

**ELMWOOD LOCAL SCHOOLS  
BOARD OF EDUCATION**

**Regular Meeting – Monday, October 9, 2023 / 5:30 p.m.**

**Elmwood Schools Auditoria**

**Bloomdale, Ohio 44817**

Board minutes are not official until approved at the November 2023 Board of Education meeting.

Roll: Time 5:30 pm

Mrs. Davis	Absent
Mr. Lee	Present
Mr. Pennington	Present
Mrs. Reynolds	Present
Mrs. Silverwood	Present

Call to Order

At this time, the meeting was called to order.

Pledge of Allegiance

**189-23**

Acceptance of Minutes of Previous Meeting:

- Regular Meeting, September 5, 2023

Motion by Mr. Pennington    Seconded by Mrs. Silverwood

**Mrs. Silverwood Yes Mr. Lee Yes Mrs. Reynolds Yes Mr. Pennington Yes**

Adjustment of Proposed Agenda for Tonight's Meeting

Superintendent Borton made any changes to the agenda at this time.

Superintendent's Recognition and Updates

- HS Student of the Month

Hearing of the Public

- No requests

**190-23**

Executive Session: Time 5:42 pm

Superintendent Borton requested that the Board go into Executive Session to consider compensation of a public employee.

Motion by Mr. Pennington    Seconded by Mrs. Silverwood

**Mr. Lee Yes Mrs. Reynolds Yes Mrs. Silverwood Yes Mr. Pennington Yes**

Return from Executive Session: Time 6:20 pm

President Lee certified that the Board did discuss the above aforementioned executive item.

**\*As a reminder, from this point on, the remainder of the meeting will be audiotaped.**

**ELMWOOD BOARD OF EDUCATION**  
**October 9, 2023**

TREASURER'S REPORTS

Financial

**191-23**

- a) It is recommended that the financial statements for the month of September be approved as presented by the Treasurer.

Motion by Mr. Pennington      Seconded by Mrs. Silverwood

***Mr. Pennington Yes Mrs. Silverwood Yes Mr. Lee Yes Mrs. Reynolds Yes***

**192-23**

It is recommended to approve the following supplemental appropriations:

300-9011	Volleyball	\$3,000.00	Increase
200	Student Managed Activities	\$8,000.00	Increase

Motion by Mr. Pennington      Seconded by Mrs. Reynolds

***Mr. Lee Yes Mrs. Silverwood Yes Mr. Pennington Yes Mrs. Reynolds Yes***

**193-23**

It is recommended to establish the following fund and its corresponding appropriations:

200-9130	MS Unit Creative Crafts	\$500.00
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Motion by Mr. Pennington      Seconded by Mrs. Silverwood

***Mrs. Silverwood Yes Mr. Pennington Yes Mrs. Reynolds Yes Mr. Lee Yes***

SUPERINTENDENT'S RECOMMENDATIONS & REPORTS

**194-23**

Consent Agenda

- a) It is recommended that the Wood County Substitute Teacher & Aide List additions and deletions for the past month and all subsequent revisions be approved for the 2023-2024 school year.
- b) It is recommended to approve the plan for Online Instruction During Periods of Closure as required by HB33 that was signed into law July 3, 2023. (Exhibit A)
- c) It is recommended that the following resignations/retirements be accepted.

Dawn Hamman – MS Aide/Attendant – resignation effective September 10, 2023  
Susan Goetz – Transportation Office Assistant – resignation effective October 20, 2023  
Cindy Althaus – Bus Driver – retirement effective October 31, 2023  
Paula Morgart – Bus Driver – retirement effective November 29, 2023

**ELMWOOD BOARD OF EDUCATION**  
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**194-23 continued**

d) It is recommended that the following donation be accepted:

<u>Donator</u>	<u>Recipient</u>	<u>Amount</u>
Hope Lutheran Church of BG	Elmwood Food Pantry	\$339.00
First Church of God – Women’s Breakfast Club	Elmwood Food Pantry	\$ 85.00
John & Melissa Weinert	Elmwood HS Boys Golf	\$100.00
Brandon Heiss	Social Media Productions / Royal Nation News (1 - 53” silver umbrella w/ diffusion, 3 Solix BiColor lights & 2 - 43” silver umbrellas w/ diffusion)	items valued at about \$1,254.10
Staples	Prom 2024 (Class of 2025) (600 B&W copies of Prom 24 Fundraiser for parents)	items valued at \$110.00
Staples	Prom 2024 (Class of 2025) (600 Color copies of Prom 24 Fundraiser for parents)	items valued at \$320.00
Elmwood Athletic Boosters	Prom 2024 (Class of 2025)	\$580.00
Elmwood Athletic Boosters	Prom 2024 (Class of 2025) (for Trunk or Treat items)	\$556.00

e) It is recommended that the following overnight/out-of-state trip be approved.

<u>Group</u>	<u>Purpose</u>	<u>Location</u>	<u>Dates</u>
FFA	National Convention	Indianapolis, IN	Nov. 1-3, 2023

Motion by Mrs. Reynolds      Seconded by Mr. Pennington

***Mrs. Reynolds Yes Mr. Lee Yes Mrs. Silverwood Yes Mr. Pennington Yes***

Action Agenda

**195-23**

It is recommended that the Board approve the job description for Assistant Transportation Supervisor, File 701a. (Exhibit B)

Motion by Mr. Pennington      Seconded by Mrs. Silverwood

***Mrs. Reynolds Yes Mrs. Silverwood Yes Mr. Pennington Yes Mr. Lee Yes***

**196-23**

It is recommended to adopt the revised Confidential/Supervisor Salary Schedules for FY2024, effective 10/10/2023. (Exhibit C)

Motion by Mr. Pennington      Seconded by Mrs. Silverwood

***Mrs. Silverwood Yes Mr. Pennington Yes Mrs. Reynolds Yes Mr. Lee Yes***

**197-23**

**ELMWOOD BOARD OF EDUCATION**  
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It is recommended that the following expenditure be approved:

<u>Company</u>	<u>Purpose</u>	<u>Amount</u>
Rob Marsh	Softball backdrop	\$ 7,794.75

Motion by Mr. Pennington    Seconded by **No Motion**

**Motion Failed – for lack of a second**

**198-23**

It is recommended that the following individuals be approved for supplemental positions for the 2023-2024 school year, pending BCII/FBI and certification if applicable. For any non-licensed applicant, it is noted that the open position was first offered to those employees of the district who are licensed and no licensed employee qualified to fill the position accepted it, and then that it has advertised the position as available to any licensed individual who is qualified to fill it and who is not employed by the Board, and no such person has applied for and accepted the position.

High School

<u>Name</u>	<u>Position</u>	<u>Salary</u>
Lon (Mickey) Shank	Assistant Boys Basketball Coach	Step 21
Jeff Hannah	Assistant Boys Basketball Coach	Step 21
Garrett Michalkiewicz	Volunteer Assistant Basketball Coach	Step 2
John Bates	Volunteer Assistant Basketball Coach	Step 2
Gerald Taft	Assistant Girls Basketball Coach	Step 5
Melissa Miller	Assistant Girls Basketball Coach	Step 1
Brian Endicott	Assistant Wrestling Coach	Step 14
Rich Delamatre	Assistant Wrestling Coach (1/2 contract)	Step 9
Jace Grossman	Assistant Wrestling Coach (1/2 contract)	Step 1

Middle School

<u>Name</u>	<u>Position</u>	<u>Salary</u>
Jason Engel	8 <sup>th</sup> Grade Boys Basketball Coach	Step 5
Zachary Abke	7 <sup>th</sup> Grade Boys Basketball Coach	Step 1
Karen Hannah	8 <sup>th</sup> Grade Girls Basketball Coach	Step 1
Matt Hauenstein	7 <sup>th</sup> Grade Girls Basketball Coach	Step 0
Dave Lee	MS Head Wrestling Coach	Step 34
Mitchell Lee	MS Assistant Wrestling Coach	Step 15
Dexter Lee	MS Assistant Wrestling Coach	Step 9

Motion by Mr. Pennington    Seconded by Mrs. Silverwood

***Mrs. Reynolds    Yes    Mr. Lee    Yes    Mr. Pennington    Yes    Mrs. Silverwood    Yes***

**199-23**

It is recommended that the following individual be issued a One Year Limited, classified contract, for the 2023-2024 school year.

<u>Individual</u>	<u>Building</u>	<u>Tentative Placement</u>	<u>Step/Rate of Pay</u>
Kevin Mermin	Middle School	Aide/Attendant	Step 0 / as needed basis effective Sept. 18, 2023 – June 30, 2024

Motion by Mrs. Reynolds    Seconded by Mrs. Silverwood

***Mr. Lee    Yes    Mrs. Silverwood    Yes    Mr. Pennington    Yes    Mrs. Reynolds    Yes***

**200-23**

**ELMWOOD BOARD OF EDUCATION**

**October 9, 2023**

It is recommended that the following individual be issued a One Year, classified contract, effective September 11, 2023 - June 30, 2024.

Name	Building	Tentative Placement	Step
Dawn Hamman	District	Custodian	Step 4

(260 days, 8 hrs per day, pro-rated)

Motion by Mrs. Reynolds    Seconded by Mrs. Silverwood

***Mrs. Silverwood Yes Mr. Lee Yes Mrs. Reynolds Yes Mr. Pennington Yes***

**201-23**

It is recommended that the following individual be issued a One Year, classified contract, effective October 10, 2023 - June 30, 2024.

Name	Building	Position	Step
John Nelson	District	Maintenance	Step 0

(260 days, 8 hrs per day, pro-rated)

Motion by Mr. Pennington    Seconded by Mrs. Silverwood

***Mr. Pennington Yes Mrs. Reynolds Yes Mr. Lee Yes Mrs. Silverwood Yes***

**202-23**

It is recommended that the following contract be approved at the current rate of compensation, per the Confidential / Supervisory Salary Schedule.

Name	Position	Contract/Step
John Dell	Assistant Transportation Supervisor - transitioning into Transportation Supervisor	Two-Year, Non-Teaching 3319.02 Supervisory Contract Step 7 – eff. Oct. 23, 2023 - June 30, 2025

Motion by Mr. Pennington    Seconded by Mrs. Silverwood

***Mr. Lee Yes Mrs. Silverwood Yes Mrs. Reynolds Yes Mr. Pennington Yes***

**203-23**

It is recommended to create a \$1.00 per hour salary increase for the following aides who are designated by the Superintendent as responsible for diapering/toileting hygiene duties for students. This pay enhancement is in recognition for the additional personal care duties of a sensitive nature that are assigned to them for the 2023-2024 school year and shall remain in place while they are assigned these additional duties. Such pay shall be retroactive to the start of the 2023-2024 school year or the first day the employee was assigned these additional duties.

- Jasmine Gibson
- Samantha Peters
- Stephanie Rose
- LeeAnna Martinez
- Ashley Weasner
- Robyn Casey
- Kim Sander
- Jenifer Holcombe
- Jaime Hawkins

Motion by Mrs. Reynolds    Seconded by Mr. Pennington

***Mr. Pennington Yes Mrs. Silverwood Yes Mr. Lee Yes Mrs. Reynolds Yes***

# ***ELMWOOD BOARD OF EDUCATION***

***October 9, 2023***

- Our annual FFA Fall Fest was held on Friday, September 29th for elementary students. Thank you to Krysteena Lawrence and the FFA for planning this event!
- Congratulations to our homecoming court and King Owen Seedorf and Queen Kate Keiffer! The ceremony was held on Friday, September 29th before the Royal football team win over Arcadia!
- Our juniors will take the PSAT test on Wednesday, October 11th.
- Parent and Senior Night will take place prior to the home football game on Friday, October 13th.
- Penta will be conducting assessments for Sophomores on Monday, October 23rd.
- Student Council is hosting "Trunk or Treat" on Thursday, October 26th from 6-7pm.

## Middle School

- Spirit week was held the week of homecoming and culminated with a pep assembly during which all fall teams were introduced and our PBIS ROAR teams competed versus each other in some "whacky" games.
- It is hard to believe the end of the first nine weeks is rapidly approaching already on October 25th and grade cards will be available on Nov. 3rd.
- Fall sports are winding down as the 7th and 8th grade volleyball teams start BVC tournament play this Saturday. Cross country ends their season this Saturday, October 14th with the BVC meet. The 7th and 8th grade football teams have their final games this week. Sign-ups for winter sports will start soon.
- Plans for our Middle School Veterans Assembly are underway for Friday, November 10th. Plans are in place to possibly add the high school to our assembly and hold it in the HS gym. More details will be finalized and information will be coming out regarding this.
- Picture retakes/makeups are October 19<sup>th</sup>.
- We kicked off our PBIS program last month (September) with our ROAR program (Respect, Optimism, Achievement, and Responsibility). Tickets are given out to students who exhibit these core values. These tickets can then be redeemed at our ROARstore for tangible prizes. Our second "ROAR Rooms" will take place this Friday.
- The 5th grade trip to Sauders will take place Wednesday, October 25th

## Elementary

- Elementary students participated in Fall Fest on September 29th. Thank you to the Krysteena Lawrence and the FFA for planning the day.
- Elementary students participated in Spirit Week for the Homecoming game.
- Students will participate in Fire Safety Week, October 9-10. Thank you to the local fire stations for their help.
- The end of the first quarter is October 25th.
- Picture retakes are October 19th.
- September PTO Students of the Month: Laynie Cromley, Henzlee Stewart, Ryker Motot, Kaydence Freeman, Bella Ruggles, Cora Shaffer, Conner Depew, Gannon Meek, Chase Morgart, Cora Green, Alice Vogan, Cecilia Bateson, Grayson Martin, Max Downard, Vivian VanRooijan, Zeke Nusser, Harper Stewart, Carstyn Pultz, Savannah Loera, Jiraiya Simpson, Brently Holmes

**ELMWOOD BOARD OF EDUCATION**  
**October 9, 2023**

Committee Reports

Board Member Comments

- The next Board meeting was moved to Monday, November 6, 2023 at 5:30 pm in the Elmwood Schools Auditoria. This was due to a conflict with Capital Conference.

**204-23**

Adjournment – Time 6:38 pm

Motion by Mrs. Reynolds    Seconded by Mr. Pennington

***Mr. Lee Yes Mrs. Silverwood Yes Mr. Pennington Yes Mrs. Reynolds Yes***

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Jenalee Niese, Treasurer

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Ryan Lee, Board President

# ELMWOOD BOARD OF EDUCATION

October 9, 2023

## EXHIBIT A

### EXHIBIT A Online Instruction During Periods of School Closure

House Bill 33, the “budget bill”, signed into law on July 3, 2023 requires each district to adopt a plan in order to make up hours due to closures for “disease epidemic, hazardous weather conditions, law enforcement emergencies, inoperability of school buses or other equipment necessary to the school’s operation, damage to a school building or other temporary circumstances due to utility failure rendering the school building unfit to use.” The plan must provide for making up any number of hours, up to a maximum of the number of hours that equate to three school days.

The following are required components of our plan.

- Online learning: to the extent possible, the school provides teacher-directed synchronous learning in which the teacher and students are interacting in real time on a virtual learning platform during the closure.
- Attendance: Students will be counted absent if the student fails to log into Google Classroom for the day or fails to complete the required work.
- Equitable Access: All students from Regular Ed, Special Ed and English Language Learners will get the lessons in a format that meets their special circumstance.
- Notification: Staff, students and parents will be notified of our school closure and that this is an online learning day via our email and phone alert system.
- Contracting Teachers: Teachers will be available via Google Classroom, email or Zoom during the online lessons so that students can contact them for support, help or questions.
- Internet Connection: Teachers will work with students that do not have internet connection to do the work when we return to in person learning. We will also work with families to get the government subsidized internet.

The following expectations are intended to assist teachers in constructing lessons for e-learning days to ensure that quality learning continues and the momentum of the class is maintained.

Topic:	Elements:
Dates	<ul style="list-style-type: none"><li>• Post on <b>Google Classroom the day of the calamity day</b></li><li>• Due Date:<ul style="list-style-type: none"><li>○ HS/MS: by the end of the 3<sup>rd</sup> school day back</li><li>○ ELEM: 1 week after the remote learning day</li></ul></li></ul>
Purposeful Lessons	<ul style="list-style-type: none"><li>• Connected to your curriculum and a continuous lesson<ul style="list-style-type: none"><li>○ Elementary should include both LA and Math AND can limit to either Science OR Social Studies</li><li>○ Elementary Specials will depend upon ABCD schedule for the day</li></ul></li><li>• Approximately 20 minutes in length</li><li>• Up to the teacher on how to grade, but the grade must be posted in Progressbook as<ul style="list-style-type: none"><li>○ E-Learning day #1, etc...</li></ul></li></ul>
Day of Expectations	<ul style="list-style-type: none"><li>• Make sure the lesson is posted by 10am in Google Classroom</li><li>• Teachers must be available between 10am – 2pm online to answer questions from students</li><li>• If students do not have access to the internet at home, they will need to be provided with a paper copy the day following the remote day.</li></ul>

This plan was developed in consultation with the Union.

ELMWOOD LOCAL SCHOOL DISTRICT  
JOB DESCRIPTION

EXHIBIT B

**Title:** ASSISTANT TRANSPORTATION SUPERVISOR  
**Reports to:** Transportation Supervisor  
**Job Objectives:** Assist the supervisor with administering pupil transportation services. Assists ongoing driver training and vehicle maintenance programs to ensure safe and dependable services.

File 701a

**Minimum Qualifications:**

- High school diploma or GED. Post-secondary training or equivalent work in transportation or closely related field is required.
- Meets all mandated health requirements (e.g., a negative tuberculosis test, etc.).
- Documentation of a clear criminal record.
- Meets all bus driver minimum qualifications when physically qualified.
- Ability to interpret and comply with safety regulations and environmental laws.
- Record keeping skill and the ability to compute mathematical data accurately.
- Effective presentation skills and ability to train adult learners.
- Available to respond to service emergencies.

**Responsibilities and Essential Functions:** The following duties are representative of performance expectations. A reasonable accommodation may be made to enable a qualified individual with a disability to perform essential functions.

- Assists the delivery and continuous improvement of pupil transportation services.
- Upholds board policies and follows administrative procedures.
- Promotes a favorable image of the school district.
- Assists in preparing schedules and bus routes. Assigns drivers. Makes routing information available to students/parents and building administrators.
- Consults with principals to ensure that transportation services are effective.
- Maintains transportation rosters.
- Maintains an accurate list of student information on each bus.
- Coordinates the non-routine use of school buses (e.g., field trips, athletic contests, etc.).
- Oversees the timely submission of reports, records, and inventories.
- Respects personal privacy. Maintains the confidentiality of privileged information.
- Assists with monitoring road and weather conditions. Advises the superintendent about the need to delay or cancel services.
- Monitors bus communications. Conveys information as needed.
- Participates in transportation staff selection and orientation processes.
- Monitors bus driver training requirements. Verifies that drivers are properly qualified, correctly licensed, and familiar with all aspects of their assigned duties.
- Performs substitute driver duties during emergencies (i.e., when properly licensed).
- Provides for coverage during staff absences. Approves time sheets.
- Promotes a positive image of the transportation department.
- Encourages teamwork and helps maintain harmonious employee relationships.
- Assists with ongoing vehicle maintenance program. Monitors compliance with safety regulations and environmental laws. Approves invoices for payment.
- Recommends procedures to effectively deal with emergency repairs.
- Coordinates and participates in Ohio State Highway Patrol annual bus inspections.
- Assists with an annual equipment inventory. Recommends the replacement of equipment.
- Assists with competitive bid specifications (e.g., insurance, bus purchases, supplies, etc.).
- Secures and evaluates work performed by outside contractors.
- Coordinates the pick-up of transportation equipment, materials, and other supplies.
- Promotes bus safety. Supervises emergency evacuation drills.
- Prepares materials for building staff to carry out student bus safety programs.

ASSISTANT TRANSPORTATION SUPERVISOR

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- Assists with all school bus accidents/investigations and prepares reports.
- Promptly documents all injuries that require a medical referral.
- Works with principals and drivers to address discipline issues.
- Acts responsibly to protect school property.
- Responds to transportation emergencies as needed.
- Helps deal with unexpected circumstances or pressing district needs as directed.
- Takes precautions to ensure staff and student safety.
- Builds community partnerships that enhance district programs and services.
- Keeps current and shares knowledge about advances in equipment technology.
- Participates in staff meetings and professional growth opportunities.
- Performs other specific job-related duties as directed.

**Abilities Required:** The following characteristics and physical skills are essential for the successful performance of assigned duties.

- Articulates a clear vision and provides leadership to advance the change process.
- Promotes a positive work environment and engenders staff enthusiasm.
- Skillfully manages individual, group, and organizational interactions.
- Averts problem situations and intervenes to resolve conflicts.
- Interprets information accurately and initiates effective responses.
- Effectively uses verbal, nonverbal, writing, and listening skills.
- Organizes tasks and manages time effectively.
- Completes paperwork accurately. Verifies and correctly enters data.
- Maintains an acceptable attendance record and is punctual.
- Travels to meetings and work assignments.

**Supervisory Responsibility:** Under the direction of the superintendent: directs, supervises, and evaluates staff as authorized by board policy, administrative regulations, and contractual agreements.

**Working Conditions:** Exposure to the following situations may range from remote to frequent based on circumstances and factors that may not be predictable.

- Duties may require bending, crouching, kneeling, reaching, and standing.
- Duties may require lifting, carrying, and moving work-related supplies/equipment.
- Duties may require operating and/or riding in a vehicle.
- Duties may require performing repetitive tasks quickly.
- Duties may require prolonged use of a computer keyboard and monitor.
- Duties may require working extended hours.
- Duties may require working under time constraints to meet deadlines.
- Potential for exposure to adverse weather conditions and temperature extremes.
- Potential for exposure to air-borne particulates, chemical irritants, combustible materials, electrical hazards, equipment vibrations, noises, and odors.
- Potential for exposure to blood-borne pathogens and communicable diseases.
- Potential for interaction with disruptive and/or unruly individuals.

**Performance Evaluation:** Job performance is evaluated according to the policy provisions adopted by the Elmwood Local School District Board of Education.

The Elmwood Local School District Board of Education is an equal opportunity employer offering employment without regard to race, color, religion, sex, national origin, age, or disability. This job description summary does not imply that these are the only duties to be performed. This job description is subject to change in response to funding variables, emerging technologies, improved operating procedures, productivity factors, and unforeseen events.

Rev. 6/01  
Revised 10/9/2023

EXHIBIT B

ELMWOOD BOARD OF EDUCATION  
October 9, 2023

Elmwood Local Schools  
Confidential/Supervisory Salary Schedule  
2023-2024

EXHIBIT C

2.00% Exp.	Superintendent Secretary 260 days	Administrative Secretary 260 days	Payroll/ Bookkeeping 260 days	EMIS/ Transportation Supervisor 260 days	Mechanic 260 days	7 Hours Cafeteria Supervisor 209 days	Maintenance 260 days	Facility/ Grounds Supervisor 260 days	(non-teaching degree) Director of Technology 220 days	Network Administrator 260 days	Assistant/ Transportation Supervisor 260 Days
0	\$33,629 1.00	\$37,089 1.00	\$44,833 1.00	\$54,894 1.00	\$47,929 1.00	\$35,627 1.00	\$49,953 1.00	\$52,923 1.00	\$51,500 1.00	\$50,000 1.00	\$49,500 1.00
1	\$34,301 1.02	\$37,831 1.02	\$45,729 1.02	\$55,992 1.02	\$48,888 1.02	\$36,340 1.02	\$50,952 1.02	\$53,982 1.02	\$52,530 1.02	\$51,000 1.02	\$50,490 1.02
2	\$34,974 1.04	\$38,573 1.04	\$46,626 1.04	\$57,090 1.04	\$49,846 1.04	\$37,052 1.04	\$51,952 1.04	\$55,040 1.04	\$53,560 1.04	\$52,001 1.04	\$51,480 1.04
3	\$35,647 1.06	\$39,314 1.06	\$47,523 1.06	\$58,187 1.06	\$50,805 1.06	\$37,765 1.06	\$52,951 1.06	\$56,099 1.06	\$54,590 1.06	\$53,001 1.06	\$52,470 1.06
4	\$36,319 1.08	\$40,056 1.08	\$48,419 1.08	\$59,285 1.08	\$51,763 1.08	\$38,477 1.08	\$53,950 1.08	\$57,157 1.08	\$55,620 1.08	\$54,001 1.08	\$53,460 1.08
5	\$36,992 1.10	\$40,798 1.10	\$49,316 1.10	\$60,383 1.10	\$52,722 1.10	\$39,190 1.10	\$54,949 1.10	\$58,216 1.10	\$56,650 1.10	\$55,001 1.10	\$54,450 1.10
6	\$37,664 1.12	\$41,540 1.12	\$50,213 1.12	\$61,481 1.12	\$53,680 1.12	\$39,902 1.12	\$55,948 1.12	\$59,274 1.12	\$57,680 1.12	\$56,001 1.12	\$55,440 1.12
7	\$38,337 1.14	\$42,281 1.14	\$51,109 1.14	\$62,579 1.14	\$54,639 1.14	\$40,615 1.14	\$56,947 1.14	\$60,332 1.14	\$58,710 1.14	\$57,001 1.14	\$56,430 1.14
8	\$39,009 1.16	\$43,023 1.16	\$52,006 1.16	\$63,677 1.16	\$55,598 1.16	\$41,327 1.16	\$57,946 1.16	\$61,391 1.16	\$59,740 1.16	\$58,001 1.16	\$57,420 1.16
9	\$39,682 1.18	\$43,765 1.18	\$52,903 1.18	\$64,775 1.18	\$56,556 1.18	\$42,040 1.18	\$58,945 1.18	\$62,449 1.18	\$60,770 1.18	\$59,001 1.18	\$58,410 1.18
10	\$41,279 1.2275	\$45,527 1.2275	\$55,032 1.2275	\$67,382 1.2275	\$58,833 1.2275	\$43,732 1.2275	\$61,318 1.2275	\$64,963 1.2275	\$63,216 1.2275	\$61,376 1.2275	\$60,761 1.2275
15	\$42,877 1.275	\$47,288 1.275	\$57,162 1.275	\$69,990 1.275	\$61,109 1.275	\$45,424 1.275	\$63,691 1.275	\$67,477 1.275	\$65,663 1.275	\$63,751 1.275	\$63,113 1.275
20	\$44,474 1.3225	\$49,050 1.3225	\$59,291 1.3225	\$72,597 1.3225	\$63,386 1.3225	\$47,117 1.3225	\$66,063 1.3225	\$69,991 1.3225	\$68,109 1.3225	\$66,126 1.3225	\$65,464 1.3225
25	\$46,071 1.37	\$50,812 1.37	\$61,421 1.37	\$75,205 1.37	\$65,663 1.37	\$48,809 1.37	\$68,436 1.37	\$72,505 1.37	\$70,555 1.37	\$68,501 1.37	\$67,815 1.37

EXHIBIT C

ELMWOOD BOARD OF EDUCATION  
October 9, 2023

The Board shall provide a \$50,000 life insurance policy for each of these individuals effective July 1, 2012.