

**ELMWOOD LOCAL SCHOOLS
BOARD OF EDUCATION**

**Regular Meeting – Monday, June 11, 2018 / 6:00 p.m.
Elmwood Middle School Media Center
Bloomdale, Ohio 44817**

Roll: Time 6:00 p.m.

Mrs. Davis	Present
Mrs. Endicott	Absent
Mr. King	Present
Mr. Lee	Absent
Mrs. Reynolds	Present

Call to Order

Meeting was called to order

Pledge of Allegiance

97-18

Acceptance of Minutes of Previous Meeting:
Regular Meeting – May 14, 2018

Motion by Mrs. Davis Seconded by Mrs. Reynolds

Mrs. Davis Yes Mr. King Yes Mrs. Reynolds Yes

Adjustment of Proposed Agenda for Tonight's Meeting
Superintendent Borton made any changes to the agenda at this time.

- I. Superintendent's Recognition and Updates
- Retiree – Linda Treier
 - Presentation by Jeff Ales, Finish Line Floors
 - Summer construction

Mrs. Endicott entered the meeting at 6:22 p.m.

Hearing of the Public

There were not requests for public participation at this time.

TREASURER'S REPORTS

Financial

98-18

It is recommended that the financial statements for the month of May be approved as presented by the Treasurer.

Motion by Mrs. Reynolds Seconded by Mrs. Davis

Mrs. Endicott Yes Mrs. Reynolds Yes Mr. King Yes Mrs. Davis Yes

ELMWOOD BOARD OF EDUCATION

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99-18

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

499-9018 Strategies *Secondary Transition* Student w/Disabilities \$904.00

Motion by Mrs. Davis Seconded by Mrs. Endicott

Mr. King Yes Mrs. Reynolds Yes Mrs. Endicott Yes Mrs. Davis Yes

100-18

It is recommended that the resolution declaring the necessity to levy the renewal of an income tax (1/2%) be approved. (Exhibit A)

Motion by Mrs. Reynolds Seconded by Mrs. Davis

Mrs. Reynolds Yes Mrs. Endicott Yes Mrs. Davis Yes Mr. King Yes

101-18

It is recommended that the resolution declaring the necessity to levy the renewal of an income tax (3/4%) be approved. (Exhibit B)

Motion by Mrs. Endicott Seconded by Mrs. Reynolds

Mr. King Yes Mrs. Endicott Yes Mrs. Reynolds Yes Mrs. Davis Yes

102-18

It is recommended to renew property, liability and fleet insurance with Liberty Mutual Insurance through Phelan Insurance Agency for a period of three years from 7/1/18 – 7/01/21.

Motion by Mrs. Davis Seconded by Mrs. Endicott

Mrs. Endicott Yes Mrs. Davis Yes Mr. King Yes Mrs. Reynolds Yes

103-18

It is recommended to approve the following District-Support Organizations for the 2018-2019 school year per Board Policy 9211:

Elmwood Athletic Boosters
Elmwood Elementary PTO
Elmwood FFA Alumni
Elmwood Music Boosters

Motion by Mrs. Reynolds Seconded by Mrs. Davis

Mrs. Davis Yes Mrs. Reynolds Yes Mr. King Yes Mrs. Endicott Yes

ELMWOOD BOARD OF EDUCATION
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SUPERINTENDENT'S RECOMMENDATIONS & REPORTS

Consent Agenda

104-18

- a) It is recommended that the Board authorize continued membership in the Ohio High School Athletic Association for the High School and Middle School for the 2018-2019 school year. In authorizing this, it is agreed that these schools will conduct their athletic programs in accordance with the constitution, bylaws, regulations, interpretations, and decisions of the Ohio High School Athletic Association.
- b) It is recommended that the Board approve the Policy updates. (Exhibit C)
- c) It is recommended that the County Service Agreement with Wood County Educational Service Center, 2018-2019, Consortium Services be amended to add Adaptive Physical Education to the menu of services.
- d) It is recommended that the following donations be approved.

<u>Donator</u>	<u>Recipient</u>	<u>Amount</u>
Lady Royals Dugout Club	Elmwood HS Softball (for Boathouse Coats)	\$1065.00

Motion by Mrs. Davis Seconded by Mrs. Endicott

Mrs. Reynolds Yes Mr. King Yes Mrs. Davis Yes Mrs. Endicott Yes

Action Agenda

105-18

It is recommended that the following resignations be accepted.

Benjamin Steele – HS Phys. Ed. Teacher – effective August 10, 2018
Jason Scott – HS/MS Instrumental Music teacher and supplementals (HS Band Director and HS Pep Band Director) – effective August 13, 2018

Motion by Mrs. Davis Seconded by Mrs. Reynolds

Mr. King Yes Mrs. Endicott Yes Mrs. Reynolds Yes Mrs. Davis Yes

106-18

It is recommended that course fees for the 2018-2019 school year be approved. (Exhibit D)

Motion by Mrs. Endicott Seconded by Mrs. Davis

Mrs. Endicott Yes Mrs. Davis Yes Mr. King Yes Mrs. Reynolds Yes

ELMWOOD BOARD OF EDUCATION

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107-18

It is recommended that the following individual be hired for a certified position for the 2018-2019 school year as indicated below, pending BCII/FBI and verification of employment, certification/licensure, and transcripts.

<u>Name</u>	<u>Tentative Placement</u>	<u>Contract</u>	<u>Column/Step</u>
Melissa Miller	HS Special Ed Teacher	One-Year Limited	M/8
Jeffrey McMahon	Elem. Phys. Ed. Teacher	One-Year Limited	BS150/6

Motion by Mrs. Davis Seconded by Mrs. Reynolds

Mrs. Reynolds Yes Mrs. Davis Yes Mr. King Yes Mrs. Endicott Yes

108-18

It is recommended that the following individual be issued a Continuing, classified contract effective July 1, 2018.

<u>Name</u>	<u>Building</u>	<u>Tentative Placement</u>	<u>Step/Rate</u>
Bruce King	District	Bus Driver	Step 3

Motion by Mrs. Davis Seconded by Mrs. Reynolds

Mr. King Abstained Mrs. Davis Yes Mrs. Reynolds Yes Mrs. Endicott Yes

109-18

It is recommended that the following individual be issued a One Year, as needed, classified contract effective July 1, 2018 – June 30, 2019.

<u>Name</u>	<u>Building</u>	<u>Tentative Placement</u>	<u>Step/Rate</u>
Joanna King	High School	Student Attendant	Step 14

Motion by Mrs. Endicott Seconded by Mrs. Davis

Mrs. Davis Yes Mrs. Endicott Yes Mrs. Reynolds Yes Mr. King Abstained

110-18

It is recommended that the following supplemental positions be approved for the 2018-2019 school year. (Exhibit E)

Motion by Mrs. Reynolds Seconded by Mrs. Endicott

Mrs. Reynolds Yes Mrs. Endicott Yes Mr. King Yes Mrs. Davis Yes

111-18

It is recommended that the following individual be approved for a supplemental position for the 2018-2019 school year.

<u>Name</u>	<u>Position</u>	<u>Step/Rate</u>
Doug Reynolds	Head Girls Basketball Coach	Step 24

Motion by Mrs. Davis Seconded by Mrs. Endicott

Mrs. Reynolds Abstained Mrs. Davis Yes Mrs. Endicott Yes Mr. King Yes

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112-18

It is recommended that the following individual be approved for a supplemental position for the 2018-2019 school year.

<u>Name</u>	<u>Position</u>	<u>Step/Rate</u>
Penny Harden	Head Volleyball Coach	Step 7

Motion by Mrs. Reynolds Seconded by Mrs. Davis

Mr. King No Yes Mrs. Reynolds Yes Mrs. Davis Yes Mrs. Endicott Yes

113-18

It is recommended that the following individuals be issued a One Year, as needed, classified contract effective July 1, 2018– June 30, 2019, pending BCII/FBI and licensure if applicable.

<u>Name</u>	<u>Building</u>	<u>Tentative Placement</u>	<u>Step/Rate</u>
Sandy Laborie	Middle School	Media Center	Step 3
Tracy Haughwout	Middle School	CD Classroom Aide	Step 7
Shelley Gonyer	Middle School	5 th / 6 th Classroom Aide	Step 9
Amy Thomas	Middle School	7 th / 8 th Classroom Aide	Step 8
Sandy Tolbert	Middle School	Monitoring Aide	Step 7
Jenifer Holcombe	Middle School	Student Attendant	Step 3
Amanda Myers	Middle School	Student Attendant	Step 8
Olivia Oliver	Middle School	Student Attendant	Step 6
Alysa Sidle	Middle School	Student Attendant	Step 3
LeeAnn Smith	Middle School	Student Attendant	Step 11
Teresa Simons	Middle School	Sign Language Interpreter/Student Attendant	\$21.00 per hr
Stacey Bingham	Elementary	Pre-K Aide	Step 11
Joy Clark	Elementary	Pre-K Aide	Step 12
Michelle Bear	Elementary	Pre-K Aide	Step 1
Deb Troyer	Elementary	Project MORE Aide	Step 18
Teri Weber	Elementary	Classroom Aide	Step 18
Pam Day	Elementary	Classroom Aide	Step 15
Jamie Gostnell	Elementary	Classroom Aide	Step 3
Brenda Hammer	Elementary	Classroom Aide	Step 4
Megan Hummel	Elementary	CD Classroom Aide	Step 2
Stephanie Rose	Elementary	CD Classroom Aide	Step 8
Laura Nungester	Elementary	CD Classroom Aide	Step 1
Erica Merryman	Elementary	CD Classroom Aide	Step 1
Kim Sander	Elementary	Student Attendant	Step 2
Robyn Wonderly	Elementary	Student Attendant	Step 7
Robyn Casey	Elementary	Student Attendant	Step 1
Melissa Hoerig	District	OT Assistant	\$21.00 per hr
Kayleb Stuff	District	Groundskeeper	\$9.50 per hr
Joe Wright	District	Grounds Mowing	\$9.50 per hr
Kim Garner	Com. Ctr.	Fitness Center Attend. Sub	\$8.80 per hr
Ron Inkrott	Com. Ctr.	Fitness Center Attend. Sub	\$8.80 per hr
Brooke Rosendale	Com. Ctr.	Fitness Center Attend. Sub	\$8.80 per hr
Ann Schreiner	Com. Ctr.	Fitness Center Attend. Sub	\$8.80 per hr
Jane Schreiner	Com. Ctr.	Fitness Center Attend. Sub	\$8.80 per hr

Motion by Mrs. Reynolds Seconded by Mrs. Endicott

Mrs. Davis Abstained Mr. King Yes Mrs. Endicott Yes Mrs. Reynolds Abstained

ELMWOOD BOARD OF EDUCATION
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114-18

It is recommended that the tentative three year negotiated agreement between OAPSE, Chapter #482 and the Elmwood Board of Education for the period July 1, 2018 through June 30, 2021 be approved. (Exhibit F)

Motion by Mrs. Reynolds Seconded by Mrs. Davis

Mrs. Endicott Yes Mr. King Yes Mrs. Davis Yes Mrs. Reynolds Yes

115-18

It is recommended to adopt the Teacher's Aide Salary Schedules for FY2018 through FY2021. (Exhibit G)

Motion by Mrs. Davis Seconded by Mrs. Endicott

Mrs. Endicott Yes Mrs. Reynolds Yes Mr. King Yes Mrs. Davis Yes

116-18

It is recommended to adopt the Confidential/Supervisor Salary Schedules for FY2018 through FY2021. (Exhibit H)

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Motion by Mrs. Davis Seconded by Mrs. Endicott

Mrs. Davis Yes Mrs. Reynolds Yes Mrs. Endicott Yes Mr. King Yes

117-18

It is recommended to adopt the Substitute Salary Schedule for FY2018 through FY2021. (Exhibit I)

Motion by Mrs. Davis Seconded by Mrs. Endicott

Mr. King Yes Mrs. Davis Yes Mrs. Reynolds Yes Mrs. Endicott Yes

118-18

It is recommended that the following expenditure be approved:

<u>Company</u>	<u>Purpose</u>	<u>Amount</u>
Finish Line Floors	Strip and Seal the auditeria floor, surrounding hallway and main bathroom floors by auditeria	\$39,027.26
CDW-G	Chromebooks / licenses	\$74,490.00

Motion by Mrs. Reynolds Seconded by Mrs. Davis

Mrs. Reynolds Yes Mr. King Yes Mrs. Davis Yes Mrs. Endicott Yes

ELMWOOD BOARD OF EDUCATION

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Building Reports

High School

- 95 Diplomas were awarded at graduation
- Summer preparations are underway
- Interviews are being conducted for several open positions in the HS

Middle School

- Grade cards went out last week
- All students who earned All A's the fourth nine weeks are receiving a free ticket to Cedar Point!
- Awards day and field day were held on Wednesday, May 30th. The awards were well attended.
- Past MS principal Larry Coffelt made a celebrity guest appearance Friday, June 1st during our last faculty meeting of the year to help honor the service of Ms. Linda Treier who was retiring.
- Preparations are underway for next school year

Elementary

- All third grade students have met the requirements of the Third Grade Reading Guarantee.
- The end-of-year activities such as Kindergarten Graduation, Hawaii Day, Field Day, and the Elementary Awards program were all a success. A big thank you to everyone that helped organize the events.

Legislative Update

Board Member Comments

There is a Special Board meeting scheduled for Thursday, June 28, 2018, at 6:00 pm in the Middle School Media Center

The next Regular Board meeting has been moved to Thursday, July 19, 2018 at 7:00 pm in the Middle School Media Center.

119-18

Executive Session: Time 7:09 pm

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

Motion by Mrs. Davis Seconded by Mrs. Endicott

Mrs. Endicott Yes Mrs. Davis Yes Mr. King Yes Mrs. Reynolds Yes

Return from Executive Session: Time 8:30 pm

President King certified that the Board did discuss the above aforementioned executive items.

120.18

Adjournment – Time 8:30 pm

Motion by Mrs. Reynolds Seconded by Mrs. Davis

Mrs. Endicott Yes Mrs. Reynolds Yes Mr. King Yes Mrs. Davis

ELMWOOD BOARD OF EDUCATION

June 11, 2018

LuAnn Vanek, Treasurer

Brian King, Board President

EXHIBIT A

The Board of Education of the Elmwood Local School District, Counties of Wood and Hancock, Ohio, met in regular session at 6:00 p.m., on the 11th day of June, 2018, at Elmwood Middle School Media Center, Elmwood, Ohio, with the following members present:

_____ moved the adoption of the following resolution:

ELMWOOD LOCAL SCHOOL DISTRICT

RESOLUTION NO. _____

RESOLUTION DECLARING THE NECESSITY OF RAISING \$ 756,000 ANNUALLY FOR SCHOOL DISTRICT PURPOSES

WHEREAS, the Board of Education desires to renew its existing one-half percent (0.50%) School District income tax.

BE IT RESOLVED by the Board of Education of the Elmwood Local School District (the "School District"):

SECTION 1. That pursuant to the provisions of Section 5748.02 of the Ohio Revised Code as enacted in Substitute Senate Bill 28 of the 118th General Assembly (the "Act"), and as amended, it is necessary to raise \$ 756,000 for School District purposes (as defined in the Act). The income that is to be subject to the tax is taxable income of individuals and estates as defined in divisions B(1)(a) and (2) of Section 5748.01 of the Ohio Revised Code.

SECTION 2. That pursuant to such Section 5748.02, this Board of Education hereby applies to the Tax Commissioner of the Ohio Department of Taxation to estimate the property tax rate that would have to be imposed by the School District in the current year to produce the amount set forth in SECTION 1 hereof and to estimate the income tax rate that would have had to have been in effect for the current year as a School District income tax to produce the amount set forth in SECTION 1 hereof. The certification is requested for the election to be held on November 6, 2018.

SECTION 3. That the Treasurer of this board is hereby directed to certify immediately to the Tax Commissioner of the Ohio Department of Taxation a copy of this resolution.

SECTION 4. That it is found and determined that all formal actions of this Board of Education concerning and relating to the adoption of this resolution were adopted in an open meeting of this Board of Education, and that all deliberations of this Board of Education, and of any of its committees that resulted in such formal action, were in meetings open to the public, in

compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code, and the rules of this Board of Education adopted in accordance therewith.

_____ seconded the motion, and the roll being called upon the question of adoption of the resolution the vote resulted as follows:

AYE:

NAY:

ADOPTED this 11th day of June, 2018.

Treasurer

Prepared By: Dinsmore & Shohl LLP

12921770

EXHIBIT A

ELMWOOD BOARD OF EDUCATION
June 11, 2018

EXHIBIT B

The Board of Education of the Elmwood Local School District, Counties of Wood and Hancock, Ohio, met in regular session at 6:00 p.m., on the 11th day of June, 2018, at Elmwood Middle School Media Center, Elmwood, Ohio, with the following members present:

_____ moved the adoption of the following resolution:

ELMWOOD LOCAL SCHOOL DISTRICT

RESOLUTION NO. _____

RESOLUTION DECLARING THE NECESSITY OF RAISING \$1,134,000 ANNUALLY FOR SCHOOL DISTRICT PURPOSES

WHEREAS, the Board of Education desires to renew its existing three-quarter percent (0.75%) School District income tax.

BE IT RESOLVED by the Board of Education of the Elmwood Local School District (the "School District"):

SECTION 1. That pursuant to the provisions of Section 5748.02 of the Ohio Revised Code as enacted in Substitute Senate Bill 28 of the 118th General Assembly (the "Act"), and as amended, it is necessary to raise \$1,134,000 for School District purposes (as defined in the Act). The income that is to be subject to the tax is taxable income of individuals and estates as defined in divisions E(1)(a) and (2) of Section 5748.01 of the Ohio Revised Code.

SECTION 2. That pursuant to such Section 5748.02, this Board of Education hereby applies to the Tax Commissioner of the Ohio Department of Taxation to estimate the property tax rate that would have to be imposed by the School District in the current year to produce the amount set forth in SECTION 1 hereof and to estimate the income tax rate that would have had to have been in effect for the current year as a School District income tax to produce the amount set forth in SECTION 1 hereof. The certification is requested for the election to be held on November 6, 2018.

SECTION 3. That the Treasurer of this board is hereby directed to certify immediately to the Tax Commissioner of the Ohio Department of Taxation a copy of this resolution.

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compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code, and the rules of this Board of Education adopted in accordance therewith.

_____ seconded the motion, and the roll being called upon the question of adoption of the resolution the vote resulted as follows:

AYE:

NAY:

ADOPTED this 11th day of June, 2018.

Treasurer

Prepared By: Dinsmore & Shohl LLP

11222103

EXHIBIT B

ELMWOOD BOARD OF EDUCATION
June 11, 2018

BOARD POLICY UPDATES

(June 2018)

<u>Number</u>	<u>Section</u>	<u>Title</u>	<u>Status</u>
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2271	Program	College Credit Plus Program	Revised
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* Ohio Administrative Code was recently issued to regulate the implementation of the College Credit Plus program, specifically dealing with underperforming students participating in the program. While the dismissal criteria and procedures are prescribed in the rule, each District must define the academic progress that a student must achieve in order to be reinstated to the college credit plus program on CCP probation or without restrictions. This rule shall first be applied for the summer term of the 2018-2019 academic year.

4121	Classified Staff	Criminal History Record Check	Revised
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4262	Classified Staff	Drug and Alcohol Testing of CDL License Holders And Other Employees Who Perform Safety Sensitive Functions	Revised
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8600.04	Operations	Bus Driver Certification	Revised
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* Revisions to comply with recent changes from the Department of Transportation (DOT) regulation and Ohio Administrative Code. Specifically, the illegal substance that must be tested for those with a CDL was updated. Secondly, driving while texting citation was added to the list of serious traffic violations that disqualifies an individual from driving a school bus or van. Finally, disqualifying criminal offenses for school bus and van driver's was updated.

5111	Students	Eligibility of Resident/Non-Resident Students	Revised
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5112	Students	Entrance Requirements	Revised
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* Revisions to these policies reflect Federal regulations about enrollment procedures and requirements. Communication/notification requirements are detailed and alternate documents that can verify age and residency have been identified.

7530	Property	Lending of Board Owned Equipment	Revised
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7530.02	Property	Staff Use of Personal Communication Devices	Revised
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7542	Property	Access to District Technology Resources and/or Information Resources from Personal Communication Devices	Revised
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7543	Property	Utilization of the District's Website and Remote Access to the District's Network	New
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* Revision makes it clearer that Technology Resources assigned to a staff member may be used off school property, but, if they are and if they have Personally Identifiable Information about students and/or staff saved/uploaded/stored on the Technology Resource, then it is the responsibility of the staff member to have the device locked down so that an unauthorized individual cannot access the device if it is lost or misplaced. GPS-navigation destinations set or modified was added to the list smartphone uses that should be completed before driving. An opening paragraph is provided so that the Board can differentiate between use of its business network and its guest network. Several additional resources have been added to the list of resources that could be accessed on the District's network. Revisions have been made to the list of possible standards and regulations to which each individual granted remote access privileges must comply.

8400	Operations	School Safety	Revised
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* Revisions are based on updates to Ohio Administrative Code (OAC) 3301-5-1, adding requirements to the Emergency Management Plan (EMP) and modifying some of the reporting requirements.

9141	Relations	Business Advisory Council	Revised
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* Policy updates the new requirements for the Business Advisory Council and the fact that we merge with the Wood County ESC for our Business Advisory Council.

EXHIBIT C

ELMWOOD BOARD OF EDUCATION
June 11, 2018

ELMWOOD BOARD OF EDUCATION
June 11, 2018

EXHIBIT D

EXHIBIT D

ELMWOOD HIGH SCHOOL
2018-2019

Class	Fee
Spanish 1	\$4.00
Spanish 2	\$4.00
Spanish 3	\$4.00
Spanish 4	\$4.00
Eng 9	\$15.00
Eng 9 Mod	\$15.00
Eng 10	\$15.00
Adv. Eng 10	\$15.00
Eng 11	\$14.00
Adv. Eng 11	\$14.00
Eng 12	\$10.00
Adv. Eng 12	\$10.00
Newspaper	0
Senior History	\$0.00
World Hist	\$3.00
Am Hist	\$1.00
Am Govt	\$0.00
Psyc.	\$0.00
Issues	\$0.00
Physical Science	\$7.50
Enviro Sustain	\$20.00
Biology	\$8.00
Chem	\$12.00
Adv chem	\$12.00
Bio 2	\$10.00
Anatomy	\$40.00
Physics	\$12.00
Biodiversity	\$20.00
Technology Fee	\$6.00
Guidance Fee	\$0.00
Student Handbook	\$7.00
Freshman Dues	\$10.00
Sophomore Dues	\$10.00
Junior Class Dues	\$20.00
Senior Class dues	\$30.00
Parking Permit	\$2.00

Class	Fee
Computer Apps	\$5.00
Computer Literac	\$25.00
Computer Fundm	\$5.00
Acct. Fundamenta	\$5.00
Comp Hardware	\$5.00
Pers Bus/Finances	\$5.00
Adv. Accounting	\$5.00
Sports Marketing	\$5.00
Civ Eng & Arch	\$20.00
Prin of Engineer	\$20.00
Intro to Engineer	\$20.00
Ag 701	\$17.50
Ag 702	\$17.50
Ag 703	\$25.00
Ag 704	\$17.50
Ag 705	\$17.50
FFA Dues	\$17.50
Healthy Foods	\$25.00
Healthy Living	\$25.00
Child Develop	\$10.00
Interior Design	\$10.00
Career Search 1	\$7.50
Career Search 2	\$7.50
Financial Mgt. 1	\$7.50
Financial Mgt. 2	\$7.50
Yearbook	\$5.00
Int. Media	\$5.00
PE 9	\$5.00
PE & Wellness	\$5.00
Adv PE	\$6.00
Rec Sports	\$6.00
ART 1,2,3	\$50.00
Sr. Studio	\$50.00
Ceramics	\$50.00
Photo	\$30.00
Choir	\$0.00
Band	\$15.00

EXHIBIT F

ELMWOOD LOCAL SCHOOL DISTRICT
NON-CERTIFIED SALARY SCHEDULE
JULY 1, 2018 JUNE 30, 2019

Previous Year 2.5%	\$14.01 \$14.36	\$16.69 \$17.11	\$12.18 \$12.48	\$16.69 \$17.11
Experience	Secretary	Custodian	Cafeteria	Bus Driver
0	\$14.36 1.0000	\$17.11 1.0000	\$12.48 1.0000	\$17.11 1.0000
1	\$14.61 1.0175	\$17.37 1.0155	\$12.73 1.0200	\$17.37 1.0155
2	\$14.86 1.0350	\$17.64 1.0310	\$12.98 1.0400	\$17.64 1.0310
3	\$15.11 1.0525	\$17.90 1.0465	\$13.23 1.0600	\$17.90 1.0465
4	\$15.37 1.0700	\$18.17 1.0620	\$13.48 1.0800	\$18.17 1.0620
5	\$15.62 1.0875	\$18.43 1.0775	\$13.73 1.1000	\$18.43 1.0775
6	\$15.87 1.1050	\$18.70 1.0930	\$13.98 1.1200	\$18.70 1.0930
7	\$16.12 1.1225	\$18.96 1.1085	\$14.23 1.1400	\$18.96 1.1085
8	\$16.37 1.1400	\$19.23 1.1240	\$14.48 1.1600	\$19.23 1.1240
9	\$16.62 1.1575	\$19.49 1.1395	\$14.73 1.1800	\$19.49 1.1395
10-14	\$17.30 1.2050	\$20.02 1.1700	\$15.23 1.2200	\$20.02 1.1700
15-19	\$17.99 1.2525	\$20.54 1.2005	\$15.73 1.2600	\$20.54 1.2005
20+	\$18.67 1.3000	\$21.06 1.2310	\$16.48 1.3200	\$21.06 1.2310
25+	\$19.35 1.3475	\$21.58 1.2615	\$16.98 1.3600	\$21.58 1.2615

FIELD TRIP RATE IS 85% OF STEP 0 \$14.54
AN EMPLOYEE MOVES TO THE NEXT STEP AT THE BEGINNING OF THE NEW CONTRACT YEAR.
** HEAD COOK WILL BE PAID AT THE RATE OF \$1.75 AN HOUR EXTRA.

ELMWOOD LOCAL SCHOOL DISTRICT
NON-CERTIFIED SALARY SCHEDULE
JULY 1, 2019 JUNE 30, 2020

Previous Year 2.5%	\$14.36 \$14.72	\$17.11 \$17.53	\$12.48 \$12.80	\$17.11 \$17.53
Experience	Secretary	Custodian	Cafeteria	Bus Driver
0	\$14.72 1.0000	\$17.53 1.0000	\$12.80 1.0000	\$17.53 1.0000
1	\$14.98 1.0175	\$17.81 1.0155	\$13.05 1.0200	\$17.81 1.0155
2	\$15.23 1.0350	\$18.08 1.0310	\$13.31 1.0400	\$18.08 1.0310
3	\$15.49 1.0525	\$18.35 1.0465	\$13.56 1.0600	\$18.35 1.0465
4	\$15.75 1.0700	\$18.62 1.0620	\$13.82 1.0800	\$18.62 1.0620
5	\$16.01 1.0875	\$18.89 1.0775	\$14.08 1.1000	\$18.89 1.0775
6	\$16.26 1.1050	\$19.17 1.0930	\$14.33 1.1200	\$19.17 1.0930
7	\$16.52 1.1225	\$19.44 1.1085	\$14.59 1.1400	\$19.44 1.1085
8	\$16.78 1.1400	\$19.71 1.1240	\$14.84 1.1600	\$19.71 1.1240
9	\$17.04 1.1575	\$19.98 1.1395	\$15.10 1.1800	\$19.98 1.1395
10-14	\$17.74 1.2050	\$20.52 1.1700	\$15.61 1.2200	\$20.52 1.1700
15-19	\$18.44 1.2525	\$21.05 1.2005	\$16.12 1.2600	\$21.05 1.2005
20+	\$19.14 1.3000	\$21.59 1.2310	\$16.89 1.3200	\$21.59 1.2310
25+	\$19.83 1.3475	\$22.12 1.2615	\$17.40 1.3600	\$22.12 1.2615

FIELD TRIP RATE IS 85% OF STEP 0 \$14.90
AN EMPLOYEE MOVES TO THE NEXT STEP AT THE BEGINNING OF THE NEW CONTRACT YEAR.
** HEAD COOK WILL BE PAID AT THE RATE OF \$1.75 AN HOUR EXTRA.

EXHIBIT F

ELMWOOD BOARD OF EDUCATION
June 11, 2018

ELMWOOD BOARD OF EDUCATION

June 11, 2018

EXHIBIT F continued

ELMWOOD LOCAL SCHOOL DISTRICT
NON-CERTIFIED SALARY SCHEDULE
JULY 1, 2020 JUNE 30, 2021

Previous Year	\$14.72	\$17.53	\$12.80	\$17.53
2.5%	\$15.09	\$17.97	\$13.12	\$17.97
Experience	Secretary	Custodian	Cafeteria	Bus Driver
0	\$15.09	\$17.97	\$13.12	\$17.97
	1.0000	1.0000	1.0000	1.0000
1	\$15.35	\$18.25	\$13.38	\$18.25
	1.0175	1.0155	1.0200	1.0155
2	\$15.62	\$18.53	\$13.64	\$18.53
	1.0350	1.0310	1.0400	1.0310
3	\$15.88	\$18.81	\$13.90	\$18.81
	1.0525	1.0465	1.0600	1.0465
4	\$16.14	\$19.09	\$14.17	\$19.09
	1.0700	1.0620	1.0800	1.0620
5	\$16.41	\$19.37	\$14.43	\$19.37
	1.0875	1.0775	1.1000	1.0775
6	\$16.67	\$19.64	\$14.69	\$19.64
	1.1050	1.0930	1.1200	1.0930
7	\$16.94	\$19.92	\$14.95	\$19.92
	1.1225	1.1085	1.1400	1.1085
8	\$17.20	\$20.20	\$15.22	\$20.20
	1.1400	1.1240	1.1600	1.1240
9	\$17.46	\$20.48	\$15.48	\$20.48
	1.1575	1.1395	1.1800	1.1395
10-14	\$18.18	\$21.03	\$16.00	\$21.03
	1.2050	1.1700	1.2200	1.1700
15-19	\$18.90	\$21.58	\$16.53	\$21.58
	1.2525	1.2005	1.2600	1.2005
20+	\$19.61	\$22.13	\$17.31	\$22.13
	1.3000	1.2310	1.3200	1.2310
25+	\$20.33	\$22.67	\$17.84	\$22.67
	1.3475	1.2615	1.3600	1.2615

**

FIELD TRIP RATE IS 85% OF STEP 0
AN EMPLOYEE MOVES TO THE NEXT STEP AT THE BEGINNING OF THE NEW
CONTRACT YEAR. \$15.28

** HEAD COOK WILL BE PAID AT THE RATE OF \$1.75 AN HOUR EXTRA.

EXHIBIT G

ELMWOOD LOCAL SCHOOL DISTRICT
TEACHER'S AIDE SALARY SCHEDULE
JULY 1, 2018 JUNE 30, 2019

Experience	Previous Year 2.5%	\$11.78 \$12.07	\$12.62 \$12.94
		Student Attendant Classroom/ Lunch Aide	Library/ Tech Aide/
0		\$12.07 1.0000	\$12.94 1.0000
1		\$12.28 1.0169	\$13.16 1.0172
2		\$12.48 1.0338	\$13.38 1.0344
3		\$12.69 1.0507	\$13.60 1.0516
4		\$12.89 1.0676	\$13.83 1.0688
5		\$13.09 1.0845	\$14.05 1.0860
6		\$13.30 1.1014	\$14.27 1.1032
7		\$13.50 1.1183	\$14.49 1.1204
8		\$13.71 1.1352	\$14.72 1.1376
9		\$13.91 1.1521	\$14.94 1.1548
10-14		\$14.38 1.1911	\$15.42 1.1922
15-19		\$14.85 1.2301	\$15.91 1.2296
20+		\$15.32 1.2691	\$16.39 1.2670
25+		\$15.79 1.3081	\$16.87 1.3044

ELMWOOD LOCAL SCHOOL DISTRICT
TEACHER'S AIDE SALARY SCHEDULE
JULY 1, 2019 JUNE 30, 2020

Experience	Previous Year 2.5%	\$12.07 \$12.38	\$12.94 \$13.26
		Student Attendant Classroom/ Lunch Aide	Library/ Tech Aide
0		\$12.38 1.0000	\$13.26 1.0000
1		\$12.59 1.0169	\$13.49 1.0172
2		\$12.79 1.0338	\$13.71 1.0344
3		\$13.00 1.0507	\$13.94 1.0516
4		\$13.21 1.0676	\$14.17 1.0688
5		\$13.42 1.0845	\$14.40 1.0860
6		\$13.63 1.1014	\$14.63 1.1032
7		\$13.84 1.1183	\$14.86 1.1204
8		\$14.05 1.1352	\$15.08 1.1376
9		\$14.26 1.1521	\$15.31 1.1548
10-14		\$14.74 1.1911	\$15.81 1.1922
15-19		\$15.22 1.2301	\$16.30 1.2296
20+		\$15.71 1.2691	\$16.80 1.2670
25+		\$16.19 1.3081	\$17.29 1.3044

EXHIBIT G

ELMWOOD BOARD OF EDUCATION
June 11, 2018

ELMWOOD BOARD OF EDUCATION

June 11, 2018

EXHIBIT H

Elmwood Local Schools
Confidential/Supervisory Salary Schedule
2018-2019

EXHIBIT H

Exp.	2.50% Superintendent		Administrative		Payroll/		EMIS/		Mechanic		7 Hours		Maintenance		Facility/		Director of		Network	
	Secretary	261 days	Secretary	261 days	Bookkeeping	261 days	Transportation	261 days	Supervisor	261 days	Supervisor	209 days	Supervisor	261 days	Supervisor	261 days	Technology	220 days	Administrator	261 days
0	\$30,015	1.00	\$33,103	1.00	\$40,015	1.00	\$48,995	1.00	\$49,229	1.00	\$31,799	1.00	\$44,585	1.00	\$47,236	1.00	\$54,877	1.00	\$44,627	1.00
1	\$30,615	1.02	\$33,765	1.02	\$40,815	1.02	\$49,975	1.02	\$50,213	1.02	\$32,435	1.02	\$45,477	1.02	\$48,181	1.02	\$55,975	1.02	\$45,820	1.02
2	\$31,216	1.04	\$34,428	1.04	\$41,616	1.04	\$50,955	1.04	\$51,198	1.04	\$33,071	1.04	\$46,989	1.04	\$49,126	1.04	\$57,073	1.04	\$46,413	1.04
3	\$31,816	1.06	\$35,090	1.06	\$42,416	1.06	\$51,935	1.06	\$52,182	1.06	\$33,706	1.06	\$47,261	1.06	\$49,706	1.06	\$58,170	1.06	\$47,305	1.06
4	\$32,416	1.08	\$35,752	1.08	\$43,216	1.08	\$52,915	1.08	\$53,167	1.08	\$34,342	1.08	\$48,152	1.08	\$47,261	1.08	\$58,170	1.08	\$47,305	1.08
5	\$33,017	1.10	\$36,414	1.10	\$44,016	1.10	\$53,895	1.10	\$54,152	1.10	\$34,978	1.10	\$49,044	1.10	\$50,070	1.10	\$59,288	1.10	\$48,198	1.10
6	\$33,617	1.12	\$37,076	1.12	\$44,817	1.12	\$54,874	1.12	\$55,136	1.12	\$35,614	1.12	\$49,936	1.12	\$51,960	1.12	\$60,365	1.12	\$49,090	1.12
7	\$34,217	1.14	\$37,739	1.14	\$45,617	1.14	\$55,854	1.14	\$56,121	1.14	\$36,250	1.14	\$50,827	1.14	\$52,904	1.14	\$61,463	1.14	\$49,983	1.14
8	\$34,817	1.16	\$38,400	1.16	\$46,417	1.16	\$56,834	1.16	\$57,105	1.16	\$36,849	1.16	\$51,719	1.16	\$53,849	1.16	\$62,560	1.16	\$50,875	1.16
9	\$35,418	1.18	\$39,082	1.18	\$47,218	1.18	\$57,814	1.18	\$58,090	1.18	\$37,522	1.18	\$52,611	1.18	\$54,794	1.18	\$63,658	1.18	\$51,768	1.18
10	\$36,044	1.2275	\$40,694	1.2275	\$48,918	1.2275	\$60,141	1.2275	\$60,428	1.2275	\$39,033	1.2275	\$54,729	1.2275	\$57,982	1.2275	\$67,962	1.2275	\$54,780	1.2275
15	\$38,269	1.275	\$42,207	1.275	\$51,019	1.275	\$62,469	1.275	\$62,767	1.275	\$40,543	1.275	\$56,846	1.275	\$60,226	1.275	\$69,989	1.275	\$56,900	1.275
20	\$39,695	1.3225	\$43,779	1.3225	\$52,920	1.3225	\$64,796	1.3225	\$65,105	1.3225	\$42,054	1.3225	\$58,984	1.3225	\$62,470	1.3225	\$72,575	1.3225	\$59,020	1.3225
25	\$41,121	1.37	\$45,362	1.37	\$54,821	1.37	\$67,123	1.37	\$67,443	1.37	\$43,564	1.37	\$61,082	1.37	\$64,713	1.37	\$75,182	1.37	\$61,140	1.37

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

Elmwood Local Schools
Confidential/Supervisory Salary Schedule
2019-2020

Exp.	2.50% Superintendent		Administrative		Payroll/		EMIS/		Mechanic		7 Hours		Maintenance		Facility/		Director of		Network	
	Secretary	261 days	Secretary	261 days	Bookkeeping	261 days	Transportation	261 days	Supervisor	261 days	Supervisor	209 days	Supervisor	261 days	Supervisor	261 days	Technology	220 days	Administrator	261 days
0	\$30,765	1.00	\$33,931	1.00	\$41,015	1.00	\$50,220	1.00	\$50,459	1.00	\$32,594	1.00	\$45,700	1.00	\$48,417	1.00	\$56,249	1.00	\$45,743	1.00
1	\$31,381	1.02	\$34,610	1.02	\$41,836	1.02	\$51,224	1.02	\$51,469	1.02	\$33,245	1.02	\$46,614	1.02	\$49,386	1.02	\$57,374	1.02	\$46,656	1.02
2	\$31,996	1.04	\$35,288	1.04	\$42,656	1.04	\$52,229	1.04	\$52,478	1.04	\$33,897	1.04	\$47,528	1.04	\$50,364	1.04	\$58,499	1.04	\$47,573	1.04
3	\$32,611	1.06	\$35,967	1.06	\$43,476	1.06	\$53,233	1.06	\$53,487	1.06	\$34,549	1.06	\$48,442	1.06	\$51,322	1.06	\$59,624	1.06	\$48,488	1.06
4	\$33,227	1.08	\$36,645	1.08	\$44,297	1.08	\$54,237	1.08	\$54,496	1.08	\$35,201	1.08	\$49,356	1.08	\$52,290	1.08	\$60,749	1.08	\$49,403	1.08
5	\$33,842	1.10	\$37,324	1.10	\$45,117	1.10	\$55,242	1.10	\$55,505	1.10	\$35,853	1.10	\$50,270	1.10	\$53,259	1.10	\$61,874	1.10	\$50,317	1.10
6	\$34,457	1.12	\$38,003	1.12	\$45,937	1.12	\$56,246	1.12	\$56,515	1.12	\$36,505	1.12	\$51,184	1.12	\$54,227	1.12	\$62,999	1.12	\$51,232	1.12
7	\$35,073	1.14	\$38,681	1.14	\$46,757	1.14	\$57,251	1.14	\$57,524	1.14	\$37,157	1.14	\$52,098	1.14	\$55,195	1.14	\$64,124	1.14	\$52,147	1.14
8	\$35,688	1.16	\$39,360	1.16	\$47,578	1.16	\$58,255	1.16	\$58,533	1.16	\$37,809	1.16	\$53,012	1.16	\$56,164	1.16	\$65,248	1.16	\$53,082	1.16
9	\$36,303	1.18	\$40,039	1.18	\$48,398	1.18	\$59,259	1.18	\$59,542	1.18	\$38,460	1.18	\$53,926	1.18	\$57,132	1.18	\$66,374	1.18	\$53,977	1.18
10	\$37,765	1.2275	\$41,650	1.2275	\$50,346	1.2275	\$61,645	1.2275	\$61,939	1.2275	\$40,009	1.2275	\$56,087	1.2275	\$59,432	1.2275	\$69,046	1.2275	\$56,150	1.2275
15	\$39,226	1.275	\$43,262	1.275	\$52,295	1.275	\$64,030	1.275	\$64,336	1.275	\$41,557	1.275	\$58,268	1.275	\$61,732	1.275	\$71,718	1.275	\$58,323	1.275
20	\$40,687	1.3225	\$44,874	1.3225	\$54,243	1.3225	\$66,416	1.3225	\$66,733	1.3225	\$43,105	1.3225	\$60,438	1.3225	\$64,031	1.3225	\$74,390	1.3225	\$59,485	1.3225
25	\$42,149	1.37	\$46,485	1.37	\$56,191	1.37	\$68,801	1.37	\$69,129	1.37	\$44,653	1.37	\$62,609	1.37	\$66,331	1.37	\$77,062	1.37	\$59,668	1.37

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

Elmwood Local Schools
Confidential/Supervisory Salary Schedule
2020-2021

2.50% Superintendent Exp.	Superintendent Secretary 261 days	Administrative Secretary 261 days	Payroll/Bookkeeping 261 days	EMIS/Transportation Supervisor 261 days	Mechanic 261 days	7 Hours Cafeteria Supervisor 209 days	Maintenance Supervisor 261 days	Facility/Grounds Supervisor 261 days	Director of Technology 220 days	Network Administrator 261 days
0	\$31,535 1.00	\$34,779 1.00	\$42,041 1.00	\$51,475 1.00	\$51,721 1.00	\$33,408 1.00	\$46,843 1.00	\$49,627 1.00	\$57,656 1.00	\$46,887 1.00
1	\$32,165 1.02	\$35,475 1.02	\$42,882 1.02	\$52,505 1.02	\$52,755 1.02	\$34,077 1.02	\$47,779 1.02	\$50,620 1.02	\$58,809 1.02	\$47,824 1.02
2	\$32,796 1.04	\$36,170 1.04	\$43,722 1.04	\$53,534 1.04	\$53,790 1.04	\$34,745 1.04	\$48,716 1.04	\$51,613 1.04	\$59,962 1.04	\$48,762 1.04
3	\$33,427 1.06	\$36,866 1.06	\$44,563 1.06	\$54,564 1.06	\$54,824 1.06	\$35,413 1.06	\$49,653 1.06	\$52,605 1.06	\$61,115 1.06	\$49,700 1.06
4	\$34,057 1.08	\$37,562 1.08	\$45,404 1.08	\$55,593 1.08	\$55,859 1.08	\$36,081 1.08	\$50,590 1.08	\$53,598 1.08	\$62,268 1.08	\$50,638 1.08
5	\$34,688 1.10	\$38,257 1.10	\$46,245 1.10	\$56,623 1.10	\$56,893 1.10	\$36,749 1.10	\$51,527 1.10	\$54,590 1.10	\$63,421 1.10	\$51,575 1.10
6	\$35,319 1.12	\$38,953 1.12	\$47,086 1.12	\$57,652 1.12	\$57,927 1.12	\$37,417 1.12	\$52,464 1.12	\$55,583 1.12	\$64,574 1.12	\$52,513 1.12
7	\$35,949 1.14	\$39,648 1.14	\$47,926 1.14	\$58,682 1.14	\$58,962 1.14	\$38,086 1.14	\$53,401 1.14	\$56,575 1.14	\$65,727 1.14	\$53,451 1.14
8	\$36,580 1.16	\$40,344 1.16	\$48,767 1.16	\$59,711 1.16	\$59,996 1.16	\$38,754 1.16	\$54,337 1.16	\$57,568 1.16	\$66,881 1.16	\$54,389 1.16
9	\$37,211 1.18	\$41,040 1.18	\$49,608 1.18	\$60,741 1.18	\$61,031 1.18	\$39,422 1.18	\$55,274 1.18	\$58,560 1.18	\$68,034 1.18	\$55,326 1.18
10	\$38,709 1.2275	\$42,692 1.2275	\$51,605 1.2275	\$63,186 1.2275	\$63,487 1.2275	\$41,009 1.2275	\$57,499 1.2275	\$60,918 1.2275	\$70,772 1.2275	\$57,553 1.2275
15	\$40,207 1.275	\$44,344 1.275	\$53,602 1.275	\$65,631 1.275	\$65,944 1.275	\$42,596 1.275	\$59,724 1.275	\$63,275 1.275	\$73,511 1.275	\$59,781 1.275
20	\$41,704 1.3225	\$45,996 1.3225	\$55,599 1.3225	\$68,076 1.3225	\$68,401 1.3225	\$44,183 1.3225	\$61,949 1.3225	\$65,632 1.3225	\$76,250 1.3225	\$62,008 1.3225
25	\$43,202 1.37	\$47,648 1.37	\$57,596 1.37	\$70,521 1.37	\$70,858 1.37	\$45,769 1.37	\$64,174 1.37	\$67,990 1.37	\$78,988 1.37	\$64,235 1.37

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

EXHIBIT H continued

ELMWOOD BOARD OF EDUCATION
June 11, 2018

ELMWOOD BOARD OF EDUCATION
June 11, 2018

EXHIBIT I

EXHIBIT I

**ELMWOOD LOCAL SCHOOL DISTRICT
 SUBSTITUTE SALARY SCHEDULE
 JULY 1, 2018 - JUNE 30, 2021**

POSITION	RATE	
TEACHER	\$85.00	Per Day
BUS DRIVER	\$14.50	Per Hour
CAFETERIA	\$9.50	Per Hour
CUSTODIAN	\$10.50	Per Hour
SECRETARY	\$9.50	Per Hour
TEACHER AIDE	\$9.50	Per Hour
LIBRARY/RECESS/TECH AIDE	\$9.50	Per Hour