

# Lawrence County Board of Education Regular Meeting

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

May 16, 2016; 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  
Ms. Maddlene Roberts

Absent Board Members:

Mr. James See

Present: Dr. Robbie Fletcher, Superintendent; State Senator Ray Jones; Ms. Edris Humphrey, Director of Federal Programs and Finance; Dr. Cassandra Webb, Chief Academic Officer; Mr. Vernon Hall, Director of Pupil Personnel/Personnel; Ms. Sharon Parsons, Director of Pupil Intervention; Louisa West Elementary Principal: Debbie Delong; Lawrence County High School Principal: Ms. Christy Moore; Blaine Elementary Principal: Shawn Jennings; Louisa East Elementary Principal: Mary Hall; Louisa Middle School Principal: Mr. Joey Cecil; Fallsburg Elementary Principal: Mr. Stuart Cook; Mr. James Ellis, Director of Adult & Community Education; Mr. Tommy Burns, Chief Information Officer; 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*, and then Chairman Preston led *The Pledge to the United States Flag*.

### 2. APPROVE AGENDA

Approval of the amended agenda with the additions of **3.C. LCHS KHSAA Bass Fishing State Champions**, **4.A.8. Public Statement**, and **5.S.1. Permission to bid Special Education Department Services for 2016-17** passed with a motion by Ms. Maddlene Roberts and a second by Ms. Garnett Skaggs by a vote of 4 to 0 with James See absent.

### 3. STUDENT/STAFF PRESENTATIONS/RECOGNITIONS

*A moment of silence was held during the meeting in honor of the passing of retired teachers, Wanda Lee Blevins, Anita Brown, and Wilma Lemaster and community partner, Robert Poole, Wal-Mart manager.*

#### 3.A. Introduction of Dr. Cassandra Hayes Webb

In celebration of both a personal and professional accomplishment, Dr. Fletcher presented Dr. Webb a certificate for achieving her doctorate in education from Morehead State University. "...after three long, hard years of work. We appreciate what she has done for her education and what she does on a daily basis. It is an honor to have another individual in our district who has achieved this status." Board members expressed their congratulations. Chairman Preston

additionally stated, "Thank you for all your hard work and the inspiration of pursuing a doctorate for all our children. We really appreciate you, Dr. Webb."

### **3.B. Outstanding School and District Volunteers**

Dr. Fletcher announced the outstanding volunteer for each school, 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, 2015 through May 13, 2016. The Outstanding Volunteer at Louisa West, Atasha Hughes was present to receive her plaque. Outstanding volunteers also include: Carla Webb, Fallsburg Elementary; Lori Kiser, Lawrence County High School; Jennifer Boggs, Blaine Elementary; Elizabeth Owens, Louisa East Elementary; and Marian Mueller, Louisa Middle. The volunteer with the most overall hours in the district, Jennifer Boggs, a Blaine Elementary parent with 1,400 hours, was designated as the District Outstanding Volunteer. "...these people did this free of charge, and we want to thank them for that, very impressive," Dr. Fletcher stated. "We want to also thank our Family Resource/Youth Service Center directors for their hard work in coordinating the volunteers when they come into our buildings."

### **3.C. LCHS KHSAA Bass Fishing State Champions (added to agenda)**

After three years as an organized sport, the Lawrence County High School Bass Team beat out all other teams across the state in the two-day state championship tournament which ended yesterday with the final weigh-in of five legal-size bass. Two two-man teams had advanced from regional competition. The State Champion Team is Eric Price and Noah West; the other team that qualified and competed at state is Michael Scaggs and Conner May. Other bass team members include Brayden West, Caleb Fletcher, Nick Hayes, Bradley Copley, Harley Davidson, and Derek Null. Coaches/boat captains are Brandon Meddings, Dexter Maynard, Paul Arnette, Glen Rowe, and Jason Sexton. The team had been escorted to the board meeting in a celebratory parade which included fire trucks and law enforcement.

Before introducing the bass team, Head Coach Brandon Meddings stated, "I have been blessed to have a bass club in Louisa that is full of wonderful people who help out future generations. This success would not have been possible without the board of education and the boat captains." He also explained a special award that Michael Scaggs received at state, the Above and Beyond Award, which is based on citizenship, social skills and education in addition to passion for fishing. Dr. Fletcher presented all team members and boat captains/coaches with certificates, stating, "I never had so much excitement in my own home for a fish weigh-in as I did yesterday. We were all cheering and on the edge of our seats." The event was televised by KHSAA with the winning two-day total being 34 lbs 4 oz. A final honor was announced by State Senator Ray Jones, a citation, which all team members will receive, from the Senate of the Commonwealth of Kentucky honoring the team for the state champion title. "Anytime you bring a state championship home to Eastern Kentucky, it's a great thing."

## **4. COMMUNICATION**

### **4.A. Superintendent's Update**

#### **4.A.1. AEP and the second installment of the Credits Count<sup>SM</sup> grant**

Dr. Fletcher announced that AEP representatives were at the high school today to present a check for \$167,000 as the second installment of the Credits Count<sup>SM</sup> grant. "This means adding more dual credit courses, a STEM Club at the high school and middle school, and

other things to get students ready for STEM courses...science, technology, engineering, and math.”

#### **4.A.2. LCHS Graduation - 7 PM on Friday, May 20**

Dr. Fletcher gave a reminder of graduation to be held in the high school gym at 7 p.m. on Friday, May 20<sup>th</sup>.

#### **4.A.3. Distribution of student activities calendar**

Dr. Fletcher made available to board member a packet of end-of-year activities for each school across the district. “There is everything from awards presentations, graduations and school plays in case you have time to attend.”

#### **4.A.4. Textbook selection process**

Dr. Fletcher thanked Dr. Webb, Mr. Hall, and the District Resource Teachers work on the English/Language Arts (ELA) textbook selection process which included every ELA teacher in the district. The process steps were provided in board packets.

#### **4.A.5. Superintendent summit (May 2)**

The summit was similar to the Town Halls held across the state by the Commissioner, only this was for superintendents. The main topic was gaining input on accountability, but Dr. Fletcher said they also learned of an five-county collaboration for a Career Technical Center.

#### **4.A.6. 2016 General Session Report**

Board members were provided a KASA synopsis of bills related to education that passed and those that didn’t.

#### **4.A.7. The Commonwealth College & Career Readiness Commitment Fulfilled**

Dr. Fletcher read aloud the commitment statement approved by the Board on February 11, 2011 signed by then Superintendent Mike Armstrong and Board Chair Barbara Robinson. The Board committed to increasing the College and Career Readiness of students. Dr. Fletcher then read from a recently received congratulatory certificate from Dr. Pruitt stating that the district had met the goal by increasing the percentage from 21% in 2010 to 50% or more in 2015. Dr. Fletcher extended congratulations to board members and to former superintendent Mike Armstrong for his hard work on this goal.

#### **4.A.8. Public Statement (added to agenda)**

Dr. Fletcher read aloud the following statement:

#### ***PUBLIC STATEMENT OF LAWRENCE COUNTY SCHOOLS***

*Last week the United States Departments of Justice and Education advised all public school districts across the country that henceforth transgender students must be permitted to use restroom facilities consistent with their chosen sexual identity as opposed to the sex shown on their birth certificates. As a public school district, Lawrence County Schools operates under the authority and supervision of Kentucky State Government generally and the Kentucky Department of Education specifically. At present, we have received no guidance as to whether Kentucky intends to contest the new federal guidelines and have not been furnished any information as to how such guidelines, if accepted, should be implemented. Until such time as*

*we receive an explicit directive from state officials in Frankfort, Lawrence County Schools will continue to respect both the right to privacy of each of our students as well as their civil rights. Until specific directions have been received to the contrary, separate restroom facilities will be provided for male, female and transgender students as necessary. Students who are biologically male will not be permitted the use of restroom facilities designated for females.*

During discussion, Dr. Fletcher stated, "We want to make sure all of our students are safe and have their privacy protected."

#### **4.B. Public Comment**

### **5. STUDENT LEARNING AND SUPPORT SERVICES**

**5.A.** Approval of the **Minutes** of the April 19, 2016 Regular Meeting and tabling of the May 10, 2016 Special Meeting & Tentative Budget Working Session passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 4 to 0 with James See absent.

#### **5.B. Claims and Orders of the Treasurer**

Approval of the **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 James See absent. *(Dr. Fletcher pointed out KASA conference items, hotel and fuel costs, that were on the superintendent credit card and asked if there were any questions. None were posed. He also mentioned reimbursements that were made as a result of over-pay of preschool tuition.)*

**5.C.** Approval of the **Monthly Financial Report** passed with a motion by Ms. Maddlene Roberts and a second by Ms. Garnett Skaggs by a vote of 4 to 0 with James See absent.

##### **5.C.1. Bank Reconciliation Report**

Ms. Humphrey stated that the beginning balance for April was \$4,468,008. Total revenue for the month of April was \$1,549,633. Expenditures for the month totaled \$1,649,406. The Fund 1 cash balance for the month of April was \$4,240,080 and the ending balance for the month of March was \$4,433,820.

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

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

##### **5.C.3. Finance Update**

Ms. Humphrey asked for questions; no inquiries were made.

#### **5.D. Consent Agenda**

Approval of the **Consent Agenda** items with the exception of tabling **5.D.2.b. MOA with the JJ Jordan Geriatric Center** passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 4 to 0 with James See absent.

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

##### **5.D.2. Contracts:**

**5.D.2.a. Approve contract between Louisa East Elementary and Nicely/M & M Inflatables for May 20th: \$600**

**5.D.2.b. Memorandum of Agreement for 2016-17 between KDE Office of Career & Technical Education and JJ Jordan Geriatric Center and Lawrence County High School; nursing program, Sharon Pack (tabled)**

**5.D.2.c. Renewal of Scantron with Adult Education; July 1, 2016 to June 30, 2017**

**5.D.2.d. Northeast Kentucky Career Center Worksite Agreement**

**5.D.3. Request: Assistance with training and travel costs for Noel Goble, FRC Director, May 20 to May 23, 2016; WERQ Fitness**

**5.D.4. For Review/FYI:**

**5.D.4.a. School Activity Fund Reports: April 2016**

**5.D.4.b. SBDM/Advisory Council Minutes (LWES, FES, BES, LCHS, LEES)**

## **5.E. QUARTERLY DASHBOARD REPORTING**

### **5.E.1. Data Map to a Distinguished District Quarterly Report**

**Superintendent Fletcher and Chief Academic Officer Cassandra Webb**

Following the school reporting, Dr. Webb presented highlights of the data on the district report which included: positive movement of Gap (Special Needs and Free/Reduced Lunch) students in Proficient and Distinguished scores in mathematics, positive movement in at or above grade level for both reading and math, and gains in ACT. Dr. Fletcher reviewed responses to the district data questions noting that there is room for improvement across the board. "Our data shows a bar and we want our kids to hit the bar. That is our main goal."

### **5.E.2. School Quarterly Reports**

**Louisa West Elementary (K-1): Debbie Delong, Principal; Louisa East Elementary (2-5): Mary Hall, Principal; Louisa Middle School (6-8): Joey Cecil; Principal; Blaine Elementary School (K-8): Shawn Jennings, Principal; Fallsburg Elementary School (K-8): Stuart Cook, Principal; Lawrence County High School (9-12): Christy Moore, Principal**

Dr. Fletcher explained, "Regardless of what the State Accountability system looks like, this board and our school system has built its own accountability system that includes everything from students on grade level, those at 70<sup>th</sup> percentile and students on-track to a 24 on ACT." The dashboard process is supported by teacher development and Big Rock planning. Other things that may be added to the reporting categories are the successfulness of interventions and time out of class.

Each principal presented a summary of end-of-year data, progress highlights, and plans for improvement. In response to board member questions, successful instructional and intervention strategies were discussed in addition to reasons scores either went down or did not improve as expected, in particular math, and the plans to address the areas of concern. Mr. Jennings, whose scores showed improvement, was asked to share successful strategies. He discussed his Professional Learning Committee (PLC) process stating that the teachers are "willing to step out of their comfort zone" sharing their data with their peers and seeking ways to improve their craft and skills in intervention. Other focus areas at Blaine are the collaborative learning cycle and addressing novice reduction with "good strong plans" for individual students. Dr. Webb stated, "It needs to be noted that Mr. Jennings has stayed the course on systems begun in 2010 and has created a culture where data is not viewed as punitive."

**Chairman Preston along with the other board members set clear expectations for progress and improved data. Accuracy of student grades, teacher absences, and the K-12 purchase of the Go Math series, the upcoming reading/language arts purchase were also discussed, as were the amount of instructional time spent on reading and math and the need to challenge students as well as provide interventions.**

**5.F.** Approval of the *2016-2017 Comprehensive District Improvement Plan* (CDIP) passed with a motion by Ms. Garnett Skaggs and a second by Ms. Maddlene Roberts by a vote of 4 to 0 with James See absent.

**5.G.** Approval of review and acceptance of 2016-2017 Comprehensive School Improvement Plans (CSIP) for Blaine Elementary, Fallsburg Elementary, Louisa East Elementary, Louisa West Elementary, and Lawrence County High School passed with a motion by Ms. Barbara Robinson and a second by Ms. Maddlene Roberts by a vote of 4 to 0 with James See absent. *(Louisa Middle School's plan will be presented in June.)*

**5.H. District & School Professional Learning: Chief Academic Officer Cassandra Webb**

**5.H.1. 2016-2017 District Professional Development Plan**

Approval of the 2016-2017 District Professional Development Plan passed with a motion by Ms. Maddlene Roberts and a second by Ms. Garnett Skaggs by a vote of 4 to 0 with James See absent.

**5.H.2. School Professional Development Plans**

Copies of the schools' plans were provided for the board's review.

**5.H.3. Content Specific Professional Development**

Chief Academic Officer Cassandra Webb shared that STEMScope training for science teachers is scheduled and coming up soon. Along with curriculum standards discussion, Consultant Lisa Matthews will be providing additional math support. Consultant Vicki Elswick is being scheduled for reading/K-6 ELA professional development, and District Resource Teachers and other staff will be attending KAGAN training on differentiation this summer.

**5.I.** Approval of Memorandum of Understanding between KEDC and Lawrence County Public Schools/Lawrence County High School to continue the Youth Career Connect Program from July 1, 2016 to December 30, 2018 passed with a motion by Ms. Barbara Robinson and a second by Ms. Garnett Skaggs by a vote of 4 to 0 with James See absent.

**5.J. Early Graduation Update: Chief Academic Officer Cassandra Webb**

Dr. Webb discussed the highlights and minor changes to the Early Graduation process in place in our school district. The process allows incoming freshmen to elect to move on an accelerated timeline through high school and graduate college ready in three academic years or less. Students who have been in high school more than three years are not eligible for Early Graduation. She pointed out two requirements: students must meet proficiency benchmarks on Kentucky required End-of-Course (EOC) exams and must meet Council of Post-Secondary Education (CPE) defined college readiness benchmarks on a college readiness exam which is currently the benchmarks for the ACT (English-18, Reading-20, Mathematics-18). Other updated documents include the Letter of Intent to Apply for Early Graduation and an informational overview letter to students and parents.

**5.K.** Approval of *2016-2017 Lawrence County Schools District Technology Plan* presented by Tommy Burns, CIO, passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0 with James See absent. *(Mr. Burns provided a summary of current technology and resources and major concerns with our aging technology noting that upgrades are needed across the district. There is point-to-point Fiber connections between the District Technology Office and all six schools. During this past year, an increase of Chromebooks and Chromeboxes have helped with the need for replacement machines in our schools. The current total of Chrome devices is 384 with 120 more on the way courtesy of the AEP Credits Count Grant. Major concerns are data speeds across the entire district, internal cabling at all locations, core router and wireless replacement, successful teaching of digital literacy and technology skills at all grade levels, and 1-to-1 initiative/BYOD for grades 6-12.)*

**5.L.** Approval of *2016-2017 Read to Achieve District Assurance for Fallsburg Elementary* passed with a motion by Ms. Barbara Robinson and a second by Ms. Maddlene Roberts by a vote of 4 to 0 with James See absent.

**5.M.** Approval of meal contract for summer feeding program provided by Food Service Director Cindy Hay passed with a motion by Ms. Maddlene Roberts and a second by Ms. Garnett Skaggs by a vote of 4 to 0 with James See absent.

**5.N.** Approval of *2016-2017 Lawrence County Schools Tentative Budget* along with a combination of expenditure Option B and Option C for Section 7 funds passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 4 to 0 with James See absent.

Ms. Humphrey presented an update to the Tentative Budget reviewed and discussed during the working session on May 10<sup>th</sup>. The two updates are: \$100,000 is designated to the Project Lead The Way (PLTW) K-12 initiative that was discussed during the May 10<sup>th</sup> meeting; and adjustments to Food Service reflect current salaries and projected increase in the cost of food. With these adjustments, the contingency is 4.6%. The total 2016-2017 Tentative Budget is \$27,919,047.46.

The options for expending Section 7 moneys are A. *An amount per year final ADA*; B. *Based on student needs identified by council in CSIP (needs assessment) and designated by the board*; C. *For specific instructional purposes based on student needs identified by board from disaggregated data*; and D. *Combination of A, B, and/or C*. A combination of Option B and C determines the expenditure of Section 7 funds in the Tentative Budget, which is the recommendation of Ms. Humphrey and Dr. Fletcher.

**5.O.** Approval of Election Statement for grants passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0 with James See absent.

*Under the new compliance standards for the Uniform Grant Guidance (OMB Super Circular 2 CFR 200) it has been our intention to operate all of fiscal year 2016 and future years under the new compliance rules and standards for all grants.*

**5.P.** Approval to declare as surplus property tennis ball machine and serve lift combo passed with a motion by Ms. Garnett Skaggs and a second by Ms. Maddlene Roberts by a vote of 4 to 0 with James See absent.

**5.Q.** 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) and for student expulsion hearing pursuant to KRS

61.810(1)(f) passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 4 to 0 with James See absent.

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

#### **5.S. New Business**

**5.S.1.** Approval of permission to bid Special Education Department Services for 2016-17 School Year: Physical Therapy, Orientation and Mobility, Psychological Services passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 4 to 0 with James See absent. **(added to agenda)**

### **6. PERSONNEL**

**6.A.** Approval to appoint **Anna Prince** as Certified Evaluation Plan Appeal Panel Member (1) and **Sherita Akers** as Alternate Member (1) for a term of two years (July 1, 2016 to June 30, 2018) passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0 with James See absent.

*Additional Information: Certified Evaluation Appeal Panel Members elected by certified employees to serve a two (2) year term effective July 1, 2016 through June 30, 2018: **Scott Osborn and Melissa Davis with Janet May as the Alternate Member.***

**6.B.** Approval of creation and abolishment of positions passed with a motion by Ms. Barbara Robinson and a second by Ms. Maddlene Roberts by a vote of 4 to 0 with James See absent.

The following positions are abolished effective June 30, 2016:

- (2) Teachers at Louisa West Elementary School (1-Year)
- (1) Preschool Teacher at Louisa West Elementary School Teacher (1-Year)—vacant
- (1) Teacher at Fallsburg Elementary School
- (1) English Teacher at Lawrence County High School (1-Year)
- (1) FMD Teacher at Lawrence County High School (1-Year)
- (1) LBD Teacher at Lawrence County High School—vacant
- (1) ESS Math Intervention Teacher (5-8)
- (1) Instructional Assistant at Louisa West Elementary School (1-Year)
- (1) Instructional Assistant (Preschool) at Louisa West Elementary School (1-Year)—vacant
- (1) Instructional Assistant at Louisa East Elementary School (1-Year)—vacant
- (1) Instructional Assistant at Blaine Elementary School
- (1) Part-Time Credit Recovery Teacher (1-Year)—vacant

The following position is created effective July 1, 2016:

- (1) LBD/FMD Teacher at Lawrence County High School (1-Year)

The following position (*expiring on June 30, 2016*) is extended for a period of one-year for the 2016-2017 school year effective July 1, 2016 to expire on June 30, 2017.

- (1) Teacher at Louisa East Elementary School (1-Year)

**6.C.** Approval of updates to *Lawrence County Schools 2015-2016 Salary Schedule* passed with a motion by Ms. Garnett Skaggs and a second by Ms. Maddlene Roberts by a vote of 4 to 0 with James See absent.

*Updated pages inserted:*



\* NOTE: The 2015-2016 extra duty pay scale will take effect as of July 01, 2015. 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.

<b>LAWRENCE COUNTY SCHOOLS EXTRA DUTY SERVICE 2016-2017</b>			
<b>POSITION</b>	<b>EXTENDED DAYS</b>	<b>CONTRACT DAYS</b>	<b>EXTRA DUTY SERVICE PAY</b>
<b>DISTRICT ADMINISTRATORS (5 TOTAL):</b>			<b>\$5,000*</b>
CHIEF ACADEMIC OFFICER (1)	50	235	
DIRECTOR OF FINANCE (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*
<b>EXTRA CURRICULAR PAY DUTIES</b>			
ADVANCED PLACEMENT COORDINATOR (1)	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
<b>BUILDING ASSESSMENT COORDINATORS</b>			
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
<b>CLASS SPONSORS</b>			
SENIORS (1)	0	185	\$600
JUNIORS (1)	0	185	\$600
SOPHOMORES (1)	0	185	\$600
FRESHMEN (1)	0	185	\$600
<b>HIGH SCHOOL DEPARTMENT HEADS</b>			
ENGLISH (1)	0	185	\$500
MATH (1)	0	185	\$500
SOCIAL STUDIES (1)	0	185	\$500
VOCATIONAL (1)	0	185	\$500



POSITION	EXTENDED DAYS	CONTRACT DAYS	EXTRA DUTY SERVICE PAY
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	\$1000
MIDDLE (1 PER SCHOOL)	0	185	\$1000
HIGH SCHOOL (1)	0	185	\$1000
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
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

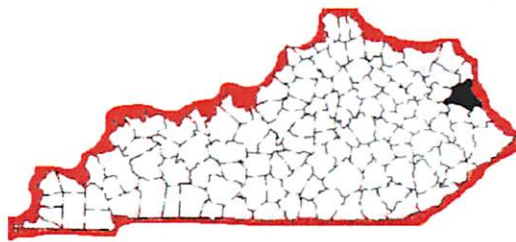


POSITION	EXTENDED DAYS	CONTRACT DAYS	EXTRA DUTY SERVICE PAY
SOCCER GIRLS ASST COACH (1)	0	185	\$600
SOCCER GIRLS JV ASST COACH (1)	0	185	\$600
SOCCER BOYS HEAD COACH MIDDLE (1) BES, FES, LMS	0	185	\$1,000
SOCCER BOYS ASST COACH MIDDLE (1) BES, FES, LMS	0	185	\$600
SOCCER GIRLS HEAD COACH MIDDLE (1) BES, 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	0	185	\$500
CHEERLEADING HIGH SCHOOL (PER SPORT)	0	185	\$1,000
CHEERLEADING MIDDLE SCHOOL (PER SPORT)	0	185	\$500
<b>DANCE TEAM HEAD COACH (1) LCHS</b>	<b>0</b>	<b>185</b>	<b>\$1,200</b>
<b>EXTENDED DAYS ONLY NO EXTRA SERVICE PAY</b>			
CARPENTRY (1)	15	200	\$0
DISTRIBUTIVE EDUCATION (1)	30	215	\$0
DISTRICT RESOURCE TEACHER (3)	max 15	max 200	\$0
DIST RESOURCE TEACHER & GIFTED/TALENTED COORD (1)	max 15	max 200	\$0
DISTRICT TECHNOLOGY COORDINATOR (1)	50	235	\$0
ENGINEERING (1)	17	202	\$0
FRESHMAN ACADEMY INST. COORD./READING INTERVENTION	10	195	\$0
GUIDANCE COUNSELOR (7)	15	200	\$0
HEALTH CAREERS (1)	5	190	\$0
HOME ECONOMICS (1)	5	190	\$0
LIBRARIAN (6)	15	200	\$0
ROTC (2)	50	235	\$0
VOCATIONAL AGRICULTURE (1)	50	235	\$0

**6.D.** Approval of *Lawrence County Schools 2016-2017 Salary Schedule* passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0 with James See absent.

*Document inserted:*

# Lawrence County Schools



**Superintendent  
Robbie L. Fletcher, EdD**

**PAY SCALES/SALARY SCHEDULES**

**2016 – 2017**

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**Minimum wage effective July 1, 2009 \$7.25**



**LAWRENCE COUNTY BOARD OF EDUCATION  
CLASSIFIED PAY SCALE  
2016 – 2017**

<u>Years</u>	<u>Hourly</u>							
<u>Experience</u>	<u>Rate</u>	A	B	C	D	E	F	G
0	8.25	8.65	9.09	9.49	10.32	11.55	13.20	14.03
1	8.57	9.00	9.43	9.85	10.77	12.00	13.73	14.61
2	8.85	9.29	9.73	10.18	11.06	12.40	14.16	15.05
3	9.11	9.55	10.03	10.47	11.39	12.75	14.58	15.49
4	9.39	9.87	10.35	10.80	11.75	13.15	15.04	15.98
5	9.51	9.99	10.47	10.95	11.89	13.34	15.24	16.20
6	9.63	10.15	10.62	11.10	12.07	13.53	15.44	16.40
7	9.79	10.28	10.76	11.28	12.26	13.70	15.67	16.65
8	9.92	10.42	10.92	11.41	12.41	13.88	15.87	16.86
9	10.05	10.53	11.07	11.55	12.55	14.07	16.07	17.07
10	10.18	10.68	11.22	11.70	12.72	14.26	16.32	17.34
11	10.26	10.75	11.30	11.79	12.82	14.41	16.42	17.43
12	10.31	10.80	11.34	11.85	12.88	14.44	16.50	17.53
13	10.35	10.88	11.39	11.89	12.94	14.50	16.56	17.59
14	10.40	10.92	11.43	11.96	13.00	14.55	16.64	17.68
15	10.44	10.96	11.50	12.01	13.06	14.62	16.71	17.75
16	10.49	11.01	11.55	12.07	13.12	14.70	16.79	17.85
17	10.58	11.11	11.63	12.17	13.23	14.82	16.94	18.00
18	10.62	11.17	11.67	12.24	13.31	14.87	17.02	18.09
19	10.67	11.24	11.75	12.30	13.38	14.96	17.10	18.17
20-40*	10.72	11.28	11.80	12.35	13.42	15.02	17.17	18.24

\*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  
2016 – 2017**

<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

**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  
2016 – 2017**

<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)
7185	Finance Officer (1)	Pay scale

**NOTE:**

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

**LAWRENCE COUNTY BOARD OF EDUCATION  
CLASSIFIED SCHOOL SUPPORT STAFF  
SALARY SCHEDULE  
2016 – 2017**

<b><u>Job Class</u></b>		
<b><u>Code:</u></b>	<b><u>Title</u></b>	<b><u>Salary Calculation Hourly Rate</u></b>
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 (6), FES (6), LMS (3), LWE (13), LEE (4), LCHS (3), LCEL (3), ALT SCHOOL(1), DISTRICT (1)]	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	Itinerant Instructional Assist. I LCHS/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  
2016 – 2017**

<b><u>Job Class Code</u></b>	<b><u>Title</u></b>	<b><u>Salary Calculation</u></b>
7205	Food Service Account Clerk	Pay Scale B (8 hrs/day – 258 days)
7221	Director of Food Service (1)	\$20.26 (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)  
2016 – 2017**

<u>Years Experience</u>	<u>Daily Rate</u>	<u>D</u>
0	68.53	15.23
1	72.54	16.12
2	74.52	16.56
3	76.77	17.06
4	79.11	17.58
5	81.45	18.10
6	82.08	18.24
7	82.80	18.40
8	83.38	18.53
9	84.01	18.67
10	84.64	18.81
11	85.05	18.90
12	85.36	18.97
13	85.63	19.03
14	85.99	19.11
15	86.35	19.19
16	86.62	19.25
17	86.98	19.33
18	87.25	19.39
19	87.61	19.47
20-40*	87.97	19.55

**Job Class**  
**Code**

**Title**

**Salary Calculation Hourly Rate**

7941

Bus Driver (36)

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.



**LAWRENCE COUNTY BOARD OF EDUCATION  
TRANSPORTATION DEPARTMENT  
PAY SCALE  
2016 – 2017**

<u>Years Experience</u>	A	B	C
0	8.56	10.28	12.85
1	9.06	10.88	13.60
2	9.32	11.18	13.98
3	9.59	11.51	14.40
4	9.88	11.86	14.83
5	10.17	12.21	15.26
6	10.26	12.32	15.39
7	10.34	12.41	15.52
8	10.42	12.51	15.63
9	10.50	12.60	15.75
10	10.58	12.70	15.88
11	10.63	12.76	15.95
12	10.66	12.80	16.00
13	10.71	12.85	16.06
14	10.75	12.90	16.12
15	10.79	12.95	16.19
16	10.83	12.99	16.24
17	10.88	13.05	16.32
18	10.90	13.08	16.36
19	10.95	13.13	16.42
20-40*	10.99	13.19	16.49

**TRANSPORTATION DEPARTMENT  
SALARY SCHEDULE  
2016 – 2017**

<b><u>Job Class</u></b>		
<b><u>Code</u></b>	<b><u>Title</u></b>	<b><u>Salary Calculation Hourly Rate</u></b>
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  
2016 – 2017**

<b><u>Extra Run</u></b>	<b><u>Run Rate</u></b>
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  
2016 – 2017**

<u>Years Experience</u>	<u>Hourly Rate</u>
0	7.58
1	7.81
2	7.99
3	8.16
4	8.38
5	8.46
6	8.56
7	8.69
8	8.80
9	8.90
10	9.00
11	9.05
12	9.09
13	9.13
14	9.18
15	9.22
16	9.26
17	9.30
18	9.35
19	9.39
20-40*	9.43

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) (33)	Pay scale/hourly (4.5 hrs/day 172 days)

**LAWRENCE COUNTY BOARD OF EDUCATION  
CLASSIFIED SKILLED PAY SCALE  
2016 – 2017**

<u>Years Experience</u>	<u>Hourly Rate</u>
0	11.06
1	13.57
2	14.84
3	15.79
4	16.74
5	17.68
6	19.42
7	20.06
8	20.36
9	20.70
10	21.02
11	21.33
12	21.65
13	21.96
14	22.27
15	22.58
16	22.85
17	23.09
18	23.36
19	23.61
20-40*	23.84

**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.

**2016 – 2017 CLASSIFIED  
SKILLED SALARY SCHEDULE**

<u>Job Class Code</u>	<u>Title</u>	<u>Salary Calculation</u>
7424	HVAC Tech. (1)	\$24.45 (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)
7262	District School Health Coord. (1)	Pay scale (8hrs/day – 40 hrs/wk – 238-days)
7263	District School Health Nurse (1)	Pay scale (8 hrs/day Grandfather –185 days)
8263	Sub District School Health Nurse	\$11.00 per hour
7525/7527	Computer Maint. Tech./ Computer Training Specialist	Pay scale (8hrs/day – 258 days)



**LAWRENCE COUNTY BOARD OF EDUCATION  
DISTRICT GRANTS  
CLASSIFIED SALARY SCHEDULE  
2016 – 2017**

**Job Class**

**Code**

**Title**

**Salary Calculation**

**Family Resource Center:**

7784	LWES/LEES Clerk (1)	\$12.17/hr (7.5 hrs/day – 180 days)
7342	BES School Home (1) Community Liaison	\$16.30/hr (8 hrs/day – 240 days)
7342	LWES/LEES School Home (1) Community Liaison	\$20.34/hr (8 hrs/day – 240 days)
7342	FES School Home (1) Community Liaison	\$20.34/hr (8 hrs/day – 240 days)

**Youth Service Center:**

7784	LMS/LCHS Clerk (1)	\$12.17/hr (7.5 hrs/day – 198 days)
7342	LMS/LCHS School (1) Home Community Liaison	\$20.34/hr (8 hrs/day – 240 days)

7784	Substitute Clerks for Family Resource/Youth Service Centers	\$57.00/day (7.5 hrs/day)
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*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.)	\$13.19 (7 hrs/day – 183 days)
7291	Physical/Occupation (1) Therapist	\$59,322 (185 days)

**LAWRENCE COUNTY BOARD OF EDUCATION  
DISTRICT GRANTS  
CLASSIFIED/CERTIFIED SALARY SCHEDULE  
2016 – 2017**

**Job Class**

**Code:**

**Title**

**Salary Calculation**

**Adult Education:**

7320	Academic Assistant (1)	\$14.67/hr (37.5 hrs/wk – 258 days)
7312	Instructor I (1)	\$15.60/hr (8 hrs/day – 258 days)

7476/7465	Adult Education/Community Education Director (1)	\$20.80/hr (8hrs/day – 258 days)
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**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.

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

**Prescreening KG & 4 year Old:**

Daily rate for Certified  
Daily rate for Classified

**LAWRENCE COUNTY BOARD OF EDUCATION**

**2016-2017**

**CERTIFIED PAY SCALE**

(185days)

<b>Experience</b>	<b>Rank I</b>	<b>Rank II</b>	<b>Rank III</b>	<b>Rank IV</b>	<b>Rank V</b>
0	\$43,286	\$39,128	\$35,222	\$31,277	\$29,276
1	\$43,460	\$39,300	\$35,394	\$31,277	\$29,276
2	\$43,630	\$39,475	\$35,566	\$31,277	\$29,276
3	\$43,800	\$39,646	\$35,738	\$31,277	\$29,276
4	\$47,217	\$42,967	\$39,240	\$31,277	\$29,276
5	\$47,636	\$43,327	\$39,583	\$31,277	\$29,276
6	\$47,895	\$43,499	\$39,757	\$31,277	\$29,276
7	\$48,067	\$43,671	\$39,930	\$31,277	\$29,276
8	\$48,239	\$43,844	\$40,101	\$31,277	\$29,276
9	\$48,410	\$44,019	\$40,275	\$31,277	\$29,276
10	\$52,849	\$48,560	\$44,432	\$31,277	\$29,276
11	\$53,128	\$48,822	\$44,683	\$31,277	\$29,276
12	\$53,306	\$48,999	\$44,856	\$31,277	\$29,276
13	\$53,487	\$49,171	\$45,034	\$31,277	\$29,276
14	\$53,666	\$49,349	\$45,208	\$31,277	\$29,276
15	\$54,751	\$50,628	\$46,595	\$31,277	\$29,276
16	\$54,905	\$50,784	\$46,743	\$31,277	\$29,276
17	\$55,062	\$50,940	\$46,888	\$31,277	\$29,276
18	\$55,217	\$51,092	\$47,032	\$31,277	\$29,276
19	\$55,366	\$51,249	\$47,183	\$31,277	\$29,276
20	\$55,875	\$51,728	\$47,619	\$31,277	\$29,276
21	\$56,101	\$51,916	\$47,764	\$31,277	\$29,276
22	\$56,326	\$52,105	\$47,907	\$31,277	\$29,276
23	\$56,551	\$52,289	\$48,054	\$31,277	\$29,276
24	\$56,773	\$52,476	\$48,201	\$31,277	\$29,276
25	\$57,002	\$52,666	\$48,346	\$31,277	\$29,276
26	\$57,224	\$52,853	\$48,494	\$31,277	\$29,276

**Substitute Teachers:**

<b>Rank</b>	<b>Less than 10 years experience</b>	<b>More than 10 years experience</b>
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 21<sup>st</sup> day their pay goes to Daily rate.
- Retired teachers working 20 consecutive days in same position\* on the 21<sup>st</sup> 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 2015-2016 extra duty pay scale will take effect as of July 01, 2015. 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.

<b>LAWRENCE COUNTY SCHOOLS EXTRA DUTY SERVICE 2016-2017</b>			
<b>POSITION</b>	<b>EXTENDED DAYS</b>	<b>CONTRACT DAYS</b>	<b>EXTRA DUTY SERVICE PAY</b>
<b>DISTRICT ADMINISTRATORS (5 TOTAL):</b>			<b>\$5,000*</b>
CHIEF ACADEMIC OFFICER (1)	50	235	
DIRECTOR OF FINANCE (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*
<b>EXTRA CURRICULAR PAY DUTIES</b>			
ADVANCED PLACEMENT COORDINATOR (1)	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
<b>BUILDING ASSESSMENT COORDINATORS</b>			
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
<b>CLASS SPONSORS</b>			
SENIORS (1)	0	185	\$600
JUNIORS (1)	0	185	\$600
SOPHOMORES (1)	0	185	\$600
FRESHMEN (1)	0	185	\$600
<b>HIGH SCHOOL DEPARTMENT HEADS</b>			
ENGLISH (1)	0	185	\$500
MATH (1)	0	185	\$500
SOCIAL STUDIES (1)	0	185	\$500
VOCATIONAL (1)	0	185	\$500



POSITION	EXTENDED DAYS	CONTRACT DAYS	EXTRA DUTY SERVICE PAY
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	\$1000
MIDDLE (1 PER SCHOOL)	0	185	\$1000
HIGH SCHOOL (1)	0	185	\$1000
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
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



POSITION	EXTENDED DAYS	CONTRACT DAYS	EXTRA DUTY SERVICE PAY
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	0	185	\$500
CHEERLEADING HIGH SCHOOL (PER SPORT)	0	185	\$1,000
CHEERLEADING MIDDLE SCHOOL (PER SPORT)	0	185	\$500
EXTENDED DAYS ONLY NO EXTRA SERVICE PAY			
CARPENTRY (1)	15	200	\$0
DISTRIBUTIVE EDUCATION (1)	30	215	\$0
DISTRICT RESOURCE TEACHER (3)	max 15	max 200	\$0
DIST RESOURCE TEACHER & GIFTED/TALENTED COORD (1)	max 15	max 200	\$0
DISTRICT TECHNOLOGY COORDINATOR (1)	50	235	\$0
ENGINEERING (1)	17	202	\$0
FRESHMAN ACADEMY INST. COORD./READING INTERVENTION	10	195	\$0
GUIDANCE COUNSELOR (7)	15	200	\$0
HEALTH CAREERS (1)	5	190	\$0
HOME ECONOMICS (1)	5	190	\$0
LIBRARIAN (6)	15	200	\$0
ROTC (2)	50	235	\$0
VOCATIONAL AGRICULTURE (1)	50	235	\$0

6.E. Superintendent Professional Growth and Evaluation System (SPGES): Monthly Update  
Dr. Robbie Fletcher, Superintendent

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

Dr. Fletcher's Capstone Presentation and Superintendent Evaluation is scheduled for the June 23<sup>rd</sup> Special Meeting, which is the final meeting for the fiscal year.

6.F. Approval to acknowledge receipt of **Superintendent's Personnel Action/Update** passed with a motion by Ms. Maddlene Roberts and a second by Ms. Garnett Skaggs by a vote of 4 to 0 with James See absent.

**Non-Renewal of Limited Contract**

Amanda Elliott	- Teacher at Louisa West Elementary School (1-Year)
Wendy Rodriquez	- Teacher at Louisa West Elementary School (1-Year)
Joann Chaffin	- Emergency Certified FMD Teacher at Louisa East Elementary School
Manis Shepherd	- Teacher at Fallsburg Elementary School
Ronald Miller	- Teacher at Fallsburg Elementary School
Jennifer Smith	- Teacher at Louisa Middle School (1-Year)
Peggy Fisher	- FMD Teacher at Lawrence County High School (1-Year)
Ashley Church	- English Teacher at Lawrence County High School (1-Year)
Robert Allen	- ESS Math Intervention Teacher
Karen Peck	- Instructional Assistant at Louisa West Elementary School (1-Year)
Joseph Hylton	- Part-Time Custodian 15hrs/week at Blaine Elementary School

**Suspension with Pay**

William Richards	- Teacher at Lawrence County High School
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**Resignations**

Connie Sutton	- Teacher at Louisa West Elementary School ( <i>effective 06/30/2016</i> )
Wanda Ross	- Instructional Assistant at Blaine Elementary School ( <i>effective 06/30/2016</i> )

7. ADJOURNMENT

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

  
Chairman – D. Heath Preston

  
Secretary to the Board – Betty Mullins