

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

REGULAR BOARD MEETING

May 26, 2020

The Southern Ohio Educational Service Center Governing Board met virtually on Tuesday, May 26, 2020, at 7:00 p.m. for its regular monthly meeting. Members present were Mrs. Charters, Mrs. Gausman, Mr. Hill, Mr. Lane, Mr. Mount, Mr. Peck, Mrs. Saylor, and Mr. Wilt, along with Rachel Meyer, Treasurer, and Beth Justice, Superintendent. Guests present were Curt Bradshaw and Paul Osborne.

To follow audit guidelines, this meeting will be recorded.

APPROVAL OF THE MEETING AGENDA (Resolution #4241)

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

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

MINUTE APPROVAL (Resolution #4242)

It was moved by Mr. Peck and seconded by Mr. Hill that the April 28, 2020, meeting minutes be approved as presented.

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

The meeting was opened for public participation. None received.

SHARED EXPERTISE

Mrs. Justice followed up with all of the board members to make sure they could view the video that was recently sent to them highlighting the R14/SOESC staff working remotely.

FINANCE COMMITTEE REPORT

Mrs. Charters presented an overview of the Finance Committee meeting that was held on May 21, 2020.

MINUTES OF THE SOUTHERN OHIO
EDUCATIONAL SERVICE CENTER GOVERNING BOARD MEETING

REGULAR BOARD MEETING

May 26, 2020

FINANCE COMMITTEE RECOMMENDATION (Resolution #4243)

The recommendation presented by the finance committee chairperson, Mrs. Charters, it was moved by Mrs. Charters and seconded by Mr. Peck to allow a 2.5% COLA (cost of living adjustment) for all employees effective with their first pay in the 2020-21 school year.

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

FINANCE COMMITTEE RECOMMENDATION (Resolution #4244)

The recommendation presented by the finance committee chairperson, Mrs. Charters, it was moved by Mrs. Charters and seconded by Mrs. Gausman to increase the Superintendent's salary by \$3,500.00 beginning August 1, 2020.

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

Mrs. Justice thanked the board for their support and expressed pride in the way our ESC has continued to provide services during this time.

FINANCE COMMITTEE RECOMMENDATION (Resolution #4245)

The recommendation presented by the finance committee chairperson, Mrs. Charters, it was moved by Mrs. Charters and seconded by Mr. Hill to increase the Treasurer's salary by \$3,500.00 beginning August 1, 2020.

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

Mrs. Meyer expressed her appreciation to the board for their support.

Several board members expressed appreciation for the work done by Mrs. Justice and Mrs. Meyer as well as the work of the Finance Committee.

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

REGULAR BOARD MEETING

May 26, 2020

FINANCE COMMITTEE RECOMMENDATION (Resolution #4246)

The recommendation presented by the finance committee chairperson, Mrs. Charters, it was moved by Mrs. Charters and seconded by Mr. Wilt to approve Southern Ohio ESC board contributions to HDHP: ½ in January 2021 and ½ in July 2021. Note: an employee is not eligible for July contribution if they resign prior to the contribution being made. Fund HDHP employer portion for FY2021 at the same rates as FY2020:

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. Lane, declared the motion carried.

Mr. Lane thanked Mrs. Charters and Mr. West for their participation on the Finance Committee. Mr. Lane commended Mrs. Justice and Mrs. Meyer on the materials presented to the Finance Committee that assisted in the decision making.

GREAT OAKS ITCD REPORT

Mr. Lane reported that construction work is being done more quickly due to school closures. On June 15, the building where the SOLC was housed will be demolished. The SOLC has moved to the ESC building and Mrs. Justice provided him a tour. There's no additional cost to the ESC for the move.

He also reported that in the last week the senior ceremonies were held virtually. The ceremonies can be viewed on the Great Oaks website or Facebook. He indicated that there were issues for programs with labs due to school closures. It is hard to grant certification for those hands-on programs such as welding, cosmetology, etc. He was unsure how this was handled in the 19-20 SY but he did indicate that in the fall that those programs with labs will be held virtually and on-site. The labs will be held on-site with social distancing practices in place.

The first day for Laurel Oaks will be August 18, 2020.

LEGISLATIVE LIAISON REPORT

Mr. Peck reviewed "The Link" with board members. The May issue was provided in board packets.

Mr. Peck reported that the reopening of schools in the fall is still a work in progress. OSBA presented guidelines to the legislature recommending more local control; let districts decide what they want to do. He also indicated that the deadline for districts to have storm shelters in place has been extended which is a tremendous expense coupled with the fact there is a recently introduced House Bill (HB 609) that will require the Tax Commissioner to administer a temporary amnesty program from August 1, 2020, to December 31, 2020, with respect to delinquent state taxes and fees.

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

REGULAR BOARD MEETING

May 26, 2020

LEGISLATIVE LIAISON REPORT (Cont.)

Mr. Peck reported that the testing schedule is being revised as well as what will be required.

Mrs. Justice added that a plan of action is being developed now to restart schools in the fall. There are many options (blended, brick and mortar, remote learning, etc). Mr. Bradshaw is on the curriculum committee and she is working with superintendents. More information to come. Mr. Peck also added they are also looking at the use of facilities (voting, etc), tax valuation changes, territory transfer, storm shelters, and transportation. He reported that if you have a bus that should hold 60 students but only 10 with social distancing that can create the need for more bus routes, buses, etc.

FINANCIAL REPORTS

Mrs. Meyer reviewed the monthly reports with the board.

APPROVAL OF PAID BILLS (Resolution #4247)

It was moved by Mr. Wilt and seconded by Mrs. Gausman that the paid bills for the previous month be approved as presented, for a total of \$706,753.65.

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

TREASURER DISCUSSION ITEMS

FY2020 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 them 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 30th; so, therefore, they 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.

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

REGULAR BOARD MEETING

May 26, 2020

TREASURER DISCUSSION ITEMS (Cont.)

FY2021 Appropriation Discussion:

As we begin planning for FY2021 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 and Professional Development Log:

Your travel forms are included in your board packets. Please sign them and mail them in the enclosed self-addressed postage-paid envelope. Payments will be processed in June. There was no Professional Development Log that needed signatures for payment because all PD was canceled due to pandemic.

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:

The fiscal team has been working remotely and on-site as needed to ensure that the fiscal operations of the ESC continue without interruption. We have begun the planning to close out fiscal year 2020 and make preparations for FY 2021. Our first planning meeting was held virtually on May 11, 2020.

Professional Development:

- On May 8, 2020, I attended the OTESCA ESC Treasurers virtual meeting with Craig Burford. This is the second meeting we have had and will continue to have them bi-weekly. Information is shared at these meetings as well as legislative updates.
- On May 27th, I will participate in a SERS Wage Certification Webinar. The webinar will cover the different types of wage certifications and how to complete them.
- On May 28th, I will participate in a BWC Monthly Employer Update Webinar. Discussions will include updates on COVID-19 and annual premium notice review.
- On June 3rd, the entire fiscal team will participate in the MVECA Fiscal Yearend Training via Webex. This training will help us to successfully transition from fiscal year 2020 to fiscal year 2021.

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

REGULAR BOARD MEETING

May 26, 2020

PERSONNEL CONTRACT RESIGNATIONS: ESC (Resolution #4248)

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

SOESC RESIGNATION RECOMMENDATIONS

Name	Position	Contract Type	Effective Date
Saylor, Cynthia	East Clinton Substitute	Certificated	1/20/2020
Stewart, Christina	East Clinton Substitute	Certificated	5/6/2020

Seven board members approved the motion with an abstention from Mrs. Saylor. President of the board, Mr. Lane, declared the motion carried.

PERSONNEL CONTRACT AGREEMENTS: ESC (Resolution #4249)

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

ESC CONTRACT AGREEMENTS

Name	Tentative Position	Contract Dates	Length	Days	Degree	Schedule/Step/Rate	Contract Type	Comments
Adams, Katelyne	Para-professional	2020-2022	2 Year	As Needed	No Degree on Schedule	L/ Step 3/ \$11.21 per hr	Classified	
Allendorf, Valerie*	Speech Language Pathologist	2020-2021	1 Year	184	Masters	Related M/Step 8/ \$68,822.00	Certificated	Retire/ Rehire
Burton, Miles	Technician	2020-2022	2 Year	As Needed	No Degree on Schedule	No Schedule/No Step/ \$15.71 per hr	Classified	
Carman, Tyler	Para-professional	2020-2022	2 Year	As Needed	No Degree on Schedule	L/Step 11/ \$15.57 per hr	Classified	

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

REGULAR BOARD MEETING

May 26, 2020

ESC CONTRACT AGREEMENTS Cont.

Name	Tentative Position	Contract Dates	Length	Days	Degree	Schedule/ Step/Rate	Contract Type	Comments
Chambers, Kathy*	Intervention Specialist	2020-2021	1 Year	184	Masters	A/Step 10/ \$54,997.00	Certificated	Retire/ Rehire
Engle, Terry	Para-professional	2020-Cont.	Cont.	As Needed	No Degree on Schedule	L/Step 8/ \$13.93 per hr	Classified	
Guthrie, Stacia	Speech Language Pathologist	2020-2022	2 Year	195	Masters	Related M/Step 12/ \$79,921.00	Certificated	
Haskins, Juliene	Director of SOLC	2020-2022	2 Year	204	Masters	B/Step 24/ \$72,810.00	Certificated/ Administrator	Should have been approved in April
Highfield, Noreen	Health Para-professional	2020-2022	2 Year	As Needed	No Degree on Schedule	No Schedule/No Step/ \$30.00	Classified	
Hughes, Ronda	Intervention Specialist	2020-2021	1 Year	184	Masters	A/Step 11/ \$56,674.00	Certificated	
Hughes, Ronda	Intervention Specialist	2020-2021	1 Year	3	Masters	A/Step 11/ \$924.00	Certificated Supplemental	
Lewis, Chelsea	Health Para-professional	2020-Cont.	Cont.	As Needed	No Degree on Schedule	No Schedule/No Step/ \$31.37 per hr	Classified	
Malone, Bret	Truancy	2020-2021	1 Year	As Needed	Masters	B/Step 16/ \$49.67 per hr	Certificated Supplemental	
Matthews, Amanda	Speech Language Pathologist	2020-2021	1 Year	184	Masters	Related M/Step 10/ \$73,242.00	Certificated	
Miller, Diana	Intervention Specialist	2020-2022	2 Year	184	Masters	A/Step 13/ \$60,026.00	Certificated	
Miller, Diana	Intervention Specialist	2020-2021	1 Year	3	Masters	A/Step 13/ \$979.00	Certificated Supplemental	
Moster, Katherine	Speech Language Pathologist	2020-2022	2 Year	184	Masters	Related M/Step 3/ \$57,577.00	Certificated	
Oborne, Paul	Technician	2020-2021	1 Year	248	No Degree on Schedule	No Schedule/No Step/ \$23.25 per hour	Classified	
Ogden, Bethany	Para-professional	2020-2022	2 Year	As Needed	No Degree on Schedule	L/Step 8/ \$13.93 per hour	Classified	
Reed, Taylor	HR Admin. Asst./ Fiscal Support	2020-2022	2 Year	As Needed	No Degree on Schedule	N/Step 3/ \$21.40	Classified	Includes 5% Responsibility Factor
Rigney, Brittany	Intervention Specialist	2020-2021	1 Year	184	Bachelor's	A/Step 2/ \$37,573.00	Certificated	
Rigney, Brittany	Intervention Specialist	2020-2021	1 Year	3	Bachelor's	A/Step 2/ \$613.00	Certificated Supplemental	
Swayne, Valerie*	GRADS @ACOV	2020-2021	1 Year	100	Masters	A/Step 0/ \$17,812.00	Certificated	Retire/ Rehire

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

REGULAR BOARD MEETING

May 26, 2020

ESC CONTRACT AGREEMENTS Cont.

Name	Name	Name	Name	Name	Name	Name	Name	Name
Wellman, Shelly	Gifted Intervention Specialist	2020-2021	1 Year	3	Masters	A/Step 24/ \$1,115.00	Certificated Supplemental	
West, Tera	Lead School Psychologist	2020-2021	1 Year	9	Masters	Related M/Step 8/ \$3,366.00	Certificated Supplemental	
Yahn, Contessa	Para-professional	2020-Cont.	Cont.	As Needed	No Degree on Schedule	L/Step 7/ \$13.39 per hr	Classified	

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

PERSONNEL CONTRACT NON-RENEWAL: ESC (Resolution #4250)

It was moved by Mr. Wilt and seconded by Mrs. Gausman to approve the non-renewal of the following classified contract pursuant to Section 3319.081 of the Ohio Revised Code. Notice of non-renewal was provided to said personnel on May 13, 2020.

Name	Position	Contract Type	Effective Date
Osborne, Carolynn	Para-professional	Classified	5/22/2020

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

CHANGE OF BOARD MEETING DATE (Resolution #4251)

Upon the recommendation of Superintendent Justice, it was moved by Mrs. Charters and seconded by Mrs. Gausman to change the July board meeting date to **July 21, 2020**.

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

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

REGULAR BOARD MEETING

May 26, 2020

APPROVAL OF POLICY MANUAL UPDATE (Resolution #4252)

Upon the recommendation of Superintendent Justice, it was moved by Mr. Hill and seconded by Mr. Mount to approve the following revised policy manual updates:

NEW Policy Manual Updates:

GBRA	Family and Medical Leave Act Expansion
GBRA-R	Family and Medical Leave Act Expansion
GBRAA	Emergency Paid Sick Leave
GBRAA-R	Emergency Paid Sick Leave

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

APPROVAL OF SOUTHERN OHIO ESC/R14 WORK CALENDAR (Resolution #4253)

Upon the recommendation of Superintendent Justice, it was moved by Mrs. Gausman and seconded by Mr. Wilt to the work calendar for FY 2021 as presented for Southern Ohio ESC/Region 14.

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

WADDELL SCHOLARSHIP RECIPIENTS (Resolution #4254)

Upon the recommendation of Superintendent Justice, it was moved by Mr. Peck and seconded by Mrs. Saylor that the following 11 students in the Blanchester, Clinton-Massie, and East Clinton graduating class be approved as the 2020 Gaylord E. and Barbara K. Waddell Scholarship Recipients. Said scholarships shall be for one thousand dollars (\$1,000.00) 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

<u>Blanchester</u>	<u>Clinton-Massie</u>	<u>East Clinton</u>	
Thomas Black	Sadie Carruthers	Kiya Byrd	Emma Malone
Jasper Damewood	Liza Duncan	Aidan Henson	Ethan Reedy
Jonathan Trivett	Benjamin Ryan	Rhylee Luttrell	

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

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

REGULAR BOARD MEETING

May 26, 2020

APPROVAL OF PROVIDER CONTRACTS (Resolution #4255)

Upon the recommendation of Superintendent Justice, it was moved by Mr. Mount and seconded by Mr. Hill 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	7/1/2020-6/30/2021	\$ 154,614.02
Blanchester Local	Contract for Services	7/1/2020-6/30/2021	\$ 458,687.45
Bright Local	Contract for Services	7/1/2020-6/30/2021	\$ 168,828.49
Bright Local	Classroom Rental Fee	2020-2021 SY	\$ 4,500.00
Clinton County Developmental Disabilities	Speech Lang. Pathologist & Audiological Services	8/1/2020-7/31/2021	\$ 115,994.52
Clinton County Developmental Disabilities	Interpreter Services	7/1/2020-6/30/2021	\$34.77 per hour
Clinton-Massie Local	Contract for Services	7/1/2020-6/30/2021	\$ 175,628.99
Community Action Commission of Fayette Co.	Resident Educator Services	8/1/2020-7/31/2021	\$ 3,295.00
East Clinton Local	Contract for Services	7/1/2020-6/30/2021	\$ 436,412.17
East Clinton Local	Substitute Teacher Employment Services	7/1/2020-6/30/2021	\$123.25 per day x # of subs and/or \$226.25 per day + insurance costs x # of long-term subs
Fairfield Local	Contract for Services	7/1/2020-6/30/2021	\$ 507,442.72
Felicity-Franklin Local	Resident Educator Services	7/1/2020-6/30/2021	\$ 4,180.00
Great Oaks	Substitute Processing	2020-2021 SY	\$ 3,000.00
Greenfield Exempted	Contract for Services	7/1/2020-6/30/2021	\$ 260,424.22
Hillsboro City	Contract for Services	7/1/2020-6/30/2021	\$ 181,059.54
Lynchburg-Clay Local	Contract for Services	7/1/2020-6/30/2021	\$ 232,229.51
Miami Trace Local	Contract for Services	7/1/2020-6/30/2021	\$ 9,476.03
Washington C.H. City	Contract for Services	7/1/2020-6/30/2021	\$ 380,831.25
Wilmington City	Contract for Services	7/1/2020-6/30/2021	\$ 50,339.67

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

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

REGULAR BOARD MEETING

May 26, 2020

APPROVAL OF SERVICE CONTRACTS (Resolution #4256)

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

SOESC SERVICE CONTRACTS

<u>Provider</u>	<u>Purchase Order</u>	<u>Service</u>	<u>Dates</u>	<u>Amount</u>
Warren County ESC	TBD	Speech	7/1/2020-6/30/2021	\$ 303,552.00
Madison-Champaign ESC	TBD	School Psychologist	2020-2021 SY	\$ 221,042.16

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

APPROVAL OF HEALTH, DENTAL, VISION AND LIFE INSURANCE RATES (Resolution #4257)

Upon the recommendation of Superintendent Justice, it was moved by Mrs. Gausman and seconded by Mr. Hill 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 Unum Life Insurance for the period of January 1, 2021, through December 31, 2021, at the rates listed, effective subject to board policy GCBC and GDBC and corresponding board regulations GCBC-R and GDBC-R.

ESC/Region 14 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 Rate	\$1,711.50	\$1,098.10	\$594.18	\$415.93	\$2,000.00 (Family)
Board Contribution	\$1,369.20	\$878.48	\$534.76	----	\$1,500.00 (Employee + Kids)
Employee Contribution	\$342.30	\$219.62	\$59.42	\$415.93	\$1,000.00 (Single)
<u>P.P.O. Medical:</u>	<u>Family</u>	<u>Employee Plus Kids</u>	<u>Single</u>	<u>OH 28</u>	
Monthly Rates	\$2,099.96	\$1,347.36	\$729.08	\$510.36	
Board Contribution	\$1,616.97	\$1,037.47	\$656.17	----	
Employee Contribution	\$482.99	\$309.89	\$72.91	\$510.36	
<u>Dental:</u>	<u>Family</u>		<u>Single</u>		
Monthly Rates	\$89.78	----	\$35.52	----	
Board Contribution	\$89.78	----	\$35.52	----	
Employee Contribution	----	----	----	----	

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

REGULAR BOARD MEETING

May 26, 2020

ESC/Region 14 Employees (Cont.):

<u>Vision:</u>	<u>Family</u>	<u>Employee Plus Kids</u>	<u>Single</u>	<u>OH 28</u>
Monthly Rates	\$17.74	----	\$7.62	----
Board Contribution	\$17.74	----	\$7.62	----
Employee Contribution	----	----	----	----
<u>Life:</u>	----	----	----	----
\$ 0.10 per \$1,000.00 coverage				

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

SALARY SCHEDULES FY2021 (Resolution #4258)

Upon the recommendation of Superintendent Justice and the finance committee, it was moved by Mrs. Charters and seconded by Mr. Hill to approve all salary schedules presented effective July 1, 2020, for the FY2021 employment contract year.

[See Minute Page #1660 -- #1664]

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

PERSONNEL CONTRACT AGREEMENTS: R14 (Resolution #4259)

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

R14 CONTRACT AGREEMENTS

Name	Tentative Position	Contract Dates	Length	Days	Degree	Schedule/ Step/Rate	Contract Type	Comments
Armstrong, Paula	Occupational Therapist	2020- 2023	3 Year	195	Master's	Related M/ Step 8/ \$72,936.00	Certificated	

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

REGULAR BOARD MEETING

May 26, 2020

R14 CONTRACT AGREEMENTS (Cont.)

Name	Tentative Position	Contract Dates	Length	Days	Degree	Schedule/ Step/Rate	Contract Type	Comments
Boone, Michael	Physical Therapist	2020-2021	1 Year	5	Bachelor's +	P.T. +/ Step 14/ \$2,482.00	Certificated Supplemental	
Cluxton, Rachel	Preschool Itinerant Teacher	2020-2021	1 Year	184	Master's	Itinerant M/ Step 13/ \$62,968.00	Certificated	
Cluxton, Rachel	Preschool Itinerant Teacher	2020-2021	1 Year	8	Master's	Itinerant M/ Step 13/ \$2,738.00	Certificated Supplemental	
Cluxton, Rebecca	Educational Audiologist	2020-2021	1 Year	20	Master's	Audio-SP/ Step 15/ \$6,517.00	Certificated Supplemental	
Cluxton, Rebecca	HMG Audiological Services	2020-2021	1 Year	As Needed	Master's	Audio-SP/ Step 15/ \$46.55 per hr	Certificated Supplemental	
Collins, Lacey	Occupational Therapist Assistant	2020-Cont.	Cont.	As Needed	No Degree on Schedule	Assistant/ Step 4/ \$30.36 per hr	Classified	
Free, Suzanne	Preschool Itinerant Teacher	2020-2021	1 Year	38	Master's	Itinerant M/ Step 15/ \$13,389.00	Certificated Supplemental	
Gehring, Megan	Team Leader	2020-2021	1 Year	As Needed	Master's	No Schedule/ No Step/ \$3,740.00	Certificated Supplemental	
Harper, Natalie	Occupational Therapist	2020-2022	2 Year	190	Bachelor's	Related B/ Step 14/ \$70,775.00	Certificated	
Heys, Brad	Adaptive Physical Education Specialist	2020-2022	2 Year	184	Bachelor's +	Itinerant +/ Step 12/ \$56,295.00	Certificated	
Heys, Brad	Adaptive Physical Education Specialist	2020-2021	1 Year	8	Bachelor's +	Itinerant +/ Step 12/ \$2,448.00	Certificated Supplemental	
Huff, Kelly	ESY - Itinerant Teacher for the Hearing Impaired/Deaf	6/1/20 - 7/31/20	1 Year	As Needed	Master's	Itinerant M/ Step 12/ \$46.87 per hr	Certificated Supplemental	ESY for WCH
Huff, Kelly	Itinerant Teacher for the Hearing Impaired/Deaf	2020-2021	1 Year	169	Master's	Itinerant M/ Step 13/ \$57,835.00	Certificated	
Hutchinson, Patricia	Itinerant Teacher for the Hearing Impaired/Deaf	2020-2022	2 Year	184	Master's	Itinerant M/ Step 5/ \$46,893.00	Certificated	
Hutchinson, Patricia	Itinerant Teacher for the Hearing Impaired/Deaf	2020-2021	1 Year	8	Master's	Itinerant M/ Step 5/ \$2,039.00	Certificated Supplemental	

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

REGULAR BOARD MEETING

May 26, 2020

R14 CONTRACT AGREEMENTS (Cont.)

Name	Tentative Position	Contract Dates	Length	Days	Degree	Schedule/ Step/Rate	Contract Type	Comments
Kelch, Jill	Itinerant Teacher for the Visually Impaired	2020-2021	1 Year	8	Master's	Visual/ Step 15/ \$2,943.00	Certificated Supplemental	
Kirk, Alexis	Early Learning & School Readiness	2020-2021	1 Year	3	Master's	B/ Step 18/ \$1,043.00	Certificated Supplemental	
Luttrell, Amy	Family Consultant/Transition Specialist	2020-2021	1 Year	44	Master's	B/ Step 13/ \$14,490.00	Certificated Supplemental	
McAdow, Jenna	Occupational Therapist	2020-2021	1 Year	195	Master's	Related M/ Step 1/ \$57,023.00	Certificated	
Mickey, Deborah	SST: Earl Literacy Specialist	2020-2021	1 Year	5	Master's	B/ Step 15/ \$1,739.00	Certificated Supplemental	
Rask, Olivia	Occupational Therapist Assistant	2020-Cont.	Cont.	As Needed	No Degree on Schedule	Assistant/ Step 11/ \$36.75 per hr	Classified	Was Olivia Hardy
Richards, Molly	Occupational Therapist Assistant	2020-Cont.	Cont.	As Needed	No Degree on Schedule	Assistant/ Step 3/ \$29.33 per hr	Classified	
Ryan, Ellen	Chief Physical Therapist	2020-2021	1 Year	As Needed	Master's	No Schedule/ No Step/ \$4,556.00	Certificated Supplemental	
Scroggins, Carrie	Occupational Therapist	2020-2022	2 Year	180	Master's	Related M/ Step 12/ \$73,773.00	Certificated	
Thornbury, Ronald	Occupational Therapist	2020-2023	3 Year	195	Bachelor's	No Schedule/ No Step/ \$82,871.00	Certificated	
Tise, Shannon	Team Leader	2020-2021	1 Year	As Needed	Bachelor's +	No Schedule/ No Step/ \$3,740.00	Certificated Supplemental	
Trowbridge, Megan	Team Leader	2020-2021	1 Year	As Needed	Doctorate	No Schedule/ No Step/ \$3,740.00	Certificated Supplemental	
Weaver, Abbey	Team Leader	2020-2021	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. Lane, declared the motion carried.

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

REGULAR BOARD MEETING

May 26, 2020

PERSONNEL CONTRACT AMENDMENT: R14 (Resolution #4260)

Upon the recommendation of Superintendent Justice, it was moved by Mr. Mount and seconded by Mr. Hill to approve an amendment to the following employment contract for the following personnel:

REGION 14 CONTRACT AMENDMENT

Name	Position	Contract Dates	Change 1	Change 2	Comments
Barlow, Greg	School Improvement Consultant	2020-2021	Reduce number of workdays from 199 days to 195 days	Reduce salary from \$56,385 to \$55,252 per Salary Schedule MA B/Step 8	
Weaver, Abbey	Itinerant Teacher for Hearing Impaired/Deaf	2020-2021	Contract Length from 1 Yr to 3 Yr	Contract Dates from 2020-2021 to 2020-2023	

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

APPROVAL OF PROVIDER CONTRACTS: R14 (Resolution #4261)

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

REGION 14 PROVIDER CONTRACTS

<u>Client</u>	<u>Service</u>	<u>Dates</u>	<u>Amount</u>
Adams County/Ohio Valley	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$335,647.01
Bright Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$104,517.86
Clinton-Massie Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$206,534.79
East Clinton Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$232,827.48
Eastern Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$139,329.70
Fairfield Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$205,962.79
Fayetteville-Perry Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$102,768.17
Georgetown Ex. Village	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$161,050.37

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

REGULAR BOARD MEETING

May 26, 2020

REGION 14 PROVIDER CONTRACTS (Cont.)

<u>Client</u>	<u>Service</u>	<u>Dates</u>	<u>Amount</u>
Greenfield Exempted	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$240,218.43
Hillsboro City	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$344,309.78
Lynchburg-Clay Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$146,681.73
Miami Trace Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$306,851.83
Miami Valley JOG	Provision of Office Space	7/1/2020- 6/30/2021	\$3,150.00
RULH Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$114,336.13
Washington C.H. City	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$287,717.76
Washington CH City	ESY Deaf/Hard of Hearing Itinerant Services	6/1/2020 -7/31/2020	\$ 63.00 per hr
Western Brown Local	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$377,684.38
Wilmington City	Special Education Cooperative Service Agreements	7/1/2020 - 6/30/2023	\$335,483.28

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

SUPERINTENDENT INFORMATION/DISCUSSION ITEMS

Superintendent Justice shared the following with the board:

1. SOLC Update – Thanks to a great team from SOLC who boxed and moved items. ESC hired a moving company to move the heavier items.
2. MVECA – Mrs. Justice was asked by Director Thor Sage, to serve on the Executive Committee at MVECA.
3. Reset/Restart Planning and Development Committee – Mrs. Justice thanked Mr. Bradshaw for serving on the Curriculum Committee. She will collaborate with other ESC Superintendents on this plan.

MINUTES OF THE SOUTHERN OHIO
EDUCATIONAL SERVICE CENTER GOVERNING BOARD MEETING

REGULAR BOARD MEETING

May 26, 2020

SUPERINTENDENT INFORMATION/DISCUSSION ITEMS (Cont.)

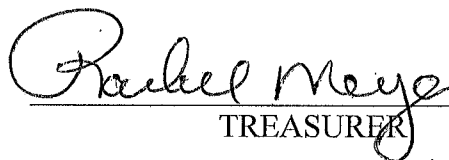
4. FBW Awards Ceremony and future recognition – Virtual recognition was held but had some technical difficulties. Mrs. Justice would like to bring the winners from our region into a board meeting for recognition.
5. Technology Update – Mr. Osborne provided a technology update: One-to-One laptop for students at SOLC; Google Suite being utilized as well, updated speeds on the network for everyone. New switches being installed soon and a new security system at Hopewell. Teacher desktops, phones, and wireless access will be moved from the old SOLC location to ESC building. New board microphones for the large conference could be moved if needed. Cloud helpdesk and inventory systems implemented, virtual conference support (Zoom, Google, etc.) Google voice utilization in place. Survey disseminated to staff for hardware/software needs. New phones to come in the future, VPN set up very useful for remote work. Also working on VPN print capability, printing documents from home to ESC printers.

Mrs. Justice welcomed Mr. Osborne to the ESC team. Mr. Osborne thanked the board for their approval of his contract. Several members of the board expressed thanks to Mr. Osborne for all of his work.

ADJOURNMENT

It was moved by Mr. Peck and seconded by Mr. Hill to adjourn to meet again in regular session on June 23, 2020, at 7:00 p.m. at Southern Ohio Educational Service Center, Airborne Road, Wilmington, Ohio.


BOARD PRESIDENT


TREASURER

Step	Non-Degree A			Non-Degree B			Non-Degree C			Non-Degree MA A			Non-Degree MA B			Non-Degree MA C								
	Index	BA A	Index	BA + A	Index	MA A	Step	MA A	Index	BA + B	Index	MA B	Step	MA B	Index	BA + C	Index	MA C						
0	0.865	\$30,960	1.000	\$35,792	1.038	\$37,152	1.095	\$39,192	0	1.000	\$40,069	1.038	\$41,681	1.095	\$43,865	0	0.800	\$37,507	1.000	\$46,884	1.0530	\$49,369	1.12277	\$52,640
1	0.900	\$32,213	1.038	\$37,152	1.081	\$38,691	1.143	\$40,910	1	1.038	\$41,581	1.081	\$43,304	1.143	\$45,787	1	0.849	\$39,805	1.0492	\$49,191	1.1022	\$51,676	1.17197	\$54,947
2	0.935	\$33,466	1.076	\$38,512	1.124	\$40,230	1.191	\$42,628	2	1.076	\$43,103	1.124	\$45,026	1.191	\$47,710	2	0.898	\$42,102	1.0984	\$51,497	1.1514	\$53,982	1.22117	\$57,253
3	0.970	\$34,716	1.114	\$39,872	1.167	\$41,769	1.239	\$44,346	3	1.114	\$44,626	1.167	\$46,749	1.239	\$49,633	3	0.948	\$44,446	1.1476	\$53,804	1.2005	\$56,289	1.27037	\$59,560
4	1.005	\$35,971	1.152	\$41,232	1.210	\$43,308	1.287	\$46,064	4	1.152	\$46,148	1.210	\$48,471	1.287	\$51,556	4	0.997	\$46,743	1.1968	\$56,111	1.2498	\$58,596	1.31957	\$61,867
5	1.040	\$37,224	1.190	\$42,592	1.253	\$44,847	1.335	\$47,782	5	1.190	\$47,670	1.253	\$50,194	1.335	\$53,479	5	1.046	\$49,041	1.2460	\$58,417	1.2990	\$60,902	1.36877	\$64,173
6	1.040	\$37,224	1.228	\$43,953	1.296	\$46,386	1.383	\$49,500	6	1.228	\$49,192	1.296	\$51,916	1.383	\$55,402	6	1.095	\$51,398	1.2952	\$60,724	1.3482	\$63,209	1.41797	\$66,480
7	1.040	\$37,224	1.266	\$45,313	1.339	\$47,925	1.431	\$51,218	7	1.266	\$50,715	1.339	\$53,639	1.431	\$57,324	7	1.144	\$53,635	1.3444	\$63,031	1.3974	\$65,516	1.46717	\$68,787
8	1.040	\$37,224	1.304	\$46,673	1.382	\$49,465	1.479	\$52,936	8	1.304	\$52,237	1.382	\$55,362	1.479	\$59,247	8	1.194	\$55,979	1.3936	\$65,338	1.4466	\$67,822	1.51637	\$71,093
9	1.040	\$37,224	1.342	\$48,033	1.425	\$51,004	1.527	\$54,654	9	1.342	\$53,759	1.425	\$57,084	1.527	\$61,170	9	1.243	\$58,277	1.4428	\$67,644	1.4958	\$70,129	1.56557	\$73,400
10	1.040	\$37,224	1.380	\$49,393	1.468	\$52,543	1.575	\$56,372	10	1.380	\$55,281	1.468	\$58,807	1.575	\$63,093	10	1.292	\$60,574	1.4820	\$69,951	1.5450	\$72,436	1.61477	\$75,707
11	1.040	\$37,224	1.418	\$50,753	1.511	\$54,082	1.623	\$58,090	11	1.418	\$56,804	1.511	\$60,829	1.623	\$65,016	11	1.341	\$62,871	1.5412	\$72,258	1.5942	\$74,742	1.66397	\$78,014
12	1.040	\$37,224	1.456	\$52,113	1.554	\$55,621	1.671	\$59,808	12	1.456	\$58,326	1.554	\$62,252	1.671	\$66,939	12	1.390	\$65,169	1.5904	\$74,594	1.6434	\$77,049	1.71317	\$80,320
13	1.040	\$37,224	1.494	\$53,473	1.597	\$57,160	1.719	\$61,526	13	1.494	\$59,848	1.597	\$63,974	1.719	\$68,861	13	1.439	\$67,466	1.6396	\$76,871	1.6926	\$79,355	1.76237	\$82,627
14	1.040	\$37,224	1.532	\$54,833	1.640	\$58,699	1.767	\$63,244	14	1.532	\$61,370	1.640	\$65,697	1.767	\$70,784	14	1.489	\$67,466	1.6396	\$76,871	1.6926	\$79,356	1.76237	\$82,627
15	1.040	\$37,224	1.570	\$56,193	1.683	\$60,238	1.815	\$64,962	15	1.570	\$62,893	1.683	\$67,419	1.815	\$72,707	15	1.488	\$69,763	1.6688	\$79,176	1.7418	\$81,663	1.81157	\$84,934
16	1.040	\$37,224	1.570	\$56,193	1.683	\$60,238	1.815	\$64,962	16	1.570	\$62,893	1.683	\$67,419	1.815	\$72,707	16	1.488	\$69,763	1.6688	\$79,176	1.7418	\$81,663	1.81157	\$84,934
17	1.040	\$37,224	1.608	\$57,554	1.726	\$61,777	1.863	\$66,680	17	1.570	\$62,893	1.683	\$67,419	1.815	\$72,707	17	1.537	\$72,061	1.7390	\$81,484	1.7910	\$83,969	1.86077	\$87,240
18	1.040	\$37,224	1.608	\$57,554	1.726	\$61,777	1.863	\$66,680	18	1.570	\$62,893	1.683	\$67,419	1.815	\$72,707	18	1.537	\$72,061	1.7390	\$81,484	1.7910	\$83,969	1.86077	\$87,240
19	1.040	\$37,224	1.608	\$57,554	1.726	\$61,777	1.863	\$66,680	19	1.570	\$62,893	1.683	\$67,419	1.815	\$72,707	19	1.537	\$72,061	1.7390	\$81,484	1.7910	\$83,969	1.86077	\$87,240
20	1.040	\$37,224	1.646	\$58,914	1.769	\$63,316	1.911	\$68,399	20	1.608	\$64,415	1.726	\$69,142	1.863	\$74,630	20	1.537	\$72,061	1.7390	\$81,484	1.7910	\$83,969	1.86077	\$87,240
21	1.040	\$37,224	1.646	\$58,914	1.769	\$63,316	1.911	\$68,399	21	1.608	\$64,415	1.726	\$69,142	1.863	\$74,630	21	1.537	\$72,061	1.7390	\$81,484	1.7910	\$83,969	1.86077	\$87,240
22	1.040	\$37,224	1.684	\$60,274	1.812	\$64,855	1.959	\$70,117	22	1.608	\$64,415	1.726	\$69,142	1.863	\$74,630	22	1.566	\$74,358	1.7872	\$83,791	1.8402	\$86,276	1.90997	\$89,547
23	1.040	\$37,224	1.684	\$60,274	1.812	\$64,855	1.959	\$70,117	23	1.608	\$64,415	1.726	\$69,142	1.863	\$74,630	23	1.566	\$74,358	1.7872	\$83,791	1.8402	\$86,276	1.90997	\$89,547
24	1.040	\$37,224	1.684	\$60,274	1.812	\$64,855	1.959	\$70,117	24	1.608	\$64,415	1.726	\$69,142	1.863	\$74,630	24	1.566	\$74,358	1.7872	\$83,791	1.8402	\$86,276	1.90997	\$89,547
25	1.040	\$37,224	1.722	\$61,634	1.855	\$66,394	2.007	\$71,635	25	1.646	\$65,937	1.769	\$70,864	1.911	\$76,563	25	1.566	\$74,358	1.7872	\$83,791	1.8402	\$86,276	1.90997	\$89,547

Base = \$46,884



SALARY SCHEDULE C

Effective 7/1/2020
12 - Months 248 Days
2020-2021 School Year

Salary Schedule B

Effective 7/1/2020
10 - Months 204 days
2020-2021 School Year

Base = \$40,059



Salary Schedule A

Effective 7/1/2020
9 - Months 184 days
2020-2021 School Year

Base = \$35,792

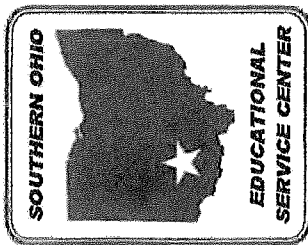


- \$1,000 added to any Master's step for a doctorate degree.
- \$100.00 SOESC substitute teacher daily rate, \$100.00 district substitute processing daily rate.
- \$.15 per hour for LPDC members.
- 5% responsibility factor added to any step as assigned by the Superintendent.

SALARY SCHEDULE L 2020-2021 School Year Effective 7/1/2020			SALARY SCHEDULE M 2020-2021 School Year Effective 7/1/2020			SALARY SCHEDULE N 2020-2021 School Year Effective 7/1/2020		
								
Aide Substitute Aide Base = \$9.81			Substitute Clerical / Fiscal Base = \$11.81			Administrative/Fiscal Personnel Base = \$ 17.84		
L			M			N		
Step	Index	HOURLY RATE	Step	Index	HOURLY RATE	Step	Index	HOURLY RATE
0	1.0000	\$9.81	0	1.0000	\$11.81	0	1.0000	\$17.84
1	1.0570	\$10.37	1	1.0588	\$12.50	1	1.0570	\$18.86
2	1.1140	\$10.93	2	1.1176	\$13.20	2	1.1140	\$19.87
3	1.1710	\$11.49	3	1.1784	\$13.89	3	1.1710	\$20.89
4	1.2280	\$12.05	4	1.2352	\$14.59	4	1.2280	\$21.91
5	1.2850	\$12.61	5	1.2940	\$15.28	5	1.2850	\$22.92
6	1.3420	\$13.17	6	1.3528	\$15.98	6	1.3420	\$23.94
7	1.3990	\$13.72	7	1.4116	\$16.67	7	1.3990	\$24.96
8	1.4560	\$14.28	8	1.4704	\$17.37	8	1.4560	\$25.98
9	1.5130	\$14.84	9	1.5292	\$18.06	9	1.5130	\$26.99
10	1.5700	\$15.40	10	1.5880	\$18.75	10	1.5700	\$28.01
11	1.6270	\$15.96	11	1.6468	\$19.45	11	1.6270	\$29.03
12	1.6840	\$16.52	12	1.7056	\$20.14	12	1.6840	\$30.04
13	1.7410	\$17.08	13	1.7624	\$20.81	13	1.7410	\$31.06
14	1.7980	\$17.64	14	1.8232	\$21.53	14	1.7980	\$32.08
15	1.8550	\$18.20	15	1.8840	\$22.25	15	1.8550	\$33.09

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

Salary Schedule
 Effective 7/1/2020
 184 days
 2020-2021 School Year



Base \$35,457.00

Step	Itinerant	Itinerant +	Itinerant M	Audio/Sp	P.T.	P.T. +	P.T M	Visual
0	\$ 35,457	\$ 37,088	\$ 38,942	\$ 39,655	\$ 55,667	\$ 58,196	\$ 63,777	\$ 43,477
1	\$ 36,769	\$ 38,609	\$ 40,620	\$ 41,332	\$ 57,919	\$ 60,727	\$ 66,294	\$ 46,137
2	\$ 38,130	\$ 40,194	\$ 42,364	\$ 43,013	\$ 60,163	\$ 63,259	\$ 68,811	\$ 48,076
3	\$ 39,542	\$ 41,839	\$ 44,187	\$ 44,683	\$ 62,415	\$ 65,790	\$ 71,329	\$ 50,009
4	\$ 41,002	\$ 43,555	\$ 46,083	\$ 46,364	\$ 64,663	\$ 68,315	\$ 73,846	\$ 51,948
5	\$ 42,520	\$ 45,342	\$ 48,066	\$ 48,076	\$ 68,294	\$ 70,847	\$ 76,364	\$ 53,888
6	\$ 44,094	\$ 47,200	\$ 50,133	\$ 49,718	\$ 69,162	\$ 73,378	\$ 78,885	\$ 55,820
7	\$ 45,254	\$ 49,133	\$ 52,288	\$ 51,395	\$ 71,410	\$ 75,903	\$ 81,399	\$ 57,759
8	\$ 47,417	\$ 51,150	\$ 54,536	\$ 53,068	\$ 73,662	\$ 78,442	\$ 83,916	\$ 59,695
9	\$ 49,172	\$ 53,249	\$ 56,884	\$ 54,746	\$ 75,906	\$ 80,973	\$ 86,434	\$ 61,635
10	\$ 50,987	\$ 55,433	\$ 59,330	\$ 56,423	\$ 78,161	\$ 83,501	\$ 89,029	\$ 63,571
11	\$ 52,873	\$ 57,703	\$ 61,880	\$ 58,096	\$ 82,629	\$ 88,564	\$ 91,695	\$ 65,510
12	\$ 52,873	\$ 57,703	\$ 61,880	\$ 58,096	\$ 82,629	\$ 88,564	\$ 91,695	\$ 65,510
13	\$ 54,831	\$ 60,071	\$ 64,542	\$ 59,777	\$ 87,153	\$ 93,621	\$ 94,450	\$ 67,443
14	\$ 54,831	\$ 60,071	\$ 64,542	\$ 59,777	\$ 87,153	\$ 93,621	\$ 94,450	\$ 67,443
15	\$ 56,391	\$ 61,178	\$ 66,450	\$ 61,458	\$ 91,621	\$ 96,152	\$ 97,287	\$ 69,386

for use with grandfather staff only

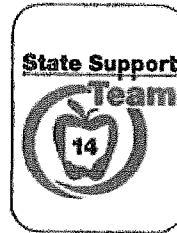
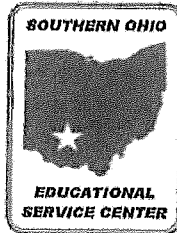
1. \$4,556 for Chief Physical Therapist
2. \$1,000 added to any Master's step for doctorate degree

Salary Schedule: Related

Effective 7/1/2020

195 days

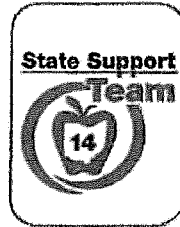
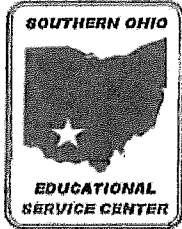
2020-2021 School Year



Step	Related B	Related B+	Related M
0	\$ 51,135	\$ 53,077	\$ 55,996
1	\$ 53,077	\$ 55,279	\$ 58,448
2	\$ 55,024	\$ 57,479	\$ 60,018
3	\$ 56,964	\$ 59,678	\$ 62,544
4	\$ 58,910	\$ 61,875	\$ 65,072
5	\$ 60,852	\$ 64,075	\$ 67,431
6	\$ 62,794	\$ 66,272	\$ 69,915
7	\$ 64,739	\$ 68,471	\$ 72,232
8	\$ 66,681	\$ 70,670	\$ 74,759
9	\$ 68,623	\$ 72,868	\$ 77,244
10	\$ 70,568	\$ 75,066	\$ 79,561
11	\$ 72,511	\$ 77,266	\$ 81,919
12	\$ 72,511	\$ 77,266	\$ 81,919
13	\$ 74,452	\$ 79,464	\$ 84,151
14	\$ 74,452	\$ 79,464	\$ 84,151
15	\$ 76,397	\$ 81,663	\$ 85,247

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

Salary Schedule
Effective 7/1/2020
2020-2021 School Year



Step	Interp	Assistant
0	\$ 19.91	\$ 27.11
1	\$ 20.40	\$ 28.03
2	\$ 20.91	\$ 29.06
3	\$ 21.45	\$ 30.08
4	\$ 21.98	\$ 31.13
5	\$ 22.52	\$ 32.07
6	\$ 23.10	\$ 33.05
7	\$ 23.66	\$ 33.94
8	\$ 24.25	\$ 34.94
9	\$ 24.87	\$ 35.87
10	\$ 25.48	\$ 36.76
11	\$ 26.13	\$ 37.69
12	\$ 26.13	\$ 37.69
13	\$ 26.78	\$ 38.59
14	\$ 26.78	\$ 38.59
15	\$ 27.46	\$ 39.57

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