

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

**Special Meeting – Administration Office Board Room
April 28, 2015 – 7:30 a.m.**

Present:

Chris C. McElyea	President	Dr. Tim Hadfield	Superintendent
Nancy A. Masterson	Vice-President	Roma Lee France	Assistant Superintendent
Selynn Barbour	Treasurer	Dr. Ryan Neal	Assistant Superintendent
Jackie Schulte	Member	Linda Leu	Secretary
Tom Williams	Member		
Laura Davis	Member		

Absent:

Courtney R. Hulett

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 28, 2015. The meeting was called to order by President McElyea at 7:34 a.m. and the pledge of allegiance was recited.

II. APPROVAL OF AGENDA

Special Meeting – April 28, 2015
Strategic Plan Goal Area – Governance

Motion: Move to approve the agenda of the Special April 28, 2015, meeting as presented.
Schulte/Barbour – all ayes.

III. PUBLIC COMMENT

There was no public comment.
Strategic Plan Goal Area – Governance

IV. 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 – Governance

Motion: Move to adjourn to Executive Session.

Schulte/Barbour - Roll call vote: Masterson – aye, Barbour – aye, Schulte – aye, McElyea – aye, Davis - aye, and Williams – aye.

V. CONSENT ITEMS

A. Approve Bills

Strategic Plan Goal Area – Governance

B. Accept Furniture Bid for New Osage Beach & Hurricane Deck Elementaries

A bid for furniture at Osage Beach Elementary and Hurricane Deck Elementary was reviewed. The bid from SSi Furnishings was recommended as it was a complete bid for the entire project.

Strategic Plan Goal Area - Facilities/Support/Instructional Resources

C. Approve Change Order #9 for Osage Beach Elementary

A change order was presented for electrical additions not included in the drawings.

Strategic Plan Goal Area – Governance

D. Approve the Greater Ozarks Cooperating School Districts Memorandum of Understanding

An MOU regarding the cooperative was presented. The vision of the group is to combine advocacy, professional development, school improvement, and purchasing efforts. Dues to the cooperative would be based on the number of students in the District. At the last meeting suggested dues were \$1 per student per year. The next step of the establishment of the coop would be to begin work on the by-laws and file a Federal 501(c)(3) application.

Strategic Plan Goal Area – Governance

Motion: Move to approve consent items as presented, excluding the bill to the University of Missouri. Schulte/Barbour - all ayes.

Motion: Move to approve the bill to the University of Missouri for the Scholar's Academy. Masterson/Williams – all ayes, Schulte abstained.

VI. NEW BUSINESS

A. SET CERTIFIED SALARY SCHEDULE FOR 2015-2016

Administrators and the Salary Committee have met. A recommended salary schedule for 2015-2016 was presented along with proposed administrative salaries.

Strategic Plan Goal Area - Governance

Motion: Move to approve the 2015-2016 Salary Schedule, benefits, and the proposed 2015-2016 administrative salaries as recommended.

Masterson/Schulte - all ayes.

B. CONSIDERATION OF 2015-2016 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 2015-2016. A 3.4% increase in salary for current classified employees was recommended.

Strategic Plan Goal Area - Governance

Motion: Move to approve the 2015-2016 classified staff benefits and pay package with a 3.4% increase in salaries as recommended.

Barbour/Schulte - all ayes.

C. REVISION OF POLICY IKC

A situation regarding a graduating senior and how policy IKC could impact the student has been under review. It was recommended this policy should be revised to "...the last two (2) semesters in this school as a full-time student..." In this way the student's academic performance can be gauged through the senior year.

Strategic Plan Goal Area - Governance

Motion: Move to approve the revision to Policy IKC, Class Rankings, as recommended.

Masterson/Schulte - all ayes.

D. APPOINT TWO MEMBERS TO TIF COMMISSION

A TIF may be filed and the Board needs to appoint two representatives to the TIF commission.

Motion: Move to appoint Dr. Tim Hadfield and Mrs. Jackie Schulte to the TIF commission.

Barbour/Masterson - all ayes.

Strategic Plan Goal Area - Governance

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 - Governance

- Board Goals Committee – May 5, 2015, 11:30, Board Room
- Board Activity Calendar for April & May
- May Board Meeting - held at Hurricane Deck Elementary.
- No reports in May. June Board Meeting Reports tentatively include: School Climate/Discipline Report, Guidance & Counseling Report, Energy Education Report
- MSBA Leadership Summit, June 13-14, 2015, Tan-Tar-A

No motion necessary.

VIII. ADJOURN MEETING

Motion: Move that the meeting adjourn.

Masterson/Barbour - all ayes.

Meeting adjourned at 9:47 a.m.

Chris C. McElyea – President of the Board

Linda Leu – Secretary of the Board

Vendor Name	Invoice Number	Invoice Description	PO Number	Amount
Fitness Anywhere, LLC	INVTRX6290	Posters, Training System	205-5717	1,407.80
Total Fitness Anywhere, LLC				1,407.80
Lake Dragon Painting	4/3/15	Paint		990.00
Total Lake Dragon Painting				990.00
Lake Valley Country Club	1290221-01	Tank overflow	110-7593	51.51
Total Lake Valley Country Club				51.51
Lakeland Oil	20400	Gas & Diesel		15,466.58
Lakeland Oil	20390	Diesel		1,640.80
Total Lakeland Oil				17,107.38
Lexsar	1/21/15	USB Adapter	805-5792	19.99
Total Lexsar				19.99
Missouri S&T	INV0292035	PLTW Conf - Roma France	700-4576	100.00
Missouri S&T	INV0292037	PLTW Conf - WHedrick, PMcWhirter	805-5904	300.00
Total Missouri S&T				400.00
Mo Dept of Natural Resources	April 17, 2015	Shelter Reservation - TMartin May 19, 2015	105-7641	45.00
Total Mo Dept of Natural Resources				45.00
Old Kinderhook	4/15/15	Golf Outing	873-7601	3,535.88
Total Old Kinderhook				3,535.88
Petty Cash	Upplerville	Start Up Cash for Upplerville	404-7226	1,260.00
Total Petty Cash				1,260.00
Postmaster	95222	Project Grad letter	105-7643	56.37
Postmaster	95222	3rd Quarter Newsletter	412-7140	2,558.17
Postmaster	95222	April Senior newsletter	105-7281	57.70
Total Postmaster				2,672.24
Preferred Shipping, Inc.	30003072PD10	IB Shipping - 8 Air Bills		455.07
Total Preferred Shipping, Inc.				455.07
Reading Reading Books, LLC	14506	Books	402-6630	61.58
Total Reading Reading Books, LLC				61.58
Redneck Trailer Supplies	1423757	Parts	110-6427	155.99
Redneck Trailer Supplies	1405120	Parts	110-6427	564.45
Total Redneck Trailer Supplies				720.44
Results Advertising, Inc.	R25969	FFA shirts & hoodies	110-7408	1,517.50
Results Advertising, Inc.	R26508	Applique	873-7406	70.00
Total Results Advertising, Inc.				1,587.50

Results Advertising, Inc.	R26534	Digital Banner	403-7440	48.00
Results Advertising, Inc.	R26554	TShirts	873-7409	50.00
Total Results Advertising, Inc.				98.00
Ryonet Corporation	IN262405	Supplies	110-5870	286.87
Total Ryonet Corporation				286.87
Sam Casey	4/6/15	Piano tuning	205-7343	90.00
Total Sam Casey				90.00
Scheppers Int'l Truck Center	T796466	Chocks wheel		262.36
Scheppers Int'l Truck Center	T796307	Bus parts		45.60
Total Scheppers Int'l Truck Center				307.96
School Specialty	208114045739	Paper	810-6623	135.57
Total School Specialty				135.57
Shewmaker Auto Parts	434977	Bus parts		8.20
Total Shewmaker Auto Parts				8.20
Smart Postal Centers	36984	Blueprints		9.00
Total Smart Postal Centers				9.00
University of Missouri	June 7 - 27, 2015	Scholars Academy - NSchulte/KKhor	105-7285	2,000.00
Total University of Miss.				2,000.00
Grand Total				31,749.99

FURNITURE
OSAGE BEACH & HURRICANE DECK ELEMENTARIES
April 2015

Company	Bid
SSi Furnishings 6612 Royal Street Pleasant Valley MO 64068 816-792-2700	\$552,660.79
John Hoey School Specialty 100 Paragon Parkway Mansfield OH 44903 419-589-1900	Incomplete Bid \$102,572.32
Beroco Printer Products 192 Mayfair Drive Camdenton MO 65020 573-873-1236	Incomplete Bid \$68,696.95
Mike Futch Contrax Furnishings 352-416-1328 mfutch@contrax.com	NO BID
Bill Office Supply Solutions 12721 Carrollton Industrial Bridgeton MO 63044 314-227-6771	NO BID
KI Ryan.Passaglia@KI.com 877-287-4908	NO BID
Mike Johnson, Education Specialist Office Depot, Inc. 663 Lakewood Drive Lake St. Louis MO 63367 636-887-6632 mike.johnson@officedepot.com	NO BID
Samco 3612 W. Truman Blvd Jefferson City MO 65109 573-634-3177	NO BID

**Recommend SSi Furnishings.*

April 9, 2015



ACI/BOLAND, INC. - KANSAS CITY
1421 E. 104th Street, Suite 100
Kansas City, Missouri 64131
1.816.763.9600
816.763.9757

Bob Brown
Curtiss Manes Schulte
P.O. Box 233
Eldon, Missouri 65026

RE: CHANGE ORDER NO. 9
OSAGE BEACH ELEMENTARY SCHOOL
CAMDENTON R-III SCHOOL DISTRICT

Dear Bob,

Enclosed please find three (3) copies of Change Order No. 9 for a total additional cost of \$18,989.25. This includes mostly electrical power for items not on drawings and 1 structural item.

1. Added electrical power for fan coil units per RFI 83	\$1,807.48
2. Added electrical power for water heater per PR 22	\$8,135.95
3. Switch recessed light fixture to surface mounted RFI 106	\$ 321.12
4. Added electrical power to smoke curtain per RFI 94	\$3,341.20
5. Added cable tray per RFI 114	\$2,687.88
6. Additional steel supports at Gym ductwork	\$1,011.94
7. Additional thermostats	\$3,883.62
Total	\$18,989.25

Please sign all copies and return them to Tim Hatfield with Camdenton School District at P.O. Box 1409, Camdenton, MO. 65020. Please email a signed copy to me.

Should you have any questions, please do not hesitate to contact our office at your convenience.

Sincerely,

ACI/BOLAND, INC.

Connie Lauer
Connie Lauer
Associate/Architect

Enclosures

Change Order

PROJECT (Name and address): Osage Beach Elementary School 1241 Nichols Road Osage Beach, MO 65065	CHANGE ORDER NUMBER: 009 DATE: April 9, 2015	OWNER: <input type="checkbox"/> ARCHITECT: <input type="checkbox"/> CONTRACTOR: <input type="checkbox"/> FIELD: <input type="checkbox"/> OTHER: <input type="checkbox"/>
TO CONTRACTOR (Name and address): Curtiss-Manes-Schulte, Inc. PO Box 233 Eldon, MO 65026	ARCHITECT'S PROJECT NUMBER: 3-13020 CONTRACT DATE: November 11, 2014 CONTRACT FOR: General Construction	

THE CONTRACT IS CHANGED AS FOLLOWS:

(Include, where applicable, any undepicted amount attributable to previously executed Construction Change Directives)	
1. Added electrical power for fan coil units per RFI 83	Add \$1,807.48
2. Added electrical power for water heater per PR 22	Add \$8,135.95
3. Switch recessed light to surface mounted in Rooms 165A & 166A per RFI 106	Add \$321.12
4. Added electrical power to smoke curtain per RFI 94	Add \$3,341.20
5. Added cable tray per RFI 114	Add \$2,687.88
6. Additional steel supports at Gym ductwork	Add \$1,011.94
7. Add thermostats	Add \$3,883.62
Total Add	\$18,989.25

The original Contract Sum was	\$ 12,902,314.00
The net change by previously authorized Change Orders	\$ 140,864.20
The Contract Sum prior to this Change Order was	\$ 13,043,178.20
The Contract Sum will be increased by this Change Order in the amount of	\$ 18,989.25
The new Contract Sum including this Change Order will be	\$ 13,062,167.45

The Contract Time will be increased by Zero (0) days.
The date of Substantial Completion as of the date of this Change Order therefore is June 24, 2015

NOTE: This Change Order does not include changes in the Contract Sum, Contract Time or Guaranteed Maximum Price which have been authorized by Construction Change Directive until the cost and time have been agreed upon by both the Owner and Contractor, in which case a Change Order is executed to supersede the Construction Change Directive.

NOT VALID UNTIL SIGNED BY THE ARCHITECT, CONTRACTOR AND OWNER.

ACI/Boland, Inc. ARCHITECT (Firm name) 1421 E. 104th St., Suite 100, Kansas City, MO 64131 ADDRESS: <i>Connie Lauer</i> BY (Signature) Connie Lauer (Typed name) 4-9-15 DATE	Curtiss-Manes-Schulte, Inc. CONTRACTOR (Firm name) PO Box 233, Eldon, MO 65026 ADDRESS: <i>Tim Hatfield</i> BY (Signature) Tim Hatfield (Typed name) DATE	Camdenton R-III School District OWNER (Firm name) 172 Dore Boulevard, Camdenton, MO 65020 ADDRESS: <i>Tim Hatfield</i> BY (Signature) Tim Hatfield (Typed name) DATE
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PROPOSED CHANGE ORDER

DATE: 3/18/2015	PROJECT: No. 00033
TO: ACI/Boland, Inc. 1421 E. 104th Street, Suite 100 Kansas City, MO 64131	Osage Beach Elementary School Camdenton R-III School District Osage Beach, MO
ATTN: Connie Lauer	TITLE: RFI # 83 Fan Coils

DESCRIPTION OF PROPOSAL

For the RFI answer # 83 to add power to the fan coil units in the two east stair.

Item	Description	Quantity	Units	Unit Price	Net Amount
00001	Meyer Electric - Phase see attached	1.000		\$1,807.30	\$1,502.30
00002	CMS Overhead & Profit	1.200		\$105.16	\$105.16
Total:					\$1,607.46



REQUEST FOR INFORMATION

DATE: 1/30/2015	PROJECT: RFI No. 00083
TO: ACI/Boland, Inc. 1421 E. 104th Street, Suite 100 Kansas City, MO 64131	Osage Beach Elementary School Camdenton R-III School District Osage Beach, MO
ATTN: Connie Lauer	RFI TITLE: Fan Coil Power

REQUEST:

Reference Drawings M14 and E8

Refer to drawings M14 and E8. There are fan coil units shown in the 2 East stairs but no power requirements. Please advise.

Fan Coil "FCU 8-6" (shown on sheet M14 in stair 101C) shall be wired to circuit "LP3-20". Fan Coil "FCU3-8" (shown on sheet M14 in stair 121C) shall also be wired to circuit "LP3-20" serving area fan coil units. Provide 20amp double pole switch for each fan coil unit to serve as disconnecting means.

--April Helling
Malone Finkle Eckhardt & Collins, Inc.
2-2-2015

CURTISS-MANES-SCHULTE, INC.
P.O. Box 233
1211 Business 24 South
Eldon, Missouri 65026
Phone: 573/392-6533 Fax: 573/392-4527

Bob Brown

CURTISS-MANES-SCHULTE, INC.
P.O. Box 233
1211 South US Highway 54
Eldon, Missouri 65026
Phone: 573/392-6533 Fax: 573/392-4527

Bob Brown

MEYER ELECTRIC INC.
 3513 North Ten Mile Drive
 Jefferson City, MO 65109
 ph: (573) 893-2335 fax: (573) 893-3686
 meyerelc@comcast.net
 Curtis-Mann-Schulte, Inc.
 1211 S HWY 54
 Eldon, MO 65026

CHANGE ORDER PROPOSAL
 3/19/2015

Ozage Beach Elementary School
 Ozage Beach Elem.
 Our Job #: 20390

Attention: Bob Brown

Meyer Ref #: 20390

RFI #83 - The following is an itemized breakdown to install power to fan coils, per RFI #83

Material	Quantity	Cost
FCUs by others	2.00	
DEFST 20 amp switch	2.00	57.00
1900 raised switch cover	2.00	5.70
3/4" EMT	100.00 Ft	58.00
3/4" EMT connector	4.00	2.40
3/4" EMT couplings	10.00	6.50
3/4" EMT minis	12.00	10.20
1/2" MC cable	12.00 Ft	6.24
MC connector	4.00	1.40
#12 THHN	330.00 Ft	49.50
Red wirenuts	12.00	1.68
Ty wrap	8.00	2.40
1500 box	2.00	2.50
Grounding pigtail	2.00	0.90

Material Cost Subtotal \$304.41
 Markup on Material @ 10.00% \$30.44
 Material Subtotal \$324.85

Labor	Rate	Quantity	Cost
Labor	79.84	16.00 Hr	1,277.44
Labor Subtotal			\$1,277.44

TOTAL 1,502.30

Note: This proposal may be withdrawn by us if not accepted within 30 days.

Submitted By: _____ Accepted By: _____
 Signature: Leon J. Keller Signature: _____
 Name, Title: Leon J. Keller, Vice President Name, Title: _____
 Date: March 19, 2015 Date: _____

c/o Gary Heet, Vice President

Page 1 of 1

**CURTIS
 MANE
 SCHULTE**
 General Contractor

PROPOSED CHANGE ORDER

DATE: 3/17/2015
 TO: ACI/Boland, Inc,
 1421 E. 104th Street, Suite 100
 Kansas City, MO 64131

PROJECT: No. 00031
 Ozage Beach Elementary School
 Camdenton R-III School District
 Ozage Beach, MO

ATTN: Connie Lauer
 DESCRIPTION OF PROPOSAL

TITLE:
 PR 22 - Electrical Components

For PR #22, add electrical components for water heater, water softener, and recirculation pumps.

Item Description	Quantity	Units	Unit Price	Net Amount
06001 Meyer Electric - Please see attached	1.000		\$5,734.53	\$5,734.53
06002 CMS Overhead & Profile	1.000		\$401.42	\$401.42
Total:				\$6,135.95

CURTIS-MANE-SCHULTE, INC.
 P.O. Box 233
 1211 Business 54 South
 Eldon, Missouri 65025
 Phone: 573/392-6555 Fax: 573/392-4527
 Website: _____

Bob Brown
 Bob Brown

MEYER ELECTRIC INC.
 3513 North Ten Mile Drive
 Jefferson City, MO 65109
 ph: (573) 893-2335 fax: (573) 893-3686
 meyerelc@comcast.net
 Curtis-Mann-Schulte, Inc.
 1211 S HWY 54
 Eldon, MO 65026

CHANGE ORDER PROPOSAL
 3/16/2015

Ozage Beach Elementary School
 Ozage Beach Elem.
 Our Job #: 20366

Attention: Bob Brown

Meyer Ref #: 20366

PR #22 - The following is an itemized breakdown to install electrical work, per PR #22:

Material	Quantity	Cost
duplex receptacle	4.00	14.00
quad receptacle couple	2.00	7.40
GFI	1.00	16.45
GFI cover	1.00	1.85
WFI, by others	1.00	
WFI, by others	1.00	
RFI, by others	1.00	
RFI, by others	1.00	
metered switch	4.00	152.00
1900 raised switch cover	5.00	12.25
FCU2 by others	1.00	
2 pole switch	1.00	48.00
1500 box	11.00	13.75
1900 blank	2.00	0.70
3/4" EMT	150.00 Ft	87.00
3/4" EMT connectors	20.00	12.00
3/4" EMT couplings	15.00	9.75
3/4" EMT minis	30.00	18.00
1/2" flex	12.00 Ft	5.76
1/2" flex straight connector	8.00	4.48
#12 THHN	900.00 Ft	126.00
stab rough in	1.00	6.00
anchor	40.00	19.20
red wirenuts	60.00	8.40
grounding pigtail	11.00	4.95

Material Cost Subtotal \$543.91
 Markup on Material @ 10.00% \$56.83
 Material Subtotal \$600.74

Labor	Rate	Quantity	Cost
Labor	79.84	64.00 Hr	5,109.76
Labor Subtotal			\$5,109.76

TOTAL 5,734.53

MEYER ELECTRIC INC.
 3513 North Ten Mile Drive
 Jefferson City, MO 65109
 ph: (573) 893-2335 fax: (573) 893-3686
 meyerelc@comcast.net
 Curtis-Mann-Schulte, Inc.
 1211 S HWY 54
 Eldon, MO 65026

CHANGE ORDER PROPOSAL
 3/16/2015

Ozage Beach Elementary School
 Ozage Beach Elem.
 Our Job #: 20366

Attention: Bob Brown

Meyer Ref #: 20366

Note: This proposal may be withdrawn by us if not accepted within 30 days.

Submitted By: _____ Accepted By: _____
 Signature: Leon J. Keller Signature: _____
 Name, Title: Leon J. Keller, Vice President Name, Title: _____
 Date: March 16, 2015 Date: _____

c/o Gary Heet, Vice President

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CONTINUED...

PROPOSED CHANGE ORDER


DATE: 3/17/2015 PROJECT: No. 00032
 TO: ACI/Boland, Inc. Osage Beach Elementary School
 1421 E. 104th Street, Suite 100 Camdenon R-III School District
 Kansas City, MO 64131 Osage Beach, MO

DESCRIPTION OF PROPOSAL

Additional cost for RFI #106 answer for surface mount light fixtures.

Item	Description	Quantity	Units	Unit Price	Net Amount
00001	Meyer Electric - Please see attached	1.000		\$300.12	\$300.12
00002	CMS Overhead & Profit	1.000		\$21.00	\$21.00
Total:					\$321.12

CURTIS-MANES-SCHULTE, INC.
 P.O. Box 233
 1211 Business 54 South
 Eldon, Missouri 65026
 Phone: 573/392-6553 Fax: 573/392-4527


 Bob Brown

Osage Beach Elementary School
 Osage Beach Eldon
 Our Job # 3331

Attention: Bob Brown Meyer Ref #: 20367

RFI #106 - The following is an itemized breakdown in detail electrical work, per RFI #106:

Material	Quantity	Cost	
lum fixtures over to owner, 2 - B's, 1 - A	-3.00		
1 x 4 surface mounted fixture	4.00	192.00	
jack chain	40.00	12.00	
2 lock	32.00	16.40	
Material Cost Subtotal		\$318.40	
Markup on Material @ 10.00%		\$31.64	
Material Subtotal		\$350.04	
Labor	Rate	Quantity	Cost
Labor	79.84	0.75 Hr	59.88
Labor Subtotal			\$59.88

TOTAL 300.12

Note: This proposal may be withdrawn by us if not accepted within 30 days.

Submitted By: _____ Accepted By: _____
 Signature: Leon J. Keller Signature: _____
 Name, Title: Leon J. Keller, Vice President Name, Title: _____
 Date: March 16, 2015 Date: _____

c/o Gary Heet, Vice President

PROPOSED CHANGE ORDER


DATE: 3/24/2015 PROJECT: No. 00034
 TO: ACI/Boland, Inc. Osage Beach Elementary School
 1421 E. 104th Street, Suite 100 Camdenon R-III School District
 Kansas City, MO 64131 Osage Beach, MO

DESCRIPTION OF PROPOSAL

Cost associated with the answer to RFI #94 for the power & fire alarm requirements at the elevator Smoke Curtains.

Item	Description	Quantity	Units	Unit Price	Net Amount
00001	Meyer Electric - Please see attached	1.000		\$3,123.62	\$3,123.62
00002	CMS Overhead & Profit	1.000		\$218.58	\$218.58
Total:					\$3,342.20

CURTIS-MANES-SCHULTE, INC.
 P.O. Box 233
 1211 Business 54 South
 Eldon, Missouri 65026
 Phone: 573/392-6553 Fax: 573/392-4527


 Bob Brown

Osage Beach Elementary School
 Osage Beach Eldon
 Our Job # 3331

Attention: Bob Brown Meyer Ref #: 20410-R1

RFI #94 - The following is an itemized breakdown in detail electrical work, per RFI #94:

Material	Quantity	Cost	
3/4" EMT	190.00 ft	110.20	
3/4" EMT connectors	8.00	4.80	
3/4" EMT couplings	19.00	12.35	
3/4" B minisics	30.00	25.50	
1/2" flex	10.00 ft	5.20	
1/2" flex straight connectors	2.00	1.12	
1/2" flex 90 connectors	2.00	1.92	
single pole switch	2.00	7.00	
1 gang switch, raised cover	2.00	5.70	
1000 box	4.00	5.00	
1000 blank	2.00	0.90	
#12 THHN	600.00 ft	90.00	
red wirenuts	12.00	1.68	
18/2 FA cable	20.00 ft	4.00	
14/2 FA cable	20.00 ft	4.80	
ty wraps	4.00	1.20	
Tech Electronics quote	1.00	430.00	
Material Cost Subtotal		\$711.37	
Markup on Material @ 10.00%		\$71.14	
Material Subtotal		\$782.51	
Labor	Rate	Quantity	Cost
Labor	79.84	29.31 Hr	2,340.11
Labor Subtotal			\$2,340.11

TOTAL 3,122.62

Note: This proposal may be withdrawn by us if not accepted within 30 days.

Submitted By: _____ Accepted By: _____
 Signature: Leon J. Keller Signature: _____
 Name, Title: Leon J. Keller, President Name, Title: _____
 Date: March 27, 2015 Date: _____

c/o Gary Heet, Vice President

PROPOSED CHANGE ORDER

DATE: 3/27/2015
TO: ACI/Boland, Inc.
1421 E. 104th Street, Suite 100
Kansas City, MO 64131

PROJECT: No. 00035
Osage Beach Elementary School
Candenton R-III School District
Osage Beach, MO

TITLE:
RFI #114

ATTN: Connie Lauer

DESCRIPTION OF PROPOSAL

Per answer to RFI #114 - Add cable tray into electrical room.

Item	Description	Quantity	Units	Unit Price	Net Amount
0001	Meyer Electric - Please see attached.	1.000		\$2,512.11	\$2,512.11
0002	CMS Overhead and Profit	1.000		\$175.85	\$175.85
Total:					\$2,687.96

CURTISS-MANES-SCHULTE, INC.
P.O. Box 233
1211 Business 54 South
Eldon, Missouri 65026
Phone: 573/392-4553 Fax: 573/392-4527

[Signature]
Bob Brown

3513 North Van Ness Drive
Judd, Missouri 65109
ph: (573) 893-2335 fax: (573) 893-3486
meyer-accout@earthlink.net
Curtiss Manes Schulte, Inc.
1211 S. Business 54
Eldon, MO 65026

Osage Beach Elementary School
Osage Beach Elem.
Our Job #: 3331

Attention: Bob Brown

Meyer Ref #: 20422

RFI #114 - The following is an itemized breakdown to install electrical work, per RFI #114:

Material	Quantity	Cost	
basket tray 6" x 24 galvanized	20.00 ft	479.40	
basket tray support	4.00	39.60	
penetrate block walls 8"	2.00	30.00	
fire pillows	12.00	217.12	
Material Cost Subtotal		\$796.02	
Markup on Material @ 10.00%		\$110.39	
Material Subtotal		\$915.31	
Labor	Rate	Quantity	Cost
Labor	79.84	20.00 Hr.	1,596.80
Labor Subtotal			\$1,596.80

TOTAL 2,512.11

Note: This proposal may be withdrawn by us if not accepted within 30 days.

Submitted By: Leon J. Keller Accepted By: _____
Signature: Leon J. Keller, President Signature: _____
Name, Title: Leon J. Keller, President Name, Title: _____
Date: March 26, 2015 Date: _____

c/o Gary Heet, Vice President

Page 1 of 1

PROPOSED CHANGE ORDER

DATE: 3/11/2015
TO: ACI/Boland, Inc.
1421 E. 104th Street, Suite 100
Kansas City, MO 64131

PROJECT: No. 00029
Osage Beach Elementary School
Candenton R-III School District
Osage Beach, MO

TITLE:
RFI # 85 Cost Impacts

ATTN: Connie Lauer

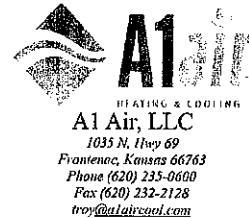
DESCRIPTION OF PROPOSAL

Cost Associated with answer to RFI #85 dated 2-5-15 for support of the ductwork in the gymnasium.

Item	Description	Quantity	Units	Unit Price	Net Amount
0001	A1 Air - Please see attached	1.000		\$545.74	\$545.74
0002	CMS Overhead and Profit	1.000		\$58.20	\$58.20
Total:					\$1,011.94

CURTISS-MANES-SCHULTE, INC.
P.O. Box 233
1211 Business 54 South
Eldon, Missouri 65026
Phone: 573/392-4553 Fax: 573/392-4527

[Signature]
Bob Brown



Change Order #1 Osage Beach
Att: Bob.
For FRI 85.

Install and make a support system to hang spiral pipe in Gym according to engineer.

Materials	\$245.74
Labor 2 men 5 hrs. each - 10 hrs. total \$70.00 per hr.	\$700.00
Total	\$945.74

PROPOSED CHANGE ORDER

MEYER ELECTRIC INC.
2511 N. West Trask Rd. Drive
Jefferson City, MO 65109
ph: (573) 623-2355 fax: (573) 693-3666
meyerel@curtiss.com
Curtiss-Manes-Schulte, Inc.
1211 S HWY 24
Eldon, MO 65026

CHANGE ORDER PROPOSAL
4/8/2015

DATE: 4/8/2015
TO: ACH Boland, Inc.
1421 E. 104th Street, Suite 100
Kansas City, MO 64131

PROJECT: **Osage Beach Elementary School
Camdenton R-III School District
Osage Beach, MO**
No. 00036

ATTN: Connie Lauer

TITLE:
RFI #86 T-Stats

DESCRIPTION OF PROPOSAL

Additional cost to install thermostats per answer in RFI #86.

Item	Description	Quantity	Units	Unit Price	Net Amount
00001	Meyer Electric - Please see attached	1.000		\$3,629.55	\$3,629.55
00002	CMS overhead & Profit	1.000		\$234.07	\$234.07
Total:				\$3,863.62	

Answer: Bob Brown

Meyer Ref #: 20391-21

RFI #86 - The following is an itemized breakdown to install electrical work per RFI #86:

Material	Quantity	Cost
1 gang masonry box	6.00	22.50
1500 box	6.00	7.20
1500 blank	6.00	2.10
3/4" flex	60.00 ft	39.00
3/4" flex straight connectors	12.00	13.80
tap con	12.00	9.00
grind in holes	6.00	28.50
can of spray foam	1.00	7.50
1 gang wirelock box	5.00	43.75
700 wirelock	10.00	67.50
700 wirelock straps	10.00	5.00
plastic anchors w/ screws	20.00	5.00

Material Cost Subtotal **\$251.15**
Markup on Material @ 10.00% **\$25.12**
Material Subtotal **\$276.27**

Labor	Rate	Quantity	Cost
Labor	79.84	42.00 Hr	3,353.28
Labor Subtotal			\$3,353.28

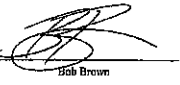
TOTAL 3,629.55

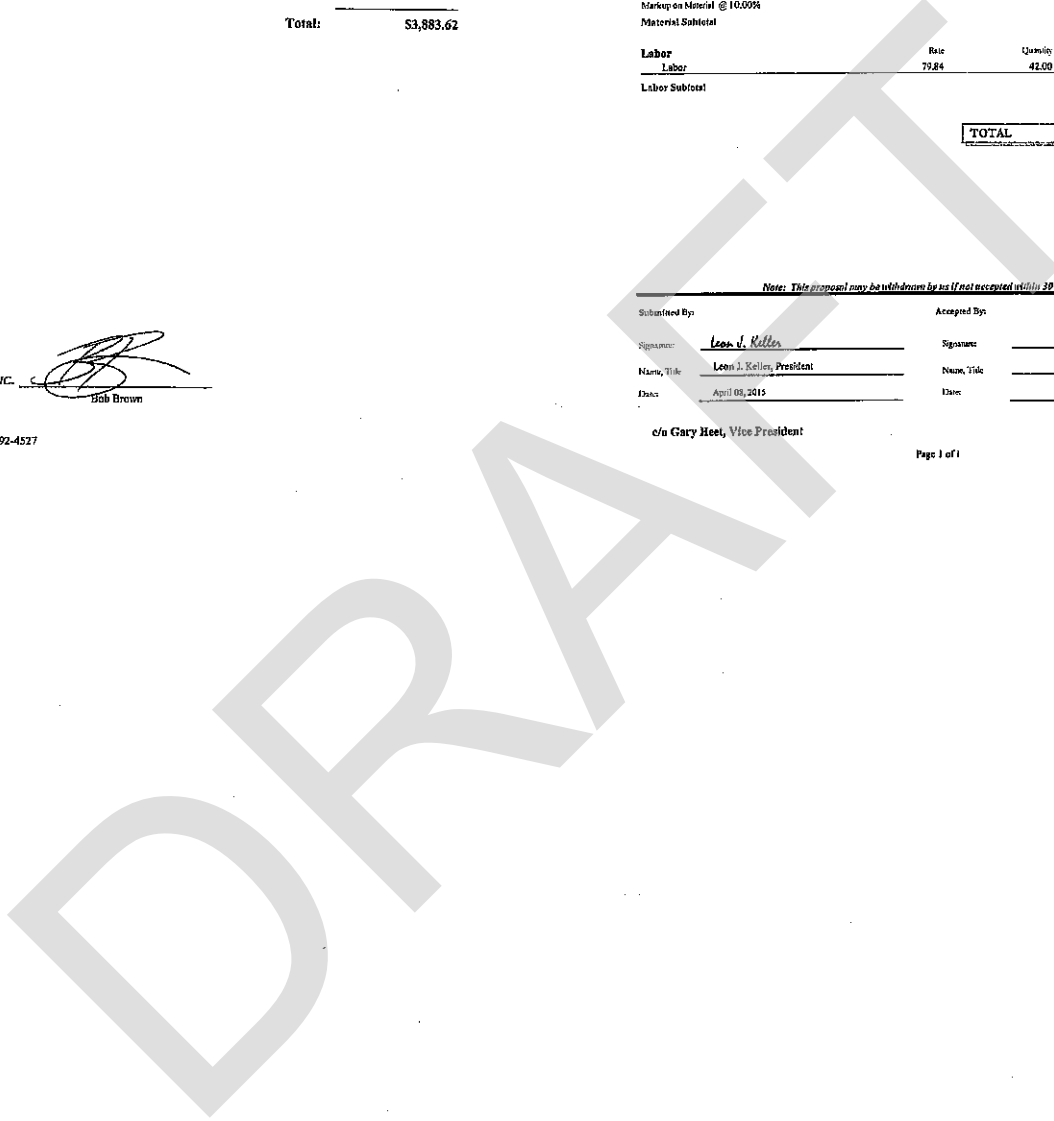
Note: This proposal may be withdrawn by us if not accepted within 30 days.

Submitted By	Accepted By
Signature: <u>Leon J. Keller</u>	Signature: _____
Name, Title: <u>Leon J. Keller, President</u>	Name, Title: _____
Date: <u>April 08, 2015</u>	Date: _____

c/o Gary Heel, Vice President

CURTISS-MANES-SCHULTE, INC.
P.O. Box 233
1211 Business 54 South
Eldon, Missouri 65026
Phone: 573-692-6553 Fax: 573-692-4527


Bob Brown



OBE Construction
Change Orders

CHANGE ORDER NO. 1
 OBE Change food service subcontractor to Ford Restaurant Supply \$ 1,450.00
 City requests: add door signs \$ 404.00
 Delete AWI certification paperwork \$ (3,500.00)
 Revisions to lift station retention chambers as City requested \$ 5,540.00
 Deduct for interior door signage and exterior bldg letters \$ (15,182.00)
 TOTAL DECREASE \$ (11,288.00)

CHANGE ORDER NO. 2
 OBE Revise location of fire dept connection as req by Fire Marshal \$ 5,424.00
 Mass rock removal \$ 90,365.85
 TOTAL INCREASE \$ 95,789.85

CHANGE ORDER NO. 3
 OBE Sewer line connection to main on Nichols Road \$ (7,700.00)
 Change floor height (Revised \$1 - 6/11/14) \$ 48,366.00
 TOTAL INCREASE \$ 40,666.00

CHANGE ORDER NO. 4
 OBE Revising electrical floor boxes in gym and adding power for
 motorized roller shades and microphone outlet. \$ 4,747.89
 TOTAL INCREASE \$ 4,747.89

CHANGE ORDER NO. 5
 OBE Change tempered glass to laminated, focus room door. \$ 18.79
 Focus room electrical requirements. \$ (187.50)
 TOTAL DECREASE \$ (168.71)

CHANGE ORDER NO. 6
 OBE Vegetable oil provided at elevator sump pump \$ (871.56)
 Additional electrical revisions in various rooms \$ 2,495.37
 TOTAL INCREASE \$ 1,623.81

OBE Construction
Change Orders

CHANGE ORDER NO. 7
 OBE Provide block heaters at bus area \$ 29,472.42
 Deduct power at two playground storage buildings \$ (4,357.76)
 Revise responsibility matrix for data systems from contractor
 to owner \$ (18,327.84)
 \$ 6,786.82

CHANGE ORDER NO. 8
 OBE Added letters to monument sign \$ 1,945.26
 Modifications to elevator hoistway beam \$ 761.28
 \$ 2,706.54

CHANGE ORDER NO. 9
 OBE Added electrical power for fan coil units \$ 1,607.46
 Added electrical power for water heater \$ 6,135.95
 Switch recessed light fixture to surface mounted RFI 106 \$ 321.12
 Added electrical power to smoke curtain per RFI 94 \$ 3,341.20
 Added cable tray per RFI 114 \$ 2,687.96
 Additional steel supports at Gym ductwork \$ 1,011.94
 Additional thermostats \$ 3,883.62
 \$ 18,989.25

BALANCE

\$ 159,853.45

HD Construction
Change Orders

CHANGE ORDER NO. 1

HD	Construct Rock Buttress as part of slope stability analysis. Material, labor, equipment, Bales overhead & profit.		
	TOTAL INCREASE	\$	31,460.00

CHANGE ORDER NO. 2

HD	Deletion of fibermesh from concrete slabs	\$	(3,830.50)
	Substitute aluminum feeders for copper feeders in elect panels	\$	(21,100.20)
	Substitute alternate refrigerant piping	\$	(4,400.00)
	Addition of floor sink to properly service kitchen scrapmaster	\$	6,735.30
	Addition of concrete culvert under north driveway to bus pkg	\$	7,381.00
	Delete dedication plaque, interior and exterior signage	\$	(7,605.00)
	TOTAL DEDUCT	\$	(22,819.40)

CHANGE ORDER NO. 3

HD	Elevator oil pump revision	\$	(1,617.62)
	Revise gym and conference floor boxes	\$	666.60
	Revise focus room light fixture	\$	(39.82)
	Add new water meter	\$	2,360.62
	TOTAL INCREASE	\$	1,369.78

CHANGE ORDER NO. 4

HD	Additional conduit required by COMO	\$	3,695.45
	PVC sleeves below walk at bus parking	\$	3,941.17
		\$	7,636.62

BALANCE \$ 17,647.00

Secure Entries
Change Orders

CHANGE ORDER NO. 1

HAW & ORI	Provide new built-in desk at Haw reception area.	\$	3,190.00
	Delete sink proposed at Haw work room 107	\$	(896.50)
	Provide reimbursement for building permit	\$	738.00
	TOTAL INCREASE	\$	3,031.50

CHANGE ORDER NO. 2

HAW	Furnish new wood doors 104 and 106.	\$	1,339.80
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CHANGE ORDER NO. 3

HAW	Two additional countertops.	\$	385.00
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CHANGE ORDER NO. 4

ORI	Install additional smoke detector at Oak Ridge per Fire Marshal.	\$	378.40
-----	--	----	--------

BALANCE \$ 5,134.70

Memorandum of Understanding

This Memorandum of Understanding (MOU) establishes a collaborative partnership between the following Missouri public school districts (hereinafter "the Districts"): Ash Grove, Ava, Bolivar, Branson, Camdenton, Clever, Hollister, Laclede CO R-1, Lebanon, Logan Rogersville, Marion C. Early, Nixa, Ozark, Reeds Spring, Republic, Springfield, Willard.

WHEREAS the Districts desire to create a nonprofit educational service agency to be known as Greater Ozarks Cooperating School Districts, which will serve school districts in the region;

WHEREAS the purpose of the Greater Ozarks Cooperating School Districts will be to leverage the combined strengths of the Districts to provide high quality and cost-effective services and resources to maximize learning for all students;

WHEREAS the Districts mutually agree and commit to the creation and development of Greater Ozarks Cooperating School Districts;

NOW THEREFORE, the Districts do hereby agree as follows:

I. Purpose and Scope

The purpose of the MOU is to declare a mutual agreement and commitment to the creation and development of the Greater Ozarks Cooperating School Districts, and to support the primary purposes of the Greater Ozarks Cooperating School Districts, as detailed above. The Districts understand that in addition to the creation of the educational service industry, the Greater Ozarks Cooperating School Districts may seek federal tax exempt status or create related entities for that purpose.

II. Responsibilities

Each member district will work to develop the Greater Ozarks Cooperating School Districts, and to support its purposes. The Districts also agree to pay all necessary membership and/or initiation fees as developed by the membership and contained in the by-laws of the Greater Ozarks Cooperating School Districts. The Districts understand that the costs associated with membership will be cooperatively developed, and that other costs associated with the incorporation of the Greater Ozarks Cooperating School Districts will be assessed to the Districts. In addition to any necessary financial contributions, the Districts will make intellectual contributions to the formation of the Greater Ozarks Cooperating School Districts.

III. Term of Understanding

This MOU shall expire as to each participating District upon the execution of an Educational Service Agency Contract with the Greater Ozarks Cooperating School Districts, or upon the provision of written notice to all other participating Districts.

Signature Page of a Participating School District:

Name of Participating School District:

Camdenton R-III Schools

Authorized Signatory for Participating School District:

By: Janey Hensford

Printed Name: Janey Hensford

Title: Superintendent

Date of Execution: 4-28-15

Address of Participating School District

P.O. Box 1409

Camdenton, MO 65820



Teachers' Association of Camdenton Salary Proposal

March 24, 2015

TAC proposes the district shall:

[Redacted]

- o Affordable insurance continues to be a high priority to our staff.

[Redacted] 3%

[Redacted]

[Redacted]

[Redacted]

- o This would make it possible for employees to get to the top of the salary schedule at an earlier point in their careers. It would also help with recruiting and retaining high quality educators.

[Redacted]

[Redacted]

- o The additional cost of this is fairly negligible at about \$160 per occurrence.

[Redacted]

- o This allows the employee to attend the funeral without penalty. The cost to the district would be \$80 per occurrence.

Add one additional sick day to make a total of 10.

- o This would be 1 sick day per month.

[Redacted]

[Redacted]

Provide a \$250.00 reimbursement per completed credit hour on graduate level courses.

- o At this time, the step increase for a higher degree is small, and is not enough of an incentive for staff members to increase their education.

If a payday falls on a weekend or a holiday, paychecks shall be issued on the workday prior.

[Redacted]

[Redacted]

- o Current staff should be given priority by the district.
- o Extra duty contracts contribute to retirement and are a benefit to the staff member.
- o Extra duty enhances staff/student relationships and contact time.

[Redacted]

Yellow – Working On/Revised/In Compensation Plan

[Redacted]

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



SALARY SCHEDULE INFORMATION

2015

2001-2002		
		Rank
BS	1 st Step	5
BS+8	9 th Step	5
BS+16	7 th Step	6
BS+24	21 st Step	1
MS	9 th Step	5
MS	23 rd Step	4
MS+8	9 th Step	4
MS+16	17 th Step	4
MS+24	9 th Step	5
Spec or MS+30	24 th Step	3

2005-2006		
		Rank
BS	1 st Step	4
BS+8	5 th Step	4
BS+16	9 th Step	4
BS+24	22 nd Step	1
MS	10 th Step	5
MS	25 th Step	4
MS+8	11 th Step	5
MS+16	19 th Step	6
MS+24	10 th Step	4
Spec or MS+30	26 th Step	5

2007-2008		
		Rank
BS	1 st Step	8
BS+8	6 th Step	6
BS+24	25 th Step	1
MS	12 th Step	7
MS+8	11 th Step	5
MS+16	13 th Step	5
MS+24	12 th Step	5
Spec or MS+30	28 th Step	6

2008-2009		
		Rank
BS	1 st Step	6
BS+8	7 th Step	5
BS+16	14 th Step	6
BS+24	26 th Step	1
MS	12 th Step	6
MS	28 th Step	6
MS+8	14 th Step	5
MS+16	14 th Step	5
MS+24	13 th Step	5
Spec or MS+40	28 th Step	8

2012-2013		
		Rank
BS	1 st Step	10
BS+8	9 th Step	4
BS+16	14 th Step	4
BS+24	10 th Step	5
MS	9 th Step	8
MS+8	14 th Step	7
MS+16	19 th Step	10
MS+24	16 th Step	9
Spec	26 th Step	10
Doctorate	31 st Step	8

2013-2014		
		Rank
BS	1 st Step	9
BS+8	9 th Step	3
BS+16	14 th Step	3
BS+24	10 th Step	4
MS	9 th Step	4
MS+8	14 th Step	5
MS+16	19 th Step	7
MS+24	16 th Step	6
Spec	26 th Step	7
Doctorate	31 st Step	7

2014-2015		
		<i>Rank</i>
BS	1 st Step	5
BS+8	9 th Step	3
BS+16	14 th Step	3
BS+24	10 th Step	2
MS	9 th Step	4
MS+8	14 th Step	5
MS+16	19 th Step	6
MS+24	16 th Step	5
Spec	26 th Step	8
Doctorate	31 st Step	6

DRAFT

INSURANCE INFORMATION

April 2015

School/Employee Recommended Insurance Costs

(Same as 2014-2015.)

	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.)

Open Access & In-Network	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

Out of Network	Individual	Family
Deductible	\$5,000	\$15,000
Coinsurance %	50%	50%
Coinsurance Maximum	\$5,000	\$15,000

Camdenton RIII School District 2015 Renewal



Review and Recommendations

Review

The Camdenton Rx Plan has seen increases in average approved price and per member per month client pay over the last year and this is mainly due to specialty drug usage. Specialty drug plan pay increased roughly 20% over the last year and number of specialty fills increased from 49 to 74 (see page 7 of the PMR). See below for recommendations on how to curb specialty spending for the upcoming year. The Camdenton Plan utilizes the following MedTrak programs which have successfully contributed to the excellent generic utilization rate of 86%: Copay Waiver, ScriptChoice, and Step Therapy. The Plan also utilizes a "dollar plus percentage" copay structure which is a major motivating factor for members to choose generic drugs over brands whenever possible.

Average Approved Price	\$102.61	+14%
Average Patient Pay	\$22.09	+10%
Per Member Per Month Client Pay	\$56.32	+14%
Rx Per Member Per Month	0.70	No change
Generic Utilization	86%	+1%

Plan Design Recommendations for 2015

Generic Incentive Penalty: For members taking a brand medication for which a generic equivalent is available (e.g. brand Zocor/generic simvastatin), the member would be charged a penalty. The penalty consists of the brand copay plus the difference in cost between the brand and generic drugs. With this penalty in place, the member essentially pays the full cost of the brand medication. *(The generic incentive penalty program ONLY applies to those brand drugs which have a generic equivalent available).* There are two ways to implement this program. The first option allows the penalty to be waived when the doctor "mandates" the brand drug. (This means the doctor has instructed the pharmacy to dispense the brand "as written" therefore no penalty would apply). With this option in place, the penalty would apply to those whose doctor has authorized the generic yet the member still chooses to fill the brand. The other way to implement the program is to penalize for ALL brand drugs that have a generic equivalent available (regardless of the "dispense as written" directions). MedTrak recommends the second option: penalizing regardless of the "dispense as written" directions; although the final decision is up to the Plan which would result in \$14,352 in annual savings to the Plan.

As an example, currently the # 1 most utilized drug on the Plan is Nexium at an average cost per script of \$605.33. A generic equivalent for Nexium was released to the market in the past three months, but unless the Plan implements generic incentive, then Nexium will most likely remain in the top 10 most utilized drugs for some time to come.

Specialty Drug Copay and Out of Pocket Maximum: Currently the Plan utilizes a 10% coinsurance up to a \$1,500 yearly out of pocket maximum. Members meet this maximum rather quickly and so the Plan ends up picking up the majority of the cost of specialty medications. MedTrak recommends increasing the specialty coinsurance to at least 20% and increasing the out of pocket maximum to be included in the combined ACA Medical/Pharmacy Out-of-Pocket Maximum, currently \$6,350 Individual/\$12,700 Family.

Medication Recommendations

PPACA Updates: HCR Medications: Attached you will find a list of medications required to be covered under PPACA. The Camdenton Plan is already covering the non-highlighted items on the "Health Care Reform Update" sheet. Because the Plan is non-grandfathered, MedTrak recommends that the highlighted items be added to the Plan in order to meet PPACA requirements. Please refer to the additional exhibit "HCR Recommendations" for additional information.

Botox: Botox was originally released to the market for cosmetic purposes only. The FDA has expanded the indications for the use of Botox, including: hyperhidrosis (excessive sweating), cervical dystonia (involuntary movement of muscles) and headaches. MedTrak recommends moving Botox from 'exclude' to a 'Prior Authorization'. MedTrak will continue to deny Botox if it is being prescribed for cosmetic purposes.

Daily Erectile Dysfunction Medications: Currently, the Plan 'includes' erectile dysfunction drugs with limits in place (6 pills per 30 day supply). However, a daily, low-dose tablet of Cialis is available on the market. The cost of the Cialis Daily is comparable to MedTrak's Plan limits recommended for Erectile Dysfunction full strength dose. MedTrak recommends allowing members to fill the low-dose Cialis Daily.

Health Care Reform Update

The Affordable Care Act (ACA) requirements below apply to medications dispensed pursuant to a written prescription and subject to FDA guidelines.

Preventive Care Medications and Coverage Requirements under the ACA:

Medication	Copay	Limits
Aspirin 81 mg	\$0; N/A to Deductible	Ages 45 through 78 for Males; Ages 55 through 78 for Females; OTC Generics and Legend Generics
Fluoride Supplements (Oral)	\$0; N/A to Deductible	Ages 6 Months through Age 6; Allow OTC
Folic Acid (400 mcg and 800 mcg only)	\$0; N/A to Deductible	Ages 11 through 48 for Females; OTC Generics and Legend Generics
Iron Supplements	\$0; N/A to Deductible	Ages 6 Months through 12 Months; OTC Generics and Legend Generics
Smoking Deterrents (Oral, gum, lozenges, patches, oral inhaler, and nasal inhaler)	\$0; N/A to Deductible	OTC and Legend medications per FDA guidelines, Limit <u>two</u> treatment cycles per calendar year
Vitamin D2, D3 Products, and calcium Vitamin D < 1,000 IU	\$0; N/A to Deductible	Age 65 and older; OTC Generics and Legend Generics
Bowel Preps (Bisacodyl, Mag Citrate, Milk of Magnesia, PEG 3350-Electrolyte)	\$0; N/A to Deductible	Age 50 through 75; OTC Generics and Legend Generics; Limit 2 prescriptions per year
Breast Cancer Prevention (for preventive use)	\$0; N/A to Deductible	Ages 35 or older for Females; OTC Generics and Legend Generics

Vaccines

Medication	Copay	Limits
HPV Vaccine	\$0; N/A to Deductible	Ages 9 through 26; Allow up to a \$25 admin fee
Influenza Vaccine	\$0; N/A to Deductible	Allow up to a \$25 admin fee
Shingles Vaccine	\$0; N/A to Deductible	Ages 60 or above; Allow up to a \$25 admin fee
Pneumonia Vaccine	\$0; N/A to Deductible	Ages 65 or above with some exceptions for below age 65; Allow up to a \$25 admin fee

Women's Contraceptives

Method	Copay
Hormonal (Oral drugs, patches, rings, injectables)	\$0 copay*; N/A to Deductible
Barrier (Diaphragms, female condoms, spermicides, cervical caps, sponges)	\$0 copay*; N/A to Deductible; Allow OTC
Emergency "Morning After" Pill	\$0 copay*; N/A to Deductible; Allow OTC
Implants IUDs	\$0 copay*; N/A to Deductible

*Note: Brand Drugs with a generic equivalent will be covered at a \$0 copay to the Plan's members when the prescriber has indicated "Dispense as Written" (DAW1) on the prescription. On the other hand, members requesting the Brand Drug over the Generic equivalent (DAW2) will be subject to the standard copay by the member.

Recommendations Regarding Certified Staff Salary Schedule

April 2015

To: Board of Education

- Recognize movement along the salary schedule.
- Recognize an additional step vertically on the salary schedule.
- 2% increase on the salary schedule.
- Continue funding regarding the sick leave reimbursement policy.
- Continue medical and life insurance benefits provided by the District.
- Table Career Ladder funding until final assessed valuation numbers and state funding numbers are established.
- Continue moratorium on item I of regulation GCBA-R.
- Provide a Gap insurance option regarding hospitalization for interested staff.
- Allow certified staff to donate sick leave to non-certified staff and vice-versa.
- Increase bereavement leave from three days to five days for immediate family.
- Adopt the new coaching stipend schedule as proposed by Mr. Whitney/Mr. Weber.
- Keep copays, deductibles, and out-of-pocket costs, and contribution rates constant.
- Implement the generic incentive penalty program but allow the penalty to be waived.
- Add mandated items to the covered medications list.

10-12 years	5
12-14 years	6
14 years or more	7

Career and technical education teachers who have prior teaching experience in other districts may be eligible for additional steps on the salary schedule. The placement for career and technical education teachers with prior teaching experience is as follows:

Teaching Experience	Step
1-3 years	Industrial Experience steps plus 1
4-5 years	Industrial Experience steps plus 2
6-9 years	Industrial Experience steps plus 3
10 years or more	11

B. BS + 8/BS + 16/BS + 24 Qualifications

Non-teaching degreed career and technical education teachers must have earned eight (8) semester hours of approved credit and must be certificated in their area of assignment to advance from BS + 8 to BS + 16 (as well as from BS + 8 to BS + 16 and from BS + 16 to BS + 24). At least five (5) of the hours must be in courses approved for career and technical education certification. The remaining hours may be any combination of appropriate:

- ▲ Local in-service courses
- ▲ Industry-sponsored training
- ▲ Workshop hours

C. MS Qualifications

Non-teaching degreed career and technical education teachers must have earned the equivalent of 32 semester hours of credit including the courses prescribed by the State Department of Education and have qualified for a 99-year certificate. The non-teaching degreed career and technical education teacher must also obtain and maintain appropriate industry certification as approved by the career and technical education director.

Non-teaching degreed career and technical education teachers may advance beyond the master's degree column up to MS + 16. Teachers must maintain appropriate industry certification in order to continue advancement.

Any combination of the below mentioned may be used for advancement above the master's degree and must be approved by the career and technical education director. Credit may be earned through the following methods which are consistent with the provisions previously covered in this policy:

- ▲ College courses
- ▲ Industry-sponsored training
- ▲ Local in-service courses
- ▲ Workshops

Note: The reader is encouraged to check the index located at the beginning of this section for other pertinent policies and to review administrative procedures and/or forms for related information.

	A	B	C	D	E	F	G	H	I	J	K
	BS	BS8	BS16	BS24	MS	MS8	MS16	MS24	Spec/MS40	Doctorate	
1											
2	Step 1	36,347.00	36,930.00	38,097.00	38,681.00	39,954.00	40,591.00	41,228.00	41,865.00	43,138.00	45,048.00
3	Step 2	36,612.00	37,195.00	38,362.00	38,947.00	40,220.00	40,856.00	41,494.00	42,130.00	43,403.00	45,314.00
4	Step 3	37,195.00	37,779.00	38,947.00	39,530.00	40,803.00	41,441.00	42,077.00	42,714.00	43,988.00	45,897.00
5	Step 4	37,779.00	38,362.00	39,530.00	40,114.00	41,388.00	42,024.00	42,660.00	43,297.00	44,571.00	46,481.00
6	Step 5	38,362.00	38,947.00	40,114.00	40,697.00	41,971.00	42,607.00	43,244.00	43,881.00	45,154.00	47,065.00
7	Step 6	38,947.00	39,530.00	40,697.00	41,281.00	42,554.00	43,191.00	43,828.00	44,465.00	45,738.00	47,648.00
8	Step 7	39,557.00	40,141.00	41,308.00	41,891.00	43,165.00	43,802.00	44,438.00	45,076.00	46,349.00	48,259.00
9	Step 8	40,167.00	40,750.00	41,918.00	42,501.00	43,775.00	44,412.00	45,048.00	45,685.00	46,959.00	48,868.00
10	Step 9	40,778.00	41,361.00	42,529.00	43,112.00	44,385.00	45,022.00	45,659.00	46,296.00	47,569.00	49,479.00
11	Step 10	41,388.00	41,971.00	43,138.00	43,721.00	44,995.00	45,632.00	46,268.00	46,906.00	48,179.00	50,089.00
12	Step 11	41,997.00	42,582.00	43,749.00	44,332.00	45,606.00	46,243.00	46,879.00	47,516.00	48,790.00	50,700.00
13	Step 12	42,635.00	43,218.00	44,385.00	44,969.00	46,243.00	46,879.00	47,516.00	48,153.00	49,426.00	51,337.00
14	Step 13	43,271.00	43,855.00	45,022.00	45,606.00	46,879.00	47,516.00	48,153.00	48,790.00	50,063.00	51,973.00
15	Step 14	43,908.00	44,491.00	45,659.00	46,243.00	47,516.00	48,153.00	48,790.00	49,426.00	50,700.00	52,610.00
16	Step 15	44,544.00	45,129.00	46,296.00	46,879.00	48,153.00	48,790.00	49,426.00	50,063.00	51,337.00	53,247.00
17	Step 16	45,182.00	45,765.00	46,932.00	47,516.00	48,790.00	49,426.00	50,063.00	51,337.00	52,610.00	54,547.00
18	Step 17	45,844.00	46,428.00	47,595.00	48,179.00	49,453.00	50,089.00	50,726.00	51,362.00	52,636.00	54,547.00
19	Step 18	46,508.00	47,091.00	48,259.00	48,843.00	50,116.00	50,753.00	51,390.00	52,026.00	53,300.00	55,210.00
20	Step 19	47,171.00	47,754.00	48,921.00	49,506.00	50,779.00	51,415.00	52,053.00	52,689.00	53,962.00	55,873.00
21	Step 20	47,835.00	48,418.00	49,585.00	50,169.00	51,443.00	52,079.00	52,716.00	53,353.00	54,626.00	56,537.00
22	Step 21	48,497.00	49,081.00	50,248.00	50,832.00	52,106.00	52,742.00	53,379.00	54,015.00	55,289.00	57,200.00
23	Step 22	49,187.00	49,771.00	50,938.00	51,521.00	52,795.00	53,432.00	54,068.00	54,706.00	55,979.00	57,889.00
24	Step 23	49,877.00	50,460.00	51,627.00	52,212.00	53,485.00	54,121.00	54,759.00	55,395.00	56,668.00	58,579.00
25	Step 24	50,567.00	51,150.00	52,318.00	52,901.00	54,174.00	54,812.00	55,448.00	56,085.00	57,359.00	59,268.00
26	Step 25	51,256.00	51,840.00	53,007.00	53,591.00	54,865.00	55,501.00	56,138.00	56,774.00	58,048.00	59,959.00
27	Step 26	51,947.00	52,530.00	53,697.00	54,280.00	55,554.00	56,191.00	56,827.00	57,465.00	58,738.00	60,648.00
28	Step 27	52,663.00	53,247.00	54,414.00	54,997.00	56,271.00	56,908.00	57,544.00	58,181.00	59,455.00	61,365.00
29	Step 28	53,379.00	53,962.00	55,130.00	55,713.00	56,986.00	57,624.00	58,260.00	58,897.00	60,171.00	62,080.00
30	Step 29	54,096.00	54,679.00	55,847.00	56,430.00	57,703.00	58,341.00	58,977.00	59,614.00	60,887.00	62,797.00
31	Step 30	54,812.00	55,395.00	56,562.00	57,147.00	58,419.00	59,056.00	59,693.00	60,330.00	61,603.00	63,513.00
32	Step 31	0.00	56,112.00	57,279.00	57,863.00	59,137.00	59,773.00	60,410.00	61,047.00	62,320.00	64,230.00
33	Step 32	0.00	0.00	58,022.00	58,605.00	59,879.00	60,516.00	61,153.00	61,790.00	63,063.00	64,973.00
34	Step 33	0.00	0.00	0.00	59,348.00	60,622.00	61,259.00	61,896.00	62,532.00	63,806.00	65,716.00
35	Step 34	0.00	0.00	0.00	0.00	61,365.00	62,002.00	62,638.00	63,275.00	64,549.00	66,459.00
36	Step 35	0.00	0.00	0.00	0.00	62,109.00	62,745.00	63,382.00	64,018.00	65,291.00	67,202.00
37	Step 36	0.00	0.00	0.00	0.00	62,851.00	63,488.00	64,124.00	64,761.00	66,034.00	67,944.00

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
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.
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.

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 Cotta 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.

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.

Middle School

Sean Kirksey took MS Principial 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.

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
 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.

Hurricane Deck

Shawn Dandoy Principal HD 2008-09; Moved to 11 months which includes Summer School for 09 amount of \$2500
 Christy Glodt (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 Glodt 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-Conrad 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 received a stipend of \$3000 for the district's Harassment/Dis. Investigator

Horizons

Anne Wall became Horizons Director 07-08 School year

Recommendations Regarding Classified Staff Salaries & Benefit Package

April 2015

To: Board of Education

- 3.4% 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 a Gap insurance option regarding hospitalization for interested staff.
- Allow certified staff to donate sick leave to non-certified staff and vice-versa.
- Increase bereavement leave from three days to five days for immediate family.
- Keep copays, deductibles, and out-of-pocket costs, and contribution rates constant.
- Implement the generic incentive penalty program but allow the penalty to be waived.
- Add mandated items to the covered medications list.

14-15

15-16

Last Name	First Name	Hrs Per Day	Yrs	Days	Hourly Rate	Annual W/O Long	Daily Long	Long Annual	Annual Amt	Hrs Per Day	Yrs	Days	Hourly Rate	Annual W/O Long	Daily Long	Long Annual	Annual Amt	
Darringer	Robin	8	17	250	\$17.00	\$34,000.00	\$4.80	\$1,200.00	\$35,200.00	8	18	250	\$17.83	\$35,660.00	\$4.80	\$1,200.00	\$36,860.00	
Krueger	Teri	7.5	14	253	\$18.57	\$35,236.58	\$3.00	\$759.00	\$35,995.58	7.5	15	253	\$19.20	\$36,432.00	\$4.50	\$1,138.50	\$37,570.50	
Leu	Linda	8	5	253	\$17.84	\$36,108.16	\$1.60	\$404.80	\$36,512.96	8	6	253	\$19.45	\$39,366.80	\$1.60	\$404.80	\$39,771.60	
Lyons	Donna	8	17	253	\$18.99	\$38,435.76	\$4.80	\$1,214.40	\$39,650.16	7.5	18	253	\$19.64	\$37,266.90	\$4.80	\$1,214.40	\$38,481.30	
Marin	Ginger	7.5	17	243	\$15.20	\$27,702.00	\$4.50	\$1,093.50	\$28,795.50	7.5	18	243	\$15.72	\$28,649.70	\$4.50	\$1,093.50	\$29,743.20	
Simpson	Kimberly	7.5	20	253	\$15.60	\$29,601.00	\$6.00	\$1,518.00	\$31,119.00	8	21	253	\$17.13	\$34,671.12	\$6.00	\$1,518.00	\$36,189.12	
Thomure	(Vacant)	7.5	9	253	\$17.28	\$32,788.80	\$1.50	\$375.00	\$33,163.80	7.5	253	253	\$13.00	\$24,667.50	\$0.00	\$0.00	\$24,667.50	
Weber	Maureen	7.5	3	253	\$12.57	\$23,851.58	\$0.00	\$0.00	\$23,851.58	7.5	4	253	\$13.00	\$24,667.50	\$0.00	\$0.00	\$24,667.50	
Yarber	(Vacant)	7.5	7	250	\$13.33	\$24,993.75	\$1.50	\$375.00	\$25,368.75	7.5	250	250	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Technology																		
Ahlemeyer	Jay	8	9	258	\$16.00	\$33,024.00	\$1.60	\$412.80	\$33,436.80	8	10	258	\$16.54	\$34,138.56	\$1.60	\$412.80	\$34,551.36	
Hunter	Elizabeth	7	3	224	\$18.44	\$28,913.92	\$ -	\$ -	\$28,913.92	7	4	224	\$19.07	\$29,901.76	\$1.40	\$313.60	\$30,215.36	
BOB	BOB	8	0	258	\$13.50	\$27,864.00	\$0.00	\$0.00	\$27,864.00	8	1	258	\$13.50	\$27,864.00	\$ -	\$0.00	\$27,864.00	
Mallahan	Mark	8	4	258	\$21.31	\$43,983.84	\$ -	\$ -	\$43,983.84	8	5	258	\$22.03	\$45,469.92	\$1.60	\$412.80	\$45,882.72	
Vanner	Mike	7	1	223	\$17.50	\$27,317.50	\$ -	\$ -	\$27,317.50	7	2	223	\$18.10	\$28,254.10	\$ -	\$ -	\$28,254.10	
Weber	Steve	8	2	258	\$14.43	\$29,783.52	\$ -	\$ -	\$29,783.52	8	3	258	\$14.92	\$30,794.88	\$ -	\$ -	\$30,794.88	
Administrators/Directors/Coordinators/Security/Misc.																		
Buttram	Christine	0	8	0	\$0.00	\$2,537.44	\$ -	\$ -	\$2,537.44	0	9	0	\$0.00	\$2,623.71	\$ -	\$ -	\$2,623.71	
Comer	Sherry	7	17	205	\$34.00	\$48,671.00	\$4.20	\$88.90	\$49,559.90	7	18	205	\$35.16	\$60,331.54	\$4.20	\$88.90	\$61,220.44	
Cowen	Randal	8	14	258	\$29.52	\$60,929.28	\$4.80	\$1,238.40	\$62,167.68	8	15	258	\$30.52	\$62,993.28	\$4.80	\$1,238.40	\$64,231.68	
Cuendet	Gary	8	23	259	\$33.05	\$68,479.60	\$6.40	\$1,657.60	\$70,137.20	8	24	259	\$34.17	\$70,800.24	\$6.40	\$1,657.60	\$72,457.84	
Dickmann	Joi	7	22	206	\$31.99	\$46,017.92	\$ -	\$ -	\$46,017.92	7	23	206	\$33.08	\$54,585.58	\$ -	\$ -	\$54,585.58	
Dickmann	Kerry	8	6	259	\$36.61	\$75,855.92	\$1.60	\$414.40	\$76,270.32	8	7	259	\$37.85	\$78,425.20	\$1.60	\$414.40	\$78,839.60	
Fiene	Gary	6.25	5	178	\$13.38	\$14,843.44	\$1.25	\$21.88	\$15,065.32	6.25	6	178	\$13.83	\$15,342.66	\$1.25	\$21.88	\$15,564.54	
		7	6	196	\$32.88	\$44,996.28	\$ -	\$ -	\$44,996.28	7	7	196	\$34.00	\$46,529.00	\$ -	\$ -	\$46,529.00	
Mathews	Dawn	8	11	259	\$27.32	\$56,607.04	\$3.20	\$82.80	\$57,435.84	8	12	259	\$28.25	\$58,534.00	\$3.20	\$82.80	\$59,362.80	
Salter	Rebecca	1	1	218	\$16.72	\$29,172.00	\$ -	\$ -	\$29,172.00	8	2	218	\$17.29	\$30,153.76	\$ -	\$ -	\$30,153.76	
Marin(Energy)	Scott	0	0	0	\$0.00	\$15,510.00	\$ -	\$ -	\$15,510.00	0	0	0	\$0.00	\$16,037.34	\$ -	\$ -	\$16,037.34	

Add \$.25 due to additional responsibility with ACA
 Add additional \$1 per hour
 Decrease .5 hour per day
 Add additional \$1 per hour plus expand to 8 hour day

Add Additional \$7000

NI = No Increase

Secretaries

14-15

15-16

East Name	First Name	Hrs Per Day	Mrs.	Days	Hwy Rate	Annual W/O Long	Daily Long	Long Annual	Annual Amt	Hrs Per Day	Mrs.	Days	Hwy Rate	Annual W/O Long	Daily Long	Long Annual	Annual Amt
Arnold	Sharon	7	20	219.5	\$ 13.82	\$ 21,234.43	\$ 5.60	\$ 1,229.20	\$ 22,463.63	7	21	218.5	\$ 14.29	\$ 21,856.56	\$ 5.60	\$ 1,223.60	\$ 23,080.16
Blackwell	Kerry	7.5	10	183.5	\$ 11.95	\$ 16,446.19	\$ 3.00	\$ 550.50	\$ 16,996.69	7.5	11	183.5	\$ 12.36	\$ 17,010.45	\$ 3.00	\$ 550.50	\$ 17,560.95
Blair	Earlene	7.715	27	249	\$ 14.92	\$ 28,661.84	\$ 7.72	\$ 1,922.28	\$ 30,584.12	7.712	28	250	\$ 15.43	\$ 29,749.04	\$ 7.71	\$ 1,927.50	\$ 31,676.54
Campbell	Cindy	8	15	213.5	\$ 14.12	\$ 24,116.96	\$ 4.80	\$ 1,024.80	\$ 25,141.76	8	16	213.5	\$ 14.60	\$ 24,936.80	\$ 4.80	\$ 1,024.80	\$ 25,961.60
Colvin	Sophia	8	2	253	\$ 11.65	\$ 23,579.60	\$ -	\$ -	\$ 23,579.60	8	3	253	\$ 12.05	\$ 24,389.20	\$ -	\$ -	\$ 24,389.20
Girard	Stefanie	8	15	218.5	\$ 14.74	\$ 25,765.52	\$ 4.80	\$ 1,048.80	\$ 26,814.32	8	16	218.5	\$ 15.24	\$ 26,639.52	\$ 4.80	\$ 1,048.80	\$ 27,688.32
Grogan	Karen	7	7	200.5	\$ 11.61	\$ 16,294.64	\$ 1.50	\$ 300.75	\$ 16,595.39	7.5	8	204.5	\$ 12.00	\$ 18,405.00	\$ 1.50	\$ 306.75	\$ 18,711.75
Grogan	{vacant}	7.5	7	200.5	\$ 11.61	\$ 17,458.54	\$ 1.50	\$ 300.75	\$ 17,759.29	7.5		200.5		\$ -			\$ -
Hardman	Cyndi	7.5	17	200.5	\$ 13.54	\$ 20,360.78	\$ 4.50	\$ 902.25	\$ 21,263.03	7.5	18	200.5	\$ 14.00	\$ 21,052.50	\$ 4.50	\$ 902.25	\$ 21,954.75
Horton	Jenelle	8	15	219.5	\$ 13.91	\$ 24,425.96	\$ 4.80	\$ 1,053.60	\$ 25,479.56	8	16	219.5	\$ 14.38	\$ 25,251.28	\$ 4.80	\$ 1,053.60	\$ 26,304.88
Jeffries	Thalia	8	14	204.5	\$ 13.13	\$ 21,480.68	\$ 3.20	\$ 654.40	\$ 22,135.08	8	15	204.5	\$ 13.58	\$ 22,216.88	\$ 4.80	\$ 981.60	\$ 23,198.48
Johnson	Tammy	8	2	205.5	\$ 10.70	\$ 17,590.80	\$ -	\$ -	\$ 17,590.80	8	3	205.5	\$ 11.06	\$ 18,182.64	\$ -	\$ -	\$ 18,182.64
Jones	Kathy	7.25	18	194.5	\$ 12.50	\$ 17,626.56	\$ 4.35	\$ 846.08	\$ 18,472.64	7.25	19	194.5	\$ 12.93	\$ 18,232.92	\$ 4.35	\$ 846.08	\$ 19,079.00
Kurt	Kathy	8	2	193.5	\$ 11.27	\$ 17,445.96	\$ -	\$ -	\$ 17,445.96	8	3	192.5	\$ 11.65	\$ 17,941.00	\$ -	\$ -	\$ 17,941.00
Lancaster	{vacant}	8	7	195.5	\$ 11.54	\$ 18,048.56	\$ 1.60	\$ 312.80	\$ 18,361.36	8		195.5		\$ -			\$ -
Lancaster	Pamela	8	5	195.5	\$ 11.54	\$ 18,048.56	\$ 1.60	\$ 312.80	\$ 18,361.36	7.5	6	195.5	\$ 11.93	\$ 17,492.36	\$ 1.50	\$ 293.25	\$ 17,785.61
Lembke	{vacant}	7.25	2	197.5	\$ 11.06	\$ 15,836.54	\$ -	\$ -	\$ 15,836.54	7.25		197.5		\$ -			\$ -
Lembke	Renee	7.25	2	197.5	\$ 11.06	\$ 15,836.54	\$ -	\$ -	\$ 15,836.54	8	3	201.5	\$ 11.99	\$ 19,327.88	\$ -	\$ -	\$ 19,327.88
Lively	Christy	8	4	218.5	\$ 11.22	\$ 19,612.56	\$ -	\$ -	\$ 19,612.56	8	5	217.5	\$ 11.60	\$ 20,184.00	\$ 1.60	\$ 348.00	\$ 20,532.00
Matthes	Lori	7	5	203.5	\$ 11.58	\$ 16,495.71	\$ 1.40	\$ 284.90	\$ 16,780.61	7	6	203.5	\$ 11.97	\$ 17,051.27	\$ 1.40	\$ 284.90	\$ 17,336.17
Moore	Melissa	8	2	208.5	\$ 11.27	\$ 18,798.36	\$ -	\$ -	\$ 18,798.36	8	3	208.5	\$ 11.65	\$ 19,432.20	\$ -	\$ -	\$ 19,432.20
Osborn	Sandra	7	27	198.5	\$ 14.79	\$ 20,550.71	\$ 7.00	\$ 1,389.50	\$ 21,940.21	7.5	28	160.5	\$ 15.29	\$ 18,405.34	\$ 7.50	\$ 1,203.75	\$ 19,609.09
Pruitt	Tricia	7.5	1	187.5	\$ 10.35	\$ 14,554.69	\$ -	\$ -	\$ 14,554.69	7.5	2	187.5	\$ 10.70	\$ 15,046.88	\$ -	\$ -	\$ 15,046.88
Rhoades	Andrea	7	2	187.5	\$ 11.27	\$ 14,791.88	\$ -	\$ -	\$ 14,791.88	7	3	187.5	\$ 11.65	\$ 15,290.63	\$ -	\$ -	\$ 15,290.63
Scarey	Elizabeth	8	8	197.5	\$ 12.94	\$ 20,445.20	\$ 1.60	\$ 316.00	\$ 20,761.20	8	9	197.5	\$ 13.38	\$ 21,140.40	\$ 1.60	\$ 316.00	\$ 21,456.40
Smith	Emily	7	2	200.5	\$ 10.08	\$ 14,147.28	\$ -	\$ -	\$ 14,147.28	7	3	200.5	\$ 10.42	\$ 14,624.47	\$ -	\$ -	\$ 14,624.47
Smothers	Larissa	7.5	15	200.5	\$ 12.71	\$ 19,112.66	\$ 4.50	\$ 902.25	\$ 20,014.91	7.5	16	200.5	\$ 13.14	\$ 19,759.28	\$ 4.50	\$ 902.25	\$ 20,661.53
Still	Murray	8	5	253	\$ 11.54	\$ 23,356.96	\$ 1.60	\$ 404.80	\$ 23,761.76	8	6	253	\$ 11.93	\$ 24,146.32	\$ 1.60	\$ 404.80	\$ 24,551.12
Straw	Carol	8	8	200.5	\$ 11.39	\$ 18,269.56	\$ 1.60	\$ 320.80	\$ 18,590.36	8	9	200.5	\$ 11.78	\$ 18,895.12	\$ 1.60	\$ 320.80	\$ 19,215.92
Vance	Linnea	7.5	2	193.5	\$ 11.06	\$ 16,050.83	\$ -	\$ -	\$ 16,050.83	7.5	3	193.5	\$ 11.44	\$ 16,602.30	\$ -	\$ -	\$ 16,602.30
VanLant	Deb	7.5	17	254	\$ 14.08	\$ 26,822.40	\$ 4.50	\$ 1,143.00	\$ 27,965.40	7.5	18	254	\$ 14.56	\$ 27,736.80	\$ 4.50	\$ 1,143.00	\$ 28,879.80
Ward	Susan	8	17	196.5	\$ 12.26	\$ 19,272.72	\$ 4.80	\$ 943.20	\$ 20,215.92	8	18	195.5	\$ 12.68	\$ 19,831.52	\$ 4.80	\$ 938.40	\$ 20,769.92
Warren	Cynthia	8	33	219.5	\$ 17.56	\$ 30,835.36	\$ 8.00	\$ 1,756.00	\$ 32,591.36	8	34	219.5	\$ 18.16	\$ 31,888.96	\$ 8.00	\$ 1,756.00	\$ 33,644.96
Waters	{vacant}	7	17	209.5	\$ 12.73	\$ 18,668.55	\$ 4.20	\$ 879.90	\$ 19,548.45	7		217.5		\$ -			\$ -

Rate Rise To Raise

Last Name	First Name	His/Her/They	Days	Rate	Annual W/O Long	Days Long	Long Annual	Annual Per Day	Years	Days	Entry Rate	Annual W/O Long	Days Long	Long Annual	Annual
Bonacker	Cheri	7	24	178.0	\$ 31.22	\$ 38,900.12	\$ -	\$ 38,900.12	7	25	178.0	\$ 32.28	\$ 40,220.88	\$ -	\$ 40,220.88
Bonacker-Slipend	Cheri	0	0	0.0	\$ 7,793.00	\$ -	\$ 7,793.00	0	0	0.0	\$ -	\$ 8,057.96	\$ -	\$ 8,057.96	
Boze	Karrie	7	2	178.5	\$ 12.19	\$ 15,231.41	\$ -	\$ 15,231.41	7	3	178.5	\$ 12.60	\$ 15,743.70	\$ -	\$ 15,743.70
Ginnings	(Vacant)	7	1	177.5	\$ 10.65	\$ 13,232.63	\$ -	\$ 13,232.63	7	1	177.5	\$ -	\$ -	\$ -	\$ -
Hammer	Michael	7	1	177.5	\$ 10.30	\$ 12,797.75	\$ -	\$ 12,797.75	7	2	177.5	\$ 10.65	\$ 13,232.63	\$ -	\$ 13,232.63
Killinger	Caprice	7	12	177.5	\$ 13.75	\$ 17,084.38	\$ 2.80	\$ 17,581.38	7	13	177.5	\$ 14.22	\$ 17,668.35	\$ 2.80	\$ 18,165.35
McCabe	Ruth	7	12	178.5	\$ 12.83	\$ 16,031.09	\$ 2.80	\$ 16,530.89	7	13	178.5	\$ 13.27	\$ 16,580.87	\$ 2.80	\$ 17,080.67
Miller	Holly	7	11	177.5	\$ 14.82	\$ 18,413.85	\$ 2.80	\$ 18,910.85	7	12	177.5	\$ 15.32	\$ 19,035.10	\$ 2.80	\$ 19,532.10
Osborn	Karen	7.5	4	178.5	\$ 12.15	\$ 16,265.81	\$ -	\$ 16,265.81	7.5	5	178.5	\$ 12.56	\$ 16,814.70	\$ 1.50	\$ 17,082.45
Smith	Stacey	7	6	177.5	\$ 12.58	\$ 15,630.65	\$ 1.40	\$ 15,879.15	7	7	177.5	\$ 13.01	\$ 16,164.93	\$ 1.40	\$ 16,413.43
Spradling	Cheryl	7.25	18	179.5	\$ 13.48	\$ 17,542.54	\$ 4.35	\$ 18,323.37	7.3	19	179.5	\$ 13.94	\$ 18,141.17	\$ 4.35	\$ 18,922.00
Starkey	Aimee	7	1	177.5	\$ 11.05	\$ 13,729.63	\$ -	\$ 13,729.63	7	2	177.5	\$ 11.43	\$ 14,201.78	\$ -	\$ 14,201.78
Wilkinson	Stephanie	7	2	177.5	\$ 11.94	\$ 14,835.45	\$ -	\$ 14,835.45	7	3	177.5	\$ 12.35	\$ 15,344.88	\$ -	\$ 15,344.88
Computer Lab															
Dickson	Carolyn	7.5	4	181.5	\$ 14.12	\$ 19,220.85	\$ -	\$ 19,220.85	7.5	5	181.5	\$ 14.60	\$ 19,874.25	\$ -	\$ 19,874.25
Miller	Melinda	7	2	181.5	\$ 13.29	\$ 16,884.95	\$ -	\$ 16,884.95	7	2	181.5	\$ 13.74	\$ 17,456.67	\$ -	\$ 17,456.67
Richardson	Curtis	7	3	181.5	\$ 13.93	\$ 17,698.07	\$ -	\$ 17,698.07	7	4	181.5	\$ 14.40	\$ 18,285.20	\$ -	\$ 18,285.20
Seaton	Pamela	8	16	181.5	\$ 16.46	\$ 23,899.92	\$ 4.80	\$ 24,771.12	8	17	181.5	\$ 17.02	\$ 24,713.04	\$ 4.80	\$ 25,584.24
Thompson	Theresa	7	13	181.5	\$ 15.00	\$ 19,057.50	\$ 2.80	\$ 19,565.70	7	14	181.5	\$ 15.51	\$ 19,705.46	\$ 2.80	\$ 20,213.66
White	Denise	7	13	181.5	\$ 15.76	\$ 20,023.08	\$ 2.80	\$ 20,531.28	7	14	181.5	\$ 16.30	\$ 20,709.15	\$ 2.80	\$ 21,217.35
Librarians															
Chappell	Aim	7.5	7	181.5	\$ 12.61	\$ 17,165.36	\$ 1.50	\$ 17,437.61	7.5	8	181.5	\$ 13.04	\$ 17,750.70	\$ 1.50	\$ 18,022.95
Davies	Kathleen	7	2	181.5	\$ 11.82	\$ 15,017.31	\$ -	\$ 15,017.31	7	3	181.5	\$ 12.22	\$ 15,525.51	\$ -	\$ 15,525.51
Doren	Sandra	7	18	181.5	\$ 15.04	\$ 19,108.32	\$ 4.20	\$ 19,870.62	7	19	181.5	\$ 15.55	\$ 19,766.28	\$ 4.20	\$ 20,518.58
Hicks-Enemart	Jennifer	7	2	181.5	\$ 11.43	\$ 14,521.82	\$ -	\$ 14,521.82	7	2	181.5	\$ 11.82	\$ 15,017.31	\$ -	\$ 15,017.31
Krupenske	Susan	7	4	181.5	\$ 12.69	\$ 16,122.65	\$ -	\$ 16,122.65	7	5	181.5	\$ 13.12	\$ 16,668.96	\$ 1.40	\$ 16,923.06
LaBram	Susan	7	12	181.5	\$ 13.75	\$ 17,469.38	\$ 2.80	\$ 17,977.58	7	13	181.5	\$ 14.22	\$ 18,066.51	\$ 2.80	\$ 18,574.71
Robie	Marty	7	17	181.5	\$ 13.17	\$ 16,732.49	\$ 4.20	\$ 17,494.79	7	18	181.5	\$ 13.82	\$ 17,304.21	\$ 4.20	\$ 18,066.51
Vermillion	Betty	7	18	181.5	\$ 14.52	\$ 18,447.66	\$ 4.20	\$ 19,209.96	7	19	181.5	\$ 15.01	\$ 19,070.21	\$ 4.20	\$ 19,832.51

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Last Name	First Name	Hrs Per Day	Yrs	Days	Hrly Rate	Annual W/O Long	Daily Long	Long Annual	Annual Amt	Hrs Per Day	Yrs	Days	Hrly Rate	Annual W/O Long	Daily Long	Long Annual	Annual Amt
Brynda	Jane	7.5	3	180	\$ 10.58	\$ 14,283.00	\$ -	\$ -	\$ 14,283.00	7.5	4	180	\$ 10.94	\$ 14,769.00	\$ -	\$ -	\$ 14,769.00
Burkhardt	Dianna	8	14	180	\$ 13.42	\$ 19,324.80	\$ 3.20	\$ 576.00	\$ 19,900.80	8	15	180	\$ 13.88	\$ 19,987.20	\$ 4.80	\$ 864.00	\$ 20,851.20
Capps	Pam	6.5	16	180	\$ 12.26	\$ 14,344.20	\$ 3.90	\$ 702.00	\$ 15,046.20	6.5	17	180	\$ 12.68	\$ 14,835.60	\$ 3.90	\$ 702.00	\$ 15,537.60
Cauchon	Deborah	7.25	1	180	\$ 10.46	\$ 13,650.30	\$ -	\$ -	\$ 13,650.30	7.25	2	180	\$ 10.82	\$ 14,120.10	\$ -	\$ -	\$ 14,120.10
Collins	Wauunita	6.5	7	180	\$ 11.26	\$ 13,174.20	\$ 1.30	\$ 234.00	\$ 13,408.20	6.5	8	180	\$ 11.64	\$ 13,618.80	\$ 1.30	\$ 234.00	\$ 13,852.80
Conway	Teresa	7.25	13	180	\$ 12.26	\$ 15,999.30	\$ 2.90	\$ 522.00	\$ 16,521.30	7.25	14	180	\$ 12.68	\$ 16,547.40	\$ 4.35	\$ 783.00	\$ 17,330.40
Dale	{Vacant}	7.5	11	180	\$ 13.02	\$ 17,577.00	\$ 3.00	\$ 540.00	\$ 18,117.00	7.5	0	180	\$ -	\$ -	\$ -	\$ -	\$ -
Davis	{Vacant}	6.5	3	180	\$ 10.58	\$ 12,378.60	\$ -	\$ -	\$ 12,378.60	6.5	180	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Emby	Patricia	6.5	20	180	\$ 12.98	\$ 15,186.60	\$ 5.20	\$ 936.00	\$ 16,122.60	6.5	21	180	\$ 13.42	\$ 15,701.40	\$ 5.20	\$ 936.00	\$ 16,637.40
Gideon	Beth	7.5	1	180	\$ 9.75	\$ 13,162.50	\$ -	\$ -	\$ 13,162.50	7.5	2	180	\$ 10.08	\$ 13,608.00	\$ -	\$ -	\$ 13,608.00
Gilbert	Bobbi	6.5	3	180	\$ 10.58	\$ 12,378.60	\$ -	\$ -	\$ 12,378.60	6.5	4	180	\$ 10.94	\$ 12,799.80	\$ -	\$ -	\$ 12,799.80
Goodman	Jean	6	3	180	\$ 10.74	\$ 11,599.20	\$ -	\$ -	\$ 11,599.20	6	4	180	\$ 11.11	\$ 11,998.80	\$ -	\$ -	\$ 11,998.80
Hays	Teresa	7.25	7	180	\$ 12.14	\$ 15,842.70	\$ 1.45	\$ 261.00	\$ 16,103.70	7.25	8	180	\$ 12.55	\$ 16,377.75	\$ 1.45	\$ 261.00	\$ 16,638.75
High Maag	Christine	7	1	180	\$ 10.35	\$ 13,041.00	\$ -	\$ -	\$ 13,041.00	7	2	180	\$ 10.70	\$ 13,482.00	\$ -	\$ -	\$ 13,482.00
Hurley	Edith	6.5	9	180	\$ 11.53	\$ 13,490.10	\$ 1.30	\$ 234.00	\$ 13,724.10	6.5	10	180	\$ 11.92	\$ 13,946.40	\$ 2.60	\$ 468.00	\$ 14,414.40
Jackson	Melissa	6.5	7	180	\$ 11.26	\$ 13,174.20	\$ 1.30	\$ 234.00	\$ 13,408.20	6.5	8	180	\$ 11.64	\$ 13,618.80	\$ 1.30	\$ 234.00	\$ 13,852.80
Jones	Holly	6.5	10	180	\$ 11.88	\$ 13,899.60	\$ 2.60	\$ 468.00	\$ 14,367.60	6.5	11	180	\$ 12.28	\$ 14,367.60	\$ 2.60	\$ 468.00	\$ 14,835.60
Long	Jill	7	1	180	\$ 10.70	\$ 13,482.00	\$ -	\$ -	\$ 13,482.00	7	2	180	\$ 11.06	\$ 13,935.60	\$ -	\$ -	\$ 13,935.60
Mashek	Debra	7	20	180	\$ 15.50	\$ 19,530.00	\$ 5.60	\$ 1,008.00	\$ 20,538.00	7	21	180	\$ 16.03	\$ 20,197.80	\$ 5.60	\$ 1,008.00	\$ 21,205.80
McKoon	Lisa	6.25	3	180	\$ 10.58	\$ 11,902.50	\$ -	\$ -	\$ 11,902.50	6.25	4	180	\$ 10.94	\$ 12,307.50	\$ -	\$ -	\$ 12,307.50
Meyer	Samatha	7.25	7	180	\$ 11.26	\$ 14,694.30	\$ 1.45	\$ 261.00	\$ 14,955.30	7.25	8	180	\$ 11.64	\$ 15,190.20	\$ 1.45	\$ 261.00	\$ 15,451.20
Moreland	Candi	7.5	7	180	\$ 11.09	\$ 14,971.50	\$ 1.50	\$ 270.00	\$ 15,241.50	7.5	8	180	\$ 11.47	\$ 15,484.50	\$ 1.50	\$ 270.00	\$ 15,754.50
Morris	Lori	6.25	2	180	\$ 11.06	\$ 12,442.50	\$ -	\$ -	\$ 12,442.50	6.25	3	180	\$ 11.44	\$ 12,870.00	\$ -	\$ -	\$ 12,870.00
Morrison	Codi	7	1	180	\$ 9.75	\$ 12,285.00	\$ -	\$ -	\$ 12,285.00	7	2	180	\$ 10.08	\$ 12,700.80	\$ -	\$ -	\$ 12,700.80
Norris	{vacant}	7.5	7	180	\$ 11.09	\$ 14,971.50	\$ 1.30	\$ 234.00	\$ 15,205.50	7.5	0	180	\$ -	\$ -	\$ -	\$ -	\$ -
O'Quinn	Barbara	6.5	5	180	\$ 10.88	\$ 12,729.60	\$ 1.30	\$ 234.00	\$ 12,963.60	6.5	6	180	\$ 11.25	\$ 13,162.50	\$ 1.30	\$ 234.00	\$ 13,396.50
Price	Shirley	7	7	180	\$ 11.26	\$ 14,187.60	\$ 1.40	\$ 252.00	\$ 14,439.60	7	8	180	\$ 11.64	\$ 14,666.40	\$ 1.40	\$ 252.00	\$ 14,918.40
Rohlik	Melissa	6.5	1	180	\$ 10.46	\$ 12,238.20	\$ -	\$ -	\$ 12,238.20	6.5	2	180	\$ 10.82	\$ 12,659.40	\$ -	\$ -	\$ 12,659.40
Stehle	Ronda	6.5	2	180	\$ 10.42	\$ 12,191.40	\$ -	\$ -	\$ 12,191.40	6.5	3	180	\$ 10.77	\$ 12,600.90	\$ -	\$ -	\$ 12,600.90
Stevens	{Vacant}	6.5	12	180	\$ 13.15	\$ 15,385.50	\$ 2.60	\$ 468.00	\$ 15,853.50	6.5	0	180	\$ -	\$ -	\$ -	\$ -	\$ -
Stidham	Renee	6.5	1	180	\$ 10.35	\$ 12,109.50	\$ -	\$ -	\$ 12,109.50	6.5	2	180	\$ 10.70	\$ 12,519.00	\$ -	\$ -	\$ 12,519.00
Wiess	{Vacant}	7.25	4	180	\$ 10.72	\$ 13,989.60	\$ -	\$ -	\$ 13,989.60	7.25	0	180	\$ -	\$ -	\$ -	\$ -	\$ -
Wiethop	Denise	6.25	22	180	\$ 15.35	\$ 17,268.75	\$ 5.00	\$ 900.00	\$ 18,168.75	6.25	23	180	\$ 15.87	\$ 17,853.75	\$ 5.00	\$ 900.00	\$ 18,753.75
Other																	
Custer	Brian	8	10	259	\$ 13.54	\$ 28,054.88	\$ 3.20	\$ 828.80	\$ 28,883.68	8	11	259	\$ 14.00	\$ 29,008.00	\$ 3.20	\$ 828.80	\$ 29,836.80
Stark	{Vacant}	8	2	180	\$ 11.06	\$ 15,926.40	\$ -	\$ -	\$ 15,926.40	8	0	180	\$ -	\$ -	\$ -	\$ -	\$ -

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Last Name	First Name	Hrs Per Day	Days	Yrs	Hrly Rate	Annual/W/O Long	Hrly Long	Long Annual	Annual Amt	Hrs Per Day	Days	Yrs	Hrly Rate	Annual/W/O Long	Hrly Long	Long Annual	Annual Amt
Banister	Claude	8	6	255	\$ 11.14	\$ 22,725.60	\$ 0.20	\$ 408.00	\$ 23,133.60	8	7	255	\$ 11.52	\$ 23,500.80	\$ 0.20	\$ 408.00	\$ 23,908.80
Biggers	Casey	8	1	255	\$ 10.00	\$ 20,400.00	\$ -	\$ -	\$ 20,400.00	8	2	255	\$ 10.34	\$ 21,093.60	\$ -	\$ -	\$ 21,093.60
Born	Craig	8	1	255	\$ 10.00	\$ 20,400.00	\$ -	\$ -	\$ 20,400.00	8	2	255	\$ 10.00	\$ 20,400.00	\$ -	\$ -	\$ 20,400.00
Born	Jamie	8	1	255	\$ 10.00	\$ 20,400.00	\$ -	\$ -	\$ 20,400.00	8	2	255	\$ 10.34	\$ 21,093.60	\$ -	\$ -	\$ 21,093.60
Boyles Jr.	William	8	8	255	\$ 11.56	\$ 23,582.40	\$ 0.20	\$ 408.00	\$ 23,990.40	8	9	255	\$ 11.95	\$ 24,378.00	\$ 0.20	\$ 408.00	\$ 24,786.00
Burkhardt	Larry	8	3	255	\$ 10.84	\$ 22,113.60	\$ -	\$ -	\$ 22,113.60	8	4	255	\$ 11.21	\$ 22,868.40	\$ -	\$ -	\$ 22,868.40
Carter	Mecla	8	1	255	\$ 10.00	\$ 20,400.00	\$ -	\$ -	\$ 20,400.00	8	2	255	\$ 10.00	\$ 20,400.00	\$ -	\$ -	\$ 20,400.00
Coffman	Devona	8	4	255	\$ 11.85	\$ 24,174.00	\$ 0.20	\$ 408.00	\$ 24,582.00	8	10	255	\$ 12.25	\$ 24,990.00	\$ 0.40	\$ 816.00	\$ 25,806.00
Henson	Gary	8	2	255	\$ 11.56	\$ 23,582.40	\$ 0.20	\$ 408.00	\$ 23,990.40	8	5	255	\$ 11.95	\$ 24,378.00	\$ 0.20	\$ 408.00	\$ 24,786.00
Hoots	Chad	8	1	255	\$ 10.60	\$ 21,624.00	\$ -	\$ -	\$ 21,624.00	8	3	255	\$ 10.96	\$ 22,358.40	\$ -	\$ -	\$ 22,358.40
Humiston	Steven	8	12	255	\$ 13.04	\$ 26,601.60	\$ 0.40	\$ 816.00	\$ 27,417.60	8	13	255	\$ 13.48	\$ 27,499.20	\$ 0.40	\$ 816.00	\$ 28,315.20
Jacoby	Sandra	8	4	255	\$ 11.38	\$ 23,215.20	\$ -	\$ -	\$ 23,215.20	8	5	255	\$ 11.77	\$ 24,010.80	\$ 0.20	\$ 408.00	\$ 24,418.80
Jacoby	Steven	8	8	255	\$ 12.07	\$ 24,622.80	\$ 0.20	\$ 408.00	\$ 25,030.80	8	9	255	\$ 12.48	\$ 25,459.20	\$ 0.20	\$ 408.00	\$ 25,867.20
James	Sheila	8	2	255	\$ 11.23	\$ 22,909.20	\$ -	\$ -	\$ 22,909.20	8	3	255	\$ 11.61	\$ 23,684.40	\$ -	\$ -	\$ 23,684.40
Johns	Brad	8	1	255	\$ 10.00	\$ 20,400.00	\$ -	\$ -	\$ 20,400.00	8	2	255	\$ 10.34	\$ 21,093.60	\$ -	\$ -	\$ 21,093.60
Keeney	Rebecca	8	6	255	\$ 11.39	\$ 23,235.60	\$ 0.20	\$ 408.00	\$ 23,643.60	8	7	255	\$ 11.78	\$ 24,031.20	\$ 0.20	\$ 408.00	\$ 24,439.20
Krueger	Tim	8	4	255	\$ 10.00	\$ 20,400.00	\$ -	\$ -	\$ 20,400.00	8	2	255	\$ 10.00	\$ 20,400.00	\$ -	\$ -	\$ 20,400.00
Lawrence	Ronnie	8	18	255	\$ 13.11	\$ 26,744.40	\$ 0.60	\$ 1,224.00	\$ 27,968.40	8	19	255	\$ 13.56	\$ 27,662.40	\$ 0.60	\$ 1,224.00	\$ 28,886.40
Long	Anita	8	3	255	\$ 11.23	\$ 22,909.20	\$ -	\$ -	\$ 22,909.20	8	4	255	\$ 11.61	\$ 23,684.40	\$ -	\$ -	\$ 23,684.40
Manning	Blythe	8	1	255	\$ 10.86	\$ 22,154.40	\$ -	\$ -	\$ 22,154.40	8	2	255	\$ 11.23	\$ 22,909.20	\$ -	\$ -	\$ 22,909.20
Martinez	Alex	8	6	255	\$ 11.68	\$ 23,827.20	\$ 0.20	\$ 408.00	\$ 24,235.20	8	7	255	\$ 12.08	\$ 24,643.20	\$ 0.20	\$ 408.00	\$ 25,051.20
McGuire	Wanda	8	10	255	\$ 12.59	\$ 25,683.60	\$ 0.40	\$ 816.00	\$ 26,499.60	8	11	255	\$ 13.02	\$ 26,560.80	\$ 0.40	\$ 816.00	\$ 27,376.80
Myers	Joseph	8	3	255	\$ 11.38	\$ 23,215.20	\$ -	\$ -	\$ 23,215.20	8	4	255	\$ 11.77	\$ 24,010.80	\$ -	\$ -	\$ 24,010.80
Phillips	Gary	8	3	255	\$ 11.23	\$ 22,909.20	\$ -	\$ -	\$ 22,909.20	8	4	255	\$ 11.61	\$ 23,684.40	\$ -	\$ -	\$ 23,684.40
Robinson	(Vacant)	8	4	255	\$ 10.99	\$ 22,419.60	\$ -	\$ -	\$ 22,419.60	8	0	255	\$ -	\$ -	\$ -	\$ -	\$ -
Schindler	Mary	8	1	255	\$ 10.50	\$ 21,420.00	\$ -	\$ -	\$ 21,420.00	8	2	255	\$ 10.86	\$ 22,154.40	\$ -	\$ -	\$ 22,154.40
Scott	William	8	10	255	\$ 11.85	\$ 24,174.00	\$ 0.40	\$ 816.00	\$ 24,990.00	8	11	255	\$ 12.25	\$ 24,990.00	\$ 0.40	\$ 816.00	\$ 25,806.00
Singer	Edward	8	2	255	\$ 10.50	\$ 21,420.00	\$ -	\$ -	\$ 20,400.00	8	3	255	\$ 10.00	\$ 20,400.00	\$ -	\$ -	\$ 20,400.00
Smith	Lois	8	10	255	\$ 12.14	\$ 24,765.60	\$ 0.40	\$ 816.00	\$ 25,581.60	8	11	255	\$ 12.55	\$ 26,020.00	\$ 0.40	\$ 816.00	\$ 26,836.00
Springer	Donald	8	3	255	\$ 11.38	\$ 23,215.20	\$ -	\$ -	\$ 23,215.20	8	4	255	\$ 11.77	\$ 24,010.80	\$ -	\$ -	\$ 24,010.80
Springer	Donald	8	2	255	\$ 10.89	\$ 21,807.60	\$ -	\$ -	\$ 21,807.60	8	3	255	\$ 11.05	\$ 22,542.00	\$ -	\$ -	\$ 22,542.00

First Name	Last Name	HR's Per Day	Days	Hourly Rate	Annual W/O Long	Hourly Long	Long Annual	Annual	Annual W/O Long	Hourly Long	Long Annual	Annual
Terry	Stoll	8	3	255	\$ 10.69	\$ 21,807.60	\$ -	\$ 21,807.60	\$ 11.05	\$ 22,542.00	\$ -	\$ 22,542.00
Heather	Thompson	8	4	255	\$ 11.38	\$ 23,215.20	\$ -	\$ 23,215.20	11.77	\$ 24,010.80	\$ 0.20	\$ 24,418.80
Terri	Tyler	8	3	255	\$ 11.38	\$ 23,215.20	\$ -	\$ 23,215.20	11.77	\$ 24,010.80	\$ -	\$ 24,010.80
Dan	VanEperen	8	2	255	\$ 10.34	\$ 21,093.60	\$ -	\$ 21,093.60	10.69	\$ 21,807.60	\$ -	\$ 21,807.60
Clyde	Wells	8	2	255	\$ 11.23	\$ 22,909.20	\$ -	\$ 22,909.20	11.61	\$ 23,694.40	\$ -	\$ 23,694.40
Anita	Banister	8	6	255	\$ 12.95	\$ 26,418.00	\$ 0.20	\$ 26,826.00	13.39	\$ 27,315.60	\$ 0.20	\$ 27,723.60
Wilbert	Goldsberry	8	5	255	\$ 12.14	\$ 24,765.60	\$ 0.20	\$ 25,173.60	12.55	\$ 25,602.00	\$ 0.20	\$ 26,010.00
Meilissa	Logue	8	8	255	\$ 12.56	\$ 25,622.40	\$ 0.20	\$ 26,030.40	12.99	\$ 26,499.60	\$ 0.20	\$ 26,907.60
Warren	DeVore	8	5	255	\$ 12.14	\$ 24,765.60	\$ 0.20	\$ 25,173.60	12.55	\$ 25,602.00	\$ 0.20	\$ 26,010.00
Mark	Voss	8	10	259	\$ 17.20	\$ 35,638.40	\$ 0.40	\$ 36,467.20	17.78	\$ 36,840.16	\$ 0.40	\$ 37,668.96
William	Ward	8	15	259	\$ 16.16	\$ 33,483.52	\$ 0.60	\$ 34,726.72	16.71	\$ 34,623.12	\$ 0.60	\$ 35,866.32
		8	38	259	\$ 17.07	\$ 35,369.04	\$ 1.00	\$ 37,441.04	17.65	\$ 36,570.80	\$ 1.00	\$ 38,642.80
Ronald	Burkhardt	8	12	259	\$ 15.04	\$ 31,162.88	\$ 0.40	\$ 31,991.68	15.55	\$ 32,219.60	\$ 0.40	\$ 33,048.40
Gregory	Darrow	8	5	259	\$ 16.76	\$ 34,726.72	\$ 0.20	\$ 35,141.12	17.33	\$ 35,907.76	\$ 0.20	\$ 36,322.16
Nathan	Foult	8	5	259	\$ 16.72	\$ 34,643.84	\$ 0.20	\$ 35,058.24	19.29	\$ 39,968.88	\$ 0.20	\$ 40,383.28
(Vacant)	Klemm	8	1	259	\$ 15.00	\$ 31,080.00	\$ -	\$ 31,080.00	-	\$ -	\$ -	\$ -
Kelly	Manning	8	2	259	\$ 11.73	\$ 24,304.56	\$ -	\$ 24,304.56	12.13	\$ 25,133.36	\$ -	\$ 25,133.36
Glenn	McCabe	8	1	259	\$ 15.00	\$ 31,080.00	\$ -	\$ 31,080.00	15.51	\$ 32,136.72	\$ -	\$ 32,136.72
Steven	Schmidt	8	5	259	\$ 12.86	\$ 26,645.92	\$ -	\$ 26,645.92	15.00	\$ 31,080.00	\$ -	\$ 31,080.00
Michael	Thomas	8	5	259	\$ 16.72	\$ 34,643.84	\$ 0.20	\$ 35,058.24	17.29	\$ 35,824.88	\$ 0.20	\$ 36,239.28
Daphne	Shockey	8	6	259	\$ 13.75	\$ 28,490.00	\$ 0.20	\$ 28,904.40	14.22	\$ 29,453.84	\$ 0.20	\$ 29,878.24
Scott	Marin	8	8	259	\$ 23.88	\$ 49,479.36	\$ 0.20	\$ 49,993.76	24.69	\$ 51,157.68	\$ 0.20	\$ 51,572.08



Last Name	First Name	Yrs	Days	Daily Rate	Annual W/O Long	Daily Long	Long Annual	Annual Amt	Yrs	Days	Daily Rate	Annual W/O Long	Daily Long	Long Annual	Annual Amt
Allen	Ray	2	178	\$ 89.71	\$ 15,968.38	\$ -	\$ -	\$ 15,968.38		3	178	\$ 92.76	\$ 16,511.28	\$ -	\$ 16,511.28
Barrett	Don	2	178	\$ 85.65	\$ 15,245.70	\$ -	\$ -	\$ 15,245.70		3	178	\$ 88.56	\$ 15,763.68	\$ -	\$ 15,763.68
Barton	Bruce	5	178	\$ 81.85	\$ 14,569.30	\$ 1.25	\$ 222.50	\$ 14,791.80		6	178	\$ 84.63	\$ 15,064.14	\$ 1.25	\$ 15,286.64
Beam	Samuel	1	178	\$ 89.71	\$ 15,968.38	\$ -	\$ -	\$ 15,968.38		2	178	\$ 92.76	\$ 16,511.28	\$ -	\$ 16,511.28
Blume	Leland	14	178	\$ 96.21	\$ 17,125.38	\$ 3.75	\$ 667.50	\$ 17,792.88		15	178	\$ 99.48	\$ 17,707.44	\$ 3.75	\$ 18,374.94
Blume	Leland		178	\$ 3.90	\$ 694.20	\$ -	\$ -	\$ 694.20			178	\$ 4.03	\$ 717.34	\$ -	\$ 717.34
Brynda	Robert	5	178	\$ 81.85	\$ 14,569.30	\$ 1.25	\$ 222.50	\$ 14,791.80		6	178	\$ 84.63	\$ 15,064.14	\$ 1.25	\$ 15,286.64
Burns	Stephanie	2	178	\$ 89.71	\$ 15,968.38	\$ -	\$ -	\$ 15,968.38		3	178	\$ 92.76	\$ 16,511.28	\$ -	\$ 16,511.28
Burrows	Steven	5	178	\$ 85.65	\$ 15,245.70	\$ 1.25	\$ 222.50	\$ 15,468.20		6	178	\$ 88.56	\$ 15,763.68	\$ 1.25	\$ 15,986.18
Calvert	Earnest	3	178	\$ 81.85	\$ 14,569.30	\$ -	\$ -	\$ 14,569.30		4	178	\$ 84.63	\$ 15,064.14	\$ -	\$ 15,064.14
Cannon	Philip	2	178	\$ 85.65	\$ 15,245.70	\$ -	\$ -	\$ 15,245.70		3	178	\$ 88.56	\$ 15,763.68	\$ -	\$ 15,763.68
Clayton	Douglas	2	178	\$ 89.71	\$ 15,968.38	\$ -	\$ -	\$ 15,968.38		3	178	\$ 92.76	\$ 16,511.28	\$ -	\$ 16,511.28
Cleland	Bradley	1	178	\$ 85.65	\$ 15,245.70	\$ -	\$ -	\$ 15,245.70		2	178	\$ 88.56	\$ 15,763.68	\$ -	\$ 15,763.68
Conrad	Gary	13	178	\$ 76.43	\$ 13,604.54	\$ 2.50	\$ 445.00	\$ 14,049.54		14	178	\$ 79.03	\$ 14,067.34	\$ 2.50	\$ 14,512.34
Dlugosh	Dale	4	178	\$ 89.71	\$ 15,968.38	\$ -	\$ -	\$ 15,968.38		5	178	\$ 92.76	\$ 16,511.28	\$ 1.25	\$ 16,733.78
Feager	Terry	19	178	\$ 89.71	\$ 15,968.38	\$ 3.75	\$ 667.50	\$ 16,635.88		20	178	\$ 92.76	\$ 16,511.28	\$ 5.00	\$ 17,401.28
Fox	Carl	3	178	\$ 85.65	\$ 15,245.70	\$ -	\$ -	\$ 15,245.70		4	178	\$ 88.56	\$ 15,763.68	\$ -	\$ 15,763.68
Gemes	Cassandra	1	178	\$ 81.85	\$ 14,569.30	\$ -	\$ -	\$ 14,569.30		2	178	\$ 84.63	\$ 15,064.14	\$ -	\$ 15,064.14
Haag	Richard	20	178	\$ 89.71	\$ 15,968.38	\$ 5.00	\$ 890.00	\$ 16,858.38		21	178	\$ 92.76	\$ 16,511.28	\$ 5.00	\$ 17,401.28
Hamilton	Carlton	3	178	\$ 85.65	\$ 15,245.70	\$ -	\$ -	\$ 15,245.70		4	178	\$ 88.56	\$ 15,763.68	\$ -	\$ 15,763.68
Heier	Paul	1	178	\$ 81.85	\$ 14,569.30	\$ -	\$ -	\$ 14,569.30		2	178	\$ 84.63	\$ 15,064.14	\$ -	\$ 15,064.14
Hicks	Robbin	11	178	\$ 81.85	\$ 14,569.30	\$ 2.50	\$ 445.00	\$ 15,014.30		12	178	\$ 84.63	\$ 15,064.14	\$ 2.50	\$ 15,509.14
Hopper	Chalmer	1	178	\$ 89.71	\$ 15,968.38	\$ -	\$ -	\$ 15,968.38		2	178	\$ 92.76	\$ 16,511.28	\$ -	\$ 16,511.28
Horral	Stephen	12	178	\$ 89.71	\$ 15,968.38	\$ 2.50	\$ 445.00	\$ 16,413.38		13	178	\$ 92.76	\$ 16,511.28	\$ 2.50	\$ 16,956.28
Jackson	Matthew	2	178	\$ 89.71	\$ 15,968.38	\$ -	\$ -	\$ 15,968.38		3	178	\$ 92.76	\$ 16,511.28	\$ -	\$ 16,511.28
Jenkins	Kathie	6	178	\$ 96.21	\$ 17,125.38	\$ 1.25	\$ 222.50	\$ 17,347.88		7	178	\$ 99.48	\$ 17,707.44	\$ 1.25	\$ 17,929.94
Kaski	Beth	1	178	\$ 85.65	\$ 15,245.70	\$ -	\$ -	\$ 15,245.70		2	178	\$ 88.56	\$ 15,763.68	\$ -	\$ 15,763.68
Kellock	Bradford	1	178	\$ 76.43	\$ 13,604.54	\$ -	\$ -	\$ 13,604.54		2	178	\$ 79.03	\$ 14,067.34	\$ -	\$ 14,067.34
Kinney	Michael	16	178	\$ 85.65	\$ 15,245.70	\$ 3.75	\$ 667.50	\$ 15,913.20		17	178	\$ 88.56	\$ 15,763.68	\$ 3.75	\$ 16,431.18
Klingensmith	William	2	178	\$ 76.43	\$ 13,604.54	\$ -	\$ -	\$ 13,604.54		3	178	\$ 79.03	\$ 14,067.34	\$ -	\$ 14,067.34
Knievel	Debra	5	178	\$ 94.04	\$ 16,739.12	\$ 1.25	\$ 222.50	\$ 16,961.62		6	178	\$ 97.24	\$ 17,308.72	\$ 1.25	\$ 17,531.22
Knievel	Scott	1	178	\$ 85.65	\$ 15,245.70	\$ -	\$ -	\$ 15,245.70		2	178	\$ 88.56	\$ 15,763.68	\$ -	\$ 15,763.68
Larson	David	13	178	\$ 85.65	\$ 15,245.70	\$ 2.50	\$ 445.00	\$ 15,690.70		14	178	\$ 88.56	\$ 15,763.68	\$ 2.50	\$ 16,208.68
Latham	Steven	19	178	\$ 89.71	\$ 15,968.38	\$ 5.00	\$ 890.00	\$ 16,858.38		20	178	\$ 92.76	\$ 16,511.28	\$ 5.00	\$ 17,401.28
Lyons	Garold	6	178	\$ 89.71	\$ 15,968.38	\$ 1.25	\$ 222.50	\$ 16,190.88		7	178	\$ 92.76	\$ 16,511.28	\$ 1.25	\$ 16,733.78
Mathes	Rosemary	13	178	\$ 89.71	\$ 15,968.38	\$ 2.50	\$ 445.00	\$ 16,413.38		14	178	\$ 92.76	\$ 16,511.28	\$ 2.50	\$ 16,956.28
McDaniel	Morris	18	178	\$ 94.04	\$ 16,739.12	\$ 3.75	\$ 667.50	\$ 17,406.62		19	178	\$ 97.24	\$ 17,308.72	\$ 3.75	\$ 17,976.22
Morse	Stephen	6	178	\$ 89.71	\$ 15,968.38	\$ 1.25	\$ 222.50	\$ 16,190.88		7	178	\$ 92.76	\$ 16,511.28	\$ 1.25	\$ 16,733.78
Neal	Kimberly	12	178	\$ 81.85	\$ 14,569.30	\$ 2.50	\$ 445.00	\$ 15,014.30		13	178	\$ 84.63	\$ 15,064.14	\$ 2.50	\$ 15,509.14

Last Name	First Name	Yrs	Days	Daily Rate	Annual W/O	Daily Long	Long Annual	Annual Amt	Hrs Per Day	Days	Daily Rate	Annual W/O	Daily Long	Long Annual	Annual Amt	Hrs Per Day	Days	Daily Rate	Annual W/O	Daily Long	Long Annual	Annual Amt		
Neal	Milton	3	178	\$ 81.85	\$ 14,569.30	\$ -	\$ -	\$ 14,569.30			\$ 84.63	\$ 15,064.14	\$ -	\$ -	\$ 15,064.14			\$ 84.63	\$ 15,064.14	\$ -	\$ -	\$ 15,064.14		
O'Dell	Larry	5	178	\$ 85.65	\$ 15,245.70	\$ 1.25	\$ 222.50	\$ 15,468.20			\$ 88.56	\$ 15,763.68	\$ 1.25	\$ 222.50	\$ 15,986.18			\$ 88.56	\$ 15,763.68	\$ 1.25	\$ 222.50	\$ 15,986.18		
Paul	Stephen	4	178	\$ 91.88	\$ 16,354.64	\$ -	\$ -	\$ 16,354.64			\$ 95.00	\$ 16,910.00	\$ 1.25	\$ 222.50	\$ 17,132.50			\$ 95.00	\$ 16,910.00	\$ 1.25	\$ 222.50	\$ 17,132.50		
Randen	Terry	8	178	\$ 85.65	\$ 15,245.70	\$ 1.25	\$ 222.50	\$ 15,468.20			\$ 88.56	\$ 15,763.68	\$ 1.25	\$ 222.50	\$ 15,986.18			\$ 88.56	\$ 15,763.68	\$ 1.25	\$ 222.50	\$ 15,986.18		
Rexroad	Cyndi	13	178	\$ 85.65	\$ 15,245.70	\$ 2.50	\$ 445.00	\$ 15,690.70			\$ 88.56	\$ 15,763.68	\$ 2.50	\$ 445.00	\$ 16,208.68			\$ 88.56	\$ 15,763.68	\$ 2.50	\$ 445.00	\$ 16,208.68		
Sharpe	Katie	1	178	\$ 81.85	\$ 14,569.30	\$ -	\$ -	\$ 14,569.30			\$ 84.63	\$ 15,064.14	\$ -	\$ -	\$ 15,064.14			\$ 84.63	\$ 15,064.14	\$ -	\$ -	\$ 15,064.14		
Scheutz	{vacant}	7	178	\$ 91.88	\$ 16,354.64	\$ 1.25	\$ 222.50	\$ 16,577.14			\$ 95.00	\$ 16,910.00	\$ -	\$ -	\$ 16,910.00			\$ 95.00	\$ 16,910.00	\$ -	\$ -	\$ 16,910.00		
Sherman	Denise	3	178	\$ 85.65	\$ 15,245.70	\$ -	\$ -	\$ 15,245.70			\$ 88.56	\$ 15,763.68	\$ -	\$ -	\$ 15,763.68			\$ 88.56	\$ 15,763.68	\$ -	\$ -	\$ 15,763.68		
Shivers	Randy	4	178	\$ 89.71	\$ 15,968.38	\$ -	\$ -	\$ 15,968.38			\$ 92.76	\$ 16,511.28	\$ 1.25	\$ 222.50	\$ 16,733.78			\$ 92.76	\$ 16,511.28	\$ 1.25	\$ 222.50	\$ 16,733.78		
Sutton	Stephen	36	178	\$ 85.65	\$ 15,245.70	\$ 6.25	\$ 1,112.50	\$ 16,358.20			\$ 88.56	\$ 15,763.68	\$ 6.25	\$ 1,112.50	\$ 16,876.18			\$ 88.56	\$ 15,763.68	\$ 6.25	\$ 1,112.50	\$ 16,876.18		
Swann	Donna	7	178	\$ 89.71	\$ 15,968.38	\$ 1.25	\$ 222.50	\$ 16,190.88			\$ 92.76	\$ 16,511.28	\$ 1.25	\$ 222.50	\$ 16,733.78			\$ 92.76	\$ 16,511.28	\$ 1.25	\$ 222.50	\$ 16,733.78		
Thomas	Loreen	11	178	\$ 94.04	\$ 16,739.12	\$ 2.50	\$ 445.00	\$ 17,184.12			\$ 97.24	\$ 17,308.72	\$ 2.50	\$ 445.00	\$ 17,753.72			\$ 97.24	\$ 17,308.72	\$ 2.50	\$ 445.00	\$ 17,753.72		
Thrams	Michael	12	178	\$ 96.21	\$ 17,125.38	\$ 2.50	\$ 445.00	\$ 17,570.38			\$ 99.48	\$ 17,707.44	\$ 2.50	\$ 445.00	\$ 18,152.44			\$ 99.48	\$ 17,707.44	\$ 2.50	\$ 445.00	\$ 18,152.44		
Thrams	Michael		178	\$ 3.90	\$ 694.20	\$ -	\$ -	\$ 694.20			\$ 4.03	\$ 717.34	\$ -	\$ -	\$ 717.34			\$ 4.03	\$ 717.34	\$ -	\$ -	\$ 717.34		
Trandum	Don	6	178	\$ 94.04	\$ 16,739.12	\$ 1.25	\$ 222.50	\$ 16,961.62			\$ 97.24	\$ 17,308.72	\$ 1.25	\$ 222.50	\$ 17,531.22			\$ 97.24	\$ 17,308.72	\$ 1.25	\$ 222.50	\$ 17,531.22		
Wacker	Dennis	10	178	\$ 94.04	\$ 16,739.12	\$ 2.50	\$ 445.00	\$ 17,184.12			\$ 97.24	\$ 17,308.72	\$ 2.50	\$ 445.00	\$ 17,753.72			\$ 97.24	\$ 17,308.72	\$ 2.50	\$ 445.00	\$ 17,753.72		
Wackerman	Michael	29	178	\$ 76.43	\$ 13,604.54	\$ 6.25	\$ 1,112.50	\$ 14,717.04			\$ 79.03	\$ 14,067.34	\$ 6.25	\$ 1,112.50	\$ 15,179.84			\$ 79.03	\$ 14,067.34	\$ 6.25	\$ 1,112.50	\$ 15,179.84		
Wagner	Carol	3	178	\$ 76.43	\$ 13,604.54	\$ -	\$ -	\$ 13,604.54			\$ 79.03	\$ 14,067.34	\$ -	\$ -	\$ 14,067.34			\$ 79.03	\$ 14,067.34	\$ -	\$ -	\$ 14,067.34		
Wallander	Kenneth	1	178	\$ 89.71	\$ 15,968.38	\$ -	\$ -	\$ 15,968.38			\$ 92.76	\$ 16,511.28	\$ -	\$ -	\$ 16,511.28			\$ 92.76	\$ 16,511.28	\$ -	\$ -	\$ 16,511.28		
Weeks	Anna	3	178	\$ 85.65	\$ 15,245.70	\$ -	\$ -	\$ 15,245.70			\$ 88.56	\$ 15,763.68	\$ -	\$ -	\$ 15,763.68			\$ 88.56	\$ 15,763.68	\$ -	\$ -	\$ 15,763.68		
Welty	Ken	7	178	\$ 89.71	\$ 15,968.38	\$ 1.25	\$ 222.50	\$ 16,190.88			\$ 92.76	\$ 16,511.28	\$ 1.25	\$ 222.50	\$ 16,733.78			\$ 92.76	\$ 16,511.28	\$ 1.25	\$ 222.50	\$ 16,733.78		
Utility Drivers		Hrs Per Day	Days	Daily Rate	Annual W/O	Long Daily	Long Annual	Total Annual		Hrs Per Day	Days	Daily Rate	Annual W/O	Long Daily	Long Annual	Total Annual		Hrs Per Day	Days	Daily Rate	Annual W/O	Long Daily	Long Annual	Total Annual
Beeson	Monica	8	1	\$ 85.65	\$ 15,245.70	\$ -	\$ -	\$ 15,245.70			\$ 88.56	\$ 15,763.68	\$ -	\$ -	\$ 15,763.68			\$ 88.56	\$ 15,763.68	\$ -	\$ -	\$ 15,763.68		
Butterfield	James	8	1	\$ 85.65	\$ 15,245.70	\$ -	\$ -	\$ 15,245.70			\$ 88.56	\$ 15,763.68	\$ -	\$ -	\$ 15,763.68			\$ 88.56	\$ 15,763.68	\$ -	\$ -	\$ 15,763.68		
Johnston	William	8	5	\$ 85.65	\$ 15,245.70	\$ 1.25	\$ 222.50	\$ 15,468.20			\$ 88.56	\$ 15,763.68	\$ 1.25	\$ 222.50	\$ 15,986.18			\$ 88.56	\$ 15,763.68	\$ 1.25	\$ 222.50	\$ 15,986.18		
McGuire	Obery	8	3	\$ 85.65	\$ 15,245.70	\$ -	\$ -	\$ 15,245.70			\$ 88.56	\$ 15,763.68	\$ -	\$ -	\$ 15,763.68			\$ 88.56	\$ 15,763.68	\$ -	\$ -	\$ 15,763.68		
Shubert	Randal	8	1	\$ 85.65	\$ 15,245.70	\$ -	\$ -	\$ 15,245.70			\$ 88.56	\$ 15,763.68	\$ -	\$ -	\$ 15,763.68			\$ 88.56	\$ 15,763.68	\$ -	\$ -	\$ 15,763.68		
Young	Edward	8	1	\$ 85.65	\$ 15,245.70	\$ -	\$ -	\$ 15,245.70			\$ 88.56	\$ 15,763.68	\$ -	\$ -	\$ 15,763.68			\$ 88.56	\$ 15,763.68	\$ -	\$ -	\$ 15,763.68		
Mechanics		Hrs Per Day	Days	Hourly Rate	Annual W/O	Long Daily	Long Annual	Total Annual		Hrs Per Day	Days	Hourly Rate	Annual W/O	Long Daily	Long Annual	Total Annual		Hrs Per Day	Days	Hourly Rate	Annual W/O	Long Daily	Long Annual	Total Annual
Austin	Justin	8	1	\$ 15.80	\$ 32,105.60	\$ -	\$ -	\$ 32,105.60			\$ 16.34	\$ 33,202.88	\$ -	\$ -	\$ 33,202.88			\$ 16.34	\$ 33,202.88	\$ -	\$ -	\$ 33,202.88		
Elliott	Joseph	8	9	\$ 18.97	\$ 38,547.04	\$ 1.60	\$ 406.40	\$ 38,953.44			\$ 19.61	\$ 39,847.52	\$ 3.20	\$ 812.80	\$ 40,660.32			\$ 19.61	\$ 39,847.52	\$ 3.20	\$ 812.80	\$ 40,660.32		
Griffin	Jeff	8	2	\$ 16.34	\$ 33,202.88	\$ -	\$ -	\$ 33,202.88			\$ 16.90	\$ 34,340.80	\$ -	\$ -	\$ 34,340.80			\$ 16.90	\$ 34,340.80	\$ -	\$ -	\$ 34,340.80		
McDaniel	Terry	8	19	\$ 24.27	\$ 49,316.64	\$ 6.40	\$ 1,625.60	\$ 50,942.24			\$ 25.10	\$ 51,003.20	\$ 6.40	\$ 1,625.60	\$ 52,628.80			\$ 25.10	\$ 51,003.20	\$ 6.40	\$ 1,625.60	\$ 52,628.80		
Dispatcher		Hrs Per Day	Days	Hourly Rate	Annual W/O	Long Daily	Long Annual	Total Annual		Hrs Per Day	Days	Hourly Rate	Annual W/O	Long Daily	Long Annual	Total Annual		Hrs Per Day	Days	Hourly Rate	Annual W/O	Long Daily	Long Annual	Total Annual
Allen	Debbie	8	9	\$ 14.82	\$ 29,640.00	\$ 1.60	\$ 400.00	\$ 30,040.00			\$ 15.32	\$ 30,640.00	\$ 3.20	\$ 800.00	\$ 31,440.00			\$ 15.32	\$ 30,640.00	\$ 3.20	\$ 800.00	\$ 31,440.00		
Elliott	Teresa	8	2	\$ 11.65	\$ 23,300.00	\$ -	\$ -	\$ 23,300.00			\$ 12.05	\$ 24,100.00	\$ -	\$ -	\$ 24,100.00			\$ 12.05	\$ 24,100.00	\$ -	\$ -	\$ 24,100.00		

This report is based on data from the system. It is not intended to be used for payroll purposes.

Last Name	First Name	Yrs	Days	Daily Rate	Annual W/O Long	Daily Long	Long Annual	Annual Amt	Yrs	Days	Daily Rate	Annual W/O Long	Daily Long	Long Annual	Annual Amt

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DRAFT

Last Name	First Name	14-15										15-16									
		Hrs	Days	Days	Rate	Annual W/O Long	Daily Longs	Longs Annual	Annual Amt	Hrs	Days	Days	Rate	Annual W/O Long	Daily Longs	Longs Annual	Annual Amt				
Bonick	Marcia	7	1	179.5	\$11.05	\$13,884.33	\$	\$	\$13,884.33	7	2	179.5	\$11.05	\$13,884.33	\$	\$	\$13,884.33				
Bright-Capstick	Angela	7	3	179.5	\$11.82	\$14,851.83	\$	\$	\$14,851.83	7	3	179.5	\$12.22	\$15,354.43	\$	\$	\$15,354.43				
Campbell	Trisha	7	3	179.5	\$11.16	\$14,022.54	\$	\$	\$14,022.54	7	4	179.5	\$11.54	\$14,500.01	\$	\$	\$14,500.01				
Colta	Kacie	7	1	179.5	\$11.70	\$14,701.05	\$	\$	\$14,701.05	7	4	179.5	\$12.10	\$15,203.65	\$	\$	\$15,203.65				
Dawson	Deborah	7	17	179.5	\$15.60	\$19,601.40	\$4.20	\$753.90	\$20,355.30	7	18	179.5	\$16.13	\$20,267.35	\$4.20	\$753.90	\$21,021.25				
Eidson	Elizabeth	7	1	179.5	\$11.05	\$13,884.33	\$	\$	\$13,884.33	7	2	179.5	\$11.05	\$13,884.33	\$	\$	\$13,884.33				
Ferguson	Sonia	7	1	179.5	\$12.61	\$15,844.47	\$1.40	\$251.30	\$16,095.77	7	9	179.5	\$13.04	\$16,384.76	\$1.40	\$251.30	\$16,636.06				
Hilton	Carrie	7	1	179.5	\$11.17	\$14,035.11	\$	\$	\$14,035.11	7	2	179.5	\$11.55	\$14,512.58	\$	\$	\$14,512.58				
Hoffman	Patricia	7	1	179.5	\$11.05	\$13,884.33	\$	\$	\$13,884.33	7	2	179.5	\$11.05	\$13,884.33	\$	\$	\$13,884.33				
Hunter	Regina	7	1	179.5	\$11.43	\$14,361.80	\$	\$	\$14,361.80	7	2	179.5	\$11.05	\$13,884.33	\$	\$	\$13,884.33				
Johns	Julie	7	2	179.5	\$11.01	\$13,834.07	\$	\$	\$13,834.07	7	3	179.5	\$11.38	\$14,298.97	\$	\$	\$14,298.97				
Kaus-Burns	Rebekah	7	5	179.5	\$11.49	\$14,437.19	\$1.40	\$251.30	\$14,688.49	7	6	179.5	\$11.88	\$14,927.22	\$1.40	\$251.30	\$15,178.52				
Kenniston	Johna	7	11	179.5	\$12.44	\$15,630.86	\$2.80	\$502.60	\$16,133.46	7	12	179.5	\$12.86	\$16,158.59	\$2.80	\$502.60	\$16,661.19				
Marquart	Shelia	7	2	179.5	\$11.55	\$14,512.58	\$	\$	\$14,512.58	7	3	179.5	\$11.94	\$15,002.61	\$	\$	\$15,002.61				
Meecker	Kari	7	3	179.5	\$10.65	\$13,381.73	\$	\$	\$13,381.73	7	4	179.5	\$11.54	\$14,500.01	\$	\$	\$14,500.01				
Morgan	Christina	7	2	179.5	\$11.94	\$15,002.61	\$	\$	\$15,002.61	7	3	179.5	\$12.35	\$15,517.78	\$	\$	\$15,517.78				
Moulder	{Vacant}	7	6	182.5	\$11.05	\$14,116.38	\$	\$	\$14,116.38	7	7	182.5	\$11.43	\$14,601.83	\$	\$	\$14,601.83				
Osment	Lisa	7	5	32	\$15.46	\$21,972.53	\$7.50	\$1,421.25	\$23,393.78	7	5	188.5	\$14.60	\$18,344.90	\$2.80	\$502.60	\$18,847.50				
Papineau	Sandra	7	1	179.5	\$14.12	\$17,741.78	\$2.80	\$502.60	\$18,244.38	7	14	179.5	\$14.60	\$18,344.90	\$2.80	\$502.60	\$18,847.50				
Pian	Kimberlee	7	1	179.5	\$11.40	\$14,324.10	\$	\$	\$14,324.10	7	2	179.5	\$11.79	\$14,814.14	\$	\$	\$14,814.14				
Rushin	Stacey	7	1	179.5	\$12.35	\$15,517.78	\$	\$	\$15,517.78	7	2	179.5	\$12.77	\$16,045.51	\$	\$	\$16,045.51				
Schwartz	Meagan	7	13	179.5	\$12.41	\$15,593.17	\$2.80	\$502.60	\$16,095.77	7	14	179.5	\$12.83	\$16,120.90	\$2.80	\$502.60	\$16,623.50				
Shelton	Kevin	7	3	179.5	\$11.16	\$14,022.54	\$	\$	\$14,022.54	7	4	179.5	\$11.54	\$14,500.01	\$	\$	\$14,500.01				
Shields	Lillian	7	1	179.5	\$11.43	\$14,361.80	\$	\$	\$14,361.80	7	2	179.5	\$11.82	\$14,851.83	\$	\$	\$14,851.83				
Simpson	Jennifer	7	1	179.5	\$10.30	\$12,941.95	\$	\$	\$12,941.95	7	2	179.5	\$10.65	\$13,381.73	\$	\$	\$13,381.73				
Smith	Kim	7	2	179.5	\$9.90	\$12,439.35	\$	\$	\$12,439.35	7	2	179.5	\$10.24	\$12,866.56	\$	\$	\$12,866.56				
Steiner	Karissa	7	2	179.5	\$11.79	\$14,814.14	\$	\$	\$14,814.14	7	3	179.5	\$12.19	\$15,316.74	\$	\$	\$15,316.74				
Strolberg	Jean	7	1	179.5	\$10.30	\$12,941.95	\$	\$	\$12,941.95	7	2	179.5	\$10.65	\$13,381.73	\$	\$	\$13,381.73				
Thompson	Lisa	7	19	179.5	\$15.74	\$19,777.31	\$4.20	\$753.90	\$20,531.21	7	20	179.5	\$16.28	\$20,455.82	\$5.60	\$866.69	\$21,461.02				
Walker	Cole	7	16	179.5	\$12.26	\$15,404.69	\$4.20	\$753.90	\$16,158.59	7	17	179.5	\$12.68	\$15,932.42	\$4.20	\$753.90	\$16,686.32				
Weber	{Vacant}	7	1	179.5	\$11.43	\$14,361.80	\$	\$	\$14,361.80	7	2	179.5	\$11.82	\$14,851.83	\$	\$	\$14,851.83				
Wolfe	Deborah	7	1	179.5	\$11.05	\$13,884.33	\$	\$	\$13,884.33	7	1	179.5	\$11.05	\$13,884.33	\$	\$	\$13,884.33				
Wynne	Britt	7	11	179.5	\$13.86	\$17,415.09	\$2.80	\$502.60	\$17,917.69	7	12	179.5	\$14.33	\$18,005.65	\$2.80	\$502.60	\$18,508.25				
Interpreters		7	7	179.5	\$13.64	\$17,138.66	\$1.40	\$251.30	\$17,389.96	7	8	179.5	\$14.10	\$17,716.65	\$1.40	\$251.30	\$17,967.95				

Camack	Robyn	7	11	179.5	\$ 16.26	\$20,430.69	\$2.80	\$ 502.60	\$ 20,933.29	7	12	179.5	\$16.81	\$21,121.77	\$ 2.80	\$ 502.60	\$ 21,624.37
Cleary	Karen	7	18	179.5	\$ 21.92	\$27,542.48	\$4.20	\$ 753.90	\$ 28,296.38	7	19	179.5	\$22.67	\$28,484.86	\$ 4.20	\$ 753.90	\$ 29,238.76
Home	Glenda	7	5	179.5	\$ 16.26	\$20,430.69	\$1.40	\$ 251.30	\$ 20,681.99	7	6	179.5	\$16.81	\$21,121.77	\$ 1.40	\$ 251.30	\$ 21,373.07
RK Paraprofessionals																	
Albertson	Kayla	7	1	179.5	\$10.30	\$12,941.95	\$ -	\$ -	\$ 12,941.95	7	2	179.5	\$10.65	\$13,381.73	\$ -	\$ -	\$ 13,381.73
Cobb	Abbie	7	6	179.5	\$12.99	\$16,321.94	\$1.40	\$ 251.30	\$ 16,573.24	7	7	179.5	\$13.43	\$16,874.80	\$ 1.40	\$ 251.30	\$ 17,126.10
Custer	Marilyn	7	6	179.5	\$11.74	\$14,751.31	\$1.40	\$ 251.30	\$ 15,002.61	7	7	179.5	\$12.14	\$15,253.91	\$ 1.40	\$ 251.30	\$ 15,505.21
Diehl	Kelly	7	2	179.5	\$12.19	\$15,316.74	\$ -	\$ -	\$ 15,316.74	7	3	179.5	\$12.60	\$15,831.90	\$ -	\$ -	\$ 15,831.90
Eferetz	Julie	7	4	179.5	\$12.15	\$15,266.48	\$ -	\$ -	\$ 15,266.48	7	5	179.5	\$12.56	\$15,781.64	\$ 1.40	\$ 251.30	\$ 16,032.94
Foulk	Toree	7	2	179.5	\$10.65	\$13,381.73	\$ -	\$ -	\$ 13,381.73	7	3	179.5	\$11.01	\$13,834.07	\$ -	\$ -	\$ 13,834.07
Frei	Sonja	7	3	179.5	\$11.16	\$14,022.54	\$ -	\$ -	\$ 14,022.54	7	4	179.5	\$11.54	\$14,500.01	\$ -	\$ -	\$ 14,500.01
Gideon	Donnie	7	2	179.5	\$10.80	\$13,570.20	\$ -	\$ -	\$ 13,570.20	7	3	179.5	\$11.17	\$14,035.11	\$ -	\$ -	\$ 14,035.11
Horning	Christie	7	1	179.5	\$10.30	\$12,941.95	\$ -	\$ -	\$ 12,941.95	7	2	179.5	\$10.65	\$13,381.73	\$ -	\$ -	\$ 13,381.73
Joslin	Jerri	7	1	179.5	\$11.05	\$13,884.33	\$ -	\$ -	\$ 13,884.33	7	2	179.5	\$11.43	\$14,361.80	\$ -	\$ -	\$ 14,361.80
Marose	Sherry	7	2	179.5	\$11.43	\$14,361.80	\$ -	\$ -	\$ 14,361.80	7	3	179.5	\$11.82	\$14,851.83	\$ -	\$ -	\$ 14,851.83
Morgan	Jennifer	7	3	179.5	\$11.97	\$15,040.31	\$ -	\$ -	\$ 15,040.31	7	4	179.5	\$12.38	\$15,555.47	\$ -	\$ -	\$ 15,555.47
Raney-Ward	Tonia	7	2	179.5	\$12.88	\$16,183.72	\$ -	\$ -	\$ 16,183.72	7	3	179.5	\$13.32	\$16,736.58	\$ -	\$ -	\$ 16,736.58
Thoenen	Sirenia	7	2	179.5	\$11.01	\$13,834.07	\$ -	\$ -	\$ 13,834.07	7	3	179.5	\$11.38	\$14,298.97	\$ -	\$ -	\$ 14,298.97
Webb	Karen	7	4	179.5	\$12.15	\$15,266.48	\$ -	\$ -	\$ 15,266.48	7	5	179.5	\$12.56	\$15,781.64	\$ 1.40	\$ 251.30	\$ 16,032.94

2018-2019 RISE

14-15

15-16

Last Name	First Name	Hrs Per Day	Days	Hiy Rate	Sick Leave Rate	Annual W/O Long	Daily Long	Long Annual	Annual Amt	Hrs Per Day	Days	Hiy Rate	Sick Leave Rate	Annual W/O Long	Daily Long	Long Annual	Annual Amt
Castle	Barbara	7.0	9	177.5	\$ 15.20	\$18,886.00	\$1.40	\$248.50	\$19,134.50	7.0	10	177.5	\$ 15.72	\$19,532.10	\$1.40	\$248.50	\$19,780.60
Castle	Barbara	7.0		177.5	\$0.36	\$447.30				7.0		177.5		\$447.30			
Mills	Amy	7.0	12	177.5	\$ 16.39	\$20,364.58	\$2.80	\$497.00	\$20,861.58	7.0	13	177.5	\$ 16.95	\$21,060.38	\$2.80	\$497.00	\$21,557.38
Mills	Amy	7.0		177.5	\$0.36	\$447.30				7.0		177.5		\$447.30			
Parker	Debbie	7.0	12	177.5	\$ 17.09	\$21,234.33	\$2.80	\$497.00	\$21,731.33	7.0	13	177.5	\$ 17.67	\$21,954.98	\$2.80	\$497.00	\$22,451.98
Parker	Debbie	7.0		177.5	\$0.36	\$447.30				7.0		177.5		\$447.30			

Full Time Hourly Scale

Full Time Hourly Scale



14-15

15-16

Last Name	First Name	Hrs Per Day	Days	Hrly Rate	Annual W/o Long	Daily Long	Long Annual	Annual Amt	Hrs Per Day	Hrly Rate	Annual W/o Long	Daily Long	Long Annual	Annual Amt
IPN														
Sweatt	Sharon	7.0	16	\$ 16.06	\$ 20,516.65	\$ 4.20	\$ 766.50	\$ 21,283.15	7.0	17	\$ 16.61	\$ 4.20	\$ 766.50	\$ 21,985.78
RN														
Dickerson	Nancy	7.5	8	\$ 25.86	\$ 35,395.88	\$ 1.50	\$ 273.75	\$ 35,669.63	7.5	9	\$ 26.74	\$ 1.50	\$ 273.75	\$ 36,874.13
Lapeyre	Kim	7.0	11	\$ 28.39	\$ 36,268.23	\$ 2.80	\$ 511.00	\$ 36,779.23	7.0	12	\$ 29.36	\$ 2.80	\$ 511.00	\$ 38,018.40
Lawson	Tammie	7.0	20	\$ 32.09	\$ 40,994.98	\$ 5.60	\$ 1,022.00	\$ 42,016.98	7.0	21	\$ 33.18	\$ 5.60	\$ 1,022.00	\$ 43,409.45
Maher	Shelli	7.5	7	\$ 25.47	\$ 34,862.06	\$ 1.50	\$ 273.75	\$ 35,135.81	7.0	8	\$ 26.34	\$ 1.50	\$ 273.75	\$ 33,923.10
Neal	Susan	8.0	2	\$ 22.25	\$ 32,485.00	\$ -	\$ -	\$ 32,485.00	8.0	3	\$ 23.01	\$ -	\$ -	\$ 33,594.60
Rabenold	Amy	7.5	7	\$ 24.00	\$ 32,850.00	\$ 1.50	\$ 273.75	\$ 33,123.75	7.5	8	\$ 24.82	\$ 1.50	\$ 273.75	\$ 34,246.13
Saab	Kim	7.0	3	\$ 22.25	\$ 28,424.38	\$ -	\$ -	\$ 28,424.38	7.0	4	\$ 23.01	\$ -	\$ -	\$ 29,395.28

216 216 20

In the interest of encouraging and recognizing outstanding academic achievement, summa cum laude, magna cum laude and cum laude graduates will be selected for each high school graduating class. The summa cum laude, magna cum laude and cum laude graduates will be selected according to the following procedure:

Summa Cum Laude	Highest Honors	4.2 GPA or higher
Magna Cum Laude	High Honors	4.0 - 4.19 GPA
Cum Laude	Honors	3.8 - 3.99 GPA

Sophomores must have completed a minimum of one (1) weighted class per semester. Juniors must have completed a minimum of two (2) weighted classes per semester. Seniors must have completed a minimum of three (3) weighted classes per semester.

A student transferring from another school district must complete the last four (4) semesters ^{prior to graduation} in this school as a full-time student and must complete 12 semesters weighted classes to qualify for cum laude, valedictorian or salutatorian.

Beginning with the 2004 eighth grade class, there will be no valedictorian or salutatorian.

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Note: The reader is encouraged to check the index located at the beginning of this section for other pertinent policies and to review administrative procedures and/or forms for related information.