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Lawrence County Board of Education

Regular Meeting

*Every Child College and Career Ready;
A Community Involved and Informed*

May 15, 2017; 6:00 p.m.
Lawrence County High School
Louisa, Kentucky

Attendance Taken at 5:57 p.m.:

Present Board Members:

Mr. D. Heath Preston, Chairman
Ms. Garnett Skaggs, Vice-chair
Ms. Barbara Robinson
Mr. James See

Absent Board Members:

Ms. Maddlene Roberts

Present: Dr. Robbie Fletcher, Superintendent; Ms. Brandi VanHoose, Finance Officer; Director of Pupil Personnel & District Personnel: Vernon Hall; Director of Special Education & Preschool: Rhonda Colvin; Lawrence County High School Principal: Christy Moore; Blaine Elementary Principal: Shawn Jennings; Louisa West Elementary Principal: Debbie Delong; Louisa East Elementary Principal: Anna Prince; Fallsburg Elementary Principal: Sara Bowen; Director of Adult Education: James Ellis; Board Attorney Jonathan Shaw; Mr. Tommy Burns, Chief Information Officer/District Technology Coordinator; Ms. Betty Mullins, Board Secretary

MINUTES

1. CALL TO ORDER

Chairman Preston called the meeting to order with a reminder that the mission of the Board and Lawrence County Schools is *Every Child College and Career Ready; A Community Involved and Informed*. He led *The Pledge to the United States Flag*.

2. APPROVE AGENDA

Approval to amend the agenda to include **5.D.2.h. Renewal for 17-18 Infinite Campus services, 5.O.1. Revision to the 2017-2018 School Calendar, and 2.A. To excuse Maddlene Roberts from the meeting** passed with a motion by Mr. James See and a second by Ms. Garnett Skaggs by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

2.A. Approval to excuse Maddlene Roberts from the meeting due to a family scheduling conflict passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Ms. Maddlene Roberts absent. (added to agenda)

3. STUDENT/STAFF PRESENTATIONS/RECOGNITIONS

3.A. Outstanding School and District Volunteers

Dr. Fletcher presented a plaque to the outstanding volunteer from each school. They were selected based on criteria established at the beginning of the school year, in particular, having attended training, had a criminal background check, and having the most logged volunteer hours from July 1, 2016 through April 21, 2017. The Outstanding Volunteer at Louisa West was Atasha Hughes; at Fallsburg Elementary: Brittany Thompson; at Lawrence County High School: Grace Fitch; at Blaine Elementary: Jennifer Boggs; at Louisa East Elementary: Elizabeth Owens; and at Louisa Middle: Molly Meek. The volunteer with the most overall hours in the district, Jennifer Boggs, a Blaine Elementary parent with 1,346.25 hours, was designated as the District Outstanding Volunteer. Dr. Fletcher thanked the parent volunteers for their dedication and service as well as the praising community members and businesses for their support.

3.B. Recognition of Representative Jill York for the Patton Education Advocacy Award on behalf of the Kentucky Valley Educational Cooperative (*will be re-scheduled*)

4. COMMUNICATION

4.A. Superintendent's Update

4.A.1. Scholarship/Awards Night for LCHS seniors

Dr. Fletcher described the incredible support provided by local organizations and colleges and universities for LCHS seniors. "We give a sincere thank you to all."

4.A.2. Graduation, awards, and advancement ceremonies at our schools

Dr. Fletcher stated that having attended Preschool graduation at Louisa West and graduation ceremonies at Blaine, Fallsburg, and Lawrence County High School, he was impressed with these celebrations of our students.

4.A.3. Lawrence County Aspiring Principal's Network update

Giving an update concerning the Lawrence County Aspiring Principal's Network, Dr. Fletcher said there are about eleven members, two of which are current new principals. Sessions have included state accountability, being an instructional leader, and being an instructional coach. One more session this summer will be on gap closure and novice reduction.

4.A.4. 1 to 1 Initiative update Committee at LCHS

Mr. Burns gave an update. Staff training has and will continue to take place for the high school staff on the 1-to-1 initiative with additional training in July in preparation for all high school students to have a computer. A committee at the high school has been set up to develop and assess the process.

4.A.5. Scheduling for next year

Scheduling students for next year's classes has been a "push" in the district, an effort to be more pro-active in meeting students' scheduling needs. The plan is to have schedules finished by the end of May and to have faculty in place.

4.A.6. Onboarding project/Talent Ed Go LIVE

Dr. Fletcher thanked Mr. Hall and Mr. Burns for their work in setting up and trouble-shooting the new online employee application system which will streamline the process of hiring. The system will give immediate access to applications and will send emails to references. The plan is to have it online by July, if not sooner.

4.A.7. Summer feeding at LC Schools

Free Summer Feeding will take place June 5-July 28 at Blaine Elementary, Fallsburg Elementary, and Lawrence County High School for any child, ages 1 to 18. Flyers are being widely distributed.

4.A.8. Building Assets, Reducing Risks (BARR) model at LCHS

Principal Moore and Lawrence County High School will be participating in the Building Assets, Reducing Risks (BARR) model which is designed to increase the graduation rate and includes how to handle issues such as bullying.

4.B. Public Comment

5. STUDENT LEARNING AND SUPPORT SERVICES

5.A. Approval of **Minutes** of the April 17, 2017 Regular Meeting and April 20, 2017 Special Meeting & Tentative Budget Work Session passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

5.B. Approval of **Claims and Orders of the Treasurer** passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

5.C. Approval of the **Monthly Financial Report** by Finance Officer Brandi VanHoose passed with a motion by Ms. Barbara Robinson and a second by Mr. James See by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

5.C.1. Bank Reconciliation Report

Ms. VanHoose reported that the beginning balance for April was **\$3,368,758**. Total revenue for the month of April was **\$2,339,649**. Expenditures for the month totaled **\$1,599,641**. The Fund 1 cash balance for April was **\$3,726,856**, and the ending balance of all funds for April was **\$4,093,773**.

5.C.2. MUNIS Balance Sheet and Monthly Financial Report

Balance Sheets reflect the balance for each fund as of April 30th.

5.C.3. Finance Update

A special board meeting was set for Tuesday, May 30 at 6 p.m., for approval of the Tentative Budget; and a special meeting was set for Thursday, June 22, at 6 p.m., for end-of-year fiscal year items and for superintendent evaluation.

5.D. Approval of the **Consent Agenda** items, as indicated with an additional item added, passed with a motion by Ms. Garnett Skaggs and a second by Mr. James See by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

5.D.1. Per diem and expenses for members present

5.D.2. Contracts & Services:

5.D.2.a. Renewal for 17-18 SharpSchool Web Hosting: \$8,252

5.D.2.b. Renewal of NWEA services; 7-1-17 to 6-30-18: \$29,850

5.D.2.c. Renewal 2017-2018 K9 Resources Safe and Drug Free Services Agreement

5.D.2.d. 2017-18 Memorandum of Agreement with Morehead State University for dual credit program

5.D.2.e. 2016-17 Revised Memorandum of Agreement for Locally Operated Career & Technical Ed Center; 8-22-16 to 6-30-17: \$260,005

5.D.2.f. Agreement between LC Schools Food Service and Credits Count Summer 17 Program for meals; May 15-June 8, 2017

5.D.2.g. Rental agreement for inflatables at Louisa East Elementary; Inflatables Express: \$800

5.D.2.h. Renewal for 17-18 of Infinite Campus services: \$14,609.54 (added to agenda)

5.D.3. Requests:

5.D.3.a. Fundraisers:

5.D.3.a.1. Lawrence County High School

5.D.3.b. Use of Facilities:

5.D.3.b.1. Louisa East Elementary by Mountain Comprehensive Care for Summer Fun Camp; June 5-8, 2017; 8 a.m. to 4 p.m.; Promod Bishnoi, CEO; insurance provided

5.D.3.c. Trip Requests:

5.D.3.c.1. LCHS Girls Basketball Team to Thomas More College, Crestview Hill, KY for summer Basketball Shootout; June 8 & 9, 2017; Melinda Feltner

5.D.3.d. Request for Assistance:

5.D.3.d.1. New uniforms for Louisa Middle School Girls Basketball: \$3,440.63

5.D.3.d.2. Funding for rooms for FFA state competition in Lexington, KY; Melissa Branham

5.D.3.e. LC Future Farmers of America (FFA) permission to travel with Carter County to summer leadership training camp; July 2017; Melissa Blackburn

5.D.3.f. Permission for Lawrence County FFA to use new district property (German Walters) for a garden; Melissa Blackburn

5.D.4. For Review/FYI: (no action required)

5.D.4.a. School Activity Fund Reports: April

5.D.4.b. SBDM/Advisory Council Minutes (BES, LMS)

5.D.4.c. Monthly Energy Report (April)

5.E. After discussion, approval of the Board's Intent in reaction to the success of the nickel recall petition, **Option 3**, as stated below, passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

Option 3: Place Nickel on November General Election Ballot

Chairman Preston stated that this would give everyone a right to vote on the issue. Dr. Fletcher will be taking care of sending the notification of the option chosen by the board.

5.F. After reconsidering the previous selection of Hewlett Packard as vendor due to hidden costs in the original approved HP purchase of one-to-one devices for all students in grades 9-12, approval to select Lenovo as the vendor passed with a motion by Ms. Barbara Robinson and a second by Mr. James See by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

5.G. Approval of *2017-2018 Lawrence County Schools District Technology Plan* passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

Chief Information Officer/District Technology Coordinator Thomas Burns provided the Board an overview of the plan and a long-term look at the state of technology in our schools and the district including upgrades that will need to be made along with training. A major concern is the need for faster data lines, which are the "backbone" of technology use, along with internal wiring and switches.

5.H. Approval to amend the *Lawrence County Schools 2016-2017 School Calendar* passed with a motion by Ms. Garnett Skaggs and a second by Mr. James See by a vote of 4 to 0 with Ms. Maddlene Roberts absent. (*The amended calendar reflects Non-Traditional Instructional days and closing day.*)

5.I. Approval to table the review and approval of the 17-18 District & School Professional Development Plans passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Maddlene Roberts absent.

5.J. Approval to appoint Phillip Hunt of Hall and Clark Insurance as Agent of Record for insurances passed with a motion by Ms. Garnett Skaggs and a second by Mr. James See by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

5.K. Approval of permission to award bid for banking services to Inez Deposit Bank passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

5.L. Approval of FY18 Pilot Program for Family Resource Youth Service Centers (FRYSC) passed with a motion by Ms. Garnett Skaggs and a second by Mr. James See by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

5.M. Approval to enter **Executive Session** for the purpose of discussion of legal issues (proposed and/or pending litigation) pursuant to KRS 61.810(1)(c) passed with a motion by Ms. Barbara Robinson and a second by Mr. James See by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

5.N. Approval to return to **Open Session** passed with a motion by Ms. Garnett Skaggs and a second by Mr. James See by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

5.O. New Business

5.O.1. Approval of revision to the 2017-2018 School Calendar passed with a motion by Ms. Barbara Robinson and a second by Ms. Garnett Skaggs by a vote of 4 to 0 with Ms. Maddlene Roberts absent. (added to agenda) (The amended calendar has May 4th as the possible last day for students with no days missed and closing day as May 7th.)

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6. PERSONNEL

6.A. Approval of creation regarding positions, as indicated, passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

The following position is created effective May 15, 2017:

- (1) Math Teacher at Lawrence County High School (1-Year)

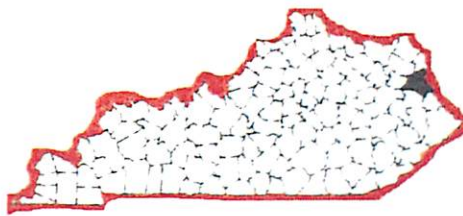
The following Extra Duty Service Pay for Summer Programs is created effective May 15, 2017:

- (1) Certified Teacher/Supervisor to work as needed to supervise students transported to Ashland Community and Technical College for Credit Counts Summer Bridge Program -- \$100/day
- Up to (15) Food Service Summer Feeding Workers to work as needed from June 5, 2017 through July 28, 2017 -- \$12/hour

6.B. Approval of the *Lawrence County Schools 2017-2018 Salary Schedule* along with an across the board .5 % raise passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Ms. Maddlene Roberts absent. *(Chairman Preston stated that there are many needs across the district but at this time there is room in the budget for a half percent across-the-board raise for all classified and certified employees. "It's not the big jump we all would love to give, but it is an increase and it does move us up the ladder in the right direction." The raise will move Lawrence County from currently being 135th in teachers' salaries out of 173 districts to 126th. Dr. Fletcher stated that the half percent raise is approximately \$75,000.)*

(Salary Schedule inserted)

Lawrence County Schools



Superintendent
Robbie L. Fletcher, EdD

PAY SCALES/SALARY SCHEDULES

2017 – 2018

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Minimum wage effective July 1, 2009 \$7.25

**LAWRENCE COUNTY BOARD OF EDUCATION
CLASSIFIED PAY SCALE
2017 – 2018**

Years Experience	Hourly Rate	A	B	C	D	E	F	G
0	8.29	8.69	9.14	9.54	10.37	11.61	13.27	14.10
1	8.61	9.05	9.48	9.90	10.82	12.06	13.80	14.68
2	8.89	9.34	9.78	10.23	11.12	12.46	14.23	15.13
3	9.16	9.60	10.08	10.52	11.45	12.81	14.65	15.57
4	9.44	9.92	10.40	10.85	11.81	13.22	15.12	16.06
5	9.56	10.04	10.52	11.00	11.95	13.41	15.32	16.28
6	9.68	10.20	10.67	11.16	12.13	13.60	15.52	16.48
7	9.84	10.33	10.81	11.34	12.32	13.77	15.75	16.73
8	9.97	10.47	10.97	11.47	12.47	13.95	15.95	16.94
9	10.10	10.58	11.13	11.61	12.61	14.14	16.15	17.16
10	10.23	10.73	11.28	11.76	12.78	14.33	16.40	17.43
11	10.31	10.80	11.36	11.85	12.88	14.48	16.50	17.52
12	10.36	10.85	11.40	11.91	12.94	14.51	16.58	17.62
13	10.40	10.93	11.45	11.95	13.00	14.57	16.64	17.68
14	10.45	10.97	11.49	12.02	13.07	14.62	16.72	17.77
15	10.49	11.01	11.56	12.07	13.13	14.69	16.79	17.84
16	10.54	11.07	11.61	12.13	13.19	14.77	16.87	17.94
17	10.63	11.17	11.69	12.23	13.30	14.89	17.02	18.09
18	10.67	11.23	11.73	12.30	13.38	14.94	17.11	18.18
19	10.72	11.30	11.81	12.36	13.45	15.03	17.19	18.26
20-40*	10.77	11.34	11.86	12.41	13.49	15.10	17.26	18.33

*Employees that were making more than the 20-40 year rate prior to the initial adoption of this scale will maintain their pay rate. Any raises to schedule will be applied to these employees' existing rates.

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**LAWRENCE COUNTY BOARD OF EDUCATION
BUILDING AND GROUNDS SALARY SCHEDULE
2017 – 2018**

<u>Job Class</u>		
<u>Code</u>	<u>Title</u>	<u>Salary Calculation Hourly Rate</u>
7448	Maintenance I (2)	Pay scale (3.5hrs/day – 258 days max)
7447	Maintenance II (1)	Pay scale D (40hrs/wk – 258 days)
7525	Computer Maint. Tech. (1)	Pay scale F (40hrs/wk – 258 days)
7605	Custodial Supervisor/	Pay scale B (8hrs/day – 258 days)
7448	Maintenance I (1)	
7609	Custodian [FES (3), LCHS (4) LEE (3), LMS (3), LWE (2), BES (1)	Pay scale (40hrs/wk – 258 days)
7609	Custodian (BES) (1)	Pay scale (maximum 15 hrs per week)
7609	Custodian (District) (1)	Pay scale (6hrs/day – 258 days)
7609	Custodian (District/CO) (1)	Pay scale (3.5hrs/day – 258 days max)
8609	Substitute Custodians	\$7.77/hr
7609	Summer Workers/Part Time Workers, Maintenance Substitutes	\$7.87/hr
7830	School Security Guard (School Ground Monitor)	Pay scale (8hrs/day – 185 days)

NOTE:

Pay scale is classified salary schedule based on years of experience. Any work done by an employee for a group using the Board of Education's grounds, buildings, etc. will be paid according to the salary schedule. Work in excess of 40 hrs/week will be paid at time and half.

**LAWRENCE COUNTY BOARD OF EDUCATION
DISTRICT CLASSIFIED SUPPORT STAFF
SALARY SCHEDULE
2017 – 2018**

<u>Job Class</u>		
<u>Code</u>	<u>Title</u>	<u>Salary Calculation in Hourly Rates</u>
7781	Clerical Asst. III (1)	Pay scale C (8hrs/day – 258 days)
7192	Payroll Clerk I (1)	Pay scale F (8hrs/day – 238 max 258 days)
7723	Purchasing Asst./ Attendance Specialist (1)	Pay scale F (8hrs/day – 238 max 258 days)
7161	Accounting Manager (1)	Pay scale G (8hrs/day – 258 days)
7784	Clerk - Medicaid Billing/Sp. Ed (1)	\$5,000/yr set rate
7784	Clerk - Fund 2	\$5,000/yr set rate
7766	Secretary to the Board (1)	\$4,000/yr set rate
7548	Clerk/Data Entry Assistant (1)	Pay scale A (8hrs/day – 185 days max 258*)
7185	Finance Officer (1)	\$65,488/yr 240 days per year (one-quarter percent increase per year of service in the district; Certified School Finance Manager \$2,000; and Certified School Finance Officer \$2,000)

NOTE:

Pay scale is classified salary schedule based on years of experience.

**LAWRENCE COUNTY BOARD OF EDUCATION
CLASSIFIED SCHOOL SUPPORT STAFF
SALARY SCHEDULE**

<u>Job Class</u>		
<u>Code:</u>	<u>Title</u>	<u>Salary Calculation Hourly Rate</u>
7263	District Special Needs Nurse (1)	Pay scale E (8 hrs/day – 185 days)
7263	District School Health Nurse (1)	Pay scale E (8 hrs/day – 185 days)
8263	Sub District Special Needs Nurse	\$11.00/hr
8263	Sub District School Health Nurse	\$11.00/hr
8320	Sub Instructional Assist. I	\$7.30/hr - \$51.10/7hrs day
7320	Instructional Assist. I [BES, FES, LMS, LWE, LEE, LCHS, LCEL, ALT SCHOOL LMS & LCHS, DISTRICT]	Pay scale (7hrs/day – 183 days/yr.)
7320	Instructional Assist. I LCHS (1)	Pay scale (3.5 hrs/day – 177 days)
7320	Instructional Assist. I LWES (1)	Pay scale (8 hrs/day Grandfather – 183 days)
7320	Instructional Assist. I LCHS (1)	Pay scale (8 hrs/day – 183 days)
7320	Instructional Assist. I LCHS(1)/LMS (1)	Pay scale (8 hrs/day – 183 days)
7777	School Secretary II-Elementary FES (1), LWE (1), LEE (1)	Pay scale B (8hrs/day – 258 days)
7777	School Secretary II-Elementary BES (1)	Pay scale B (8hrs/day – 238 days)
7778	School Secretary II LCHS (1)	Pay scale B (8hrs/day – 258 days)
7779	School Secretary II LMS (1)	Pay scale B (8hrs/day – 258 days)

NOTE:

Pay scale is classified salary schedule based on years of experience.

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**LAWRENCE COUNTY BOARD OF EDUCATION
DISTRICT FOOD SERVICE
SALARY SCHEDULE
2017 – 2018**

<u>Job Class Code</u>	<u>Title</u>	<u>Salary Calculation</u>
7205	Food Service Account Clerk	Pay Scale B (8 hrs/day – 258 days)
7221	Director of Food Service (1)	\$20.36 (40 hrs/wk – 258 days)
7221	Director of Food Service Trainer (1)	\$5,000 yr/set rate
7212	Food Service Mgr. I [BES (1), FES (1), LMS (1), LWE (1), LEE (1), LCHS(1)]	Pay scale B (8hrs/day – 188 days)
7241	Cook/Baker [BES (2), FES (3), LMS (2), LWE (3), LEE (4), LCHS(4)]	Pay scale (7 hrs/day – 185 days)
7241	Cook/Baker [BES (1), LEE (1), LMS (2), LCHS (1)]	Pay scale (4.5 hrs/day – 185 days)

Substitute Cook Pay:
\$7.30/hour

NOTE:

Any food service employee working on projects for outside organizations such as preparation of a dinner, etc. shall receive the greater of: \$16.00/hr or pay based on salary schedule which would include time and half for any work in excess of 40 hours a week (all labor laws will be applied).

**LAWRENCE COUNTY BOARD OF EDUCATION
TRANSPORTATION DEPARTMENT
PAY SCALE
(BUS DRIVER 183 days)
2017 – 2018**

<u>Years Experience</u>	<u>Daily Rate</u>	<u>D</u>
0	68.87	15.31
1	72.90	16.20
2	74.89	16.64
3	77.15	17.15
4	79.51	17.67
5	81.86	18.19
6	82.49	18.33
7	83.21	18.49
8	83.80	18.62
9	84.43	18.76
10	85.06	18.90
11	85.48	18.99
12	85.79	19.06
13	86.06	19.13
14	86.42	19.21
15	86.78	19.29
16	87.05	19.35
17	87.41	19.43
18	87.69	19.49
19	88.05	19.57
20-40*	88.41	19.65

Job Class**Code****Title****Salary Calculation Hourly Rate**

7941

Bus Driver (35)

Pay scale D (4.5 hrs/day – 183 days)

7941

Full Time Substitute Bus Driver (1)

Pay scale D (4.5 hrs/day – 183 days)

Bus Driver Substitutes:

A substitute driver receives a days pay based on the transportation salary schedule.

To get each subs pay you find his/her years experience on scale and its corresponding daily pay rate.

NOTE: Prior to July 1, 2008, substitute drivers received a year of experience for each year employed as a substitute driver.

Employees hired after July 1, 2008, as a substitute bus driver will not be credited with a year of experience for substitute driving, they will remain at 0 years experience as long as they are sub driving.

NOTE:

All bus drivers (class code 7941) are paid from this schedule. Other transportation department employees, hourly wages are taken from this scale.

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**LAWRENCE COUNTY BOARD OF EDUCATION
TRANSPORTATION DEPARTMENT
PAY SCALE
2017 – 2018**

Years Experience	A	B	C
0	8.60	10.33	12.91
1	9.11	10.93	13.67
2	9.37	11.24	14.05
3	9.64	11.57	14.47
4	9.93	11.92	14.90
5	10.22	12.27	15.34
6	10.31	12.38	15.47
7	10.39	12.47	15.60
8	10.47	12.57	15.71
9	10.55	12.66	15.83
10	10.63	12.76	15.96
11	10.68	12.82	16.03
12	10.71	12.86	16.08
13	10.76	12.91	16.14
14	10.80	12.96	16.20
15	10.84	13.01	16.27
16	10.88	13.05	16.32
17	10.93	13.12	16.40
18	10.95	13.15	16.44
19	11.00	13.20	16.50
20-40*	11.04	13.26	16.57

TRANSPORTATION DEPARTMENT
SALARY SCHEDULE
2017 – 2018

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<u>Job Class</u>		
<u>Code</u>	<u>Title</u>	<u>Salary Calculation Hourly Rate</u>
7783	*Clerical Asst. I (1)	Pay scale C (8hrs/day – 258 days)
7941	Bus Driver (36)	Pay scale regular day run
7941	Bus Driver in Training (Classroom & Ride Along)	\$7.25/hr
7931	Bus Driver Train Coord. (1)	Pay Scale C (8hrs/day – 258 days)
7902	Transportation Manager (1)	\$5,000/yr. set rate
7933	Bus Driver Trainer (2)	\$5,000/yr. set rate
7915	Vehicle Mechanic II (2)	Pay scale B (8hrs/day – 258 days)
7914	Lead Vehicle Mechanic (1)	Pay scale C (8hrs/day – 258 days)

NOTE:

Pay scale is the classified salary schedule for Transportation Department (Bus Drivers) based on years experience. (NOTE: divided day rate by 8hrs) Driver Trainers are paid according to their hourly rate.

*This person is paid from the regular classified pay scale.

EXTRA BUS RUN
SALARY SCHEDULE
2017 – 2018

<u>Extra Run</u>	<u>Run Rate</u>
Regular Extra Run	Pay scale D/hr Driving Rate + \$7.50/hr Waiting Rate
Extra Run <60 miles	\$30.00+Pay scale D/hr Driving Rate+\$7.50/hrWaiting Rate
Extra Run Cancellation Rate	\$30.00
Athletic Run (evening)	Pay scale D/hr

LAWRENCE COUNTY BOARD OF EDUCATION
TRANSPORTATION DEPARTMENT
SALARY SCHEDULE
FULL TIME BUS MONITORS
2017 – 2018

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Years Experience Hourly Rate

0	7.62
1	7.85
2	8.03
3	8.20
4	8.42
5	8.50
6	8.60
7	8.73
8	8.84
9	8.94
10	9.05
11	9.10
12	9.14
13	9.18
14	9.23
15	9.27
16	9.31
17	9.35
18	9.40
19	9.44
20-40*	9.48

7942	Bus Monitors Sub Students	\$7.25 (hours vary)
7942	Bus Monitors Sub Adult	\$7.30 (hours vary)
7942	Bus Monitors (Full Time) (2)	Pay scale/hourly (4.5 hrs/day 181 days)
7942	Bus Monitors (Full Time) (34)	Pay scale/hourly (4.5 hrs/day 176 days)

**LAWRENCE COUNTY BOARD OF EDUCATION
CLASSIFIED SKILLED PAY SCALE
2017 – 2018**

<u>Years Experience</u>	<u>Hourly Rate</u>
0	11.12
1	13.64
2	14.91
3	15.87
4	16.82
5	17.77
6	19.52
7	20.16
8	20.46
9	20.80
10	21.13
11	21.44
12	21.76
13	22.07
14	22.38
15	22.69
16	22.96
17	23.21
18	23.48
19	23.73
20-40*	23.96

NOTE: A skilled classified employee shall possess Formal Certification such as ASE Certified, or college related degree or HVAC etc. Years of experience may be granted by the Superintendent for new employees with classified skilled certification. Years of classified experience in Lawrence Co. School System is carried over from one scale to another. These can be electricians, plumbers, carpenters, mechanics, etc.

**2017 – 2018 CLASSIFIED
SKILLED SALARY SCHEDULE**

<u>Job Class Code</u>	<u>Title</u>	<u>Salary Calculation</u>
7424	HVAC Tech. (1)	\$24.57 (8hrs/day – 40hrs/wk – 258 days)
7432	Maintenance Manager (1)	\$5,000/yr. set rate
7443	Maintenance Tech.III (3)	Pay scale (8hrs/day – 40hrs/wk – 258 days)
7525/7527	Computer Maint. Tech./ Computer Training Specialist	Pay scale (8hrs/day – 258 days)

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**LAWRENCE COUNTY BOARD OF EDUCATION
DISTRICT GRANTS
CLASSIFIED SALARY SCHEDULE
2017 – 2018**

Job Class

Code

Title

Salary Calculation

Family Resource Center:

7784	LWES/LEES Clerk (1)	\$12.23/hr (7.5 hrs/day – 180 days)
7342	BES School Home (1)	\$16.38/hr (8 hrs/day – 240 days)
	Community Liaison	
7342	LWES/LEES School Home (1)	\$20.44/hr (8 hrs/day – 240 days)
	Community Liaison	
7342	FES School Home (1)	\$20.44/hr (8 hrs/day – 240 days)
	Community Liaison	

Youth Service Center:

7784	LMS/LCHS Clerk (1)	\$12.23/hr (7.5 hrs/day – 198 days)
7342	LMS/LCHS School (1)	\$20.44/hr (8 hrs/day – 240 days)
	Home Community	
	Liaison	
7784	Substitute Clerks for Family	\$57.00/day (7.5 hrs/day)
	Resource/Youth Service Centers	
<i>NOTE: Authorization for utilization of a Substitute Clerk shall be granted by the Superintendent or Director of Finance and shall be based on an appropriately documented extended absence.</i>		

Misc. Grants:

	Born Learning Academy	\$500 each
	Grant Facilitators (2)	
	Born Learning Grant	\$15/hr
	Child Care Providers	
7318	Instructional Assist. II (1)	Payscale (7 hrs/day – 183 days)
	(Vocational Rehab.)	
7291	Physical/Occupational (1)	\$59,917 (185 days)
	Therapist (one-quarter percent increase per year of service in the district)	

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**LAWRENCE COUNTY BOARD OF EDUCATION
DISTRICT GRANTS
CLASSIFIED/CERTIFIED SALARY SCHEDULE
2017 – 2018**

Job Class

Code:

Title

Salary Calculation

Adult Education:

7320	Academic Assistant (1)	\$14.74/hr (37.5 hrs/wk – 258 days)
7312	Instructor I (1)	\$15.68/hr (8 hrs/day – 258 days)
7784	Clerk (1)	Pay scale (8 hrs/day – 183 days)
7476/7465	Adult Education/Community Education Director (1)	\$20.90/hr (8hrs/day – 258 days)

ESS: Teachers paid \$30.00/hr. for program work.
Classified paid \$15.00/hr for program work. .

RTT: Teachers paid \$30.00/hr. for program work published to CIITS.

RTI: Coordinators paid \$30.00/hr. for program work. Total budget \$15,000.

Credit Recovery: Part-Time Credit Recovery Teache \$70/day – 45 days

Prescreening KG & 4 year Old:

Daily rate for Certified

Daily rate for Classified

871

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**LAWRENCE COUNTY BOARD OF EDUCATION
2017-2018
CERTIFIED PAY SCALE**

(185days)

Experience	Rank I	Rank II	Rank III	Rank IV	Rank V
0	\$43,502	\$39,324	\$35,398	\$31,433	\$29,422
1	\$43,677	\$39,497	\$35,571	\$31,433	\$29,422
2	\$43,848	\$39,672	\$35,744	\$31,433	\$29,422
3	\$44,019	\$39,844	\$35,917	\$31,433	\$29,422
4	\$47,453	\$43,182	\$39,436	\$31,433	\$29,422
5	\$47,874	\$43,544	\$39,781	\$31,433	\$29,422
6	\$48,134	\$43,716	\$39,956	\$31,433	\$29,422
7	\$48,307	\$43,889	\$40,130	\$31,433	\$29,422
8	\$48,480	\$44,063	\$40,302	\$31,433	\$29,422
9	\$48,652	\$44,239	\$40,476	\$31,433	\$29,422
10	\$53,113	\$48,803	\$44,654	\$31,433	\$29,422
11	\$53,394	\$49,066	\$44,906	\$31,433	\$29,422
12	\$53,573	\$49,244	\$45,080	\$31,433	\$29,422
13	\$53,754	\$49,417	\$45,259	\$31,433	\$29,422
14	\$53,934	\$49,596	\$45,434	\$31,433	\$29,422
15	\$55,025	\$50,881	\$46,828	\$31,433	\$29,422
16	\$55,180	\$51,038	\$46,977	\$31,433	\$29,422
17	\$55,337	\$51,195	\$47,122	\$31,433	\$29,422
18	\$55,493	\$51,347	\$47,267	\$31,433	\$29,422
19	\$55,643	\$51,505	\$47,419	\$31,433	\$29,422
20	\$56,154	\$51,987	\$47,857	\$31,433	\$29,422
21	\$56,382	\$52,176	\$48,003	\$31,433	\$29,422
22	\$56,608	\$52,366	\$48,147	\$31,433	\$29,422
23	\$56,834	\$52,550	\$48,294	\$31,433	\$29,422
24	\$57,057	\$52,738	\$48,442	\$31,433	\$29,422
25	\$57,287	\$52,929	\$48,588	\$31,433	\$29,422
26	\$57,510	\$53,117	\$48,736	\$31,433	\$29,422

Substitute Teachers:

Rank	Less than 10 years experience	More than 10 years experience
Rank I	\$100	\$110
Rank II	\$90	\$100
Rank III	\$85	N/A
Rank IV (more than 96 college hours without teaching certification)	\$75	N/A
Rank V (64-95 college hours)	\$70	N/A

-Certified subs working 20 consecutive days in same position* on the 21st day their pay goes to Daily rate.

-Retired teachers working 20 consecutive days in same position* on the 21st consecutive day their pay goes to their Daily Wage Threshold (DWT). Must have letter from KTRS on file with DWT stated.

-Certified Homebound Teacher rate \$30.00 an hour after school.

-Certified Homebound daily sub based on daily rate

-PD Extra Pay: \$70.00/day-6hr. day (This is the pay rate teachers receive for professional development once they have attended scheduled PD days).

* "same position" means working for the same teacher in the same capacity"

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* NOTE: The 2017-2018 extra duty pay scale will take effect as of July 01, 2017. Those employees paid from the 2007-2008 extra duty pay scale or employees working in an equivalent position will be grandfathered in to a comparable rate for as long as they are employed. Anyone hired after 2007-2008 to fill an extra duty vacancy will be paid in accordance to the applicable pay scale.

LAWRENCE COUNTY SCHOOLS EXTRA DUTY SERVICE 2017-2018			
POSITION	EXTENDED DAYS	CONTRACT DAYS	EXTRA DUTY SERVICE PAY
DISTRICT ADMINISTRATORS (5 TOTAL):			\$5,000*
CHIEF ACADEMIC OFFICER (1)	50	235	
DIRECTOR OF FEDERAL PROGRAMS/DISTRICT ASSESSMENT COORDINATOR/INNOVATIONS COORDINATOR (1)	50	235	
DIRECTOR OF PUPIL PERSONNEL/DISTRICT PERSONNEL (1)	50	235	
DIRECTOR OF PUPIL INTERVENTION (1)	50	235	
DIRECTOR OF SPECIAL EDUCATION (1)	50	235	
PRINCIPAL LWE, BES, FES (1 PER SCHOOL)	50	235	\$7,000*
PRINCIPAL LEE (1)	50	235	\$8,000*
PRINCIPAL LMS (1)	50	235	\$8,500*
PRINCIPAL LCHS (1)	50	235	\$10,000*
ASST PRINCIPAL LEE (1)	15	200	\$3,500*
ASST PRINCIPAL LMS (1)	15	200	\$4,000*
ASST PRINCIPAL LCHS (1)	15	200	\$7,000*
MIDDLE GRADES ALTERNATIVE SCHOOL TEACHER (1)	15	200	\$4,000*
DISTRICT SCHOOL HEALTH COORDINATOR (1)	0	0	\$5,000*
EXTRA CURRICULAR PAY DUTIES			
ADVANCED PLACEMENT COORDINATOR (1)	0	185	\$500
DUAL CREDIT TEACHER (PER CLASS)	0	185	\$500
ACADEMIC COACH HIGH SCHOOL (1)	0	185	\$4,000
ACADEMIC ASST COACH HIGH SCHOOL (1)	0	185	\$2,000
ACADEMIC COACH ELEMENTARY (1 PER SCHOOL)	0	185	\$2,000
ACADEMIC ASST COACH ELEMENTARY (1 PER SCHOOL)	0	185	\$1,000
ACADEMIC COACH MIDDLE (1 PER SCHOOL)	0	185	\$2,000
ACADEMIC ASST COACH MIDDLE (1 PER SCHOOL)	0	185	\$1,000
BAND DIRECTOR (1)	5	190	\$4,000
BAND ASST DIRECTOR (1)	0	185	\$1,000
CHORAL DIRECTOR (1)	0	185	\$1,500
BUILDING ASSESSMENT COORDINATORS			
LEVEL 9-12 (1 PER SCHOOL) LCHS	0	185	\$2,500
LEVEL 6-8 (1 PER SCHOOL) LMS	0	185	\$2,000
LEVEL K-8 (1 PER SCHOOL) FES & BES	0	185	\$2,000
LEVEL 2-5 (1 PER SCHOOL) LEE	0	185	\$2,000
LEVEL K-1 (1 PER SCHOOL) LWE	0	185	\$1,500
CLASS SPONSORS			
SENIORS (1)	0	185	\$600
JUNIORS (1)	0	185	\$600
SOPHOMORES (1)	0	185	\$600
FRESHMEN (1)	0	185	\$600
HIGH SCHOOL DEPARTMENT HEADS			
ENGLISH (1)	0	185	\$500

POSITION	EXTENDED DAYS	CONTRACT DAYS	EXTRA DUTY SERVICE PAY
MATH (1)	0	185	\$500
SOCIAL STUDIES (1)	0	185	\$500
VOCATIONAL (1)	0	185	\$500
HIGH SCHOOL DEPARTMENT HEADS (Cont.)			
SCIENCE (1)	0	185	\$500
ARTS & HUMANITIES (1)	0	185	\$500
SPECIAL NEEDS (1)	0	185	\$500
PRACTICAL LIVING (1)	0	185	\$500
DOCTORATE	0	185	\$2,000
PUBLIC INFORMATION OFFICER	0	185	\$2,000
NATIONAL TEACHER CERTIFICATION	0	185	\$2,000
SAFETY PATROL (1)	0	185	\$500
SPEECH PATHOLOGY (5)	0	185	\$1,000
TECH BUILDING COORDINATOR (1 PER SCHOOL)	0	185	\$500
WRITING LEADERS			
ELEMENTARY (1 PER SCHOOL)	0	185	\$1,000
MIDDLE (1 PER SCHOOL)	0	185	\$1,000
HIGH SCHOOL (1)	0	185	\$1,000
YEARBOOK SPONSOR P-8 (1 PER SCHOOL)	0	185	\$2,000
YEARBOOK SPONSOR HIGH SCHOOL (1)	0	185	\$2,000
YEARBOOK ASST SPONSOR HIGH SCHOOL (1)	0	185	\$1,000
EXTRA PAY DUTIES SPORTS*			
ATHLETIC DIRECTOR HIGH SCHOOL (1)	7	192	\$2,500
ATHLETIC DIRECTOR MIDDLE GRADES (1)	0	185	\$1,500
BASEBALL HEAD COACH (1)	5	190	\$2,000
BASEBALL ASST COACH (2)	0	185	\$800
BASEBALL HEAD COACH MIDDLE GRADES (1)	0	185	\$1,200
BASEBALL ASST COACH MIDDLE GRADES (1)	0	185	\$600
BASKETBALL BOYS HEAD COACH (1)	5	190	\$6,000
BASKETBALL BOYS FEEDER PROGRAM (1)	NA	NA	\$2,000
BASKETBALL BOYS ASST COACH (2)	0	185	\$2,000
BASKETBALL BOYS HEAD COACH MIDDLE (1) BES,FES,LMS	0	185	\$1,200
BASKETBALL BOYS ASST MIDDLE (1) BES,FES, (2)LMS	0	185	\$600
BASKETBALL GIRLS HEAD COACH (1)	5	190	\$6,000
BASKETBALL GIRLS FEEDER PROGRAM (1)	NA	NA	\$2,000
BASKETBALL GIRLS ASST COACH (2)	0	185	\$2,000
BASKETBALL GIRLS HEAD COACH MIDDLE (1) BES,FES,LMS	0	185	\$1,200
BASKETBALL GIRLS ASST MIDDLE GRADES (1) BES,FES,LMS	0	185	\$600
BASS HEAD COACH (1)	0	185	\$1,200
BASS ASST COACH (1)	0	185	\$600
FOOTBALL HEAD COACH (1)	15	200	\$6,000
FOOTBALL ASST COACH (7)	0	185	\$2,000
FOOTBALL HEAD COACH MIDDLE (1) LMS	0	185	\$1,200
FOOTBALL MIDDLE GRADES ASST (1) LMS	0	185	\$600
GOLF HEAD COACH BOYS (1) LCHS	0	185	\$1,200
GOLF HEAD COACH GIRLS (1) LCHS	0	185	\$1,200
GOLF ASSISTANT COACH (1) LCHS	0	185	\$600
ROTC 4-9YRS (1)	0	185	\$1,200
ROTC 10+YRS (1)	0	185	\$2,400

POSITION	EXTENDED DAYS	CONTRACT DAYS	EXTRA DUTY SERVICE PAY
ROTC DRILL TEAM (1)	0	185	\$1,000
ROTC RANGER TEAM (1)	0	185	\$1,000
SOCCER GIRLS HEAD COACH (1)	0	185	\$1,200
SOCCER GIRLS ASST COACH (1)	0	185	\$600
SOCCER GIRLS JV ASST COACH (1)	0	185	\$600
SOCCER BOYS HEAD COACH MIDDLE (1) BES, FES, LMS	0	185	\$1,000
SOCCER BOYS ASST COACH MIDDLE (1) BES, FES, LMS	0	185	\$600
SOCCER GIRLS HEAD COACH MIDDLE (1) BES, FES, LMS	0	185	\$1,000
SOCCER GIRLS ASST COACH MIDDLE (1) BES, FES, LMS	0	185	\$600
SOFTBALL HEAD COACH (1)	5	190	\$2,000
SOFTBALL ASST COACH (2)	0	185	\$800
SOFTBALL HEAD COACH MIDDLE (1) BES, FES, LMS	0	185	\$1,200
SOFTBALL ASST COACH MIDDLE (1) BES, FES, LMS	0	185	\$600
TENNIS HEAD COACH BOYS (1)	0	185	\$1,200
TENNIS ASST COACH BOYS (1)	0	185	\$600
TENNIS HEAD COACH GIRLS (1)	0	185	\$1,200
TENNIS ASST COACH GIRLS (1)	0	185	\$600
TENNIS HEAD COACH BOYS MIDDLE (1)	0	185	\$1,200
TENNIS HEAD COACH GIRLS MIDDLE (1)	0	185	\$1,200
TRACK CROSS COUNTRY (1)	0	185	\$1,000
TRACK CROSS COUNTRY ASST (1)	0	185	\$500
TRACK BOYS (1)	0	185	\$1,200
TRACK ASST COACH BOYS (1)	0	185	\$600
TRACK GIRLS (1)	0	185	\$1,200
TRACK ASST COACH GIRLS (1)	0	185	\$600
TRACK HEAD COACH MIDDLE SCHOOL LEVEL (1)	0	185	\$1,000
VOLLEYBALL HEAD COACH (1)	0	185	\$1,200
VOLLEYBALL ASST COACH (1)	0	185	\$600
VOLLEYBALL HEAD COACH MIDDLE SCHOOL LEVEL (1)	0	185	\$1,000
VOLLEYBALL ASST COACH MIDDLE SCHOOL LEVEL (1)	0	185	\$600
WRESTLING COACH (1)	0	185	\$1,200
WRESTLING ASST COACH (1)	0	185	\$800
CHEERLEADER COMPETITION MIDDLE SCHOOL	0	185	\$500
CHEERLEADING MIDDLE SCHOOL (PER SPORT)	0	185	\$500
CHEERLEADING HIGH SCHOOL (PER SPORT)	0	185	\$1,000
CHEERLEADING ASST HIGH SCHOOL	0	185	\$500
EXTENDED DAYS ONLY NO EXTRA SERVICE PAY			
BIOMEDICAL (1)	10	195	\$0
DISTRIBUTIVE EDUCATION (1)	30	215	\$0
DISTRICT RESOURCE TEACHER (4)	max 15	max 200	\$0
DISTRICT TECHNOLOGY COORDINATOR (1)	50	235	\$0
ENGINEERING (1)	17	202	\$0
FRESHMAN ACADEMY INST. COORD.	10	195	\$0
GUIDANCE COUNSELOR HIGH SCHOOL (2)	15	200	\$2,500
GUIDANCE COUNSELOR (7 5)	15	200	\$0
HEALTH CAREERS (1)	5	190	\$0
LIBRARIAN (6)	15	200	\$0
ROTC (2)	50	235	\$0
VOCATIONAL AGRICULTURE (1)	50	235	\$0

6.C. Approval of the 2017-2018 Lawrence County Schools Payroll Calendar passed with a motion by Ms. Garnett Skaggs and a second by Mr. James See by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

6.D. Approval to acknowledge receipt of Superintendent's Personnel Action/Update passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Ms. Maddlene Roberts absent.

Nonrenewal of Limited Contract:

Robert Allen	- Math Intervention Teacher at Lawrence County High School (1-Year)
Carrie Tomlin	- Teacher at Fallsburg Elementary School (1-Year)
Diana Thompson	- Teacher at Louisa East Elementary School (1-Year)
Sarah Roe	- Teacher at Louisa East Elementary School (1-Year)
Heather Bradley	- Teacher at Louisa West Elementary School (1-Year)
Dana Bledsoe	- Instructional Assistant at Louisa West Elementary School (1-Year)
Miranda Blair	- Preschool Instructional Assistant at Blaine Elementary School (1-Year)

Resignations:

Dina Chaffin	- District Resource Teacher and Gifted and Talented Coordinator (effective May 31, 2017)
Susan Compton	- Teacher at Louisa East Elementary School (effective May 31, 2017)
Debra Call	- District Special Needs Nurse (effective June 30, 2017)
Susan Hall	- Bus Driver
Cassie Robinson	- Full-Time Bus Monitor

6.E. Superintendent Professional Growth and Evaluation System (SPGES)

6.E.1. Schedule a Capstone Presentation for Superintendent Evaluation

Dr. Fletcher's Capstone Presentation and evaluation will occur during the special meeting being scheduled for end-of-fiscal-year actions on Thursday, June 22nd.

7. ADJOURNMENT

Approval to adjourn passed with a motion by Ms. Garnett Skaggs and a second by Mr. James See by a vote of 4 to 0 with Ms. Maddlene Roberts absent.



Chairman – D. Heath Preston



Secretary to the Board – Betty Mullins

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