

**CAMDENTON R-III SCHOOL DISTRICT  
MINUTES OF BOARD OF EDUCATION MEETING**

**Special Meeting – Administration Office Board Room  
April 26, 2016 – 7:00 a.m.**

|                    |                |                  |                |
|--------------------|----------------|------------------|----------------|
| <b>Present:</b>    |                |                  |                |
| Chris C. McElyea   | President      | Dr. Tim Hadfield | Superintendent |
| Nancy A. Masterson | Vice-President | Dr. Ryan Neal    | Asst. Supt.    |
| Selynn Barbour     | Treasurer      | Dr. Julie Dill   | Asst. Supt.    |
| Jackie Schulte     | Member         |                  |                |
| Tom Williams       | Member         | Linda Leu        | Secretary      |
| Laura Davis        | Member         |                  |                |
| <b>Absent:</b>     |                |                  |                |
| Courtney R. Hulett | Member         |                  |                |

**I. CALL TO ORDER & RECITE PLEDGE OF ALLEGIANCE**

The Camdenton R-III Board of Education met in Special Session at the Administration Office Board Room on Tuesday, April 26, 2016. The meeting was called to order by President McElyea at 7:03 a.m. and the pledge of allegiance was recited.

**II. APPROVAL OF AGENDA**

Special Meeting – April 26, 2016  
Strategic Plan Goal Area – Stakeholder Engagement

Motion: Move to approve the agenda of the Special April 26, 2016, meeting as presented.  
Schulte/Barbour – all ayes.

**III. EXECUTIVE SESSION**

In compliance with State Statute 610.021 (closed meetings and closed records), move that the Board go into Executive Session for the following purposes:

- 1) Leasing, purchase or sale of real estate by a public governmental body (610.021)(2).
- 2) Hiring, firing, disciplining, or promoting particular employees (610.021)(3).
- 3) Individually identifiable personnel records, performance ratings, or records pertaining to employees (610.021)(13).

Strategic Plan Goal Area – Facility Effectiveness and College & Career-Ready Curriculum

Motion: Move to adjourn to Executive Session.  
Barbour/Masterson - Roll call vote: Masterson – aye, Barbour – aye, Schulte – aye, McElyea – aye, Davis - aye, and Williams – aye.

**IV. APPROVE BILLS**

The Board was asked to approve the bill list as presented.  
Strategic Plan Goal Area – Stakeholder Engagement

Motion: Move to approve the bills as presented.  
Barbour/Masterson - all ayes.

**V. DISTRICT INSURANCE UPDATE**

Insurance representatives were present and provided an insurance update.  
Strategic Plan Goal Area – Stakeholder Engagement

No motion necessary.

**VI. NEW BUSINESS**

**A. SET CERTIFIED SALARY SCHEDULE FOR 2016-2017**

A recommended salary schedule for 2016-2017 was presented along with insurance information and proposed administrative salaries.

Strategic Plan Goal Area - Stakeholder Engagement

Motion: Move to approve the proposed 2016-2017 Salary Schedule, benefits, revised Regulation GCBA-R and administrative salaries. Dr. Hadfield's recommendation of a 1.67% increase for the superintendent was modified by the Board to a 2.5% increase.

Barbour/Schulte - all ayes.

**B. CONSIDERATION OF 2016-2017 CLASSIFIED STAFF SALARY AND BENEFIT PACKAGE**

Budgetary issues were reviewed and Dr. Hadfield made a recommendation to establish classified staff benefits and a pay package for 2016-2017. A 2.5% increase in salary for current classified employees was recommended.

Strategic Plan Goal Area - Stakeholder Engagement

Motion: Move to approve the 2016-2017 classified staff benefits and pay package with a 2.5% increase in salaries as recommended.

Schulte/Davis - all ayes.

**VII. BOARD WRAP-UP**

This is an opportunity for the Board to report on upcoming meetings, meetings attended, registrations, and deadlines.

Strategic Plan Goal Area - Stakeholder Engagement

- Board Activity Calendar for April & May
- Teacher of the Year/Educator of the Year Banquet - May 3, 6:30 p.m., Inn at the Grand Glaize. Who is planning to attend?
- No reports in May. June Board Meeting Reports tentatively include: School Climate/Discipline Report, Guidance & Counseling Report, Energy Education Report
- Graduation, May 19th, 8:00 p.m.
- End-of-Year Assembly, Tuesday, May 24th. Brunch at 10:30 in the High School Commons, assembly begins at noon in the RC Worthan Auditorium.
- MSBA Leadership Summit, June 3-5, 2016, Tan-Tar-A
- Board Goals Committee – Laura, Tom and Courtney will plan to meet prior to the next Board meeting.

No motion necessary.

**VIII. ADJOURN MEETING**

Motion: Move that the meeting adjourn.

Barbour/Schulte - all ayes.

Meeting adjourned at 9:48 a.m.

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Chris C. McElyea – President of the Board

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Linda Leu – Secretary of the Board

Board of Education Check Preview April 26, 2016

| Vendor Name                        | Invoice Number  | Invoice Description           | PO Number | Amount   |
|------------------------------------|-----------------|-------------------------------|-----------|----------|
| Lakeshore Learning Materials       | 1540400316      | Classroom carpet              | 402-13921 | 455.00   |
| Lakeland Office Supply             | 310073          | Postcards                     | 412-14202 | 100.62   |
| Laminator.com                      | 1X1029215       | Roll Film                     | 402-13921 | 251.91   |
| Matboard Plus                      | 2039            | Matboards                     | 110-13911 | 221.20   |
| MHC Kenworth                       | 700255600798211 | Washer fluid, coolant         |           | 143.70   |
| MHC Kenworth                       | M00255600184174 | Credits                       |           | (43.19)  |
| Missouri Bell Telecom              | 130098          | HDE                           |           | 585.00   |
| Missouri Bell Telecom              | 130098          | HDE                           |           | 585.00   |
| Missouri Council of Social Studies | 0220            | Conference registration fee   | 000-12377 | 112.00   |
| Missouri Dept. of Public Safety    | E10-71297       | LCTC - Cert/Crate fee         |           | 25.00    |
| Missouri Dept. of Public Safety    | E10-71296       | MS, ORI, MS - Certificate fee |           | 100.00   |
| Missouri Educational LLC           | 3147            | Professional Services         |           | 1,908.00 |
| Missouri Game & Fish               | Jeff Kitchen    | 3 year subscription           | 110-14247 | 40.00    |
| Mr. McCheery                       | 39450           | Pizza for interview team      | 700-14511 | 51.46    |
| MSHSA                              | 16_4698         | Instrumental solo fees        | 105-14122 | 132.00   |
| MSHSA                              | 16_4698         | Instrumental solo fees        | 105-14122 | 90.00    |
| National Technical Honor Society   | 148143          | Member fees, honor cords      | 110-13902 | 1,240.00 |
| NCS-Springfield                    | 10589835        | Credits                       | 110-13447 | (77.87)  |
| NCS-Springfield                    | 11218134        | Supplies                      | 110-14021 | 641.60   |

Board of Education Check Preview April 26, 2016

| Vendor Name             | Invoice Number | Invoice Description      | PO Number | Amount  |
|-------------------------|----------------|--------------------------|-----------|---------|
| Office Depot            | 831729514001   | Acorn 3273677 - Shredder | 107-13946 | 59.97   |
| Orally Auto Parts       | 4044-105857    | Supplies                 |           | 9.80    |
| Orally Auto Parts       | 4044-106823    | Tie rod end              | 104.74    |         |
| Orally Auto Parts       | 4044-106098    | Capsule                  | 45.01     |         |
| Orally Auto Parts       | 4044-109117    | Wiper blades             | 84.94     |         |
| Orally Auto Parts       | 4044-109113    | Return                   | (175.00)  |         |
| Orally Auto Parts       | 4044-107430    | FYP Assembly             | 390.30    |         |
| Orally Auto Parts       | 4044-105314    | Return                   | (170.49)  |         |
| Orally Auto Parts       | 4044-102570    | Return                   |           |         |
| Orally Auto Parts       | 4044-108276    | Reck & Pinion            | 546.95    |         |
| Orally Auto Parts       | 4044-104541    | Supplies                 | 110-12908 | 18.99   |
| Orally Auto Parts       | 4044-103587    | Grinding wheel           | 110-12908 | 6.42    |
| Orally Auto Parts       | 4044-102937    | Lift support             | 110-12908 | 22.61   |
| Orally Auto Parts       | 4044-104413    | Line caps                | 110-12908 | 23.06   |
| Orally Auto Parts       | 4044-103645    | Contact tips             | 110-12908 | 20.55   |
| Orally Auto Parts       | 4044-105518    | Booth coat               | 110-12908 | 57.01   |
| Orally Auto Parts       | 4044-105341    | Mask paper               | 110-12908 | 49.78   |
| Orally Auto Parts       | 4044-104598    | Booth coat               | 110-12908 | 57.01   |
| Orally Auto Parts       | 4044-102287    | Supplies                 | 110-12908 | 41.89   |
| Orally Auto Parts       | 4044-107362    | Molding                  | 110-12908 | 15.09   |
| Orally Auto Parts       | 4044-107148    | Tire cleaner             | 110-12908 | 18.36   |
| Orally Auto Parts       | 4044-106487    | Mini lamp, pigtail       | 110-12908 | 19.82   |
| Orally Auto Parts       | 4044-488229    | Tack cloth               | 110-12908 | 14.28   |
| Orally Auto Parts       | 4044-489375    | Bolts                    | 110-12908 | 4.98    |
| Orally Auto Parts       | 4044-105358    | Saalt kit, impeller      | 110-12908 | 109.98  |
| Orally Auto Parts       | 4044-102340    | Parts                    | 110-12908 | 74.40   |
| Orally Auto Parts       | 4044-498158    | Filter                   | 110-12908 | 17.66   |
| Orally Auto Parts       | 4044-106950    | Flax repair              | 110-12908 | 41.72   |
| Orally Auto Parts       | 4044-101318    | Fasteners                | 110-12908 | 5.18    |
| Orally Auto Parts       | 4044-100568    | Return                   | 110-12908 | (12.02) |
| Orally Auto Parts       | 4044-102438    | Supplies                 | 110-12908 | 130.00  |
| Ozark River Popcorn Co. | 0081239        | Popcorn                  | 103-13906 | 29.31   |

Board of Education Check Preview April 26, 2016

| Vendor Name                  | Invoice Number     | Invoice Description         | PO Number | Amount   |
|------------------------------|--------------------|-----------------------------|-----------|----------|
| Ozark Bread, Inc.            | 4/7/16             | Food Bank advisory lunch    | 412-14157 | 107.68   |
| Ozark Bread, Inc.            | 4/7/16             | Interview lunch             | 410-14137 | 89.92    |
| Park Wholesale               | 016142103          | New Guinea Impatiens        | 110-13385 | 73.95    |
| Reproprintz                  | 4/6/16 Order 40445 | Foundation meeting lunch    | 412-14164 | 12.95    |
| Petty Cash                   | Uplerville         | Start Up Cash               | 404-14237 | 350.00   |
| Postmaster                   | 95222              | April Senior newsletter     | 105-14101 | 53.69    |
| Quill                        | 4931834            | Folders, binders, markers   | 810-13976 | 105.76   |
| Quill                        | 4931433            | Ring poos                   | 205-14006 | 18.39    |
| Quill                        | 4825768            | Yellow ink                  | 410-14012 | 261.89   |
| Quill                        | 2166899            | Mod panel, T-base foot side | 404-11905 | 2,057.64 |
| Quill                        | 2166529            | Credit for T-base foot side | 404-11906 | (839.73) |
| Quill                        | 4713455            | Loose leaf book             | 408-14051 | 23.38    |
| Quill                        | 4931516            | Supplies                    | 406-14018 | 146.12   |
| Quill                        | 4667866            | Hanging folders, etc.       | 408-14051 | 56.24    |
| Reading Reading Books, LLC   | 18277              | Books                       | 402-13318 | 47.90    |
| RPDC-Heart of MO             | Reg ID 5054578     | Gina Conrad                 | 700-12444 | 85.00    |
| RPDC-Heart of MO             | Reg ID 50518552    | Kristin Edson               | 700-12444 | 85.00    |
| RPDC-Heart of MO             | Reg ID 50447552    | Diana Riley                 | 700-12444 | 85.00    |
| S&W Gas, Inc.                | 6                  | Cylinders                   |           | 105.00   |
| Schoppers Int'l Truck Center | 7886513            | Adapter                     |           | 117.05   |
| Schoppers Int'l Truck Center | 7837092            | Registor                    |           | 61.44    |
| Schoppers Int'l Truck Center | 7837005            | Filter                      |           | 62.36    |
| Schoppers Int'l Truck Center | 7636727            | Bus parts                   |           | 245.74   |
| Schoppers Int'l Truck Center | 7886654            | Coolant                     |           | 14.53    |

Board of Education Check Preview April 26, 2016

| Vendor Name                   | Invoice Number | Invoice Description       | PO Number                 | Amount    |        |
|-------------------------------|----------------|---------------------------|---------------------------|-----------|--------|
| ACT Aspire LLC                | 8008           | ACT Aspire Summative Test | 105-14280                 | 4,265.00  |        |
| Algas - Mid America           | 9049101753     | Nitrogen                  |                           | 21.00     |        |
| Algas - Mid America           | 9049148928     | Oxygen, Acetylene         |                           | 29.00     |        |
| Arrowhead Scientific, Inc     | 88379          | Classroom Supplies        | 110-13769                 | 820.91    |        |
| Arrowhead Scientific, Inc     | 86426          | Classroom Supplies        | 110-13769                 | 19.25     |        |
| BalFour                       | 947239         | Diplomes                  | 105-12438                 | 35.41     |        |
| BalFour                       | 950050         | Letter Kits               | 105-12438                 | 32.91     |        |
| Baroco Printer Products       | 807324         | Toner                     | 107-14154                 | 139.00    |        |
| Bins, Pat                     | 207            | Chocolate Fountain        | 105-13418                 | 395.00    |        |
| Casari - Cremesets            | 08421          | Pizza                     | 872-13580                 | 179.63    |        |
| CEO                           | 0950-517969    | Supplies                  | 110-13923                 | 1,121.28  |        |
| CEO                           | 0950-517966    | Supplies                  | 110-13923                 | 774.91    |        |
| CEO                           | 0950-518182    | Supplies                  | 110-12256                 | 40.00     |        |
| CEO                           | 0950-517946    | Supplies                  | 110-12256                 | 49.00     |        |
| CEO                           | 0950-518336    | Supplies                  | 110-13240                 | 4,121.95  |        |
| CEO                           | 0950-519798    | Supplies                  | 110-13246                 | 473.23    |        |
| CEO                           | 0950-519389    | Supplies                  | 110-13246                 | 86.31     |        |
| CEO                           | 0950-518527    | Aircraft Cable            | 110-13246                 | 57.24     |        |
| CHS Choir Boosters            |                | Choir Trip                | Payment to Angia Capstick | 410-13500 | 325.00 |
| Cole Camp R-1 School District | 358321         | Math Contest Entry Fee    | 105-13590                 | 72.00     |        |
| Commerce Trust Company        | 425-0727       | Series 2013A Admin Fees   |                           | 150.00    |        |
| Commerce Trust Company        | 425-0728       | Series 2013B Admin Fees   |                           | 150.00    |        |

Board of Education Check Preview April 26, 2016

| Vendor Name                    | Invoice Number | Invoice Description                 | PO Number | Amount   |
|--------------------------------|----------------|-------------------------------------|-----------|----------|
| Culligan                       | 0244752        | Bottled Water                       |           | 19.40    |
| Custom Medical Plasters        | 118359-8913950 | Power Up to the Summit 2016 D Affid | 810-13200 | 159.00   |
| Doctors Foster & Smith         | A3121089-1     | Balance Due                         | 505-13278 | 11.52    |
| Elio, Daron                    | MO Dalton      | Refund                              |           | 50.00    |
| Enabling Devices               | 0405730-IN     | Supplies                            | 410-13947 | 506.50   |
| Follett School Solutions, Inc  | 310709-0       | Books                               | 105-12750 | 331.15   |
| Gifted Association of Missouri | 16-01          | Conference - Inves, Assler, Vest    | 810-13180 | 45.00    |
| Jack's Sporting Goods          | 401605         | Credit - Paid X2                    |           | (115.97) |
| Jack's Sporting Goods          | 404327         | Socks, Belts, Head Trainer          | 878-12502 | 500.00   |
| Jack's Sporting Goods          | 404332         | Soccer Goals                        | 800-43878 | 3,241.70 |
| Jack's Sporting Goods          | 402005         | Green Club T Shirts                 | 105-13622 | 144.00   |
| Jack's Sporting Goods          | 405083         | Supplies                            |           | 3.49     |
| Jack's Sporting Goods          | 404999         | Supplies                            |           | 18.88    |
| Jack's Sporting Goods          | 404927         | Paint Supplies                      |           | 15.98    |
| Jack's Sporting Goods          | 404910         | Paint Supplies                      |           | 15.98    |
| Jack's Sporting Goods          | 404808         | Plumbing Supplies                   |           | 11.80    |
| Jack's Sporting Goods          | 404752         | Valves                              |           | 11.38    |
| Jack's Sporting Goods          | 404723         | Group                               |           | 6.99     |
| Jack's Sporting Goods          | 401997         | Appliance Bulbs                     |           | 6.95     |
| Jack's Sporting Goods          | 402199         | Weatherstrip, Insulation            |           | 35.14    |
| Jack's Sporting Goods          | 402534         | Supplies                            |           | 29.99    |
| Jack's Sporting Goods          | 404715         | Plumbing Supplies                   |           | 27.95    |
| Jack's Sporting Goods          | 404690         | Drain Cleaner                       |           | 15.98    |
| Jack's Sporting Goods          | 404481         | Supplies                            |           | 48.16    |
| Jack's Sporting Goods          | 404248         | Supplies                            |           | 18.78    |
| Jack's Sporting Goods          | 402642         | Supplies                            |           | 42.48    |
| Jack's Sporting Goods          | 402972         | Supplies                            |           | 13.98    |

Board of Education Check Preview April 26, 2016

| Vendor Name                  | Invoice Number    | Invoice Description     | PO Number | Amount   |
|------------------------------|-------------------|-------------------------|-----------|----------|
| Jack's Sporting Goods        | 403151            | Supplies                |           | 102.38   |
| Jack's Sporting Goods        | 403226            | Supplies                |           | 20.31    |
| Johnstone Supply             | 10-S100162435.001 | Temperature Control     |           | 107.22   |
| JW Pepper                    | 11862894          | Bright Sunny Days       | 105-13169 | 7.00     |
| JW Pepper                    | 11864977          | Music                   | 205-13035 | 422.00   |
| JW Pepper                    | 11865825          | Matic                   | 105-13160 | 145.83   |
| JW Pepper                    | 11862237          | Fertilize               | 205-13952 | 12.58    |
| JW Pepper                    | 11864914          | Music                   | 404-13425 | 481.14   |
| JW Pepper                    | 11865928          | By Loch & Mountain      | 205-13036 | 61.99    |
| JW Pepper                    | 11865276          | Music                   | 205-13035 | 1,152.59 |
| JW Pepper                    | 11865928          | By Loch & Mountain      | 208-13036 | 68.89    |
| JW Pepper                    | 11866834          | Sonata #3               | 105-13662 | 24.99    |
| JW Pepper                    | 11866092          | Music                   | 205-13035 | 248.00   |
| JW Pepper                    | 11867041          | Music                   | 404-13425 | 61.55    |
| Lake of the Ozarks REDC      | April 15, 2016    | Thrift Aid - Membership | 700-14493 | 230.00   |
| Lake Printing Company        | 63738             | District Brochure       | 700-14053 | 435.00   |
| Lake Printing Company        | 63739             | Record folders          | 406-14009 | 520.00   |
| Lake Printing Company        | 63627             | Sports schedules        | 878-13359 | 474.00   |
| Lake Sun / Advertising Dept. | 703797            | Undergarments           | 402-13328 | 850.00   |
| Lake Win Supply              | 200971            | Parts                   |           | 7.83     |
| Lake Win Supply              | 200964            | Parts                   |           | 54.40    |
| Lake Win Supply              | 200946            | Parts                   |           | 117.65   |
| Lake Win Supply              | 200904            | Equipment pad           |           | 46.26    |
| Lake Win Supply              | 200894            | Clobber                 |           | 41.43    |
| Lake Win Supply              | 200890            | Clobber                 |           | 27.62    |
| Lake Win Supply              | 200878            | Parts                   |           | 6.64     |
| Lake Win Supply              | 21144             | Diesel                  |           | 1,754.97 |





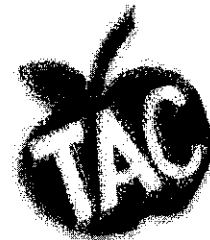
## Teachers' Association of Camdenton Salary Proposal

March 29, 2016

TAC proposes the district shall:

- Continue Career Ladder for all stages as currently funded (80%).
- Remove the policy that requires 8 graduate hours every 5 years (currently in moratorium)
- Continue working towards competitive salaries and compensation packages for all certified staff
- Continue insurance with current premiums, deductibles, co-pays, and out-of-pocket maximums.
- Begin the process to research the best insurance options for our district and employees.
- Adopt the 2% condensed salary schedule
  - This ensures that even with no money added to the schedule, teachers will still receive a cost-of-living raise.
  - This schedule also ensures equitable steps throughout all steps on the scale. This schedule is attractive for new hires because of this equitability.
  - Every teacher fits on this schedule with the current conversion.
  - This schedule also provides help towards the compensation of the "frozen steps" from the early 2000s. Veteran teachers affected by this are pleased with the new schedule that allows for this slight compensation.
- Move each employee down one step and/or over on the pay scale.

IT IS A GREAT DAY TO BE A LAKER!!!!



# Salary Schedule Comparisons

| Salary Schedule Comparison Without Career Ladder |                |             |                  |             |
|--|----------------|-------------|------------------|-------------|
|  | <u>Current</u> | <u>Rank</u> | <u>TAC Index</u> | <u>Rank</u> |
| BS Step 1  | 36,347         | 5           | 36,500           | 4           |
| BS+8 Step 9                                      | 41,361         | 8           | 43,351           | 2           |
| BS+16 Step 14                                    | 45,659         | 9           | 48,510           | 3           |
| BS+24 Step 10                                    | 43,721         | 6           | 45,414           | 3           |
| MS Step 9  | 44,385         | 9           | 46,866           | 3           |
| MS+8 Step 14                                     | 48,153         | 10          | 52,714           | 2           |
| MS+16 Step 19                                    | 52,053         | 13          | 59,272           | 2           |
| MS+24 Step 16                                    | 50,700         | 13          | 56,863           | 1           |
| Spec. or MS+40<br>Step 26                        | 58,738         | 13          | 69,967           | 2           |
| Doc Step 31                                      | 64,230         | 11          | 72,380           | 2           |

| Salary Schedule Comparison With Career Ladder |                |             |                  |             |                     |
|---|----------------|-------------|------------------|-------------|---------------------|
|   | <u>Current</u> | <u>Rank</u> | <u>TAC Index</u> | <u>Rank</u> | <u>Next Closest</u> |
| BS Step 1                                     | 36,347         | 5           | 36,500           | 4           | Waynesville 38,629  |
| BS+8 Step 9                                   | 41,361         | 8           | 45,751           | 1           | Rolla 44,296        |
| BS+16 Step 14                                 | 45,659         | 9           | 52,510           | 1           | Rolla 51,594        |
| BS+24 Step 10                                 | 43,721         | 6           | 47,814           | 1           | Rolla 47,445        |
| MS Step 9                                     | 44,385         | 9           | 49,266           | 1           | Rolla 48,495        |
| MS+8 Step 14                                  | 48,153         | 10          | 56,714           | 1           | Rolla 55,793        |
| MS+16 Step 19                                 | 52,053         | 13          | 63,272           | 1           | Washington 60,533   |
| MS+24 Step 16                                 | 50,700         | 13          | 60,863           | 1           | Rolla 58,943        |
| Spec. or MS+40<br>Step 26                     | 58,738         | 13          | 73,967           | 1           | Washington 72,456   |
| Doc Step 31                                   | 64,230         | 11          | 76,380           | 1           | Washington 72,456   |

# INSURANCE INFORMATION

April 2016

## ***School/Employee Recommended Insurance Costs***

*(Same as 2014-2015 & 2015-2016.)*

|                 | District Paid | Employee Cost  |
|-----------------|---------------|----------------|
| Employee        | \$450         | None           |
| Add Spouse      | None          | \$500          |
| Add 1 Child     | None          | \$185          |
| Add 2+ Children | None          | \$300          |
| Add Family      | None          | \$685 or \$800 |

## ***Proposed Plan Design – Preventive 100%***

*(Same as 2014-2015 & 2015-2016.)*

| <b>Open Access &amp; In-Network</b> | Individual | Family   |
|-------------------------------------|------------|----------|
| Deductible                          | \$1,500    | \$4,500  |
| Coinsurance %                       | 20%        | 20%      |
| Coinsurance Maximum                 | \$4,850    | \$8,200  |
| Maximum Out of Pocket               | \$6,350    | \$12,700 |
| Current Max Out of Pocket           | \$2,500    | \$7,000  |

| <b>Out of Network</b> | Individual | Family   |
|-----------------------|------------|----------|
| Deductible            | \$5,000    | \$15,000 |
| Coinsurance %         | 50%        | 50%      |
| Coinsurance Maximum   | \$5,000    | \$15,000 |





## Recommendations Regarding Certified Staff Salary Schedule

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April 2016

To: Board of Education

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- Recognize movement along the salary schedule.
- Adopt condensed salary schedule with a 2% indexed increase.
- Increase base salary from \$36,347 to \$36,500.
- Continue funding regarding the sick leave reimbursement policy.
- Continue medical and life insurance benefits provided by the District.
- Provide telemedicine option for those covered under the district's insurance plan with a \$15 copay.
- Table Career Ladder funding until final assessed valuation numbers and state funding numbers are established.
- Delete item I of regulation GCBA-R.



Salary Schedule Proposal 2016

2%

|         | BS    | BSS   | BS16  | BS20  | MASTER | MS    | MS5   | MS6   | MS7   | SPEC  | DOCT |
|---------|-------|-------|-------|-------|--------|-------|-------|-------|-------|-------|------|
| Step 1  | 36500 | 37000 | 37500 | 38000 | 40000  | 40750 | 41500 | 42250 | 43500 | 45000 |      |
| Step 2  | 37230 | 37740 | 38250 | 38760 | 40800  | 41565 | 42330 | 43095 | 44370 | 45900 |      |
| Step 3  | 37975 | 38495 | 39015 | 39535 | 41616  | 42396 | 43177 | 43957 | 45257 | 46818 |      |
| Step 4  | 38734 | 39265 | 39795 | 40326 | 42448  | 43244 | 44040 | 44836 | 46163 | 47754 |      |
| Step 5  | 39509 | 40050 | 40591 | 41132 | 43297  | 44109 | 44921 | 45733 | 47086 | 48709 |      |
| Step 6  | 40299 | 40851 | 41403 | 41955 | 44163  | 44991 | 45819 | 46647 | 48028 | 49684 |      |
| Step 7  | 41105 | 41668 | 42231 | 42794 | 45046  | 45891 | 46736 | 47580 | 48988 | 50677 |      |
| Step 8  | 41927 | 42501 | 43076 | 43650 | 45947  | 46809 | 47670 | 48532 | 49968 | 51691 |      |
| Step 9  | 42766 | 43351 | 43937 | 44523 | 46866  | 47745 | 48624 | 49503 | 50967 | 52725 |      |
| Step 10 | 43621 | 44218 | 44816 | 45414 | 47804  | 48700 | 49596 | 50493 | 51987 | 53779 |      |
| Step 11 | 44493 | 45103 | 45712 | 46322 | 48760  | 49674 | 50588 | 51503 | 53026 | 54855 |      |
| Step 12 | 45383 | 46005 | 46627 | 47248 | 49735  | 50668 | 51600 | 52533 | 54087 | 55952 |      |
| Step 13 | 46290 | 46925 | 47559 | 48193 | 50730  | 51681 | 52632 | 53583 | 55169 | 57071 |      |
| Step 14 | 47217 | 47863 | 48510 | 49157 | 51744  | 52714 | 53685 | 54655 | 56272 | 58212 |      |
| Step 15 | 48161 | 48821 | 49480 | 50140 | 52779  | 53769 | 54758 | 55748 | 57397 | 59377 |      |
| Step 16 |       | 49797 | 50470 | 51143 | 53835  | 54844 | 55854 | 56863 | 58545 | 60564 |      |
| Step 17 |       | 50793 | 51479 | 52166 | 54911  | 55941 | 56971 | 58000 | 59716 | 61775 |      |
| Step 18 |       |       | 52509 | 53209 | 56010  | 57060 | 58110 | 59160 | 60911 | 63011 |      |
| Step 19 |       |       | 53559 | 54273 | 57130  | 58201 | 59272 | 60343 | 62129 | 64271 |      |
| Step 20 |       |       |       | 55359 | 58272  | 59365 | 60458 | 61550 | 63371 | 65557 |      |
| Step 21 |       |       |       | 56466 | 59438  | 60552 | 61667 | 62781 | 64639 | 66868 |      |
| Step 22 |       |       |       | 57595 | 60627  | 61763 | 62900 | 64037 | 65931 | 68205 |      |
| Step 23 |       |       |       |       | 61839  | 62999 | 64158 | 65318 | 67250 | 69569 |      |
| Step 24 |       |       |       |       | 63076  | 64259 | 65441 | 66624 | 68595 | 70960 |      |
| Step 25 |       |       |       |       | 64337  | 65544 | 66750 | 67956 | 69967 | 72380 |      |

| Name                  | 2015-16 Recommendation |             |          |             |              | 2015-16 Recommendation |       |             |          |             |              |          |
|-----------------------|------------------------|-------------|----------|-------------|--------------|------------------------|-------|-------------|----------|-------------|--------------|----------|
|                       | Mon                    | Salary      | Expenses | Total       | Inc.         | %                      | Mon   | Salary      | Expenses | Total       | Inc.         | %        |
| Timothy Hadfield      | 12.00                  | \$150,000   | Actual   | \$150,000   | \$2,542.00   | 1.72%                  | 12.00 | \$152,500   | Actual   | \$152,500   | \$2,500.00   | 1.67%    |
| Dill, Julie           | 12.00                  | \$110,000   | Actual   | \$110,000   | \$110,000.00 | New Hire               | 12.00 | \$112,750   | Actual   | \$112,750   | \$2,750.00   | 2.50%    |
| Ryan Neal             | 12.00                  | \$116,432   | Actual   | \$116,432   | \$3,828.00   | 3.40%                  | 12.00 | \$119,343   | Actual   | \$119,343   | \$2,910.80   | 2.50%    |
| Baur, Paul *          | 10.50                  | \$86,165    | Actual   | \$86,165    | \$2,702.00   | 3.24%                  | 10.50 | \$88,219    | Actual   | \$88,219    | \$2,054.33   | 2.50%    |
| Stacey, Matt          | 12.00                  | \$117,607   | Actual   | \$117,607   | \$3,867.00   | 3.40%                  | 12.00 | \$90,000    | Actual   | \$90,000    | \$0.00       | New Hire |
| Hunter, JD            | 11.00                  | \$80,543    | Actual   | \$80,543    | \$6,095.00   | 8.19%                  | 11.00 | \$85,632    | Actual   | \$85,632    | \$5,089.00   | 2.50%    |
| Billy Kurtz           | 11.00                  | \$76,979    | Actual   | \$76,979    | \$2,531.00   | 3.40%                  | 11.00 | \$78,903    | Actual   | \$78,903    | \$1,924.00   | 2.50%    |
| Varner, Lucinda       | 11.00                  | \$94,204    | Actual   | \$94,204    | \$5,999.00   | 6.80%                  | 11.00 | \$80,000    | Actual   | \$80,000    | \$0.00       | New Hire |
| Weber, Shanna         | 12.00                  | \$90,000    | Actual   | \$90,000    | \$10,000.00  | 12.50%                 | 12.00 | \$90,000    | Actual   | \$90,000    | \$0.00       | New Hire |
| Lewis, Larry          | 11.00                  | \$97,405    | Actual   | \$97,405    | \$3,203.00   | 3.40%                  | 11.00 | \$0         | Actual   | \$0         | \$0.00       | Retired  |
| Cotta, Nick (Vacant)  | 11.00                  | \$62,040    | Actual   | \$62,040    | \$2,040.00   | 3.40%                  | 11.00 | \$0         | Actual   | \$0         | \$0.00       | Resigned |
| Thompkins, Shannon    | 11.00                  | \$59,000    | Actual   | \$59,000    | \$6,707.00   | New Hire               | 11.00 | \$60,475    | Actual   | \$60,475    | \$1,475.00   | 2.50%    |
| Durnin, Kenneth       |                        |             |          |             |              |                        | 10.50 | \$60,000    | Actual   | \$60,000    | \$0.00       | New Hire |
| Evans, Tracy          | 11.00                  | \$77,550    | Actual   | \$77,550    | \$2,550.00   | 3.40%                  | 11.00 | \$79,489    | Actual   | \$79,489    | \$1,938.75   | 2.50%    |
| Hueste, Kathy         | 11.00                  | \$66,288    | Actual   | \$66,288    | \$2,180.00   | 3.40%                  | 11.00 | \$67,945    | Actual   | \$67,945    | \$1,657.20   | 2.50%    |
| Shockley, Todd        | 11.00                  | \$82,063    | Actual   | \$82,063    | \$2,698.00   | 3.40%                  | 11.00 | \$84,115    | Actual   | \$84,115    | \$2,051.58   | 2.50%    |
| Slack, Renee (Vacant) | 11.00                  | \$79,414    | Actual   | \$79,414    | \$5,513.00   | 7.46%                  | 11.00 | \$0         | Actual   | \$0         | \$0.00       | Resigned |
| Thompson, Brett       | 12.00                  | \$113,801   | Actual   | \$113,801   | \$3,742.00   | 3.40%                  | 12.00 | \$116,646   | Actual   | \$116,646   | \$2,845.03   | 2.50%    |
| Rogers, Angelina      | 11.00                  | \$65,225    | Actual   | \$65,225    | \$2,145.00   | 3.40%                  | 11.00 | \$60,000    | Actual   | \$60,000    | \$0.00       | New Hire |
| Wall, Anne            | 10.50                  | \$79,587    | Actual   | \$79,587    | \$2,617.00   | 3.40%                  | 10.50 | \$81,577    | Actual   | \$81,577    | \$1,990.00   | 2.50%    |
| Whitney, Jeff         | 12.00                  | \$94,053    | Actual   | \$94,053    | \$3,093.00   | 3.40%                  | 12.00 | \$96,404    | Actual   | \$96,404    | \$2,351.33   | 2.50%    |
| Glodt, Christy        | 11.00                  | \$74,069    | Actual   | \$74,069    | \$2,436.00   | 3.40%                  | 11.00 | \$79,320    | Actual   | \$79,320    | \$5,251.00   | 2.50%    |
| Jenkins, Jackie       | 12.00                  | \$90,475    | Actual   | \$90,475    | \$2,975.00   | 3.40%                  | 12.00 | \$92,737    | Actual   | \$92,737    | \$2,261.88   | 2.50%    |
| Foull, Lance          |                        |             |          |             |              |                        | 10.50 | \$60,000    | Actual   | \$60,000    | \$0.00       | New Hire |
| Whittaker, Carolina   |                        |             |          |             |              |                        | 10.50 | \$60,000    | Actual   | \$60,000    | \$0.00       | New Hire |
| Christy-Conrad, Gina  | 11.00                  | \$60,000    | Actual   | \$60,000    | \$2,000.00   | 3.45%                  | 11.00 | \$61,500    | Actual   | \$61,500    | \$1,500.00   | 2.50%    |
| Total                 |                        | \$2,022,900 | \$0.00   | \$2,022,900 | \$178,049.00 |                        |       | \$1,957,555 | \$0.00   | \$1,957,555 | -\$65,345.10 |          |

## Admin

Maurice Overlander began his first year with the district 7-1-97. Became Superintendent 07-08 - Retiring at the end of the 2009-10 school year  
Timothy Hadfield became Assoc Supt 2007-08. Became Superintendent 10-11 school year.  
Brian Henry became High School Principal 05-06; Became Asst Supt 09-10. Became Deputy Superintendent 10-11 school year; Resigned at end of 12-13 SY  
Jim Rich became Assistant Superintendent 2010-11 school year. Jim Rich resigned 6-30-15  
Roma France will assume Asst. Supt. Position on 7-1-01. Retired 6-30-15.  
Ryan Neal replaced B. Henry on 7-1-13. Position title changed from Deputy Supt. to Asst. Supt.  
Julie Dill Asst. Superintendent 15-16 school year.

## LCTC

Gail White began Director of Vocation School 7-1-97 - Received Dr degree Dec. 2003 - 03-04 school year received \$3000 raise. Gail White retired 6-30-14.  
Joe Schwandt took Assistant Director of LAVTS when Gail moved to Director. (7-1-97)  
Joe Schwandt retired at end of 11-12 school year.  
Ryan Neal replaced J. Schwandt and became Asst. Director in 12-13 school year.  
Kathy Hueste replaced Ryan Neal and became Asst. Director in 13-14 school year.  
Jackie Jenkins replaced Gail White 14-15.

## High School

Brett Thompson became HS Principal 09-10 school year  
Paula Brown became Asst. Principal position 7-1-01. Paula received her doctorate in the 09-10 school year and for the 10-11 sy she will receive \$3000 raise  
Larry Lewis moved from Assistant Mid Sch Prin to HS Asst. Prin. 98-99.  
Larry Lewis is paid \$3000 for coordination of Summer School 2004. He was paid Ahead of time so when Larry leaves, his final year of Summer School he was already paid for  
Moved to 11 months which includes Summer School for 09 amount of \$3000  
Karen West moved to technology (off teacher's schedule) 8/1/02. Retired 06-07 went to 550 hours 07-08  
Paul Baur went on admin pay scale 07-08. The total includes \$5,000 Career Ladder. Paul dropped music head 08-09 school year  
Paul Baur 10-11 school year career ladder dropped to \$3500. During 12-13 SY, contract was incorrectly issued to include CL plus raise amount.  
Jeff Whitney became Activities Director in 05-06 school year.  
JD Hunter filled new Asst. Principal position at the High School beginning 8/13/2013. JD Hunter change from 10.5 months to 11 months 2015-16.  
Larry Lewis retired as Asst. Principal at the end of 15-16 school year and was not replaced  
JD Hunter was hired as Summer School Administrator 16-17 school year  
Kenneth Durmin was hired as Academy Dean (new position) 16-17 school year.  
Lance Foulk was hired as Academy Dean (new position) 16-17 school year.  
Carolina Whittaker was hired as Academy Dean (new position) 16-17 school year.

## Interventions Department

Kristy Kindwall became Asst. Spec Ed Director 2003-04 year and Director 2006-07  
Kristy Kindwall 08-09 received her doctorate and went from a 11 month contract to 12 month contract and received \$6000 raise  
Susan Buckingham became Assistant Special Education Director 2006-07. Resigned at the end of the 09-10 school year  
Leslie Luttrell became Asst. Spec Ed Director 10-11 school year  
Lorri Travis replaced Kristy Kindwall (resigned) as Director of Interventions beginning in the 2013-2014 school year.  
Nick Coffa replaced Leslie Luttrell (resigned) as Asst. Director of interventions beginning in the 2013-2014 school year.  
Asst. Director of Interventions became an 11-month position beginning in the 2013-2014 school year.

Shanna Weber replaced Lorri Travis (resigned) beginning in the 2016-2017 school year  
Nick Cotta resigned the end of 2015-2016 school year

#### Hawthorn

Todd Shockley took MS Asst Principal 06-07 Became Principal of Hawthorn Elementary 07-08  
Stacy Goodwin HE Asst prin. 08-09 Moved to 11 months which includes Summer School for 09 amount of \$2500  
Lucinda Varner replaced Stacy Goodwin as HE Asst. Principal 12-13 school year.  
Angelina Rogers replaced Lucinda Varner beginning of the 2016-2017 school year.

#### Middle School

Sean Kirksey took MS Principi 06-07  
Sean Kirksey is being paid for 10 extra days during the summer of 07 by 2 payment of \$1250 in July 07 and July 08  
Travis Ezard Asst Principal MS 2007-08. Travis went from Administrator back to Teacher 09-10 school year  
Joel Carey became Asst Principal 09-10 school year. Joel Carey resigned 9-27-13.  
Sean Kirksey resigned as MS Principal at the 9/9/13 board meeting. His 13-14 contract was still honored after his resignation.  
Paula Brown, who had been the interim principal since July 2013. replaced Sean as the MS Principal. eff. 9/9/13. 2014-15 school year Paula Brown chg to 12 mth.  
Billy Kurtz replace Joel Carey as MS Asst. Prin. 9-20-13.  
Matt Stacey replaced Paula Brown (retired) 16-17 school year.

#### Dogwood

Melissa Salsman became Asst. Principal in Dogwood 2002-03; Became Principal 2007-08  
Laura O'Quinn Asst Prin DW 08-09 school year. Moved to 11 months which includes Summer School for 09 amount of \$2500; Laura O'Quinn resigned 6-30-15  
Melissa Salsman resigned at end of 11-12 school year and went back to teaching. Remained in Summer Pay Group 2  
Shawn Dandoy (previously HDE principal) replaced Melissa Salsman 12-13 school year.  
Shannon Thompkins became Asst. Principal 2015-16 school year  
Lucinda Varner replaced Shawn Dandoy (retired) 16-17 school year.

#### Hurricane Deck

Shawn Dandoy Principal HD 2008-09; Moved to 11 months which includes Summer School for 09 amount of \$2500  
Christy Glott (previously ORI Asst. Principal) became HDE principal in 12-13 school year. A \$3,000 stipend for being Title I Coord. was created for her position.  
Christy Page changed her name to Christy Glott 12-23-13

#### Oak Ridge Intermediate

Terry Jacob Principal OR 2008-09. Terry Jacob retired 6-30-14.  
Christy Page OR Asst Prin 08-09; Moved to 11 months which includes Summer School for 09 amount of \$2500  
Christy Page transferred to HDE as Principal in 12-13 school year  
Tracy Evans replaced Christy Page as Asst. Principal in 12-13 school year. Tracy Evans Replace Terry Jacob in 14-15.  
Gina Christy-Contrad became Asst. Principal 14-15.

#### Osage Beach

Renee Slack Asst Principal DE 2007-08 Became Principal of OB 2008-09; Moved to 11 months which includes Summer School for 09 amount of \$2500  
Renee Slack resigned at the end of 15-16

#### Horizons

Anne Wall became Horizons Director 07-08 School year

## **Recommendations Regarding Classified Staff Salaries & Benefit Package**

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April 2016

To: Board of Education

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- 2.5% increase on the regular hourly wage.
- Continue funding regarding the sick leave reimbursement policy.
- Continue medical and life insurance benefits provided by the District.
- Provide telemedicine option for those covered under the district's insurance plan with a \$15 copay.

Administration

15-16

16-17

|           |           |                   |    |       |             |             |        |             |                   |                 |    |       |             |             |        |             |             |
|-----------|-----------|-------------------|----|-------|-------------|-------------|--------|-------------|-------------------|-----------------|----|-------|-------------|-------------|--------|-------------|-------------|
| Darringer | Robin     | 8                 | 18 | 250   | \$17.83     | \$35,660.00 | \$4.80 | \$1,200.00  | \$36,860.00       | 8               | 19 | 250   | \$18.28     | \$36,860.00 | \$4.80 | \$1,200.00  | \$37,760.00 |
| Girard    | Stefanie  | 7.5               | 16 | 253   | \$16.94     | \$30,246.15 | \$4.50 | \$1,138.50  | \$31,384.65       | 7.5             | 17 | 253   | \$16.34     | \$31,005.15 | \$4.50 | \$1,138.50  | \$32,143.65 |
| Krueger   | Toni      | 7.5               | 15 | 253   | \$19.20     | \$38,432.00 | \$4.50 | \$978.00    | \$37,410.00       | 7.5             | 16 | 253   | \$19.86     | \$37,342.80 | \$4.50 | \$1,138.50  | \$38,481.30 |
| Leu       | Linda     | 8                 | 6  | 253   | \$19.45     | \$39,366.80 | \$1.60 | \$404.80    | \$39,771.60       | 8               | 7  | 253   | \$19.94     | \$40,358.58 | \$1.60 | \$404.80    | \$40,763.38 |
| Lyons     | Donna     | 7.5               | 18 | 253   | \$19.84     | \$37,266.90 | \$4.50 | \$1,138.50  | \$38,405.40       | 7.5             | 19 | 253   | \$20.14     | \$38,215.65 | \$4.50 | \$1,138.50  | \$39,354.15 |
| Simpson   | Kimberly  | 8                 | 21 | 253   | \$17.13     | \$34,671.12 | \$6.40 | \$1,619.20  | \$36,290.32       | 8               | 22 | 253   | \$17.56     | \$35,541.44 | \$6.00 | \$1,518.00  | \$37,059.44 |
| Weber     | Maurisen  | 7.5               | 4  | 253   | \$13.00     | \$24,667.50 | \$0.00 | \$0.00      | \$24,667.50       | 7.5             | 5  | 253   | \$13.33     | \$25,293.68 | \$1.60 | \$0.00      | \$25,673.18 |
| Ahlemeyer | Jay       | 8                 | 10 | 258   | \$16.54     | \$34,138.56 | \$1.60 | \$412.80    | \$34,551.36       | 8               | 11 | 258   | \$16.95     | \$34,984.80 | \$1.60 | \$412.80    | \$35,397.60 |
| Hunter    | Elizabeth | 7                 | 5  | 224   | \$19.07     | \$29,801.76 | \$1.40 | \$47.60     | \$29,849.36       | 7               | 6  | 224   | \$19.55     | \$30,654.40 | \$1.40 | \$313.60    | \$30,968.00 |
| Johns     | Adam      | 8                 | 1  | 258   | \$13.50     | \$27,864.00 | \$ -   | \$0.00      | \$27,864.00       | 8               | 2  | 258   | \$13.84     | \$28,565.76 | \$ -   | \$0.00      | \$28,565.76 |
| Johns     | Adam      | Robotics Coach    |    |       | \$3,819.00  | \$0.00      | \$0.00 | \$0.00      | \$3,819.00        | Robotics coach  |    |       |             | \$3,709.46  | \$0.00 | \$0.00      | \$3,709.46  |
| Mallehan  | Mark      | 8                 | 5  | 258   | \$22.03     | \$45,469.92 | \$1.60 | \$409.60    | \$45,879.52       | 8               | 6  | 258   | \$22.56     | \$46,605.12 | \$1.60 | \$412.80    | \$47,017.92 |
| Mallehan  | Mark      | Lead Technician   |    |       | \$2,500.00  | \$ -        | \$0.00 | \$0.00      | \$2,500.00        | Lead Technician |    |       |             | \$2,562.50  | \$ -   | \$0.00      | \$2,562.50  |
| Paterson  | Sam       | 8                 | 1  | 258   | \$14.25     | \$29,412.00 | \$ -   | \$ -        | \$29,412.00       | 8               | 2  | 258   | \$14.81     | \$30,155.04 | \$ -   | \$ -        | \$30,155.04 |
| Verner    | Mike      | 7                 | 2  | 223   | \$18.10     | \$28,254.10 | \$ -   | \$ -        | \$28,254.10       | 7               | 3  | 224   | \$18.56     | \$29,102.08 | \$ -   | \$ -        | \$29,102.08 |
| Bultram   | Christine | 0                 | 9  | 0     | \$0.00      | \$2,623.71  | \$ -   | \$ -        | \$2,623.71        | 0               | 10 | 0     | \$0.00      | \$2,689.31  | \$ -   | \$ -        | \$2,689.31  |
| Caufield  | Rebecca   | 8                 | 1  | 200.5 | \$25.25     | \$40,501.00 | \$0.00 | \$0.00      | \$40,501.00       | 8               | 2  | 200.5 | \$25.89     | \$41,527.56 | \$0.00 | \$0.00      | \$41,527.56 |
| Comer     | Shery     | 7                 | 18 | 204.5 | \$35.16     | \$50,331.54 | \$4.20 | \$58.90     | \$51,190.44       | 7               | 19 | 205   | \$36.04     | \$51,591.26 | \$4.20 | \$58.90     | \$52,450.16 |
| Comer     | Shery     | Robotics Asst.    |    |       | \$2,598.00  | \$0.00      | \$0.00 | \$2,598.00  | Robotics Asst.    |                 |    |       | \$2,662.95  | \$0.00      | \$0.00 | \$2,662.95  |             |
| Cuendet   | Gary      | 8                 | 24 | 259   | \$34.17     | \$70,800.24 | \$6.40 | \$1,657.60  | \$72,457.84       | 8               | 25 | 259   | \$36.47     | \$75,505.84 | \$6.40 | \$1,657.60  | \$77,223.44 |
| Dickemann | Jol       | 7                 | 23 | 205.5 | \$37.94     | \$54,576.53 | \$ -   | \$ -        | \$54,576.53       | 7               | 24 | 208   | \$38.89     | \$55,943.27 | \$ -   | \$ -        | \$55,943.27 |
| Dickemann | Kerry     | 8                 | 7  | 259   | \$37.85     | \$78,425.20 | \$1.60 | \$414.40    | \$78,839.60       | 8               | 8  | 259   | \$38.80     | \$80,393.60 | \$1.60 | \$414.40    | \$80,808.00 |
| Diene     | Gary      | 0.25              | 6  | 177.5 | \$13.83     | \$15,342.68 | \$1.25 | \$21.88     | \$15,564.54       | 0.25            | 7  | 178   | \$14.00     | \$22,187.00 | \$1.25 | \$21.88     | \$22,408.88 |
| Franken   | Rhonda    | 7                 | 2  | 195.5 | \$34.00     | \$46,528.00 | \$ -   | \$ -        | \$46,528.00       | 7               | 3  | 196   | \$34.85     | \$47,692.23 | \$ -   | \$ -        | \$47,692.23 |
| Matthews  | Dawn      | 8                 | 12 | 259   | \$28.25     | \$58,534.00 | \$3.20 | \$28.80     | \$59,362.80       | 8               | 13 | 259   | \$28.86     | \$60,005.12 | \$3.20 | \$28.80     | \$60,833.92 |
| Salter    | Rebecca   | 8                 | 2  | 218   | \$17.30     | \$30,164.00 | \$ -   | \$ -        | \$30,164.00       | 8               | 3  | 218   | \$17.73     | \$30,921.12 | \$ -   | \$ -        | \$30,921.12 |
| Martin    | Scott     | Energy Specialist |    |       | \$16,037.34 | \$ -        | \$ -   | \$16,037.34 | Energy Specialist |                 |    |       | \$16,997.18 | \$ -        | \$ -   | \$16,997.18 |             |

NI = No Increase

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Secretaries

15-16

16-17

|             |         |                |    |       |            |             |        |            |                |       |    |       |            |             |        |            |             |
|-------------|---------|----------------|----|-------|------------|-------------|--------|------------|----------------|-------|----|-------|------------|-------------|--------|------------|-------------|
| Amsberg     | Stacy   | 7.5            | 1  | 200.5 | \$10.35    | \$15,583.81 | \$ -   | \$0.00     | \$15,583.81    | 7.5   | 1  | 200.5 | \$10.61    | \$15,954.79 | \$ -   | \$0.00     | \$15,954.79 |
| Armstrong   | Angela  | 7.5            | 1  | 188.5 | \$10.05    | \$14,208.18 | \$ -   | \$0.00     | \$14,208.18    | 7.5   | 1  | 188.5 | \$10.31    | \$14,575.78 | \$ -   | \$0.00     | \$14,575.78 |
| Arnold      | Sharon  | 7              | 21 | 218.5 | \$14.29    | \$21,899.56 | \$5.80 | \$1,223.80 | \$23,080.16    | 7     | 22 | 222.5 | \$14.65    | \$22,817.38 | \$5.60 | \$1,248.00 | \$24,063.38 |
| Blackwell   | Kerry   | 7.5            | 11 | 183.5 | \$12.36    | \$17,010.45 | \$3.00 | \$50.50    | \$17,560.95    | 7.5   | 12 | 183.5 | \$12.67    | \$17,437.08 | \$3.00 | \$50.50    | \$17,987.58 |
| Blair       | Earlene | 7.712          | 28 | 250   | \$15.43    | \$29,749.04 | \$7.71 | \$1,627.50 | \$31,676.54    | 7.712 | 29 | 250   | \$15.82    | \$30,493.05 | \$7.71 | \$1,627.50 | \$32,420.55 |
| Christensen | Rachel  | 7.5            | 1  | 200.5 | \$10.35    | \$15,583.81 | \$ -   | \$ -       | \$15,583.81    | 7.5   | 2  | 200.5 | \$10.61    | \$15,954.79 | \$ -   | \$ -       | \$15,954.79 |
| Colvin      | Sophia  | 8              | 3  | 253.0 | \$12.05    | \$24,389.20 | \$ -   | \$ -       | \$24,389.20    | 8     | 4  | 253   | \$12.36    | \$25,016.64 | \$ -   | \$ -       | \$25,016.64 |
| Dalton      | Jody    | 8              | 1  | 168.8 | \$13.58    | \$18,305.84 | \$ -   | \$ -       | \$18,305.84    | 8     | 2  | 213.8 | \$13.92    | \$23,775.36 | \$ -   | \$ -       | \$23,775.36 |
| Grogan      | Karen   | 7.5            | 8  | 204.5 | \$12.00    | \$18,405.00 | \$1.50 | \$306.75   | \$18,711.75    | 7.5   | 9  | 204.5 | \$12.30    | \$18,865.13 | \$1.50 | \$306.75   | \$19,171.88 |
| Hardman     | Cyndi   | 7.5            | 18 | 200.5 | \$14.00    | \$21,052.50 | \$4.50 | \$902.25   | \$21,954.75    | 7.5   | 19 | 200.5 | \$14.35    | \$21,578.81 | \$4.50 | \$902.25   | \$22,481.06 |
| Horton      | Janelle | 8              | 16 | 218.5 | \$14.38    | \$25,251.28 | \$4.80 | \$1,053.60 | \$26,304.88    | 8     | 17 | 218.5 | \$14.74    | \$25,683.44 | \$4.80 | \$1,053.60 | \$26,937.04 |
| Jeffries    | Thalia  | 8              | 15 | 204.5 | \$13.58    | \$22,216.86 | \$4.80 | \$981.60   | \$23,198.46    | 8     | 16 | 204.5 | \$13.92    | \$22,773.12 | \$4.80 | \$981.60   | \$23,754.72 |
| Johnson     | Tammy   | 8              | 3  | 218.5 | \$11.81    | \$20,284.28 | \$ -   | \$ -       | \$20,284.28    | 8     | 4  | 218.5 | \$11.90    | \$20,601.20 | \$ -   | \$ -       | \$20,601.20 |
| Jones       | Kathy   | 7.25           | 18 | 194.5 | \$12.93    | \$16,232.92 | \$4.35 | \$846.08   | \$16,079.00    | 7.25  | 20 | 194.5 | \$13.26    | \$16,688.26 | \$5.80 | \$1,128.10 | \$19,828.36 |
| Kurt        | Kathy   | 8              | 3  | 192.5 | \$11.65    | \$17,941.00 | \$ -   | \$ -       | \$17,941.00    | 8     | 4  | 192.5 | \$11.95    | \$18,403.00 | \$ -   | \$ -       | \$18,403.00 |
| Lancaster   | Pamela  | 7.5            | 6  | 195.5 | \$11.93    | \$17,482.36 | \$1.50 | \$293.25   | \$17,785.61    | 7.5   | 7  | 195.5 | \$12.23    | \$17,932.24 | \$1.50 | \$293.25   | \$18,225.49 |
| Lembke      | Renee   | 8              | 3  | 201.5 | \$11.99    | \$19,327.86 | \$ -   | \$ -       | \$19,327.86    | 8     | 4  | 201.5 | \$12.29    | \$19,811.46 | \$ -   | \$ -       | \$19,811.46 |
| Lively      | Christy | 8              | 5  | 217.5 | \$11.80    | \$20,184.00 | \$1.80 | \$348.00   | \$20,532.00    | 8     | 6  | 223.5 | \$11.89    | \$21,259.32 | \$1.80 | \$357.60   | \$21,616.92 |
| Matthes     | Lori    | 7              | 6  | 203.5 | \$11.97    | \$17,051.27 | \$1.40 | \$284.80   | \$17,336.17    | 7     | 7  | 203.5 | \$12.27    | \$17,478.32 | \$1.40 | \$284.80   | \$17,763.52 |
| Matthes     | Lori    | Robotics Coach |    |       | \$3,102.00 | \$0.00      | \$0.00 | \$3,102.00 | Robotics Coach |       |    |       | \$3,180.00 | \$0.00      | \$0.00 | \$3,180.00 |             |
| Moore       | Melissa | 8              | 3  | 208.5 | \$11.65    | \$19,432.20 | \$ -   | \$ -       | \$19,432.20    | 8     | 4  | 208.5 | \$11.95    | \$19,932.80 | \$ -   | \$ -       | \$19,932.80 |
| Osborn      | Sandra  | 7.5            | 29 | 160.5 | \$15.29    | \$18,405.34 | \$7.50 | \$1,203.75 | \$19,609.09    | 7.5   | 29 | 160.5 | \$15.68    | \$18,874.80 | \$7.50 | \$1,203.75 | \$20,078.55 |
| Peterson    | Donna   | 8              | 1  | 205.5 | \$13.50    | \$22,194.00 | \$ -   | \$ -       | \$22,194.00    | 8     | 2  | 205.5 | \$13.84    | \$22,948.60 | \$ -   | \$ -       | \$22,948.60 |
| Phuitt      | Tricia  | 7.5            | 2  | 187.5 | \$10.70    | \$15,046.88 | \$ -   | \$ -       | \$15,046.88    | 7.5   | 3  | 187.5 | \$10.97    | \$15,426.56 | \$ -   | \$ -       | \$15,426.56 |
| Rhoades     | Andrea  | 7              | 3  | 187.5 | \$11.65    | \$15,290.83 | \$ -   | \$ -       | \$15,290.83    | 7     | 4  | 187.5 | \$11.95    | \$15,684.36 | \$ -   | \$ -       | \$15,684.36 |
| Smith       | Emily   | 7              | 3  | 200.5 | \$10.42    | \$14,624.47 | \$ -   | \$ -       | \$14,624.47    | 7     | 4  | 200.5 | \$10.68    | \$14,989.36 | \$ -   | \$ -       | \$14,989.36 |
| Smother     | Lanissa | 7.5            | 16 | 186.5 | \$13.14    | \$18,281.03 | \$4.50 | \$84.75    | \$18,111.78    | 7.5   | 17 | 200.5 | \$13.47    | \$20,255.51 | \$4.50 | \$902.25   | \$21,157.76 |
| Still       | Murray  | 8              | 6  | 253   | \$11.93    | \$24,146.32 | \$1.80 | \$404.80   | \$24,551.12    | 8     | 7  | 253   | \$12.23    | \$24,753.52 | \$1.80 | \$404.80   | \$25,158.32 |
| Straw       | Carol   | 8              | 9  | 200.5 | \$11.78    | \$18,895.12 | \$1.80 | \$320.80   | \$19,215.92    | 8     | 10 | 200.5 | \$12.08    | \$19,376.32 | \$1.80 | \$320.80   | \$19,697.12 |
| Vance       | Linnea  | 7.5            | 3  | 193.5 | \$11.44    | \$16,602.30 | \$ -   | \$ -       | \$16,602.30    | 7.5   | 4  | 193.5 | \$11.73    | \$17,023.16 | \$ -   | \$ -       | \$17,023.16 |
| VanLant     | Deb     | 7.5            | 18 | 254   | \$14.58    | \$27,798.80 | \$4.50 | \$1,143.00 | \$28,941.80    | 7.5   | 19 | 254   | \$14.93    | \$28,441.65 | \$4.50 | \$1,143.00 | \$29,584.65 |
| Ward        | Susan   | 8              | 18 | 195.5 | \$12.88    | \$19,831.52 | \$4.80 | \$98.40    | \$20,769.92    | 8     | 19 | 195.5 | \$13.00    | \$20,332.00 | \$4.80 | \$98.40    | \$21,270.40 |
| Warren      | Cynthia | 8              | 34 | 219.5 | \$18.18    | \$31,888.68 | \$8.00 | \$1,756.00 | \$33,644.68    | 8     | 35 | 219.5 | \$18.62    | \$32,698.72 | \$8.00 | \$1,756.00 | \$34,452.72 |
| Wolfe       | Brooke  | 8              | 1  | 199.5 | \$10.35    | \$16,270.20 | \$ -   | \$ -       | \$16,270.20    | 8     | 2  | 199.5 | \$10.61    | \$16,678.92 | \$ -   | \$ -       | \$16,678.92 |



Paraeducators

15-16

16-17

| Name                  | Grade         | Days | Rate  | Hours    | 15-16 Total  | 16-17 Total | 15-16 Rate | 16-17 Rate   |
|-----------------------|---------------|------|-------|----------|--------------|-------------|------------|--------------|
| Bonacker Cheri        | 7             | 25   | 178.0 | \$ 32.28 | \$ 40,220.88 | \$ -        | \$ -       | \$ 40,220.88 |
| Bonacker Cheri        | Muslc Stipend |      |       |          | \$ 8,058.00  | \$ -        | \$ -       | \$ 8,058.00  |
| Boze Karrie           | 7             | 3    | 178.5 | \$ 12.80 | \$ 15,743.70 | \$ -        | \$ -       | \$ 15,743.70 |
| Hammer Michael        | 7             | 2    | 177.5 | \$ 10.65 | \$ 13,232.63 | \$ -        | \$ -       | \$ 13,232.63 |
| Killinger Candice     | 7             | 13   | 177.5 | \$ 14.22 | \$ 17,669.35 | \$ 2.80     | \$ 497.00  | \$ 18,165.35 |
| McCabe Ruth           | 7             | 13   | 178.5 | \$ 13.27 | \$ 16,580.87 | \$ 2.80     | \$ 499.80  | \$ 17,080.67 |
| Miller Holly          | 7             | 11   | 177.5 | \$ 15.32 | \$ 19,036.10 | \$ 2.80     | \$ 497.00  | \$ 19,532.10 |
| Oeborn Karen          | 7.5           | 5    | 178.5 | \$ 12.66 | \$ 16,814.70 | \$ 1.50     | \$ 267.75  | \$ 17,082.45 |
| Potter Laura          | 7             | 1    | 177.5 | \$ 10.30 | \$ 12,797.75 | \$ -        | \$ -       | \$ 12,797.75 |
| Smith Stacey          | 7             | 7    | 177.5 | \$ 13.01 | \$ 16,164.93 | \$ 1.40     | \$ 248.60  | \$ 16,413.43 |
| Spradling Cheryl      | 7             | 18   | 177.5 | \$ 13.94 | \$ 17,320.45 | \$ 4.20     | \$ 745.50  | \$ 18,065.95 |
| Starkey Alnea         | 7             | 2    | 177.5 | \$ 11.43 | \$ 14,201.78 | \$ -        | \$ -       | \$ 14,201.78 |
| Wilkinson Stephanie   | 7             | 3    | 177.5 | \$ 12.35 | \$ 15,344.88 | \$ -        | \$ -       | \$ 15,344.88 |
| Dickerson Carolyn     | 7.5           | 6    | 181.5 | \$ 14.80 | \$ 19,874.25 | \$ 1.50     | \$ 272.25  | \$ 20,146.50 |
| Dinsdale Whitney      | 7             | 2    | 156.5 | \$ 11.65 | \$ 13,147.58 | \$ -        | \$ -       | \$ 13,147.58 |
| Miller Melinda        | 7             | 2    | 181.5 | \$ 13.74 | \$ 17,456.67 | \$ -        | \$ -       | \$ 17,456.67 |
| Richardson Curtis     | 7             | 4    | 181.5 | \$ 14.40 | \$ 18,295.20 | \$ -        | \$ -       | \$ 18,295.20 |
| Seabn Pamela          | 8             | 17   | 181.5 | \$ 17.02 | \$ 24,713.04 | \$ 4.80     | \$ 871.20  | \$ 25,584.24 |
| Chappell Ann          | 7.5           | 8    | 181.5 | \$ 13.04 | \$ 17,760.70 | \$ 1.50     | \$ 272.25  | \$ 18,022.95 |
| Hicks-Enemar Jennifer | 7             | 2    | 181.5 | \$ 11.82 | \$ 15,017.31 | \$ -        | \$ -       | \$ 15,017.31 |
| Hicks-Enemar Jennifer | Cheer Coach   |      |       |          | \$ 2,494.00  | \$ -        | \$ -       | \$ 2,494.00  |
| Kropfenste Susan      | 7             | 5    | 181.5 | \$ 13.12 | \$ 16,668.88 | \$ 1.40     | \$ 254.10  | \$ 16,923.06 |
| Vermillion Betty      | 7             | 19   | 181.5 | \$ 15.01 | \$ 19,070.21 | \$ 4.20     | \$ 762.30  | \$ 19,832.51 |

Food Service

15-16

16-17

| Name              | Grade | Days | Rate | Hours    | 15-16 Total  | 16-17 Total | 15-16 Rate  | 16-17 Rate   |
|-------------------|-------|------|------|----------|--------------|-------------|-------------|--------------|
| Capps Pam         | 6.5   | 17   | 180  | \$ 12.85 | \$ 14,835.60 | \$ 3.90     | \$ 702.00   | \$ 15,537.60 |
| Cauchon Deborah   | 7.25  | 2    | 180  | \$ 10.82 | \$ 14,120.10 | \$ -        | \$ -        | \$ 14,120.10 |
| Collins Waunita   | 6.5   | 8    | 180  | \$ 11.64 | \$ 13,818.80 | \$ 1.30     | \$ 234.00   | \$ 13,952.80 |
| Conway Teresa     | 7.25  | 15   | 180  | \$ 12.68 | \$ 16,547.40 | \$ 4.35     | \$ 783.00   | \$ 17,330.40 |
| Davidson Michelle | 6.5   | 1    | 159  | \$ 9.75  | \$ 10,076.63 | \$ -        | \$ -        | \$ 10,076.63 |
| Embry Patricia    | 7.5   | 21   | 180  | \$ 13.42 | \$ 17,325.22 | \$ 6.00     | \$ 1,092.80 | \$ 18,358.02 |
| Gleason Beth      | 7.5   | 2    | 180  | \$ 10.08 | \$ 13,608.00 | \$ -        | \$ -        | \$ 13,608.00 |
| Gilbert Bobbi     | 7     | 4    | 180  | \$ 10.94 | \$ 13,784.40 | \$ -        | \$ -        | \$ 13,784.40 |
| Hurley Edith      | 6.5   | 10   | 180  | \$ 11.92 | \$ 13,946.40 | \$ 2.60     | \$ 468.00   | \$ 14,414.40 |
| Jones Holly       | 7.25  | 11   | 180  | \$ 12.28 | \$ 16,075.40 | \$ 2.90     | \$ 522.00   | \$ 16,547.40 |
| Mayer Sherina     | 7.25  | 1    | 180  | \$ 10.05 | \$ 13,115.25 | \$ -        | \$ -        | \$ 13,115.25 |
| McKoon Lisa       | 6.75  | 4    | 180  | \$ 10.84 | \$ 12,969.98 | \$ -        | \$ -        | \$ 12,969.98 |
| Meyer Samatha     | 7.25  | 8    | 180  | \$ 11.84 | \$ 15,190.20 | \$ 1.45     | \$ 261.00   | \$ 15,451.20 |
| Morris Lori       | 6.75  | 3    | 180  | \$ 11.44 | \$ 13,831.85 | \$ -        | \$ -        | \$ 13,831.85 |
| Morrison Codi     | 7     | 2    | 180  | \$ 10.08 | \$ 12,700.80 | \$ -        | \$ -        | \$ 12,700.80 |
| O'Quinn Barbara   | 7.25  | 6    | 180  | \$ 11.26 | \$ 14,681.25 | \$ 1.75     | \$ 261.00   | \$ 14,942.25 |
| Price Shirley     | 7     | 8    | 180  | \$ 11.64 | \$ 14,666.40 | \$ 1.40     | \$ 252.00   | \$ 14,918.40 |
| Rohlik Melissa    | 7.25  | 2    | 180  | \$ 10.82 | \$ 14,120.10 | \$ -        | \$ -        | \$ 14,120.10 |
| Stidham Renee     | 6.5   | 2    | 180  | \$ 10.70 | \$ 12,519.00 | \$ -        | \$ -        | \$ 12,519.00 |
| Chance-Menes Amy  | 7.5   | 1    | 180  | \$ 10.70 | \$ 14,445.00 | \$ -        | \$ -        | \$ 14,445.00 |
| Hays Teresa       | 7.5   | 8    | 180  | \$ 12.55 | \$ 16,202.08 | \$ 1.50     | \$ 259.20   | \$ 16,460.28 |
| Lane Elizabeth    | 7.25  | 1    | 180  | \$ 11.00 | \$ 14,355.00 | \$ -        | \$ -        | \$ 14,355.00 |
| Long Jill         | 7     | 2    | 180  | \$ 11.06 | \$ 13,935.60 | \$ -        | \$ -        | \$ 13,935.60 |
| Meshek Debra      | 7.5   | 21   | 180  | \$ 16.03 | \$ 21,640.50 | \$ 6.00     | \$ 1,080.00 | \$ 22,720.50 |
| Wietkop Denise    | 6.75  | 23   | 180  | \$ 15.87 | \$ 18,813.89 | \$ 5.40     | \$ 948.40   | \$ 19,762.29 |
| Cook Debi         | 8     | 1    | 180  | \$ 10.80 | \$ 15,696.00 | \$ -        | \$ -        | \$ 15,696.00 |
| Custer Brian      | 8     | 11   | 259  | \$ 14.00 | \$ 29,008.00 | \$ 3.20     | \$ 828.80   | \$ 29,836.80 |

Custodial/Maintenance

15-16

16-17

|            |          |   |    |     |          |              |         |             |              |   |    |     |          |              |         |             |              |
|------------|----------|---|----|-----|----------|--------------|---------|-------------|--------------|---|----|-----|----------|--------------|---------|-------------|--------------|
| Banister   | Claude   | 8 | 7  | 255 | \$ 11.52 | \$ 23,500.80 | \$ 0.20 | \$ 408.00   | \$ 23,908.80 | 8 | 8  | 255 | \$ 11.81 | \$ 24,092.40 | \$ 0.20 | \$ 408.00   | \$ 24,500.40 |
| Born       | Craig    | 8 | 2  | 255 | \$ 10.34 | \$ 21,093.80 | \$ -    | \$ -        | \$ 21,093.80 | 8 | 3  | 255 | \$ 10.80 | \$ 21,624.00 | \$ -    | \$ -        | \$ 21,624.00 |
| Born       | Jamie    | 8 | 2  | 255 | \$ 10.34 | \$ 21,093.80 | \$ -    | \$ -        | \$ 21,093.80 | 8 | 3  | 255 | \$ 10.80 | \$ 21,624.00 | \$ -    | \$ -        | \$ 21,624.00 |
| Boyles Jr. | William  | 8 | 9  | 255 | \$ 11.95 | \$ 24,378.00 | \$ 0.20 | \$ 408.00   | \$ 24,786.00 | 8 | 10 | 255 | \$ 12.25 | \$ 24,990.00 | \$ 0.40 | \$ 816.00   | \$ 25,806.00 |
| Burkhart   | Larry    | 8 | 4  | 255 | \$ 11.21 | \$ 22,868.40 | \$ -    | \$ -        | \$ 22,868.40 | 8 | 5  | 255 | \$ 11.49 | \$ 23,439.60 | \$ 0.20 | \$ 408.00   | \$ 23,847.60 |
| Cahill     | Marla    | 8 | 2  | 255 | \$ 10.00 | \$ 20,400.00 | \$ -    | \$ -        | \$ 20,400.00 | 8 | 3  | 255 | \$ 10.25 | \$ 20,910.00 | \$ -    | \$ -        | \$ 20,910.00 |
| Cartier    | Meda     | 8 | 10 | 255 | \$ 12.25 | \$ 24,990.00 | \$ 0.40 | \$ 804.80   | \$ 25,794.80 | 8 | 11 | 255 | \$ 12.56 | \$ 25,622.40 | \$ 0.40 | \$ 816.00   | \$ 26,438.40 |
| Coffman    | Devona   | 8 | 5  | 255 | \$ 11.95 | \$ 24,378.00 | \$ 0.20 | \$ 408.00   | \$ 24,786.00 | 8 | 6  | 255 | \$ 12.25 | \$ 24,990.00 | \$ 0.20 | \$ 408.00   | \$ 25,398.00 |
| Evans      | Marleta  | 8 | 1  | 202 | \$ 10.50 | \$ 16,968.00 | \$ -    | \$ -        | \$ 16,968.00 | 8 | 2  | 255 | \$ 10.77 | \$ 21,970.80 | \$ -    | \$ -        | \$ 21,970.80 |
| Henson     | Gary     | 8 | 3  | 255 | \$ 10.86 | \$ 22,358.40 | \$ -    | \$ -        | \$ 22,358.40 | 8 | 4  | 255 | \$ 11.24 | \$ 22,929.60 | \$ -    | \$ -        | \$ 22,929.60 |
| Hoots      | Chad     | 8 | 2  | 255 | \$ 10.34 | \$ 21,093.80 | \$ -    | \$ -        | \$ 21,093.80 | 8 | 3  | 255 | \$ 10.81 | \$ 21,844.40 | \$ -    | \$ -        | \$ 21,844.40 |
| Humiston   | Steven   | 8 | 13 | 255 | \$ 13.48 | \$ 27,499.20 | \$ 0.40 | \$ 816.00   | \$ 28,315.20 | 8 | 14 | 255 | \$ 13.82 | \$ 28,192.80 | \$ 0.40 | \$ 816.00   | \$ 29,008.80 |
| Jacoby     | Sandra   | 8 | 5  | 255 | \$ 11.77 | \$ 24,010.80 | \$ 0.20 | \$ 104.00   | \$ 24,114.80 | 8 | 6  | 255 | \$ 12.07 | \$ 24,822.80 | \$ 0.20 | \$ 408.00   | \$ 25,230.80 |
| Jacoby     | Steven   | 8 | 9  | 255 | \$ 12.48 | \$ 25,459.20 | \$ 0.20 | \$ 408.00   | \$ 25,867.20 | 8 | 10 | 255 | \$ 12.80 | \$ 26,112.00 | \$ 0.40 | \$ 816.00   | \$ 26,928.00 |
| James      | Shelia   | 8 | 3  | 255 | \$ 11.81 | \$ 23,684.40 | \$ -    | \$ -        | \$ 23,684.40 | 8 | 4  | 255 | \$ 11.80 | \$ 24,276.00 | \$ -    | \$ -        | \$ 24,276.00 |
| Johns      | Brad     | 8 | 2  | 255 | \$ 10.34 | \$ 21,093.80 | \$ -    | \$ -        | \$ 21,093.80 | 8 | 3  | 255 | \$ 10.60 | \$ 21,624.00 | \$ -    | \$ -        | \$ 21,624.00 |
| Keeney     | Rebecca  | 8 | 7  | 255 | \$ 11.78 | \$ 24,031.20 | \$ 0.20 | \$ 408.00   | \$ 24,439.20 | 8 | 8  | 255 | \$ 12.08 | \$ 24,643.20 | \$ 0.20 | \$ 408.00   | \$ 25,051.20 |
| Kerr       | Geoffrey | 8 | 2  | 255 | \$ 10.00 | \$ 20,400.00 | \$ -    | \$ -        | \$ 20,400.00 | 8 | 3  | 255 | \$ 10.25 | \$ 20,910.00 | \$ -    | \$ -        | \$ 20,910.00 |
| Krueger    | Tim      | 8 | 5  | 255 | \$ 11.94 | \$ 24,357.60 | \$ 0.20 | \$ 396.80   | \$ 24,754.40 | 8 | 6  | 255 | \$ 12.24 | \$ 24,989.60 | \$ 0.20 | \$ 408.00   | \$ 25,397.60 |
| Lawrence   | Ronnie   | 8 | 19 | 255 | \$ 13.66 | \$ 27,662.40 | \$ 0.60 | \$ 1,224.00 | \$ 28,886.40 | 8 | 20 | 255 | \$ 13.90 | \$ 28,358.00 | \$ 0.80 | \$ 1,632.00 | \$ 29,990.00 |
| Long       | Anita    | 8 | 4  | 255 | \$ 11.81 | \$ 23,684.40 | \$ -    | \$ -        | \$ 23,684.40 | 8 | 5  | 255 | \$ 11.80 | \$ 24,276.00 | \$ 0.20 | \$ 408.00   | \$ 24,684.00 |
| Manning    | Blythe   | 8 | 2  | 255 | \$ 11.23 | \$ 22,909.20 | \$ -    | \$ -        | \$ 22,909.20 | 8 | 3  | 255 | \$ 11.81 | \$ 23,480.40 | \$ -    | \$ -        | \$ 23,480.40 |
| Martinez   | Alex     | 8 | 7  | 255 | \$ 12.08 | \$ 24,843.20 | \$ 0.20 | \$ 408.00   | \$ 25,251.20 | 8 | 8  | 255 | \$ 12.38 | \$ 25,255.20 | \$ 0.20 | \$ 408.00   | \$ 25,663.20 |
| McGuire    | Wanda    | 8 | 11 | 255 | \$ 13.02 | \$ 26,580.80 | \$ 0.40 | \$ 816.00   | \$ 27,396.80 | 8 | 12 | 255 | \$ 13.35 | \$ 27,234.00 | \$ 0.40 | \$ 816.00   | \$ 28,050.00 |
| Phillips   | Gary     | 8 | 4  | 255 | \$ 11.81 | \$ 23,684.40 | \$ -    | \$ -        | \$ 23,684.40 | 8 | 5  | 255 | \$ 11.80 | \$ 24,276.00 | \$ 0.20 | \$ 408.00   | \$ 24,684.00 |
| Robinson   | Susan    | 8 | 1  | 202 | \$ 10.50 | \$ 16,968.00 | \$ -    | \$ -        | \$ 16,968.00 | 8 | 0  | 255 | \$ 10.77 | \$ 21,970.80 | \$ -    | \$ -        | \$ 21,970.80 |
| Schindler  | Mary     | 8 | 2  | 255 | \$ 10.86 | \$ 22,154.40 | \$ -    | \$ -        | \$ 22,154.40 | 8 | 3  | 255 | \$ 11.14 | \$ 22,725.60 | \$ -    | \$ -        | \$ 22,725.60 |
| Scott      | William  | 8 | 11 | 255 | \$ 12.25 | \$ 24,990.00 | \$ 0.40 | \$ 816.00   | \$ 25,806.00 | 8 | 12 | 255 | \$ 12.56 | \$ 25,622.40 | \$ 0.40 | \$ 816.00   | \$ 26,438.40 |
| Shockley   | Tara     | 8 | 3  | 255 | \$ 10.00 | \$ 20,400.00 | \$ -    | \$ -        | \$ 20,400.00 | 8 | 4  | 255 | \$ 10.25 | \$ 20,910.00 | \$ -    | \$ -        | \$ 20,910.00 |
| Simpson    | Jessica  | 8 | 2  | 255 | \$ 10.80 | \$ 21,420.00 | \$ -    | \$ -        | \$ 21,420.00 | 8 | 3  | 255 | \$ 10.77 | \$ 21,970.80 | \$ -    | \$ -        | \$ 21,970.80 |
| Singer     | Edward   | 8 | 11 | 255 | \$ 12.55 | \$ 25,602.00 | \$ 0.40 | \$ 816.00   | \$ 26,418.00 | 8 | 12 | 255 | \$ 12.87 | \$ 26,254.80 | \$ 0.40 | \$ 816.00   | \$ 27,070.80 |
| Smith      | Lois     | 8 | 4  | 255 | \$ 11.77 | \$ 24,010.80 | \$ -    | \$ -        | \$ 24,010.80 | 8 | 5  | 255 | \$ 12.07 | \$ 24,822.80 | \$ 0.20 | \$ 408.00   | \$ 25,230.80 |

|            |         |   |    |     |          |              |         |             |              |   |    |     |          |              |         |             |              |
|------------|---------|---|----|-----|----------|--------------|---------|-------------|--------------|---|----|-----|----------|--------------|---------|-------------|--------------|
| Springer   | Donald  | 8 | 3  | 255 | \$ 11.05 | \$ 22,642.00 | \$ -    | \$ -        | \$ 22,642.00 | 8 | 4  | 255 | \$ 11.33 | \$ 23,113.20 | \$ -    | \$ -        | \$ 23,113.20 |
| Thompson   | Heather | 8 | 5  | 255 | \$ 11.77 | \$ 24,010.80 | \$ 0.20 | \$ 408.00   | \$ 24,418.80 | 8 | 6  | 255 | \$ 12.07 | \$ 24,822.80 | \$ 0.20 | \$ 408.00   | \$ 25,230.80 |
| Tyler      | Terril  | 8 | 4  | 255 | \$ 11.77 | \$ 24,010.80 | \$ -    | \$ -        | \$ 24,010.80 | 8 | 5  | 255 | \$ 12.07 | \$ 24,822.80 | \$ 0.20 | \$ 408.00   | \$ 25,230.80 |
| VanEperen  | Dan     | 8 | 3  | 255 | \$ 10.89 | \$ 21,807.60 | \$ -    | \$ -        | \$ 21,807.60 | 8 | 4  | 255 | \$ 10.86 | \$ 22,358.40 | \$ -    | \$ -        | \$ 22,358.40 |
| Wells      | Clyde   | 8 | 3  | 255 | \$ 11.81 | \$ 23,684.40 | \$ -    | \$ -        | \$ 23,684.40 | 8 | 4  | 255 | \$ 11.80 | \$ 24,276.00 | \$ -    | \$ -        | \$ 24,276.00 |
| Banister   | Anita   | 8 | 7  | 255 | \$ 13.39 | \$ 27,315.60 | \$ 0.20 | \$ 408.00   | \$ 27,723.60 | 8 | 8  | 255 | \$ 13.73 | \$ 28,009.20 | \$ 0.20 | \$ 408.00   | \$ 28,417.20 |
| Goldsberry | Wilbert | 8 | 9  | 255 | \$ 12.98 | \$ 26,499.60 | \$ 0.20 | \$ 408.00   | \$ 26,907.60 | 8 | 10 | 255 | \$ 13.32 | \$ 27,172.80 | \$ 0.40 | \$ 816.00   | \$ 27,988.80 |
| Logue      | Meissa  | 8 | 6  | 255 | \$ 12.85 | \$ 25,802.00 | \$ 0.20 | \$ 408.00   | \$ 26,210.00 | 8 | 7  | 255 | \$ 12.87 | \$ 26,254.80 | \$ 0.20 | \$ 408.00   | \$ 26,662.80 |
| Stall      | Terry   | 8 | 4  | 255 | \$ 12.05 | \$ 24,158.00 | \$ -    | \$ -        | \$ 24,158.00 | 8 | 5  | 255 | \$ 12.38 | \$ 25,214.40 | \$ 0.20 | \$ 408.00   | \$ 25,622.40 |
| DeVore     | Wanen   | 8 | 11 | 259 | \$ 17.76 | \$ 36,940.16 | \$ 0.40 | \$ 828.80   | \$ 37,768.96 | 8 | 12 | 259 | \$ 18.23 | \$ 37,772.56 | \$ 0.40 | \$ 828.80   | \$ 38,601.36 |
| Voss       | Mark    | 8 | 16 | 259 | \$ 16.71 | \$ 34,823.12 | \$ 0.60 | \$ 1,243.20 | \$ 35,966.32 | 8 | 17 | 259 | \$ 17.13 | \$ 35,493.36 | \$ 0.60 | \$ 1,243.20 | \$ 36,736.56 |
| Ward       | William | 8 | 39 | 259 | \$ 17.65 | \$ 38,970.80 | \$ 1.00 | \$ 2,072.00 | \$ 39,842.80 | 8 | 40 | 259 | \$ 18.10 | \$ 37,503.20 | \$ 1.00 | \$ 2,072.00 | \$ 39,575.20 |
| Burkhart   | Ronald  | 8 | 13 | 259 | \$ 15.55 | \$ 32,219.60 | \$ 0.40 | \$ 828.80   | \$ 33,048.40 | 8 | 14 | 259 | \$ 15.84 | \$ 33,027.68 | \$ 0.40 | \$ 828.80   | \$ 33,856.48 |
| Darrow     | Gregory | 8 | 6  | 259 | \$ 17.33 | \$ 35,807.76 | \$ 0.20 | \$ 414.40   | \$ 36,222.16 | 8 | 7  | 259 | \$ 17.77 | \$ 36,819.44 | \$ 0.20 | \$ 414.40   | \$ 37,233.84 |
| Fouik      | Nathan  | 8 | 6  | 259 | \$ 19.29 | \$ 39,988.88 | \$ 0.20 | \$ 414.40   | \$ 40,383.28 | 8 | 7  | 259 | \$ 19.78 | \$ 40,984.16 | \$ 0.20 | \$ 414.40   | \$ 41,398.56 |
| McCabe     | Glenn   | 8 | 2  | 259 | \$ 15.51 | \$ 32,136.72 | \$ -    | \$ -        | \$ 32,136.72 | 8 | 3  | 259 | \$ 15.80 | \$ 32,944.80 | \$ -    | \$ -        | \$ 32,944.80 |
| Schmidt    | Steven  | 8 | 6  | 259 | \$ 15.00 | \$ 31,080.00 | \$ -    | \$ -        | \$ 31,080.00 | 8 | 7  | 259 | \$ 15.38 | \$ 31,887.36 | \$ -    | \$ -        | \$ 31,887.36 |
| Thomas     | Michael | 8 | 8  | 259 | \$ 17.29 | \$ 35,824.88 | \$ 0.20 | \$ 414.40   | \$ 36,239.28 | 8 | 7  | 259 | \$ 17.73 | \$ 36,736.56 | \$ 0.20 | \$ 414.40   | \$ 37,150.96 |
| Shockley   | Daphne  | 8 | 7  | 259 | \$ 14.22 | \$ 29,463.84 | \$ 0.20 | \$ 414.40   | \$ 29,878.24 | 8 | 8  | 259 | \$ 14.58 | \$ 30,209.76 | \$ 0.20 | \$ 414.40   | \$ 30,624.16 |
| Martin     | Scott   | 8 | 9  | 259 | \$ 24.89 | \$ 51,157.68 | \$ 0.20 | \$ 414.40   | \$ 51,572.08 | 8 | 10 | 259 | \$ 25.31 | \$ 52,442.32 | \$ 0.40 | \$ 828.80   | \$ 53,271.12 |





|            |          |   |    |       |          |             |         |           |              |   |    |       |         |             |         |             |              |
|------------|----------|---|----|-------|----------|-------------|---------|-----------|--------------|---|----|-------|---------|-------------|---------|-------------|--------------|
| Wolfe      | Deborah  | 7 | 12 | 179.5 | \$14.33  | \$18,005.65 | \$ 2.80 | \$ 502.60 | \$ 18,508.25 | 7 | 13 | 179.5 | \$14.69 | \$18,457.99 | \$ 2.80 | \$ 502.80   | \$ 18,960.59 |
| Wynne      | Britt    | 7 | 8  | 179.5 | \$14.10  | \$17,716.65 | \$ 1.40 | \$ 251.30 | \$ 17,967.95 | 7 | 9  | 179.5 | \$14.48 | \$18,168.99 | \$ 1.40 | \$ 251.30   | \$ 18,420.29 |
| Cleary     | Karen    | 7 | 19 | 179.5 | \$ 22.67 | \$28,484.86 | \$ 4.20 | \$ 753.90 | \$ 29,238.76 | 7 | 20 | 179.5 | \$24.74 | \$31,065.61 | \$ 5.60 | \$ 1,005.20 | \$ 32,051.01 |
| Horne      | Glenda   | 7 | 6  | 179.5 | \$16.81  | \$21,121.77 | \$ 1.40 | \$ 251.30 | \$ 21,373.07 | 7 | 7  | 179.5 | \$17.23 | \$21,649.90 | \$ 1.40 | \$ 251.30   | \$ 21,900.80 |
| Albertson  | Kayla    | 7 | 2  | 179.5 | \$11.40  | \$14,324.10 | \$ -    | \$ -      | \$ 14,324.10 | 7 | 3  | 179.5 | \$11.89 | \$14,688.49 | \$ -    | \$ -        | \$ 14,688.49 |
| Cobb       | Abbie    | 7 | 7  | 179.5 | \$13.43  | \$16,874.80 | \$ 1.40 | \$ 251.30 | \$ 17,126.10 | 7 | 8  | 179.5 | \$13.77 | \$17,302.01 | \$ 1.40 | \$ 251.30   | \$ 17,553.31 |
| Custer     | Marilyn  | 7 | 7  | 179.5 | \$12.14  | \$15,253.91 | \$ 1.40 | \$ 251.30 | \$ 15,505.21 | 7 | 8  | 179.5 | \$12.45 | \$15,643.43 | \$ 1.40 | \$ 251.30   | \$ 15,894.73 |
| Dean       | Sarah    | 7 | 1  | 179.5 | \$10.30  | \$12,941.95 | \$ -    | \$ -      | \$ 12,941.95 | 7 | 2  | 179.5 | \$10.56 | \$13,268.64 | \$ -    | \$ -        | \$ 13,268.64 |
| Diehl      | Kelly    | 7 | 3  | 179.5 | \$12.60  | \$15,831.90 | \$ -    | \$ -      | \$ 15,831.90 | 7 | 4  | 179.5 | \$12.92 | \$16,233.98 | \$ -    | \$ -        | \$ 16,233.98 |
| Effertz    | Julie    | 7 | 5  | 179.5 | \$12.56  | \$15,781.64 | \$ 1.40 | \$ 251.30 | \$ 16,032.94 | 7 | 6  | 179.5 | \$12.88 | \$16,183.72 | \$ 1.40 | \$ 251.30   | \$ 16,435.02 |
| Ferguson   | Sonia    | 7 | 2  | 179.5 | \$11.55  | \$14,512.58 | \$ -    | \$ -      | \$ 14,512.58 | 7 | 3  | 179.5 | \$11.84 | \$14,876.96 | \$ -    | \$ -        | \$ 14,876.96 |
| Foulk      | Toree    | 7 | 3  | 179.5 | \$11.01  | \$13,834.07 | \$ -    | \$ -      | \$ 13,834.07 | 7 | 4  | 179.5 | \$11.29 | \$14,185.89 | \$ -    | \$ -        | \$ 14,185.89 |
| Frei       | Sonja    | 7 | 4  | 179.5 | \$11.54  | \$14,500.01 | \$ -    | \$ -      | \$ 14,500.01 | 7 | 5  | 179.5 | \$11.83 | \$14,864.40 | \$ 1.40 | \$ 251.30   | \$ 15,115.70 |
| Gideon     | Donnie   | 7 | 2  | 179.5 | \$11.17  | \$14,035.11 | \$ -    | \$ -      | \$ 14,035.11 | 7 | 3  | 179.5 | \$11.45 | \$14,386.93 | \$ -    | \$ -        | \$ 14,386.93 |
| Hornung    | Christie | 7 | 2  | 179.5 | \$10.65  | \$13,381.73 | \$ -    | \$ -      | \$ 13,381.73 | 7 | 3  | 179.5 | \$10.92 | \$13,720.98 | \$ -    | \$ -        | \$ 13,720.98 |
| Lear       | Stacy    | 7 | 1  | 179.5 | \$10.30  | \$12,941.95 | \$ -    | \$ -      | \$ 12,941.95 | 7 | 2  | 179.5 | \$10.56 | \$13,268.64 | \$ -    | \$ -        | \$ 13,268.64 |
| Raney-Ward | Tonita   | 7 | 3  | 179.5 | \$13.32  | \$16,736.58 | \$ -    | \$ -      | \$ 16,736.58 | 7 | 4  | 179.5 | \$13.66 | \$17,163.79 | \$ -    | \$ -        | \$ 17,163.79 |
| Thoenen    | Sirenia  | 7 | 3  | 179.5 | \$11.38  | \$14,298.97 | \$ -    | \$ -      | \$ 14,298.97 | 7 | 4  | 179.5 | \$11.67 | \$14,663.36 | \$ -    | \$ -        | \$ 14,663.36 |
| Webb       | Karen    | 7 | 5  | 179.5 | \$12.56  | \$15,781.64 | \$ 1.40 | \$ 251.30 | \$ 16,032.94 | 7 | 6  | 179.5 | \$12.88 | \$16,183.72 | \$ 1.40 | \$ 251.30   | \$ 16,435.02 |

1.50 raise  
1.50 raise

15-16

P.A.T

16-17

| Full Time Hourly Scale |         |      |      |        |          |          |             |        |          | Full Time Hourly Scale |      |      |       |          |          |             |        |          |             |
|------------------------|---------|------|------|--------|----------|----------|-------------|--------|----------|------------------------|------|------|-------|----------|----------|-------------|--------|----------|-------------|
| Name                   | Grade   | Rate | Days | Annual | Long     | Am       | Rate        | Days   | Rate     | Rate                   | Days | Rate | Rate  | Days     | Rate     | Rate        | Days   | Rate     | Rate        |
| Castle                 | Barbara | 7.0  | 10   | 177.5  | \$ 15.72 |          | \$19,532.10 | \$1.40 | \$248.50 | \$19,780.60            | 7.0  | 11   | 177.5 | \$ 16.12 |          | \$20,029.10 | \$1.40 | \$248.50 | \$20,277.60 |
| Castle                 | Barbara | 7.0  |      | 177.5  | \$0.36   | \$447.30 |             |        |          |                        | 7.0  |      | 177.5 | \$0.36   | \$447.30 |             |        |          |             |
| Mills                  | Amy     | 7.0  | 13   | 177.5  | \$ 16.95 |          | \$21,080.36 | \$2.80 | \$497.00 | \$21,557.36            | 7.0  | 14   | 177.5 | \$ 17.38 |          | \$21,594.65 | \$2.80 | \$497.00 | \$22,091.65 |
| Mills                  | Amy     | 7.0  |      | 177.5  | \$0.36   | \$447.30 |             |        |          |                        | 7.0  |      | 177.5 | \$0.36   | \$447.30 |             |        |          |             |
| Parker                 | Dabbie  | 7.0  | 13   | 177.5  | \$ 17.67 |          | \$21,954.98 | \$2.80 | \$497.00 | \$22,451.98            | 7.0  | 14   | 177.5 | \$ 18.12 |          | \$22,514.10 | \$2.80 | \$497.00 | \$23,011.10 |
| Parker                 | Dabbie  | 7.0  |      | 177.5  | \$0.36   | \$447.30 |             |        |          |                        | 7.0  |      | 177.5 | \$0.36   | \$447.30 |             |        |          |             |

Nurse

15-16

16-17

|           |        | 15-16 |      |       |          |              |         | 16-17       |              |       |       |       |          |              |         |             |              |
|-----------|--------|-------|------|-------|----------|--------------|---------|-------------|--------------|-------|-------|-------|----------|--------------|---------|-------------|--------------|
| Name      | SSN    | Rate  | Days | Base  | Allow    | Total        | Rate    | Days        | Base         | Allow | Total |       |          |              |         |             |              |
| Sweatt    | Sharon | 7.0   | 17   | 182.5 | \$ 16.61 | \$ 21,219.29 | \$ 4.20 | \$ 768.60   | \$ 21,985.78 | 7.0   | 18    | 182.5 | \$ 17.03 | \$ 21,755.83 | \$ 4.20 | \$ 768.50   | \$ 22,522.33 |
| Cole      | Amy    | 7.5   | 1    | 182.5 | \$ 22.25 | \$ 30,454.69 | \$ -    | \$ -        | \$ 30,454.69 | 7.5   | 2     | 182.5 | \$ 22.81 | \$ 31,221.19 | \$ -    | \$ -        | \$ 31,221.19 |
| Dickerson | Nancy  | 7.5   | 9    | 182.5 | \$ 26.74 | \$ 36,800.38 | \$ 1.50 | \$ 273.75   | \$ 36,874.13 | 7.5   | 10    | 182.5 | \$ 27.41 | \$ 37,517.44 | \$ 3.00 | \$ 647.50   | \$ 38,064.94 |
| Haidwick  | Meagan | 8.0   | 1    | 182.5 | \$ 21.25 | \$ 31,025.00 | \$ -    | \$ -        | \$ 31,025.00 | 8.0   | 2     | 182.5 | \$ 21.79 | \$ 31,813.40 | \$ -    | \$ -        | \$ 31,813.40 |
| Lapeyre   | Kim    | 7.0   | 12   | 182.5 | \$ 29.36 | \$ 37,507.40 | \$ 2.80 | \$ 511.00   | \$ 38,018.40 | 7.0   | 13    | 182.5 | \$ 30.10 | \$ 38,452.75 | \$ -    | \$ -        | \$ 38,452.75 |
| Lawson    | Tammie | 7.0   | 21   | 182.5 | \$ 33.18 | \$ 42,387.45 | \$ 5.60 | \$ 1,022.00 | \$ 43,409.45 | 7.0   | 22    | 182.5 | \$ 34.01 | \$ 43,447.78 | \$ 5.60 | \$ 1,022.00 | \$ 44,469.78 |
| Maher     | Shelli | 7.0   | 8    | 182.5 | \$ 26.34 | \$ 33,649.35 | \$ 1.50 | \$ 273.75   | \$ 33,923.10 | 7.0   | 9     | 182.5 | \$ 27.00 | \$ 34,492.50 | \$ 1.50 | \$ 273.75   | \$ 34,766.25 |
| Saab      | Kim    | 7.0   | 4    | 182.5 | \$ 23.01 | \$ 29,395.28 | \$ -    | \$ -        | \$ 29,395.28 | 7.0   | 5     | 182.5 | \$ 23.59 | \$ 30,136.23 | \$ 1.40 | \$ 265.60   | \$ 30,391.73 |

John Bruno

DRAFT