ELMWOOD LOCAL SCHOOLS
BOARD OF EDUCATION

Special Meeting – Thursday, May 19, 2022 / 5:30 p.m.

Board minutes will not be official until approved at the June 27, 2020 Board meeting.

Roll: Time 5:32 pm

Mrs. Davis	Present
Mr. King	Present
Mr. Lee	Present
Mr. Pennington	Present
Mrs. Reynolds	Present

Call to Order

Meeting called to order.

Pledge of Allegiance

Adjustment of Proposed Agenda for Tonight's Meeting

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

Superintendent's Recognition and Updates

Hearing of the Public

- Pam Frankforther – Movies, support teacher choice
- Angie Bradford / Andy Bradford – Movies, support teacher choice
- Kristina Stearns -Movies, support teacher choice
- Heidi Meyer – Requested executive session – volleyball coach
- Jeff Daniels – Supports volleyball coach
- Sophie Piper – Supports volleyball coach
- Lori Baker – Supports volleyball coach

TREASURER'S REPORTS

Financial

110-22

It is recommended to adopt the FY2022 five year forecast and its corresponding assumptions. (Exhibit A)

Motion by Mrs. Davis Seconded by Mr. Pennington

Mr. Lee Yes Mrs. Reynolds Yes Mr. King Yes
Mrs. Davis Yes Mr. Pennington Yes

SUPERINTENDENT'S RECOMMENDATIONS & REPORTS

111-22

Consent Agenda

a) It is recommended to accept the revised 2022-2023 school calendar with the addition of HS ACT testing date, Graduation date and other minor changes. (Exhibit B)

b) It is recommended to approve the request of the Superintendent, under policy 7530.01 – Cell Phone Allowance, which allows the superintendent to add additional positions for reimbursement with Board's approval, to add Supervisor (Technology) a cell phone allowance of $100 per month.

111-22 continued

c) It is recommended that the changes to the Bus Rider Rules and Regulations and Bus Conduct Report for High School students be approved. (Exhibit C)

Motion by Mr. Pennington Seconded by Mrs. Davis

Mr. King Yes Mr. Pennington Yes Mrs. Reynolds Yes
Mr. Lee Yes Mrs. Davis Yes

Action Agenda

112-22

It is recommended that the following resignation be accepted.

Matt Hoiles – Softball Head Coach – effective at the end of the 2022 Softball Season

Motion by Mr. Pennington Seconded by Mr. Lee

Mr. King Yes Mrs. Davis Yes Mr. Pennington Yes
Mrs. Reynolds Yes Mr. Lee Yes

113-22

It is recommended that the collective bargaining agreement between the Elmwood Education Association and the Elmwood Board of Education for the period of July 1, 2022 – June 30, 2025 be approved. (Exhibit D)

Motion by Mr. King Seconded by Mrs. Davis

Mr. King Yes Mrs. Reynolds Abstained Mr. Pennington Yes
Ms. Davis Yes Mr. Lee Yes

114-22

It is recommended to adopt the revised Certified Supervisor/Director Salary Schedules for FY2023 through FY2024. (Exhibit E)

Motion by Mrs. Davis Seconded by Mr. Pennington

Mrs. Davis Yes Mr. Pennington Yes Mr. King Yes
Mr. Lee Yes Mrs. Reynolds Yes

115-22

It is recommended that the following individual be hired for a certified position for the 2022-2023 school year as indicated below, pending BCII/FBI and verification of employment, certification/licensure, and transcripts.

Name	Tentative Placement	Contract	Column/Step
John T. Bates	HS Physical Education	One-Year Limited 2022-2023	M/10

Motion by Mr. Lee Seconded by Mr. Pennington

Mr. Lee Yes Mr. King Yes Mrs. Davis Yes
Mrs. Reynolds Yes Mr. Pennington Yes

ELMWOOD BOARD OF EDUCATION
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116-22

It is recommended that the following individual be issued a One Year, as needed, classified contract, effective May 17, 2022 - June 30, 2023.

Name	Building	Tentative Placement	Step/Rate
Andrea Ziebold	District	Groundskeeper	$13.00 per hr

Motion by Mr. Lee Seconded by Mrs. Davis

Mr. Pennington Yes Mr. Lee Yes Mrs. Reynolds Yes
Mr. King Yes Mrs. Davis Yes

117-22

Strategic Plan: Base Results

Motion by Mr. Lee Seconded by Mr. Pennington

Mrs. Davis Yes Mrs. Reynolds Yes Mr. Lee Yes
Mr. Pennington Yes Mr. King Yes

Board Member Comments

The next Board meeting that is usually scheduled for Monday, June 13, 2022 at 5:30 pm in the Elmwood Schools Auditeria, has been moved to Monday, June 27, 2022 to assist in closing out the financial books.

118-22

Adjournment – Time 6:23 pm

Motion by Mrs. Reynolds Seconded by Mrs. Davis

Mr. King Yes Mr. Pennington Yes Mrs. Davis Yes
Mrs. Reynolds Yes Mr. Lee Yes

_____ _____

Jenalee Niese, Treasurer Debora Reynolds, Board President

EXHIBIT A

Elmwood Local Schools

Wood

Schedule of Revenues, Expenditures and Changes in Fund Balances
For the Fiscal Years Ended June 30, 2019, 2020 and 2021 Actual;
Forecasted Fiscal Years Ending June 30, 2022 Through 2026

5/16/2022

		Actual				Forecasted				
		Fiscal Year 2019	Fiscal Year 2020	Fiscal Year 2021	Average Change	Fiscal Year 2022	Fiscal Year 2023	Fiscal Year 2024	Fiscal Year 2025	Fiscal Year 2026
	Revenues									
1.010	General Property Tax (Real Estate)	2,770,405	2,722,086	2,772,574	0.1%	2,730,253	2,684,411	3,006,540	3,036,605	3,066,971
1.020	Tangible Personal Property Tax	1,475,761	3,014,778	3,203,328	55.3%	2,202,236	2,053,304	2,212,111	2,167,869	2,124,512
1.030	Income Tax	1,921,785	2,009,934	1,996,997	2.0%	2,335,814	2,405,888	2,478,065	2,552,407	2,576,400
1.035	Unrestricted State Grants-in-Aid (all 3100's except 3130)	7,024,879	6,846,462	6,960,941	-0.4%	7,067,541	7,067,541	7,067,541	7,067,541	7,067,541
1.040	Restricted State Grants-in-Aid (all 3200's)	260,686	210,239	164,548	-20.5%	536,322	536,322	536,322	536,322	536,322
1.045	Restricted Federal Grants-in-Aid (all 4200's)	214,027								
1.050	Property Tax Allocation (3130)	406,856	400,536	404,873	-0.2%	399,381	390,699	396,559	400,525	404,530
1.060	All Other Revenues except 1931,1933,1940,1950,5100,5200	982,197	2,122,867	1,194,877	36.2%	487,750	496,286	504,971	513,808	522,799
1.070	*Total Revenues*	15,056,596	17,326,902	16,698,138	5.7%	15,759,297	15,634,450	16,202,109	16,275,077	16,299,075
	Other Financing Sources									
2.010	Proceeds from Sale of Notes (1940)									
2.020	State Emergency Loans and Advancements (Approved 1950)									
2.040	Operating Transfers-In (5100)									
2.050	Advances-In (5200)									
2.060	All Other Financing Sources (1931 and 1933)	84,786	133,929	115,964	22.3%	157,654	45,000	45,000	45,000	45,000
2.070	*Total Other Financing Sources*	84,786	133,929	115,964	22.3%	157,654	45,000	45,000	45,000	45,000
2.080	*Total Revenues and Other Financing Sources*	15,141,382	17,460,831	16,814,103	5.8%	15,916,951	15,679,450	16,247,109	16,320,077	16,344,075
	Expenditures									
3.010	Personal Services	8,098,947	8,368,736	8,573,491	2.9%	8,928,499	9,288,648	9,594,637	9,971,022	10,344,936
3.020	Employees' Retirement/Insurance Benefits	3,268,216	3,369,980	3,538,508	4.1%	3,909,421	4,521,180	4,650,091	4,815,826	4,960,300
3.030	Purchased Services	6,402	2,021,597	1,994,617	15738.1%	1,694,687	2,047,288	2,126,707	2,190,508	2,256,223
3.040	Supplies and Materials	485,841	420,392	569,833	11.0%	609,721	649,190	662,174	675,417	688,926
3.050	Capital Outlay	1,030,318	489,354	317,304	-43.8%	367,409	409,999	308,199	534,362	325,050
3.060	Intergovernmental (7600 and 7700 functions)									
	Debt Service:									
4.010	Principal-All (Historical Only)									
4.020	Principal-Notes									
4.030	Principal-State Loans									
4.040	Principal-State Advancements									
4.050	Principal-HB 264 Loans									
4.055	Principal-Other	265,000	195,000	200,000	-11.9%	205,000	210,000	215,000	95,000	100,000
4.060	Interest and Fiscal Charges	67,921	36,146	40,103	-17.9%	34,650	28,875	22,650	22,650	15,575
4.300	Other Objects	169,919	1,271,765	167,013	280.8%	154,682	157,776	160,931	164,150	167,433
4.500	*Total Expenditures*	13,392,564	16,172,970	15,400,869	8.0%	15,904,070	17,312,955	17,740,388	18,468,936	18,858,443
	Other Financing Uses									
5.010	Operating Transfers-Out	108,700	165,280	122,950	13.2%	3,500	72,520	55,000	60,000	60,000
5.020	Advances-Out									
5.030	All Other Financing Uses		62			387	500	500	500	500
5.040	*Total Other Financing Uses*	108,700	165,342	122,950	13.2%	3,887	73,020	55,500	60,500	60,500
5.050	*Total Expenditures and Other Financing Uses*	13,501,264	16,338,312	15,523,819	8.0%	15,907,957	17,385,975	17,795,888	18,529,436	18,918,943
6.010	*Excess of Revenues and Other Financing Sources over (under) Expenditures and Other Financing Uses*	1,640,118	1,122,519	1,290,284	-8.3%	8,994	1,706,525-	1,548,779-	2,209,359-	2,574,867-
7.010	Cash Balance July 1 - Excluding Proposed Renewal/Replacement and New Levies	5,261,233	6,901,351	8,023,870	23.7%	9,314,154	9,323,148	7,616,623	6,067,844	3,858,485
7.020	*Cash Balance June 30*	6,901,351	8,023,870	9,314,154	16.2%	9,323,148	7,616,623	6,067,844	3,858,485	1,283,618

ELMWOOD BOARD OF EDUCATION
May 19, 2022 Special Meeting

EXHIBIT A

ASSUMPTIONS
May Update 2022
Notes to the Five-Year Forecast FY2022 - FY2026

This forecast has been projected using assumptions based on the current information available at the present time. The goal of this forecast is to project trends that may assist the Board in making financial decisions. While it is very difficult to project a full 5 years in the future, the first 2 years should be viewed as a respectable projection of the District's financial outlook. As with any forecast, all information is subject to change.

Revenues:

1.010 General Property Tax (Real Estate): Property Valuation for Elmwood Local School District for CY2020 (collected in CY2021) is listed below as certified to the Department of Education. Elmwood property is assessed 3.4 inside mills and 30.6 outside mills which were voted as continuing levies. In October 2021, the Board moved 1.2 inside mills of property taxes from current expense to permanent improvement. The total inside/outside mills have a new effective rate of 20.023640 mills for Residential/Agricultural nearing the 20-mill floor and 21.780477 mills for Commercial/Industrial.

Total Valuation Assessed	2017/2018	2018/2019	2019/2020	2020/2021
Real Property:				
Residential/Agricultural:	148,828,570	147,730,990	147,605,600	141,258,130
Commercial /Industrial:	5,239,540	5,735,630	5,683,860	5,631,520
Public Utility Property:	126,320	131,300	149,940	163,170
Tangible Personal Property:	9,427,510	43,531,340	100,369,430	155,189,370
Total Assessed:	163,621,940	197,129,260	253,808,830	302,242,190

The triennial update in 2020 produced a decrease in CAUV values giving Elmwood an 1.85% increase in tax collections and in FY2022 a 1.2% increase was experienced. The Wood County Auditor anticipates a 20% increase in property valuation with the new appraisal, with Elmwood nearing the 20 mill floor we are in great position to experience upwards of a 15% increase in property tax collections. Due to this a conservative 12% increase is forecasted in FY2024 and a 1% for the remaining year.

1.020 Tangible Personal Property Tax: This includes Public Utilities Personal Property tax which is collected at the full millage rate on public utilities located within the district. Elmwood collects tax revenue from two Rover pipelines with an estimated overall receipt of $5 million. Rover appealed the assessed value requesting it to be reduced to 54% of the original value. The initial collections received in FY2019 were on the appealed value. The State Tax Commissioner ruled against the appeal which led Rover to appeal with the Board of Tax Appeals reducing it from 54% to 46%. The FY2021 payments were paid on 50% valuation. In FY2022 the pipeline appealed once more to 39.43% reducing our revenue by 30.3% or $957,014. Public utility values depreciate 2% per year.

1.030 Income Tax: School District Income Tax collections comprise 14% of the school district's total revenue. Elmwood has two five-year levies, which at the November 2018 general election, voters extended through 2025 and 2026 by a 62% and 59% passage rate. The District experienced an upswing in FY2020 of 4.85%. With the impact from COVID-19, collections decreased by $12,937 or .6% for FY2021. FY2022 has shown a rebound in tax collections over the previous year, increasing by 13.56% or $278,914 over projections. For FY2023 through FY2026 a 3% increase is projected. In FY2026 Line 1.03 was decreased by .5% and placed on line 11.01 reflecting the renewal of the .50% tax that expires December 31, 2025.

Notes to the Five-Year Forecast FY2022 - FY2026 (Continued)

1.035 Unrestricted State Grants-in-Aid: State funding for schools is based on several factors all of which are subject to deliberations and approval of the Ohio General Assembly. For the FY2021 the district saw a reversal of the state funding reductions caused by the pandemic. While Casino revenues were down in FY2020 and FY2021, they rebounded in FY2022 by 12.48% - well above pre-pandemic levels. A new Biennium Budget – Fair School Funding Plan (FSFP) was enacted on June 30, 2021. This new funding plan began its phase in with the January 2022 foundation payment. Foundation payments are expected to net $7,097,853 when fully phased in and stay steady for the remainder of this forecast, therefore the foundation payment has been flatlined through the remainder of this forecast.

1.040 Restricted State Grants-in-Aid: This line includes Career Tech weighted aid which the State requires 75% of this funding be spent on educational trips, supplies and equipment for these programs; Catastrophic cost reimbursement and Economic Disadvantaged funding, now called Disadvantaged Pupil Impact Aid (DPIA) (funds which Elmwood uses for intervention programs) are also included in this line ($65,337.44). With the new biennium budget, the following changes took place in January 2022 and will be phased in over the next three years; restricted funding is being added for Gifted Education ($60,000 when fully phased in) and English Learner Funding; Student Wellness and Success Funding ($185,479) will now appear in this line moving from line 1.035 Unrestricted State Grants-in-Aid.

1.045 Restricted Federal Grants-in-Aid: Elmwood applied and received the Federal Clean Fuels Grant which paid 80% of the cost of three propane buses purchased in FY2019. This expenditure is on line 3.050.

1.050 Property Tax Allocation: Included are Non-Business Credit, Owner Occupancy Credit, and Homestead Reduction Tax Credit which the State provides to homeowners on their real estate taxes. Rollback and Homestead collections were down 2.86% and 4.54% respectively; with a total decrease of $13,018.73. With the reappraisal the same increases reflected on Line 1.010 Real Estate revenues are reflected here through FY2026. This line was also reduced beginning in FY2022 due to the movement of 1.2 inside mills to the Permanent Improvment fund.

1.060 All Other Operating Revenue: Other revenue consists of interest income, student fees, open enrollment, excess costs charged to other districts, facility rental, donations, membership dues for the fitness center, etc. Excess cost charged to other districts for special education was $149,508 in FY2021. This category also reduced in FY2020 due to the COVID-19 pandemic with closing the fitness center and rentals of the building. The sale of new Certificates of Participation (COPs) to refinance the 2011 Athletic Complex Renovation COPs ($1,116,867) appears on this line for FY2020 along with a $13,809 property insurance claim reimbursement. A dividend of $242,685 was received to help offset COVID-19 expenses in FY2021. After removing the extra items, an increase of 1.75% was projected for these categories FY2022 through FY2026. With the phase in of the new Fair School Funding Plan, open enrollment as a separate line item has been removed as students are now funded in the district they are educated which reduced this line item by $494,964 in FY2022.

2.060 All Other Financing Sources: This includes refunds of prior fiscal year expenditures and E-Rate reimbursement based on internet usage during the prior fiscal year. Also included are refunds of Workers' Compensation premiums. In FY2020 Elmwood received a $39,881 premium refund plus $10,904 refund as part of the BWC Group Retrospective Rating Program. BWC also refunded our FY2018 premium in the amount of $51,667 to help with the effects of the offset COVID-19 pandemic. FY2021 refunds on this line included our 2019 BWC $65,156 premium to offset the pandemic costs; fuel tax refunds: $17,887 alternative fuel tax; and a $3,332 excise fuel tax; and a refund of fleet insurance premiums for the time the busses were idle March 17 through June 30, 2020. In FY2022, Elmwood received a surcharge reimbursement from SERS in the amount of $16,268 and a reimbursement of $93,645 from ESSER III – COVID Relief funds for online school purchased in FY2021.

EXHIBIT A continued

Notes to the Five-Year Forecast FY2022 - FY2026 (Continued)

Expenditures:

3.010 Personal Services: In May 2021, the Non-Certified staff negotiated a 2.5% increase in FY2022 and 2.0% in FY2023 and FY2024. The certified staff settled on a 2% throughout their 3-year contract. For FY2022 the Student Wellness and Success Funds (SWSF) are paying 100% of the elementary guidance counselor's salary; this was added back into the general fund for beginning in FY2023. An additional high school guidance counselor was funded utilizing the ARP – American Rescue Plan (ESSER III) grant; 100% of the counselor's salary will come out of the grant for FY2022 through FY2024 and will be added back to the general fund expenses beginning in FY2025. Nursing Services are currently being funded by Student Wellness and Success and have been removed, in the future services will be provided as a contracted service and moved to Purchased Services (Line 3.030). Due to mid-year retirements in FY2022, FY2023 salaries will be reduced. Three retirements occurred in December 2021, with one additional retirement on May 31st, 2022. We anticipate one retirement in both FY2023 and FY2025.

3.020 Employee Retirement/Insurance Benefits: Retirement 14%, Workers' Compensation 1% and Medicare 1.45% have been estimated using these standard percentages. For FY2021 medical premiums increased 4%. In July of 2022 insurance premiums will be taking a hike, increasing 20% due to medical staff shortages and rising medical costs associated with inflation and the pandemic. A one-time lump payment of $124,921 was paid in May of 2022 to assist our Wood County Health Consortium with unexpected costs. The certified, non-union and administrative staff have agreed to switch insurance plans and move to the Benchmark PPO in January 2023, this will decrease premiums by over 4% for both the district and employee share. The remaining years a 3% increase has been projected. Retirement and Workers Compensation adjustments were made for FY2022 through FY2026 that correspond to the retirements listed on line 3.010. In addition, benefits paid by the SWSF and ARP (ESSER III) grants for guidance counselors will be added back to the general fund expenditures in FY2023 and FY2025.

3.030 Purchased Services: Includes electric, natural gas, phones, water/sewer, legal services, contracted repairs, building and fleet insurance and excess costs paid to other districts; services purchased from the Wood County Educational Service Center including Psychologist, Physical Therapy and costs for students attending ESC Special Education units. Beginning with the new FY2022 biennial budget students are being funded where they are educated eliminating tuition, special education scholarship deductions, open enrollment and community school costs from Purchased Services. In FY2023 Nursing Services will be provided as a contracted service through the Wood County Hospital increasing our Purchased Services as the position will no longer be grant funded. After adjustments, an increase of 3% per year is projected for purchased services through FY2026.

3.040 Supplies and Materials: This category includes instructional supplies, textbooks, office supplies, custodial supplies, bus fuel and parts. Due to supply and demand issues and inflation an increase of 7% is projected to finish out FY2022 and an additional 4% is projected in FY2023 due to record high fuel costs. For the remaining years a 2% increase is projected for all supplies through FY2026.

3.050 Capital Outlay: In FY2019 three propane buses and a used bus with a wheelchair lift were purchased; $300,500 for safety renovations to the building, doors, and offices with $230,850 carried over to FY2020; $112,000 for safety cameras; $20,000 to relocate doors of the physical education offices adjacent to the locker rooms; and $76,480 for LED lighting in the Community Center. Two new busses were purchased in FY2021, the State School Bus Purchase Grant covered half the cost of one bus. In FY2022, a handicap bus was purchased. To keep with our replacement schedules and utilizing an additional $45,000 in school bus grants - one bus is being purchased at 2022 fiscal yearend and one additional is scheduled to be purchased in FY2023 contingent on receiving a second grant payout. In FY2023, additional chrome books will be purchased to maintain the chrome book replacement schedule. This line item also includes maintenance equipment and other district equipment purchases estimated to increase 6% in FY2023 - due to inflation – and 2% for the remaining years of this forecast.

4.055 – 4.060: These lines reflect yearly principal and interest payments to retire the Certificates of Participation sold in FY2012 to finance the Athletic Complex Renovation Project; and Certificates of Participation sold in FY2014 to finance a new band room addition, LED Outdoor lighting and technology upgrades. In FY2020 the remaining Athletic Complex Certificates of Participations were called and refinanced at 2.65%, saving the District $85,664.13 in interest through December 2031 when they will be fully retired.

Notes to the Five-Year Forecast FY2022 - FY2026 (Continued)

4.300 Other Objects: The majority of the expenses in this category are for county auditor and treasurer's fees, Wood County Educational Service Center payments, annual audits, liability insurance, and school income tax administrative fees. A 2% increase has been projected in these categories for FY2023 – FY2026. The purchase and cost to refinance the 2011 Athletic Complex Renovation Certificates of Participation ($1,116,867) appears on this line for FY2020.

5.010 Transfers-Out: The Board transfers money annually to the 006 Cafeteria Fund to offset their struggle from decreased revenues and higher food cost as a result of federal guidelines. The Board transferred $50,000 in FY2021 and plans to continue this $50,000 transfer in all years except FY2022 in this forecast. The Athletic Fund experienced a significant loss in ticket and concession sales in FY2021 due to spectator limitations, the Board transferred $30,000 in FY2021 to help offset this loss in revenue. The Board of Education is permitted to transfer .5% of its budget to student activity funds. The Board also transfers money yearly to the 035 Employee Termination Fund to set aside severance pay for employees upon retirement. A transfer of $42,950 was made in FY2021, adjustments to this transfer are made annually based on retirement eligibility.

5.030 Other Financing Uses: Includes refunds of prior year receipts.

6.010 Excess of Revenues over Expenditures: COVID-19 has continued to impact our district with cuts in State aid in combination with the pipeline appealed valuation. Revenues became less than expenditures beginning in FY2023 due to the expiration of COVID relief grants and the district begins to spend a portion of its carryover balance.

Final Note: Readers of this Forecast are cautioned that this forecast is based on assumptions. Actual circumstances will almost certainly differ from the assumptions required to be used in preparation of this projection. As a result, the actual future financial situation of the School District may be materially different from that stated in this projection.

EXHIBIT B

ELMWOOD LOCAL SCHOOLS

EXHIBIT B

2022-2023 SCHOOL YEAR CALENDAR

2022-2023 School Calendar	
	= No School (X)
	= Professional Development/ Teacher Work Day (No School) (X)
	= Beginning/Last Day for Students
	= Other Important Day
	= Preschool Only

2022-2023 School Year

	Student Days	Staff Days
1st Qtr	41	43
2nd Qtr	43+2 conf.	46
3rd Qtr	51	51
4th Qtr	43	44
Total	178 days + 2 conf.	184 days

August 2022

S	M	TU	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	~~15~~	~~16~~	■	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2022

- **15** Staff Work Day 7:30am-11:00am (floating)
- **15** Staff Inservice 11:30am-3:00pm
- **15** **First Night** 4:00-7:00 pm
- **16** Staff Inservice
- **17** First Day for Students

Student Days 11/11

September 2022

S	M	TU	W	TH	F	S
				1	2	3
4	~~5~~	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

September 2022

- **5** Labor Day – No School

Student Days 21/32

October 2022

S	M	TU	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

October 2022

- **13** End of 1st Quarter (41)(HS/EL)
- **19** End of 1st Quarter (45)(MS)
- **21** Grade Cards Issued (HS/EL)
- **28** Grade Cards Issued (MS)

Student Days 21/53

November 2022

S	M	TU	W	TH	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	~~21~~	~~22~~	~~23~~	~~24~~	~~25~~	~~26~~
~~27~~	28	29	30			

November 2022

- **21-22** Parent-Teacher Conferences (No School) (12noon-7pm)
- **23-27** Thanksgiving Break (No School)

Student Days 17/70

December 2022

S	M	TU	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	~~21~~	~~22~~	~~23~~	~~24~~
~~25~~	~~26~~	~~27~~	~~28~~	~~29~~	~~30~~	~~31~~

December 2022

- **20** Last Day Before Winter Break
- **20** End of 2nd Quarter (HS/EL) (43+2conf) / 1st semester
- **21-31** Winter Break (No School)

Student Days 14/84

January 2023

S	M	TU	W	TH	F	S
~~1~~	~~2~~	~~3~~	4	5	6	7
8	9	10	11	12	13	14
15	~~16~~	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January 2023

- **1-2** Winter Break (No School)
- **3** Staff Professional / Work Day (No School)
- **4** Students Return
- **6** Grade Cards Issued (HS/EL)
- **11** End of 2nd Quarter (45) (MS)
- **16** MLK Day (No School)
- **20** Grade Cards Issued (MS)

Student Days 19/103

February 2023

S	M	TU	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	~~20~~	21	22	23	24	25
26	27	28				

February 2023

- **20** President's Day (No School)
- **28** ACT Testing - Juniors **(Remote Grades 9,10,12)**

Student Days 19/122

March 2023

S	M	TU	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	~~27~~	~~28~~	~~29~~	~~30~~	~~31~~	

March 2023

- **17** End of 3rd Quarter (51)(HS/EL)
- **17** End of 3rd Quarter (45)(MS)
- **24** Grade Cards Issued (ALL)
- **27-31** Spring Break (No School)

Student Days 18/140

April 2023

S	M	TU	W	TH	F	S
						~~1~~
~~2~~	3	4	5	6	~~7~~	8
9	10	11	12	13	14	15
16	17	18	19	■	■	22
23	24	25	26	27	28	29

April 2023

- **1-2** Spring Break (No School)
- **3** Students Return
- **5-6** Preschool Parent / Teacher Conferences **(PS in session)**
- **7** Holiday Break (No School)
- **20-21** Preschool Inservice **(No Preschool)**
- **24** 2023-2024 KG Screening **(No School Kindergarten)**

Student Days 19/159

May 2023

S	M	TU	W	TH	F	S
30	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	■	26	27
28	~~29~~	30	31			

May 2023

- **21** Graduation
- **25** Last Student Day End of 4th Quarter (43) (ALL) / 2nd semester
- **25** Grade Cards Issued (EL)
- **26** Teacher Work Day (or follow last day)
- **26-31** Make-Up Days (If Needed)
- **29** Memorial Day

Student Days 19/178

June 2023

S	M	TU	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

June 2023

- **1-2** Make-Up Days (If Needed)
- **2** Grade Cards Available (HS/MS)

**Subject to Change

Approved: February 8, 2021
Revised: May 19, 2022

ELMWOOD HIGH SCHOOL

EXHIBIT C

BUS RIDER RULES AND REGULATIONS

TO THE PARENTS OF STUDENTS RIDING SCHOOL BUSES:

Transportation is a service provided by the Elmwood Board of Education and should be regarded as a privilege by students and parents. It is expected that those who ride the school buses will observe classroom conduct at all times.

The safety of all pupils on our buses is extremely important. Every precaution must be taken to see that they arrive at their destination safely, efficiently, and economically. Bus driving is a difficult task and anything that happens on the bus to divert the driver's attention endangers the life of the driver and all of the students on the bus. Therefore, it is necessary that the attached form be signed by both student and parent and returned to the bus driver.

The rules listed below are state regulations as per Ohio Revised Code 3301-83-20. Violation of any of these rules may result in immediate loss of bus riding privileges. Please read and explain the rules to your student(s) so everyone will know what is expected when riding the bus. In summary, the bus is an extension of the classroom, therefore, the driver must be respected just like a teacher at school.

1. No fighting on school bus.
2. Lighters, matches, knives, guns or other weapons will not be taken on the school bus.
3. Heads, arms, and legs must be kept inside the bus at all times.
4. All passengers must be silent at railroad crossings until bus has crossed.
5. Do not experiment or tamper with the bus or any of the equipment on the bus.
6. The possession of tobacco in any form, alcohol or harmful drugs will not be permitted on buses.
7. A student shall not cause or attempt to cause damage to the interior or exterior of a school bus. Payment for damages will be required.
8. No eating or drinking is permitted.
9. No spitting on the school bus.
10. Students are expected to be on time at designated bus stop. Remain in the proper area away from private property. Buses cannot wait for tardy pupils.
11. Cross ten (10) feet in front of the bus. Watch your driver and cross only after receiving a clear signal from the driver. When departing the bus, go directly to a designated spot, as defined by the bus driver. Remain there until the bus has pulled away a safe distance.
12. Wait until the bus has come to a complete stop before attempting to enter or leave the bus. Remain seated while the bus is in motion.
13. Do not leave the bus without the driver's consent, except at home or school. (No unauthorized stops will be made.)
14. Occupy the seat assigned by the driver. (Local procedure instructs the driver to assign seats to all students on each route.) Sit erect and keep your feet out of the aisle, off of the seats, and off of the back of the seat in front of you. Take no more than one-third (1/3) of a seat when the bus is loaded to capacity.
15. Students will be permitted to carry on the bus only items which can be held on their lap. (This includes musical instruments & school projects.) Animals or dangerous materials will not be permitted. Aisles cannot be blocked.
16. No objects will be thrown on, from or into the bus.
17. Observe classroom conduct and obey the driver promptly and respectfully. No unnecessary disturbing noises are allowed. Do not shout at passing persons or vehicles.
18. Obey the school bus driver. In case of an emergency, stay seated unless otherwise instructed. If the driver is incapacitated, the driver will have appointed someone to be "in charge" in this situation.
19. Do not use profane or vulgar language.
20. Hitting, pushing, shoving or other rowdiness will not be tolerated.
21. Students will not harass, abuse or discriminate against other students.
22. Inform the driver when an absence is expected from school.
23. Pupils must leave or board the bus at locations to which they have been assigned unless they have parental and administrative authorization to do otherwise. The student should give the driver a bus pass signed by the school principal or designee.
24. No gum chewing.

PARENTS:

1. Parents are responsible for the safety and discipline of students going to and from the bus stop.
2. Parents are urged to have their children at the bus stop five minutes ahead of time as buses operate on a time schedule. This schedule will not permit waiting for tardy students. If your bus is more than 15 minutes late, please call the Transportation Department at 655-2583 ext. 4.
3. Parents will be monetarily responsible for any damage done to a bus by their children.
4. The school does not enter disputes involving parents and students prior to pickup or after return to the bus stop.
5. Please do not discuss bus problems with the driver while he/she is on the route. This delays the schedule of the bus. Call the Transportation Department at 655-2583 ext. 4.
6. Bus stop location changes must be pre-arranged. Approval will depend on the stop being located on an existing bus route and availability of space on the bus. Please contact the Transportation Department at 655-2583 ext. 4. No changes will be made until you are notified that the request has been approved. Appropriate form must be completed.

ELMWOOD HIGH SCHOOL
TRANSPORTATION DISCIPLINE PLAN

➢ **FIRST DISTURBANCE...**
Saturday School

➢ **SECOND DISTURBANCE...**
Student not permitted to ride the bus for five days. Parents are responsible to furnish transportation. *

➢ **THIRD DISTURBANCE...**
Student not permitted to ride the bus for ten days. Parents are responsible to furnish transportation. *
*ANY STUDENT RECEIVING A FIVE (5) OR TEN (10) DAY BUS SUSPENSION AT THE END OF A SCHOOL YEAR THAT MAY MAKE IT IMPOSSIBLE TO SERVE THE TOTAL SUSPENSION, MAY HAVE REMAINING DAYS SERVED AS COMMUNITY SERVICE.

➢ **FOURTH DISTURBANCE...**
Student will lose transportation privileges for remainder of the year. Parents are responsible to furnish transportation. **
**ANY STUDENT WHO LOSES TRANSPORTATION PRIVILEGES FOR THE REMAINDER OF THE YEAR AS A RESULT OF A FIFTH MISCONDUCT DURING THE LAST FOUR WEEKS OF SCHOOL, WILL BE DENIED TRANSPORTATION FOR A MINIMUM OF TWENTY DAYS. IF NECESSARY, IN ORDER TO SERVE THE REQUIRED DAYS, MAY HAVE REMAINING DAYS SERVED AS COMMUNITY SERVICE.

Serious infractions of the discipline code may warrant immediate suspension of bus privileges or skipping of steps in the above policy. If the pupil's misconduct is also in violation of the school behavior code, the pupil may receive both bus and school discipline.

(Revised 5/2022)

ELMWOOD BOARD OF EDUCATION
May 19, 2022 Special Meeting
EXHIBIT C

EXHIBIT C continued

ELMWOOD LOCAL SCHOOL DISTRICT
HIGH SCHOOL BUS CONDUCT REPORT

ATTENTION PARENT:
Your child has been reported to the Principal for misconduct on the school bus. The purpose of this report is to inform you of a disciplinary incident involving the student on the school bus as reported by the bus driver.
You need to sign this report and have your child return the white copy to the bus driver within three (3) school days. If not received within 3 school days, bus privileges may be suspended until received.

The safety of all pupils on this bus is of utmost importance. Every precaution must be taken to see that students arrive at their destination safely, efficiently, and economically. Bus driving is a difficult task and anything that happens on the bus to divert the driver's attention effects the safety of everyone on the bus. It is therefore absolutely necessary that students riding on the bus abide by the Bus Rider Rules and Regulations. Your cooperation is solicited.

STUDENT'S NAME_____ SCHOOL_____ GRADE_____

BUS DRIVER NAME_____ BUS # _____ DATE OF INCIDENT_____

DRIVER'S REPORT OF PUPIL MISCONDUCT TO PRINCIPAL/DESIGNEE:

MISCONDUCT:

_____ Fighting	_____ Spitting	_____ Loud &/or Boisterous
_____ Lighter, matches, knives, guns or other weapons not permitted.	_____ Being late to bus stop. Students to be @ bus stop before bus arrives!	_____ Throwing objects on, from or into the bus
_____ Head, arms &/or legs out of bus.	_____ Wait for signal from driver before crossing the road.	_____ Improper unloading procedures. Once off bus, move away to designated spot.
_____ Noisy at RR Crossing	_____ Will not stay seated.	_____ Obscene Language/Signs
_____ Experimenting/tampering with equipment on bus	_____ Crossing in front of bus as it approaches loading stop.	_____ Insubordination (repeatedly not following directions)
_____ Tobacco/Alcohol/Drugs	_____ Disrespectful	_____ Gum Chewing
_____ Damage to bus	_____ Littering	_____ Harassing Others
_____ Eating / Drinking	_____ Shouting	_____ Disobeying driver instructions

Driver's report of specific details of misconduct: _____

_____

_____

_____

PENALTIES FOR MISCONDUCT (9-12):
First Referral: Saturday School
Second Referral: Five (5) day suspension from bus riding privileges **
Third Referral: Ten (10) day suspension from bus riding privileges **
Fourth Referral: Suspension for remainder of the school year ***

** May be served as community service if all days cannot be served at the end of a school year. See Discipline Plan.
*** Minimum 20 days if at end of school year. May be served as community service if all days cannot be served at the end of a school year. See Discipline Plan.

** Note** **Serious infractions may warrant immediate suspension of bus privileges or skipping of steps in the above policy. If the pupil's misconduct on the bus is also in violation of the school behavior code, the pupil may receive both a bus and school discipline.**

___ 1st Notice ___ 2nd Notice ___ 3rd Notice ___ 4th Notice

I HAVE READ THIS MISCONDUCT REPORT AND HAVE COUNSELED MY CHILD ACCORDINGLY.

Signature of Parent/Guardian _____ Date_____

Parents (white); Principal (yellow); Driver (pink); Transportation Office (goldenrod) (Rev. 5/2022)

EXHIBIT D

B.

EXHIBIT D

ELMWOOD LOCAL SCHOOLS
SALARY SCHEDULE
Effective 7-1-22
$39,564 Base

EXP. YRS.	BACHELOR DEGREE	BACHELOR 150	MASTER'S DEGREE	MASTER'S +15	MASTER'S +30
0	39,564	41,067	43,323	45,222	47,200
1	41,067	42,769	45,222	47,319	49,297
2	42,571	44,470	47,121	49,415	51,394
3	44,074	46,171	49,020	51,512	53,491
4	45,578	47,872	50,919	53,609	55,587
5	47,081	49,574	52,818	55,706	57,684
6	48,585	51,275	54,717	57,803	59,781
7	50,088	52,976	56,616	59,900	61,878
8	51,591	54,677	58,515	61,997	63,975
9	53,095	56,379	60,414	64,094	66,072
10	54,598	58,080	62,313	66,191	68,169
11	56,102	59,781	64,212	68,287	70,266
12		61,482	66,111	70,384	72,363
13		63,184	68,011	72,481	74,459
14			69,910	74,578	76,556
15				76,675	78,653
20		65,004	72,006	79,128	80,750
25	57,605	66,824	74,103	81,581	82,847
30	59,109	68,644	76,200	84,034	84,944

C.

ELMWOOD LOCAL SCHOOLS
SALARY SCHEDULE
Effective 7-1-23
$40,355 Base

EXP. YRS.	BACHELOR DEGREE	BACHELOR 150	MASTER'S DEGREE	MASTER'S +15	MASTER'S +30
0	40,355	41,888	44,189	46,126	48,144
1	41,888	43,624	46,126	48,265	50,282
2	43,422	45,359	48,063	50,403	52,421
3	44,955	47,094	50,000	52,542	54,560
4	46,489	48,830	51,937	54,681	56,699
5	48,022	50,565	53,874	56,820	58,838
6	49,556	52,300	55,811	58,959	60,976
7	51,089	54,035	57,748	61,097	63,115
8	52,623	55,771	59,685	63,236	65,254
9	54,156	57,506	61,622	65,375	67,393
10	55,690	59,241	63,559	67,514	69,532
11	57,223	60,976	65,496	69,653	71,670
12		62,712	67,433	71,792	73,809
13		64,447	69,370	73,930	75,948
14			71,307	76,069	78,087
15				78,208	80,226
20		66,303	73,446	80,710	82,365
25	58,757	68,160	75,585	83,212	84,503
30	60,290	70,016	77,724	85,714	86,642

EXHIBIT D continued

D.

ELMWOOD LOCAL SCHOOLS
SALARY SCHEDULE
Effective 7-1-24
$41,162 Base

EXP. YRS.	BACHELOR DEGREE	BACHELOR 150	MASTER'S DEGREE	MASTER'S +15	MASTER'S +30
0	41,162	42,726	45,072	47,048	49,106
1	42,726	44,496	47,048	49,230	51,288
2	44,290	46,266	49,024	51,411	53,469
3	45,854	48,036	51,000	53,593	55,651
4	47,419	49,806	52,975	55,775	57,833
5	48,983	51,576	54,951	57,956	60,014
6	50,547	53,346	56,927	60,138	62,196
7	52,111	55,116	58,903	62,319	64,377
8	53,675	56,886	60,879	64,501	66,559
9	55,239	58,656	62,854	66,682	68,741
10	56,804	60,426	64,830	68,864	70,922
11	58,368	62,196	66,806	71,046	73,104
12		63,966	68,782	73,227	75,285
13		65,736	70,757	75,409	77,467
14			72,733	77,590	79,648
15				79,772	81,830
20		67,629	74,915	82,324	84,012
25	59,932	69,523	77,096	84,876	86,193
30	61,496	71,416	79,278	87,428	88,375

ARTICLE XXXVI

A. ELMWOOD SUPPLEMENTAL SALARY SCHEDULE

2022-2023

BASE: $39,564

Category	Index	0-2 yrs. 1	3-5 yrs. 1.05	6-8 yrs. 1.1	Over 8 yrs. 1.15
HIGH SCHOOL SUPPLEMENTALS					
Music Department					
H.S. Band Director	0.165	6,528	6,854	7,181	7,507
H.S. Asst. Band Director	0.085	3,363	3,531	3,699	3,867
H.S. Pep Band Director	0.045	1,780	1,869	1,958	2,047
H.S. Percussion Advisor	0.03	1,187	1,246	1,306	1,433
H.S. Majorette Advisor	0.025	989	1,039	1,088	1,137
H.S. Flag Corps Advisor	0.025	989	1,039	1,088	1,137
H.S. Vocal Director	0.105	4,154	4,362	4,570	4,777
H.S. Piano Accompanist	0.025	989	1,039	1,088	1,137
H.S. Musical Director	0.08	3,165	3,323	3,482	3,640
H.S. Musical Instrumental Dir.	0.045	1,780	1,869	1,958	2,047
H.S. Musical Vocal Director	0.045	1,780	1,869	1,958	2,047
H.S. Musical Technician	0.025	989	1,039	1,088	1,137
H.S. Musical Choreographer	0.025	989	1,039	1,088	1,137
Clubs and Organizations					
H.S. Bowling	0.03	1,187	1,246	1,306	1,365

EXHIBIT D continued

H.S. Senior Class Advisor	0.045	1,780	1,869	1,958	2,047
H.S. Junior Class Advisor	0.06	2,374	2,493	2,611	2,730
H.S. Sophomore Class Advisor	0.02	791	831	870	910
H.S. Freshman Class Advisor	0.02	791	831	870	910
H.S. Dept. Head/Faculty Advisor	0.03	1,187	1,246	1,306	1,365
H.S. Club Advisors	0.03	1,187	1,246	1,306	1,365
H.S. Spanish Club	0.03	1,187	1,246	1,306	1,365
H.S. FTA	0.03	1,187	1,246	1,306	1,365
H.S. Quiz Bowl	0.025	989	1,039	1,088	1,137
H.S. Science Club	0.03	1,187	1,246	1,306	1,365
H.S. Art Club	0.03	1,187	1,246	1,306	1,365
H.S. Engineering/Robotics	0.03	1,187	1,246	1,306	1,365
H.S. Club Assistant 45+	0.015	593	623	653	682
H.S. Spanish Club Assistant	0.015	593	623	653	682
H.S. Newspaper	0.04	1,583	1,662	1,741	1,820
H.S. Student Council Advisor	0.055	2,176	2,285	2,394	2,502
H.S. Yearbook	0.04	1,583	1,662	1,741	1,820
H.S. National Honor Society	0.035	1,385	1,454	1,523	1,592
H.S. Web Advisor	0.035	1,385	1,454	1,523	1,592
H.S. Testing Coordinator	0.015	593	623	653	682
Athletic Department					
H.S./M.S. Athletic Director	0.2	7,913	8,308	8,704	9,100
H.S./M.S. Assistant Athletic Director	0.09	3,561	3,739	3,917	4,095
H.S. Ticket Manager	0.06	2,374	2,493	2,611	2,730
M.S. Ticket Manager	0.04	1,583	1,662	1,741	1,820
H.S. Head Cheerleading Coach	0.08	3,165	3,323	3,482	3,640
H.S. Assistant Cheerleading Coach	0.035	1,385	1,454	1,523	1,592
H.S. Strength Coach (4)	0.025	989	1,039	1,088	1,137
Fall Sports					
H.S. Head Football	0.14	5,539	5,816	6,093	6,370
H.S. Assistant Football (5)	0.095	3,759	3,947	4,134	4,322
H.S. Head Volleyball	0.11	4,352	4,570	4,787	5,005
H.S. Assistant Volleyball (2)	0.08	3,165	3,323	3,482	3,640
H.S. Head Boys/Girls Cross Country	0.11	4,352	4,570	4,787	5,005
H.S. Assistant Boys/Girls Cross Country	0.04	1,583	1,662	1,741	1,820
H.S. Head Boys Golf	0.1	3,956	4,154	4,352	4,550
H.S. Head Girls Golf	0.1	3,956	4,154	4,352	4,550
Winter Sports					
H.S. Head Boys Basketball	0.14	5,539	5,816	6,093	6,370
H.S. Assistant Boys Basketball (2)	0.095	3,759	3,947	4,134	4,322
H.S. Head Girls Basketball	0.14	5,539	5,816	6,093	6,370
H.S. Assistant Girls Basketball (2)	0.095	3,759	3,947	4,134	4,322
H.S. Head Wrestling	0.14	5,539	5,816	6,093	6,370
H.S. Assistant Wrestling (2)	0.095	3,759	3,947	4,134	4,322
Spring Sports					
H.S. Head Boys/Girls Track (1)	0.11	4,352	4,570	4,787	5,005
H.S. Assistant Boys/Girls Track (4)	0.09	3,561	3,739	3,917	4,095

EXHIBIT D continued

H.S. Head Softball	0.125	4,946	5,193	5,440	5,687
H.S. Assistant Softball (2)	0.085	3,363	3,531	3,699	3,867
H.S. Head Baseball	0.125	4,946	5,193	5,440	5,687
H.S. Assistant Baseball (2)	0.085	3,363	3,531	3,699	3,867
M.S. SUPPLEMENTALS					
Clubs and Organizations					
M.S. Cheerleading Coach	0.045	1,780	1,869	1,958	2,047
M.S. Drama Club Advisor	0.025	989	1,039	1,088	1,137
M.S. 7/8 Quiz Bowl Advisor	0.025	989	1,039	1,088	1,137
M.S. 5/6 Quiz Bowl Advisor	0.025	989	1,039	1,088	1,137
M.S. Student Council Advisor	0.05	1,978	2,077	2,176	2,275
M.S. Yearbook Advisor	0.03	1,187	1,246	1,306	1,365
M.S. Testing Coordinator	0.015	593	623	653	682
Sports					
M.S. Cross Country	0.045	1,780	1,869	1,958	2,047
M.S. Football Coordinator	0.095	3,759	3,947	4,134	4,322
M.S. Football Coach (3)	0.085	3,363	3,531	3,699	3,867
M.S. Eighth Grade Volleyball	0.07	2,769	2,908	3,046	3,185
M.S. Seventh Grade Volleyball	0.07	2,769	2,908	3,046	3,185
M.S. Eighth Grade Boys Basketball	0.085	3,363	3,531	3,699	3,867
M.S. Seventh Grade Boys Basketball	0.085	3,363	3,531	3,699	3,867
M.S. Eighth Grade Girls Basketball	0.085	3,363	3,531	3,699	3,867
M.S. Seventh Grade Girls Basketball	0.085	3,363	3,531	3,699	3,867
M.S. Head Wrestling	0.08	3,165	3,323	3,482	3,640
M.S. Assistant Wrestling (2)	0.06	2,374	2,493	2,611	2,730
M.S. Head Track	0.075	2,967	3,116	3,264	3,412
M.S. Assistant Track (3)	0.065	2,572	2,700	2,829	2,957
ELEMENTARY SUPPLEMENTALS					
Elem. Grade Level Chair (6)	0.03	1,187	1,246	1,306	1,365
Elem. Safety Patrol Advisor	0.015	593	623	653	682
Elem. Student Council Advisor	0.035	1,385	1,454	1,523	1,592
Elem. Yearbook Advisor	0.03	1,187	1,246	1,306	1,365
Elem. Testing Coordinator	0.015	593	623	653	682

DISTRICT WIDE SUPPLEMENTALS

Professional Development Lead Teacher Stipend $1200

B.

ELMWOOD SUPPLEMENTAL SALARY SCHEDULE
2023-2024
BASE: $40,355

Category	Index	0-2 yrs. 1.00	3-5 yrs. 1.05	6-8 yrs. 1.10	Over 8 yrs. 1.15
HIGH SCHOOL SUPPLEMENTALS					
Music Department					
H.S. Band Director	0.165	6,659	6,992	7,324	7,657
H.S. Asst. Band Director	0.085	3,430	3,602	3,773	3,945
H.S. Pep Band Director	0.045	1,816	1,907	1,998	2,088
H.S. Percussion Advisor	0.03	1,211	1,271	1,332	1,462

EXHIBIT D continued

H.S. Majorette Advisor	0.025	1,009	1,059	1,110	1,160
H.S. Flag Corps Advisor	0.025	1,009	1,059	1,110	1,160
H.S. Vocal Director	0.105	4,237	4,449	4,661	4,873
H.S. Piano Accompanist	0.025	1,009	1,059	1,110	1,160
H.S. Musical Director	0.08	3,228	3,390	3,551	3,713
H.S. Musical Instrumental Dir.	0.045	1,816	1,907	1,998	2,088
H.S. Musical Vocal Director	0.045	1,816	1,907	1,998	2,088
H.S. Musical Technician	0.025	1,009	1,059	1,110	1,160
H.S. Musical Choreographer	0.025	1,009	1,059	1,110	1,160
Clubs and Organizations					
H.S. Bowling	0.03	1,211	1,271	1,332	1,392
H.S. Senior Class Advisor	0.045	1,816	1,907	1,998	2,088
H.S. Junior Class Advisor	0.06	2,421	2,542	2,663	2,784
H.S. Sophomore Class Advisor	0.02	807	847	888	928
H.S. Freshman Class Advisor	0.02	807	847	888	928
H.S. Dept. Head/Faculty Advisor	0.03	1,211	1,271	1,332	1,392
H.S. Club Advisors	0.03	1,211	1,271	1,332	1,392
H.S. Spanish Club	0.03	1,187	1,246	1,306	1,365
H.S. FTA	0.03	1,187	1,246	1,306	1,365
H.S. Quiz Bowl	0.025	1,009	1,059	1,110	1,160
H.S. Science Club	0.03	1,211	1,271	1,332	1,392
H.S. Art Club	0.03	1,211	1,271	1,332	1,392
H.S. Engineering/Robotics	0.03	1,211	1,271	1,332	1,392
H.S. Club Assistant 45+	0.015	605	636	666	696
H.S. Spanish Club Assistant	0.015	605	636	666	696
H.S. Newspaper	0.04	1,614	1,695	1,776	1,856
H.S. Student Council Advisor	0.055	2,220	2,331	2,441	2,552
H.S. Yearbook	0.04	1,614	1,695	1,776	1,856
H.S. National Honor Society	0.035	1,412	1,483	1,554	1,624
H.S. Web Advisor	0.035	1,412	1,483	1,554	1,624
H.S. Testing Coordinator	0.015	605	636	666	696
Athletic Department					
H.S./M.S. Athletic Director	0.2	8,071	8,475	8,878	9,282
H.S./M.S. Assistant Athletic Director	0.09	3,632	3,814	3,995	4,177
H.S. Ticket Manager	0.06	2,421	2,542	2,663	2,784
M.S. Ticket Manager	0.04	1,614	1,695	1,776	1,856
H.S. Head Cheerleading Coach	0.08	3,228	3,390	3,551	3,713
H.S. Assistant Cheerleading Coach	0.035	1,412	1,483	1,554	1,624
H.S. Strength Coach (4)	0.025	1,009	1,059	1,110	1,160
Fall Sports					
H.S. Head Football	0.14	5,650	5,932	6,215	6,497
H.S. Assistant Football (5)	0.095	3,834	4,025	4,217	4,409
H.S. Head Volleyball	0.11	4,439	4,661	4,883	5,105
H.S. Assistant Volleyball (2)	0.08	3,228	3,390	3,551	3,713
H.S. Head Boys/Girls Cross Country	0.11	4,439	4,661	4,883	5,105
H.S. Assistant Boys/Girls Cross Country	0.04	1,614	1,695	1,776	1,856
H.S. Head Boys Golf	0.1	4,036	4,237	4,439	4,641
H.S. Head Girls Golf	0.1	4,036	4,237	4,439	4,641

EXHIBIT D continued

Winter Sports					
H.S. Head Boys Basketball	0.14	5,650	5,932	6,215	6,497
H.S. Assistant Boys Basketball (2)	0.095	3,834	4,025	4,217	4,409
H.S. Head Girls Basketball	0.14	5,650	5,932	6,215	6,497
H.S. Assistant Girls Basketball (2)	0.095	3,834	4,025	4,217	4,409
H.S. Head Wrestling	0.14	5,650	5,932	6,215	6,497
H.S. Assistant Wrestling (2)	0.095	3,834	4,025	4,217	4,409
Spring Sports					
H.S. Head Boys/Girls Track (1)	0.11	4,439	4,661	4,883	5,105
H.S. Assistant Boys/Girls Track (4)	0.09	3,632	3,814	3,995	4,177
H.S. Head Softball	0.125	5,044	5,297	5,549	5,801
H.S. Assistant Softball (2)	0.085	3,430	3,602	3,773	3,945
H.S. Head Baseball	0.125	5,044	5,297	5,549	5,801
H.S. Assistant Baseball (2)	0.085	3,430	3,602	3,773	3,945
M.S. SUPPLEMENTALS					
Clubs and Organizations					
M.S. Cheerleading Coach	0.045	1,816	1,907	1,998	2,088
M.S. Drama Club Advisor	0.025	1,009	1,059	1,110	1,160
M.S. 7/8 Quiz Bowl Advisor	0.025	1,009	1,059	1,110	1,160
M.S. 5/6 Quiz Bowl Advisor	0.025	1,009	1,059	1,110	1,160
M.S. Student Council Advisor	0.05	2,018	2,119	2,220	2,320
M.S. Yearbook Advisor	0.03	1,211	1,271	1,332	1,392
M.S. Testing Coordinator	0.015	605	636	666	696

Sports					
M.S. Cross Country	0.045	1,816	1,907	1,998	2,088
M.S. Football Coordinator	0.095	3,834	4,025	4,217	4,409
M.S. Football Coach (3)	0.085	3,430	3,602	3,773	3,945
M.S. Eighth Grade Volleyball	0.07	2,825	2,966	3,107	3,249
M.S. Seventh Grade Volleyball	0.07	2,825	2,966	3,107	3,249
M.S. Eighth Grade Boys Basketball	0.085	3,430	3,602	3,773	3,945
M.S. Seventh Grade Boys Basketball	0.085	3,430	3,602	3,773	3,945
M.S. Eighth Grade Girls Basketball	0.085	3,430	3,602	3,773	3,945
M.S. Seventh Grade Girls Basketball	0.085	3,430	3,602	3,773	3,945
M.S. Head Wrestling	0.08	3,228	3,390	3,551	3,713
M.S. Assistant Wrestling (2)	0.06	2,421	2,542	2,663	2,784
M.S. Head Track	0.075	3,027	3,178	3,329	3,481
M.S. Assistant Track (3)	0.065	2,623	2,754	2,885	3,017
ELEMENTARY SUPPLEMENTALS					
Elem. Grade Level Chair (6)	0.03	1,211	1,271	1,332	1,392
Elem. Safety Patrol Advisor	0.015	605	636	666	696
Elem. Student Council Advisor	0.035	1,412	1,483	1,554	1,624
Elem. Yearbook Advisor	0.03	1,211	1,271	1,332	1,392
Elem. Testing Coordinator	0.015	605	636	666	696

DISTRICT WIDE SUPPLEMENTALS

Professional Development Lead Teacher Stipend	$1200

EXHIBIT D continued

C.

ELMWOOD SUPPLEMENTAL SALARY SCHEDULE
2024-2025
BASE: $41,162

Category	Index	0-2 yrs. 1.00	3-5 yrs. 1.05	6-8 yrs. 1.10	Over 8 yrs. 1.15
HIGH SCHOOL SUPPLEMENTALS					
Music Department					
H.S. Band Director	0.165	6,792	7,131	7,471	7,810
H.S. Asst. Band Director	0.085	3,499	3,674	3,849	4,024
H.S. Pep Band Director	0.045	1,852	1,945	2,038	2,130
H.S. Percussion Advisor	0.03	1,235	1,297	1,358	1,491
H.S. Majorette Advisor	0.025	1,029	1,081	1,132	1,183
H.S. Flag Corps Advisor	0.025	1,029	1,081	1,132	1,183
H.S. Vocal Director	0.105	4,322	4,538	4,754	4,970
H.S. Piano Accompanist	0.025	1,029	1,081	1,132	1,183
H.S. Musical Director	0.08	3,293	3,458	3,622	3,787
H.S. Musical Instrumental Dir.	0.045	1,852	1,945	2,038	2,130
H.S. Musical Vocal Director	0.045	1,852	1,945	2,038	2,130
H.S. Musical Technician	0.025	1,029	1,081	1,132	1,183
H.S. Musical Choreographer	0.025	1,029	1,081	1,132	1,183
Clubs and Organizations					
H.S. Bowling	0.03	1,235	1,297	1,358	1,420
H.S. Senior Class Advisor	0.045	1,852	1,945	2,038	2,130
H.S. Junior Class Advisor	0.06	2,470	2,593	2,717	2,840
H.S. Sophomore Class Advisor	0.02	823	864	906	947
H.S. Freshman Class Advisor	0.02	823	864	906	947
H.S. Dept. Head/Faculty Advisor	0.03	1,235	1,297	1,358	1,420
H.S. Club Advisors	0.03	1,235	1,297	1,358	1,420
H.S. Spanish Club	0.03	1,235	1,297	1,358	1,420
H.S. FTA	0.03	1,235	1,297	1,358	1,420
H.S. Quiz Bowl	0.025	1,029	1,081	1,132	1,183
H.S. Science Club	0.03	1,235	1,297	1,358	1,420
H.S. Art Club	0.03	1,235	1,297	1,358	1,420
H.S. Engineering/Robotics	0.03	1,235	1,297	1,358	1,420
H.S. Club Assistant 45+	0.015	617	648	679	710
H.S. Spanish Club Assistant	0.015	617	648	679	710
H.S. Newspaper	0.04	1,646	1,729	1,811	1,893
H.S. Student Council Advisor	0.055	2,264	2,377	2,490	2,603
H.S. Yearbook	0.04	1,646	1,729	1,811	1,893
H.S. National Honor Society	0.035	1,441	1,513	1,585	1,657
H.S. Web Advisor	0.035	1,441	1,513	1,585	1,657
H.S. Testing Coordinator	0.015	617	648	679	710
Athletic Department					
H.S./M.S. Athletic Director	0.2	8,232	8,644	9,056	9,467
H.S./M.S. Assistant Athletic Director	0.09	3,705	3,890	4,075	4,260
H.S. Ticket Manager	0.06	2,470	2,593	2,717	2,840
M.S. Ticket Manager	0.04	1,646	1,729	1,811	1,893
H.S. Head Cheerleading Coach	0.08	3,293	3,458	3,622	3,787
H.S. Assistant Cheerleading Coach	0.035	1,441	1,513	1,585	1,657
H.S. Strength Coach (4)	0.025	1,029	1,081	1,132	1,183
Fall Sports					
H.S. Head Football	0.14	5,763	6,051	6,339	6,627

EXHIBIT D continued

H.S. Assistant Football (5)	0.095	3,910	4,106	4,301	4,497
H.S. Head Volleyball	0.11	4,528	4,754	4,981	5,207
H.S. Assistant Volleyball (2)	0.08	3,293	3,458	3,622	3,787
H.S. Head Boys/Girls Cross Country	0.11	4,528	4,754	4,981	5,207
H.S. Assistant Boys/Girls Cross Country	0.04	1,646	1,729	1,811	1,893
H.S. Head Boys Golf	0.1	4,116	4,322	4,528	4,734
H.S. Head Girls Golf	0.1	4,116	4,322	4,528	4,734
Winter Sports					
H.S. Head Boys Basketball	0.14	5,763	6,051	6,339	6,627
H.S. Assistant Boys Basketball (2)	0.095	3,910	4,106	4,301	4,497
H.S. Head Girls Basketball	0.14	5,763	6,051	6,339	6,627
H.S. Assistant Girls Basketball (2)	0.095	3,910	4,106	4,301	4,497
H.S. Head Wrestling	0.14	5,763	6,051	6,339	6,627
H.S. Assistant Wrestling (2)	0.095	3,910	4,106	4,301	4,497
Spring Sports					
H.S. Head Boys/Girls Track (1)	0.11	4,528	4,754	4,981	5,207
H.S. Assistant Boys/Girls Track (4)	0.09	3,705	3,890	4,075	4,260
H.S. Head Softball	0.125	5,145	5,403	5,660	5,917
H.S. Assistant Softball (2)	0.085	3,499	3,674	3,849	4,024
H.S. Head Baseball	0.125	5,145	5,403	5,660	5,917
H.S. Assistant Baseball (2)	0.085	3,499	3,674	3,849	4,024

M.S. SUPPLEMENTALS					
Clubs and Organizations					
M.S. Cheerleading Coach	0.045	1,852	1,945	2,038	2,130
M.S. Drama Club Advisor	0.025	1,029	1,081	1,132	1,183
M.S. 7/8 Quiz Bowl Advisor	0.025	1,029	1,081	1,132	1,183
M.S. 5/6 Quiz Bowl Advisor	0.025	1,029	1,081	1,132	1,183
M.S. Student Council Advisor	0.05	2,058	2,161	2,264	2,367
Yearbook Advisor	0.03	1,235	1,297	1,358	1,420
M.S. Testing Coordinator	0.015	617	648	679	710
Sports					
M.S. Cross Country	0.045	1,852	1,945	2,038	2,130
M.S. Football Coordinator	0.095	3,910	4,106	4,301	4,497
M.S. Football Coach (3)	0.085	3,499	3,674	3,849	4,024
M.S. Eighth Grade Volleyball	0.07	2,881	3,025	3,169	3,314
M.S. Seventh Grade Volleyball	0.07	2,881	3,025	3,169	3,314
M.S. Eighth Grade Boys Basketball	0.085	3,499	3,674	3,849	4,024
M.S. Seventh Grade Boys Basketball	0.085	3,499	3,674	3,849	4,024
M.S. Eighth Grade Girls Basketball	0.085	3,499	3,674	3,849	4,024
M.S. Seventh Grade Girls Basketball	0.085	3,499	3,674	3,849	4,024
M.S. Head Wrestling	0.08	3,293	3,458	3,622	3,787
M.S. Assistant Wrestling (2)	0.06	2,470	2,593	2,717	2,840
M.S. Head Track	0.075	3,087	3,242	3,396	3,550
M.S. Assistant Track (3)	0.065	2,676	2,809	2,943	3,077

EXHIBIT D continued

ELEMENTARY SUPPLEMENTALS					
Elem. Grade Level Chair (6)	0.03	1,235	1,297	1,358	1,420
Elem. Safety Patrol Advisor	0.015	617	648	679	710
Elem. Student Council Advisor	0.035	1,441	1,513	1,585	1,657
Elem. Yearbook Advisor	0.03	1,235	1,297	1,358	1,420
Elem. Testing Coordinator	0.015	617	648	679	710

DISTRICT WIDE SUPPLEMENTALS	
Professional Development Lead Teacher Stipend	$1200

EXHIBIT E

ELMWOOD LOCAL SCHOOLS
Certified Supervisor/Director Salary Schedule
2022-2023

Base	1.75%	57,267	64,220
STEPS		SPECIAL EDUCATION SUPERVISOR 210 days	DIRECTOR OF TECHNOLOGY 220 days
0	1.00	57,267	64,220
1	1.02	58,412	65,504
2	1.04	59,557	66,789
3	1.06	60,703	68,073
4	1.08	61,848	69,358
5	1.10	62,993	70,642
6	1.12	64,139	71,926
7	1.14	65,284	73,211
8	1.16	66,429	74,495
9	1.18	67,575	75,780
10	1.20	68,720	77,064
11	1.22	69,865	78,348
12	1.24	71,011	79,633
13	1.26	72,156	80,917
14	1.28	73,301	82,202
15	1.30	74,447	83,486
16	1.32	75,592	84,770
17	1.34	76,737	86,055
18	1.36	77,883	87,339
19	1.38	79,028	88,624
20	1.40	80,173	89,908
21	1.42	81,319	91,192
22	1.44	82,464	92,477

TRAINING/EDUCATION

Education	*Factor*
Master's Degree	0.010
Master's Degree + 15 (sem hrs)	0.015
Master's Degree + 30 (sem hrs)	0.020

Factor to be added to salary placement on schedule.

ELMWOOD LOCAL SCHOOLS
Certified Supervisor/Director Salary Schedule
2023-2024

Base	2.0%	58,412	65,504
STEPS		SPECIAL EDUCATION SUPERVISOR 210 days	DIRECTOR OF TECHNOLOGY 220 days
0	1.00	58,412	65,504
1	1.02	59,580	66,815
2	1.04	60,748	68,125
3	1.06	61,917	69,435
4	1.08	63,085	70,745
5	1.10	64,253	72,055
6	1.12	65,421	73,365
7	1.14	66,590	74,675
8	1.16	67,758	75,985
9	1.18	68,926	77,295
10	1.20	70,094	78,605
11	1.22	71,263	79,915
12	1.24	72,431	81,226
13	1.26	73,599	82,536
14	1.28	74,767	83,846
15	1.30	75,935	85,156
16	1.32	77,104	86,466
17	1.34	78,272	87,776
18	1.36	79,440	89,086
19	1.38	80,608	90,396
20	1.40	81,777	91,706
21	1.42	82,945	93,016
22	1.44	84,113	94,326

TRAINING/EDUCATION

Education	*Factor*
Master's Degree	0.010
Master's Degree + 15 (sem hrs)	0.015
Master's Degree + 30 (sem hrs)	0.020

Factor to be added to salary placement on schedule.

ELMWOOD BOARD OF EDUCATION
May 19, 2022 Special Meeting

EXHIBIT E