

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

REGULAR BOARD MEETING

April 24, 2018

The Southern Ohio Educational Service Center Governing Board met on Tuesday, April 24, 2018, at 7:00 p.m. at Region 14/Hopewell Center in Hillsboro for its regular monthly meeting. Members present were Mrs. Charters, Mr. Lane, Mr. Luck, Mr. Mount, Mr. Peck, Mr. West, and Mr. Wilt along with Rachel Meyer, Treasurer and Beth Justice, Superintendent. Guests present were Curt Bradshaw and Abbey Weaver.

REVISION AND/OR APPROVAL OF THE MEETING AGENDA (Resolution #3885)

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

The board members present unanimously approved the motion. President of the board, Mrs. Charters, declared the motion carried.

MINUTE APPROVAL (Resolution #3886)

It was moved by Mr. Luck and seconded by Mr. Lane that the March 20, 2018, meeting minutes be approved as presented.

Five board members approved the motion with an abstention from Mr. Wilt. President of the board, Mrs. Charters, declared the motion carried.

The meeting was opened for public participation. None received.

Mr. Mount arrived at 7:10 pm.

SOUTHERN OHIO SHARED EXPERTISE

Abbey Weaver presented a PowerPoint handout on the Acoustic Treatment in the large conference room at Region 14.

Mrs. Justice thanked Abbey Weaver for all of her research and work on this project.

RESOLUTION EXPRESSING OPPOSITION TO LEGISLATION, HB 512 (Resolution #3887)

It was moved by Mr. Lane and seconded by Mr. West to approve the following resolution to express Southern Ohio ESC's opposition to legislation, HB 512.

[See Minute Page #1344-4345]

The board members present unanimously approved the motion. President of the board, Mrs. Charters, declared the motion carried.

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FINANCE COMMITTEE REPORT

Mr. Wilt, thanked Mrs. Justice and Mrs. Meyer for the information presented during the Finance Committee meeting on April 17, 2018.

Mr. Wilt, Chairperson of the Finance Committee recommended the following to the full board:

FINANCE COMMITTEE RECOMMENDATION (Resolution #3888)

Upon the recommendation of the Finance Committee, it was moved by Mr. Peck and seconded by Mr. Mount to give a 2.5% cost of living increase for all employees effective with the first pay in 2018-2019 school year.

The board members present unanimously approved the motion. President of the board, Mrs. Charters, declared the motion carried.

FINANCE COMMITTEE RECOMMENDATION (Resolution #3889)

Upon the recommendation of the Finance Committee, it was moved by Mr. Luck and seconded by Mr. West to give a \$4,500.00 salary increase to the Superintendent beginning August 1, 2018.

The board members present unanimously approved the motion. President of the board, Mrs. Charters, declared the motion carried.

FINANCE COMMITTEE RECOMMENDATION (Resolution #3890)

Upon the recommendation of the Finance Committee, it was moved by Mr. Luck and seconded by Mr. Mount to give a \$4,500.00 salary increase to the Treasurer beginning August 1, 2018.

The board members present unanimously approved the motion. President of the board, Mrs. Charters, declared the motion carried.

FINANCE COMMITTEE RECOMMENDATION (Resolution #3891)

Upon the recommendation of the Finance Committee, it was moved by Mr. Lane and seconded by Mr. Wilt to fund HDHP employer portion for FY2019 at the same rates as FY2018.

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, Mrs. Charters, declared the motion carried.

The length of Mrs. Justices' contract will be discussed prior to August 2018.

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GREAT OAKS ITCD REPORT

Mr. Lane reported the following:

- The Great Oaks Board met on April 11. The Board passed a resolution of necessity to place a 2.7 mills levy on the November 2018 ballot.
- Mr. Lane also disseminated the Great Oaks Career Camps pamphlet. Sessions will be held at each campus as follows:

Laurel Oaks – May 29 – June 1 (9 am – 3 pm) – 4-day session \$40

Diamond Oaks/Scarlett Oaks – June 4-8 (9 am – 3 pm) – 4-day session \$50

Live Oaks – June 11 – 15 (9 am – 3 pm) – 4-day session \$50

Interested participants can sign up at greatoaks.com/camp

LEGISLATIVE LIAISON REPORT

Mrs. Meyer disseminated “The Link” to Board Members in Mrs. Gausman’s absence. Mrs. Justice reviewed the following:

- HB 591 Report Card legislation introduced
 - This legislation would make substantial changes to the annual Ohio School Report Cards. The bill is designed to create a system that is understandable, provides value and can be trusted by school districts, parents and legislators. The proposed system presents data as raw scores, which can be viewed as percentiles. It also prohibits the use of performance indicators that have been a point of contention due to the lack of clarity in computing results.
- HB 512 – Consolidate of state education agencies update
 - HB 512, legislation that would consolidate the Ohio Department of Education, the Ohio Department of Higher Education and the Governor’s Office of Workforce Transformation into a new state agency called the Ohio Department of Learning and Achievement has received a few hearings in the House Government Accountability and Oversight Committee. OSBA continues to have serious concerns about this proposal and urges local boards to take action against the bill.

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FINANCIAL REPORTS

Mrs. Meyer reviewed the monthly reports with the board.

APPROVAL OF PAID BILLS (Resolution #3892)

It was moved by Mr. Mount and seconded by Mrs. West that the paid bills for the previous month be approved as presented, for a total of \$782,770.16.

The board members present unanimously approved the motion. President of the board, Mrs. Charters, declared the motion carried.

APPROVAL OF INVESTMENTS (Resolution #3893)

It was moved by Mr. Lane and seconded by Mr. Wilt to approve the following investments as transacted by the treasurer:

<u>Date</u>	<u>Fund</u>	<u>Firm</u>	<u>Maturity Date</u>	<u>Rate</u>	<u>Amount</u>
4/2/2018	General	Morgan Stanley Utah CD	3/29/2021	2.70%	\$ 74,739.00
4/20/2018	Waddell	Ally Bank Midvale Utah CD	4/20/2020	2.60%	\$ 69,878.90

The board members present unanimously approved the motion. President of the board, Mrs. Charters, declared the motion carried.

APPROPRIATION MODIFICATIONS AND AMENDMENTS (Resolution #3894)

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

[See Minute Page #1346-1347]

The board members present unanimously approved the motion. President of the board, Mrs. Charters, declared the motion carried.

TREASURER DISCUSSION ITEMS

1. Fiscal Office Update:

- Megan Thompson and I sent out the week of April 16th the fifth of six invoices of the year for primary services for Hopewell and ESC.

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TREASURER DISCUSSION ITEMS (Cont.)

- On April 12, 2018 we hosted a CPIM (Center for Public Investment Management) seminar in conjunction with the Treasurers' Cohort of the Ohio University Leadership Project (OULP). The seminar was very well received. We had 24 in attendance.
- I received the "Audit Release Notification" from the Auditor of State on March 28. Our FY2017 audit is complete and the report can be viewed and downloaded from the Auditor of State website. (www.ohioauditor.gov).

Also we received the "**Ohio Auditor of State Award!**" This award is presented for excellence in financial reporting in accordance with Generally Accepted Accounting Principles (GAAP) and compliance with applicable laws for the fiscal year ended 2017. A press release will be posted on our website and in the local newspapers.

Congratulations to the Fiscal Team (Rhonda, Megan and Amanda) for a job well done!

2. Professional Development:

- On April 10, 2018 I attended the Legal Updates session. Representatives from Ennis Britton Co., LPA spoke on current legal topics including: what we need to know about guns in schools; legislative updates and case law updates.
- On April 12, 2018, Rhonda attended the MVECA Spring Assembly Meeting as my proxy. Rhonda will attend as my proxy since MVECA rescheduled the date from April 19. We are scheduled for district service meetings on April 12. An update on services and fees will be discussed.

PERSONNEL CONTRACT AGREEMENTS: ESC (Resolution #3895)

Upon the recommendation of Superintendent Justice, it was moved by Mr. West and seconded by Mr. Peck 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:

[See Minute Page #1348]

The board members present unanimously approved the motion. President of the board, Mrs. Charters, declared the motion carried.

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APPROVAL OF SOUTHERN OHIO ESC/REGION 14 WORK CALENDAR (Resolution #3896)

Upon the recommendation of Superintendent Justice, it was moved by Mr. Luck and seconded by Mr. Lane to approve the work calendar for FY 2019 as presented for Southern Ohio ESC/Region 14.

[See Minute Page #1349]

The board members present unanimously approved the motion. President of the board, Mrs. Charters, declared the motion carried.

WADDELL SCHOLARSHIP RECIPIENTS (Resolution #3897)

Upon the recommendation of Superintendent Justice, it was moved by Mr. Peck and seconded by Mr. Lane that the following 11 students in the Blanchester, Clinton-Massie and East Clinton graduating class be approved as the 2018 Gaylord E. and Barbara K. Waddell Scholarship Recipients. Said scholarships shall be for one thousand dollars (\$1,000.00) per year for a maximum of four (4) years, and be governed by the stipulations and guidelines previously established and recorded in the Clinton County Board of Education minutes. *Please keep these names confidential until graduation.*

Waddell Scholarship Recipients

<u>Blanchester</u>	<u>Clinton-Massie</u>	<u>East Clinton</u>
Madison Curless	Lauren Ellis	Ethan Harrington
Destennie Hupp	Andre Garrett	Logan Kelly
Taylor McQuitty	Alexandria Juniet	Shelby Michael
		Tabitha Vance
		Shelby Williams

The board members present unanimously approved the motion. President of the board, Mrs. Charters, declared the motion carried.

APPROVAL OF OUT-OF-STATE TRAVEL (Resolution #3898)

Upon the recommendation of Superintendent Justice, it was moved by Mr. Luck and seconded by Mr. West to approve out of state travel for **Kim A. Adams** and **Curt Bradshaw** to attend the Intensive Instructional Coaching Institute in Lawrence, Kansas, July 9 – 14, 2018.

The board members present unanimously approved the motion. President of the board, Mrs. Charters, declared the motion carried.

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APPROVAL OF SERVICE CONTRACT (Resolution #3899)

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

SERVICE CONTRACT

<u>Provider</u>	<u>Purchase Order</u>	<u>Service</u>	<u>Dates</u>	<u>Amount</u>
MVECA	2180776	Technology Services	FY 2019	\$24,119.59 + travel

The board members present unanimously approved the motion. President of the board, Mrs. Charters, declared the motion carried.

PERSONNEL CONTRACT RESIGNATION (Resolution #3900)

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

[See Minute Page #1350]

The board members present unanimously approved the motion. President of the board, Mrs. Charters, declared the motion carried.

SALARY SCHEDULES FY 2019 (Resolution #3901)

Upon the recommendation of Superintendent Justice, it was moved by Mr. Lane and seconded by Mr. Wilt to approve all salary schedules effective July 1, 2018 for the FY 2019 employment contract year.

[See Minute Page #1351-1355]

The board members present unanimously approved the motion. President of the board, Mrs. Charters, declared the motion carried.

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APPROVAL OF OUT-OF-STATE TRAVEL (Resolution #3902)

Upon the recommendation of Superintendent Justice, it was moved by Mr. Wilt and seconded by Mr. Luck to approve out of state travel for **Nicole Friend** to accompany her gifted (TAG) students on a field trip to Colonial Williamsburg, Jamestown and Monticello, Virginia from May 4 – 7, 2018.

The board members present unanimously approved the motion. President of the board, Mrs. Charters, declared the motion carried.

PERSONNEL CONTRACT RESIGNATION: R14 (Resolution #3903)

Upon the recommendation of Superintendent Justice, it was moved by Mr. West and seconded by Mr. Mount 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:

[See Minute Page #1356]

The board members present unanimously approved the motion. President of the board, Mrs. Charters, declared the motion carried.

SUPERINTENDENT INFORMATION/DISCUSSION ITEMS

1. Four County Board Meeting-Mrs. Justice referenced the pictures and press release included in the board packets.
2. Grant Received, Gifted Services-Mrs. Justice shared that the Robert E. Lucas grant will offset S.T.E.A.M. Camp. Flyer is included in the board packet.
3. OESCA Franklin B. Walter Awards-88 Students were recognized throughout the state, our region celebrated four recipients.
4. District Service Agreement meeting update-Mrs. Justice, Mrs. Meyer and Mr. Royalty met with all twelve districts and signed Service Agreements are beginning to be returned.
5. Exceptional Achievement Award Banquet-Mrs. Justice attended the awards banquet that took place at Hillsboro Elementary on April 19, 2018.
6. Fiscal Auditor Award-Mrs. Justice congratulated the fiscal team.
7. Justice Journal-Mrs. Justice shared with the board members.

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SUPERINTENDENT INFORMATION/DISCUSSION ITEMS (Cont.)

8. Staff Survey-Mrs. Justice also shared the results from the survey with the board members.
9. SB226-This bill includes an amendment to allow ESC's to put a levy on the ballot for Mental Health and School Safety, through county school finance districts.

ADJOURNMENT

It was moved by Mr. Luck and seconded by Mr. West to adjourn to meet again in regular session on May 22, 2018, at 7:00 p.m. at Southern Ohio ESC, Wilmington.

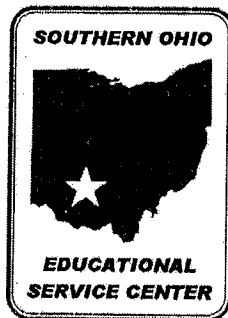


BOARD PRESIDENT



TREASURER

**Southern Ohio Educational Service Center
Governing Board**



Resolution

3887

April 24, 2018

**In Opposition of House Bill 512
(Consolidation of Ohio Department of Education, the Ohio Department
of Higher Education, and the Governor's Office of Workforce
Transformation)**

WHEREAS, the Ohio House of Representatives is currently considering legislation that would consolidate the Ohio Department of Education, the Ohio Department of Higher Education, and the Governor's Office of Workforce Transformation into a new state agency called the Department of Learning and Achievement; and

WHEREAS, the proposal transfers nearly all the duties and authority of the State Board of Education and the Superintendent of Public Instruction to the new state agency; and

WHEREAS, this proposal was drafted without the input of students, parents, educators, administrators, schools, school districts, superintendents and board members, all of whom would be negatively affected by the bill; and

WHEREAS, this legislation creates an environment in which the unique needs of students, educators, parents, and school districts will be lost within an expanded bureaucracy, and the role and authority of the elected members of the State Board of Education would be undermined by stripping it of nearly all its duties; and

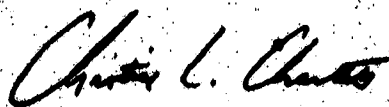
WHEREAS, supporters of the bill cite a lack of communication among state education agencies as the key source of Ohio's education problems, but effective collaboration and cooperation is already occurring, and each school district strives to effectively prepare its students for college or a career; and

WHEREAS, important decisions on topics like school funding, graduation requirements, report cards, and state assessments would be made by politically appointed, unelected staff with little to no accountability and under a process with almost no public input; and

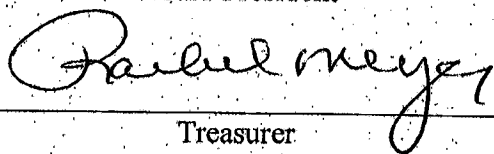
WHEREAS, public education is at its best when the interests of the people are served through publicly elected boards, and the State Board of Education is no exception; and

NOW THEREFORE BE IT, AND IT IS, HEREBY RESOLVED, that the Southern Ohio Educational Service Center Board of Education does express its opposition to this legislation, HB 512; and

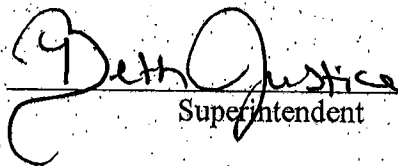
BE IT FURTHER RESOLVED that the Treasurer be directed to spread this resolution upon the minutes of the Board of Education and that copies of the resolution be forwarded to members of the Ohio House of Representatives and the Ohio Senate.



Board President



Treasurer



Superintendent

**SOUTHERN OHIO EDUCATIONAL SERVICE CENTER
FY 2018 PERMANENT APPROPRIATIONS**

4/23/2018

1346

FUND	OBJECT	SCC	DESCRIPTION	July	August	September	November	December	January	March	April	TOTAL ACCOUNT
GENERAL FUND												
001	100	0000	SALARIES	\$ 2,929,582.00	\$ (148,448.00)		\$ 32,540.00					\$ 2,813,674.00
001	200	0000	FRINGE BENEFITS	\$ 1,231,458.04	\$ (16,326.00)		\$ 13,118.00		\$ 9,052.00			\$ 1,237,302.04
001	400	0000	PURCHASED SERVICES	\$ 559,223.09	\$ 232,919.00		\$ 1,800.00		\$ 1,862.41			\$ 795,804.50
001	500	0000	SUPPLIES & MATERIALS	\$ 52,655.00	\$ 5,400.00							\$ 58,055.00
001	600	0000	CAPITAL OUTLAY	\$ 13,900.00	\$ 3,949.00		\$ 1,550.00					\$ 19,399.00
001	800	0000	OTHER OBJECTS	\$ 49,011.44								\$ 49,011.44
001	900	0000	CONTINGENCIES / TRANSFERS	\$ 1,530,000.00								\$ 1,530,000.00
			GENERAL FUND TOTAL									\$ 6,503,245.98
OTHER FUNDS												
001	9050		TERMINATION / RETIREMENT BENEFITS FUND	\$ 41,758.97								\$ 41,758.97
007	0000		UNCLAIMED FUNDS	\$ 29.20								\$ 29.20
008	9271		WADDELL FUND	\$ 53,300.00								\$ 53,300.00
014	9197		ALTERNATIVE SCHOOL CLINTON COUNTY FUND	\$ 108,890.00								\$ 108,890.00
019	9901		CLINTON COUNTY QUIZ BOWL FY17 FUND	\$ -								\$ -
019	9902		CLINTON COUNTY SUMMER STEAM CAMP/FY18 FUND	\$ -								\$ -
019	9400		ESSENTIAL SKILLS TO TEACH LEARNERS/MHJ/FY18 FUND	\$ -		\$ 10,000.00			\$ 2,198.00			\$ 12,198.00
022	9245		HOPEWELL GENERAL FUND	\$ 4,555,930.00								\$ 4,555,930.00
022	9500		D.A.R.E. AGENCY FUND	\$ 17,310.69								\$ 17,310.69
463	9016		ALTERNATIVE CHALLENGE FY17 FUND	\$ -								\$ -
451	9416		K12 NETWORK SUBSIDY	\$ -			\$ 1,800.00					\$ 1,800.00
499	9009		STATE SUPPORT TEAM FY17 FUND	\$ 2,388.04								\$ 2,388.04
499	9010		STATE SUPPORT TEAM FY18 FUND	\$ 115,140.50								\$ 115,140.50
499	9703		STUDENT ASSESSMENT FY18 FUND	\$ 21,875.00								\$ 21,875.00
499	9801		STRATEGIES SECONDARY TRANSITION SWD FY17 FUND	\$ 11,593.67			\$ (15,703.69)					\$ (4,110.02)
499	9802		STRATEGIES SECONDARY TRANSITION SWD FY17 FUND	\$ -								\$ -
499	9851		SECONDARY TRANSITION SWD R14 FY17 FUND	\$ -					\$ 49,999.00			\$ 49,999.00
499	9852		SECONDARY ENHANCEMENT TRANSITION FY18 FUND	\$ -								\$ -
516	9226		IDEA PART B FY17 FUND	\$ 142,803.99						\$ 10,000.00		\$ 152,803.99
516	9227		IDEA PART B FY18 FUND	\$ 1,017,492.96			\$ (127,424.30)					\$ 890,068.66
516	9809		PARENT MENTOR FY17 FUND	\$ 4,628.24			\$ 101,749.29					\$ 106,377.53
516	9810		PARENT MENTOR FY18 FUND	\$ 25,000.00			\$ (5,928.70)					\$ 19,071.30
516	9913		EARLY LITERACY SSIP (IDEA) FY18 FUND	\$ -	\$ 68,282.00							\$ 68,282.00
587	9508		EARLY LEARNING DISCRETIONARY FY17 FUND	\$ 2,840.17								\$ 2,840.17
587	9509		EARLY LEARNING DISCRETIONARY FY18 FUND	\$ 73,953.54								\$ 73,953.54
587	9600		EARLY LITERACY SSIP FY18 FUND	\$ 20,471.49								\$ 20,471.49
590	9006		OTES FY17 FUND	\$ -								\$ -
599	9702		EARLY LEARNING CHALLENGE FY17 FUND	\$ -								\$ -
			OTHER FUNDS TOTAL									\$ 6,310,378.06
Monthly Appropriation Changes				\$ 145,776.00	\$ 10,000.00	\$ 130,924.90	\$ (127,424.30)	\$ 60,913.41	\$ 2,198.00	\$ 10,000.00		\$ 631,037.806
GRAND TOTAL APPROPRIATIONS-- ALL FUNDS												\$ 12,813,624.04

SOUTHERN OHIO EDUCATIONAL SERVICE CENTER
FY 2018 PERMANENT APPROPRIATIONS

4/23/2018

Notes:

General Fund - Tuition Reimbursement for all staff collectively \$10,000.00
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 \$1,380,000.00
General Fund - Building Fund \$150,000.00 FY 2017 - add \$25,000.00 per year until FY 2018
Hopewell General Fund - Emergency Fund - 4 months of expenses \$1,000,000.00
Hopewell General Fund - Building Fund \$50,000.00 - (HVAC, siding, updates, repair, etc...)
Hopewell General Fund - Termination / Retirement Benefits set aside \$46,370.00

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

Employment Recommendations
SOESC

Highlighted entry denotes additional agenda item

Last Name	First Name	Tentative Position	Contract Beg.	Contract End	Length of Contract	Days	Schedule	Step	Degree	Amount	Pay Type	Contract Type	Comments	Additional Agenda Item	Board meeting Date	RAC Meeting Date
Adams	Kimberly A.	Transition Resident Educator Program Coordinator	2018	2021	3	204 days	MA (B)	25	Masters	\$ 71,435.00	Salary	Administrator Cert/Class				
Adams	Kimberly K.	School Improvement Consultant	2018	2020	2	248 days	MA C	15	Masters	\$ 79,254.00	Salary	Administrator Cert/Class			4/24/2018	
Bradshaw	Curtis	Coordinator of Gifted Services	2018	2020	2	204 days	MA (B)	9	Masters	\$ 57,081.00	Salary	Administrator Cert/Class			4/24/2018	
Bradshaw	Curtis	Coordinator of Gifted Services	2017	2018	1	10 days	MA (B)	8	Masters	\$ 2,710.00	Salary	Certificated Supplemental			4/24/2018	
Conroy	Rogina	Director of Human Resources	2018	2019	1	248 days	MA C	25	Masters	\$83,559.00	Salary	Retired Administrator			4/24/2018	
Link	Deanne	Curriculum Consultant	2018	2019	1	119 days	No Schedule			\$ 388.00	Per Diem	Retired Administrator			4/24/2018	
Spurlock	Jenny	Director of SOLC	2018	2019	1	204 days	MA (B)	10	Masters	\$ 61,818.75	Salary	Administrator Cert/Class	Additional 5% responsibility factor		4/24/2018	

Southern Ohio ESC / Region 14

Work Calendar
2018-2019



Jul-18

M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

Aug-18

M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

Sep-18

M	T	W	T	F
			4	5
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

Oct-18

M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

Nov-18

M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

Dec-18

M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

Jan-19

M	T	W	T	F
			2	3
7	8	9	10	11
14	15	16	17	18
22	23	24	25	
28	29	30	31	

Feb-19

M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	

Mar-19

M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

Apr-19

M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

May-19

M	T	W	T	F
			1	2
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

Jun-19

M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

- July 2, 2018 - Work Year Begins
- July 4, 2018 - Independence Day
- August 10, 2018* - SOESC/Region 14 Opening Day
location: TBD 8:00am - ?pm
- September 3, 2018 - Labor Day
- November 21-23, 2018 - Thanksgiving Break
- Dec. 20, 2018-Jan. 1, 2019 - Christmas Break
- January 2, 2019 - Resume Work
- January 21, 2019 - Martin Luther King Day
- February 18, 2019 - President's Day
- April 19 - April 23, 2019 - Spring Break
- May 27, 2019 - Memorial Day
- June 28, 2019 - Last Day of Work

***See individual assignment letters for beginning day of work year and last day of work year.**

Fair Dates: Brown County September 24 - 28, 2018
Highland County September 4 - 7, 2018

Staff Work Days*

Unpaid Days Off

Paid Holidays (if applicable)

Board Approved: 04/24/2018-Tentative

Resignation Approval Recommendation SOESC

Last Name	First Name	Tentative Position	Contract Type	Effective Date	Additional Agenda Item	Comments	Board Meeting Date
Purcell-Nawrocki	Sherry	EC Substitute	Certificated Employee	4/1/2018	X		4/24/2018

*Highlighted Cells = Additional Agenda Item

4/23/2018

Salary Schedule A
Effective 7/1/2018
9 - Months 184 days
2018-2019 School Year

Base = \$ 34,234



Salary Schedule B
Effective 7/1/2018
10 - Months 204 days
2018-2019 School Year

Base = \$38,316



SALARY SCHEDULE C
Effective 7/1/2018
12 - Months 248 Days
2018-2019 School Year

Base = \$44,843



Salary Schedule A									Salary Schedule B						SALARY SCHEDULE C									
Step	Index	Non-Degree A	Index	BA A	Index	B+ A	Index	MA A	Step	Index	BA B	Index	BA+ B	Index	MA B	Step	Index	Non-Degree C	Index	BA C	Index	BA+ C	Index	MA C
0	0.865	\$29,612	1.000	\$34,234	1.038	\$35,535	1.095	\$37,486	0	1.000	\$38,316	1.038	\$39,772	1.095	\$41,956	0	0.800	\$35,874	1.0000	\$44,843	1.0530	\$47,220	1.12277	\$50,348
1	0.900	\$30,811	1.038	\$35,535	1.081	\$37,007	1.143	\$39,129	1	1.038	\$39,772	1.081	\$41,420	1.143	\$43,795	1	0.849	\$38,072	1.0492	\$47,049	1.1022	\$49,426	1.17197	\$52,555
2	0.935	\$32,009	1.076	\$36,836	1.124	\$38,479	1.191	\$40,773	2	1.076	\$41,228	1.124	\$43,067	1.191	\$45,634	2	0.898	\$40,269	1.0984	\$49,256	1.1514	\$51,632	1.22117	\$54,761
3	0.970	\$33,207	1.114	\$38,137	1.167	\$39,951	1.239	\$42,416	3	1.114	\$42,684	1.167	\$44,715	1.239	\$47,474	3	0.948	\$42,511	1.1476	\$51,462	1.2006	\$53,839	1.27037	\$56,967
4	1.005	\$34,405	1.152	\$39,438	1.210	\$41,423	1.287	\$44,059	4	1.152	\$44,140	1.210	\$46,362	1.287	\$49,313	4	0.997	\$44,708	1.1968	\$53,668	1.2498	\$56,045	1.31957	\$59,173
5	1.040	\$35,603	1.190	\$40,738	1.253	\$42,895	1.335	\$45,702	5	1.190	\$45,596	1.253	\$48,010	1.335	\$51,152	5	1.046	\$46,906	1.2460	\$55,874	1.2990	\$58,251	1.36877	\$61,380
6	1.040	\$35,603	1.228	\$42,039	1.296	\$44,367	1.383	\$47,346	6	1.228	\$47,052	1.296	\$49,658	1.383	\$52,991	6	1.095	\$49,103	1.2952	\$58,081	1.3482	\$60,457	1.41797	\$63,586
7	1.040	\$35,603	1.266	\$43,340	1.339	\$45,839	1.431	\$48,989	7	1.266	\$48,508	1.339	\$51,305	1.431	\$54,830	7	1.144	\$51,300	1.3444	\$60,287	1.3974	\$62,664	1.46717	\$65,792
8	1.040	\$35,603	1.304	\$44,641	1.382	\$47,311	1.479	\$50,632	8	1.304	\$49,964	1.382	\$52,953	1.479	\$56,669	8	1.194	\$53,543	1.3936	\$62,493	1.4466	\$64,870	1.51637	\$67,999
9	1.040	\$35,603	1.342	\$45,942	1.425	\$48,783	1.527	\$52,275	9	1.342	\$51,420	1.425	\$54,600	1.527	\$58,509	9	1.243	\$55,740	1.4428	\$64,699	1.4958	\$67,076	1.56557	\$70,205
10	1.040	\$35,603	1.380	\$47,243	1.468	\$50,256	1.575	\$53,919	10	1.380	\$52,876	1.468	\$56,248	1.575	\$60,348	10	1.292	\$57,937	1.4920	\$66,906	1.5450	\$69,282	1.61477	\$72,411
11	1.040	\$35,603	1.418	\$48,544	1.511	\$51,728	1.623	\$55,562	11	1.418	\$54,332	1.511	\$57,895	1.623	\$62,187	11	1.341	\$60,134	1.5412	\$69,112	1.5942	\$71,489	1.66397	\$74,617
12	1.040	\$35,603	1.456	\$49,845	1.554	\$53,200	1.671	\$57,205	12	1.456	\$55,788	1.554	\$59,543	1.671	\$64,026	12	1.390	\$62,332	1.5904	\$71,318	1.6434	\$73,695	1.71317	\$76,824
13	1.040	\$35,603	1.494	\$51,146	1.597	\$54,672	1.719	\$58,848	13	1.494	\$57,244	1.597	\$61,191	1.719	\$65,865	13	1.439	\$64,529	1.6396	\$73,525	1.6926	\$75,901	1.76237	\$79,030
14	1.040	\$35,603	1.532	\$52,446	1.640	\$56,144	1.767	\$60,491	14	1.532	\$58,700	1.640	\$62,838	1.767	\$67,704	14	1.439	\$64,529	1.6396	\$73,525	1.6926	\$75,901	1.76237	\$79,030
15	1.040	\$35,603	1.570	\$53,747	1.683	\$57,616	1.815	\$62,135	15	1.570	\$60,156	1.683	\$64,486	1.815	\$69,544	15	1.488	\$66,726	1.6888	\$75,731	1.7418	\$78,108	1.81157	\$81,236
16	1.040	\$35,603	1.570	\$53,747	1.683	\$57,616	1.815	\$62,135	16	1.570	\$60,156	1.683	\$64,486	1.815	\$69,544	16	1.488	\$66,726	1.6888	\$75,731	1.7418	\$78,108	1.81157	\$81,236
17	1.040	\$35,603	1.608	\$55,048	1.726	\$59,088	1.863	\$63,778	17	1.570	\$60,156	1.683	\$64,486	1.815	\$69,544	17	1.537	\$68,924	1.7380	\$77,937	1.7910	\$80,314	1.86077	\$83,443
18	1.040	\$35,603	1.608	\$55,048	1.726	\$59,088	1.863	\$63,778	18	1.570	\$60,156	1.683	\$64,486	1.815	\$69,544	18	1.537	\$68,924	1.7380	\$77,937	1.7910	\$80,314	1.86077	\$83,443
19	1.040	\$35,603	1.608	\$55,048	1.726	\$59,088	1.863	\$63,778	19	1.570	\$60,156	1.683	\$64,486	1.815	\$69,544	19	1.537	\$68,924	1.7380	\$77,937	1.7910	\$80,314	1.86077	\$83,443
20	1.040	\$35,603	1.646	\$56,349	1.769	\$60,560	1.911	\$65,421	20	1.608	\$61,612	1.726	\$66,133	1.863	\$71,383	20	1.537	\$68,924	1.7380	\$77,937	1.7910	\$80,314	1.86077	\$83,443
21	1.040	\$35,603	1.646	\$56,349	1.769	\$60,560	1.911	\$65,421	21	1.608	\$61,612	1.726	\$66,133	1.863	\$71,383	21	1.537	\$68,924	1.7380	\$77,937	1.7910	\$80,314	1.86077	\$83,443
22	1.040	\$35,603	1.684	\$57,650	1.812	\$62,032	1.959	\$67,064	22	1.608	\$61,612	1.726	\$66,133	1.863	\$71,383	22	1.586	\$71,121	1.7872	\$80,143	1.8402	\$82,520	1.90997	\$85,649
23	1.040	\$35,603	1.684	\$57,650	1.812	\$62,032	1.959	\$67,064	23	1.608	\$61,612	1.726	\$66,133	1.863	\$71,383	23	1.586	\$71,121	1.7872	\$80,143	1.8402	\$82,520	1.90997	\$85,649
24	1.040	\$35,603	1.684	\$57,650	1.812	\$62,032	1.959	\$67,064	24	1.608	\$61,612	1.726	\$66,133	1.863	\$71,383	24	1.586	\$71,121	1.7872	\$80,143	1.8402	\$82,520	1.90997	\$85,649
25	1.040	\$35,603	1.722	\$58,951	1.855	\$63,504	2.007	\$68,708	25	1.646	\$63,068	1.769	\$67,781	1.911	\$73,222	25	1.586	\$71,121	1.7872	\$80,143	1.8402	\$82,520	1.90997	\$85,649

1. \$1,000 added to any Master's step for a doctorate degree.
 2. \$100.00 SOESC substitute teacher daily rate, \$100.00 district substitute processing daily rate.
 3. \$15 per hour for LPDC members.
 4. 5% responsibility factor added to any step as assigned by the Superintendent.

SALARY SCHEDULE L
 2018-2019 School Year
 Effective 7/1/2018



**Aide
 Substitute Aide**

Base = \$9.38

Step	Index	HOURLY RATE
0	1.0000	\$9.38
1	1.0570	\$9.91
2	1.1140	\$10.45
3	1.1710	\$10.98
4	1.2280	\$11.52
5	1.2850	\$12.05
6	1.3420	\$12.59
7	1.3990	\$13.12
8	1.4560	\$13.66
9	1.5130	\$14.19
10	1.5700	\$14.73
11	1.6270	\$15.26
12	1.6840	\$15.80
13	1.7410	\$16.33
14	1.7980	\$16.87
15	1.8550	\$17.43

SALARY SCHEDULE M
 2018-2019 School Year
 Effective 7/1/2018



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

Base = \$11.29

Step	Index	HOURLY RATE
0	1.0000	\$11.29
1	1.0588	\$11.95
2	1.1176	\$12.62
3	1.1764	\$13.28
4	1.2352	\$13.95
5	1.2940	\$14.61
6	1.3528	\$15.27
7	1.4116	\$15.94
8	1.4704	\$16.60
9	1.5292	\$17.26
10	1.5880	\$17.93
11	1.6468	\$18.59
12	1.7056	\$19.26
13	1.7624	\$19.90
14	1.8232	\$20.58
15	1.8840	\$21.27

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

Region 14-Hopewell Center 2018-2019 Salary Schedule

Salaries based on 184 Days Base \$33,914.00 COL 2.50%

Effective 7/1/18

Step	Itinerant	Itinerant +	Itinerant M	Ape	Ape +	Ape M	Psych	Audio/Sp	P.T.	P.T +	P.T M	Visual
0	\$ 33,914	\$ 35,474	\$ 37,248	\$ 32,754	\$ 34,314	\$ 35,867	\$ 42,131	\$ 37,929	\$ 53,245	\$ 55,663	\$ 61,001	\$ 41,585
1	\$ 35,169	\$ 36,929	\$ 38,852	\$ 34,002	\$ 35,559	\$ 37,438	\$ 43,820	\$ 39,534	\$ 55,399	\$ 58,085	\$ 63,409	\$ 44,129
2	\$ 36,471	\$ 38,445	\$ 40,520	\$ 35,243	\$ 37,119	\$ 39,015	\$ 45,574	\$ 41,141	\$ 57,545	\$ 60,506	\$ 65,817	\$ 45,984
3	\$ 37,821	\$ 40,019	\$ 42,264	\$ 36,488	\$ 38,679	\$ 40,581	\$ 47,395	\$ 42,738	\$ 59,699	\$ 62,927	\$ 68,225	\$ 47,832
4	\$ 39,218	\$ 41,660	\$ 44,078	\$ 37,736	\$ 40,236	\$ 42,158	\$ 49,291	\$ 44,346	\$ 61,849	\$ 65,342	\$ 70,633	\$ 49,687
5	\$ 40,670	\$ 43,369	\$ 45,974	\$ 38,977	\$ 41,796	\$ 43,725	\$ 51,264	\$ 45,984	\$ 65,322	\$ 67,764	\$ 73,041	\$ 51,542
6	\$ 42,175	\$ 45,146	\$ 47,951	\$ 40,222	\$ 43,356	\$ 45,302	\$ 53,313	\$ 47,554	\$ 66,153	\$ 70,185	\$ 75,452	\$ 53,391
7	\$ 43,284	\$ 46,995	\$ 50,013	\$ 41,470	\$ 44,916	\$ 46,876	\$ 55,446	\$ 49,158	\$ 68,303	\$ 72,600	\$ 77,856	\$ 55,246
8	\$ 45,353	\$ 48,924	\$ 52,163	\$ 42,715	\$ 46,476	\$ 48,443	\$ 57,661	\$ 50,759	\$ 70,456	\$ 75,028	\$ 80,264	\$ 57,098
9	\$ 47,032	\$ 50,932	\$ 54,408	\$ 43,847	\$ 48,036	\$ 50,016	\$ 59,970	\$ 52,363	\$ 72,603	\$ 77,449	\$ 82,672	\$ 58,953
10	\$ 48,768	\$ 53,021	\$ 56,748	\$ 45,204	\$ 49,596	\$ 51,587	\$ 61,768	\$ 53,967	\$ 74,760	\$ 79,867	\$ 85,155	\$ 60,804
11	\$ 50,573	\$ 55,192	\$ 59,187	\$ 46,442	\$ 51,152	\$ 53,164	\$ 63,623	\$ 55,568	\$ 79,033	\$ 84,710	\$ 87,705	\$ 62,660
12	\$ 50,573	\$ 55,192	\$ 59,187	\$ 46,442	\$ 51,152	\$ 53,164	\$ 63,623	\$ 55,568	\$ 79,033	\$ 84,710	\$ 87,705	\$ 62,660
13	\$ 52,445	\$ 57,457	\$ 61,734	\$ 47,965	\$ 52,713	\$ 54,734	\$ 65,532	\$ 57,176	\$ 83,361	\$ 89,547	\$ 90,340	\$ 64,508
14	\$ 52,445	\$ 57,457	\$ 61,734	\$ 47,965	\$ 52,713	\$ 54,734	\$ 65,532	\$ 57,176	\$ 83,361	\$ 89,547	\$ 90,340	\$ 64,508
15	\$ 53,937	\$ 58,515	\$ 63,558	\$ 48,938	\$ 54,269	\$ 56,311	\$ 67,496	\$ 58,783	\$ 87,634	\$ 91,968	\$ 93,053	\$ 66,366

for use with grandfather staff only

- \$4,556.00 for Chief Physical Therapist
- \$1,000.00 INCREMENT ON ANY SCHEDULE FOR DOCTORATE DEGREE

Region 14-Hopewell Center 2018-2019 Salary Schedule

*Salary Based on 195 Days

Effective 7/1/2018

Step	Related	Related +	Related M
0	\$ 48,910	\$ 50,767	\$ 53,559
1	\$ 50,767	\$ 52,874	\$ 55,904
2	\$ 52,629	\$ 54,977	\$ 57,406
3	\$ 54,485	\$ 57,080	\$ 59,823
4	\$ 56,346	\$ 59,182	\$ 62,240
5	\$ 58,204	\$ 61,286	\$ 64,496
6	\$ 60,061	\$ 63,388	\$ 66,873
7	\$ 61,922	\$ 65,491	\$ 69,088
8	\$ 63,779	\$ 67,594	\$ 71,506
9	\$ 65,636	\$ 69,697	\$ 73,882
10	\$ 67,497	\$ 71,799	\$ 76,098
11	\$ 69,355	\$ 73,903	\$ 78,354
12	\$ 69,355	\$ 73,903	\$ 78,354
13	\$ 71,212	\$ 76,006	\$ 80,489
14	\$ 71,212	\$ 76,006	\$ 80,489
15	\$ 73,073	\$ 78,109	\$ 81,537

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

Region 14-Hopewell Center 2018-2019 Salary Schedule

Effective 7/1/18

Step	Interp	Assistant
0	\$ 19.03	\$ 25.91
1	\$ 19.50	\$ 26.80
2	\$ 19.99	\$ 27.78
3	\$ 20.51	\$ 28.76
4	\$ 21.01	\$ 29.77
5	\$ 21.53	\$ 30.67
6	\$ 22.08	\$ 31.60
7	\$ 22.62	\$ 32.45
8	\$ 23.19	\$ 33.41
9	\$ 23.78	\$ 34.29
10	\$ 24.36	\$ 35.15
11	\$ 24.98	\$ 36.03
12	\$ 24.98	\$ 36.03
13	\$ 25.60	\$ 36.89
14	\$ 25.60	\$ 36.89
15	\$ 26.25	\$ 37.83

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. or a bachelor's degree in a related field (Credit for onle only)
2. 5% reponsibility factor added to any step as assigned by the Superintendent

Employment Recommendations
R14

Highlighted entry denotes additional agenda item

Last Name	First Name	Tentative Position	Contract Beg.	Contract End	Length of Contract	Days	Schedule	Step	Degree	Amount	Pay Type	Contract Type	Comments	Additional Agenda Item	Board meeting Date	RAC Meeting Date	Org
Barlow	Greg	SST Consultant	2018	2019	1	204 days	MA (B)	8	Masters	\$ 55,286.00	Salary	Retired Administrator			4/24/2018		HW
Hall-Gehring	Megan	Adaptive Physical Education Specialist	2018	2019	1	15 days	Asst	15	Masters	\$4,475	Salary	Certificated Supplemental			4/24/2018		HW
Huff	Jelly	H.I. Teacher	2018	2019	1	169 days	Itinerant M	11	Masters	\$37,096.00	Salary	Certificated Employee			4/24/2018		HW
Malone	Bret	SST-Special Education	2018	2020	2	204 days	MA (B)	14	Masters	\$ 66,052.00	Salary	Administrator Cert/Class			4/24/2018		HW
Malone	Bret	SST-Special Education	2018	2019	1	10 days	MA (B)	14	Masters	\$ 3,238.00	Salary	Certificated Supplemental			4/24/2018		HW
Malone	Bret	Truancy Services	2018	2019	1	as needed	MA (B)	14	Masters	\$ 46.25	Hourly	Certificated Supplemental			4/24/2018		HW
Mead	Linda	Early Learning & School Readiness Consultant 184 days	2018	2020	2	204 days	MA (B)	16	Masters	\$ 67,847.00	Salary	Administrator Cert/Class			4/24/2018		HW
Mead	Linda	Early Learning & School Readiness Consultant	2018	2019	1	20 days	MA (B)	16	Masters	\$ 6,652.00	Salary	Certificated Supplemental			4/24/2018		HW
Royalty	Jeff	Region 14 Director	2018	2019	1	238 days	MA C	25	Masters	\$ 84,159.00	Salary	Retired Administrator	Additional 5% responsibility factor		4/24/2018		HW
Trowbridge	Megan	Autism/Low Incidence Consultant/Team Leader	2018	2020	2	204 days	MA (B)	15	Doctorate	\$ 68,847.00	Salary	Administrator Cert/Class	Due to doctorate, she receives an extra \$1000		4/24/2018		HW
Trowbridge	Megan	Autism/Low Incidence Consultant/Team Leader	2018	2019	1	44 days	MA (B)	15	Doctorate	\$ 14,634.00	Salary	Certificated Supplemental	Doctorate figured into this		4/24/2018		HW
Weaver	Abbey	Itinerant Teacher for Hearing Impaired/ Deaf-Team Leader	2018	2020	2	184 days	Itinerant M	15	Masters	\$ 62,008.00	Salary	Administrator Cert/Class			4/24/2018		HW
Weaver	Abbey	Itinerant Teacher for Hearing Impaired/ Deaf-Team Leader	2018	2019	1	8 days	Itinerant M	15	Masters	\$ 2,696.00	Salary	Certificated Supplemental			4/24/2018		HW