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Lawrence County Board of Education

Regular Meeting

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

June 19, 2017; 6:00 p.m.
Lawrence County High School
Louisa, Kentucky

Attendance Taken at 6:00 p.m.:

Present Board Members:

Mr. D. Heath Preston, Chairman
Ms. Barbara Robinson
Mr. James See
Ms. Maddlene Roberts

Absent Board Members:

Ms. Garnett Skaggs, Vice-chair

Present: Superintendent: Dr. Robbie Fletcher; Finance Officer: Ms. Brandi VanHoose; Director of Pupil Personnel & District Personnel: Vernon Hall; Lawrence County High School Assistant Principal: Stuart Cook; Blaine Elementary Principal: Shawn Jennings; Louisa West Elementary Principal: Debbie Delong; Louisa East Elementary Principal: Anna Prince; Fallsburg Elementary Principal: Sara Bowen; Louisa Middle School Principal: Joe Cecil; Chief Information Officer/District Technology Coordinator: Tommy Burns; Board Secretary: Betty Mullins

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 additional items, **5.D.3.c. Use of Facilities Request for use of Louisa East Elementary by Rise Above for Hoops for Hope Basketball Tournament in case of rain** and **2.A. Excuse the absence of Board Member Garnett Skaggs due to an injury**, passed with a motion by Ms. Barbara Robinson and a second by Ms. Maddlene Roberts by a vote of 4 to 0.

2.A. Approval to excuse the absence of Board Member Garnett Skaggs due to an injury passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 4 to 0. (added to agenda)

3. STUDENT/STAFF PRESENTATIONS/RECOGNITIONS

Dr. Fletcher led a moment of silence in memory and respect for Michael D. Webb, retired Transportation Manager and bus driver trainer.

4. COMMUNICATION

4.A. Superintendent's Update

4.A.1. KDE's approval of NTI application for 2017-2018

The district application data and process scored "proficient or higher" resulting in KDE approving up to ten days of Non-Traditional Instruction for next year. Dr. Fletcher acknowledged that use of NTI days helps in an earlier end to the school year, but NTI helps our students tremendously to continue their learning. He thanked Mr. Burns, Mr. Hall, and everyone involved in making the days successful.

4.A.2. State accountability for 2016-2018

Commissioner Pruitt wants a transparent public report card, but KDE will not be publishing a ranking of schools based on state testing that occurred this spring. School districts will be telling their own success stories using the data provided by KDE on the different components of the testing. Details of the design of future accountability will be finalized in the next few months.

4.A.3. Representative "Bam" Carney's visit to KVEC

Dr. Fletcher was one of two superintendents who met recently with Education Committee Chairman Barney for discussion of education issues. Funding was the major topic of discussion including the lack of needed transportation funding and the potential for taxing of natural gas. Dr. Fletcher also met recently with Representative Jill York and discussed possible changes that could help the road issues at Louisa East Elementary.

4.A.4. Mrs. Bowen, Mrs. Prince, and Mrs. Moore's selection to participate in Activating Catalytic Transformation through KVEC (with Board approval)

Dr. Fletcher congratulated Mrs. Bowen, Mrs. Prince, and Mrs. Moore on the prestigious honor of being selected to participate in Activating Catalytic Transformation (ACT) made possible by a grant through the Kellogg Foundation and the Gates Foundation. Only thirteen applied in the Eastern Kentucky region and out of the thirteen three Lawrence County principals were selected for the national training on school leadership.

4.A.5. Mr. Jennings and Mrs. Delong participating in National Institute for School Leadership Academy (completing Year 1)

Two of our principals, Mr. Jennings and Mrs. Delong, have completed a rigorous first year in another nationally acclaimed training, the National Institute for School Leadership Academy (NISL). Previously Mrs. Moore and Dr. Webb participated in NISL training, and currently Dr. Fletcher is part of the first superintendent NISL training in Kentucky.

4.A.6. Summer feeding now "on the road"

In an effort to increase the student numbers in the summer feeding program, buses have started running in the Blaine and Fallsburg areas. Dr. Fletcher also thanked Mrs. McCreary and those helping with her 4-H program in providing fun activities at the schools to encourage more use of the summer feeding program.

4.A.7. Superintendent evaluation scheduled for Thursday

Along with the year-end payment of bills, the special meeting agenda for Thursday, June 22nd will include the annual superintendent evaluation. Board members will be provided a copy of the rubric in preparation for the evaluation.

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4.B. Public Comment

5. STUDENT LEARNING AND SUPPORT SERVICES

5.A. Approval of the **Minutes** of the May 15, 2017 Regular Meeting and the May 30, 2017 Special Meeting passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 4 to 0.

5.B. Approval of the **Claims and Orders of the Treasurer** passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 4 to 0. *(Dr. Fletcher pointed out several items including the purchase of StemScopes science resources for the high school, Chromebooks purchased by LMS to finish out labs, kitchen equipment purchased by Food Service, physical therapy and speech services, StemScopes Online and APEX renewal for Alternative School use and use at other schools, GED Internet, and the usual phone and utility bills. He also noted the Board's support for academic teams reminding principals that the board will purchase academic team shirts again in the fall.)*

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

5.C.1. Bank Reconciliation Report

Ms. VanHoose reported that the beginning balance for May was **\$4,093,773**. Total revenue for the month of May was **\$1,866,361***. Expenditures for the month totaled **\$1,619,669**. The Fund Cash balance for May was **\$3,646,619**, and the ending balance of all funds for May was **\$4,325,182**.

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

Balance Sheets reflect the balance for each fund as of May 31.

5.C.3. Finance Update *(none)*

5.D. Approval of the **Consent Agenda** items including an additional item, as indicated, passed with a motion by Ms. Barbara Robinson and a second by Mr. James See by a vote of 4 to 0.

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

5.D.2. Contracts & Services:

5.D.2.a. Agreement for photography services: Louisa West Elementary with Sheffield Photography Group

5.D.2.b. Letter of Agreement between Lawrence County Board of Education and Ironton Physical Therapy, Inc. for athletic training and physical therapy for high school 2017/18 sports seasons: Total: \$3,750 (same as last year)

5.D.2.c. Contract for services with Quicksand Farms, LLC:

5.D.2.c.1. Annual Sports Complex Turf Management Contract, July 1, 2017 to June 30, 2018: Total: \$12,800.00

5.D.2.c.2. Fall Over-seeding of LCHS Soccer Field Total: \$700.00

5.D.2.d. FY 18 Community Education Contract with Kentucky Department of Education: \$20,000

5.D.2.e. 2017-18 Memorandum of Understanding between Lawrence County Schools and Kentucky Office of Vocational Rehabilitation for Community Work Transition Program (CWTP)

5.D.2.f. 2017-18 Contracts for Special Education Services:

- 5.D.2.f.1. Physical Therapy: Anna Frazier-Brooks, Inspire Therapy Services
 - 5.D.2.f.2. Orientation and Mobility: Karen Hinkle
 - 5.D.2.f.3. Speech Services: Ginger Johnson-Fife
 - 5.D.2.f.4. East Kentucky Psychological Resources
 - 5.D.2.g. Contract for services with Morehead State University for 2017-18 for College Calculus, Dr. Stacy Linn: \$2,500
 - 5.D.2.h. Annual contract for legal services (*Attorney Jonathan Shaw*)
 - 5.D.2.i. School Based Mental Health Services Agreement between Mountain Comprehensive Care Center (MCCC) and Lawrence County Board of Education from August 2017 to July 2018
 - 5.D.2.j. Contracts with Delta Dental for January 1, 2017 to December 31, 2017: Delta Dental Premier and Delta Dental PPO Plus Premier
 - 5.D.2.k. 2017-18 Renewal of Superintendent's Kentucky Association of School Administrators (KASA) membership dues: Total: \$403.90
 - 5.D.2.l. D-C Elevator Company, Inc. annual price adjustments for service agreements with LEES, LMS, LCHS, and FES
 - 5.D.2.m. Memorandum of Agreement with Kentucky Department of Education for FY18 Read to Achieve at Fallsburg Elementary: \$50,000
 - 5.D.3. Requests:
 - 5.D.3.a. Requests for Assistance from the baseball and softball teams:
 - 5.D.3.a.1. Request to pay for paint/stain for the outfield baseball fence with the baseball boosters taking care of the labor and the rental fees for the equipment needed for painting/staining the fence: Request total: \$1,660.00
 - 5.D.3.a.2. Request to pay for replacement nets in the athletic facility with the baseball/softball boosters donating a total of \$1,000.00 towards the cost of the nets: Request total: \$1,889.00
 - 5.D.3.b. Use of Facilities Request: Eastern Elite/Kentucky Youth Soccer use of FES, LCHS, LMS, and LEES soccer/football fields for soccer training; July 1, 2017 to June 30, 2018; insurance provided; Scott Johnson
 - 5.D.3.c. Use of Facilities Request: Rise Above use of Louisa East Elementary for Hoops for Hope basketball tournament in case of rain; June 23, 24, 25, 2017 (insurance provided) (added to agenda)
 - 5.D.4. For Review/FYI: (no action required)
 - 5.D.4.a. School Activity Fund Reports: May
 - 5.D.4.b. SBDM/Advisory Council Minutes (LWES, FES, LMS)
 - 5.D.4.c. Monthly Energy Report (Year-to-Date)
 - 5.D.4.d. 2016-2017 KHSAA Annual Verification of Title IX Procedures
 - 5.E. Discussion regarding Certified Teacher Incentives: LCOT and KAPE
Scott Osborn, President, Lawrence County Organization of Teachers
- Mr. Osborn expressed appreciation for the .5% raise the Board approved for all staff and acknowledged that the Board is investing in resources and in people which helps our students. No new suggestions have been added to the non-monetary incentives list sent to them last month noting that principals are doing things at their respective buildings for staff. One "tough issue" he mentioned regarding the high school was the rotation of teachers in working ballgames rather than the ballgame workers being paid. Mr. Osborn concluded stating that the state of education funding in Washington, D. C. and Frankfort "does look grim".

5.F. QUARTERLY ACADEMIC DASHBOARD REPORTING

5.F.1. Introduction

Dr. Robbie Fletcher, Superintendent, and Dr. Webb, Chief Academic Officer

Dr. Webb stated that in addition to the usual achievement dashboards, the principals would also be reviewing new data with the board, an RtI Report Card. She explained that the overall goal of RtI is to address the needs of struggling students and for the students to move out of intervention. Intervention occurs in three Tiers. Tier 1 is classroom instruction with teachers adjusting instruction based on the needs of the class. Tier 2 is intervention in addition to regular classroom instruction, generally at least 30 minutes 2-3 days a week. Tier 3 increases the time and frequency of the content to generally an hour 4-5 times a week. She noted that schools set their own criteria for entrance into intervention. Dr. Fletcher added, "If you look at our tiered instruction, I like the work Dr. Webb has done with our RtI system and with our principals. I think our principals have a good grasp of walking into Day 1 having intervention ready to go based on last year's data. ...The board provided extra money for intervention, and I think you will be pleased to see the results."

5.F.2. School Quarterly Reports

Louisa West Elementary (K-1): Debbie Delong, Principal; Louisa East Elementary (2-5): Anna Prince, Principal; Blaine Elementary School (K-8): Shawn Jennings, Principal; Fallsburg Elementary School (K-8): Sara Bowen, Principal; Louisa Middle School (6-8): Joey Cecil, Principal; Lawrence County High School (9-12): Christy Moore, Principal

Principals shared highlights of their academic data which showed comparisons with previous data and projections of achievement on state testing and shared data on the new RtI Report Card. They also discussed what they and their staff have learned in examining the data to make changes for next school year. Discussion of the data with the board included the need to set clear exit criteria for Tier 2 and 3 interventions. Dr. Webb shared the high school's written protocol for intervention that will be included in student handbooks. Additionally, she noted that with the board's addition of another math teacher at the high school, for the first time tiered intervention will be offered to all students 9-12.

5.F.3. Plus/Delta & Next Steps for District Quarterly Report

Dr. Robbie Fletcher, Superintendent, and Dr. Webb, Chief Academic Officer

Dr. Fletcher reviewed the plus/deltas and next steps of the district report applauding the hard work of principals on RtI with the leadership of Dr. Webb. The next step will be full implementation of RtI systems in all schools beginning day one of the 17-18 school year. In addition, Tier 1 instruction will be a focus with a "deeper dive into ELA series implementation" and continuation of instructional focus sessions on the Gradual Responsibility Release model. In addition, there will be a continued focus on implementing common assessments with fidelity and using them as an instructional tool.

5.G. The review and approval of District & School Professional Development Plans presented by Dr. Webb, Chief Academic Officer, passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 4 to 0.

5.H. Approval of district and student insurances for 2017-2018, as presented, passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 4 to 0.

Property, Liability, Crime, Auto (Fleet), and Umbrella:

Liberty Mutual = \$227,0830

Worker's Compensation:

KEMI = \$147,962.06

Student Accident Insurance:

K & K Insurance = \$39,824.80

5.I. Approval to award bid for paving of the parking lot/bus loading area at Blaine Elementary to Hinkle Blacktop Option 2 passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 4 to 0. Total: \$54,165.00 (*Option 2 includes installing slotted drains to cover the drainage area by the building to make it safer for foot traffic. However, before proceeding, Dr. Fletcher will check on the design of the grates that will cover the drainage area.*)

5.J. Approval of ACT: Activating Catalytic Transformation 2017-2018 Application for LCHS, FES, and LEES passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 4 to 0. (*ACT is an opportunity made available by district membership in KVEC and was discussed earlier in Dr. Fletcher's communication.*)

5.K. Approval to table awarding the bid for replacement/resurfacing of Fallsburg Elementary gym floor until the special meeting on Thursday, June 22, passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 4 to 0.

5.L. Approval to set the 2017-2018 District Travel Reimbursement Rate at \$.40 per mile (same as last year) passed with a motion Ms. Barbara Robinson and a second by Ms. Maddlene Roberts by a vote of 4 to 0.

5.M. Approval of adult lunch (\$3.00) and breakfast (\$2.00) prices for 2017-2018 (same as last year) passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 4 to 0. (*see updated prices in June 22nd minutes: adult lunch, \$3.50; adult breakfast, \$2.50*)

5.N. Approval of 2017-2018 Lawrence County High School student fees passed with a motion by Mr. James See and a second by Ms. Maddlene Roberts by a vote of 4 to 0.

5.N.1. 2017-2018 LCHS Student Fees (includes Chromebook Usage & Damage/Loss Fees)

5.N.2. 2017-2018 LCHS Sports Ticket Fee Schedule & Guidelines

5.N.3. FYI: LCHS 1-to-1 Information and Forms

5.O. Approval of the First Reading of Annual KSBA Policy Updates and district-initiated policies with one policy modification, as indicated, **KSBA:** 01.1 Legal Status of the Board; 01.11 General Powers and Duties of the Board; 01.111 District Planning; 01.2 Board Member Qualifications; 01.42 Regular Meetings; 02.1311 Contract Renewal of Superintendent; 02.4241 School Council Policies (SBDM); 02.4244 School Hiring; 02.44 Accountability (SBDM); 02.441 Assessment of Student Progress (SBDM); 02.442 Comprehensive School Improvement Plan; 03.11 Hiring (Certified); 03.112 Certification and Records (Certified); 03.1161 Coaches and Assistant Coaches (Certified); 03.121 Salaries (Certified); 03.1211 Salary Deductions (Certified); 03.13253 Domestic/Dating Violence Reporting and Education (Certified); 03.18 Evaluation (Certified); 03.19 Professional Development (Certified); 03.21 Hiring (Classified); 03.2141 Nonteaching Coaches and Assistant Coaches (Classified); 03.221 Salaries (Classified); 03.2211 Salary Deductions (Classified); 03.23253 Domestic/Dating Violence Reporting and Education (Classified); 04.92 Uniform Guidance; 06.2 Safety (Transportation); 07.1 Food/School Nutrition Services; 07.11 Meal Pricing; 07.12 Vending Machines; 08.11 Course of Study; 08.113 Graduation Requirements; 08.1131 Alternative Credit Options; 08.133 Extended School/Direct Student Services; 08.13451 Title I-Parent Family Engagement Policy; 08.13452 English as a Second Language; 08.14 Guidance; 08.222 Assessment; 08.232 Instructional Resources; 08.3 School Calendar; 08.4 Adult/Community Education; 08.5 Program Evaluation; 09.111 Transfers and Withdrawals; 09.12 Admissions and Attendance; 09.121 Entrance Age; 09.122 Attendance Requirements; 09.1223 Persons Over Compulsory Attendance Age; 09.1231 Dismissal from School; 09.13 Equal Educational Opportunities; 09.14 Student Records; 09.2 Student Welfare and Wellness; 09.2211 Employee Reports of Criminal Activity; 09.227 Child Abuse; 09.311 Safety (Athletics); 09.34 Student Publications and Speakers; 09.425 Assault and Threats of Violence; 09.4294 Driver's License Revocation; 09.4361 Police Officers in the School; 10.5 Visitors to the Schools; **DISTRICT-INITIATED:** 09.36 School-Related Student Trips, passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 4 to 0.

5.P. Approval of the Review of Annual KSBA Procedure Updates and district-initiated procedure updates, as follows: KSBA: 01.111 AP.2 District Planning Committee; 02.442 AP.21 Comprehensive School Improvement Plan Reports; 03.112 AP.22 ESSA Qualification Notifications (Certified); 03.12322 AP.1 Family and Medical Leave Compliance (Certified); 03.18 AP.22 Evaluation Committee/Evaluators and Observers (Certified); 03.19 AP.1 Professional Development (Certified); 04.1 AP.1 Needs Assessment; 06.32 AP.1 Eligibility for Transportation; 07.1 AP.11 Food Allergies and Special Dietary Needs; 08.1312 AP.1 Application for Home/Hospital Instruction; 08.222 AP.21 ESSA Assessment Notification; 09.12 AP.1 Student Enrollment and Homeless/Immigration Status; 09.14 AP.12 Student Directory Information Notification; 09.15 AP.21 Application for Waiver of Fees; 09.221 AP.1 Supervision of Students; 09.227 AP.1 Child Abuse/Neglect/Dependency; 10.5 AP.24 Website Accessibility Complaint and Grievance Form; and DISTRICT-INITIATED: 09.121 AP.21 Petition for Early Enrollment Form (NEW); 09.36 AP.1 School Related Student Trips; 09.36 AP.21 School Related Student Trip Request Form; 09.36 AP.212 Extra Bus Trip Sheet; and 10.11 AP.21 Public Records Notice, passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 4 to 0.

5.Q. Lawrence County School District Finance Corporation

5.Q.1. Approval to recess the Regular Board Meeting to convene the Lawrence County School District Finance Corporation passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 4 to 0.

5.Q.2. Approval to re-convene the Regular Board Meeting passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 4 to 0.

5.R. Approval of the 2017 Lawrence County School District Finance Corporation Annual Report and filing fee of \$15.00 passed with a motion by Mr. James See and a second by Ms. Maddlene Roberts by a vote of 4 to 0.

5.S. New Business (no action)

6. PERSONNEL

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

The following position is changed effective June 20, 2017:

- From (1) School Security Guard (School Grounds Monitor) -- 8 hrs/day classified pay scale to (1) School Security Guard (School Grounds Monitor) -- 8 hrs/day classified pay scale; 170 days to 258 max

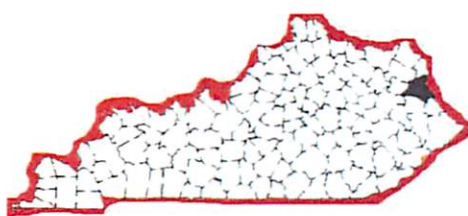
The following position is changed effective July 1, 2017:

- From (1) LBD Teacher at Blaine Elementary School to (1) Itinerant LBD Teacher at Blaine Elementary School and Lawrence County High School

6.B. Approval to clarify extra duty payment for teaching dual credit courses as \$500 per section per semester passed with a motion by Mr. James See and a second by Ms. Maddlene Roberts by a vote of 4 to 0.

6.C. Approval of updates to Lawrence County Schools 2017-2018 Salary Schedule to reflect the .5% raise for all certified and classified personnel passed with a motion by Mr. James See and a second by Ms. Maddlene Roberts by a vote of 4 to 0. (2017-2018 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.

**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)	Pay scale (40hrs/wk – 258 days)
	LEE (3), LMS (3), LWE (2), BES (1)	
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	\$7.87/hr
	Time Workers, Maintenance Substitutes	
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.

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**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.

**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.

SOS

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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

AOS

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

<u>Years Experience</u>	<u>Hourly Rate</u>
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 181days)
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. (I)	\$24.57 (8hrs/day – 40hrs/wk – 258 days)
7432	Maintenance Manager (I)	\$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 Resource/Youth Service Centers	\$57.00/day (7.5 hrs/day)

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.

Misc. Grants:

	Born Learning Academy Grant Facilitators (2)	\$500 each
	Born Learning Grant Child Care Providers	\$15/hr
7318	Instructional Assist. II (1) (Vocational Rehab.)	\$13.26 (7 hrs/day – 183 days)
7291	Physical/Occupational (1) Therapist (one-quarter percent increase per year of service in the district)	\$59,917 (185 days)

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

<u>Job Class</u>		
<u>Code:</u>	<u>Title</u>	<u>Salary Calculation</u>
<u>Adult Education:</u>		
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

**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"

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

Hiring

Victoria Wechsler - Teacher at Louisa East Elementary School
Ryan Prince - Math Teacher at Lawrence County High School (1-Year)

Change of Position

Scott Johnson - From Guidance Counselor at Fallsburg Elementary School to
 Guidance Counselor at Lawrence County High School
Janice Salyer - From Guidance Counselor at Louisa East Elementary School to
 District Resource Teacher

Resignation

Darrian Hollonquest - English Teacher at Lawrence County High School (1-Year)

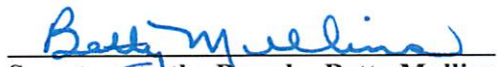
6.E. Superintendent Professional Growth and Evaluation System (SPGES)

In preparation for his annual evaluation, Dr. Fletcher pointed out that the Board had been provided a copy of the superintendent evaluation rubric that they will use during the evaluation scheduled during the upcoming special meeting on June 22.

7. ADJOURNMENT

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


 Chairman – D. Heath Preston


 Secretary to the Board – Betty Mullins

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