

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

REGULAR MEETING

April 28, 2015

The Southern Ohio Educational Service Center Governing Board met on Tuesday, April 28, 2015 at 7:00 p.m. at the Southern Ohio Educational Service Center for its regular meeting. Members present were Mr. Clawson, Mrs. Gausman, Mr. Hill, Mr. Lane, Mr. Luck, Mr. Peck, Mr. West and Mr. Wilt along with Treasurer Rachel Meyer and Superintendent Tony Long. Mr. Mount was unable to attend.

REVISION AND/OR APPROVAL OF THE MEETING AGENDA (Resolution #3346)

It was moved by Mr. Lane and seconded by Mr. Hill to approve the agenda as revised.

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

MINUTE APPROVAL (Resolution #3347)

It was moved by Mr. Peck and seconded by Mr. Luck that the March 24, 2015 meeting minutes be approved as presented.

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

Meeting was opened for public participation. None received.

Mr. Wilt arrived.

SUPERINTENDENT CONTRACT INFORMATION (Resolution #3348)

It was moved by Mr. Luck and seconded by Mr. Wilt for Superintendent Long to receive five additional vacation days (may be paid for up to five unused vacation days).

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

GREAT OAKS ITCD REPORT

Mr. Lane disseminated highlights of the April 2015 Board of Directors Meeting handout:

- Senior Recognition Ceremony on May 18th at Wilmington Middle School.
- Discussion regarding ESC funding.

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LEGISLATIVE LIAISON REPORT

Mr. Peck disseminated *The Link*:

- Senate passes mandate relief bill (SB3). The provisions included in the bill are as follows:
 - Testing reduction
 - Teacher Evaluation
 - Exempts qualified school districts from the following:
 - Requirement to provide an experienced teacher with specific qualifications for each student under third grade reading guarantee as long as teacher holds a valid educators license;
 - Any state law or rule that requires teachers to be licensed in the grade levels in which they are teaching, as long as teacher holds a valid educators license;
 - The mentoring component of the Ohio Teacher Residency Program as long as the district utilizes a local approach to train/support new teachers;
 - Any state rule or provision that describes a minimum or maximum class size.

FINANCIAL REPORTS

Mrs. Meyer reviewed the monthly reports with the board.

APPROVAL OF PAID BILLS (Resolution #3349)

It was moved by Mrs. Gausman and seconded by Mr. Wilt that the paid bills for the previous month be approved as presented, for a total of \$695,101.61.

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

APPROPRIATION MODIFICATIONS AND AMENDMENTS (Resolution #3350)
[See Minute Page #0788-0789]

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

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

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TREASURER DISCUSSION ITEM(S)

1. **Reminder: Financial Disclosure Forms Were Due April 15, 2015.** If you have not completed your financial disclosure forms, please do so quickly to avoid late fees.
2. On April 10, 2015 we received a letter from Dave Yost, Auditor of State informing us that the Southern Ohio Educational Service Center has received the *Auditor of State Award*. I commend the Fiscal Team including Alleyn and Karla for a job well done!
3. Fiscal Office Update:
 - o I am working with the Human Resources team to update and/or tweak employment contract templates in Applitrack. It is my goal to have all of our contracts, including substitute contracts, electronically signed this coming contract cycle.
 - o Mary Camp and I sent out the week of April 10th the fifth of six invoices of the year for primary services for Hopewell and ESC.
 - o The Annual Fiscal Meeting held at Region 14 on March 27th was successful and well attended. Megan Thompson did an outstanding presentation.
4. Professional Development:
 - o On April 16, 2015, Amanda Ely and I will participate in an online training with Gail Briggs, WorxTime Implementer, to see how to use and access our data that has been loaded into the WorxTime system. I commend Amanda for gathering all our payroll information back to August 1, 2014, loading it into the WorxTime templates and making any needed changes/tweaks as we work through this process.
 - o On April 28, 2015, I will attend a six hour course to renew my Investment Certification at Pike County CTC.

PERSONNEL CONTRACT RESIGNATIONS (Resolution #3351)

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

[See Minute Page #0790]

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

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PERSONNEL CONTRACT NON-RENEWAL (Resolution #3352)

Upon the recommendation of Superintendent Long, it was moved by Mr. Luck and seconded by Mr. Peck to approve the non-renewal of the following administrative contract pursuant to Section 3319.02 of the Ohio Revised Code. Notice of non-renewal is to be provided to said personnel by April 30, 2015.

[See Minute Page #0791]

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

APPROVAL OF REDUCTION IN FORCE (Resolution #3353)

Upon the recommendation of Superintendent Long, it was moved by Mr. West and seconded by Mrs. Gausman to approve a reduction in force pursuant to Section 3319.17 of the Ohio Revised Code and board policy GCPA for the following personnel:

[See Minute Page #0792]

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

PERSONNEL CONTRACT AGREEMENTS (Resolution #3354)

Upon the recommendation of Superintendent Long, it was moved by Mr. Hill and seconded by Mr. Luck that the board approve 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 highly qualified teacher per current job assignment; Ohio Bureau of Criminal Background Investigation Check; and Federal Bureau of Investigation Background Check:

[See Minute Page #0793]

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

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SALARY SCHEDULES FY 2016 (Resolution #3355)
[See Minute Pages #0794-0798]

Upon the recommendation of Superintendent Long and the board salary review committee, it was moved by Mr. Luck and seconded by Mr. Wilt to approve all salary schedules effective July 1, 2015 for the FY 2016 employment contract year.

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

APPROVAL OF HEALTH, DENTAL, VISION AND LIFE INSURANCE RATES (Resolution #3356)

Upon the recommendation of Superintendent Long, it was moved by Mr. Wilt and seconded by Mrs. Gausman 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, 2015 through September 30, 2016 at the rates listed, effective October 1, 2015 subject to board policy GCBC and GDBC and corresponding board regulations GCBC-R and GDBC-R.

ESC Employees:

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

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<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	----	----	----	----
<u>Life:</u>	----	----	----	----
<p style="text-align: center;">\$ 0.085 per \$1,000.00 coverage.</p>				

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

WADDELL SCHOLARSHIP RECIPIENTS (Resolution #3357)

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 2015 Gaylord 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.*

Waddell Scholarship Recipients

Blanchester

Molly McMullen
Trisdon Lillich
Elaina Patton

Clinton-Massie

Drew Juniet
Hanna Duncan
Autumn Slover

East Clinton

Brooke Carpenter
Derek Eltzroth
Austin Michael
Caitlynn Moore
Andrea Roosa

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

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APPROVAL OF DONATION (Resolution #3358)

Upon the recommendation of Superintendent Long, it was moved by Mr. Luck and seconded by Mr. Wilt to approve the donation of 20 computers from East Clinton Local Schools.

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

APPOINTMENT OF NEW MEMBER TO THE CLINTON COUNTY BUSINESS ADVISORY COUNCIL (Resolution #3359)

Upon the recommendation of Superintendent Long, it was moved by Mr. Lane and seconded by Mr. Peck to approve Taylor Stuckert as a new member of the Clinton County Business Advisory Council.

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

HOPEWELL REGIONAL ADVISORY COUNCIL (Resolution #3360)

Upon the recommendation of Superintendent Long, and the Hopewell Regional Advisory Board, it was moved by Mr. Hill and seconded by Mr. West to approve the following:

Personnel Contract Agreements

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 highly qualified teacher per current job assignment; Ohio Bureau of Criminal Background Investigation Check; and Federal Bureau of Investigation Background Check:

[See Minute Page #0799]

Approval of Health, Dental, Vision and Life Insurance Rates

Upon the recommendation of Superintendent Long, it was moved by Mr. Hill and seconded by Mr. West 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, 2015 through September 30, 2016 at the rates listed, effective October 1, 2015 subject to board policy GCBC and GDBC and corresponding board regulations GCBC-R and GDBC-R.

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R14/Hopewell Employees:

<u>High Deductible Medical:</u>	<u>Family</u>	<u>Employee Plus Kids</u>	<u>Single</u>	<u>OH 28</u>	<u>H.S.A. Board Contributions</u>
Monthly Rates	\$1,199.19	\$769.42	\$416.33	291.43	\$2,000.00
Board Contribution	\$947.36	\$607.84	\$374.70	---	\$1,500.00
Employee Contribution	\$251.83	\$161.58	\$41.63	291.43	\$1,000.00
<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	\$1,162.40	\$745.82	\$459.76	---	
Employee Contribution	\$308.99	\$198.25	\$51.08	357.59	

**Dental, Vision and Life Insurance rates are the same as listed in VII item #6.*

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

SUPERINTENDENT INFORMATION/DISCUSSION ITEMS

Superintendent Long shared the following with the board:

1. Newspaper articles were shared covering our Four County Board Meeting and other events.
2. Enclosed a "100 Years of Service: Ohio Educational Service Centers" publication.
3. Received a check for unclaimed funds in the amount of \$944.24 (including interest) from the Ohio Department of Commerce. Megan Thompson was instrumental in getting these funds.
4. Rachel, Megan, Amanda, Mary, Alleyn and Karla were commended for once again receiving the Auditor of State Award. This is the third consecutive year that our office has received this award.
5. All meetings with member school districts regarding FY16 services have been concluded. All districts seem pleased with our services. This is thanks to our dedicated staff.
6. Board members in the odd numbered sub districts were reminded that they will be up for reelection in November (#1 Mr. Lane, #3 Mr. Luck, #5 Mr. Wilt, #7 Mr. West and #9 Mr. Hill). Reminder that board members who are up for reelection can take out a petition at any of the boards of elections, but the petition must be filed with the Clinton County Board of Election by August 5th at 3:45 p.m.
7. The Biennium Budget update was shared.

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SUPERINTENDENT INFORMATION/DISCUSSION ITEMS (Cont.)

8. The Finance Committee and entire board agreed for Superintendent Long to receive the same COLA as other employees as well as five additional vacation days. Tony thanked the board for their consideration and approval of the additional vacation days.
9. Ted Downing was named the new superintendent at Bright Local School District.
10. At the recent Region 14/Hopewell Exceptional Achievement Banquet, Lisa Barnhouse, Director, Region 14; Kristina Stuckey, MH, Bright Local; and Heidi Friend, SLP, Fairfield Local were honored.

ADJOURNMENT (Resolution #3361)

It was moved by Mr. Luck to adjourn to meet again in regular session on May 26, 2015 at 7:00 p.m. at Southern Ohio Educational Service Center, Wilmington.

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

Note: Mr. Luck thanked everyone for cards, calls, concerns while he was recovering from his recent stay at Christ Hospital. He reported that he is feeling much better.

Board President

Treasurer

SOUTHERN OHIO EDUCATIONAL SERVICE CENTER
FY 2015 PERMANENT APPROPRIATIONS

TOTAL ACCOUNT

FUND	OBJECT	SCC	DESCRIPTION	GENERAL FUND												TOTAL ACCOUNT
				October	November	December	January	March	April							
001	100	0000	SALARIES	\$ (2,850.00)	\$ (6,500.00)	\$ 44,196.00	\$ (1,770.00)	\$ 8,191.00							\$ 2,677,764.00	
001	200	0000	FRINGE BENEFITS	\$ (625.00)	\$ 8,500.00	\$ 33,346.00	\$ 1,197.72								\$ 1,114,882.90	
001	400	0000	PURCHASED SERVICES	\$ 130.00		\$ 1,430.00									\$ 366,372.26	
001	500	0000	SUPPLIES & MATERIALS	\$ 3,275.00		\$ 3,200.00	\$ 3,100.00								\$ 46,880.00	
001	600	0000	CAPITAL OUTLAY	\$ 70.00		\$ 170.00									\$ 20,675.00	
001	800	0000	OTHER OBJECTS												\$ 51,045.81	
001	900	0000	CONTINGENCIES / TRANSFERS												\$ 1,155,000.00	
001	900	0000	GENERAL FUND TOTAL												\$ 5,432,629.87	
				OTHER FUNDS												
001		9001	GIFTED GENERAL FUND												\$ 26,685.05	
001		9018	STAFF DEVELOPMENT GENERAL FUND												\$ 61,334.89	
001		9050	TERMINATION / RETIREMENT BENEFITS FUND												\$ 104,145.47	
007		0000	UNCLAIMED FUNDS												\$ 11.00	
008		9271	WADDELL FUND												\$ 53,300.00	
014		9197	ALTERNATIVE SCHOOL CLINTON COUNTY FUND												\$ 126,801.50	
022		9245	HOPEWELL GENERAL FUND			\$ 38,294.00									\$ 4,175,558.00	
022		9500	D.A.R.E AGENCY FUND												\$ 19,827.23	
462		9013	ALTERNATIVE CHALLENGE FY14 FUND										\$ 1,625.00		\$ 45,984.00	
463		9014	ALTERNATIVE CHALLENGE FY15 FUND			\$ 1,800.00									\$ 1,800.00	
451		9413	ONENET CONNECTIVITY FY15 FUND												\$ 3,477.06	
489		9006	STATE SUPPORT TEAM FY14 FUND												\$ 115,140.50	
498		9007	STATE SUPPORT TEAM FY15 FUND												\$ (37,755.51)	
516		9223	IDEA PART B FY14 FUND			\$ (188,449.80)									\$ 1,215,942.76	
516		9224	IDEA PART B FY15 FUND			\$ 188,449.80									\$ 2,734.05	
516		9806	PARENT MENTOR FY14 FUND												\$ 25,000.00	
516		9807	PARENT MENTOR FY15 FUND												\$ 75.88	
587		9505	EARLY LEARNING DISCRETIONARY FY14 FUND												\$ 46,659.00	
587		9508	EARLY LEARNING DISCRETIONARY FY15 FUND												\$ 16,300.00	
580		9004	OTES FY15 FUND												\$ (7,886.80)	
589		9507	SPDG FY14 FUND			\$ (41,480.34)									\$ 106,490.34	
589		9508	SPDG FY15 FUND			\$ 93,980.34									\$ 20,983.45	
589		9603	UD - PARAPROFESSIONAL FY14 FUND												\$ 23,000.00	
589		9700	EARLY LEARNING CHALLENGE FY15 FUND												\$ 23,000.00	
589			OTHER FUNDS TOTAL												\$ 6,144,613.65	
				\$	\$	\$ 52,500.00	\$ 2,527.72	\$ 8,191.00	\$ 24,925.00	\$	\$	\$	\$	\$	\$ 11,577,243.62	

Monthly Appropriation Changes
GRAND TOTAL APPROPRIATIONS - ALL FUNDS

**SOUTHERN OHIO EDUCATIONAL SERVICE CENTER
FY 2015 PERMANENT APPROPRIATIONS**

2015

0789

Notes:

General Fund - Staff Wellness Dollars \$7,715.81 (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

Contingencies:

General Fund - Emergency Fund -4 months of expenses \$1,080,000.00
General Fund - Building Fund \$75,000.00 FY 2015 - add \$25,000.00 per year until FY 2018
Hopewell General Fund - Emergency Fund - 4 months of expenses \$1,000,000.00.
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 - more information to follow)

Gifted Fund dollars to be transferred to the General Fund - all gifted accounting transactions will be moved to the General Fund in FY 2015.

Resignation Approvals, Recommendations SOESC

Last Name	First Name	Tentative Position	Contract Type	Effective Date
Fries	Marinda	Speech Language Pathologist	Certificated Employee	5/30/2015
Leppert	Erica	Assistant Director of Special Education	Certificated Employee	7/31/2015

Non-Renewal Recommendations SOESC

Last Name	First Name	Tentative Position	Contract Type	Effective Date
McGowan	Shannon	Asst Dir of Special Ed	Administrator Cert/Class	7/31/2015

0791
4/17/2015

Reduction in Force Recommendations SOESC

Last Name	First Name	Tentative Position	Contract Type	Current Contracted Days	Revised Contracted Days	Effective Date
McGowan	Shannon	Assistant Director of Special Education	Administrator Cert/Class		0	7/31/2015

Employment Recommendations
SOESC

Highlighted entry denotes additional agenda item

Last Name	First Name	Tentative Position	Contract Beg.	Contract End	Length of Contract	Days	Schedule	Step	Degree	Amount	Pay Type	Contract Type
Adams	Kimberly K.	School Improvement Consultant	2015	2016	1	248	MA C	12	Masters	\$ 71,511.00	Salary	Administrator Cert/Class
Berking	Garry	Teacher Clinton County ED Unit	2015	2016	1	184	MA (A)	19	Masters	\$ 59,368.00	Salary	Certificated Employee
Conroy	Rogena	Director of HR	2015	2016	1	248	MA C	25	Masters	\$ 77,782.00	Salary	Retired Administrator
Custis	J. Ted	Director of Special Education	2015	2016	1	108	MA (B)	8	Masters	\$ 27,245.12	Salary	Retired Administrator
Denninger	Tracy	Ag Specialist Program Coordinator/ODE partnership	2015	2016	1	248	MA C	15	Masters	\$ 73,774.00	Salary	Administrator Cert/Class
Donisi	Robyn	Curriculum Consultant	2015	2016	1	248	MA C	22	Masters	\$ 77,782.00	Salary	Administrator Cert/Class
Donisi	Robyn	Curriculum Consultant	2015	2016	1	248	MA C	22	Masters	\$ 3,889.00	Salary	Certificated Supplemental
Ewry	Misty	School Improvement Consultant Highland Co. School	2015	2016	1	248	MA C	16	Masters	\$ 73,774.00	Salary	Administrator Cert/Class
Griffith	Meghan	Improvement Consultant	2015	2017	2	204	MA (B)	14	Masters	\$ 61,485.00	Salary	Administrator Cert/Class
Hamilton	Laurel	ACOV Special Education Supervisor/ Consultant	2014	2015	1	10	No Schedule		No Degree on Schedule	\$ 350.00	Hourly	Certificated Supplemental
Hamilton	Laurel	ACOV Special Education Supervisor/ Consultant	2015	2016	1	140	No Schedule		No Degree on Schedule	\$ 49,000.00	Salary	Retired Administrator
Lorenz	Alisa	Educational Aide ED Unit Clinton County	2015	2016	1	as needed	L	12	Masters	\$ 514.70	Hourly	Classified Employee
McDermott	Nancy	Coordinator of Gifted Services	2015	2018	3	204	MA (B)	25	Masters	\$ 66,495.00	Salary	Administrator Cert/Class
Sodini	Thomas	Educational Aide ED Unit Clinton County	2015	2016	1	as needed	L	12	No Degree on Schedule	\$ 14.70	Hourly	Classified Employee
Spurlock	S. Jenny	Teacher Clinton County ED Unit	2015	2016	1	184	BA (A)	7	Bachelors	\$ 40,344.00	Salary	Certificated Employee
Trail	Bennie	Alternative School Director of Clinton County	2015	2016	1	204	MA (B)	25	Masters	\$ 68,495.00	Salary	Retired Administrator
Weiss	Holly	Speech Language Pathologist	2015	2016	1	184	MA (A)	10	Masters	\$ 50,191.00	Salary	Certificated Employee

SALARY SCHEDULE C
 Effective 7/1/2015
 12 - Months 248 Days
 2015 - 2016 School Year
 Base = \$41,742



Salary Schedule B
 Effective 7/1/2015
 10 - Months 204 days
 2015 - 2016 School Year
 Base = \$35,666



Salary Schedule A
 Effective 7/1/2015
 9 - Months 184 days
 2015 - 2016 School Year
 Base = \$31,867



Step	Index	Non-Degree A	BA A	Index	BA A	Index	BA A	Step	MA A	Index	MA A	Index	MA B	Index	MA B	Step	Non-Degree C	BA C	Index	BA C	Index	BA+C	Index	MA C
0	0.865	\$27,885	\$31,867	1.038	\$33,078	1.065	\$34,284	0	\$34,284	1.065	\$34,284	1.065	\$36,986	1.038	\$37,021	0	0.800	\$33,394	1.000	\$41,742	1.030	\$43,954	1.2277	\$48,067
1	0.900	\$29,680	\$33,876	1.061	\$34,446	1.143	\$36,464	1	\$36,464	1.143	\$36,464	1.143	\$39,788	1.061	\$40,788	1	0.949	\$35,439	1.0492	\$43,786	1.1022	\$46,008	1.1787	\$48,920
2	0.935	\$31,708	\$34,289	1.124	\$35,819	1.191	\$37,354	2	\$37,354	1.191	\$37,354	1.191	\$41,089	1.124	\$42,089	2	0.988	\$37,484	1.0984	\$45,848	1.1614	\$48,082	1.2217	\$50,974
3	0.970	\$33,911	\$35,800	1.167	\$37,189	1.238	\$38,463	3	\$38,463	1.238	\$38,463	1.238	\$43,732	1.167	\$44,732	3	0.948	\$39,571	1.1478	\$47,903	1.2098	\$50,116	1.27037	\$53,028
4	1.005	\$36,068	\$38,711	1.210	\$39,559	1.287	\$41,013	4	\$41,013	1.287	\$41,013	1.287	\$46,482	1.210	\$47,482	4	0.987	\$41,617	1.1988	\$49,957	1.2498	\$52,188	1.31857	\$55,081
5	1.040	\$38,142	\$41,822	1.253	\$42,959	1.335	\$42,542	5	\$42,542	1.335	\$42,542	1.335	\$48,353	1.253	\$49,353	5	1.048	\$43,682	1.2480	\$52,011	1.2980	\$54,223	1.36877	\$57,135
6	1.075	\$40,142	\$44,933	1.296	\$44,362	1.383	\$44,072	6	\$44,072	1.383	\$44,072	1.383	\$50,224	1.296	\$51,224	6	1.085	\$45,707	1.2992	\$54,064	1.3462	\$56,277	1.41997	\$59,243
7	1.110	\$42,142	\$48,044	1.339	\$45,771	1.431	\$45,481	7	\$45,481	1.431	\$45,481	1.431	\$52,224	1.339	\$53,224	7	1.144	\$47,753	1.3444	\$56,118	1.3974	\$58,330	1.46717	\$61,404
8	1.145	\$44,142	\$51,155	1.382	\$47,180	1.479	\$46,890	8	\$46,890	1.479	\$46,890	1.479	\$54,224	1.382	\$55,224	8	1.194	\$49,840	1.3936	\$58,172	1.4468	\$60,384	1.51637	\$63,458
9	1.180	\$46,142	\$54,266	1.425	\$48,589	1.527	\$48,299	9	\$48,299	1.527	\$48,299	1.527	\$56,224	1.425	\$57,224	9	1.243	\$51,885	1.4428	\$60,225	1.4958	\$62,438	1.56557	\$65,530
10	1.215	\$48,142	\$57,377	1.468	\$49,998	1.575	\$49,708	10	\$49,708	1.575	\$49,708	1.575	\$58,224	1.468	\$59,224	10	1.292	\$53,931	1.4920	\$62,279	1.5450	\$64,491	1.61477	\$67,604
11	1.250	\$50,142	\$60,488	1.511	\$51,407	1.623	\$51,117	11	\$51,117	1.623	\$51,117	1.623	\$60,224	1.511	\$61,224	11	1.341	\$55,978	1.5412	\$64,333	1.5942	\$66,545	1.66397	\$69,718
12	1.285	\$52,142	\$63,599	1.554	\$52,816	1.671	\$52,526	12	\$52,526	1.671	\$52,526	1.671	\$62,224	1.554	\$63,224	12	1.390	\$58,021	1.5904	\$66,175	1.6434	\$68,597	1.71317	\$71,891
13	1.320	\$54,142	\$66,710	1.597	\$54,225	1.719	\$53,935	13	\$53,935	1.719	\$53,935	1.719	\$64,224	1.597	\$65,224	13	1.439	\$60,067	1.6396	\$68,026	1.6926	\$70,649	1.76237	\$73,985
14	1.355	\$56,142	\$69,821	1.640	\$55,634	1.767	\$55,344	14	\$55,344	1.767	\$55,344	1.767	\$66,224	1.640	\$67,224	14	1.439	\$60,067	1.6396	\$68,026	1.6926	\$70,649	1.76237	\$73,985
15	1.390	\$58,142	\$72,932	1.683	\$57,043	1.815	\$56,753	15	\$56,753	1.815	\$56,753	1.815	\$68,224	1.683	\$69,224	15	1.488	\$62,112	1.6898	\$70,484	1.7418	\$72,706	1.81157	\$75,819
16	1.425	\$60,142	\$76,043	1.726	\$58,452	1.863	\$58,162	16	\$58,162	1.863	\$58,162	1.863	\$70,224	1.726	\$71,224	16	1.488	\$62,112	1.6898	\$70,484	1.7418	\$72,706	1.81157	\$75,819
17	1.460	\$62,142	\$79,154	1.769	\$59,861	1.911	\$59,571	17	\$59,571	1.911	\$59,571	1.911	\$72,224	1.769	\$73,224	17	1.537	\$64,157	1.7380	\$72,548	1.7910	\$74,780	1.86077	\$77,872
18	1.495	\$64,142	\$82,265	1.812	\$61,270	1.959	\$60,980	18	\$60,980	1.959	\$60,980	1.959	\$74,224	1.812	\$75,224	18	1.537	\$64,157	1.7380	\$72,548	1.7910	\$74,780	1.86077	\$77,872
19	1.530	\$66,142	\$85,376	1.855	\$62,679	2.007	\$62,389	19	\$62,389	2.007	\$62,389	2.007	\$76,224	1.855	\$77,224	19	1.537	\$64,157	1.7380	\$72,548	1.7910	\$74,780	1.86077	\$77,872
20	1.565	\$68,142	\$88,487	1.898	\$64,088	2.055	\$63,798	20	\$63,798	2.055	\$63,798	2.055	\$78,224	1.898	\$79,224	20	1.537	\$64,157	1.7380	\$72,548	1.7910	\$74,780	1.86077	\$77,872
21	1.600	\$70,142	\$91,598	1.941	\$65,497	2.103	\$65,207	21	\$65,207	2.103	\$65,207	2.103	\$80,224	1.941	\$81,224	21	1.537	\$64,157	1.7380	\$72,548	1.7910	\$74,780	1.86077	\$77,872
22	1.635	\$72,142	\$94,709	1.984	\$66,906	2.151	\$66,616	22	\$66,616	2.151	\$66,616	2.151	\$82,224	1.984	\$83,224	22	1.537	\$64,157	1.7380	\$72,548	1.7910	\$74,780	1.86077	\$77,872
23	1.670	\$74,142	\$97,820	2.027	\$68,315	2.199	\$68,025	23	\$68,025	2.199	\$68,025	2.199	\$84,224	2.027	\$85,224	23	1.537	\$64,157	1.7380	\$72,548	1.7910	\$74,780	1.86077	\$77,872
24	1.705	\$76,142	\$100,931	2.074	\$69,724	2.247	\$69,434	24	\$69,434	2.247	\$69,434	2.247	\$86,224	2.074	\$87,224	24	1.537	\$64,157	1.7380	\$72,548	1.7910	\$74,780	1.86077	\$77,872
25	1.740	\$78,142	\$104,042	2.121	\$71,133	2.295	\$70,843	25	\$70,843	2.295	\$70,843	2.295	\$88,224	2.121	\$89,224	25	1.537	\$64,157	1.7380	\$72,548	1.7910	\$74,780	1.86077	\$77,872

1. \$1,000 added to any Master's step for a doctorate degree.
 2. \$98.00 SOEBC substitute teacher daily rate, \$85.00 district substitutes processing daily rate.
 3. \$15 per hour for LPDC members.
 4. 5% health-factor added to any step as assigned by the Superintendent.

SALARY SCHEDULE L2015 - 2016 School Year
Effective 7/1/2015**Aide
Substitute Aide**

Base = \$8.73

Step	Index	HOURLY RATE	Step	Index	HOURLY RATE
0	1.0000	\$8.73	0	1.0000	\$10.51
1	1.0570	\$9.23	1	1.0588	\$11.18
2	1.1140	\$9.73	2	1.1178	\$11.75
3	1.1710	\$10.22	3	1.1784	\$12.38
4	1.2280	\$10.72	4	1.2352	\$12.98
5	1.2850	\$11.22	5	1.2940	\$13.60
6	1.3420	\$11.72	6	1.3528	\$14.22
7	1.3990	\$12.21	7	1.4116	\$14.84
8	1.4560	\$12.71	8	1.4704	\$15.45
9	1.5130	\$13.21	9	1.5292	\$16.07
10	1.5700	\$13.71	10	1.5880	\$16.69
11	1.6270	\$14.20	11	1.6468	\$17.31
12	1.6840	\$14.70	12	1.7056	\$17.93
13	1.7410	\$15.20	13	1.7624	\$18.52
14	1.7980	\$15.70	14	1.8232	\$19.16
15	1.8550	\$16.19	15	1.8840	\$19.80

SALARY SCHEDULE M2015 - 2016 School Year
Effective 7/1/2015**Clerical / Fiscal Specialist
Substitute Clerical / Fiscal**

Base = \$10.51

Step	Index	HOURLY RATE	Step	Index	HOURLY RATE
0	1.0000	\$8.73	0	1.0000	\$10.51
1	1.0570	\$9.23	1	1.0588	\$11.18
2	1.1140	\$9.73	2	1.1178	\$11.75
3	1.1710	\$10.22	3	1.1784	\$12.38
4	1.2280	\$10.72	4	1.2352	\$12.98
5	1.2850	\$11.22	5	1.2940	\$13.60
6	1.3420	\$11.72	6	1.3528	\$14.22
7	1.3990	\$12.21	7	1.4116	\$14.84
8	1.4560	\$12.71	8	1.4704	\$15.45
9	1.5130	\$13.21	9	1.5292	\$16.07
10	1.5700	\$13.71	10	1.5880	\$16.69
11	1.6270	\$14.20	11	1.6468	\$17.31
12	1.6840	\$14.70	12	1.7056	\$17.93
13	1.7410	\$15.20	13	1.7624	\$18.52
14	1.7980	\$15.70	14	1.8232	\$19.16
15	1.8550	\$16.19	15	1.8840	\$19.80

1. 5% responsibility factor added to any step as assigned by the Superintendent.
2. \$15 per hour for LPDC members.

Region 14-Hopewell Center 2015-2016 Salary Schedule

2.50%

Base \$31,570.00 COL

*Salary Based on 184 Days

Step	Minerant	Minerant+	Minerant M.	Ape	Ape +	Ape M	Audio/Sp	P.T	P:T+	P:T.M	SST M	Visual
0	\$ 31,570	\$ 33,022	\$ 34,673	\$ 30,480	\$ 31,943	\$ 33,388	\$ 35,308	\$ 49,585	\$ 51,816	\$ 56,785	\$ 36,400	\$ 38,711
1	\$ 32,738	\$ 34,377	\$ 36,167	\$ 31,852	\$ 33,101	\$ 34,850	\$ 36,801	\$ 51,570	\$ 54,070	\$ 59,028	\$ 37,789	\$ 41,078
2	\$ 33,950	\$ 35,788	\$ 37,720	\$ 32,808	\$ 34,553	\$ 36,318	\$ 38,288	\$ 53,588	\$ 56,324	\$ 61,288	\$ 38,175	\$ 42,806
3	\$ 35,207	\$ 37,253	\$ 39,343	\$ 33,986	\$ 36,006	\$ 37,777	\$ 39,785	\$ 55,573	\$ 58,578	\$ 63,509	\$ 41,167	\$ 44,526
4	\$ 36,508	\$ 38,781	\$ 41,032	\$ 35,128	\$ 37,455	\$ 39,245	\$ 41,281	\$ 57,574	\$ 60,826	\$ 65,751	\$ 41,950	\$ 46,253
5	\$ 37,859	\$ 40,372	\$ 42,786	\$ 36,283	\$ 38,907	\$ 40,703	\$ 42,806	\$ 60,807	\$ 63,080	\$ 67,982	\$ 43,342	\$ 47,980
6	\$ 39,260	\$ 42,028	\$ 44,637	\$ 37,442	\$ 40,359	\$ 42,171	\$ 44,267	\$ 61,580	\$ 65,394	\$ 70,237	\$ 44,732	\$ 49,701
7	\$ 40,293	\$ 43,747	\$ 46,558	\$ 38,604	\$ 41,811	\$ 43,638	\$ 45,761	\$ 63,582	\$ 67,582	\$ 72,475	\$ 46,117	\$ 51,428
8	\$ 42,219	\$ 45,543	\$ 48,558	\$ 39,762	\$ 43,264	\$ 45,095	\$ 47,251	\$ 65,587	\$ 69,842	\$ 74,717	\$ 47,507	\$ 53,151
9	\$ 43,781	\$ 47,412	\$ 50,648	\$ 40,817	\$ 44,716	\$ 46,559	\$ 48,744	\$ 67,586	\$ 72,086	\$ 76,958	\$ 48,896	\$ 54,878
10	\$ 45,398	\$ 49,357	\$ 52,828	\$ 42,080	\$ 46,188	\$ 48,021	\$ 50,237	\$ 69,593	\$ 74,347	\$ 79,269	\$ 50,282	\$ 56,602
11	\$ 47,077	\$ 51,377	\$ 55,088	\$ 43,232	\$ 47,617	\$ 49,489	\$ 51,727	\$ 73,571	\$ 78,858	\$ 81,643	\$ 54,016	\$ 58,829
12	\$ 47,077	\$ 51,377	\$ 55,086	\$ 43,232	\$ 47,617	\$ 49,489	\$ 51,727	\$ 73,571	\$ 78,858	\$ 81,643	\$ 54,016	\$ 58,829
13	\$ 48,820	\$ 53,486	\$ 57,467	\$ 44,649	\$ 49,069	\$ 50,951	\$ 53,224	\$ 77,598	\$ 83,357	\$ 84,086	\$ 54,960	\$ 60,049
14	\$ 48,820	\$ 53,486	\$ 57,467	\$ 44,649	\$ 49,069	\$ 50,951	\$ 53,224	\$ 77,598	\$ 83,357	\$ 84,086	\$ 54,960	\$ 60,049
15	\$ 50,209	\$ 54,471	\$ 59,185	\$ 45,556	\$ 50,518	\$ 52,418	\$ 54,720	\$ 81,577	\$ 85,612	\$ 88,622	\$ 55,904	\$ 61,779

for use with grandfathered staff only

1. \$4,560.00 for Chief Physical Therapist

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

Region 14-Hopewell Center 2015-2016 Salary Schedule

Step	Support	Interp	Assistant
0	\$ 9.69	\$ 17.71	\$ 24.12
1	\$ 10.66	\$ 18.15	\$ 24.94
2	\$ 11.34	\$ 18.60	\$ 25.86
3	\$ 11.99	\$ 19.09	\$ 26.76
4	\$ 12.70	\$ 19.55	\$ 27.70
5	\$ 13.52	\$ 20.03	\$ 28.53
6	\$ 14.16	\$ 20.55	\$ 29.40
7	\$ 14.94	\$ 21.05	\$ 30.20
8	\$ 15.86	\$ 21.57	\$ 31.09
9	\$ 16.23	\$ 22.13	\$ 31.91
10	\$ 16.60	\$ 22.67	\$ 32.71
11	\$ 17.33	\$ 23.25	\$ 33.53
12	\$ 17.33	\$ 23.25	\$ 33.53
13	\$ 18.11	\$ 23.83	\$ 34.33
14	\$ 18.11	\$ 23.83	\$ 34.33
15	\$ 18.82	\$ 24.43	\$ 35.21

1. Interpreter will receive an additional \$1.00 per hour for having the comprehensive skills certificate, CT, CI or NIC Certification from R.I.D. or a bachelor's degree in a related field. (Credit for one only)

2. Responsibility Factor - added to any step as assigned by Superintendent or designee.
 Year 1 = 2% Year 2 = 3% Year 3 = 4%

Region 14-Hopewell Center 2015-2016 Salary Schedule

*Salary Based on 195 Days

Step	OT/PT	OT/PT*	OT/PT*
0	\$ 45,629	\$ 47,268	\$ 48,858
1	\$ 47,268	\$ 49,219	\$ 52,039
2	\$ 48,999	\$ 51,176	\$ 53,498
3	\$ 50,719	\$ 53,184	\$ 55,888
4	\$ 52,451	\$ 55,081	\$ 57,898
5	\$ 54,180	\$ 57,049	\$ 60,038
6	\$ 55,909	\$ 59,006	\$ 62,250
7	\$ 57,641	\$ 60,964	\$ 64,813
8	\$ 59,370	\$ 62,921	\$ 66,888
9	\$ 61,099	\$ 64,879	\$ 68,775
10	\$ 62,831	\$ 66,836	\$ 70,888
11	\$ 64,560	\$ 68,794	\$ 72,988
12	\$ 66,289	\$ 70,751	\$ 74,925
13	\$ 68,021	\$ 72,708	\$ 75,900

1. \$4,568.00 for Child Physical Therapist
2. \$1,000 increment on any schedule for doctorate degree

Employment Recommendations
R14/Hopewell

Highlighted entry denotes additional agenda item

Last Name	First Name	Tentative Position	Contract Beg.	Contract End	Length of Contract	Days	Schedule	Step	Degree	Amount	Pay Type	Contract Type
Gehring	Megan	Adapted P.E.	2015	2017	2	184	Age M	15	Masters	\$ 55,309.00	Salary	Administrator Cert/Class
Gehring	Megan	Adapted P.E.	2015	2016	1	15	Age M	15	Masters	\$ 277.93	Per Diem	Certificated Supplemental
Green	Natalie	Special Projects Consultant	2015	2016	1	as needed	No Schedule			\$ 38.10	Hourly	Retired Administrator
Mead	Linda	Early Learning & School Readiness	2015	2016	1	184	SST M	15	Masters	\$ 54,541.00	Salary	Administrator Cert/Class
Mead	Linda	Early Learning & School Readiness	2015	2016	1	40	SST M	15	Masters	\$ 296.42	Per Diem	Certificated Supplemental
Olsen	Erin	State Support Team Special Education Consultant	2015	2016	1	184	SST M	15	Masters	\$ 54,541.00	Salary	Administrator Cert/Class
Olsen	Erin	State Support Team Special Education Consultant	2015	2016	1	40	SST M	15	Masters	\$ 296.42	Per Diem	Certificated Supplemental
Ryan	Ellen	Physical Therapist	2015	2016	1	184	P.T M	15	Masters	\$ 89,063.00	Salary	Administrator Cert/Class
Ryan	Ellen	Physical Therapist	2015	2016	1	5	P.T M	15	Masters	\$ 459.29	Per Diem	Certificated Supplemental
Trowbridge	Megan	Autism/Low Incidence Consultant	2015	2016	1	184	SST M	10	Doctorate	\$ 50,055.00	Salary	Administrator Cert/Class
Trowbridge	Megan	Autism/Low Incidence Consultant	2015	2016	1	64	SST M	10	Doctorate	\$ 266.60	Per Diem	Certificated Supplemental

0800

