
0	1.000	\$34,796	1.038	\$36,118	1.093	\$38,102	1.143
1	1.038	\$36,118	1.081	\$37,614	1.143	\$39,772	1.191
2	1.076	\$37,440	1.124	\$39,111	1.191	\$41,442	1.239
3	1.114	\$38,763	1.167	\$40,607	1.239	\$43,112	1.287
4	1.152	\$40,085	1.210	\$42,103	1.287	\$44,782	1.335
5	1.190	\$41,407	1.253	\$43,599	1.335	\$46,453	1.383
6	1.228	\$42,729	1.296	\$45,096	1.383	\$48,123	1.431
7	1.266	\$44,052	1.339	\$46,592	1.431	\$49,793	1.479
8	1.304	\$45,374	1.382	\$48,088	1.479	\$51,463	1.527
9	1.342	\$46,696	1.425	\$49,584	1.527	\$53,133	1.575
10	1.380	\$48,018	1.468	\$51,081	1.575	\$54,804	1.623
11	1.418	\$49,341	1.511	\$52,577	1.623	\$56,474	1.671
12	1.456	\$50,663	1.554	\$54,073	1.671	\$58,144	1.719
13	1.494	\$51,985	1.597	\$55,569	1.719	\$59,814	1.767
14	1.532	\$53,307	1.640	\$57,065	1.767	\$61,485	1.815
15	1.570	\$54,630	1.683	\$58,562	1.815	\$63,155	1.863
16	1.570	\$54,630	1.683	\$58,562	1.815	\$63,155	1.863
17	1.570	\$54,630	1.683	\$58,562	1.815	\$63,155	1.863
18	1.570	\$54,630	1.683	\$58,562	1.815	\$63,155	1.863
19	1.570	\$54,630	1.683	\$58,562	1.815	\$63,155	1.863
20	1.608	\$55,952	1.726	\$60,058	1.863	\$64,825	1.911
21	1.608	\$55,952	1.726	\$60,058	1.863	\$64,825	1.911
22	1.608	\$55,952	1.726	\$60,058	1.863	\$64,825	1.911
23	1.608	\$55,952	1.726	\$60,058	1.863	\$64,825	1.911
24	1.608	\$55,952	1.726	\$60,058	1.863	\$64,825	1.911
25	1.646	\$57,274	1.769	\$61,554	1.911	\$66,495	

**SALARY SCHEDULE C**  
 Effective 7/1/2014  
 12 - Months 248 Days  
 2014 - 2015 School Year  
 Base = \$40,724



Step	Index	BA C	Index	BA+C	Index	MA C	Index
0	0.800	\$32,579	1.0000	\$40,724	1.0530	\$42,862	1.12277
1	0.849	\$34,575	1.0492	\$42,728	1.1022	\$44,866	1.17197
2	0.898	\$36,570	1.0984	\$44,731	1.1514	\$46,890	1.22117
3	0.948	\$38,606	1.1476	\$46,735	1.2006	\$48,938	1.27037
4	0.997	\$40,602	1.1968	\$48,738	1.2498	\$50,997	1.31957
5	1.046	\$42,597	1.2460	\$50,742	1.2990	\$52,990	1.36877
6	1.095	\$44,593	1.2952	\$52,746	1.3482	\$54,904	1.41797
7	1.144	\$46,588	1.3444	\$54,749	1.3974	\$56,908	1.46717
8	1.194	\$48,624	1.3936	\$56,753	1.4466	\$58,911	1.51637
9	1.243	\$50,620	1.4428	\$58,757	1.4958	\$60,915	1.56557
10	1.292	\$52,615	1.4920	\$60,760	1.5450	\$62,919	1.61477
11	1.341	\$54,611	1.5412	\$62,764	1.5942	\$64,922	1.66397
12	1.390	\$56,606	1.5904	\$64,767	1.6434	\$66,926	1.71317
13	1.439	\$58,602	1.6396	\$66,771	1.6926	\$68,929	1.76237
14	1.488	\$60,597	1.6888	\$68,775	1.7418	\$70,933	1.81157
15	1.488	\$60,597	1.6888	\$68,775	1.7418	\$70,933	1.81157
16	1.488	\$60,597	1.6888	\$68,775	1.7418	\$70,933	1.81157
17	1.488	\$60,597	1.6888	\$68,775	1.7418	\$70,933	1.81157
18	1.488	\$60,597	1.6888	\$68,775	1.7418	\$70,933	1.81157
19	1.537	\$62,593	1.7380	\$70,778	1.7910	\$72,937	1.86077
20	1.537	\$62,593	1.7380	\$70,778	1.7910	\$72,937	1.86077
21	1.537	\$62,593	1.7380	\$70,778	1.7910	\$72,937	1.86077
22	1.537	\$62,593	1.7380	\$70,778	1.7910	\$72,937	1.86077
23	1.537	\$62,593	1.7380	\$70,778	1.7910	\$72,937	1.86077
24	1.586	\$64,588	1.7872	\$72,782	1.8402	\$74,940	1.90997
25	1.586	\$64,588	1.7872	\$72,782	1.8402	\$74,940	1.90997

- \$1,000 added to any Master's step for a doctorate degree.
- \$30.00 SOESC substitute teacher daily rate, \$85.00 district substitute processing daily rate.
- \$15 per hour for LPDC members.
- FY 2015: \$500.00 one-time lump sum payment to any employee not receiving an increase from step movement, excluding new hires, substitutes, & interns. Employees working less than 100 hours per year will receive \$100.00.
- 5% responsibility added to any step as assigned by the Superintendent.

**SALARY SCHEDULE L**

2014 - 2015 School Year  
Effective 7/1/2014



**Aide  
Substitute Aide**

Base = \$8.52

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

**SALARY SCHEDULE M**

2014 - 2015 School Year  
Effective 7/1/2014



**Clerical / Fiscal Specialist  
Substitute Clerical / Fiscal**

Base = \$10.25

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

1. 5% responsibility factor added to any step as assigned by the Superintendent.
2. \$15 per hour for LPDC members.
3. FY 2015: \$500.00 one-time lump sum payment to any employee not receiving an increase from step movement, excluding new hires, substitutes, & internships. Employees working less than 100 hours per year will receive \$100.00.

HV

First Name	Tentative Position	Contract Beg.	Contract End	Length of Contract	Days	Schedule	Step	Degree	Amount	Pay Type	Contract Type
Linhouse Lisa	Director	2014	2015	1	184	SST M	15	Doctorate	\$ 55,541.00	Salary	Retired Administrator
Linhouse Lisa	Director	2014	2015	1	64	SST M	15	Doctorate	\$ 296.42	Per Diem	Certificated Supplemental
Green Natalie	Special Projects Consultant	2014	2015	1	as needed	No Schedule	0	No Degree on Schedule	\$ 39.10	Hourly	Retired Administrator
Green Natalie	Adapted P.E. Specialist/Team Leader	2014	2015	1	15	Ape M	14	Masters	\$ 270.15	Per Diem	Certificated Supplemental
Mead Linda	Early Learning & School Readiness Consultant	2014	2015	1	184	SST M	15	Masters	\$ 54,541.00	Salary	Administrator Cert./Class
Mead Linda	Early Learning & School Readiness Consultant	2014	2015	1	40	SST M	15	Masters	\$ 296.42	Per Diem	Certificated Supplemental
Ryan Ellen	Chief Physical Therapist/Co-Team Leader	2014	2015	1	5	P.T.M	15	Masters	\$ 459.29	Per Diem	Certificated Supplemental
Rowbridge Megan	Autism/Low Incidence Consultant	2014	2015	1	184	SST M	9	Doctorate	\$ 48,703.00	Salary	Administrator Cert./Class
Rowbridge Megan	Autism/Low Incidence Consultant	2014	2015	1	64	SST M	9	Doctorate	\$ 259.26	Per Diem	Certificated Supplemental
Weaver Abbey	Hi/D Itinerant Teacher/Team Leader	2014	2016	2	184	Itinerant M	11	Masters	\$ 53,752.00	Salary	Administrator Cert./Class
Weaver Abbey	Hi/D Itinerant Teacher/Team Leader	2014	2015	1	8	Itinerant M	11	Masters	\$ 292.13	Per Diem	Certificated Supplemental