

**ELMWOOD LOCAL SCHOOLS  
BOARD OF EDUCATION**

**Regular Meeting – Monday, October 14, 2019 / 6:00 p.m.  
Elmwood Middle School Media Center  
Bloomdale, Ohio 44817**

Board minutes are not official until approved at the November 2019 board of education meeting.

Roll: Time 6:01 p.m.

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

Call to Order

At this time, the meeting was called to order.

Pledge of Allegiance

**156-19**

Acceptance of Minutes of Previous Meeting:  
Regular meeting, September 9, 2019

Motion by Mr. Lee    Seconded by Mrs. Davis

***Mrs. Davis Yes Mrs. Endicott Yes Mrs. Reynolds Yes  
Mr. Lee Yes Mr. King 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  
Graduation Requirements Fact Sheet  
Introduction to Miss Reed, Therapy Dog, Angela Crum

Hearing of the Public  
There was no public participation

**157-19**

Executive Session: Time 6:40 p.m.  
Superintendent Borton requested that the Board to into Executive Session to consider compensation of a public employee.

Motion by Mrs. Davis    Seconded by Mr. Lee

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

Return from Executive Session: Time 7:00 p.m.  
President Reynolds certified that the Board did discuss the above aforementioned executive item.

**ELMWOOD BOARD OF EDUCATION**  
**October 14, 2019**

TREASURER'S REPORTS

Financial

**158-19**

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

Motion by Mrs. Endicott      Seconded by Mr. Lee

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

**159-19**

It is recommended to establish the following funds and their corresponding appropriations:

007-9019	Anthony Ervin Scholarship Fund	\$ 1,500.00
467	Student Wellness and Success	\$100,000.00

Motion by Mrs. Davis      Seconded by Mrs. Endicott

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

**160-19**

It is recommended to approve the following supplemental appropriations:

002	Bond Retirement	\$1,116,866.55	Increase
516	IDEA Part B	\$ 66.03	Decrease
572	Title I	\$ 5.36	Increase

Motion by Mr. Lee      Seconded by Mrs. Endicott

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

SUPERINTENDENT'S RECOMMENDATIONS & REPORTS

**161-19**

Consent Agenda

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

<u>Group</u>	<u>Purpose</u>	<u>Location</u>	<u>Date</u>
FFA	National Convention	Indianapolis, IN	Oct 30 - Nov 2, 2019
HS Boys Basketball	Eastern Ohio Var. Boys Basketball Mega Scrimmage	Sherrodsville, OH	Nov 15-16, 2019

Motion by Mrs. Davis      Seconded by Mr. Lee

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

**ELMWOOD BOARD OF EDUCATION**  
**October 14, 2019**

Action Agenda

**162-19**

It is recommended that the following individual be issued a One Year, as needed, classified contract effective October 2, 2019 – June 30, 2020.

<u>Name</u>	<u>Tentative Placement</u>	<u>Step/Rate</u>
Amber Seedorf	Student Attendant	Step 0

Motion by Mrs. Davis      Seconded by Mrs. Endicott

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

**163-19**

It is recommended that the following supplemental positions be approved for the 2019-2020 school year, pending BCII/FBI & certification, if applicable.

High School

<u>Name</u>	<u>Position</u>	<u>Salary</u>
Lon (Mickey) Shank	Asst. Boys Basketball Coach	Step 17
Jeff Hannah	Freshman Boys Basketball Coach	Step 17
Jason Barringer	Asst. Girls Basketball Coach	Step 4
Russell Long	Freshman Girls Basketball Coach	Step 7
Aaron Smith	Volunteer Asst. Girls Basketball Coach	Step 1
Rich Delamatre	JV Assistant Wrestling Coach (1/2 contract)	Step 5
Sean Dong	JV Assistant Wrestling Coach (1/2 contract)	Step 4
Amy Thomas	Volunteer Wrestlerette Advisor	Step 0

Middle School

<u>Name</u>	<u>Position</u>	<u>Salary</u>
Jason Engel	Eighth Grade Boys Basketball Coach	Step 1
Gerald Taft	Seventh Grade Boys Basketball Coach	Step 1
Krissy Lotycz	Eighth Grade Girls Basketball Coach	Step 10
Jeff Daniels	Seventh Grade Girls Basketball Coach	Step 1
Dave Lee	MS Head Wrestling Coach	Step 30
Mitchell Lee	MS Assistant Wrestling Coach	Step 11
Dexter Lee	MS Assistant Wrestling Coach	Step 5

Motion by Mr. Lee      Seconded by Mrs. Davis

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

**164-19**

It is recommended that the following supplemental position be approved for the 2019-2020 school year, pending BCII/FBI & certification, if applicable.

High School

<u>Name</u>	<u>Position</u>	<u>Salary</u>
Brian Endicott	Assistant Wrestling Coach	Step 10

Motion by Mrs. Davis      Seconded by Mr. King

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

**ELMWOOD BOARD OF EDUCATION**  
**October 14, 2019**

**165-19**

It is recommended that the following individual be hired as a substitute as indicated on an as needed basis for the 2019-2020 school year, pending BCII/FBI and licensure if applicable.

BUS DRIVER  
Mark Adler

Motion by Mrs. Endicott      Seconded by Mrs. Davis

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

**166-19**

It is recommended that the revised job description for Mechanic be approved. (Exhibit A)

Motion by Mr. Lee      Seconded by Mrs. Davis

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

**167-19**

It is recommended to adopt the revised Confidential/Supervisor Salary Schedules for FY2020 (effective 1/1/2020) through FY2021. (Exhibit B)

Motion by Mrs. Endicott      Seconded by Mr. Lee

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

**168-19**

It is recommended to increase sub bus driver pay to Step 0 of the Bus Driver column of the OAPSE Negotiated Agreement effective October 21, 2019.

Motion by Mrs. Davis      Seconded by Mrs. Endicott

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

Building Reports

High School

- Homecoming Dance was a success on Saturday, October 5. The attendance was great. Thank you to Student Council Members and Advisors, Mrs. Heidi Meyer and Mrs. Tina Meyer, for their leadership.
- I attended the OASSA Fall Conference on October 7 & 8.
- The end of the first nine weeks will be October 16.
- Composite photos for seniors will take place on October 17 starting at 7:30am.
- Mrs. Bryant is meeting with all seniors individually in regard to their graduation requirements.
- Fall Athletic Awards are scheduled for November 7 at 7:00pm in the Auditoria
- The National Honor Society Induction Ceremony is set for Thursday, November 14 at 7:00pm in the Auditoria.

# **ELMWOOD BOARD OF EDUCATION**

**October 14, 2019**

## Building Reports continued

### Middle School

- SLO's are due from teachers this Friday, October 25th. The SLO committee will convene the following week to review them all for approval or corrections
- Fall sports are winding down, with only football remaining. The players, coaches, and fans represented the Elmwood Community in fine fashion throughout the season
- The first quarter ends this Wednesday.
- Grade cards will be issued next Friday
- The annual MS Veteran's Day assembly is scheduled for Monday November 11 at 9:00 in the CC

### Elementary

- Students in grades K- 4 have concluded their diagnostics and have been split into intervention/enrichment groups for reading and math. The results of the intervention/enrichment will be evaluated and groups adjusted accordingly.
- Students participated in Fall Fest on September 27th. Thank you to Mrs. Lawrence and the FFA students for organizing the event and making it a success despite the rain.
- The September PBIS reward saw 60 students enjoy the opportunity of duct taping the principal to the wall.
- Thank you to the local fire departments for providing the fire safety training that took place October 7-8.
- The end of the first quarter is October 16<sup>th</sup>.
- September PTO Students of the Month: Lillian King, Emerson Wickard, Savannah Loera, Madelyn Jacques, Autumn Woods, Violet Pierce, Piper Stearns, Ava Burrell, Wyatt Phillips, Grayson Dean, Easton Scherley, Izzy Rochowiak, Madison Cole, Makenzie Carter, Lucy Bloom, Harper Davis, Madison Laird, Brooklynn Faber, Addyson Barton, Andrew Simon, Brooklynn Wiess.

## Legislative Update

### Board Member Comments

The next regular Board meeting has been moved and is scheduled for Monday, November 4, 2019 at 6:00 p.m. in the Middle School Media Center (due to Capital Conference).

## 169-19

Executive Session: Time 7:31 p.m.

Superintendent Borton requested that the Board go into Executive Session to discuss details relative to the security arrangements and emergency response protocols.

Motion by Mrs. Endicott      Seconded by Mrs. Davis

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

Return from Executive Session: Time 8:21 p.m.

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

## 170-19

Adjournment – Time 8:21 p.m.

Motion by Mr. Lee      Seconded by Mrs. Davis

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

ELMWOOD LOCAL SCHOOL DISTRICT  
JOB DESCRIPTION

EXHIBIT A

Title: MECHANIC File 704

Reports to: Superintendent Transportation Supervisor

Job Objectives: Provides expertise and manual skill in the inspection, servicing, and repair of school buses, district vehicles & equipment.

Minimum Qualifications:

- High school diploma or GED. Post-secondary training or equivalent work experience in commercial vehicle maintenance procedures is required.
- Mechanic experience in medium/heavy duty truck & automotive equipment, preferred.
- Prior bus mechanic experience preferred.
- Meets all mandated health requirements (e.g., a negative tuberculosis test, etc.).
- Documentation of a clear criminal record upon hiring & continuing as per law.
- Ability to interpret and comply with safety regulations and environmental laws.
- Record keeping skill and the ability to compute mathematical data accurately.
- Effective presentation skills and ability to train drivers.
- ~~Meets all bus driver minimum qualifications when physically qualified.~~
- Has a valid CDL license with S & P endorsements, or ability to obtain. Has state certification for bus driver, or ability to obtain.
- Available to respond to service emergencies.

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

- Manages the district's ongoing vehicle school bus, district vehicles & equipment maintenance program.
- Upholds board policies and follows administrative procedures.
- Promotes a favorable image of the school district and transportation department.
- Learns the operating and maintenance procedures for all district vehicles.
- Maintains a preventative maintenance program and performs all tasks in a timely manner.
- Monitors and complies with safety regulations and environmental laws.
- Maintains and has knowledge of an inventory control and parts management procedures to have of essential supplies needed to maintain fleet readiness.
- Inspects, services, repairs and/or rebuilds equipment.
- Teaches drivers how to recognize problems before they result in equipment problems.
- May train/serve as an On Bus Instructor, if needed.
- Inspects and tests vehicles. Reports equipment abuse to the superintendent transportation supervisor.
- Makes road calls when vehicles become disabled.
- Secures and evaluates work performed by outside contractors.
- Keeps the superintendent transportation supervisor informed about work progress.
- Maintains repair logs, safety inspection records, etc. Itemizes repair costs for each vehicle. Approves invoices for payment. Ensures that reports are submitted on time.
- Recommends procedures to effectively deal with emergency repairs.
- Performs substitute driver duties during emergencies (i.e., when properly licensed).
- Coordinates and participates in Ohio State Highway Patrol annual bus inspections.
- Helps the superintendent develop short/long-range maintenance plans.
- Prepares an annual equipment inventory.
- Recommends the replacement of equipment necessary to ensure fleet effectiveness.
- Helps prepare competitive bid specifications when requested.
- Helps with the receipt of deliveries. Organizes and stores supplies.

MECHANIC

Page 2 of 3

- Picks-up and delivers equipment, materials, and other supplies as directed.
- Reports student discipline problems, vandalism, and other related concerns.
- Promptly documents all injuries that require a medical referral.
- Acts responsibly to protect school property. Secures the transportation facility at the end of the workday, if scheduled work hours allow.
- Responds to transportation emergencies as needed.
- Helps deal with unexpected circumstances or pressing district needs as directed.
- Help in the removal of snow/ice in winter months, when needed.
- Takes precautions to ensure staff and student safety.
- Keeps current and shares knowledge about advances in equipment technology.
- Utilizes computer-generated products / software and computer terminals. Maintains current knowledge of changing technology.
- ~~Promotes a positive image of the transportation department. (included elsewhere)~~
- Wears appropriate work attire and maintains a neat appearance.
- Respects personal privacy. Maintains the confidentiality of privileged information.
- Participates in staff meetings and professional growth opportunities as directed.
- Performs other specific job-related duties as directed.

Abilities Required:

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

- Demonstrates professionalism and contributes to a positive work environment.
- Performs prescribed activities efficiently with limited supervision.
- Reacts productively to interruptions and changing conditions.
- Effectively uses verbal, nonverbal, writing, and listening skills.
- Completes paperwork accurately. Verifies and correctly enters data.
- Maintains an acceptable attendance record and is punctual.
- Travels to meetings and work assignments.
- Is dependable, willing, and able to work flexible hours and expected overtime when required.
- Willing to continuously improve skills and knowledge by attending various workshops and seminars.
- Has the ability to follow direction, and to work collaboratively in a team with others.
- Demonstrate organizational, computer and analytical skills.
- Ability to communicate in a courteous and professional manner.

Supervisory Responsibility:

Under the direction of the superintendent transportation supervisor: provides instructions and monitors assigned staff, temporary employees, and trainees.

Working Conditions:

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

- Duties may require balancing, bending, climbing, crouching, kneeling, reaching, standing, and working at various heights.
- Duties may require lifting, carrying, and moving work-related supplies/equipment.
- Duties may require operating and/or riding in a vehicle.
- Duties may require operating power-driven equipment.
- Duties may require wearing protective clothing and using safety equipment.
- Duties may require working extended, evening, and/or weekend hours.
- Duties may require working under time constraints to meet deadlines.
- Potential for exposure to adverse weather conditions and temperature extremes.
- Potential for exposure to air-borne particulates, chemical irritants, combustible materials, electrical hazards, equipment vibrations, noises, and odors.

EXHIBIT A

ELMWOOD BOARD OF EDUCATION  
October 14, 2019

# ELMWOOD BOARD OF EDUCATION

October 14, 2019

## EXHIBIT A continued

### MECHANIC

Page 3 of 3

- Potential for exposure to blood-borne pathogens and communicable diseases.
- Potential for interaction with disruptive and/or unruly individuals.

### Performance Evaluation:

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

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

Rev. 10/2019

# ELMWOOD BOARD OF EDUCATION

October 14, 2019

## EXHIBIT B

Elmwood Local Schools  
Confidential/Supervisory Salary Schedule  
2019-2020

EXHIBIT B

Revised effective 1/1/2020

Exp.	2.50% Superintendent		Administrative		Payroll/		EMIS/		Mechanic		7 Hours		Maintenance		Facility/		Director of		Network		Transportation	
	Secretary	281 days	Secretary	281 days	Bookkeeping	281 days	Supervisor	281 days	Mechanic	261 days	Cafeteria	208 days	Supervisor	281 days	Grounds	261 days	Technology	220 days	Administrator	261 days	Assistant	220 Days
0	\$30,765	1.00	\$33,931	1.00	\$41,015	1.00	\$50,220	1.00	\$43,848	1.00	\$32,594	1.00	\$45,700	1.00	\$48,417	1.00	\$56,246	1.00	\$45,743	1.00	\$25,993	1.00
1	\$31,381	1.02	\$34,610	1.02	\$41,836	1.02	\$51,224	1.02	\$44,726	1.02	\$33,245	1.02	\$46,614	1.02	\$49,385	1.02	\$57,374	1.02	\$46,658	1.02	\$26,451	1.02
2	\$31,996	1.04	\$35,288	1.04	\$42,666	1.04	\$52,228	1.04	\$45,602	1.04	\$33,897	1.04	\$47,526	1.04	\$50,354	1.04	\$58,489	1.04	\$47,573	1.04	\$26,970	1.04
3	\$32,611	1.06	\$35,967	1.06	\$43,476	1.06	\$53,233	1.06	\$46,479	1.06	\$34,549	1.06	\$48,442	1.06	\$51,322	1.06	\$59,824	1.06	\$48,488	1.06	\$27,489	1.06
4	\$33,227	1.08	\$36,645	1.08	\$44,287	1.08	\$54,237	1.08	\$47,356	1.08	\$35,201	1.08	\$49,356	1.08	\$52,290	1.08	\$60,749	1.08	\$49,403	1.08	\$28,007	1.08
5	\$33,842	1.10	\$37,324	1.10	\$45,117	1.10	\$55,242	1.10	\$48,233	1.10	\$36,012	1.10	\$50,270	1.10	\$53,259	1.10	\$61,874	1.10	\$50,317	1.10	\$28,526	1.10
6	\$34,457	1.12	\$38,003	1.12	\$45,937	1.12	\$56,246	1.12	\$49,110	1.12	\$36,805	1.12	\$51,184	1.12	\$54,227	1.12	\$62,999	1.12	\$51,232	1.12	\$29,044	1.12
7	\$35,073	1.14	\$38,681	1.14	\$46,757	1.14	\$57,251	1.14	\$49,987	1.14	\$37,157	1.14	\$52,088	1.14	\$55,195	1.14	\$64,124	1.14	\$52,147	1.14	\$29,593	1.14
8	\$35,688	1.16	\$39,360	1.16	\$47,578	1.16	\$58,255	1.16	\$50,864	1.16	\$37,809	1.16	\$53,012	1.16	\$56,164	1.16	\$65,249	1.16	\$53,082	1.16	\$30,082	1.16
9	\$36,303	1.18	\$40,039	1.18	\$48,398	1.18	\$59,259	1.18	\$51,741	1.18	\$38,460	1.18	\$53,926	1.18	\$57,132	1.18	\$66,374	1.18	\$53,977	1.18	\$30,600	1.18
10	\$37,765	1.2275	\$41,650	1.2275	\$50,346	1.2275	\$61,645	1.2275	\$53,823	1.2275	\$40,009	1.2275	\$56,087	1.2275	\$59,432	1.2275	\$69,046	1.2275	\$56,150	1.2275	\$31,832	1.2275
15	\$39,226	1.275	\$43,282	1.275	\$52,295	1.275	\$64,030	1.275	\$55,906	1.275	\$41,557	1.275	\$58,268	1.275	\$61,732	1.275	\$71,718	1.275	\$59,323	1.275	\$33,064	1.275
20	\$40,687	1.3225	\$44,874	1.3225	\$54,243	1.3225	\$68,416	1.3225	\$57,989	1.3225	\$43,105	1.3225	\$60,498	1.3225	\$64,031	1.3225	\$74,300	1.3225	\$60,495	1.3225	\$34,296	1.3225
25	\$42,149	1.37	\$46,485	1.37	\$56,191	1.37	\$68,801	1.37	\$60,072	1.37	\$44,653	1.37	\$62,609	1.37	\$66,331	1.37	\$77,082	1.37	\$62,668	1.37	\$35,528	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

Revised effective 1/1/2020

Exp.	2.50% Superintendent		Administrative		Payroll/		EMIS/		Mechanic		7 Hours		Maintenance		Facility/		Director of		Network		Transportation	
	Secretary	281 days	Secretary	281 days	Bookkeeping	281 days	Supervisor	281 days	Mechanic	261 days	Cafeteria	208 days	Supervisor	281 days	Grounds	261 days	Technology	220 days	Administrator	261 days	Assistant	220 Days
0	\$31,535	1.00	\$34,779	1.00	\$42,041	1.00	\$51,475	1.00	\$44,944	1.00	\$33,408	1.00	\$46,843	1.00	\$49,827	1.00	\$57,656	1.00	\$46,887	1.00	\$26,581	1.00
1	\$32,165	1.02	\$35,475	1.02	\$42,882	1.02	\$52,505	1.02	\$45,843	1.02	\$34,077	1.02	\$47,779	1.02	\$50,620	1.02	\$58,809	1.02	\$47,824	1.02	\$27,112	1.02
2	\$32,786	1.04	\$36,170	1.04	\$43,722	1.04	\$53,534	1.04	\$46,742	1.04	\$34,745	1.04	\$48,716	1.04	\$51,613	1.04	\$59,982	1.04	\$48,762	1.04	\$27,644	1.04
3	\$33,427	1.06	\$36,866	1.06	\$44,563	1.06	\$54,564	1.06	\$47,641	1.06	\$35,413	1.06	\$49,653	1.06	\$51,605	1.06	\$61,115	1.06	\$49,700	1.06	\$28,176	1.06
4	\$34,057	1.08	\$37,562	1.08	\$45,404	1.08	\$55,593	1.08	\$48,540	1.08	\$36,081	1.08	\$50,590	1.08	\$53,598	1.08	\$62,266	1.08	\$50,638	1.08	\$28,707	1.08
5	\$34,688	1.10	\$38,257	1.10	\$46,245	1.10	\$56,623	1.10	\$49,439	1.10	\$36,749	1.10	\$51,527	1.10	\$54,590	1.10	\$63,421	1.10	\$51,575	1.10	\$29,239	1.10
6	\$35,319	1.12	\$38,953	1.12	\$47,086	1.12	\$57,652	1.12	\$50,338	1.12	\$37,417	1.12	\$52,464	1.12	\$55,583	1.12	\$64,574	1.12	\$52,513	1.12	\$29,771	1.12
7	\$35,949	1.14	\$39,648	1.14	\$47,926	1.14	\$58,682	1.14	\$51,236	1.14	\$38,086	1.14	\$53,401	1.14	\$56,575	1.14	\$65,727	1.14	\$53,451	1.14	\$30,302	1.14
8	\$36,580	1.16	\$40,344	1.16	\$48,767	1.16	\$59,711	1.16	\$52,135	1.16	\$38,754	1.16	\$54,337	1.16	\$57,568	1.16	\$66,881	1.16	\$54,389	1.16	\$30,834	1.16
9	\$37,211	1.18	\$41,040	1.18	\$49,608	1.18	\$60,741	1.18	\$53,034	1.18	\$39,422	1.18	\$55,274	1.18	\$58,560	1.18	\$68,034	1.18	\$55,326	1.18	\$31,365	1.18
10	\$38,709	1.2275	\$42,692	1.2275	\$51,605	1.2275	\$63,186	1.2275	\$55,189	1.2275	\$41,009	1.2275	\$57,489	1.2275	\$60,918	1.2275	\$70,772	1.2275	\$57,553	1.2275	\$32,638	1.2275
15	\$40,207	1.275	\$44,344	1.275	\$53,602	1.275	\$65,631	1.275	\$57,304	1.275	\$42,596	1.275	\$59,724	1.275	\$63,275	1.275	\$73,511	1.275	\$59,781	1.275	\$33,891	1.275
20	\$41,704	1.3225	\$45,996	1.3225	\$55,599	1.3225	\$68,076	1.3225	\$59,439	1.3225	\$44,193	1.3225	\$61,949	1.3225	\$65,632	1.3225	\$76,250	1.3225	\$62,008	1.3225	\$35,153	1.3225
25	\$43,202	1.37	\$47,648	1.37	\$57,596	1.37	\$70,521	1.37	\$61,574	1.37	\$45,789	1.37	\$64,174	1.37	\$67,990	1.37	\$78,988	1.37	\$64,235	1.37	\$36,416	1.37

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