

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

**REGULAR BOARD MEETING**

**May 28, 2019**

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The Southern Ohio Educational Service Center Governing Board met on Tuesday, May 28, 2019, at 7:00 p.m. at the Southern Ohio ESC in Clinton County for its regular monthly meeting. Members present were Mrs. Charters, Mrs. Gausman, Mr. Hill, Mr. Luck, Mr. Mount, and Mr. Peck, along with Rachel Meyer, Treasurer, and Beth Justice, Superintendent. Guests included Curt Bradshaw and Bret Malone.

**REVISION AND/OR APPROVAL OF THE MEETING AGENDA (Resolution #4077)**

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

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

**MINUTE APPROVAL (Resolution #4078)**

It was moved by Mrs. Charters and seconded by Mr. Peck that the April 16, 2019, meeting minutes be approved as presented.

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

The meeting was opened for public participation. None received.

**SOUTHERN OHIO ESC SHARED EXPERTISE**

No Shared Expertise due to the amount of content needed to be addressed for the May's board meeting.

**FINANCE COMMITTEE REPORT**

Mrs. Charters presented an overview of the Finance Committee meeting that was held on April 30, 2019.

**FINANCE COMMITTEE RECOMMENDATION (Resolution #4079)**

The recommendation presented by the finance committee chairperson, Mrs. Charters, it was moved by Mr. Luck and seconded by Mr. Hill to allow a 2% COLA (cost of living adjustment) for all employees effective with their first pay in the 2019-20 school year.

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

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**FINANCE COMMITTEE RECOMMENDATION (Resolution #4080)**

The recommendation presented by the finance committee chairperson, Mrs. Charters, it was moved by Mr. Mount and seconded by Mr. Peck to increase the Superintendent's salary by \$3,385.00 beginning August 1, 2019.

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

*Mrs. Justice thanked the board for approval of this recommendation.*

**FINANCE COMMITTEE RECOMMENDATION (Resolution #4081)**

The recommendation presented by the finance committee chairperson, Mrs. Charters, it was moved by Mr. Peck and seconded by Mr. Hill to increase the Treasurer's salary by \$3,767.50 beginning August 1, 2019.

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

*Mrs. Meyer thanked the board for approval of this recommendation.*

**FINANCE COMMITTEE RECOMMENDATION (Resolution #4082)**

The recommendation presented by the finance committee chairperson, Mrs. Charters, it was moved by Mr. Luck and seconded by Mr. Hill to approve Southern Ohio ESC board contributions to HDHP: ½ in January 2020 and ½ in July 2020. Note: employee is not eligible for July contribution if they resign prior to contribution being made. Fund HDHP employer portion for FY2020 at the same rates as FY2019:

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. Gausman, declared the motion carried.

*Note: Due to the tremendous increase in premiums; it is very likely this contribution will be phased out in the coming years.*

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FINANCE COMMITTEE RECOMMENDATION (Resolution #4083)

The recommendation presented by the finance committee chairperson, Mrs. Charters, it was moved by Mr. Peck and seconded by Mr. Mount to make the following PPO plan design changes effective 1/1/2020 to reduce employees premium from a 22% increase to 16% increase.

- a. Increase out of pocket maximums to match HDHP \$3,000 individual/\$6,000 family (4% premium reduction)
- b. Increase RX copayments (2% premium reduction)

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

FINANCE COMMITTEE RECOMMENDATION (Resolution #4084)

The recommendation presented by the finance committee chairperson, Mrs. Charters, it was moved by Mr. Luck and seconded by Mr. Hill to change the share of PPO monthly premium to 23% for employee; 77% board (currently 20% Employee; 80% Board). Note: this applies to family and employee plus only.

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

FINANCE COMMITTEE RECOMMENDATION (Resolution #4085)

The recommendation presented by the finance committee chairperson, Mrs. Charters, it was moved by Mr. Hill and seconded by Mr. Mount to make the following HDHP plan design changes effective 1/1/2020 to reduce employees premium from a 22% increase to 16% increase:

- a. Increase deductible to \$3,000 individual/\$6,000 family  
*and out of pocket maximums  $\bar{R}$ um*

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

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**FINANCE COMMITTEE RECOMMENDATION (Resolution #4086)**

The recommendation presented by the finance committee chairperson, Mrs. Charters, it was moved by Mr. Peck and seconded by Mr. Hill to offer an "Opt-Out Option" to employees:

Employees who are eligible for hospital/major medical insurance coverage through the ESC may receive additional annual compensation equal to \$2,000.00 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 who's alternative insurance is Medicare, Medicaid or the ACA Exchange is not eligible for the opt out. 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. To receive the compensation, the eligible employee must provide the ESC with proof of other medical coverage.

An employee who has opted not to receive insurance coverage shall have the right to enroll in coverage later should a qualifying event as defined by the applicable insurance policy occur. Employees are not eligible for annual compensation if they take medical coverage at any point during the year.

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

**FINANCE COMMITTEE RECOMMENDATION (Resolution #4087)**

The recommendation presented by the finance committee chairperson, Mrs. Charters, it was moved by Mr. Hill and seconded by Mr. Mount to only offer the HDHP plan to new hires beginning in the 2019-20 school year.

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

*Mrs. Gausman thanked the finance committee for all their work.*

**GREAT OAKS ITCD REPORT**

Mr. Lane was absent so there was no report.

**LEGISLATIVE LIAISON REPORT**

Mr. Peck disseminated "The Link" to board members. Mrs. Justice indicated that Tom Ash went into detail regarding many of the items in "The Link". Please let Mrs. Justice know if you want a copy of Tom's detailed information.

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EXECUTIVE SESSION (Resolution #4088)

It was moved by Mr. Hill and seconded by Mr. Luck to take a roll call to enter into Executive Session at 7:36 p.m. concerning disputes involving the board that is subject of pending or imminent court action and to consider the discipline of a public employee or official.

A roll call vote was taken to enter into Executive Session. Members that were present and voted yes were Mrs. Charters, Mrs. Gausman, Mr. Hill, Mr. Luck, Mr. Mount, and Mr. Peck.

The board returned from Executive Session at 7:50 p.m.

FINANCIAL REPORTS

Mrs. Meyer reviewed the monthly reports with the board.

APPROVAL OF PAID BILLS (Resolution #4089)

It was moved by Mrs. Charters and seconded by Mr. Peck that the paid bills for the previous month be approved as presented, for a total of \$840,191.25.

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

TREASURER DISCUSSION ITEMS

**Fiscal Office Update:**

**1. FY2019 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 prior to our June Board meeting, please let me know.

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<sup>th</sup>; 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.

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**TREASURER DISCUSSION ITEMS (Cont.)**

**2. FY2020 Appropriation Discussion:**

As we begin planning for FY2020 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.

**3. Travel Reimbursement Forms and Professional Development Log:**

Board members need to sign their travel forms and the Professional Development Log at the Board meeting to allow the fiscal office to process payments in June.

**4. 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.

**5. Fiscal Office Update:**

- On May 17, 2019, the Southern Ohio ESC hosted a Certified Public Records training in conjunction with the Auditor of State's office. We had 41 participants!

**6. Professional Development:**

- On May 2, 2019, Amanda and Megan attended the AFComply Training and ACA Update training in Vandalia. The training session highlighted the AFComply Dashboard, Employer Set Up options, Status and Action Portal, and how to read the multiple reports that that system creates, as well as, general usage tips and tricks. Best practices were also reviewed to avoid an ACA reporting penalty.
- On May 3, 2019, Rhonda attended the EOPO (Educational Office Professionals of Ohio) Spring Conference in Columbus where guest speaker, Debbie Wade (retired educator) presented "How to Work in Education and Live to Tell About it". Participants learned the six keys to surviving in the workplace 1) Humor 2) Creativity 3) Flexibility 4) Observation 5) Listening 6) Stress Management. She also presented on "Racing with the Clock: Time Management Strategies to Keep You Up and Running". These strategies included learning to say no, recharging your batteries, watching out for time wasters, learning how to spend your time and getting organized. The final presenter of the day, Chad Willett (speaker, author, and actor) discussed "Starting Fires". Participants learned that most fires are started by poor communication and how one should focus on people's non-verbals.

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**TREASURER DISCUSSION ITEMS (Cont.)**

- On May 8, 2019, I attended the STRS Reporting Basics workshop in West Chester. This workshop covered topics such as Retirement Reporting, Account Withdrawal, and Online Resources.
- On May 9-10, 2019 I attended (Megan and Amanda attended on May 9) the OTESCA (Ohio Treasurers of Educational Service Centers Association) Annual Spring Conference in Liberty Township. The conference provided updates on Human Resources, Investing, Cybersecurity, State Budget, and Federal Procurement Guidance.
- On May 20, 201, I will participate in the "State Budget" webinar provided by OSBA. During the webinar, members will be brought up to date on the many education-related provisions that were included in House Bill 166 which passed the Ohio House of Representatives on May 9.
- On May 23, 2019, the entire fiscal team will attend the 2019 Fiscal Yearend Closing Review at MVECA. This informational meeting will provide the steps necessary to ensure that we can successfully convert from FY2019 to FY2020.

**APPROVAL OF NEW POLICIES AND POLICY MANUAL UPDATES (Resolution #4090)**

Upon the recommendation of Superintendent Justice, it was moved by Mr. Luck and seconded by Mrs. Charters to approve the following new policies and the revised policy manual updates:

**Revised Policy Manual Updates:**

BCC      Qualifications and Duties of the Treasurer  
 BJA      Liaison with School Boards Associations  
 DECA    Administration of Federal Grant Funds  
 GBCB    Staff Conduct  
 JHG      Reporting Child Abuse  
 KGB      Public Conduct on District Property

**New Policies:**

EHB      Use of Electronic Signatures  
 JED      Student Absences and Excuses  
 JEE      Student Attendance Accounting (Missing and Absent Children)  
 JFCK    Use of Electronic Communications Equipment by Students

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

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**PERSONNEL CONTRACT RESIGNATIONS: ESC (Resolution #4091)**

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

**ESC CONTRACT RESIGNATIONS**

<b>Name</b>	<b>Position</b>	<b>Contract Type</b>	<b>Effective Date</b>
Collins, Heather	HR Assistant	Classified	6/30/2019
Flora, Tyler	Paraprofessional	Certificated	6/30/2019
Hall, Heather	Para-Professional	Classified	5/20/2019
Kibler, Blake	Intervention Specialist	Certificated	6/30/2019
Leston, Mary	Para-Professional	Classified	6/30/2019
Worthington, Jennifer	School Psychologist	Certificated	6/30/2019

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

**PERSONNEL CONTRACT AGREEMENTS: ESC (Resolution #4092)**

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

<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>
Allendorf, Valerie*	Speech Language Pathologist	2019-2020	1	184	Masters	Related M; Step 8; \$67,472.00	Certificated	R/R
Balon, Rebecca	Para-Professional	2019-2020	1	as needed	No Degree on Schedule	L; Step 7; \$13.12 per hour	Classified	



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**ESC CONTRACT AGREEMENTS (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>
Chambers, Kathy	Intervention Specialist	2019-2020	1	184	Masters	A; Step 10; \$53,919.00	Certificated	R/R
Deweese, C. Ryan	Intervention Specialist	2019-2020	1	184	Bachelor +	A, Step 1; \$37,007.00	Certificated	
Dillon, Milissa	Speech Language Pathologist	2019-2020	1	104	Masters	Related M; Step 11; \$41,789.00	Certificated	
Farmer, Elizabeth	Speech Language Pathologist	2019-2021	2	184	Masters	Related M; Step 2; \$54,168.00	Certificated	
Gilmore, Hayley	Para-Professional	2019-2020	1	as needed	No Degree on Schedule	L; Step 10; \$14.73	Classified	
Griffith, Meghan	Intervention Specialist	Cont.	Cont.	184	Masters	A; Step 18; \$63,778.00	Certificated	
Guthrie, Stacia	Speech Language Pathologist	2019-2020	1	195	Masters	Related M; Step 11; \$78,354.00	Certificated	
Haskins, Juliene	Director of SOLC	2019-2020	1	204	Masters	B; Step 23; \$71,383.00	Certificated	
Hatton, Marjorie	Para-Professional	2019-2020	1	184	No Degree on Schedule	L; Step 5; \$12.05	Classified	
Hughes, Ronda	Intervention Specialist	2019-2010	1	184	Masters	A; Step 10; \$53,919.00	Certificated	
Hughes, Ronda	Intervention Specialist	2019-2020	1	3	Masters	A; Step 10; \$879.00	Certificated Supplemental	
Longstreth, Tamara	Custodian SOLC	2019-2020	1	as needed	No Degree on Schedule	L; Step 14; \$16.87	Classified	
Matthews, Amanda	Speech Language Pathologist	2019-2020	1	184	Masters	Related M; Step 9; \$69,715.00	Certificated	
Miller, Diana	Intervention Specialist	2019-2020	1	184	Masters	A; Step 12; \$57,205.00	Certificated	
Miller, Diana	Intervention Specialist	2019-2020	1	3	Masters	A; Step 12; \$933.00	Certificated Supplemental	
Moster, Kate	Speech Language Pathologist	2019-2020	1	184	Masters	Related M; Step 2; \$54,168.00	Certificated	

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**ESC CONTRACT AGREEMENTS (Cont.)**

Name	Tentative Position	Contract Dates	Length	Days	Degree	Schedule/Step/Rate	Contract Type	Comments
Smith, Dominique	Lead Para-Professional-SOLC	2019-2020	1	as needed	No Degree on Schedule	L; Step 13; \$17.15	Classified	Includes 5% responsibility factor
Swayne, Valerie*	GRADS @ ACOV	2019-2020	1	100	Masters	A; Step 0; \$17,462.00	Certificated	R/R
Wellman, Shelly	Gifted Intervention Specialist	2019-2020	1	3	Masters	A; Step 23; \$1,093.00	Certificated Supplemental	
West, Tera	Lead School Psychologist	2019-2021	2	195	Masters	Related M; Step 7; \$69,089.00	Certificated	
West, Tera	Lead School Psychologist	2019-2020	1	9	Masters	Related M; Step 7; \$3,189.00	Certificated Supplemental	

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

**PERSONNEL CONTRACT AMENDMENTS: ESC (Resolution #4093)**

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

**SOESC CONTRACT AMENDMENTS**

Name	Position	Contract Dates	Change 1	Change 2	Change 3	Comments
Friend, Heidi	Speech Language Pathologist	2019-2020	Salary Schedule from Related M, Step 2 to Related M, Step 10	Salary from \$54,168.00 to \$71,805.00		
Link, Deanne	Curriculum Consultant	2019-2020	Changing work days from 119 to 125 days			Pay is still \$397.70 per diem R/R

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

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PERSONNEL NON-RENEWAL CONTRACTS FOR CLASSIFIED: ESC (Resolution #4095) 4094 Rm

Upon the recommendation of Superintendent Justice, it was moved by Mr. Luck and seconded by Mrs. Charters to approve the non-renewal of the following classified contracts, pursuant to Section 3319.083 of the Ohio Revised Code. Notice of non-renewal was provided to said personnel on May 20, 2019, and May 23, 2019.

**SOESC NON-RENEWAL CLASSIFIED CONTRACTS**

<u>Name</u>	<u>Position</u>	<u>Contract Type</u>	<u>Effective Date</u>
Brausch, Robert	Math School Improvement Consultant	Classified	5/20/2019
Conkey, Tena	Para Professional	Classified	5/23/2019

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

APPROVAL OF OUT-OF-STATE TRAVEL (Resolution #4096) 4095 Rm

Upon the recommendation of Superintendent Justice, it was moved by Mr. Mount and seconded by Mr. Hill to approve out of state travel for **Tracy Dendinger** to attend the FFA "Train the Trainer" Conference in Indianapolis, Indiana on May 15 – 16, 2019 and approve any expenses that have been incurred for the trip.

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

APPROVAL OF PROVIDER CONTRACTS: ESC (Resolution #4097) 4096 Rm

Upon the recommendation of Superintendent Justice, it was moved by Mr. Hill and seconded by Mr. Luck 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	Primary Agreements	2019-2020 SY	\$ 207,160.62
Blanchester Local	Primary Agreements	2019-2020 SY	\$ 489,806.64
Bright Local	Primary Agreements	2019-2020 SY	\$ 346,381.08

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**SOESC PROVIDER CONTRACTS (Cont.)**

<u>Client</u>	<u>Service</u>	<u>Dates</u>	<u>Amount</u>
Bright Local	Classroom Rental Fee	2019-2020 SY	\$ 9,000.00
Clinton County Developmental Disabilities	Speech Language Pathologist & Audiological Services	2019-2020 SY	\$ 110,791.64
Clinton-Massie Local	Primary Agreements	2019-2020 SY	\$ 120,713.41
Community Action Commission of Fayette Co.	Resident Educator Services	2019-2020 SY	\$ 3,438.50
East Clinton Local	Primary Agreements	2019-2020 SY	\$ 410,948.40
East Clinton Local	Substitute Teacher Employment Services	7/1/2019-6/30/2020	\$123.25 per day x # of substitutes and/or \$225.25 per day + insurance costs x # of long-term substitutes
Fairfield Local	Primary Agreements	2019-2020 SY	\$ 397,031.50
Felicity-Franklin Local	Resident Educator Services	2019-2020 SY	\$ 5,631.00
Great Oaks	Substitute Processing	2019-2020 SY	\$ 3,000.00
Greenfield Exempted	Primary Agreements	2019-2020 SY	\$ 237,705.02
Hillsboro City	Primary Agreements	2019-2020 SY	\$ 281,613.23
Lynchburg-Clay Local	Primary Agreements	2019-2020 SY	\$ 233,588.76
Miami Trace Local	Primary Agreements	2019-2020 SY	\$ 12,647.00
Washington C.H. City	Primary Agreements	2019-2020 SY	\$ 474,257.64
Wilmington City	Primary Agreements	2019-2020 SY	\$ 125,958.80
Wilmington City	School Quality Improvement Services	7/01/2019 – 6/30/2021	\$ 187,763.94
State of Ohio Department of Education	“Scope of Work” for Tracy Dendinger	7/01/2019-6/30/2021	\$ 280,607.04

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

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**APPROVAL OF SERVICE CONTRACTS: ESC (Resolution #4098)** 4097 Rm

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

**SOESC SERVICE CONTRACTS**

<u>Provider</u>	<u>Purchase Order</u>	<u>Service</u>	<u>Dates</u>	<u>Amount</u>
MVECA	2190823	Technician Services	07/01/2019-06/30/2020	\$25,734.47 + travel
Warren County ESC	TBD	Speech	07/01/2019-06/30/2020	\$ 290,160.00
Madison-Champaign ESC	TBD	School Psychologist	2019-2020 SY	\$ 203,400.24

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

**SALARY SCHEDULES FY2020 (Resolution #4099)** 4098 Rm

Upon the recommendation of Superintendent Justice and the finance committee, it was moved by Mr. Mount and seconded by Mr. Hill to approve all salary schedules presented effective July 1, 2019, for the FY2020 employment contract year.

**[See Minute Page #1518 - #1522]**

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

**PERSONNEL CONTRACT RESIGNATIONS: REGION 14 (Resolution #4100)** 4099 Rm

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

**REGION 14 CONTRACT RESIGNATIONS**

<u>Name</u>	<u>Position</u>	<u>Contract Type</u>	<u>Effective Date</u>	<u>Comments</u>
Kelch, Linda	Administrative Assistant	Classified	12/31/2019	purpose of retirement
Myers, Michelle	Itinerant Teacher for the Hearing Impaired/Deaf	Certificated	6/30/2019	

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

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**PERSONNEL CONTRACT AGREEMENTS: REGION 14 (Resolution #4101)** 4100 Rm

Upon the recommendation of Superintendent Justice, it was moved by Mrs. Charters 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:

**REGION 14 CONTRACT AGREEMENTS**

Name	Tentative Position	Contract Dates	Length	Days	Degree	Schedule/Step /Rate	Contract Type	Comments
Ames, Tracy	Physical Therapist	2019-2022	3	170	Masters	P.T.M; Step 15; \$85,973.00	Certificated	
Boone, Michael	Physical Therapist	2019-2021	2	184	Bachelors +	P.T. +; Step 13; \$89,547.00	Certificated	
Boone, Michael	Physical Therapist	2019-2020	1	5	Bachelors +	P.T. +; Step 13; \$2,433.00	Certificated Supplemental	
Cluxton, Rachel	Preschool Itinerant Teacher	2019-2020	1	184	Masters	Itinerant M; Step 12; \$59,187.00	Certificated	
Cluxton, Rachel	Preschool Itinerant Teacher	2019-2020	1	8	Masters	Itinerant M; Step 12; \$2,573.00	Certificated Supplemental	
Cluxton, Rebecca	HMG Audiological Services	2019-2020	1	as needed	Masters	Audio/Sp; Step 15; \$45.64 per hour	Certificated Supplemental	
Cluxton, Rebecca	Educational Audiologist	2019-2020	1	20	Masters	Audio/Sp; Step 15; \$6,389.00	Certificated Supplemental	
Free, Suzanne	Preschool Itinerant Teacher	2019-2020	1	38	Masters	Itinerant M; Step 15; \$13,126.00	Certificated Supplemental	
Hall-Gehring, Megan	Team Leader	2019-2020	1	as needed	Masters	No Schedule; No Step; \$3,740.00	Certificated Supplemental	
Hall-Gehring, Megan	Adaptive Physical Education Specialist	2019-2020	1	15	Masters	Itinerant M; Step 10; \$4,626.00	Certificated Supplemental	
Harper, Natalie	Occupational Therapist	2019-2020	1	190	Bachelors	Related B; Step 13; \$69,386.00	Certificated	

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

**REGULAR BOARD MEETING**

**May 28, 2019**

**REGION 14 CONTRACT AGREEMENTS (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>
Helterbrand, Sherri	SST Consultant	2019-2020	1	44	Masters	MA B; Step 17; \$15,000.00	Certificated Supplemental	
Heys, Bradley	Adaptive Physical Education Specialist	2019-2020	1	184	Bachelors +	Itinerant +; Step 11; \$55,192.00	Certificated	
Heys, Bradley	Adaptive Physical Education Specialist	2019-2020	1	8	Bachelors +	Itinerant +; Step 11; \$2,400.00	Certificated Supplemental	
Hiler, Mary	Administrative Assistant	cont.	cont.	248	No Degree on Schedule	M; Step 15; \$22.23 per hour	Classified	Includes 5% responsibility factor
Huff, Kelly	Itinerant Teacher for the Hearing Impaired/Deaf	2019-2020	1	169	Masters	Itinerant M; Step 12; \$54,362.00	Certificated	
Hutchinson, Patricia	Itinerant Teacher for the Hearing Impaired/Deaf	2019-2020	1	8	Masters	Itinerant M; Step 4; \$1,916.00	Certificated Supplemental	
Kelch, Jill	Itinerant Teacher for the Visually Impaired	2019-2020	1	8	Masters	Visual; Step 14; \$2,805.00	Certificated Supplemental	
Kirk, Alexis	Early Learning & School Readiness	2018-2019	1	3	Masters	MA B; Step 17; \$1,023.00	Certificated Supplemental	
Luttrell, Amy	Family Consultant/Transition Specialist	2019-2020	1	44	Masters	MA B; Step 12; \$13,810.00	Certificated Supplemental	
Mead, Linda	Early Learning & School Readiness	2019-2020	1	20	Masters	MA B; Step 17; \$6,818.00	Certificated Supplemental	
Mickey, Deborah	SST Regional Early Literacy Consultant	2019-2021	2	204	Masters	MA B; Step 14; \$67,704.00	Certificated	
Osborne, Martha Ann	Itinerant Teacher for the Hearing Impaired/Deaf	2019-2020	1	184	Masters	Itinerant M; Step 3; \$42,264.00	Certificated	8 days 1838
Ozanich, Deborah	Itinerant Teacher for the Hearing Impaired/Deaf	2019-2021	2	184	Bachelor's	Itinerant; Step 14; \$52,445.00		
Ozanich, Deborah	Itinerant Teacher for the Hearing Impaired/Deaf	2019-2020	1	8	Bachelor's	Itinerant; Step 14; \$2,280.00	Certificated Supplemental	
Prater, Tara	Occupational Therapist	2019-2021	2	190	Bachelor's +	Related B+; Step 13; \$74,057.00	Certificated	

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

**REGULAR BOARD MEETING**

**May 28, 2019**

**REGION 14 CONTRACT AGREEMENTS (Cont.)**

Name	Tentative Position	Contract Dates	Length	Days	Degree	Schedule/Step /Rate	Contract Type	Comments
Ryan, Ellen	Chief Physical Therapist	2019-2020	1	as needed	Masters	No Schedule, No Step; \$4,556.00	Certificated Supplemental	
Tise, Shannon	Occupational Therapist	2019-2022	3	195	No Degree on Schedule	No Schedule; No Step; \$92,760.00	Certificated	
Tise, Shannon	Team Leader	2019-2020	1	as needed	Masters	No Schedule; No Step; \$3,740.00	Certificated Supplemental	
Tolle, Kathy	Physical Therapist	2019-2021	2	190	Masters	Related M; Step 9; \$71,989.00	Certificated	
Trowbridge, Megan	Team Leader	2019-2020	1	as needed	Masters	No Schedule; No Step; \$3,740.00	Certificated Supplemental	
West, Amy	Occupational Therapist	2019-2022	3	156	Bachelor's	Related B; Step 11; \$55,485.00	Certificated	
Weaver, Abbey	Team Leader	2019-2020	1	as needed	Masters	No Schedule; No Step; \$3,740.00	Certificated Supplemental	

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

**PERSONNEL CONTRACT AMENDMENT: REGION 14 (Resolution #4102)** 4161 Rm

Upon the recommendation of Superintendent Justice, it was moved by Mr. Mount and seconded by Mrs. Charters 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	Change 3	Comments
Hall-Gehring, Megan	Adapted Physical Education Specialist	2019-2020	Salary Schedule/Step from APE M Step 15 to Itinerant M Step 10	Changing salary from \$56,311 to \$56,748		

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



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

**REGULAR BOARD MEETING**

**May 28, 2019**

**APPROVAL OF PROVIDER CONTRACTS: REGION 14 (Resolution #4103)** 4102 RM

Upon the recommendation of Superintendent Justice, it was moved by Mr. Hill and seconded by Mr. Peck 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	7/1/2015-continuing	\$ 392,011.32
Blanchester Local	Special Education Cooperative Service Agreements	7/1/2015-continuing	\$ 197,261.14
Bright Local	Special Education Cooperative Service Agreements	7/1/2015-continuing	\$ 97,284.63
Clinton-Massie Local	Special Education Cooperative Service Agreements	7/1/2015-continuing	\$ 174,887.09
East Clinton Local	Special Education Cooperative Service Agreements	7/1/2015-continuing	\$ 208,820.62
Eastern Local	Special Education Cooperative Service Agreements	7/1/2015-continuing	\$ 138,819.83
Fairfield Local	Special Education Cooperative Service Agreements	7/1/2015-continuing	\$ 182,259.17
Fayetteville-Perry Local	Special Education Cooperative Service Agreements	7/1/2015-continuing	\$ 108,614.62
Georgetown Ex. Village	Special Education Cooperative Service Agreements	7/1/2015-continuing	\$ 124,821.77
Greenfield Exempted	Special Education Cooperative Service Agreements	7/1/2015-continuing	\$ 218,455.80
Hillsboro City	Special Education Cooperative Service Agreements	7/1/2015-continuing	\$ 387,131.21
Lynchburg-Clay Local	Special Education Cooperative Service Agreements	7/1/2015-continuing	\$ 139,809.41
Miami Trace Local	Special Education Cooperative Service Agreements	7/1/2015-continuing	\$ 294,863.84
Miami Valley JOG	Provision of Office Space	07/01/2019-06/30/2020	\$ 3,150.00
RULH Local	Special Education Cooperative Service Agreements	7/1/2015-continuing	\$ 100,455.46
Washington C.H. City	Special Education Cooperative Service Agreements	7/1/2015-continuing	\$ 243,773.90
Western Brown Local	Special Education Cooperative Service Agreements	7/1/2015-continuing	\$ 336,455.93
Wilmington City	Special Education Cooperative Service Agreements	7/1/2015-continuing	\$ 318,831.92

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

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

**REGULAR BOARD MEETING**

**May 28, 2019**

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SUPERINTENDENT INFORMATION/DISCUSSION ITEMS

Superintendent Justice shared the following with the board:

1. Staff Satisfaction Survey Review – Mrs. Justice disseminated at the April board meeting and members discussed their observations.
2. Hillsboro office relocation – moving to Hopewell by August 1, 2019.
3. Scholarship meetings – All but two Waddell recipients attended the reception earlier this evening. Thank you to the board members that were able to attend.
4. Leadership Cabinet update – updated organization flow chart; will be shared at next board meeting once completed. Currently working to develop a high functioning team thru trust exercises.
5. Hopewell facilities upgrades – siding and windows in back, electrical work/lighting for back of the building cost ~ \$6,190. Locks accessibility-SHP-\$44,241-includes new doors and swipe cards. Mr. Royalty is working with BWC to see if any of these costs can be reimbursed. Board of Elections may also help with the cost. Two bids have been received for paving front parking lot: Cox~\$96,421 and Roberts~\$101,635; includes strip patch seal for the front lot.
6. Job Descriptions – have been updated and binders provided to board members. Please review for approval at the June board meeting.

NEW DOORS AND SECURITY SYSTEM AT HOPEWELL (Resolution #4103)

It was moved by Mrs. Charters and seconded by Mr. Luck to move forward with the purchase of the new doors and security system at Region 14 with the information presented.

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

PAVING PARKING LOT AT HOPEWELL (Resolution #4104)

It was moved by Mr. Peck and seconded by Mrs. Charters to go with the lowest and best bid for paving the parking lot at Hopewell.

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

*Mr. Mount will reach out to Brown County Asphalt on 05/29/2019 for a bid.*

MINUTES OF THE SOUTHERN OHIO  
EDUCATIONAL SERVICE CENTER GOVERNING BOARD MEETING

REGULAR BOARD MEETING

May 28, 2019

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ADJOURNMENT

It was moved by Mr. Luck and seconded by Mrs. Charters to adjourn to meet again in regular session on June 25, 2019, at 7:00 p.m. at Southern Ohio Educational Service Center, 3321 Airborne Road, Wilmington.

*Martha Gausman*

BOARD PRESIDENT

*Rachel Meyer*

TREASURER

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

## REGULAR BOARD MEETING

May 28, 2019




<b>Salary Schedule A</b> Effective 7/1/2019 9 - Months 184 days 2019-2020 School Year Base = \$39,479											
Step	Index	Rate	Step	Index	Rate	Step	Index	Rate	Step	Index	Rate
1	1000	\$39,479	10	1083	\$48,248	20	1166	\$57,017	30	1249	\$65,786
2	1000	\$39,479	11	1093	\$49,248	21	1176	\$58,017	31	1259	\$66,786
3	1000	\$39,479	12	1103	\$50,248	22	1186	\$59,017	32	1269	\$67,786
4	1000	\$39,479	13	1113	\$51,248	23	1196	\$60,017	33	1279	\$68,786
5	1000	\$39,479	14	1123	\$52,248	24	1206	\$61,017	34	1289	\$69,786
6	1000	\$39,479	15	1133	\$53,248	25	1216	\$62,017	35	1299	\$70,786
7	1000	\$39,479	16	1143	\$54,248	26	1226	\$63,017	36	1309	\$71,786
8	1000	\$39,479	17	1153	\$55,248	27	1236	\$64,017	37	1319	\$72,786
9	1000	\$39,479	18	1163	\$56,248	28	1246	\$65,017	38	1329	\$73,786
10	1000	\$39,479	19	1173	\$57,248	29	1256	\$66,017	39	1339	\$74,786
11	1000	\$39,479	20	1183	\$58,248	30	1266	\$67,017	40	1349	\$75,786
12	1000	\$39,479	21	1193	\$59,248	31	1276	\$68,017	41	1359	\$76,786
13	1000	\$39,479	22	1203	\$60,248	32	1286	\$69,017	42	1369	\$77,786
14	1000	\$39,479	23	1213	\$61,248	33	1296	\$70,017	43	1379	\$78,786
15	1000	\$39,479	24	1223	\$62,248	34	1306	\$71,017	44	1389	\$79,786
16	1000	\$39,479	25	1233	\$63,248	35	1316	\$72,017	45	1399	\$80,786
17	1000	\$39,479	26	1243	\$64,248	36	1326	\$73,017	46	1409	\$81,786
18	1000	\$39,479	27	1253	\$65,248	37	1336	\$74,017	47	1419	\$82,786
19	1000	\$39,479	28	1263	\$66,248	38	1346	\$75,017	48	1429	\$83,786
20	1000	\$39,479	29	1273	\$67,248	39	1356	\$76,017	49	1439	\$84,786
21	1000	\$39,479	30	1283	\$68,248	40	1366	\$77,017	50	1449	\$85,786
22	1000	\$39,479	31	1293	\$69,248	41	1376	\$78,017	51	1459	\$86,786
23	1000	\$39,479	32	1303	\$70,248	42	1386	\$79,017	52	1469	\$87,786
24	1000	\$39,479	33	1313	\$71,248	43	1396	\$80,017	53	1479	\$88,786
25	1000	\$39,479	34	1323	\$72,248	44	1406	\$81,017	54	1489	\$89,786
26	1000	\$39,479	35	1333	\$73,248	45	1416	\$82,017	55	1499	\$90,786
27	1000	\$39,479	36	1343	\$74,248	46	1426	\$83,017	56	1509	\$91,786
28	1000	\$39,479	37	1353	\$75,248	47	1436	\$84,017	57	1519	\$92,786
29	1000	\$39,479	38	1363	\$76,248	48	1446	\$85,017	58	1529	\$93,786
30	1000	\$39,479	39	1373	\$77,248	49	1456	\$86,017	59	1539	\$94,786
31	1000	\$39,479	40	1383	\$78,248	50	1466	\$87,017	60	1549	\$95,786
32	1000	\$39,479	41	1393	\$79,248	51	1476	\$88,017	61	1559	\$96,786
33	1000	\$39,479	42	1403	\$80,248	52	1486	\$89,017	62	1569	\$97,786
34	1000	\$39,479	43	1413	\$81,248	53	1496	\$90,017	63	1579	\$98,786
35	1000	\$39,479	44	1423	\$82,248	54	1506	\$91,017	64	1589	\$99,786
36	1000	\$39,479	45	1433	\$83,248	55	1516	\$92,017	65	1599	\$100,786
37	1000	\$39,479	46	1443	\$84,248	56	1526	\$93,017	66	1609	\$101,786
38	1000	\$39,479	47	1453	\$85,248	57	1536	\$94,017	67	1619	\$102,786
39	1000	\$39,479	48	1463	\$86,248	58	1546	\$95,017	68	1629	\$103,786
40	1000	\$39,479	49	1473	\$87,248	59	1556	\$96,017	69	1639	\$104,786
41	1000	\$39,479	50	1483	\$88,248	60	1566	\$97,017	70	1649	\$105,786
42	1000	\$39,479	51	1493	\$89,248	61	1576	\$98,017	71	1659	\$106,786
43	1000	\$39,479	52	1503	\$90,248	62	1586	\$99,017	72	1669	\$107,786
44	1000	\$39,479	53	1513	\$91,248	63	1596	\$100,017	73	1679	\$108,786
45	1000	\$39,479	54	1523	\$92,248	64	1606	\$101,017	74	1689	\$109,786
46	1000	\$39,479	55	1533	\$93,248	65	1616	\$102,017	75	1699	\$110,786
47	1000	\$39,479	56	1543	\$94,248	66	1626	\$103,017	76	1709	\$111,786
48	1000	\$39,479	57	1553	\$95,248	67	1636	\$104,017	77	1719	\$112,786
49	1000	\$39,479	58	1563	\$96,248	68	1646	\$105,017	78	1729	\$113,786
50	1000	\$39,479	59	1573	\$97,248	69	1656	\$106,017	79	1739	\$114,786
51	1000	\$39,479	60	1583	\$98,248	70	1666	\$107,017	80	1749	\$115,786
52	1000	\$39,479	61	1593	\$99,248	71	1676	\$108,017	81	1759	\$116,786
53	1000	\$39,479	62	1603	\$100,248	72	1686	\$109,017	82	1769	\$117,786
54	1000	\$39,479	63	1613	\$101,248	73	1696	\$110,017	83	1779	\$118,786
55	1000	\$39,479	64	1623	\$102,248	74	1706	\$111,017	84	1789	\$119,786
56	1000	\$39,479	65	1633	\$103,248	75	1716	\$112,017	85	1799	\$120,786
57	1000	\$39,479	66	1643	\$104,248	76	1726	\$113,017	86	1809	\$121,786
58	1000	\$39,479	67	1653	\$105,248	77	1736	\$114,017	87	1819	\$122,786
59	1000	\$39,479	68	1663	\$106,248	78	1746	\$115,017	88	1829	\$123,786
60	1000	\$39,479	69	1673	\$107,248	79	1756	\$116,017	89	1839	\$124,786
61	1000	\$39,479	70	1683	\$108,248	80	1766	\$117,017	90	1849	\$125,786
62	1000	\$39,479	71	1693	\$109,248	81	1776	\$118,017	91	1859	\$126,786
63	1000	\$39,479	72	1703	\$110,248	82	1786	\$119,017	92	1869	\$127,786
64	1000	\$39,479	73	1713	\$111,248	83	1796	\$120,017	93	1879	\$128,786
65	1000	\$39,479	74	1723	\$112,248	84	1806	\$121,017	94	1889	\$129,786
66	1000	\$39,479	75	1733	\$113,248	85	1816	\$122,017	95	1899	\$130,786
67	1000	\$39,479	76	1743	\$114,248	86	1826	\$123,017	96	1909	\$131,786
68	1000	\$39,479	77	1753	\$115,248	87	1836	\$124,017	97	1919	\$132,786
69	1000	\$39,479	78	1763	\$116,248	88	1846	\$125,017	98	1929	\$133,786
70	1000	\$39,479	79	1773	\$117,248	89	1856	\$126,017	99	1939	\$134,786
71	1000	\$39,479	80	1783	\$118,248	90	1866	\$127,017	100	1949	\$135,786

<b>Salary Schedule B</b> Effective 7/1/2019 10 - Months 204 days 2019-2020 School Year Base = \$39,082											
Step	Index	Rate	Step	Index	Rate	Step	Index	Rate	Step	Index	Rate
1	1000	\$39,082	10	1083	\$47,851	20	1166	\$56,620	30	1249	\$65,389
2	1000	\$39,082	11	1093	\$48,851	21	1176	\$57,620	31	1259	\$66,389
3	1000	\$39,082	12	1103	\$49,851	22	1186	\$58,620	32	1269	\$67,389
4	1000	\$39,082	13	1113	\$50,851	23	1196	\$59,620	33	1279	\$68,389
5	1000	\$39,082	14	1123	\$51,851	24	1206	\$60,620	34	1289	\$69,389
6	1000	\$39,082	15	1133	\$52,851	25	1216	\$61,620	35	1299	\$70,389
7	1000	\$39,082	16	1143	\$53,851	26	1226	\$62,620	36	1309	\$71,389
8	1000	\$39,082	17	1153	\$54,851	27	1236	\$63,620	37	1319	\$72,389
9	1000	\$39,082	18	1163	\$55,851	28	1246	\$64,620	38	1329	\$73,389
10	1000	\$39,082	19	1173	\$56,851	29	1256	\$65,620	39	1339	\$74,389
11	1000	\$39,082	20	1183	\$57,851	30	1266	\$66,620	40	1349	\$75,389
12	1000	\$39,082	21	1193	\$58,851	31	1276	\$67,620	41	1359	\$76,389
13	1000	\$39,082	22	1203	\$59,851	32	1286	\$68,620	42	1369	\$77,389
14	1000	\$39,082	23	1213	\$60,851	33	1296	\$69,620	43	1379	\$78,389
15	1000	\$39,082	24	1223	\$61,851	34	1306	\$70,620	44	1389	\$79,389
16	1000	\$39,082	25	1233	\$62,851	35	1316	\$71,620	45	1399	\$80,389
17	1000	\$39,082	26	1243	\$63,851	36	1326	\$72,620	46	1409	\$81,389
18	1000	\$39,082	27	1253	\$64,851	37	1336	\$73,620	47	1419	\$82,389
19	1000	\$39,082	28	1263	\$65,851	38	1346	\$74,620	48	1429	\$83,389
20	1000	\$39,082	29	1273	\$66,851	39	1356	\$75,620	49	1439	\$84,389
21	1000	\$39,082	30	1283	\$67,851	40	1366	\$76,620	50	1449	\$85,389
22	1000	\$39,082	31	1293	\$68,851	41	1376	\$77,620	51	1459	\$86,389
23	1000	\$39,082	32	1303	\$69,851	42	1386	\$78,620	52	1469	\$87,389
24	1000	\$39,082	33	1313	\$70,851	43	1396	\$79,620	53	1479	\$88,389
25	1000	\$39,082	34	1323	\$71,851	44	1406	\$80,620	54	1489	\$89,389
26	1000	\$39,082	35	1333	\$72,851	45	1416	\$81,620	55	1499	\$90,389
27	1000	\$39,082	36	1343	\$73,851	46	1426	\$82,620	56	1509	\$91,389
28	1000	\$39,082	37	1353	\$74,851	47	1436	\$83,620	57	1519	\$92,389
29	1000	\$39,082	38	1363	\$75,851	48	1446	\$84,620	58	1529	\$93,389
30	1000	\$39,082	39	1373	\$76,851	49	1456	\$85,620	59	1539	\$94,389
31	1000	\$39,082	40	1383	\$77,851	50	1466	\$86,620	60	1549	\$95,389
32	1000	\$39,082	41	1393	\$78,851	51	1476	\$87,620	61	1559	\$96,389

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

**REGULAR BOARD MEETING**

May 28, 2019

<b>SALARY SCHEDULE L</b> 2019-2020 School Year Effective 7/1/2019 			<b>SALARY SCHEDULE M</b> 2019-2020 School Year Effective 7/1/2019 			<b>SALARY SCHEDULE N</b> 2019-2020 School Year Effective 7/1/2019 		
Aide Substitute Aide Base = \$9.57			Substitute Clerical / Fiscal Base = \$11.52			Administrative/Fiscal Personnel Base = \$17.40		
Step	Index	HOURLY RATE	Step	Index	HOURLY RATE	Step	Index	HOURLY RATE
0	1.0000	\$9.57	0	1.0000	\$11.52	0	1.0000	\$17.40
1	1.0570	\$10.12	1	1.0568	\$12.20	1	1.0570	\$18.99
2	1.1140	\$10.66	2	1.1176	\$12.87	2	1.1140	\$19.38
3	1.1710	\$11.21	3	1.1764	\$13.55	3	1.1710	\$20.38
4	1.2280	\$11.75	4	1.2252	\$14.23	4	1.2280	\$21.37
5	1.2850	\$12.30	5	1.2840	\$14.91	5	1.2850	\$22.36
6	1.3420	\$12.84	6	1.3628	\$15.58	6	1.3420	\$23.35
7	1.3990	\$13.39	7	1.4116	\$16.26	7	1.3990	\$24.34
8	1.4560	\$13.93	8	1.4704	\$16.94	8	1.4500	\$25.33
9	1.5130	\$14.48	9	1.5292	\$17.62	9	1.5130	\$26.33
10	1.5700	\$15.02	10	1.5880	\$18.29	10	1.5700	\$27.32
11	1.6270	\$15.57	11	1.6468	\$18.97	11	1.6270	\$28.31
12	1.6840	\$16.12	12	1.7056	\$19.65	12	1.6840	\$29.30
13	1.7410	\$16.66	13	1.7624	\$20.33	13	1.7410	\$30.29
14	1.7980	\$17.21	14	1.8232	\$21.00	14	1.7980	\$31.29
15	1.8550	\$17.78	15	1.8840	\$21.70	15	1.8550	\$32.31

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

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

May 28, 2019

**Region 14-Hopewell Center 2019-2020 Salary Schedule**

Effective 7/1/19

Salaries based on 184 Days

Base

\$34,592.00

Step	Interant	Interant +	Interant M	Adv Sp	P.T.	P.T +	P.T M	Visual
0	\$ 34,592	\$ 36,183	\$ 37,992	\$ 38,988	\$ 54,309	\$ 56,776	\$ 62,221	\$ 42,417
1	\$ 35,872	\$ 37,667	\$ 39,629	\$ 40,829	\$ 56,506	\$ 59,246	\$ 64,677	\$ 45,011
2	\$ 37,200	\$ 39,213	\$ 41,331	\$ 42,934	\$ 58,696	\$ 61,716	\$ 67,133	\$ 46,903
3	\$ 38,577	\$ 40,819	\$ 43,109	\$ 45,593	\$ 60,892	\$ 64,185	\$ 69,589	\$ 48,789
4	\$ 40,002	\$ 42,493	\$ 44,959	\$ 48,232	\$ 63,085	\$ 66,648	\$ 72,045	\$ 50,681
5	\$ 41,483	\$ 44,236	\$ 46,893	\$ 50,863	\$ 66,628	\$ 69,118	\$ 74,501	\$ 52,573
6	\$ 43,019	\$ 46,049	\$ 48,910	\$ 53,595	\$ 67,475	\$ 71,588	\$ 76,960	\$ 54,458
7	\$ 44,150	\$ 47,934	\$ 51,013	\$ 56,214	\$ 69,668	\$ 74,051	\$ 79,413	\$ 56,350
8	\$ 46,269	\$ 49,902	\$ 53,206	\$ 57,924	\$ 71,865	\$ 76,528	\$ 81,869	\$ 58,239
9	\$ 47,972	\$ 51,950	\$ 55,496	\$ 59,710	\$ 74,055	\$ 78,998	\$ 84,325	\$ 60,131
10	\$ 49,743	\$ 54,081	\$ 57,883	\$ 61,596	\$ 76,256	\$ 81,484	\$ 86,857	\$ 62,020
11	\$ 51,584	\$ 56,295	\$ 60,370	\$ 63,579	\$ 80,613	\$ 86,404	\$ 89,458	\$ 63,912
12	\$ 51,584	\$ 58,295	\$ 60,370	\$ 63,579	\$ 80,613	\$ 86,404	\$ 89,458	\$ 63,912
13	\$ 53,493	\$ 58,806	\$ 62,968	\$ 65,379	\$ 85,027	\$ 91,337	\$ 92,146	\$ 65,797
14	\$ 53,493	\$ 58,806	\$ 62,968	\$ 65,379	\$ 85,027	\$ 91,337	\$ 92,146	\$ 65,797
15	\$ 55,015	\$ 59,685	\$ 64,829	\$ 69,958	\$ 89,386	\$ 93,807	\$ 94,914	\$ 67,693

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

MINUTES OF THE SOUTHERN OHIO  
EDUCATIONAL SERVICE CENTER GOVERNING BOARD MEETING

REGULAR BOARD MEETING

May 28, 2019

**Region 14-Hopewell Center 2019-2020 Salary Schedule**  
 \*Salary Based on 195 Days 2%  
 Effective 7/1/2019

Step	Related B	Related B+	Related M
0	\$ 49,888	\$ 51,782	\$ 54,680
1	\$ 51,782	\$ 53,931	\$ 57,022
2	\$ 53,682	\$ 56,077	\$ 58,554
3	\$ 55,575	\$ 58,222	\$ 61,019
4	\$ 57,473	\$ 60,366	\$ 63,485
5	\$ 59,368	\$ 62,512	\$ 65,786
6	\$ 61,262	\$ 64,656	\$ 68,210
7	\$ 63,160	\$ 66,801	\$ 70,470
8	\$ 65,055	\$ 68,945	\$ 72,936
9	\$ 66,949	\$ 71,091	\$ 75,360
10	\$ 68,847	\$ 73,235	\$ 77,620
11	\$ 70,742	\$ 75,381	\$ 79,921
12	\$ 72,636	\$ 77,526	\$ 82,099
13	\$ 74,530	\$ 79,671	\$ 84,294
14	\$ 76,424	\$ 81,816	\$ 86,499
15	\$ 78,318	\$ 83,961	\$ 88,704

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

MINUTES OF THE SOUTHERN OHIO  
EDUCATIONAL SERVICE CENTER GOVERNING BOARD MEETING

REGULAR BOARD MEETING

May 28, 2019

Region 14-Hopewell Center 2019-2020 Salary Schedule

Effective 7/1/2019

Step	Interp	Assistant
0	\$ 19.42	\$ 26.43
1	\$ 19.89	\$ 27.33
2	\$ 20.39	\$ 28.34
3	\$ 20.92	\$ 29.33
4	\$ 21.43	\$ 30.36
5	\$ 21.96	\$ 31.28
6	\$ 22.52	\$ 32.23
7	\$ 23.07	\$ 33.19
8	\$ 23.65	\$ 34.08
9	\$ 24.26	\$ 34.98
10	\$ 24.85	\$ 35.85
11	\$ 25.48	\$ 36.75
12	\$ 25.48	\$ 36.75
13	\$ 26.11	\$ 37.63
14	\$ 26.11	\$ 37.63
15	\$ 26.78	\$ 38.59

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