

# Lawrence County Board of Education Regular Meeting

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

May 18, 2015 6:00 p.m.  
Blaine Elementary School  
Blaine, Kentucky

Attendance Taken at 6:00 p.m.:

**Present Board Members:**

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

**Present:** Dr. Robbie Fletcher, Superintendent; Blaine Academic Teams and Coaches, Band Members and Ms. Jessica Crittendon, Band Director; Ms. Jennifer Boggs, Blaine Elementary Outstanding Volunteer; Ms. Rhonda Colvin, Director of Special Education and Preschool; PBIS Coaches: Katina Ward, Blaine Elementary, Myram Brady, Fallsburg Elementary, and Shad Seigel, Lawrence County High School; Ms. Edris Humphrey, Director of Federal Programs/Finance; Mr. Vernon Hall, Director of Pupil Personnel/Personnel; Ms. Cassandra Webb, Chief Academic Officer; Blaine Elementary Principal: Mr. Shawn Jennings; Fallsburg Elementary Principal: Ms. Angela Holmes; Lawrence County High School Principal: Ms. Christy Moore; Louisa East Elementary Principal: Ms. Mary Hall; Louisa Middle School Principal: Mr. Tommy Castle; Louisa West Elementary Principal: Ms. Debbie Delong; Ms. Debbie Hanshaw Cordle, Roberts Insurance; Mr. James Ellis, Adult & Community Education Director; Mr. Matthew Runyon, Attorney on behalf of Mike Schmitt, Board Attorney; Mr. Tommy Burns, Chief Information Officer; Ms. Betty Mullins, District Parent Involvement Coordinator and Board Secretary

## OFFICIAL MINUTES

May 18, 2015 Regular Meeting

*Approved June 15, 2015  
2014-2015 Board Order # 105.A*

### 94. 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*. Mr. Preston led *The Pledge to the United States Flag*.

### 95. APPROVE AGENDA

Approval to amend the agenda to include two items under **New Business, 98.U.1.** MOU with MSU and **98.U.2** Repainting/refinishing LEES gym floor, passed with a motion by Ms. Barbara Robinson and a second by Mr. James See by a vote of 5 to 0.

### 96. STUDENT/STAFF PRESENTATIONS/RECOGNITIONS

*Special Recognition: Dr. Fletcher acknowledged the passing of Callie Gambill, retired educator and teacher at Blaine, and after sharing her obituary, asked for a moment of silence to honor her life and thirty-two years of service to her students.*

#### **96.A. Blaine Elementary Presentations: Academic Team & Band**

Blaine's Band performed for the Board under the direction of Band Director Jessica Crittendon who announced that the majority of the band members were chosen for All-District Band. "There is amazing talent here at Blaine," she noted.

Both the elementary and middle school academic team members and coaches were recognized. Their coaches announced students' individual accomplishments in league and Governor's Cup competitions, and Dr. Fletcher thanked all involved for their support of academic teams, especially parents. Both the academic teams and band members posed for a photo with the Board, which will be placed on a plaque for display in the school.

#### **96.B. School & District Outstanding Volunteers**

Dr. Fletcher and Betty Mullins, Parent Involvement Coordinator, presented plaques of recognition to each school's volunteer who had the most logged volunteer hours. Principals shared details of the service of their volunteer winners. Dawn Rose, parent at Louisa East Elementary, was announced as the District's Outstanding Volunteer, having logged most hours among all volunteers across the district, 876 hours. Blaine Elementary for the third year in a row retained the banner for the school having the most logged volunteer hours. Dr. Fletcher stated how dependent we have become on these volunteers. "We really appreciate them and don't know how we could function without them." Ms. Mullins praised the volunteers and acknowledged the Family Resource Center Directors for their leadership and the training and coordination of volunteers at their respective schools. 2014-15 Outstanding School Volunteers: Jennifer Boggs, Blaine Elementary; Carla Webb, Fallsburg Elementary; Neil Wilson, Lawrence County High School; Dawn Rose, Louisa East Elementary; Sally Chapman, Louisa West Elementary; and Marian Mueller, Louisa Middle School.

#### **96.C. PBIS Team Recognition (*Positive Behavior Intervention & Supports*)**

Special Education Director Rhonda Colvin and Superintendent Fletcher presented certificates to the PBIS Teams at each school in recognition of their leadership in not only their own schools but also across the state. In a recent visit and assessment by the state, the average for implementation in Lawrence County Schools on benchmarks and quality assessments was 86%. It takes 70% to be designated as fully implemented. Ms. Colvin noted that some of our schools received 93%. Lawrence County has been recognized for their district-wide implementation by the Kentucky Center for Instructional Discipline (KYCID) and was featured in training videos used at the beginning of the school year by schools across the state. The teams, meeting often after school hours and for no additional pay, offer support to students serving as a problem-solving team along with the principal with each team having a coach who serves as a behavior consultant. Three PBIS Coaches were also in attendance: Myram Brady, Fallsburg Elementary; Katina Ward, Blaine Elementary, and Shad Seigel, Lawrence County High School.

### **97. COMMUNICATION**

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

#### **97.A.1. Bus situation**

**Dr. Fletcher gave an overview of the recent bus fire and follow-up actions recounting how he came upon the burning yet evacuated bus on his drive to work about a week ago. “We are very thankful. Most importantly, we had no students hurt, and we had high schools students who stepped up and helped the preschool students exit the bus. In fact, according to Ms. Lockard, the bus monitor, they refused to leave the bus until they got the little ones off first. One child froze and had to be picked up and carried off by one of the teens.” Dr. Fletcher also noted that they went through the bus exiting procedures perfectly, as practiced periodically. Kentucky Department of Education officials were in the district today reviewing records. Preliminary reports show that there was nothing that could have been done to anticipate the fire that started in the motor. It was brought under control until the fire extinguishers were depleted, then it flared back up, moving through the bus and finally engulfing the entire bus.**

#### **97.A.2. Potential SIG funding**

**Though Lawrence County High School is on track to exit their priority status designation, because they haven’t exited, they once again are eligible for School Improvement Grant (SIG) funds. The district will be working with the high school to identify areas of need and strategies that could be funded. Though in the preliminary stages, the plans may include seeking help with intervention, possibly using the Read 180 program.**

#### **97.A.3. SOAR National Board Certification/Teacher Leader Update**

**Dr. Fletcher announced that three teachers in the district are taking part of this exciting, free-of-charge opportunity: Cody Spears and Jenna Thompson of Blaine Elementary and Summer Hill Brown of Louisa East Elementary. All were present.**

#### **97.A.4. School Community Days**

**All School Community Days have been completed. Dr. Fletcher mentioned that as a result of these days spent with faculty then followed by a meeting with parents, several issues at schools have been identified and subsequently addressed. These include the installation of buzz-in systems at each school to address safety concerns and addressing the odor problems with the sewage treatment center at Fallsburg. He encouraged parents, in particular, to come and participate in these days as they occur next school year.**

#### **97.A.5. Visit from Gubernatorial Candidate Hal Heiner**

**Gubernatorial Candidate Hal Heiner visited the central office last week and shared his vision for Kentucky. Dr. Fletcher noted that it was a great opportunity to see a statewide official come into our county and talk with staff.**

#### **97.A.6. State tennis results**

**Lawrence County tennis students had a successful season. Two doubles teams made it into the final 64 in the state: Abby Haynes and Shelby Hay, girls doubles, and Nick Kessinger and Alan Lin, boys doubles; Eden Webb and Chelsea Shepherd, girls doubles, made it to the final 32. In singles play, Cole McCreary made it to the final 16 and received the All-Around Sportsman Award for the state, and Bailey Thompson made it to the Elite 8 and was named**

to the All-State Team. Dr. Fletcher concluded, “Congratulations to our tennis team! I can only think of one word to describe them, dynasty. The girls have advanced to the state for the last five years and the boys for the last seven.” He also mentioned that Lawrence County students, Derek Null and Michael Skaggs, competed this past week-end in the KHSAA State Bass Fishing State Championship.

#### **97.A.7. 4 students awarded the Diederich Scholarship**

Eleven Diederich Scholarships were awarded this year and four of them went to Lawrence County students: Chelsea Shepherd, Tyler Pack, Ally Pigmon, and Kaya Thompson. Dr. Fletcher stated, “Out of the thirty-eight Diederich scholars currently in school, eleven of them are Lawrence County students, and since 2010 all Lawrence County recipients have either successfully graduated or are still in school. This speaks volumes for our teachers, students and staff. More importantly, it gives us a great reputation with the Diederich scholarship group. It says, “Hey, those kids from Lawrence County stick it out; they are finishers!”

#### **97.A.8. Professional Learning/Make-up Days Schedule**

Dr. Fletcher noted that board members received in their packets a detailed description of the upcoming Professional Learning Days planned for staff. These are work days that staff need to fulfill their contracts due to the adjusted school calendar, and they will provide much needed opportunities for curriculum work and specialized trainings.

#### **97.B. Public Comment**

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

**98.A.** Approval of the **Minutes** of the May 4, 2015 Special Meeting & Tentative Budget Working Session III passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 5 to 0.

**98.B.** Approval of the **Monthly Financial Report:** Edris Humphrey, Finance Director passed with a motion by Mr. James See and a second by Ms. Garnett Skaggs by a vote of 5 to 0.

#### **98.B.1. Bank Reconciliation Report**

Ms. Humphrey reported that the beginning balance for April was \$2,770,185. The total revenue for the month was \$2,016,517, and the expenditures for the month totaled \$1,454,712 with the ending balance of all funds for April being \$2,770,185. Ms. Humphrey pointed out that Fund 1 (General Fund) cash balance for the month of April was \$2,896,727, with the increase due to a deposit of tax revenue received from the sheriff’s office.

#### **98.B.2. MUNIS Balance Sheet and Monthly Financial Report**

The Monthly Report and Balance Sheets for all funds were included in board packets. Balance Sheets reflect the balance for each fund as of April 30.

### **98.B.3. Finance Update**

Ms. Humphrey stated that the district has benefited from an unexpected SEEK increase. These additional funds, some of which is attributed to improved attendance across the district, are reflected in the Tentative Budget update; funds were placed in all “overspent” codes and the rest in the “carry forward” which will help in building the contingency. Dr. Fletcher said the increase in SEEK will help with the shortfall expected in 2016-17. He also noted that a 1% increase in attendance is comparable to a 4% tax raise in generating income for the district. For the current year, the district must compensate for the state-mandated 2% raise for employees. Ms. Humphrey also pointed out that, based on past experience with SEEK, it would not be unusual to have a cut in the promised funds at mid-year.

**98.C. Approval of Claims and Orders of the Treasurer** passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 5 to 0. *(Dr. Fletcher pointed out that in April there were no claims for the superintendent on the superintendent’s credit card; however, supplies purchased for central office are on the card. He also reported that the reports the board is receiving on the bills/claims have a different look. The summary of the bills now not only reflect the fund from which payment is coming, it will show the remaining budget in the fund.)*

### **CONSENT AGENDA**

**98.D. Approval of Consent Agenda** items, as indicated, passed with a motion by Mr. James See and a second by Mr. John Goble by a vote of 5 to 0.

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

#### **98.D.2. Contracts:**

**98.D.2.a. Renewal: KEDC 2015-2016 Cooperative Membership Agreement: \$1,067.67**

**98.D.2.b. Professional Development Services: Running Record Training (one day); Bev Ray, Reading Recovery Teacher Leader & Comprehensive Intervention Model Coach: \$500**

**98.D.2.c. KDE Community Education Memorandum of Agreement (MOA); July 1, 2015 to June 30, 2016: \$20,000**

**98.D.2.d. KDE Memorandum of Agreement (MOA) for Family Resource/Youth Service Centers FY 15: \$225,644.16**

#### **98.D.3. Requests:**

##### **98.D.3.a. Fundraisers:**

**98.D.3.a.1. Louisa East Elementary School**

##### **98.D.3.b. Trip Requests:**

**98.D.3.b.1. Out of State: LCHS Boys' Varsity Basketball Team to Basketball Camp at Coastal Carolina University, Conway, South Carolina; June 16, 2015 to June 19, 2015; Coach Travis York**

#### **98.D.4. For Review:**

**98.D.4.a. School Activity Fund Reports: April (eMeeting)**

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

**98.D.4.c. Monitoring Visit/Report for Louisa East/West Family Resource Center**

**98.D.4.d. Fallsburg Elementary School Donations**

#### **98.E. Construction:**

**98.E.1.** Approval of *LCHS Renovation Project (BG # 12-019) Codell Construction's Pay Application (Contractor/Supplier: American Tile Company, Inc.): \$6,487.90 passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 5 to 0. (*Dr. Fletcher explained that this is the final payment in the last phase of the high school renovation project. There were a few punch list items that needed to be performed with students out of the building before the contractor would sign off that the project was completed to their satisfaction. Ms. Humphrey stated that she would be filing a BG-5, which is a completion document, and then working to see how the remaining \$300,000 in construction money can be used. "These funds are extremely restricted and must either be used for the high school or possibly priority items in the district's facility plan." Dr. Fletcher noted that they will be asking to use the funds to increase the Internet speed at Blaine and Fallsburg.*)*

## **98.F. School Pathway to Proficiency Accountability Dashboard Reporting: Principals**

### **98.F.1. Introduction: Dr. Fletcher, Superintendent**

Dr. Fletcher stated to the Board, "One of our goals set forth for the district is to be a Proficient district. As part of the quarterly process, you have been provided spreadsheets that show the progress of MAP testing and STAR testing, other data and a legend that explains terminology in the graphs. Each principal will address three questions in their reporting to you: what are causes for or areas of celebration, what areas need improvement, and what are next steps."

**98.F.2. Louisa West Elementary (K-1): Debbie Delong, Principal; Louisa East Elementary (2-5): Mary Hall, Principal; Blaine Elementary School (K-8): Shawn Jennings, Principal; Fallsburg Elementary School (K-8): Angela Holmes; Louisa Middle School (6-8): Tommy Castle, Principal; Lawrence County High School (9-12): Christy Moore, Principal**

The presentations of progress were varied across the district; but in addition to responding to questions about lack of improvement in specific areas, the main focus of discussion with the Board was what worked and what are the next steps. The use of the Continuous Learning Cycle, where teachers plan lessons together, observe each other teaching then debrief about the lesson, was presented as a successful strategy that will be implemented more fully in schools. The use of student data folders to engage and motivate students to set goals and track their own progress was used effectively in one school and the process is being shared with and considered by other schools. Scheduling of intervention time to ensure fidelity of implementation of intervention programs is another strategy for the upcoming year. In addition, each middle grade school and the high school will have a number of seats of the reading intervention program recently purchased by the district, Read 180.

## **98.G. District Pathway to Proficiency Accountability Dashboard Reporting: Chief Academic Officer Cassandra Webb and Superintendent Fletcher**

Ms. Webb reviewed the data on the district dashboard spreadsheet with the board and explained why the 70<sup>th</sup> percentile was chosen as a measure. It gives a truer picture of students' potential to be College and Career Ready (CCR) when they exit high school. Chairman Preston stated, "I know the hard work everybody puts in, but we simply cannot be satisfied with these scores, not for our kids. As a board, we want a Distinguished district. I don't know what it's going to take, but we're going to figure it out." Dr. Fletcher's response to the data included, "Are these scores where they need to be? No, sir. Are there improvements? Some, but not enough. Three things will help address this: Read 180, the continuous improving of professional practice, and textbooks in math."

**98.H.** Approval of *2015-2016 Read to Achieve Assurance Statement* (Reading Recovery & CIM Grant) for Fallsburg Elementary passed with a motion by Ms. Barbara Robinson and a second by Ms. Garnett Skaggs by a vote of 5 to 0.

**98.I.** Approval of *Application for 2015-2016 Non-Traditional Instructional Program for Returning Districts* passed with a motion by Ms. Garnett Skaggs and a second by Mr. John Goble by a vote of 5 to 0. (*the district's Snowbound Learning Days*)

**98.J.** Approval of Memorandum of Agreement (MOA) with Morehead State University for 2015-2016 Dual Credit Program passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 5 to 0. (*These courses are free of tuition to eligible high school juniors and seniors, and each provides both a high school credit and one hour of college credit. The courses available are: English 100 Writing I, English 200 Writing II, Math 152 Algebra, and Math 174 Pre-Calculus.*)

**98.K.** Approval of Memorandum of Agreement (MOA) with KDE for Hybrid PGES Coach/Teaching Opportunity (pending Board Attorney review) passed with a motion by Mr. James See and a second by Ms. Garnett Skaggs by a vote of 5 to 0.

**98.L.** Approval of **First Reading** of revisions to *Policy 09.423 Use of Alcohol, Drugs and Other Prohibited Substances* and *Policy 09.123 Policy Absences and Excuses* passed with a motion by Ms. Garnett Skaggs and a second by Mr. James See by a vote of 5 to 0.

**98.M.** Approval of review of *Procedure 09.123 AP.21 Medical Excuse Form* (new) and *Procedure 09.123 AP.1 Attendance Intervention Procedures* (new) passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 5 to 0.

**98.N.** Approval of *Lawrence County Section 504 Forms Updated April 2015* with minor change in wording presented by Ms. Colvin passed with a motion by Ms. Garnett Skaggs and a second by Mr. James See by a vote of 5 to 0.

**98.O.** Approval of permission to bid Special Education Department Services for 2015-16 School Year: Physical Therapy, Orientation and Mobility, and Psychological Services, passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 5 to 0.

**98.P.** Approval of district insurances for 2015-2016 passed with a motion by Mr. James See and a second by Ms. Garnett Skaggs by a vote of 5 to 0. (*The approved insurance proposal by Hall-Clark Insurance Agency, Inc. includes property, liability, fleet, workers compensation, and excess/umbrella with rejection of the terrorism coverage and is a savings of \$27,732 over last year's premium. Chairman Preston, noting that many hard decisions have been made regarding next year's budget, stated, "On behalf of the Board, we appreciate the savings you have been able to provide us."*)

**98.Q.** Approval of the *2015-2016 Lawrence County Schools Tentative Budget* with an adjustment to include the Superintendent's Kentucky Association of School Superintendents (KASS) dues and Rotary dues passed with a motion by Ms. Barbara Robinson and a second by Mr. James See by a vote of 5 to 0.

*Finance Director Edris Humphrey explained that the Tentative Budget contains the projected revenues and expenditures of all funds for the upcoming fiscal year. State law requires that the local board adopt a Tentative Budget by May 30 of each year. Revenue reflected in the budget includes SEEK, which is per pupil funding of \$3,981, an increase from \$3,911 the current year; local revenue based on 14-15 revenue; and federal revenue based on grant information received at this time for next year or the current amount of grants. Expenditures reflected in the Tentative Budget include: school allocations*

*based on the staffing policy (the total number of teachers is based on state-recommended class size; principal, librarians, counselors, and assistant principal, if applicable, are included; secretaries, janitors, and instructional assistants for full day kindergarten are included in the schools' base allocation); the instructional supply allocation is \$100 per student; special education teachers and instructional assistants budgeted are based on population and specific needs; preschool teachers/instructional aides based on pre-registration numbers, but an additional one may need to be added after July 1 or in August; possible addition of additional kindergarten teacher at LWES depending on enrollment in August; maintenance costs will be paid from General Fund; Capital Outlay and FSPK cover bond payments; the debt service includes bond payments, KISBIT payment, and bus leases; Food Service continues the benefit of district-wide free breakfasts and lunches; the budget reflects the insurance quote containing \$27,732 savings; health nurses in the budget are the coordinator, on school health nurse, and one special needs nurse; includes 0.5 P.E. teacher at both Blaine and Fallsburg; full funding for Career & Technical Education; two positions for Homebound Program; fully funded Alternative School with two teachers, an instructional assistant, and district support with the Director of Pupil Intervention; added back \$450 subscription to the Daily Independent; funding for Read 180, Renaissance Place (STAR), Reading A-Z, and discussions are still on the table for textbooks; the budget includes the 2% pay increase for all certified and classified permanent staff (excludes substitutes); and the budget maintains a 4% contingency. Chairman thanked Dr. Fletcher for his offer to personally pay for KASS and Rotary dues but stated that the Board could not in good conscience allow him to do so since these are functions and organizations the Board is requiring him to take part in. He also stated how difficult the budget process has been and that "decisions have not been made lightly."*

**98.R.** Approval of Wal-Mart and any other bakery retail outlet to use Lawrence County Schools' name/mascots/logos on cakes and food items passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 5 to 0 by a vote of 5 to 0.

**98.S.** Approval to enter **Executive Session** for the purpose of student expulsion hearing pursuant to KRS 61.810(1)(f) passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 5 to 0.

**98.T.** Approval to return to **Open Session** passed with a motion by Ms. Barbara Robinson and a second by Ms. Garnett Skaggs by a vote of 5 to 0.

#### **98.U. New Business**

**98.U.1.** Approval of Memorandum of Understanding (MOU) with Morehead State University for collaboration in the Teacher Leader Masters Program with National Board Certification Initiative that is part of the Shaping Our Appalachian Region (SOAR) initiative passed with a motion by Mr. James See and a second by Ms. Garnett Skaggs by a vote of 5 to 0.

**98.U.2.** Approval of quote for repainting/refinishing LEES gym floor passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 5 to 0. *(Total: \$850)*

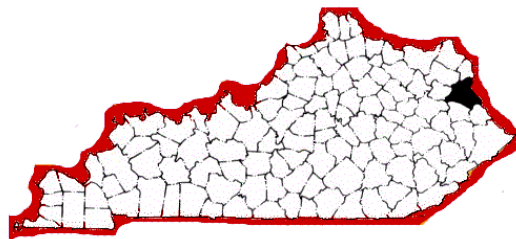
#### **99. PERSONNEL**

**99.A.** Approval of Leave of Absence for Maria Kirk passed with a motion by Ms. Barbara Robinson and a second by Mr. John Goble by a vote of 5 to 0.

**99.B.** Approval of the *Lawrence County Schools 2015-2016 Salary Schedule* passed with a motion by Ms. Garnett Skaggs and a second by Mr. James See by a vote of 5 to 0. *(Changes are indicated by the highlighting.)*



# Lawrence County Schools



**Superintendent  
Robbie L. Fletcher, EdD**

**PAY SCALES/SALARY SCHEDULES**

**2015 – 2016**

## Contents

	<b>Page</b>
<b>Classified Pay scale . . . . .</b>	<b>3</b>
<b>Building and Grounds Salary Schedule . . . . .</b>	<b>4</b>
<b>District Classified Support Staff Salary Schedule . . . . .</b>	<b>5</b>
<b>Classified School Support Staff Salary Schedule . . . . .</b>	<b>6</b>
<b>District Food Service Salary Schedule . . . . .</b>	<b>7</b>
<b>Transportation Dept. Bus Driver Pay scale . . . . .</b>	<b>8</b>
<b>Transportation Dept. Pay scale . . . . .</b>	<b>9</b>
<b>Transportation Dept. Salary Schedules &amp; Extra Bus Runs.</b>	<b>10</b>
<b>Transportation Dept. Full Time Bus Monitors . . . . .</b>	<b>11</b>
<b>Classified Skilled Pay scale &amp; Salary Schedule . . . . .</b>	<b>12</b>
<b>District Grants Classified Salary Schedule . . . . .</b>	<b>13, 14</b>
<b>Certified Pay scale . . . . .</b>	<b>15</b>
<b>Certified Salary Schedules . . . . .</b>	<b>16-18</b>

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

**LAWRENCE COUNTY BOARD OF EDUCATION  
CLASSIFIED PAY SCALE  
2015 – 2016**

<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  
2015 – 2016**

<u>Job Class</u> <u>Code</u>	<u>Title</u>	<u>Salary Calculation</u> <u>Hourly Rate</u>
<del>7448</del>	<del>Maintenance I (1)</del>	<del>Pay scale (hourly as needed)</del>
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 (8 hrs/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)
<b>8609</b>	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  
2015 – 2016**

<b><u>Job Class</u></b>		
<b><u>Code</u></b>	<b><u>Title</u></b>	<b><u>Salary Calculation in Hourly Rates</u></b>
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
7766	Secretary to the Board (1)	\$4,000/yr set rate
7784	Clerk/Data Entry Assistant	Pay scale A (8hrs/day – 185 days)
<del>7782</del>	<del>Part time/Substitute Clerk</del>	<del>Pay scale (hourly as needed)</del>

**NOTE:**

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

**LAWRENCE COUNTY BOARD OF EDUCATION  
CLASSIFIED SCHOOL SUPPORT STAFF  
SALARY SCHEDULE  
2015 – 2016**

<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	\$7.25/hr - \$50.75/7hrs 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  
2015 – 2016**

<u>Job Class Code</u>	<u>Title</u>	<u>Salary Calculation</u>
<del>7164</del>	<del>Accounting Clerk II</del>	<del>Pay Scale B (8 hrs/day – 258 days)</del>
7205	Food Service Account Clerk	Pay Scale B (8 hrs/day – 258 days)
<del>7464</del>	<del>Director I (1)</del>	<del>\$20.26 (40hrs/wk – 258 days)</del>
7221	Director of Food Service (1)	\$20.26 (40 hrs/wk – 258 days)
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:**  
\$7.25/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)  
2015 – 2016**

<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  
2015 – 2016**

<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  
2015 – 2016**

<u>Job Class 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
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 (1)	\$5,000/yr. set rate
7915	<b>Vehicle</b> 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  
2015 – 2016**

<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/hr Waiting 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  
2015 – 2016**

<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)

**LAWRENCE COUNTY BOARD OF EDUCATION  
CLASSIFIED SKILLED PAY SCALE  
2015 – 2016**

<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.

**2015 – 2016 CLASSIFIED  
SKILLED SALARY SCHEDULE**

**Job Class**

<u>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)
<b>8263</b>	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  
2015 – 2016**

<u>Job Class</u>		
<u>Code</u>	<u>Title</u>	<u>Salary Calculation</u>
<b><u>Family Resource Center:</u></b>		
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)
<b><u>Youth Service Center:</u></b>		
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)
<b><u>Misc. Grants:</u></b>		
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  
2015 – 2016**

**Job Class**

**Code:**

**Title**

**Salary Calculation**

**Adult Education:**

7320	Academic Assistant (1)	\$14.67/hr (37.5 hrs/wk – 258 days)
<del>7320</del>	<del>Academic Assistant (1)</del>	<del>\$13.13/hr (8 hrs/day – 258 days)</del>
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)

**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.

**Prescreening KG & 4 year Old:**

Daily rate for Certified

Daily rate for Classified

**LAWRENCE COUNTY BOARD OF EDUCATION**  
**2015-2016**  
**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

**Itinerants – 3, BES – 17, FES – 22, LWE – 24, LEE – 29, LMS – 21, LCHS – 41, Alternative Program – 2, Homebound – 2**

**Substitute Teachers:**

- Certified Substitute - \$70.00/day - Emergency Sub. - \$57.00/day
- 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 2015-2016</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	<b>\$7,000*</b>
PRINCIPAL LEE (1)	50	235	<b>\$8,000*</b>
PRINCIPAL LMS (1)	50	235	<b>\$8,500*</b>
PRINCIPAL LCHS (1)	50	235	<b>\$10,000*</b>
ASST PRINCIPAL LEE (1)	15	200	<b>\$3,500*</b>
ASST PRINCIPAL LMS (1)	15	200	<b>\$4,000*</b>
ASST PRINCIPAL LCHS (1)	15	200	<b>\$7,000*</b>
<b>EXTRA CURRICULAR PAY DUTIES</b>			
ADVANCED PLACEMENT COORDINATOR (1)	0	185	<b>\$500</b>
ACADEMIC COACH HIGH SCHOOL (1)	0	185	<b>\$4,000</b>
ACADEMIC ASST COACH HIGH SCHOOL (1)	0	185	<b>\$2,000</b>
ACADEMIC COACH ELEMENTARY (1 PER SCHOOL)	0	185	<b>\$2,000</b>
ACADEMIC ASST COACH ELEMENTARY (1 PER SCHOOL)	0	185	<b>\$1,000</b>
ACADEMIC COACH MIDDLE (1 PER SCHOOL)	0	185	<b>\$2,000</b>
ACADEMIC ASST COACH MIDDLE (1 PER SCHOOL)	0	185	<b>\$1,000</b>
BAND DIRECTOR (1)	5	190	<b>\$4,000</b>
BAND ASST DIRECTOR (1)	0	185	<b>\$1,000</b>
CHORAL DIRECTOR (1)	0	185	<b>\$1,500</b>
<b>BUILDING ASSESSMENT COORDINATORS</b>			
LEVEL 9-12 (1 PER SCHOOL) LCHS	0	185	<b>\$2,500</b>
LEVEL 6-8 (1 PER SCHOOL) LMS	0	185	<b>\$2,000</b>
LEVEL K-8 (1 PER SCHOOL) FES & BES	0	185	<b>\$2,000</b>
LEVEL 2-5 (1 PER SCHOOL) LEE	0	185	<b>\$2,000</b>
LEVEL K-1 (1 PER SCHOOL) LWE	0	185	<b>\$1,500</b>
<b>CLASS SPONSORS</b>			
SENIORS (1)	0	185	<b>\$600</b>
JUNIORS (1)	0	185	<b>\$600</b>
SOPHOMORES (1)	0	185	<b>\$600</b>
FRESHMEN (1)	0	185	<b>\$600</b>
<b>GIFTED &amp; TALENTED FACILITATORS</b>			
<b>— BES, FES, LWE (1 PER SCHOOL)</b>	<b>0</b>	<b>185</b>	<b>\$500</b>
<b>— LMS (1)</b>	<b>0</b>	<b>185</b>	<b>\$600</b>
<b>— LEES (1)</b>	<b>0</b>	<b>185</b>	<b>\$700</b>



<b>HIGH SCHOOL DEPARTMENT HEADS</b>			
SOCIAL STUDIES (1)	0	185	\$500
VOCATIONAL (1)	0	185	\$500
<b>POSITION</b>	<b>EXTENDED DAYS</b>	<b>CONTRACT DAYS</b>	<b>EXTRA DUTY SERVICE PAY</b>
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
<b>TEACHER LEADERS-LCILT (12)</b>			
<del>— English/Language Arts (BES, FES, LWE, LEE, LMS, LCHS)</del>	<del>0</del>	<del>185</del>	<del>\$1,000</del>
<del>— Math (BES, FES, LWE, LEE, LMS, LCHS)</del>	<del>0</del>	<del>185</del>	<del>\$1,000</del>
TECH BUILDING COORDINATOR (1 PER SCHOOL)	0	185	\$500
<b>WRITING LEADERS</b>			
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
<b>EXTRA PAY DUTIES SPORTS*</b>			
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,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 (5)	0	185	\$2,000
FOOTBALL HEAD COACH MIDDLE (1) BES,FES,LMS	0	185	\$1,200
FOOTBALL MIDDLE GRADES ASST (1) BES,FES,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
POSITION	EXTENDED DAYS	CONTRACT DAYS	EXTRA DUTY SERVICE PAY
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	0	185	\$500
CHEERLEADING HIGH SCHOOL (PER SPORT)	0	185	\$1,000
CHEERLEADING MIDDLE SCHOOL (PER SPORT)	0	185	\$500
DANCE TEAM HEAD COACH (1) LCHS	0	185	\$1,200
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

**99.C.** Approval of the *Lawrence County Schools 2015-2016 Payroll Calendar* passed with a motion by Ms. Barbara Robinson and a second by Mr. James See by a vote of 5 to 0. (*Dr. Fletcher pointed out that, based on the two-week payroll schedule, the first payroll for 10-month employees falls later this year being August 14.*)

**99.D.** Superintendent Professional Growth and Evaluation System (SPGES): Monthly Update  
Dr. Robbie Fletcher, Superintendent

**99.D.1.** Schedule a Capstone Presentation for Superintendent Evaluation

Approval to table scheduling of a Capstone Presentation for Superintendent Evaluation passed with a motion by Mr. James See and a second by Ms. Garnett Skaggs by a vote of 5 to 0.

**99.E. Superintendent's Personnel Action/Update**

**Hiring:**

**Substitute Custodian**

Cody Diamond

**Change of Position**

Tiffany Brooks

- From Clerk/Data Entry Assistant/Attendance Specialist to District Purchasing Assistant/Attendance Specialist

**Resignations**

Jennifer Jefferson

- Teacher at Louisa Middle School *effective 06/30/2015*

Brenda Copley

- Cook Baker (7hrs/day) at Lawrence County High School

**100. ADJOURNMENT**

Approval to adjourn passed with a motion by Ms. Barbara Robinson and a second by Ms. Garnett Skaggs by a vote of 5 to 0.

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**Chairman – D. Heath Preston**

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**Secretary to the Board – Betty Mullins**