

**ELMWOOD LOCAL SCHOOLS
BOARD OF EDUCATION**

**Regular Meeting - Monday, May 10, 2021 / 6:00 p.m.
Elmwood Schools Auditoria
Bloomdale, Ohio 44817**

Board minutes are not official until approved at the June 7, 2021 board of education meeting.

Roll: Time 6:00 p.m.

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

Call to Order
Meeting called to order.

Pledge of Allegiance

76-21

Acceptance of Minutes of Previous Meeting:

- Regular Meeting – April 12, 2021
- Special Meeting – April 23, 2021

Motion by Mrs. Davis Seconded by Mr. King

**Mr. Lee Yes Mrs. Davis Yes Mrs. Endicott 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.

Superintendent's Recognition and Updates

- Guidance
- Teacher Evaluation First Read (Policy 3220)
- Band Tower

Hearing of the Public
There were no requests for public participation.

77-21

Executive Session: 6:37 p.m.

Melanie Davis requested that the Board go into Executive Session to prepare, conduct, or review negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment.

Motion by Mrs. Reynolds Seconded by Mrs. Davis

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

Return from Executive Session: 7:40 p.m.

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

ELMWOOD BOARD OF EDUCATION
May 10, 2021

TREASURER'S REPORTS

Financial

78-21

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

Motion by Mrs. Endicott Seconded by Mr. King

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

79-21

It is recommended to adopt the FY2021 five year forecast and its corresponding assumptions. (Exhibit A)

Motion by Mrs. Davis Seconded by Mr. King

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

80-21

It is recommended to approve reimbursement from the General Fund to the Lunchroom Fund for unpaid student meal charges deemed bad debts as required by the new USDA/ODE mandate. Further, these charges will be added to the unpaid fee list for the affected students and will be deposited into the General Fund at the time of collection.

Motion by Mrs. Reynolds Seconded by Mrs. Davis

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

SUPERINTENDENT'S RECOMMENDATIONS & REPORTS

81-21

Consent Agenda

- a) It is recommended that the Class of 2021 be approved for participation in commencement exercises. Some students on this list may not have completed all requirements for graduation by Sunday, May 23, 2021, and will not receive a diploma until all graduation requirements are met and all obligations to the school are resolved. (Exhibit B)
- b) It is recommended that Wood County Hospital – Ready Works & Wood County Schools Health Consortium Clinic be appointed to conduct the physical examinations for Elmwood's school bus & van drivers for the 2021-2022 school year.
- c) It is recommended to accept the revised 2021-2022 school calendar with the addition of HS ACT testing date, Graduation date and change of start date. (Exhibit C)
- d) It is recommended that the student handbooks and its changes be approved for the 2021-2022 school year. (Exhibit D)

ELMWOOD BOARD OF EDUCATION
May 10, 2021

81-21 continued

- e) It is recommended that Board Policy #7540 – Acceptable Use, E-Mail, & Internet Safety Policy and its changes, be approved for the 2021-2022 school year. (Exhibit E)

- f) It is recommended to approve the 1 on 1 Chromebook Guidelines and Agreements document for the 2021-2022 school year. The only change being to update the damage replacement costs. (Complete document can be seen upon request)

- g) It is recommended to accept the Superintendent’s certification of compliance of all safety plans as required by law.

- h) It is recommended that the Wood County Substitute Teacher & Aide List and all subsequent revisions be approved for the 2020-2021 school year.

- i) It is recommended that the following donation be accepted:

<u>Donator</u>	<u>Recipient</u>	<u>Amount</u>
Portage Ctr Arbor Gleaners	Elmwood Elementary Library	\$200.00 value in books

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

<u>Group</u>	<u>Purpose</u>	<u>Location</u>	<u>Dates</u>
HS Band	Performance Trip	Orlando, FL	May 30 – June 5, 2022

- k) It is agreed that Elmwood has adopted and is enforcing a nutrition standards policy that considers the requirements of Ohio Revised Code 3313.814 and governs the types of food and beverages that may be sold on the premises of its school(s).

Motion by Mrs. Reynolds Seconded by Mrs. Davis

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

Action Agenda

82-21

It is recommended that the following be set for Lunch Prices, for the 2021-2022 school year:

Lunch: \$3.35 Adult (no change)

Motion by Mr. King Seconded by Mrs. Endicott

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

ELMWOOD BOARD OF EDUCATION
May 10, 2021

83-21

It is recommended that the following be set for Breakfast & Lunch Prices, for the 2021-2022 school year:

Breakfast: \$1.75 (no change)
Lunch: \$2.35 Elementary (no change)
 \$2.60 High School / Middle School (no change)
Milk: \$.50 (no change)
Entrée \$1.75 (no change)

Motion by Mr. King Seconded by Mrs. Davis

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

84-21

It is recommended that membership to the Northwestern Ohio Educational Research Council, Inc., be approved for \$250 for the 2021-2022 school year.

Motion by Mrs. Davis Seconded by Mrs. Endicott

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

85-21

It is recommended to approve the contract between the NWOESC (Northwest Ohio Educational Service Center) and the Elmwood Local School District for services to the visual impairment program, for the 2021-2022 school year, be approved on an as needed basis.

Motion by Mrs. Davis Seconded by Mrs. Reynolds

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

86-21

It is recommended that the following resignation be accepted.

Angela Missig – School Nurse – effective June 2, 2021
LuAnn Vanek – School District Treasurer – effective January 1, 2022

Motion by Mr. King Seconded by Mrs. Davis

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

87-21

It is recommended to hire the following students, on an as needed basis, at a rate of \$9.50 for the Summer of 2021, effective June 1, 2021 through August 16, 2021.

Adam Meyer Anna Meyer Payton Ziegler

Motion by Mrs. Endicott Seconded by Mrs. Reynolds

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

ELMWOOD BOARD OF EDUCATION
May 10, 2021

88-21

It is recommended that the addendum to the superintendent's current contract and the revised superintendent's contract for 2022-2024 be approved to remove the residency requirement. The superintendent and board are in agreement to amend the contract with regard to requirements of attendance at after hour events. Said negotiations shall be ratified by the start of the 2021-2022 school year.

Motion by Mr. King Seconded by Mrs. Endicott

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

89-21

It is recommended that the following individual be approved for a supplemental position for the 2021-2022 school year, pending BCII/FBI and certification if applicable. For any non-licensed applicant, it is noted that the open position was first offered to those employees of the district who are licensed and no licensed employee qualified to fill the position accepted it, and then that it has advertised the position as available to any licensed individual who is qualified to fill it and who is not employed by the Board, and no such person has applied for and accepted the position.

<u>Name</u>	<u>Position</u>	<u>Step/Rate</u>
Jackie Rothenbuhler	Head Cheerleading Coach	Step 1

Motion by Mr. King Seconded by Mrs. Endicott

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

90-21

It is recommended that the following individuals be issued a Three Year, certified contract effective July 1, 2021 – June 30, 2024.

Sandy Brunswick – High School – BA150/32
Katie Bryant – High School – M/8
Vic Meyer – High School – BA150/13
Abbie Murray – High School – BA150/15
Eric Poffenbaugh – High School – M/16
Monica Arnold – Middle School – BA150/29
Meagan Benner – Middle School – BA150/14
Betsy Bringman – Middle School – BA150/10
Sarah Frank – Middle School – BA150/5
Stephanie Weiker – Elementary – BA150/22
Adam Holcombe – District – BA150/8
Alexis Heiser – District – M/14
Melissa Hoerig – District – A/4

Motion by Mrs. Davis Seconded by Mrs. Reynolds

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

ELMWOOD BOARD OF EDUCATION
May 10, 2021

91-21

It is recommended that the following individuals be issued a Two Year, certified contract effective July 1, 2021 – June 30, 2023.

Emily Reynolds – High School – M15/7
Shelby Bratt – Middle School – M30/9
Erica Aurand – Elementary – BA/4
Erin Peterson – Elementary – BA150/4

Motion by Mrs. Davis Seconded by Mrs. Endicott

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

92-21

It is recommended that the following individuals be issued a One Year, certified contract effective July 1, 2021 – June 30, 2022.

Hanna Grass – High School – BA150/1
Theresa Guay – Middle School – M/8
Garrett Michalkiewicz – Middle School – BA150/1
Margo Shininger – Middle School – BA/3
Michelle St. Jean – Middle School – M/4*
Pam Frankforther – Elementary – M15/11
Catherine Geiger – Elementary – M/6
Samantha Hoover – Elementary – M/2
Raegyn Price – Elementary – BA/1
Kelsey Wright – Elementary - BA/3
Shannon Damschroder – District – M/2

* retire/rehire - one year limited contracts only

Motion by Mrs. Endicott Seconded by Mrs. Davis

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

93-21

It is recommended that the following individuals be issued a Continuing, certified contract effective July 1, 2021.

Ginger Curtis – Middle School – BA150/11
Kyle McKibben - Middle School – M30/11
Alyssa Reynolds – Middle School – M15/8
Emily Blair – Elementary – M/23
Kristen Duncan – Elementary – M/9
Matthew Headley – Elementary – M/8

Motion by Mrs. Davis Seconded by Mrs. Endicott

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

ELMWOOD BOARD OF EDUCATION
May 10, 2021

94-21

It is recommended to employ Brenda Schnitker* as Special Ed Director, effective July 1, 2021 - June 30, 2022, for 210 days at Step 4 of the Certified Supervisor/Director Salary Schedule.
* retire/rehire - one year limited contract only

Motion by Mrs. Davis Seconded by Mr. King

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

95-21

It is recommended to employ Laurie Lee* as EMIS/Transportation Supervisor, effective July 1, 2021 - June 30, 2022, for 261 days at Step 4.
* retire/rehire - one year limited contract only

Motion by Mr. King Seconded by Mrs. Endicott

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

96-21

It is recommended that the following individual be issued a Two Year, as needed, classified contract, effective July1, 2021 - June 30, 2023.

Name	Building	Tentative Placement	Step/Rate
Susan Goetz	District	Transportation Office Assistant	Step 6
Melissa Mohney	District	Custodian	Step 1

Motion by Mrs. Davis Seconded by Mrs. Reynolds

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

97-21

It is recommended that the following individuals be issued a One Year, as needed, classified contract, effective July1, 2021 - June 30, 2022

<u>Name</u>	<u>Building</u>	<u>Tentative Placement</u>	<u>Step/Rate</u>
Beth Bateson	District	Cafeteria	Step 5 *
Sheryl Wright	District	Cafeteria	Step 5 *

* retire/rehire - one year limited contracts only

Motion by Mrs. Reynolds Seconded by Mrs. Endicott

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

98-21

It is recommended that the following individual(s) be approved for extra hours for the 2021-2022 school year. (Exhibit F)

Motion by Mrs. Davis Seconded by Mrs. Endicott

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

ELMWOOD BOARD OF EDUCATION
May 10, 2021

99-21

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, 2021 through June 30, 2024 be approved. (Exhibit G)

Motion by Mrs. Davis Seconded by Mr. King

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

Building Reports

High School

- Spring Fling took place on May 7th. Thanks to our Spring Fling Committee for their planning!
- Prom took place on May 8th. Thanks to our Prom Committee and Mrs. Bodnar for all of their hard work and planning.
- EOC testing will conclude on May 11th (History) and May 12th (Science). Thank you to Mrs. Bryant and Mrs. Benschoter for all of their efforts with testing.
- We will be celebrating our senior's future plans during lunches on May 11th with a "Future Plans Recognition" gathering. Student Council will be providing a treat and photo ops. Thanks to Mrs. Heidi Meyer for coordinating the event.
- Senior Exams will take place May 13th and 14th.
- The Spring Arts Show will take place on Sunday, May 16th at 1pm.
- The junior and senior class officers have planned a Baccalaureate service for May 16th at 6:30pm at the Church of the Good Shepherd.
- Our Elmwood Academic Excellence Awards will be on Monday, May 17th at 7pm in the Auditoria.
- Graduation Rehearsal will be on Thursday, May 20th at 10am.
- Graduation will be on Sunday, May 23rd at 2pm.
- Mr. Poffenbaugh will hold his Engineering Signing Day on Tuesday, May 25th at 6pm.
- Underclassmen exams will be May 27th and 28th.
- Congratulations to our May Outstanding Royals of the Month...Merryn Lowery, Maddie Milligan, Ava Bloom, and Logan Daniels

Middle School

- The M.S. is planning on handing out awards, that were usually handed out in an end of the year assembly, on the last day of the year in a much smaller venue separated by grade.
- EMS is planning a "field day" on the last day of school that will be more controlled with smaller groups separated by grade.
- The rescheduled DARE graduation will be Tuesday May 18th
- We are in the middle of state AIR testing and everything has gone smoothly so far
- The Junior High Track season concludes later this week with the NBC championships this Friday at Eastwood
- Congratulations to the following students who participated in the Ohio Music Education Association's Spring virtual solo and ensemble! All Elmwood students earned top ratings.
Earning superior ratings:
 - The 7th Grade Choir
 - The 8th Grade Choir
 - Emily Abke
 - Katie Brumbaugh
 - Lylah Gheen
 - Addi Rochowiak
 - Kaylee ZechmannEarning an excellent rating:
 - Onyx (Holley) BeckfordGreat job Elmwood singers!

ELMWOOD BOARD OF EDUCATION
May 10, 2021

Building Reports continued

Elementary

- The end of year state testing is being completed for students in grades 3-4. Testing and intervention for any 3rd grade students that still need to pass the reading test will take place July 5-9 if needed. We won't know how many students will need to participate until mid-June.
- Kindergarten screening was completed on April 26th. Any students enrolling later will be screened at a later time.
- The Book Fair took place the week of April 28-May 7.
- Right to Read Week was May 3-7. PTO organized a spirit week which allowed the students to dress up throughout the week. The class with the highest participation will have the opportunity to slime Deputy Thompson.
- Kindergarten graduation will take place on May 13th at 6:30.
- Hawaii Day is May 21th.
- Elementary Field Day will be held on May 26th.
- PTO Royal Citizens for the month of April are: Hayden Brumbaugh, Nash Donaldson, Zoey Sweet, Layla McLaughlin, Vivian Van Rooijen, Easton Bankey, Lawson Hartman, Isabella O'Leary, Cannon Robertson, Joesy Evans, Charlotte Armentrout, Dakota Swartz, Stella Myers, Rylee Wolfe, Hayden Hoffman, Ellie Weasner, Lane Meyer, Luke Podach, Shannelly Simpson, Austin Baum, Pheona Schock.
- PTO Royal Citizens for the month of May are: Lillian Debelak, Jeremiah August, Justus Patterson, Emilliano Gonzales, Lyla Avers, Micah Swartz, Jessa Galbraith, Bronz Swiecicki, Charlotte van Rooijen, Kaden Smith, Evelyn Hannum, Avan Jacquot, Ryder Rothenbuhler, Ethan Buckingham, Castyn Szych, Jaiden Sandwisch, Michael Henning, Emma Voorhees, Cadence Drake, Bentley Kaufman

Legislative Update

Committee Reports

Board Member Comments

- The next Board meeting is scheduled for Monday, June 7, 2021 at 6:00 p.m.
- Mr. Borton requested that a special meeting be set for Wednesday, June 30, 2021 at 6:00 p.m. to close out the financial books.

100-21

Executive Session: Time 8:17 p.m.

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

Motion by Mrs. Davis Seconded by Mr. King

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

Return from Executive Session: Time 9:48 p.m.

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

101-21

Adjournment – Time 9:48 p.m.

Motion by Mr. King Seconded by Mrs. Davis

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

ELMWOOD BOARD OF EDUCATION

May 10, 2021

EXHIBIT A

Elmwood Local Schools

Wood

EXHIBIT A

Schedule of Revenues, Expenditures and Changes in Fund Balances
For the Fiscal Years Ended June 30, 2018, 2019 and 2020 Actual;
Forecasted Fiscal Years Ending June 30, 2021 Through 2025

5/10/2021

	Actual		Forecasted						
	Fiscal Year 2018	Fiscal Year 2019	Fiscal Year 2020	Average Change	Fiscal Year 2021	Fiscal Year 2022	Fiscal Year 2023	Fiscal Year 2024	Fiscal Year 2025
Revenues									
1,010 General Property Tax (Real Estate)	2,786,554	2,770,405	2,722,086	-1.2%	2,772,575	2,786,438	2,814,302	2,842,445	2,870,870
1,020 Tangible Personal Property Tax	322,322	1,475,761	3,014,778	231.1%	3,203,328	3,139,261	3,076,476	3,014,947	2,964,648
1,030 Income Tax	1,915,277	1,921,765	2,009,934	2.5%	1,996,997	2,006,807	2,118,674	2,182,173	2,247,638
1,035 Unrestricted State Grants-in-Aid (all 3100's except 3130)	7,030,873	7,024,879	6,846,482	-1.3%	6,981,915	6,961,915	6,981,915	6,981,915	6,981,915
1,040 Restricted State Grants-in-Aid (all 3200's)	169,993	280,686	210,239	17.0%	164,622	164,622	164,622	164,622	164,622
1,045 Restricted Federal Grants-in-Aid (all 4200's)	214,027	214,027	214,027	0.0%	214,027	214,027	214,027	214,027	214,027
1,050 Property Tax Allocation (3130)	412,886	406,856	400,536	-1.5%	404,873	406,897	410,966	415,076	419,227
1,060 All Other Revenues except 1931,1933,1940,1950,5100,5200	925,224	982,197	2,122,887	61.1%	1,172,421	946,006	982,581	979,406	996,546
1,070 Total Revenues	13,563,139	15,056,996	17,326,902	13.0%	16,676,731	16,462,047	16,509,457	16,580,584	16,615,465
Other Financing Sources									
2,010 Proceeds from Sale of Notes (1940)					113,113	40,000	40,000	40,000	40,000
2,020 State Emergency Loans and Advancements (Approved 1950)					113,113	40,000	40,000	40,000	40,000
2,040 Operating Transfers-In (9100)	75,971	84,786	133,829	34.8%	16,789,844	16,802,047	16,549,457	16,800,584	16,655,465
2,050 Advances-In (6200)	13,639,110	15,141,382	17,460,831	13.2%					
2,060 All Other Financing Sources (1931 and 1933)									
2,070 Total Other Financing Sources					113,113	40,000	40,000	40,000	40,000
2,080 Total Revenues and Other Financing Sources					13,652,250	16,502,047	16,549,457	16,620,584	16,655,465
Expenditures									
3,010 Personal Services	7,620,271	8,089,947	8,368,736	4.8%	8,592,041	8,993,531	9,240,105	9,713,710	10,102,258
3,020 Employees Retirement/Insurance Benefits	3,111,936	3,268,216	3,369,880	4.1%	3,559,160	3,785,903	4,048,176	4,292,127	4,549,654
3,030 Purchased Services	1,954,782	2,090,501	2,021,597	1.8%	2,275,634	2,127,525	2,180,713	2,235,231	2,291,112
3,040 Supplies and Materials	524,636	485,841	420,392	-10.4%	553,100	564,162	579,445	586,954	593,693
3,050 Capital Outlay	725,292	1,030,318	489,354	-5.2%	318,950	223,329	388,916	198,894	400,628
3,060 Intergovernmental (7900 and 7700 functions)									
4,010 Debt Service:									
4,020 Principal-All (Historical Only)									
4,030 Principal-Notes									
4,040 Principal-State Loans									
4,050 Principal-State Advancements									
4,060 Principal-IB 264 Loans									
4,065 Interest and Fiscal Charges									
4,080 Interest and Fiscal Changes									
4,090 Other Objectives									
4,500 Total Expenditures	14,401,596	15,476,663	16,172,970	6.0%	15,710,588	16,050,132	16,951,763	17,444,468	18,245,740
Other Financing Uses									
5,010 Operating Transfers-Out	79,000	108,700	165,280	44.8%	137,600	73,300	92,500	75,000	80,000
5,020 Advances-Out									
5,030 All Other Financing Uses									
5,040 Total Other Financing Uses	79,000	108,700	165,342	44.9%	1,000	1,000	1,000	1,000	1,000
5,050 Total Expenditures and Other Financing Uses	14,480,596	15,585,363	16,338,312	6.2%	15,949,188	16,127,432	17,045,263	17,520,468	18,326,740
6,010 Excess of Revenues and Other Financing Sources over (Under) Expenditures and Other Financing Uses	841,486	443,981	1,122,519	-200.0%	940,656	374,615	495,805	919,884	1,671,275
7,010 Cash Balance July 1 - Excluding Proposed Renewal/Replacement and New Leases	6,102,718	5,261,232	4,817,251	-11.1%	5,939,770	6,880,426	7,255,041	6,759,236	5,839,352
7,020 Cash Balance June 30	5,261,232	4,817,251	5,939,770	7.4%	6,880,426	7,255,041	6,759,236	5,839,352	4,168,076

Elmwood Local Schools

Wood

EXHIBIT A

Schedule of Revenues, Expenditures and Changes in Fund Balances
For the Fiscal Years Ended June 30, 2018, 2019 and 2020 Actual;
Forecasted Fiscal Years Ending June 30, 2021 Through 2025

5/10/2021

	Actual		Forecasted						
	Fiscal Year 2018	Fiscal Year 2019	Fiscal Year 2020	Average Change	Fiscal Year 2021	Fiscal Year 2022	Fiscal Year 2023	Fiscal Year 2024	Fiscal Year 2025
8,010 Estimated Encumbrances June 30	162,190	290,874	124,209	11.0%					
9,010 Reservation of Fund Balance									
9,020 Textbooks and Instructional Materials									
9,030 Capital Improvements									
9,040 Budget Reserve									
9,045 DP/AFBA									
9,049 SPSP									
9,059 Debt Service									
9,069 Property Tax Advances									
9,070 Bus Purchases									
9,080 Subtotal									
0,010 Fund Balance June 30 for Certification of Appropriators	5,099,042	4,528,377	5,815,561	8.6%	6,880,426	7,255,041	6,759,236	5,839,352	4,168,076
Revenue from Replacement/Renewal Leases									
1,010 Income Tax - Renewal									
1,020 Property Tax - Renewal or Replacement									
1,300 Cumulative Balance of Replacement/Renewal Leases									
2,010 Fund Balance June 30 for Certification of Contracts, Salary Schedules and Other Obligations	5,099,042	4,528,377	5,815,561	8.6%	6,880,426	7,255,041	6,759,236	5,839,352	4,168,076
Revenue from New Leases									
3,010 Income Tax - New									
3,020 Property Tax - New									
3,030 Cumulative Balance of New Leases									
4,010 Revenue from Future State Advancements									
5,010 Unreserved Fund Balance June 30	5,099,042	4,528,377	5,815,561	8.6%	6,880,426	7,255,041	6,759,236	5,839,352	4,168,076
ADM Forecasts									
10,010 Kindergarten - October Count	85	91	100	8.5%	86	93	95	95	95
10,015 Grades 1-12 - October Count	1,053	1,091	1,118	2.5%	1,084	1,120	1,120	1,120	1,120

See accompanying summary of significant forecast assumptions and accounting policies includes: General fund, Emergency Levy fund, DP/FA fund, Textbook fund and any portion of Debt Service fund related to General fund debt.

Notes to the Five-Year Forecast FY2021 - FY2025 (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 FY2020-2021 biennium, the District was on the FY2017 funding level. However, on May 5, 2020, the Governor announced a \$221,392 (or 3.19%) reduction for the remainder of FY2020 due to decreased State revenues from the COVID-19 pandemic. This reduction has been reversed for FY2021. Casino revenues, which are approximately \$32,900+ twice per year are also included in this line. However, the COVID-19 closure of Casinos reduced this amount to \$49,662 for this fiscal year. Increased personal property valuation from the pipeline will impact state funding in the future. Governor DeWine introduced a new program called Student Wellness and Success (SWSF) which will fund mental health initiatives at the district level. The legislature approved funding for SWSF for the two years of the current state budget. At this point of time it has not been effected by the COVID-19 reductions. This fund is not included in the forecast per Auditor of State direction. The amounts each year depends upon future biennium budgets and H.B.111 as it moves through the Senate. Therefore, this line is flat lined FY2022 through FY2025.

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; Economic disadvantaged funding that Elmwood uses for intervention programs; Catastrophic cost reimbursements; Medicaid Provider reimbursement; and a onetime \$40,000 BWC School Safety grant for the purchase of additional cameras in FY2019. Medicaid reimbursement received in FY2019 totaled \$69,169 from services provided in FY2015 through FY2017. The District received \$40,084 in FY2020 for FY2018 services. This amount has been eliminated for future years as no services will be submitted due to new regulations. All other categories have been decreased due to the COVID-19 pandemic per the Governor's percentages on Line 1.035.

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. The same increases reflected on Line 1.010 Real Estate revenues are reflected here through FY2025.

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 \$53,619 in FY2020. Open enrollment fluctuates yearly. 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 FY2025.

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.

ASSUMPTIONS

May 2021

Notes to the Five-Year Forecast FY2021 - FY2025

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. Currently the total inside/outside mills have an effective rate of 21.223640 mills for Residential/Agricultural and 22.980477 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. Due to these lower values, a 0.5% increase is projected for FY2022 with 1% increases for FY2023 and FY2024.

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. Tax revenue from the value of the first Rover Pipeline totaled \$1,153,626 in calendar year 2018/2019. Rover chose to pay the total amount in February of 2019 rather than paying half in February and half in August. The value of the second pipeline was added to collections in 2019/2020. The estimated receipt from both pipelines is \$5 million. Rover appealed the assessed value requesting it to be reduced to 54% of the original value. Collections received were on the appealed value. The State Tax Commissioner in June ruled against the appeal. Rover then filed this appeal with the Board of Tax Appeals reducing it from 54% to 47%. Should Rover win the appeal, Elmwood be liable to pay taxes received back to Rover. If denied, Rover can still appeal to the Ohio Supreme court and it may take years to settle. Public utility values depreciate 2% per year, however the preliminary assessment for the Rover pipeline for 2020/2021 is reduced by 7.87%. This reduction is reflected in the forecast.

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. In FY2018, income tax collections increased by 1% and FY2019 collections were virtually flat, increasing only 0.33%. 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. A 3% increase is projected for FY2022 through FY2025.

EXHIBIT A continued

ELMWOOD BOARD OF EDUCATION
May 10, 2021

Notes to the Five-Year Forecast FY2021 - FY2025 (Continued)

Bus Purchase Grant which covered half the cost of one bus. This line item also includes maintenance equipment and other district equipment purchases estimated to increase 2% per year through FY2025.

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.

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 FY2022 – FY2025. 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. In FY2020 the cafeteria was hit hard with loss of revenues from March 17 through May 29 due to the COVID-19 closure. The Board transferred \$110,000 June 2020 from the General fund to the cafeteria to operate through August 2020. The Board is anticipating transferring \$60,000 in FY2021. The following years, \$70,000 is projected per year. COVID-19 has affected our Athletic Fund with reduced revenues from gate admissions and season passes. The Board of Education is permitted to transfer .5% of its budget to student activity funds. It is anticipated \$35,000 will be transferred to the Athletic Fund to offset their lost revenues. The Board also transfers money yearly to the 035 Employee Termination Fund to set aside severance pay for employees upon retirement. A transfer of \$42,600 will be made in FY2021 and then only 2.5% increases for FY2022, FY2024, FY2025 with a new retiree added in FY2023.

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

6.010 Excess of Revenues over Expenditures: COVID-19 has definitely had an impact on our district with cuts in State aid. Revenues became less than expenditures beginning in FY2021 and the district begins to spend a portion of its carryover balance.

Elmwood received CARES Federal money which helped to off-set some of the costs associated with the COVID-19 pandemic. It is not reflected as expenditure reductions in this forecast.

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.

Notes to the Five-Year Forecast FY2021 - FY2025 (Continued)

Expenditures:

3.010 Personal Services: In May 2018, a 2.5% increase was negotiated for Non-Certified staff for FY2019 through FY2021. In March of 2019, the Certified Staff negotiated an increase of 2.5% for 2020 and 2.25% for FY2021 and FY2022. For the remaining years a 2% increase is projected. The district used the Student Wellness and Success Funds (SWSF) received in FY2020 to pay 75% of the nurse's salary and 37.5% of the elementary guidance counselor's salary; 100% of the nurse's salary and 50% of the guidance counselor's salary will be paid using SWSF in FY2021 and FY2022. Not knowing if the SWSF funds will continue in future years, these costs will be added back into the general fund expenditures. Two teaching positions were added in FY2021 that were previously provided by the Wood County ESC. These costs are off set with a reduction in purchased services (Line 3.030.) One retirement is projected in FY2022 and one in FY2023.

3.020 Employee Retirement/Insurance Benefits: Retirement 14%, Workers' Compensation 1% and Medicare 1.45% have been estimated using these standard percentages. Insurance concessions taken by certified and classified staff has kept medical premium increases to a minimum. For FY2020 medical premiums increased 1% with dental premiums increasing 10%. The remaining years a 6% increase has been projected. Retirement and Workers Compensation adjustment were made for FY2021 through FY2025 that correspond to the two additional staff in FY2021 and projected retirements in future years. SWSF paid 75% of the nurse's benefits and 37.5% of the elementary guidance counselor's benefits in FY2020; 100% of the nurse's benefits and 50% of the guidance counselor's benefits will be paid using SWSF in FY2021 and FY2022. Not knowing if the SWSF funds will continue in future years, these costs will be added back into the general fund expenditures in FY2023.

3.030 Purchased Services: Includes electric, natural gas, phones, water/sewer, legal services, contracted repairs, building and fleet insurance, tuition and excess costs paid to other districts, special education scholarship deductions, open enrollment, community schools costs; services purchased from the Wood County Educational Service Center including Curriculum, Gifted Supervision, Psychologist, and Physical Therapy, are included here. It is projected the district will save \$55,000 per year beginning in FY2020 in electricity after retrofitting all lighting with LED bulbs. In FY2019, \$42,000 a year was added for the cost of deputies to provide security on a daily basis and \$25,000 in FY2019 for safety renovation architect fees. In FY2020 the cost of the deputies was paid using SWSF and as a result of schools closing due to COVID-19, the district saved \$21,903 and \$45,975 in electricity and gas respectively. FY2021 reflects a reduction in ESC costs resulting from hiring our own staff. COVID-19 created the need to offer online schooling through our Royal Academy costing the district \$378,265, of which \$246,000 was paid using CARES funding, and some students chose the Ohio Virtual Academy with a cost of \$90,000. It is projected most of these students will return to class in FY2022. After adjustments, an increase of 2.5% per year is projected for purchased services through FY2025.

3.040 Supplies and Materials: This category includes instructional supplies, textbooks, office supplies, custodial supplies, bus fuel and parts. Supplies are reduced slightly for FY2020 with a decrease (\$27,726) bus fuel used due to the COVID-19 closure, however this money was needed in FY2021 to purchase PPE supplies required due to COVID-19. An increase of 2% per year is projected for all supplies through FY2025.

3.050 Capital Outlay: In FY2018, \$95,000 was spent for chrome books to implement the one on one initiative and roof repairs totaling \$499,833 for the Community Center Building. 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 and two will be purchased in FY2023 as well as additional chrome books. For FY2021 the district was awarded \$41,244 through the State School

EXHIBIT A continued

ELMWOOD BOARD OF EDUCATION
May 10, 2021

ELMWOOD BOARD OF EDUCATION
May 10, 2021

EXHIBIT B

Elmwood High School Class of 2021

EXHIBIT B

Jacoby Eugene Addy	Kyle Jay Heminger	Kobe Peyton Shank
Grace Armbruster	Hunter Hill	Oliver Lee Smith
Dannien Below	Hannah Fayelynn Jade Hines	Hunter James Snyder
Kaveona Rose Below	Kyler Allen Hiser	Rachel F. Spantellner
Andrea Elaine Bingham	Elizabeth Marie Hoffman	Lillian P. Stearns
Jesse Jon Howard Bodi	Madison Taylor Hoiles	Scott Riley Stearns
DeAnn Renee Chamberlain	Destinee Charie Holland	Jarrett Wayne Story
Joshua Aaron Chovan	Austin P. Hudson	Charissa R. Strong
Courtney D. Clark	Angelica E. Juarez	Liley Pearl Taft
Tyler J. Cleaves	Savannah M. Kaufman	Jenna Dawn Tanner
Nicholas Donald Cline	Kayla Jean Rose Keaton	Ryan Lee Telles
Barrett Alexander Coleman	Ericka Sue Keyser	Chloe Mericle Thomas
Joshua W. Condon Jr.	Abigail Starr Kinder	Heaven Leigh Trimble
Mason Trey Coulter	Kaylie B. Kingery	Jonathan S. Wagler
Abigayle Taylor Craig	Alivia Kirkpatrick	Jacob W. Walter
Logan William Daniels	Angelika Krnapezyk	Regan Elizabeth Waters
Madison Christine Daniels	Blaine K. Knitz	Michelle Evelyn Wickersham
Samantha Lynn DeBock	Brianna Louise Laube	Khaylie M. Wiggins
Carly Jean Dibling	Terral Jacob Lawson	Kyrie Michelle Wise
Nicholas Miller Donald	Abigail Beth Lee	Cody James Woodward
Tyler James Douglas	Kaleb Joseph Loera	Nathaniel Ziebold
Calob Hunter Durst	Konner Robert Logston	
Daniel William Duval	Daniel James May	
Dakota Justice Michael Eaken	Mason Harley Mayo	
Zechariah Adam Edwards	Dylan Ray Merwin	
Zachary Michael Endicott	Lane F. Meyers	
Cruzito Garcia	Kylie Jade Mossbarger	
Aaron Daniel Gardner	Elizabeth Marie Munson	
Hunter Evan Garner	Wyatt Matthew Nagel	
Dylan C. Gheen	Karson Elizabeth Palmer	
Alexis Kristine Gillett	Max Colburn Radish	
Breanna Jean Gonyer	Morgan Kay Reinhard	
Hunter Free Graham	Elijah Timothy Reynolds	
Abrillee Nichole Grinnell	Sireniyy Rose Rubel	
Zane M. Hagemeyer	Roel Saldaña	
Kaitlyn Christina Harvey	Joshua Austin Scarberry	

ELMWOOD BOARD OF EDUCATION

May 10, 2021

EXHIBIT C

ELMWOOD LOCAL SCHOOLS

2021-2022 SCHOOL YEAR CALENDAR

EXHIBIT C

2021-2022 School Calendar							2021-2022 School Year							January 2022							February 2022							March 2022							April 2022							May 2022							June 2022						
= No School (X) = Professional Development/ Teacher Work Day (No School) (X) = Beginning/Last Day for Students = Other Important Day = Preschool Only							1st Qtr Student Days 41 Staff Days 43 2nd Qtr 41+2 conf. 44 44 3rd Qtr 52 52 4th Qtr 44 44 Total 178 days + 2 conf. 184 days 							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							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							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							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							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							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						
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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							16 Staff Work Day 7:30am-1:00am (floating) 16 Staff Inservice 11:30am-3:00pm 16 First Night 4:00-7:00 pm 17 & 18 Staff Inservice 19 First Day for Students Student Days 10/10							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 31							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 31							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							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							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							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						
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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							6 Labor Day - No School Student Days 21/31							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							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							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							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							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							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						
October 2021							October 2021							January 2022							February 2022							March 2022							April 2022							May 2022							June 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							14 End of 1st Quarter (41) 22 Grade Cards Issued Student Days 21/52							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							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							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							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							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							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						
November 2021							November 2021							January 2022							February 2022							March 2022							April 2022							May 2022							June 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							22-23 Parent-Teacher Conferences (No School) (12noon-7pm) 24-28 Thanksgiving Break (No School) Student Days 17/59							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							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							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							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							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							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						
December 2021							December 2021							January 2022							February 2022							March 2022							April 2022							May 2022							June 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							17 Last Day Before Winter Break 17 End of 2nd Quarter (41+2conf) / 1st semester 18-31 Winter Break (No School) Student Days 13/52							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							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							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							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							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							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						

EXHIBIT D

Summary of Student Handbook Revisions for 2021-2022

(Full document can be seen upon request)

HS/MS STUDENT HANDBOOK CHANGES

- 6. ~~Shoes, shoe boots or sandals~~ Footwear must be worn at all times.
- 7. The upper torso may not be exposed except for the arms and neck. Tube tops, ~~tank tops~~, and shirts with spaghetti straps, loosely fitting and low cut halter tops, mesh shirts (unless t-shirt is worn underneath) or shirts that expose the midriff are not permitted. Tops must be of sufficient length to be able to be tucked in. Sleeveless shirts are acceptable.
- 8. Skirts, shorts, and skorts may not be excessively short, tight, or torn. ~~or rolled at the waist.~~
- 9. Students will not wear chains as part of their clothing.
- 10. Baggy pants with no belt are not acceptable to wear to school. All pants or shorts must be worn at waist level. ~~Pajama pants are not acceptable.~~

- 1. Saturday School
- 2. Lunch detention
- 3. In-school detention

7) Public display of affection (refers to kissing, embracing, holding hands, or other displays of affection not appropriate to the school setting). ~~Public display of affection is to be limited to holding hands.~~

21) No student shall threaten or assault or cause physical injury to students or any school personnel. Physical altercations and/or fighting are strictly prohibited. Suspension to expulsion.

The board of education supplies textbooks and Chrome Books to all students. Books and Chrome Books should be covered and must be kept in good condition.

Grade Cards / Progress Reports – ~~A student progress report will be issued to each student approximately one week after the conclusion of the first three nine-week grading periods. Fourth quarter progress reports will either be mailed home or can be picked up at the school approximately one week after the conclusion of the school year.~~ Report cards will be available on Progress Book one week after the end of the grading period.

Visitors to School - Parents are welcome to schedule a visit to the school any time. When a parent wishes to confer with a particular teacher or teachers, the best way is to call or ~~write a note to~~ e-mail the teacher, Principal or Assistant Principal and a time mutually convenient will be arranged.

- a. It is deemed to be an inappropriate course selection after review by staff and administration.
- b. ~~Any changes should be completed two weeks prior to the opening of school.~~
- c. No drop/add or course changes will be permitted after the end of the first full week of school.

- 1. ~~Perfect Attendance: 1 exam drop each semester of perfect attendance~~
- 2. ~~Perfect Attendance: 1 exam drop for second semester if perfect attendance all year~~
- 3. Perfect Discipline: 1 exam drop each semester of perfect discipline
- 4. Senior Drop: 1 exam drop each semester for seniors
- 5. EOC testing: During Fall of senior Year, students can earn 1 exam drop if they earned 3 points on Government EOC during junior year
- 6. EOC testing: During Fall of junior year, students can earn 1 exam drop if they earned 12 points on four EOC tests during Sophomore year (Geometry, English 10, Biology, American History) Students who did not take math, need to earn 9 points on 3 tests

- 7. EOC testing: During Fall of sophomore year, students can earn 1 exam drop if they earned 6 points on two EOC tests during freshman year (Algebra and English 9)
- 8. EOC Testing if applicable: During Fall of freshman year, students can earn 1 exam drop if they scored 3 points each on Algebra and/or English 9 if taken as an 8th grader
- 9. All-A exemption: 1 exam drop each semester for a class a student has achieved a Semester-to-date grade of A.

~~1 per semester for perfect attendance~~ ~~1 per semester for perfect attendance~~ ~~1 per semester for perfect attendance~~ ~~1 per semester for perfect attendance~~

~~1 for yearlong perfect attendance (Spring only)~~ ~~1 for yearlong perfect attendance (Spring only)~~ ~~1 for yearlong perfect attendance (Spring only)~~ ~~1 for yearlong perfect attendance (Spring only)~~

1 per semester for perfect discipline 1 per semester for perfect discipline 1 per semester for perfect discipline 1 per semester for perfect discipline

1 per semester for All-A 1 per semester for All-A 1 per semester for All-A 1 per semester for All-A

1 per semester for senior status

- 1. Mathematics units must include one unit of algebra II or the equivalent of algebra II. ~~Students on a Student Success Plan may be exempted from taking algebra II.~~
- 2. Science units must include one unit of physical sciences, one unit of life sciences and one unit advanced study in one or more of the following sciences: chemistry, physics or other physical science; advanced biology or other life science; astronomy, physical geology or other earth or space science. ~~Students on a Student Success Plan may be exempted from advanced study in science.~~

~~And meet one of the following three:~~

- 1. ~~Earn a cumulative passing score on seven end-of-course exams. The scores will be set by the State Board of Education.~~
- 2. ~~Earn a "remediation free" score on a nationally recognized college admission exam such as ACT or SAT. The state of Ohio will pay for all 11th grade students in the Class of 2019 and beyond to take the exam free of charge.~~
- 3. ~~Earn a State Board of Education approved, industry recognized credential or a state issued license for practice in a career and achieve a score that demonstrates workforce readiness and employability on a job skills~~

Ohio law provides new graduation requirements for students in the classes of 2022 and beyond. Students in the class of 2022 may meet the new requirements or one of the original three pathways that were in place when they entered

EXHIBIT D

May 10, 2021

ELMWOOD BOARD OF EDUCATION

grade 9. Students in the classes of 2023 and beyond (those who entered grade 9 on or after July 1, 2019) must meet the new requirements. Ohio's new graduation requirements consist of three key components:

1. **Course Completion** Students will satisfy Ohio's curriculum requirements and any additional local requirements. Students will complete the state minimum 20 units, with specific units required in each content area.
2. **Competency Demonstration** Students will demonstrate competency in the foundational areas of English language arts and mathematics or through alternative demonstrations, which include College Credit Plus, career-focused activities or military enlistment.
3. **Readiness Demonstration** Students will demonstrate readiness for their post-high school paths by earning two seals that allow them to demonstrate important foundational and well-rounded academic and technical knowledge, professional skills, social and emotional competencies, and leadership and reasoning skills.

A student must earn a minimum of 2 seals to meet the requirements for graduation. With at least 1 of those seals being a State Seal. Twelve total seals are offered, 9 determined by the Ohio Department of Education and 3 determined locally. Locally determined seals are in bold.

1. **Military Enlistment**
 - A. Show evidence of enlistment in a branch of the armed services or
 - B. Participate in an approved JROTC program
2. **Technology**

A student can:

 - A. 1. Earn a score that is at least equivalent to proficient on an appropriate Advanced Placement or International Baccalaureate exam;
 - B. Earn a final course grade that is equivalent to a "B" or higher in an appropriate class taken through the College Credit Plus program; or
 - C. Complete a course offered through the district or school that meets guidelines developed by the Department. (A district or school is not required to offer a course that meets those guidelines.)

-Earn B or higher in at least one EHS technology course
3. **Industry Recognized Credentials**

-Earn a 12-point approved industry-recognized credential or group of credentials totaling 12 points in a single career field.
4. **Citizenship**

A student can:

 - A. Earn a score of proficient or higher on both the American history and American government end-of-course exams;
 - B. Earn a score that is at least equivalent to proficient on appropriate Advanced Placement or International Baccalaureate exams; or
 - C. Earn a final course grade that is equivalent to a "B" or higher in appropriate classes taken through the College Credit Plus program.
5. **Ohio Means Jobs Readiness Seal**

-Meet the requirements and criteria established by ODE for the readiness seal, including demonstration of work-readiness and professional competencies.
6. **Seal of Biliteracy**

-Meet the requirements and criteria, including proficiency requirements on assessments in a world language and English.
7. **College Ready Seal**

-Earn remediation-free scores on the ACT or SAT

8. **Science Seal**

A student can:

- A. Earn a score of proficient or higher on the biology end-of-course exam;
- B. Earn a score that is at least equivalent to proficient on appropriate Advanced Placement or International Baccalaureate exams; or
- C. Earn a final course grade that is equivalent to a "B" or higher in an appropriate class taken through the College Credit Plus program.

9. **Honors Diploma Seal**

-Earn one of six Honors Diplomas outlined below:

- A. Academic Honors Diploma;
- B. International Baccalaureate Honors Diploma;
- C. Career-Tech Honors Diploma;
- D. STEM Honors Diploma;
- E. Arts Honors Diploma;
- F. Social Science and Civic Engagement Honors Diploma.

10. **Community Service**

-Completion of 25 hours of community service. Must be approved by the community service board (HS principal, HS guidance counselors, Career Readiness Coordinator, Curriculum Director or designee appointed by superintendent) adopted from the ODE's Each Child, Our Future strategic plan.

11. **Student Engagement**

-Complete 3 units of participation in any combination of extracurricular activities

12. **Fine & Performing Arts**

Student must accumulate 4 credits earning a B or higher in any combination of the following

EHS courses

- Band
- Choir
- Art

Tardies - Habitual tardiness to class or school is not acceptable. Teachers are to record students who are tardy on their daily attendance sheets Progress Book. The office will record and tabulate the number of student tardies. Students will be penalized as follows for excessive tardiness: (Please note that tardies do not "reset" at the end of a semester)

First Semester

1 st Tardy	-	-	No consequence
2 nd Tardy	-	-	No consequence
3 rd and 4 th Tardy	-	-	Detention issued
5 th and 6 th Tardy	-	-	Saturday School Issued
7 th Tardy and Beyond	-	-	In-School Detention Issued

Second Semester

1 st Tardy	-	-	No consequence
2 nd Tardy	-	-	No consequence
3 rd and 4 th Tardy	-	-	Detention issued
5 th and 6 th Tardy	-	-	Saturday School Issued
7 th Tardy and Beyond	-	-	In-School Detention Issued

A) A student must be in school at least a half day to participate in a school function on that date including athletic practices and contests, unless given prior permission by a school administrator.

EXHIBIT D continued

Detentions

Middle School detentions are held every Tuesday and Thursday unless students are notified otherwise.

Detentions are held in the mornings on Tuesdays and after school on Thursdays. Parents are notified of detentions by mail.

Grading Policy

- A) A grade of "F" the second nine weeks or the fourth nine weeks could mean failure for the semester.
- B) A grade of "F" for three of the four nine-week grading periods will result in failure for the year.

Seventh & Eighth Grade

Regular Schedule Block / Times	Delay Schedule Block / Times	No New Instruction / RTI Block / Times
7:55-8:07 Homeroom	9:55-10:36 Block 1	7:55-8:25 NNI / RTI
8:07-9:07 Block 1	10:39-11:21 Block 2	8:28-9:23 Block 1
9:12-10:12 Block 2	11:24-11:54 "A" Lunch	9:27-10:12 Block 2A
10:16-10:59 Specials 2	11:57-12:38 Block 3	10:16-10:59 Specials 2
11:00-11:30 "A" Lunch	12:41-1:08 Specials 2	11:00-11:30 "A" Lunch
11:35-12:36 Block 3	1:11-1:38 Block 4A	11:34-11:48 Block 2B
12:41-1:04 Block 4A	1:41-2:08 Specials 4	11:52-12:45 Block 3
1:08-1:51 Specials 4	2:11-2:38 Block 4B	12:40-1:04 Block 4A
1:55-2:38 Block 4B	2:39-2:38 Homeroom	1:08-1:51 Specials 4
Dismissal 2:38	Dismissal 2:38	1:55-2:38 Block 4B
		Dismissal 2:38

Regular Schedule Period / Times	Delay Schedule Period / Times
1 7:55-8:38	1 9:55-10:22
2 8:42-9:25	2 10:25-10:52
3 9:29-10:12	3 10:55-11:22
4 10:16-10:39	
5 10:59-12:17	5 11:22-12:38
A 10:59-11:30 (lunch)	A 11:22-11:52 (lunch)
11:34-12:17 (class)	11:55-12:38 (class)
B 11:03-11:46 (class)	B 11:25-12:08 (class)
11:46-12:17 (lunch)	12:08-12:38 (lunch)
6 12:21-1:04	4 12:41-1:08
7 1:08-1:51	6 1:11-1:38
8 1:55-2:38	7 1:41-2:08
	8 2:11-2:38
Dismissal 2:38	Dismissal 2:38

Fifth & Sixth Grade

Regular Schedule Block / Times	Delay Schedule Block / Times	No New Instruction / RTI Block / Times
7:55-8:07 Homeroom	9:55-10:36 Block 1	7:55-8:25 NNI / RTI
8:07-9:07 Block 1	10:39-11:21 Block 2	8:28-9:23 Block 1
9:12-10:12 Block 2	11:24-11:54 "A" Lunch	9:27-10:12 Block 2A
10:16-10:59 Specials 2	11:57-12:38 Block 3	10:16-10:59 Specials 2
11:00-11:30 "A" Lunch	12:41-1:08 Specials 2	11:00-11:30 "A" Lunch
11:35-12:36 Block 3	1:11-1:38 Block 4A	11:34-11:48 Block 2B
12:41-1:04 Block 4A	1:41-2:08 Specials 4	11:52-12:45 Block 3

1:08-1:51 Specials 4	2:11-2:38 Block 4B	12:49-1:04 Block 4A
1:55-2:38 Block 4B	2:39-2:38 Homeroom	1:08-1:51 Specials 4
Dismissal 2:38	Dismissal 2:38	1:55-2:38 Block 4B
		Dismissal 2:38

Regular Schedule Block / Times	Delay Schedule Block / Times	No New Instruction / RTI Block / Times
7:55-8:05 Homeroom	9:55-10:05 Homeroom	7:55-8:00 Homeroom
8:05-9:05 Block 1	10:05-10:52 Block 1	8:00-8:55 Block 1
9:09-9:35 Block 2A	10:55-11:22 Specials 1	8:59-9:25 NNI/RTI
9:39-10:12 Specials 1	11:25-12:05 Block 2	9:39-10:12 Specials 1
10:16-10:59 Block 2B	12:08-12:38 "B" Lunch	10:16-11:11 Block 2
11:03-11:44 Block 3A	12:41-1:08 Block 3A	11:15-11:44 Block 3A
11:47-12:17 "B" Lunch	1:11-1:38 Specials 3	11:47-12:17 Lunch
12:21-1:04 Specials 3	1:41-1:55 Block 3B	12:21-1:04 Specials 3
1:08-1:30 Block 3B	1:58-2:28 Block 4	1:08-1:35 Block 3B
1:35-2:38 Block 4	Dismissal 2:38	1:39-2:38 Block 4
Dismissal 2:38	Dismissal 2:38	Dismissal 2:38

Sixth Grade

Regular Schedule Block / Times	Delay Schedule Block / Times	No New Instruction / RTI Block / Times
7:55-8:05 Homeroom	9:55-10:05 Homeroom	7:55-8:00 Homeroom
8:05-9:05 Block 1	10:05-10:52 Block 1	8:00-8:55 Block 1
9:09-9:35 Block 2A	10:55-11:22 Specials 1	8:59-9:25 Block 2A
9:39-10:12 Specials 1	11:25-12:05 Block 2	9:39-10:12 Specials 1
10:16-10:59 Block 2B	12:08-12:38 "B" Lunch	10:16-10:45 Block 2B
11:03-11:44 Block 3A	12:41-1:08 Block 3A	10:49-11:44 Block 3
11:47-12:17 "B" Lunch	1:11-1:38 Specials 3	11:47-12:17 Lunch
12:21-1:04 Specials 3	1:41-1:55 Block 3B	12:21-1:04 Specials 3
1:08-1:30 Block 3B	1:58-2:28 Block 4	1:08-2:02 Block 4
1:35-2:38 Block 4	Dismissal 2:38	2:07-2:38 NNI/RTI
Dismissal 2:38	Dismissal 2:38	Dismissal 2:38

ELEMENTARY STUDENT HANDBOOK CHANGES

OLD

Academic Reporting

Report Cards are sent home with students four (4) times per year at the end of each nine-week grading period.

NEW

Academic Reporting

Report Cards are available online at the end of each nine-week grading period.

No Changes to the Preschool Handbook

ELMWOOD BOARD OF EDUCATION

May 10, 2021

EXHIBIT E

EXHIBIT E

2021-2022 Acceptable Use Policy Revisions (COPIES AVAILABLE UPON REQUEST)

1. Better defines Web based Applications
 - B. Use of Internet Web based Applications for Twenty First Century Learning.
 - Any online services provided to students, staff and/or parents, including but not limited to—Google Workspace for Education, Microsoft 365 Apps (aka Office 365), any Educational websites or web application sites, for educational use that are accessed from school or any outside locations.
 - In addition many of these services have Individual End Use Licensing Agreements (EULA) which users must agree to (follow above links for further details on some of the services).
2. Rewrote training section to better define what trainings are required
 - B. Training: The training provided will be designed to promote the District commitment to:
 - The standards and acceptable use of Internet services as set forth in the District Internet Safety Policy
 - Safety on the Internet
 - Appropriate behavior while on online, on social networking Web sites, and in chat rooms; and
 - Cyberbullying awareness and response.
 - Compliance with the E-rate requirements of the Children’s Internet Protection Act (“CIPA”).
 - Following receipt of this training, the student will acknowledge that he/she received the training, understood it, and will follow the provisions of the District’s acceptable use policies.
3. Under security, added password requirements to increase password strength
 - C. Security
 - Protect your network accounts. Do not share usernames or passwords; do not leave an account unattended or allow others to use it.
 - Create secure passwords with letters, numbers, and special characters.
4. Added section that defines how a web based application gets added to our system for student use.
 - Apps For Education**
 - All Apps added to devices must follow COPPA and FERPA laws.
 - Each APP must be submitted for review with the proper screening work completed by the staff member requesting the APP.
 - Additional APPS may collect student, examples are EDPuzzle and Screencastify, but are not limited to these APPS
 - Any Student age 13 or under will need parental consent to use third party web apps according to COPPA.
5. Section to define no personal devices on our network.
 - Personal Devices**

Malware attacks on school districts continue to rise across the world. To make sure our technology environment remains safe for all users, students are not to bring personal devices into the school and/or connect to our network. Failure to follow will result in school disciplinary action.

ELMWOOD BOARD OF EDUCATION

May 10, 2021

EXHIBIT F

EXHIBIT F

**EXTRA HOURS
2021-2022**

NAME	BLDG	POSITION	HOURS	STEP
Debbie Bechstein	Elementary - Preschool	Bus Driver	As Needed	Step 5
Christie Kapelka	Elementary - Preschool	Bus Driver	As Needed	Step 8
Penny Osborne	Elementary - Preschool	Bus Driver	As Needed	Step 14
Kim Garner	District	Café	As Needed	Step 5

ELMWOOD LOCAL SCHOOL DISTRICT
NON-CERTIFIED SALARY SCHEDULE
JULY 1, 2021 JUNE 30, 2022

EXHIBIT G

Previous Year	\$15.09	\$17.97	\$13.12	\$17.97
2.5%	\$15.47	\$18.42	\$13.45	\$18.42
Experience	Secretary	Custodian	Cafeteria	Bus Driver
0	\$15.47 1.0000	\$18.42 1.0000	\$13.45 1.0000	\$18.42 1.0000
1	\$15.74 1.0175	\$18.70 1.0155	\$13.72 1.0200	\$18.70 1.0155
2	\$16.01 1.0350	\$18.99 1.0310	\$13.99 1.0400	\$18.99 1.0310
3	\$16.28 1.0525	\$19.28 1.0465	\$14.25 1.0600	\$19.28 1.0465
4	\$16.55 1.0700	\$19.56 1.0620	\$14.52 1.0800	\$19.56 1.0620
5	\$16.82 1.0875	\$19.85 1.0775	\$14.79 1.1000	\$19.85 1.0775
6	\$17.09 1.1050	\$20.13 1.0930	\$15.06 1.1200	\$20.13 1.0930
7	\$17.36 1.1225	\$20.42 1.1085	\$15.33 1.1400	\$20.42 1.1085
8	\$17.63 1.1400	\$20.70 1.1240	\$15.60 1.1600	\$20.70 1.1240
9	\$17.90 1.1575	\$20.99 1.1395	\$15.87 1.1800	\$20.99 1.1395
10-14	\$18.64 1.2050	\$21.55 1.1700	\$16.41 1.2200	\$21.55 1.1700
15-19	\$19.37 1.2525	\$22.11 1.2005	\$16.94 1.2600	\$22.11 1.2005
20+	\$20.11 1.3000	\$22.67 1.2310	\$17.75 1.3200	\$22.67 1.2310
25+	\$20.84 1.3475	\$23.24 1.2615	\$18.29 1.3600	\$23.24 1.2615

FIELD TRIP RATE IS 85% OF STEP 0 \$15.66
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, 2022 JUNE 30, 2023

Previous Year	\$15.47	\$18.42	\$13.45	\$18.42
2.0%	\$15.78	\$18.79	\$13.72	\$18.79
Experience	Secretary	Custodian	Cafeteria	Bus Driver
0	\$15.78 1.0000	\$18.79 1.0000	\$13.72 1.0000	\$18.79 1.0000
1	\$16.05 1.0175	\$19.08 1.0155	\$13.99 1.0200	\$19.08 1.0155
2	\$16.33 1.0350	\$19.37 1.0310	\$14.27 1.0400	\$19.37 1.0310
3	\$16.60 1.0525	\$19.66 1.0465	\$14.54 1.0600	\$19.66 1.0465
4	\$16.88 1.0700	\$19.95 1.0620	\$14.81 1.0800	\$19.95 1.0620
5	\$17.16 1.0875	\$20.24 1.0775	\$15.09 1.1000	\$20.24 1.0775
6	\$17.43 1.1050	\$20.53 1.0930	\$15.36 1.1200	\$20.53 1.0930
7	\$17.71 1.1225	\$20.83 1.1085	\$15.64 1.1400	\$20.83 1.1085
8	\$17.99 1.1400	\$21.12 1.1240	\$15.91 1.1600	\$21.12 1.1240
9	\$18.26 1.1575	\$21.41 1.1395	\$16.19 1.1800	\$21.41 1.1395
10-14	\$19.01 1.2050	\$21.98 1.1700	\$16.73 1.2200	\$21.98 1.1700
15-19	\$19.76 1.2525	\$22.55 1.2005	\$17.28 1.2600	\$22.55 1.2005
20+	\$20.51 1.3000	\$23.13 1.2310	\$18.11 1.3200	\$23.13 1.2310
25+	\$21.26 1.3475	\$23.70 1.2615	\$18.66 1.3600	\$23.70 1.2615

FIELD TRIP RATE IS 85% OF STEP 0 \$15.97
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 G

ELMWOOD BOARD OF EDUCATION

May 10, 2021

EXHIBIT G continued

ELMWOOD LOCAL SCHOOL DISTRICT
NON-CERTIFIED SALARY SCHEDULE
JULY 1, 2023 JUNE 30, 2024

Previous Year	Secretary	Custodian	Cafeteria	Bus Driver
2.0%	\$15.78	\$18.79	\$13.72	\$18.79
	\$16.09	\$19.16	\$13.99	\$19.16
0	1.0000	1.0000	1.0000	1.0000
1	\$16.37	\$19.46	\$14.27	\$19.46
	1.0175	1.0155	1.0200	1.0155
2	\$16.66	\$19.76	\$14.55	\$19.76
	1.0350	1.0310	1.0400	1.0310
3	\$16.94	\$20.05	\$14.83	\$20.05
	1.0525	1.0465	1.0600	1.0465
4	\$17.22	\$20.35	\$15.11	\$20.35
	1.0700	1.0620	1.0800	1.0620
5	\$17.50	\$20.65	\$15.39	\$20.65
	1.0875	1.0775	1.1000	1.0775
6	\$17.78	\$20.95	\$15.67	\$20.95
	1.1050	1.0930	1.1200	1.0930
7	\$18.06	\$21.24	\$15.95	\$21.24
	1.1225	1.1085	1.1400	1.1085
8	\$18.35	\$21.54	\$16.23	\$21.54
	1.1400	1.1240	1.1600	1.1240
9	\$18.63	\$21.84	\$16.51	\$21.84
	1.1575	1.1395	1.1800	1.1395
10-14	\$19.39	\$22.42	\$17.07	\$22.42
	1.2050	1.1700	1.2200	1.1700
15-19	\$20.16	\$23.01	\$17.63	\$23.01
	1.2525	1.2005	1.2600	1.2005
20+	\$20.92	\$23.59	\$18.47	\$23.59
	1.3000	1.2310	1.3200	1.2310
25+	\$21.68	\$24.17	\$19.03	\$24.17
	1.3475	1.2615	1.3600	1.2615

**

FIELD TRIP RATE IS 85% OF STEP 0 \$16.29
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.