

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

**HYBRID BOARD MEETING**

**MAY 25, 2021**

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The Southern Ohio Educational Service Center Governing Board met virtually and on-site on Tuesday, May 25, 2021, at 7:00 p.m. for its regular monthly (hybrid) meeting. Members present were Mrs. Gausman, Mr. Hill, Mr. Lane (on-site), Mr. Mount (on-site), Mr. Peck (on-site), and Mr. Wilt (on-site), along with Rachel Meyer, Treasurer (on-site), and Beth Justice, Superintendent (on-site). Guests present were Curt Bradshaw (on-site), Julie Dean-Garnai (on-site), Sherri Helterbrand (on-site), Bret Malone, Paul, and Zoey Osborne (on-site), Jeff Royalty, and Shannon Tise (on-site).

**APPROVAL OF THE MEETING AGENDA (Resolution #4375)**

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

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

**MINUTE APPROVAL (Resolution #4376)**

It was moved by Mr. Peck and seconded by Mrs. Gausman that the April 27, 2021 meeting minutes be approved as presented.

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

The meeting was opened for public participation. None received.

**SOUTHERN OHIO ESC SHARED EXPERTISE**

No shared expertise for June.

**FINANCE COMMITTEE REPORT**

Mr. Wilt presented an overview of the Finance Committee meeting held on May 18, 2021.

**FINANCE COMMITTEE RECOMMENDATION (Resolution #4377)**

Upon the recommendation presented by the finance committee chairperson, Mr. Wilt, it was moved by Mr. Lane and seconded by Mrs. Gausman to allow a 2.5% COLA (cost of living adjustment) for all employees effective with their first pay in the 2021-22 school year.

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

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FINANCE COMMITTEE RECOMMENDATION (Resolution #4378)

Upon the recommendation presented by the finance committee chairperson, Mr. Wilt, it was moved by Mr. Peck and seconded by Mr. Hill to increase the Superintendent's salary by \$3,500.00 beginning August 1, 2021.

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

*Mrs. Justice indicated she is very grateful for this increase and thanked the board for the increase on behalf of the staff.*

FINANCE COMMITTEE RECOMMENDATION (Resolution #4379)

Upon the recommendation presented by the finance committee chairperson, Mr. Wilt, it was moved by Mr. Lane and seconded by Mrs. Gausman to increase the Treasurer's salary by \$3,500.00 beginning August 1, 2021.

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

*Mrs. Meyer thanked the board for approval of this recommendation. "It is much appreciated."*

FINANCE COMMITTEE RECOMMENDATION (Resolution #4380)

Upon the recommendation presented by the finance committee chairperson, Mr. Wilt, it was moved by Mrs. Gausman and seconded by Mr. Peck to approve Southern Ohio ESC board contributions to HDHP: ½ in January 2022 and ½ in July 2022. Note: an employee is not eligible for July contribution if they resign prior to the contribution being made. Fund HDHP employer portion for FY2022 at the same rates as FY2021:

Family	\$2,000.00
Employee Plus	\$1,500.00
Single	\$1,000.00

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

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FINANCE COMMITTEE RECOMMENDATION (Resolution #4381)

Upon the recommendation presented by the finance committee chairperson, Mr. Wilt, it was moved by Mrs. Gausman and seconded by Mr. Lane to offer an "**Opt-Out Option**" to employees and add the additional language in "bold" below:

*Employees who are eligible for hospital/major medical insurance coverage through the ESC may receive additional annual compensation equal to \$2,000 if they elect to waive the medical coverage. The payment date will be determined annually by the Treasurer. An employee may elect this option by notifying the Treasurer no later than August 30. The employee understands this additional compensation is subject to Federal, State, and local income taxes and other employment withholdings. Any employee who receives coverage and whose alternative insurance is Medicare, Medicaid, or the ACA Exchange is not eligible for the opt-out option. Additionally, any employee who receives insurance coverage from the ESC through a family member or who is under the age of 26 and covered under his/her parent's insurance is not eligible for the opt-out option. To receive compensation, the eligible employee must provide the ESC with proof of other medical coverage.*

***If a participating employee(s) resigns and fulfill their contract, the annual compensation will be paid in full. If a participating employee(s) resigns, is terminated or non-renewed, and does not fulfill their contract, the annual compensation will be pro-rated to the month in which their last day is worked.***

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

RETIREMENT AND REEMPLOYMENT OF CLASSIFIED EMPLOYEE (Resolution #4382)

It was moved by Mr. Lane and seconded by Mr. Wilt to take a roll call to initiate procedures for the retirement and reemployment of classified employee **Linda Allen**, as prescribed by Ohio Revised Code §3309.345.

A roll call vote was taken to initiate procedures for the retirement and reemployment of classified employee Linda Allen. Members that were present and voted yes were Mrs. Gausman, Mr. Hill, Mr. Lane, Mr. Mount, and Mr. Peck, and Mr. Wilt.

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

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RECOGNITION OF THE RETIREMENT OF JULIE DEAN-GARNAI (Resolution #4383)

It was moved by Mr. Wilt and seconded by Mr. Peck to approve the resolution to recognize the retirement of Julie Dean Garnai on May 28, 2021.

[See Minute Page #1790]

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

RECOGNITION OF THE RETIREMENT OF SHANNON TISE (Resolution #4384)

It was moved by Mr. Wilt and seconded by Mr. Peck to approve the resolution to recognize the retirement of Shannon Tise on June 30, 2021.

[See Minute Page #1791]

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

*Mr. Mount congratulated all of the retirees.*

GREAT OAKS ITCD REPORT

Mr. Lane reported that Great Oaks Board met on May 12th via a blended meeting. He indicated that about 80-85% present were in person. It was announced that the June 9<sup>th</sup> meeting will be the last virtual meeting of the board. The July 14<sup>th</sup> meeting will be in person only.

Senior Ceremony: The Laurel Senior Ceremony was held on May 20. The weather for good for an outdoor ceremony.

Education Committee/Satellite Program – the following satellite programs are held at Miami Trace and Lynchburg-Clay: construction technologies, carpentry, masonry, electricity and plumbing, and heavy equipment. Miami Trace has 132 enrolled and Lynchburg-Clay has 80 enrolled in these programs. Mr. Lane also noted that last month the satellite enrollment dropped about 300 students due to pandemic virtual options.

Laurel Enrollment Report: As of May 7<sup>th</sup>, Laurel Oaks has 660 students enrolled. If all students accept for next year and all current juniors return for their senior year, there will be 710 students.

2021-2022 Salaries approved: Full-time teacher salaries will increase 2.5% next year, and other full-time associates/non-teaching contracts will receive a 1.5% raise.

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LEGISLATIVE LIAISON REPORT

Mr. Peck referenced a copy of "The Link" publication provided in board member packets.

**Ohio House sends biennial budget to the Ohio Senate** -- Legislators in the Ohio House of Representatives passed on April 21, Substitute House Bill (HB) 110 by a vote of 70-27. The bill that was amended through an extensive committee process included many education-related changes, the largest change being the inclusion of HB 1, the Fair School Funding Plan. However, the House Finance Committee did modify parts of the Fair School Funding Plan that was included in the biennial budget. The modifications include establishing a phase-in amount for the plan's increases at 16.67% for fiscal year (FY)2022 and 33.33% for FY2023; setting a different phase-in for the increase in funding for disadvantaged pupil impact aid (DPIA) at 0% for FY 2022 and 14% for FY2023; moving Student Wellness and Success Funds to be applied to DPIA and the base cost; and establishing a temporary guarantee to ensure a school district's funding for FY2022 and FY2023 is at least the funding received in FY 2021 for the foundation program and Student Wellness and Success Funds combined.

- HB 1 sponsors Reps. **Jamie Callender** (R-Concord) and **Bride Rose Sweeney** (D-Cleveland) both provided remarks about the Fair School Funding Plan on the House Floor. Callender made the following statement, "What an opportunity we have to finally vote on a bill that eradicates and makes up for years of lost time in putting our children first, and having something that is fair, predictable, sustainable, transparent, bipartisan, that superintendents, principals, unions and the taxpayers all agree on. This school formula - having an actual formula - is bigger in the scope of history than any of those issues that might lead lawmakers to vote against the budget." Sweeney provided the following statement, "Ohio is closer than it ever has been before to a constitutional system of school funding. I know in my heart that there is no more time to delay."
- Substitute HB 110 also includes provisions of HB 2, which would establish the residential broadband expansion program and appropriates over \$200 million to be used for grants. Additionally, the bill eliminates language from the introduced version that would have required high school students to complete the FAFSA to graduate; provides an opt-out from the requirement to take the ACT or SAT tests beginning with the Class of 2026, and includes \$45 million in each fiscal year to support school bus purchases.
- The substitute bill maintains provisions of the introduced version that requires all students to enroll in computer science courses or general education courses that include a computer science curriculum. Several transportation provisions also were left unchanged, including changes to the ridership count by school districts to allow the use of the higher of the morning or afternoon counts; a prohibition from transporting K-eight students attending a community school or chartered nonpublic school on mass public transit unless the district enters into a contract with the student's school; and the requirement that a school district with 20 or more community or chartered nonpublic schools coordinates with the ESC in developing a transportation plan. The Ohio Senate will now work on Substitute HB 110 through the various committees to develop its recommended changes to the bill.

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LEGISLATIVE LIAISON REPORT (Cont.)

**Recently introduced legislation**

- SB 166, introduced by Sen. **Bill Reineke** (R-Tiffin), to allow students, including those attending career technical schools, to use a driver's education course towards graduation requirements.

FINANCIAL REPORTS

Mrs. Meyer reviewed the monthly reports with the board.

APPROVAL OF PAID BILLS (Resolution #4385)

It was moved by Mr. Peck and seconded by Mrs. Gausman that the paid bills for the previous month be approved as presented, for a total of \$787,383.53.

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

APPROPRIATION MODIFICATIONS AND AMENDMENTS (Resolution #4386)

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

[See Minute Page #1792 - #1793]

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

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TREASURER DISCUSSION ITEMS

**FY2021 Appropriation Clean-Up**

I wanted to remind the board of the following practice and if there are questions that I have the opportunity to answer before our June Board meeting.

Each year at the June Board meeting, the SOESC Board passes a resolution authorizing the Treasurer to make necessary end-of-fiscal year appropriation amendments/modifications and include the changes in detail in the minutes for June. These fiscal year changes cannot be approved by the Board after June 30; so, therefore, cannot be approved at the next Board meeting in July. It is important to note that ESCs do not have to comply with Ohio Revised Code 5705.38, which requires appropriations. Even though ESCs are not required by law to pass appropriations, our ESC has opted to appropriate as an accounting control measure.

**FY2022 Appropriation Discussion**

As we begin planning for FY2022, I wanted to remind the board of the following:

I will ask the board to appropriate (budget), revenue, and cash on hand as a way to prioritize our dollars. Dollars will be assigned a purpose such as salaries, benefits, purchased services, supplies, technology replacement, termination expenses, building, and emergency cash.

**Travel Reimbursement Forms**

Your travel forms are included in your board packets if you attended any meetings on-site. Please sign them and mail them in the enclosed self-addressed postage-paid envelope. Payments will be processed in June.

**Service Book**

If you would like a copy of the SOESC Service Book, which details the cost and billing structure for each program we provide, please let me know. This book is used to estimate program costs for districts, and it is used as a budgeting tool.

**Fiscal Office Update**

Cost estimates for member school districts have been finalized, and SOESC Service Contracts were mailed to the district Superintendent and Treasurer the week of April 26. These contracts are for a two-year period beginning July 1, 2021. Districts participating in the Hopewell Special Education Cooperative were also mailed cost estimates and supporting documentation. The Hopewell cooperative agreement is currently a multi-year agreement.

We have also begun the planning to close out the fiscal year 2021 and make preparations for the fiscal year 2022. Final invoices for services provided by the ESC and Hopewell will go out in June.

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TREASURER DISCUSSION ITEMS (Cont.)

**Professional Development**

- On May 13, I participated in a SERS Wage Certification Webinar. The webinar covered the different types of wage certifications and how to complete them.
- On May 27, I will participate in a BWC Monthly Employer Update Webinar. The discussion will include important dates and an annual premium notice review.
- On June 11, the entire fiscal team will participate in the MVECA Fiscal Yearend Training via Webex. This training will help us successfully transition from fiscal year 2021 to fiscal year 2022.

PERSONNEL CONTRACT RESIGNATION(S): SOESC (Resolution #4387)

Upon the recommendation of Superintendent Justice, it was moved by Mrs. Gausman and seconded by Mr. Wilt to approve the resignation of the following personnel:

**SOESC RESIGNATION(S)**

<u>Name</u>	<u>Position</u>	<u>Contract Type</u>	<u>Effective Date</u>	<u>Comments</u>
Gilmore, Hayley	Paraprofessional	Classified	5/27/2021	Last Work Day 5/26/2021

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

PERSONNEL CONTRACT AGREEMENT(S) (Resolution #4388)

Upon the recommendation of Superintendent Justice, it was moved by Mr. Peck and seconded by Mr. Lane that the board approves employment contract(s) for the following personnel subject to the provision of ORC 3319.02, ORC 3319.08, and/or ORC 3319.081. All personnel are subject to assignment by the Superintendent, and all contract(s) 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:



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**SOESC CONTRACT AGREEMENT(S)**

Name	Tentative Position	Contract Dates	Length	Days	Degree	Schedule/Step/Rate	Contract Type	Comments
Allendorf, Valerie	Speech Language Pathologist	2021-2022	1 Year	184	Masters	Related M/ Step 8/ \$70,542.00	Retired Certificated/ Administrator	R/R
Balon, Rebecca	Para-professional	2021-Continuing	Continuing	As Needed	No Degree on Schedule	L/ Step 9/ \$14.84 per hour	Classified	
Chambers, Kathy	Intervention Specialist	2021-2022	1 Year	184	Masters	MA A/ Step 10/ \$56,372.00	Retired Certificated/ Administrator	R/R
Clouse, Julia	Speech Language Pathologist	2021-2022	1 Year	184	Masters	Related M/ Step 14/ \$79,404.00	Certificated	
Farmer, Elizabeth	Speech Language Pathologist	2021-2023	2 Year	184	Masters	Related M/ Step 4/ \$61,401.00	Certificated	
Friend, Heidi	Speech Language Pathologist	2021-2024	3 Year	184	Masters	Related M/ Step 12/ \$77,298.00	Certificated	
Hixson, Robert	Para-professional	2021-2023	2 Year	As Needed	No Degree on Schedule	L/ Step 12/ \$16.52 per hour	Classified	
Hughes, Ronda	Intervention Specialist	2021-2022	1 Year	184	Masters	MA A/ Step 12/ \$59,808.00	Certificated	
Hughes, Ronda	Intervention Specialist	2021-2022	1 Year	3	Masters	MA A/ Step 12/ \$975.00	Certificated Supplemental	
Malone, Bret	Truancy	2021-2022	1 Year	As Needed	Masters	MA B/ Step 17/ \$50.92 per hour	Certificated Supplemental	
Miller, Diana	Intervention Specialist	2021-2022	1 Year	3	Masters	MA A/ Step 14/ \$1,031.00	Certificated Supplemental	
Osborne, Paul	Technician	2021-2023	2 Year	As Needed	No Degree on Schedule	No salary/ No Step/ \$23.25 per hour	Classified	
Rigney, Brittany	Intervention Specialist	2021-2022	1 Year	184	Bachelors	BA A/ Step 3/ \$39,872.00	Certificated	
Rigney, Brittany	Intervention Specialist	2021-2022	1 Year	3	Bachelors	MA A/ Step 2/ \$650.00	Certificated Supplemental	Rm
Swayne, Valerie	GRADS @ACOV	2021-2022	1 Year	100	Masters	MA A/ Step 0/ \$18,257.00	Retired Certificated/ Administrator	R/R
Wellman, Shelly	Gifted Intervention Specialist	2021-2022	1 Year	3	Masters	MA A/ Step 25/ \$1,171.00	Certificated Supplemental	
West, Tera	Lead School Psychologist	2021-2024	3 Year	195	Masters	Related M/ Step 9/ \$77,244.0	Certificated	
West, Tera	Lead School Psychologist	2021-2022	1 Year	9	Masters	Related M/ Step 9/ \$3,565.00	Certificated Supplemental	

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

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**APPROVAL OF PROVIDER CONTRACTS (Resolution #4389)**

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

**SOESC PROVIDER CONTRACTS**

<u>Client</u>	<u>Service</u>	<u>Dates</u>	<u>Amount</u>
Adams County/Ohio Valley	Contract for Services	7/1/2021-6/30/2023	\$ 141,074.38
Blanchester Local	Contract for Services	7/1/2021-6/30/2023	\$ 493,439.75
Bright Local	Contract for Services	7/1/2021-6/30/2023	\$ 98,278.04
Bright Local	Classroom Rental Fee & Reimburse for Nursing, Supervisory Support, Copying, Printing, Admin Fees	2021-2022 SY	\$ 7,000.00
Clinton County Developmental Disabilities	Speech Language Pathologist & Audiological Services	8/1/2021-7/31/2022	\$ 120,317.33
Clinton County Developmental Disabilities	Interpreter Services	7/1/2021-6/30/2022	\$35.63 per hour
Clinton-Massie Local	Contract for Services	7/1/2021-6/30/2023	\$ 82,825.03
East Clinton Local	Contract for Services	7/1/2021-6/30/2023	\$ 411,361.12
East Clinton Local	Substitute Teacher Employment Services	7/1/2021-6/30/2023	\$141.25 per day x # of subs and/or \$239.25 per day + insurance costs x # of long-term subs
Fairfield Local	Contract for Services	7/1/2021-6/30/2023	\$ 410,549.14
Felicity-Franklin Local	Resident Educator Services	7/1/2021-6/30/2023	\$ 3,900.00
Great Oaks	Substitute Processing	2021-2022 SY	\$ 3,000.00
Greenfield Exempted	Contract for Services	7/1/2021-6/30/2023	\$ 262,212.35
Hillsboro City	Contract for Services	7/1/2021-6/30/2023	\$ 199,765.98
Hillsboro Christian Academy	Resident Educator Services	8/1/2021-7/31/2022	\$ 4,200.00
Lynchburg-Clay Local	Contract for Services	7/1/2021-6/30/2023	\$ 229,003.86
Miami Trace Local	Contract for Services	7/1/2021-6/30/2023	\$ 8,122.30
Washington C.H. City	Contract for Services	7/1/2021-6/30/2023	\$ 347,780.38
Wilmington City	Contract for Services	7/1/2021-6/30/2023	\$ 45,408.10

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

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**APPROVAL OF SERVICE CONTRACT(S) (Resolution #4390)**

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

**SOESC SERVICE CONTRACTS**

<b><u>Provider</u></b>	<b><u>PurchaseOrder</u></b>	<b><u>Service</u></b>	<b><u>Dates</u></b>	<b><u>Amount</u></b>
Warren County ESC	TBD	Speech	7/1/2021-6/30/2022	\$ 242,841.60
Madison-Champaign ESC	TBD	School Psychologist	2021-2022 SY	\$ 222,225.36

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

**SALARY SCHEDULES FY 2022 (Resolution #4391)**

Upon the recommendation of Superintendent Justice and the finance committee, it was moved by Mr. Peck and seconded by Mr. Lane to approve all salary schedules as presented effective July 1, 2021, for the FY 2022 employment contract year.

**[See Minute Page #1794- #1798]**

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

**APPROVAL OF HEALTH, DENTAL, VISION, & LIFE INSURANCE RATES (Resolution #4392)**

Upon the recommendation of Superintendent Justice, it was moved by Mr. Hill and seconded by Mrs. Gausman to approve employee health insurance from United Healthcare, employee dental insurance from Delta Dental, employee vision insurance from Vision Service Plan, and employee life insurance from Unum Life Insurance for the period of January 1, 2022, through December 31, 2022, at the rates listed, effective subject to board policy GCBC and GDBC and corresponding board regulations GCBC-R and GDBC-R.

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**ESC/Region 14 Employees:**

<b><u>High Deductible Medical:</u></b>	<b><u>Family</u></b>	<b><u>Employee Plus Kids</u></b>	<b><u>Single</u></b>	<b><u>OH 28</u></b>	<b><u>H.S.A. Board Contributions</u></b>
Monthly Rate	\$ 1,771.40	\$ 1,136.53	\$ 614.98	\$ 430.49	\$2,000.00 (Family)
Board Contribution	\$ 1,417.12	\$ 909.22	\$ 553.48	----	\$1,500.00 (Employee+ Kids)
Employee Contribution	\$ 354.28	\$ 227.31	\$ 61.50	\$ 430.49	\$1,000.00 (Single)
<b><u>P.P.O. Medical:</u></b>	<b><u>Family</u></b>	<b><u>Employee Plus Kids</u></b>	<b><u>Single</u></b>	<b><u>OH 28</u></b>	
Monthly Rates	\$ 2,173.46	\$ 1,394.52	\$ 754.60	\$ 528.22	
Board Contribution	\$ 1,673.56	\$ 1,073.78	\$ 679.14	----	
Employee Contribution	\$ 499.90	\$ 320.74	\$ 75.46	\$ 528.22	
<b><u>Dental:</u></b>	<b><u>Family</u></b>		<b><u>Single</u></b>		
Monthly Rates	\$ 91.58	----	\$ 36.23	----	
Board Contribution	\$ 91.58	----	\$ 36.23	----	
Employee Contribution	----	----	----	----	
<b><u>Vision:</u></b>	<b><u>Family</u></b>	<b><u>Employee Plus Kids</u></b>	<b><u>Single</u></b>	<b><u>OH 28</u></b>	
Monthly Rates	\$ 18.09	----	\$ 7.77	----	
Board Contribution	\$ 18.09	----	\$ 7.77	----	
Employee Contribution	----	----	----	----	
<b><u>Life:</u></b>					
\$ 0.11 per \$1,000.00 coverage					

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

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**PERSONNEL CONTRACT RESIGNATION(S): R14 (Resolution #4393)**

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

**R14 RESIGNATION(S)**

<u>Name</u>	<u>Position</u>	<u>Contract Type</u>	<u>Effective Date</u>	<u>Comments</u>
Barlow, Gregory	School Improvement	Retired Certificated/ Administrator	7/31/2021	
Cartee, Rachael	Itinerant Teacher for Hearing Impaired/Deaf	Certificated	6/8/2021	Last Work Day 6/7/2021
Helterbrand, Sherri	School Improvement Consultant	Certificated	7/31/2021	

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

**PERSONNEL CONTRACT AGREEMENT(S) (Resolution #4394)**

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

**R14 CONTRACT AGREEMENT(S)**

<u>Name</u>	<u>Tentative Position</u>	<u>Contract Dates</u>	<u>Length</u>	<u>Days</u>	<u>Degree</u>	<u>Schedule/ Step/Rate</u>	<u>Contract Type</u>	<u>Comments</u>
Hutchinson, Patricia	ESY Services	2020-2021	1 Year	As Needed	Masters	Itinerant M/Step 5/ \$37.32 per hour	Certificated Supplemental	WCH
Boone, Michael	Physical Therapist	2021-2023	2 Year	184	Masters	P.T. +/- Step 15/ \$96,152.00	Certificated	
Boone, Michael	Physical Therapist	2021-2022	1 Year	5	Bachelor's +	P.T. +/-Step 15/\$2,613.00	Certificated Supplemental	
Cluxton, Rachel	Early Childhood Itinerant Teacher	2021-2023	2 Year	184	Masters	Itinerant M/Step 14/ \$64,542.00	Certificated	
Cluxton, Rachel	Preschool Itinerant Teacher	2021-2022	1 Year	8	Master's	Itinerant M/Step 14/\$2,806.00	Certificated Supplemental	
Cluxton, Rebecca	Educational Audiologist	2021-2022	1 Year	20	Master's	Audio- SP/Step 15/\$6,680.00	Certificated Supplemental	

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EDUCATIONAL SERVICE CENTER GOVERNING BOARD MEETING**

**HYBRID BOARD MEETING**

**MAY 25, 2021**

**R14 CONTRACT AGREEMENT(S) (Cont)**

<b>Name</b>	<b>Tentative Position</b>	<b>Contract Dates</b>	<b>Length</b>	<b>Days</b>	<b>Degree</b>	<b>Schedule/ Step/Rate</b>	<b>Contract Type</b>	<b>Comments</b>
Cluxton, Rebecca	HMG Audiological Services	2021-2022	1 Year	As Needed	Master's	Audio-SP/ Step 15/ \$47.72 per hour	Certificated Supplemental	HMG
Free, Suzanne	Preschool Itinerant Teacher	2021-2022	1 Year	38	Master's	Itinerant M/Step 15/ \$13,723.00	Certificated Supplemental	
Gehring, Megan	Team Leader	2021-2022	1 Year	As Needed	Master's	No Schedule/ No Step/ \$3,740.00	Certificated Supplemental	
Hamilton, Staci	Early Childhood Itinerant Teacher	2021-2022	1 Year	184	Master's	Itinerant M/ Step 13/ \$64,542.00	Certificated	
Hamilton, Staci	Early Childhood Itinerant Teacher	2021-2022	1 Year	8	Master's	Itinerant M/ Step 13/ \$2,806.00	Certificated Supplemental	
Helterbrand, Sherri	PBIS	2020-2021	1 Year	5	Master's	MA (B)/ Step 18/ \$356.41 per diem	Certificated Supplemental	
Huff, Kelly	Itinerant Teacher for Hearing Impaired/Deaf	2021-2023	2 Year	169	Masters	Itinerant M/ Step 14/ \$59,280.00	Certificated	
Hutchinson, Patricia	Itinerant Teacher for the Hearing Impaired/Deaf	2021-2022	1 Year	8	Master's	Itinerant M/Step 6/ \$2,180.00	Certificated Supplemental	
Kelch, Jill	Itinerant Teacher for the Visually Impaired	2021-2022	1 Year	8	Master's	Visual/ Step 15/ \$3,017.00	Certificated Supplemental	
Kirk, Alexis	Early Learning & School Readiness	2021-2022	1 Year	3	Master's	MA B/ Step 19/ \$1,069.00	Certificated Supplemental	
Luttrell, Amy	Family Consult/ Transition Specialist	2021-2022	1 Year	44	Master's	MA B/ Step 14/ \$15,267.00	Certificated Supplemental	
McAdow, Jenna	Occupational Therapist	2021-2022	1 Year	195	Masters	Related M/ Step 2/ \$60,018.00	Certificated	
Mickey, Deborah	SST Regional Early Literacy Consultant	2021-2023	2 Year	204	Masters	MA B/ Step 15/ \$72,707.00	Certificated	Rm
Mickey, Deborah	SST: Early Literacy Specialist	2021-2022	1 Year	5	Master's	MA B/ Step 15/ \$1,782.00	Certificated Supplemental	Rm
Prater, Tara	Occupational Therapist	2021-2023	2 Year	190	Bachelors	Related B+/ Step 15/ \$79,569.00	Certificated	
Ryan, Ellen	Chief Physical Therapist	2021-2022	1 Year	As Needed	Master's	No Schedule/ No Step/ \$4,556.00	Certificated Supplemental	
Tolle, Kathy	Physical Therapist	2021-2023	2 Year	190	Masters	Related M/ Step 11/ \$79,819.00	Certificated	
Trowbridge, Megan	Team Leader	2021-2022	1 Year	As Needed	Master's	No Schedule/ No Step/ \$3,740.00	Certificated Supplemental	
Weaver, Abbey	Team Leader	2021-2022	1 Year	As Needed	Master's	No Schedule/ No Step/ \$3,740.00	Certificated Supplemental	

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

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

**HYBRID BOARD MEETING**

**MAY 25, 2021**

**APPROVAL OF PROVIDER CONTRACTS (Resolution #4395)**

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

**R14 PROVIDER CONTRACTS**

<b><u>Client</u></b>	<b><u>Service</u></b>	<b><u>Dates</u></b>	<b><u>Amount</u></b>
Adams County/Ohio Valley	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$ 318,023.10
Bright Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$ 88,673.09
Clinton-Massie Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$ 232,963.38
East Clinton Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$ 206,166.44
Eastern Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$ 137,962.34
Fairfield Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$ 199,023.93
Fayetteville-Perry Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$ 99,363.96
Georgetown Ex. Village	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$ 162,494.86
Greenfield Exempted	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$ 221,639.16
Hillsboro City	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$ 335,903.70
Lynchburg-Clay Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$ 138,348.34
Miami Trace Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$ 281,080.05
RULH Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$ 108,413.50
Washington C.H. City	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$ 302,873.66
Western Brown Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$ 404,376.41
Wilmington City	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$ 331,107.26

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

MINUTES OF THE SOUTHERN OHIO  
EDUCATIONAL SERVICE CENTER GOVERNING BOARD MEETING

HYBRID BOARD MEETING

MAY 25, 2021

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RECOGNITION OF THE RETIREMENT OF SHERRI HELTERBRAND (Resolution #4396)

It was moved by Mr. Wilt and seconded by Mr. Peck to approve the resolution to recognize the retirement of Sherri Helterbrand on July 31, 2021.

[See Minute Page #1789]

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

*Mr. Mount congratulated all of the retirees.*

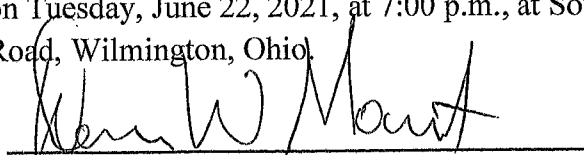
SUPERINTENDENT INFORMATION/DISCUSSION ITEMS

Superintendent Justice shared the following with the board:

1. Southern Ohio ESC End of Year Meeting – Will be held virtually on May 27, 2021.
2. Jack Fisher, New Superintendent at Lynchburg-Clay Local – Press release included for your review.
3. SOLC Yearbooks – Mrs. Justice disseminated to the board members. This is the first time a yearbook was developed for SOLC.
4. Executive Session – Mrs. Justice asked that all board members attend in person on June 22 board meeting. If there is a conflict, please let Mrs. Justice know. We will need to have an Executive Session.

ADJOURNMENT

It was moved by Mr. Hill and seconded by Mr. Peck to adjourn to meet again in regular session on Tuesday, June 22, 2021, at 7:00 p.m., at Southern Ohio Educational Service Center, Airborne Road, Wilmington, Ohio.

  
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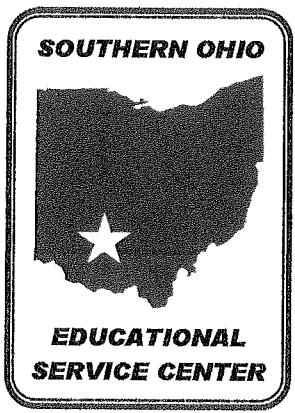
BOARD PRESIDENT

  
\_\_\_\_\_

TREASURER



Southern Ohio Educational Service Center  
Governing Board



Resolution #

**4396**

May 25, 2021

**In Recognition of Sherri Helterbrand**

**Whereas**, Sherri Helterbrand was employed by the Southern Ohio Educational Service Center on **June 26, 2001**, and

**Whereas**, she has provided expertise, dedication, loyalty, leadership and a commitment to excellence to the Southern Ohio Educational Service Center and to the client school districts of the Southern Ohio Educational Service Center, and

**Whereas**, she will retire after **20 years** of service to the Southern Ohio Educational Service Center,

**Therefore**, be it resolved that the Southern Ohio Educational Service Center Governing Board and staff would like to express our sincere appreciation to you and wish you the best in your retirement.

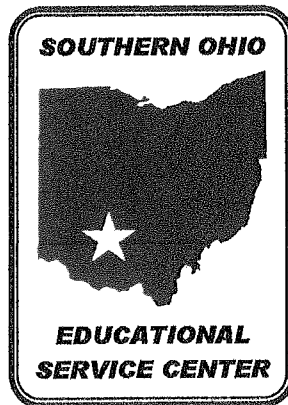
*Nenni W. Mount*  
Board President

*Rachel Meyer*  
Treasurer

*Beth Justice*  
Superintendent

1790

**Southern Ohio Educational Service Center  
Governing Board**



Resolution #

**4383**

May 25, 2021

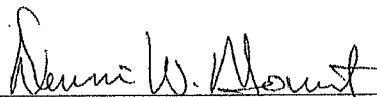
**In Recognition of Julie Dean-Garnai**

**Whereas**, Julie Dean-Garnai was employed by the Southern Ohio Educational Service Center on **August 15, 1989**, and

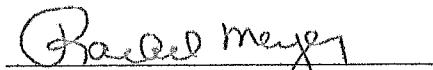
**Whereas**, she has provided expertise, dedication, loyalty, leadership and a commitment to excellence to the Southern Ohio Educational Service Center and to the client school districts of the Southern Ohio Educational Service Center, and

**Whereas**, she will retire after **32 years** of service to the Southern Ohio Educational Service Center,

**Therefore**, be it resolved that the Southern Ohio Educational Service Center Governing Board and staff would like to express our sincere appreciation to you and wish you the best in your retirement.



Board President

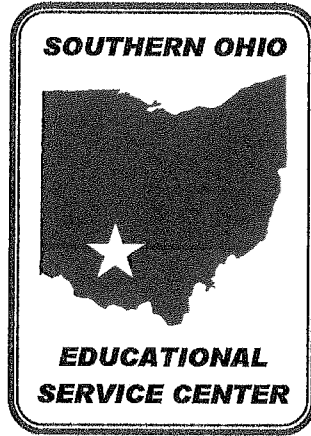


Treasurer



Superintendent

**Southern Ohio Educational Service Center  
Governing Board**



**Resolution**

**4384**

**May 25, 2021**

**In Recognition of Shannon Tise**

**Whereas**, Shannon Tise was employed by the Southern Ohio Educational Service Center on **July 22, 1997**, and

**Whereas**, she has provided expertise, dedication, loyalty, leadership and a commitment to excellence to the Southern Ohio Educational Service Center and to the client school districts of the Southern Ohio Educational Service Center, and

**Whereas**, she will retire after **24 years** of service to the Southern Ohio Educational Service Center,

**Therefore**, be it resolved that the Southern Ohio Educational Service Center Governing Board and staff would like to express our sincere appreciation to you and wish you the best in your retirement.

*Nenni W. Mount*

Board President

*Raeel Meyer*

Treasurer

*Beth Justice*

Superintendent

SOUTHERN OHIO EDUCATIONAL SERVICE CENTER  
FY 2021 PERMANENT APPROPRIATIONS

TOTAL ACCOUNT

May

April

February

January

December

November

August

FY2021 APPROP

GENERAL FUND

DESCRIPTION

SCC

OBJECT

FUND

FUND	OBJECT	SCC	DESCRIPTION	FY2021 APPROP	August	November	December	January	February	April	May	TOTAL ACCOUNT
001	100	0000	SALARIES	\$ 2,655,039.00								\$ 2,655,039.00
001	200	0000	FRINGE BENEFITS	\$ 1,355,450.38								\$ 1,355,450.38
001	400	0000	PURCHASED SERVICES	\$ 993,219.00								\$ 993,219.00
001	500	0000	SUPPLIES & MATERIALS	\$ 75,232.45	\$ 50.00							\$ 75,282.45
001	600	0000	CAPITAL OUTLAY	\$ 29,700.00								\$ 29,700.00
001	800	0000	OTHER OBJECTS	\$ 49,925.00								\$ 49,925.00
001	900	0000	CONTINGENCIES / TRANSFERS	\$ 1,780,000.00								\$ 1,780,000.00
			GENERAL FUND TOTAL									\$ 6,938,615.83
OTHER FUNDS												
001	9050		TERMINATION / RETIREMENT BENEFITS FUND	\$ 504.22	\$ 35,000.00							\$ 35,504.22
007	0000		UNCLAIMED FUNDS	\$ 58.95								\$ 58.95
008	9271		WADDELL FUND	\$ 53,300.00								\$ 53,300.00
019	9905		REMOVEDX OCER/PHILANTHROPY OHIO FY21 FUND	\$ -			\$ 32,500.00					\$ 32,500.00
022	9245		HOPEWELL GENERAL FUND	\$ 4,777,485.00								\$ 4,777,485.00
022	9500		D.A.R.E. AGENCY FUND	\$ 19,099.35								\$ 19,099.35
451	9419		K12 NETWORK SUBSIDY	\$ 1,800.00								\$ 1,800.00
499	9013		STATE SUPPORT TEAM FY21 FUND	\$ 115,140.50								\$ 115,140.50
499	9012		STATE SUPPORT TEAM FY20 FUND	\$ 4,628.16								\$ 4,628.16
499	9400		ESC OTES 2.0 FY20 FUND	\$ 8.04								\$ 8.04
499	9401		ESC STATE TRAINERS 2021 - OTES 2.0 FY21 FUND	\$ -						\$ 7,290.00		\$ 7,290.00
499	9705		STUDENT ASSESSMENT FY20 FUND	\$ 1,218.78								\$ 1,218.78
499	9854		STATE SUPPORT TEAM - TRANSITION FY20 FUND	\$ -								\$ -
499	9855		STATE SUPPORT TEAM - TRANSITION FY21 FUND	\$ 8,000.00								\$ 8,000.00
507	9470		FAMILY ENGAGEMENT LIAISON FY21 FUND	\$ -							\$ 29,400.00	\$ 29,400.00
507	9500		REMOVEDX OCER DEPT MATCH FY21 FUND	\$ -			\$ 97,500.00					\$ 97,500.00
507	9600		EXTENDED LEARNING AND RECOVERY FY21-22 FUND	\$ -						\$ 175,000.00		\$ 175,000.00
516	9230		IDEA PART B FY21 FUND	\$ 1,017,492.96								\$ 1,017,492.96
516	9229		IDEA PART B FY20 FUND	\$ 40,510.50								\$ 40,510.50
516	9813		PARENT MENTOR FY21 FUND	\$ 25,000.00								\$ 25,000.00
516	9814		PARENT MENTOR PROJECT SUPPLEMENTAL FY21 FUND	\$ -					\$ 2,000.00			\$ 2,000.00
516	9812		PARENT MENTOR FY20 FUND	\$ 1,603.42								\$ 1,603.42
516	9916		EARLY LITERACY SSIP (IDEA) FY21 FUND	\$ 81,537.07								\$ 81,537.07
516	9915		EARLY LITERACY SSIP (IDEA) FY20 FUND	\$ 5,442.61								\$ 5,442.61
508	9200		GEER (GOV. EMER. ED. REFIEF) FY21 FUND	\$ -								\$ -
587	9512		EARLY LEARNING DISCRETIONARY FY21 FUND	\$ 75,993.02								\$ 75,993.02
587	9511		EARLY LEARNING DISCRETIONARY FY20 FUND	\$ 6,405.86								\$ 6,405.86
587	9603		EARLY LITERACY SSIP FY21 FUND	\$ 24,492.93								\$ 24,492.93
587	9602		EARLY LITERACY SSIP FY20 FUND	\$ 1,399.85								\$ 1,399.85
590	9008		ESC STATE TRAINERS - OTES 2.0 FY20 FUND	\$ 1,552.00								\$ 1,552.00
			OTHER FUNDS TOTAL									\$ -
Monthly Appropriation Changes				\$	\$ 35,050.00	\$ 58,800.00	\$ -	\$ 130,000.00	\$ 2,000.00	\$ 182,290.00		\$ 6,923,533.22
GRAND TOTAL APPROPRIATIONS - ALL FUNDS				\$	\$ 7,433,665.00	\$ 69,600.00	\$ -	\$ 262,500.00	\$ 2,000.00	\$ 182,290.00		\$ 13,862,149.05

**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 \$1,520,000.00  
General Fund - Building Fund \$225,000.00 - continue to add \$25,000 per year, budget permitting, per 6/25/19 board direction  
Hopewell General Fund - Emergency Fund - 3 months of expenses \$900,000.00  
Hopewell General Fund - Building Fund \$30,000.00 - (security system, updates, repair, etc..)  
Hopewell General Fund - Termination / Retirement Benefits setaside \$46,370.00

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

Termination Benefits Fund - \$35,000

**Salary Schedule A**  
 Effective 7/1/2021  
 9 - Months 184 days  
 2021-2022 School Year  
 Base = \$ 36,687



Step	Index	BA A	Index	B + A	Index	MA A
0	0.865	\$31,734	1.000	\$36,687	1.038	\$38,081
1	0.900	\$33,018	1.038	\$38,081	1.081	\$39,659
2	0.935	\$34,302	1.076	\$39,475	1.124	\$41,236
3	0.970	\$35,586	1.114	\$40,869	1.167	\$42,814
4	1.005	\$36,870	1.152	\$42,263	1.210	\$44,391
5	1.040	\$38,154	1.190	\$43,658	1.253	\$45,969
6	1.040	\$38,154	1.228	\$45,052	1.296	\$47,546
7	1.040	\$38,154	1.266	\$46,446	1.339	\$49,124
8	1.040	\$38,154	1.304	\$47,840	1.382	\$50,701
9	1.040	\$38,154	1.342	\$49,234	1.425	\$52,279
10	1.040	\$38,154	1.380	\$50,628	1.468	\$53,857
11	1.040	\$38,154	1.418	\$52,022	1.511	\$55,434
12	1.040	\$38,154	1.456	\$53,416	1.554	\$57,012
13	1.040	\$38,154	1.494	\$54,810	1.597	\$58,589
14	1.040	\$38,154	1.532	\$56,204	1.640	\$60,167
15	1.040	\$38,154	1.570	\$57,599	1.683	\$61,744
16	1.040	\$38,154	1.570	\$57,599	1.683	\$61,744
17	1.040	\$38,154	1.608	\$58,993	1.726	\$63,322
18	1.040	\$38,154	1.608	\$58,993	1.726	\$63,322
19	1.040	\$38,154	1.608	\$58,993	1.726	\$63,322
20	1.040	\$38,154	1.646	\$60,387	1.769	\$64,899
21	1.040	\$38,154	1.646	\$60,387	1.769	\$64,899
22	1.040	\$38,154	1.684	\$61,781	1.812	\$66,477
23	1.040	\$38,154	1.684	\$61,781	1.812	\$66,477
24	1.040	\$38,154	1.684	\$61,781	1.812	\$66,477
25	1.040	\$38,154	1.722	\$63,175	1.855	\$68,054

**Salary Schedule B**  
 Effective 7/1/2021  
 10 - Months 204 days  
 2021-2022 School Year  
 Base = \$41,060






Step	Index	BA B	Index	B + B	Index	MA B
0	1.000	\$41,060	1.038	\$42,620	1.095	\$44,961
1	1.038	\$42,620	1.081	\$44,386	1.143	\$46,932
2	1.076	\$44,181	1.124	\$46,151	1.191	\$48,902
3	1.114	\$45,741	1.167	\$47,917	1.239	\$50,873
4	1.152	\$47,301	1.210	\$49,683	1.287	\$52,844
5	1.190	\$48,861	1.253	\$51,448	1.335	\$54,815
6	1.228	\$50,422	1.296	\$53,214	1.383	\$56,786
7	1.266	\$51,982	1.339	\$54,979	1.431	\$58,757
8	1.304	\$53,542	1.382	\$56,745	1.479	\$60,728
9	1.342	\$55,103	1.425	\$58,511	1.527	\$62,699
10	1.380	\$56,663	1.468	\$60,276	1.575	\$64,670
11	1.418	\$58,223	1.511	\$62,042	1.623	\$66,640
12	1.456	\$59,783	1.554	\$63,807	1.671	\$68,611
13	1.494	\$61,344	1.597	\$65,573	1.719	\$70,582
14	1.532	\$62,904	1.640	\$67,338	1.767	\$72,553
15	1.570	\$64,464	1.683	\$69,104	1.815	\$74,524
16	1.570	\$64,464	1.683	\$69,104	1.815	\$74,524
17	1.570	\$64,464	1.683	\$69,104	1.815	\$74,524
18	1.570	\$64,464	1.683	\$69,104	1.815	\$74,524
19	1.570	\$64,464	1.683	\$69,104	1.815	\$74,524
20	1.608	\$66,024	1.726	\$70,870	1.863	\$76,495
21	1.608	\$66,024	1.726	\$70,870	1.863	\$76,495
22	1.608	\$66,024	1.726	\$70,870	1.863	\$76,495
23	1.608	\$66,024	1.726	\$70,870	1.863	\$76,495
24	1.608	\$66,024	1.726	\$70,870	1.863	\$76,495
25	1.646	\$67,585	1.769	\$72,635	1.911	\$78,466

**SALARY SCHEDULE C**  
 Effective 7/1/2021  
 12 - Months 248 Days  
 2021-2022 School Year  
 Base = \$48,056



Step	Index	BA C	Index	B + C	Index	MA C
0	0.800	\$38,445	1.0000	\$48,056	1.0530	\$50,603
1	0.849	\$40,800	1.0492	\$50,420	1.1022	\$52,967
2	0.898	\$43,154	1.0984	\$52,785	1.1514	\$55,332
3	0.948	\$45,557	1.1476	\$55,149	1.2006	\$57,696
4	0.997	\$47,912	1.1968	\$57,513	1.2498	\$60,060
5	1.046	\$50,267	1.2460	\$59,878	1.2990	\$62,425
6	1.095	\$52,621	1.2952	\$62,242	1.3482	\$64,789
7	1.144	\$54,976	1.3444	\$64,606	1.3974	\$67,153
8	1.194	\$57,379	1.3936	\$66,971	1.4466	\$69,518
9	1.243	\$59,734	1.4428	\$69,335	1.4958	\$71,882
10	1.292	\$62,088	1.4920	\$71,700	1.5450	\$74,247
11	1.341	\$64,443	1.5412	\$74,064	1.5942	\$76,611
12	1.390	\$66,798	1.5904	\$76,428	1.6434	\$78,975
13	1.439	\$69,153	1.6396	\$78,793	1.6926	\$81,340
14	1.488	\$71,507	1.6888	\$81,157	1.7418	\$83,704
15	1.488	\$71,507	1.6888	\$81,157	1.7418	\$83,704
16	1.488	\$71,507	1.6888	\$81,157	1.7418	\$83,704
17	1.537	\$73,862	1.7380	\$83,521	1.7910	\$86,068
18	1.537	\$73,862	1.7380	\$83,521	1.7910	\$86,068
19	1.537	\$73,862	1.7380	\$83,521	1.7910	\$86,068
20	1.537	\$73,862	1.7380	\$83,521	1.7910	\$86,068
21	1.537	\$73,862	1.7380	\$83,521	1.7910	\$86,068
22	1.586	\$76,217	1.7872	\$85,886	1.8402	\$88,433
23	1.586	\$76,217	1.7872	\$85,886	1.8402	\$88,433
24	1.586	\$76,217	1.7872	\$85,886	1.8402	\$88,433
25	1.596	\$76,217	1.7872	\$85,886	1.8402	\$88,433

1.000 added to any Master's step for a doctorate degree.  
 \$100.00 SOESC substitute teacher daily rate. \$115.00 district substitute processing daily rate  
 \$15 per hour for LPDC members  
 1.5% responsibility factor added to any step as assigned by the Superintendent

SALARY SCHEDULE L 2021-2022 School Year Effective 7/1/2021			SALARY SCHEDULE M 2021-2022 School Year Effective 7/1/2021			SALARY SCHEDULE N 2021-2022 School Year Effective 7/1/2021		
								
Aide Substitute Aide Base = \$10.06			Substitute Clerical / Fiscal Base = \$12.11			Administrative/Fiscal Personnel Base = \$ 18.29		
L			M			N		
Step	Index	HOURLY RATE	Step	Index	HOURLY RATE	Step	Index	HOURLY RATE
0	1.0000	\$10.06	0	1.0000	\$12.11	0	1.0000	\$18.29
1	1.0570	\$10.63	1	1.0588	\$12.81	1	1.0570	\$19.33
2	1.1140	\$11.20	2	1.1176	\$13.53	2	1.1140	\$20.37
3	1.1710	\$11.78	3	1.1764	\$14.24	3	1.1710	\$21.41
4	1.2280	\$12.35	4	1.2352	\$14.95	4	1.2280	\$22.46
5	1.2850	\$12.93	5	1.2940	\$15.66	5	1.2850	\$23.49
6	1.3420	\$13.50	6	1.3528	\$16.38	6	1.3420	\$24.54
7	1.3990	\$14.06	7	1.4116	\$17.09	7	1.3990	\$25.58
8	1.4560	\$14.64	8	1.4704	\$17.80	8	1.4560	\$26.63
9	1.5130	\$15.21	9	1.5292	\$18.51	9	1.5130	\$27.66
10	1.5700	\$15.79	10	1.5880	\$19.22	10	1.5700	\$28.71
11	1.6270	\$16.36	11	1.6468	\$19.94	11	1.6270	\$29.76
12	1.6840	\$16.93	12	1.7056	\$20.64	12	1.6840	\$30.79
13	1.7410	\$17.51	13	1.7624	\$21.33	13	1.7410	\$31.84
14	1.7980	\$18.08	14	1.8232	\$22.07	14	1.7980	\$32.88
15	1.8550	\$18.66	15	1.8840	\$22.81	15	1.8550	\$33.92

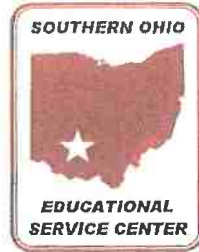
1. \$15 per hour for LPDC members.
2. 5% responsibility factor added to any step as assigned by the Superintendent.

## Salary Schedule: Related

Effective 7/1/2021

195 days

2021-2022 School Year



Step	Related B	Related B+	Related M
0	\$ 52,413	\$ 54,404	\$ 57,396
1	\$ 54,404	\$ 56,661	\$ 59,909
2	\$ 56,400	\$ 58,916	\$ 61,518
3	\$ 58,388	\$ 61,170	\$ 64,108
4	\$ 60,383	\$ 63,422	\$ 66,699
5	\$ 62,373	\$ 65,677	\$ 69,117
6	\$ 64,364	\$ 67,929	\$ 71,663
7	\$ 66,357	\$ 70,183	\$ 74,038
8	\$ 68,348	\$ 72,437	\$ 76,628
9	\$ 70,339	\$ 74,690	\$ 79,175
10	\$ 72,332	\$ 76,943	\$ 81,550
11	\$ 74,324	\$ 79,198	\$ 83,967
12	\$ 74,324	\$ 79,198	\$ 83,967
13	\$ 76,313	\$ 81,451	\$ 86,255
14	\$ 76,313	\$ 81,451	\$ 86,255
15	\$ 78,307	\$ 83,705	\$ 87,378

1. \$4,556.00 for Chief Physical Therapist
2. \$1,000 increment on any schedule for doctorate degree



**Salary Schedule**  
 Effective 7/1/2021  
 2021-2022 School Year



Step	Interp	Assistant
0	\$ 20.41	\$ 27.79
1	\$ 20.91	\$ 28.73
2	\$ 21.43	\$ 29.79
3	\$ 21.99	\$ 30.83
4	\$ 22.53	\$ 31.91
5	\$ 23.08	\$ 32.87
6	\$ 23.68	\$ 33.88
7	\$ 24.25	\$ 34.79
8	\$ 24.86	\$ 35.81
9	\$ 25.49	\$ 36.77
10	\$ 26.12	\$ 37.68
11	\$ 26.78	\$ 38.63
12	\$ 26.78	\$ 38.63
13	\$ 27.45	\$ 39.55
14	\$ 27.45	\$ 39.55
15	\$ 28.15	\$ 40.56

1. Interpreter will receive an additional \$1.00 per our for having the comprehensive skills certificate, CT, CI or NIC Certification from R.I.D., EIPA rating or a bachelor's degree in a related field (Credit for one only and only one version of EIPA)
2. 5% responsibility factor added to any step as assigned by the Superintendent.



**Salary Schedule**  
 Effective 7/1/2021  
 184 days  
 2021-2022 School Year



Base

\$36,343.00

Step	Itinerant	Itinerant +	Itinerant M	Audio/Sp	P.T.	P.T +	P.T M	Visual
0	\$ 36,343	\$ 38,015	\$ 39,916	\$ 40,646	\$ 57,059	\$ 59,650	\$ 65,370	\$ 44,564
1	\$ 37,688	\$ 39,574	\$ 41,636	\$ 42,365	\$ 59,366	\$ 62,245	\$ 67,951	\$ 47,290
2	\$ 39,083	\$ 41,199	\$ 43,423	\$ 44,088	\$ 61,667	\$ 64,840	\$ 70,531	\$ 49,278
3	\$ 40,531	\$ 42,885	\$ 45,292	\$ 45,800	\$ 63,975	\$ 67,434	\$ 73,111	\$ 51,259
4	\$ 42,027	\$ 44,644	\$ 47,235	\$ 47,523	\$ 66,279	\$ 70,022	\$ 75,692	\$ 53,247
5	\$ 43,583	\$ 46,476	\$ 49,268	\$ 49,278	\$ 70,000	\$ 72,617	\$ 78,272	\$ 55,235
6	\$ 45,196	\$ 48,380	\$ 51,386	\$ 50,961	\$ 70,891	\$ 75,212	\$ 80,856	\$ 57,216
7	\$ 46,385	\$ 50,361	\$ 53,595	\$ 52,680	\$ 73,195	\$ 77,799	\$ 83,433	\$ 59,203
8	\$ 48,602	\$ 52,429	\$ 55,899	\$ 54,395	\$ 75,503	\$ 80,402	\$ 86,013	\$ 61,187
9	\$ 50,401	\$ 54,580	\$ 58,306	\$ 56,115	\$ 77,803	\$ 82,997	\$ 88,593	\$ 63,176
10	\$ 52,262	\$ 56,819	\$ 60,813	\$ 57,834	\$ 80,115	\$ 85,588	\$ 91,254	\$ 65,160
11	\$ 54,195	\$ 59,146	\$ 63,427	\$ 59,548	\$ 84,694	\$ 90,778	\$ 93,987	\$ 67,148
12	\$ 54,195	\$ 59,146	\$ 63,427	\$ 59,548	\$ 84,694	\$ 90,778	\$ 93,987	\$ 67,148
13	\$ 56,202	\$ 61,573	\$ 66,156	\$ 61,271	\$ 89,331	\$ 95,960	\$ 96,810	\$ 69,129
14	\$ 56,202	\$ 61,573	\$ 66,156	\$ 61,271	\$ 89,331	\$ 95,960	\$ 96,810	\$ 69,129
15	\$ 57,801	\$ 62,707	\$ 68,111	\$ 62,994	\$ 93,910	\$ 98,555	\$ 99,718	\$ 71,121

for use with grandfather staff only

- \$4,556 for Chief Physical Therapist
- \$1,000 added to any Master's step for doctorate degree