

BEAVERCREEK CITY SCHOOLS  
Board of Education Meeting  
August 15, 2019  
6:30 p.m.

AGENDA

**DRAFT**

- I. CALL TO ORDER
- II. ROLL CALL
- III. PLEDGE OF ALLEGIANCE
- IV. APPROVAL OF AGENDA AS PRESENTED
- V. PRESENTATIONS
  - A. Be Hope Church-Dr. Bobbie Fiori
  - B. Master Facility Plan-Mr. Greg Thompson and Mr. Paul Otten
- VI. QUESTIONS AND/OR COMMENTS FROM THE PUBLIC
- VII. APPROVAL OF THE MEETINGS HELD
  - A. Minutes for June 2019 Board of Education Meeting  
June 20, 2019 Regular Board Meeting
- VIII. FINANCIAL REPORTS REQUEST-ITEMS FOR BOARD ACTION
  - A. July 2019 Financial Reports
  - B. FY20 Amended Certificate of Estimated Resources
  - C. July 2019 Donated Items
- IX. NEW BUSINESS-ITEMS FOR BOARD ACTION
  - A. Employment, Salary Changes, Leaves of Absence, Terminations,  
Job Descriptions
  - B. Approval of Type IV Reimbursement
- X. SUPERINTENDENT'S REPORT
  - A. First Reading of NEOLA Policy 5460-Graduation Requirements

**XI. ANNOUNCEMENTS**

- A. No School/All Offices Closed-September 2, 2019
- B. Board of Education Meeting/Joint Work Session w/City of Beavercreek  
September 12, 2019

**XII. BOARD MEMBER COMMENTS**

**XIII. EXECUTIVE SESSION**

- A. Court Action 121.22(G)(3)-Pending or Imminent Litigation

**XIV. ADJOURNMENT**

**I. CALL TO ORDER**

The Beavercreek Board of Education met on Thursday, July 18, 2019 at the Board of Education/Administration Building. Board President, Ms. Rigano, called the meeting to order at 6:30 p.m. welcoming everyone.

**II. ROLL CALL**

The following members were present for the Board of Education:

Krista Hunt  
Dennis Morrison - Absent  
Jo Ann Rigano  
Gene Taylor  
Peg Arnold

A quorum was declared with four members present.

**III. PLEDGE OF ALLEGIANCE**

Ms. Rigano invited everyone to participate in the saying of the Pledge of Allegiance to the American Flag.

**IV. APPROVAL OF AGENDA AS PRESENTED – RESOLUTION #2019-46**

Ms. Arnold made a motion to approve the agenda as presented.

Ms. Hunt seconded the motion.

ROLL CALL: Peg Arnold, Aye; Krista Hunt; Aye; Gene Taylor, aye; Jo Ann Rigano; aye.

Motion carried 4-0

**V. PRESENTATIONS****A. Academic Team Recognition - Presenter, Paul Otten, Superintendent Beavercreek City Schools**

Superintendent Paul Otten spoke of the academic Quiz team and of how they excelled over the previous year which was impressive on its own. He then invited parent Julie Cohen to the podium to speak. Ms. Cohen spoke of the academic team, and of the new equipment that the students brought to share with the board. She spoke of the background of the Academic team, along with their historical tournaments. This year the Academic Team managed a three for, and they are the third time OAC state champions. The members for the Academic Team were Hari Parameswaran, Tegan Kapadia, Abby Cohen, and Tiffany Zhou. Members for the History Bowl were Hari Parameswaran, Tegan Kapadia, Will Todd, and Arunn Sankar. They also competed at the National History Bee and Bowl. Available for viewing was the trophy that was won by the team for this event. The team took first place. This win was against hundreds of teams in the nation. Ms. Cohen shared many additional accomplishments of both individual students and the team. Additionally, Ms. Ellen Spence was named National History Bee and Bowl Coach of the Year.

Taking the podium was team captain, Hari Parameswaran. He proceeded to thank the Board of Education for recognizing the achievements of Academic Quiz Team at that evenings' meeting. He spoke of the team and the growth of the team , along with the hopes for the future team members, along with his personal growth during his four years of membership. He spoke of the positive environment to be found within the competitions with other teams and the friendships he has formed. Acknowledged by Mr. Parameswaran was the generosity and support by the Beavercreek Community. Named were some of the local businesses. Walmart, Day Air Credit Union, and Fresh Thyme to name a few. Specific credit was given to the Beavercreek City School system and thanks given to Mr. George Caras, Principal of Beavercreek High School for his support and recognition of the team's accomplishments. Mr. Parameswaran thank the Board of Education for once again honoring the team. He also spoke of his hopes that the community will continue to support the team and their efforts.

The team proceeded to have a mock competition against the Board. An entertaining time was had by all. Superintendent Otten presented each student with a certificates and pictures were taken with the students and board members

B. Annual Update on Beavercreek Strategic Plan – Presenter, Ms. Bobbie Fiori, Director of Pupil Services

Ms. Bobbie Fiori Spoke and presented the annual update for the Beavercreek City School's Strategic.

SEE NEXT PAGE(S)





**Inspire. Lead. Empower**

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# Strategic Plan Progress Update

July 2019



## Student Success

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**Goal 1: We will foster a culture of innovative and inclusive learning through diverse and dynamic opportunities that impact all students.**

- Objective 1.1: We will continually evaluate and align curricular programs with state standards to challenge and support the academic needs of all students.
- Objective 1.1 Progress:
  - Curriculum Improvement Council met throughout the year to plan teacher facilitated PD. Staff identified key areas of needed support - technology, social/emotional learning, instruction, and content specific areas. Successful implementation of PD Day Conference Feb. 15 with over 40 sessions. Committee began planning 19-20 PD day following February model and feedback from staff.
  - District Staff Collaboration: Secondary collaboration meetings, elementary horizontal collaboration, building PD opportunities, Science course of study completion K-12



## Student Success

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**Goal 1: We will foster a culture of innovative and inclusive learning through diverse and dynamic opportunities that impact all students.**

- Objective 1.2: We will evaluate the needs of students to identify barriers to learning and devise a prevention and intervention plan.
- Objective 1.2 Progress: A prevention/intervention committee was developed and a needs assessment was distributed to staff which identified areas of need. A prevention and intervention plan was written targeting top areas of need K-12.
  - Highlights





## Student Success

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**Goal 1: We will foster a culture of innovative and inclusive learning through diverse and dynamic opportunities that impact all students.**

- Objective 1.3: We will investigate and implement technology that will promote 21st century learning.
- Objective 1.3 Progress: District Technology Committee was formed. The setup of the Future Ready framework has begun which will help guide us through a process resulting in data to build the technology plan. Building Technology Leader positions were filled in February. Multiple meetings with technology leaders were held to discuss district needs and inventory and discuss the creation of building technology plans.



## Financial Stability

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**Goal 2: We will create long-term financial stability by continuing to be good stewards of district resources and by capturing potential sources of funding.**

- Objective 2.1: We will create a long term plan for financial stability.
- Objective 2.1 Progress: Based on the five year forecasts, a Levy timeline was prepared and is revisited weekly in cabinet meetings. This keeps the financial needs of the district as an ongoing topic of discussion so that all cabinet members are aware of levies needing renewed or when new money may be needed.



## Financial Stability

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**Goal 2: We will create long-term financial stability by continuing to be good stewards of district resources and by capturing potential sources of funding.**

Objective 2.2: We will continually improve upon the implementation of best practices of good stewardship of district resources.

Objective 2.2 Progress: Multiple educational meetings for the community were held where the cabinet members presented to the community on the May 2019 new emergency 6.15 mill levy and the renewal of PI levy in May 2019. We continue to analyze operational results and present a monthly summary to the board that reflects whether we are in alignment with our five year forecast projections.





## Financial Stability

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**Goal 2: We will create long-term financial stability by continuing to be good stewards of district resources and by capturing potential sources of funding.**

Objective 2.3: We will continually improve upon the transparency of financial practices and procedures.

Objective 2.3 Progress: Our department works collaboratively with all departments in open meetings, cabinet, and negotiations showing all the detail behind our financial statements which are audited annually as well. We get “audit with distinction” status from the Auditor of State to recognize our financial reporting accuracy.



## Communication

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**Goal 3: We will develop and implement a district communication plan that provides transparent, two-way communication among stakeholders**

Objective 3.1 and 3.2: We will develop a two way communication plan for internal and stakeholders. We will develop a two way communication plan for external stakeholders.

Objective 3.1 and 3.2 Progress:

- Identified and implemented new website platform
- Identified and implemented new mass communication tool (Sangha)
- Ongoing PD with staff to best utilize new website and communication tools
- Expanded social media presence and content from the building level
- Expanded live streaming and taping of district meetings and events





## Operations

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**Goal 4: We will assess and evaluate district growth and the diverse needs of students to promote efficient operations of our schools.**

Objective 4.1: We will evaluate growth projections to develop an operations plan.

Objective 4.1 Progress: Collaborative meetings with Cropper GIS to develop a timeline and process for redistricting for the 2019-2020. Community forms were held to elicit feedback and a proposal was presented and approved by the Board of Education. Implemented in 2019-2020.



## Operations

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**Goal 4: We will assess and evaluate district growth and the diverse needs of students to promote efficient operations of our schools.**

Objective 4.2 : We will continually analyze and assess BCS facilities to promote preventative maintenance and facility improvements that benefit all stakeholders.

Objective 4.2 Progress: A new software program, FMX, was implemented to track work orders and layout preventative maintenance schedules. Data collected from this program is used to identify opportunities available and improve maintenance and service provided.



## Operations

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**Goal 4: We will assess and evaluate district growth and the diverse needs of students to promote efficient operations of our schools.**

Objective 4.3: We will establish a plan of efficiency for transportation.

Objective 4.3 Progress: A meeting was held with ODE Transportation consultants to review previous efficiency recommendations and review current routes and efficiencies to prepare recommendation for the 2019-20 school year. Efficiency plan recommended which resulted in new start and end times for schools. This was presented and approved by the Board of Education. Implemented in 2019-2020.

**VI. QUESTIONS AND/OR COMMENTS FROM THE PUBLIC**

None.

**VII. EXECUTIVE SESSION RESOLUTION #2019-47**

A. Collective Bargaining 121.22 (G) (4).

Mr. Taylor made the motion to enter Executive Session at 7:05 p.m. Ms. Arnold seconded the motion.

Ms. Arnold made the motion to exit Executive Session at 7:40 p.m. Mr. Taylor seconded the motion

**VIII. APPROVAL OF MEETINGS HELD – RESOLUTION #2019-48**

Ms. Hunt made a motion to approve the minutes for the meetings held in June 2019 as presented.

A. Minutes for June 2019 Board of Education Meetings

June 20, 2019 Regular Board of Education Meeting

Ms. Arnold seconded the motion.

ROLL CALL: Krista Hunt, aye; Peg Arnold, aye; Gene Taylor, aye; Jo Ann Rigano; aye.

Motion carried 4-0

**IX. ITEM/S FOR BOARD DISCUSSION**

A. Transportation Personnel – Mr. Greg Thompson, Director of Business Services

Mr. Greg Thompson spoke on the new job description for the new position of Transportation Department Office Assistant. He also shared that this position will be similar to the existing building office assistant jobs; with the same pay, classification and 180 day work calendar.

Mr. Thompson shared the many reasons for the need for this position, along with the financial justifications.

SEE NEXT PAGE(S)

**BEAVERCREEK CITY SCHOOL DISTRICT**  
**JOB DESCRIPTION**

<b>Title:</b>	<b>DEPARTMENT OFFICE ASSISTANT</b>	<b>File 551</b>
<b>Reports to:</b>	Department Supervisor	
<b>Job Objectives:</b>	Performs a variety of general office duties. Assist dispatcher and administrative assistant in daily duties.	
<b>Minimum Qualifications:</b>	<ul style="list-style-type: none"><li>· High school diploma. Post-secondary training is desirable.</li><li>· Meets all mandated health requirements (e.g., a negative tuberculosis test, etc.).</li><li>· Documented evidence of a clear criminal record.</li><li>· Congenial telephone etiquette</li><li>· Proficient in office protocol and the use of business equipment.</li><li>· Proficient in the use of business software and the maintenance of records.</li><li>· Proficient in data entry, spelling, proofreading and the correct use of grammar.</li><li>· Bookkeeping skills and the ability to apply advanced mathematical concepts.</li><li>· Multitasking ability and strong interpersonal skills.</li><li>· Self-directed and able to learn required skills for the position.</li></ul>	
<b>Responsibilities and Essential Functions:</b>	<p>The following duties are representative of performance expectations. A reasonable accommodation may be made to enable a qualified individual with a disability to perform essential functions.</p> <ul style="list-style-type: none"><li>· Performs secretarial and administrative support functions. Organizes and maintains a functional filing system that ensures the safe retention of office records. Keeps materials properly filed to maintain an orderly office.</li><li>· Upholds board policies and follows administrative procedures.</li><li>· Promotes a favorable image of the school district.</li><li>· Acknowledges visitors. Determines the reason for their visit. Answers questions. Verifies appointments. Directs visitors to the appropriate person or office.</li><li>· Refers inquiries requiring policy interpretation to administrative staff.</li><li>· Answers the telephone. Directs calls based on the nature of the inquiry. Takes messages. Manages calls efficiently to keep telephone lines open.</li><li>· Maintains an office calendar. Schedules appointments as directed.</li><li>· Helps communicate information about weather delays and emergencies.</li><li>· Strives to develop rapport with others. Respects personal privacy. Maintains the confidentiality of privileged information.</li><li>· Processes incoming, outgoing and interoffice mail, faxes and emails.</li><li>· Helps prepare bus routes. Distributes routing information to bus drivers/students/parents and building administrators.</li><li>· Responds to new residents requests for transportation information.</li><li>· Prepares transportation rosters (e.g., student names, grade levels, school attended, bus identification, pick-up and drop off points, time schedules, etc.)</li><li>· Prepares accurate up-to-date list of student information on each bus.</li><li>· Helps schedule non-routine use of school buses (e.g., field trips, athletic contest, community requests, etc.).</li><li>· Prepares trip reports. Prepares data for financial forecasting.</li><li>· Prepares materials for bus safety programs.</li><li>· Processes student misconduct reports.</li><li>· Prepares bus accident reports. Maintains insurance files.</li><li>· Monitors bus communications. Conveys information as needed.</li></ul>	

**DEPARTMENT OFFICE ASSISTANT**

Page 2 of 3

- Maintains bus driver's records.
- Maintains vendor files. Obtains price quotes.
- Monitors inventories and reorders supplies to maintain reliable service levels.
- Prepares requisitions. Encumbers the proper account. Maintains procurement information (e.g., transmittal letters, contracts, confirmations, warrants, negotiated price agreements, delivery dates, etc.).
- Verifies deliveries. Investigate discrepancies. Processes approved invoices for payments. Post expenditures. Maintains a completed payment file.
- Works cooperatively with Department administrative assistant.
- Assist in arranging sub employees for proper coverage.
- Assist in helping all department staff with time sheets and correcting reported time accurately.
- Takes precautions to insure student safety. Reports unauthorized persons or suspicious circumstances immediately.
- Reports evidence of suspected child abuse as required by law.
- Provides assistance to other departments as directed.
- Keeps current with advances in office technology. Updates office procedures. Participates in staff meetings and professional growth activities as directed.
- Accepts responsibility for personal decisions and conduct. Serves as a positive role model for others.
- Performs other specific job-related duties as directed.

**Abilities  
Required:**

The following aptitudes and physical skills are essential for the successful performance of assigned duties.

- Demonstrates professionalism and maintains a positive work attitude.
- Takes the initiative to identify and solve problems independently.
- Works cooperatively to support a successful team effort.
- Communicates effectively using verbal, nonverbal and writing skills.
- Reacts productively to interruptions and changing conditions.
- Operates office equipment efficiently and accurately.
- Lifts, carries, and/or moves work-related supplies and equipment.
- Maintains an acceptable attendance record and is punctual.
- Travels to meetings and work assignments.
- Demonstrates and helps provide a safe work environment.

**Supervisory  
Responsibility:**

Under the direction of the Department Supervisor and Assistant Supervisor: Schedules meaningful work assignments, provides instructions and communicates expectations to assigned staff.

**Working  
Conditions:**

Exposure to the following situations may range from remote to frequent based on circumstances and factors that may not be predictable.

- Potential for exposure to blood borne pathogens and communicable diseases.
- Potential for interaction with disruptive and/or unruly individuals.
- Duties may require exposure to medications, cleaning solvents, air borne particulates, and odors.
- Duties may require operating and/or riding in a vehicle.
- Duties may require prolonged use of a computer keyboard and monitor.
- Duties may require detailed paperwork.
- Duties may require working under time constraints to meet deadlines.

**DEPARTMENT OFFICE ASSISTANT**

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**Performance  
Evaluation:**

Job performance is evaluated according to the policy provisions adopted by the Beavercreek City School District Board of Education.

The Beavercreek City School District Board of Education is an equal opportunity employer offering employment without regard to race, color, religion, sex, national origin, age, or disability. This job description summary does not imply that these are the only duties to be performed. This job description is subject to change in response to funding variables, emerging technologies, improved operating procedures, productivity factors, and unforeseen events.



B. Transportation Sub Pay – Mr. Greg Thompson, Director of Business Services

Mr. Greg Thompson spoke regarding the substitute Bus Driver Rates of Pay. He spoke of the National Shortage of drivers and because of this there is a competition for drivers. The reason for the shortage of drivers includes long and early hours, relatively low pay, and requirement of a clean record, extensive training, along with the positive interaction with children.

Mr. Thompson handed out a sheet with a comparison of Substitute Bus Driver Rates of Pay among the 5 local area school districts and Beavercreek City Schools for discussion and review. The handout shows both the current rate of pay and the proposed revised rate. He hoped for approval so that the district can recruit driver subs into our pipeline and not lose three RIF'd current drivers.

SEE NEXT PAGE(S)



### Comparison of Substitute Bus Driver Rates of Pay

		July 2019			
<b>CURRENT</b>		<b>Tier 1</b>	<b>Tier 2</b>	<b>Tier 3</b>	<b>Minimum hours paid</b>
<b>Beavercreek</b>	\$12.6 (Day 1 - 20)	\$13.72 (Day 21 - 60)	\$16.14 (Day 61 Forward)	1 hour each AM/PM	
<b>Fairborn</b>	\$13.78 (First 30 Days)		\$14.38 (Day 31 Forward)	4 hours minimum	
<b>Springfield</b>	\$14.5 (First 6 Months)		\$15.00 (6 Months Forward)	5 hours minimum	
<b>Kettering</b>	\$15.00			1.5 hours minimum each AM/PM	
<b>Centerville</b>	\$16.23			no minimum	
<b>Mad River</b>	\$18.00			2 hours minimum	
<b>RECOMMENDATION</b>					
	<b>Tier 1</b>	<b>Tier 2</b>	<b>Tier 3</b>	<b>Minimum hours paid</b>	
<b>Beavercreek</b>	\$16.50	\$16.50	\$16.50	1 hour each AM/PM	
<b>Fairborn</b>	\$13.78 (First 30 Days)		\$14.38 (Day 31 Forward)	4 hours minimum	
<b>Springfield</b>	\$14.50 (First 6 Months)		\$15.00 (6 Months Forward)	5 hours minimum	
<b>Kettering</b>	\$15.00			1.5 hours minimum each AM/PM	
<b>Centerville</b>	\$16.23			no minimum	
<b>Mad River</b>	\$18.00			2 hours minimum	

X. FINANCIAL REPORTS REQUEST – RESOLUTION # 2019-49

Treasurer, Penny Rucker spoke of the closing of Fiscal year 2019 in June and the opening of the new Fiscal year in July of 2020. She stated the district ended up in a really good position at the end of June due to expenditures coming in at .88% below what was projected in the five year forecast.

Mr. Taylor made a motion to consider the recommendation of the Treasurer to approve the June 2019 financial reports request items A-E as presented.

A. Financial Reports June 2019

SEE NEXT PAGE(S)

Beavercreek Board of Education Meeting July 18, 2019  
 Beavercreek City Schools  
 Monthly Analysis of Revenues and Expenses  
 June - Fiscal Year 2019

	Monthly Estimate	Monthly Actual	Monthly Difference	Year to Date Estimate	Year to Date Actual	Year to Date Difference
Beginning Cash Balance	4,995,548	26,451,149	21,455,601	24,711,865	24,711,865	0

**Receipts:**

**From Local Sources**

	Monthly Estimate	Monthly Actual	Monthly Difference	Year to Date Estimate	Year to Date Actual	Year to Date Difference	% of Total
Real Estate Tax	0	0	0	58,084,784	58,089,947	5,163	66.40%
Personal Tangible	0	0	0	1,973,800	1,973,801	1	2.26%
Proceeds from Sale of Notes	0	0	0	0	0	0	0.00%
Other Local	245,386	653,565	408,179	3,756,937	4,159,792	402,855	4.75%

**From State Sources**

Foundation Program	928,197	1,189,204	261,007	15,108,846	15,963,851	855,005	18.25%
Rollback and Homestead/TPP Reimb	0	0	0	6,302,171	6,287,112	-15,059	7.19%

**From Federal Sources**

Public Law 874	0	0	0	0	0	0	0.00%
Other Federal	0	0	0	0	0	0	0.00%

Non-Operating Receipts	0	50	50	1,013,670	1,013,734	64	1.16%
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<b>Total Receipts</b>	<b>1,173,583</b>	<b>1,842,819</b>	<b>669,236</b>	<b>86,240,208</b>	<b>87,488,237</b>	<b>1,248,029</b>	<b>100.00%</b>	<b>1.45%</b>
<b>Receipts Plus Cash Balance</b>	<b>6,169,131</b>	<b>28,293,968</b>	<b>22,124,837</b>	<b>110,952,073</b>	<b>112,200,102</b>	<b>1,248,029</b>		

**Expenses**

Salaries and Wages	3,896,259	3,749,242	-147,017	52,664,198	52,567,515	-96,683	57.86%	
Fringe Benefits	1,916,421	1,791,967	-124,454	22,706,700	22,581,335	-125,365	24.85%	42.96%
Purchased Services	1,152,722	792,044	-360,678	9,364,203	9,016,892	-347,311	9.92%	
Materials, Supplies and Books	137,681	166,386	28,705	1,943,352	1,816,462	-126,890	2.00%	
Capital Outlay	0	15,225	15,225	145,701	110,108	-35,593	0.12%	
Repayment of Debt	0	0	0	0	0	0	0.00%	
Other Non-Operating Expenditures	550,000	560,569	10,569	550,000	560,569	10,569	0.62%	
Other (Governmental Expenditures)	187,847	-122,119	-309,966	4,293,847	4,206,567	-87,280	4.63%	


<b>Total Expenditures</b>	<b>7,840,930</b>	<b>6,953,314</b>	<b>-887,616</b>	<b>91,668,001</b>	<b>90,859,448</b>	<b>-808,553</b>		<b>-0.88%</b>
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<b>Ending Cash Balance</b>	<b>-1,671,799</b>	<b>21,340,654</b>	<b>23,012,453</b>	<b>19,284,072</b>	<b>21,340,654</b>	<b>2,056,582</b>	<b>100.00%</b>	
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Months elapsed in FY	12
Total Projected Expenditures	\$91,668,001
Spent to Date	\$90,859,448
% Spent	99.12%
<b>% of FY Elapsed</b>	<b>100.00%</b>

**Beavercreek City Schools**  
**Monthly Financial Reports – June 2019**

Financial Re-Cap for:  
 Board of Education Meeting  
 July 18, 2019




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Executive Summary – Financial Reporting  
For the Month of June 2019  
Overview

✓ This report is based on the Five Year Forecast that was approved by the Board of Education in May 2019 and will be updated in November 2019. As the Forecast is transitioned into budgets for the district, we will be monitoring our expenditure levels reflected in the financial reports.

✓ We project the amounts monthly for budget purposes and monitor monthly activity against those projections to determine if we are in alignment with the projected expenditures. As we proceed throughout the year, we will see if our projections hold and we will update our forecast accordingly.

✓ Currently, we are spending in alignment with our forecast as we start the fiscal year.




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Executive Summary – Financial Reporting  
For the Month of June 2019  
Overview

✓ The following slides will present the Revenue and Expenditure line items that correspond to the Monthly Analysis of Revenues and Expenditures – the monthly report I have included in your board packet.

✓ Each month we will look at:

- ❖ Month-To-Date: Budget vs. Actual Revenues and Expenditures
- ❖ Fiscal-To-Date: Budget vs. Actual Revenues and Expenditures




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**Executive Summary – Financial Reporting**  
**For the Month of June 2019**  
**Local Receipts**

- ✓ Real Estate Taxes collected fiscal year-to-date total \$58,089,947 which is in alignment with fiscal year projected receipts.
- ✓ Our current tax base is stable and growing.
- ✓ The 6.2 mill operating levy which was on the ballot in November 2018 to address our upcoming deficit balance and our current deficit spending was defeated. The same levy was on the May 2019 ballot since it was defeated in November 2018 at 6.15 mills and it was approved. Thank You.




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**Executive Summary – Financial Reporting**  
**For the Month of June 2019**  
**Receipts**

	Monthly Estimate	Monthly Actual	Monthly Difference
Real Estate Tax	\$0	\$0	\$0
	Year to Date Estimate	Year to Date Actual	Year to Date Difference
	\$58,084,784	\$58,089,947	\$5,163




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**Executive Summary – Financial Reporting**  
**For the Month of June 2019**  
**State Funding Receipts**

- ✓ State Foundation funding of \$1,189,204 was collected this month.
- ✓ We will continue to monitor these changes in funding closely. We will update our Five Year Forecast to reflect the additional funds to date.




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**Executive Summary – Financial Reporting**  
**For the Month of June 2019**

**Receipts**

	Monthly Estimate	Monthly Actual	Monthly Difference
State Foundation	\$928,197	\$1,189,204	\$261,007
	Year to Date Estimate	Year to Date Actual	Year to Date Difference
	\$15,108,846	\$15,963,851	\$855,005




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**Executive Summary – Financial Reporting**  
**For the Month of June 2019**

**Revenues:**

- ✓ Our non-operating receipts are comprised of advances in for \$894,508. Typically, grants are awaiting federal/state reimbursements at year-end.
- ✓ This practice of advancing funds to/from the general fund at year-end/year-beginning is in compliance with Ohio Revised Code and is audited annually to be sure proper accounting is used.
- ✓ We are in compliance.




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**Executive Summary – Financial Reporting**  
**For the Month of June 2019**

**Expenditures:**

- ✓ Salaries and wages as of June are coming in under projections by approximately \$-96,683.
- ✓ Fringe benefits as of the month of June came in under projections by approximately \$-125,385.
- ✓ These expenditures will ebb and flow from month-to-month as we monitor them to be sure they are in compliance with the five year forecast.




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**Executive Summary – Financial Reporting**  
**For the Month of June 2019**  
**Expenditures**

	Monthly Estimate	Monthly Actual	Monthly Difference
Salaries & wages	\$3,896,259	\$3,749,242	-\$147,017
	Year to Date Estimate	Year to Date Actual	Year to Date Difference
	\$52,664,198	\$52,567,515	-\$96,683




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**Executive Summary – Financial Reporting**  
**For the Month of June 2019**  
**Expenditures**

	Monthly Estimate	Monthly Actual	Monthly Difference
Fringe Benefits	\$1,916,421	\$1,791,967	-\$124,454
	Year to Date Estimate	Year to Date Actual	Year to Date Difference
	\$22,706,700	\$22,581,335	-\$125,365




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**Executive Summary – Financial Reporting**  
**For the Month of June 2019**  
**Expenditures:**

- ✓ Purchased Services costs of \$792,044 this month-to-date came in under projections of \$-347,311 fiscal-to-date.
  - [The charter and voucher payments comprised approximately \$246 thousand (31%) of the purchased services costs. ]
- ✓ Materials, Supplies and Books to date came in under projections by about \$-126,890.
- ✓ Capital Outlay to date came in under projections by about \$-35,593.




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**Executive Summary – Financial Reporting**  
**For the Month of June 2019**  
**Expenditures**

	Monthly Estimate	Monthly Actual	Monthly Difference
<u>Purchased Svcs.</u>	\$1,152,722	\$792,044	(\$-360,678)
	Year to Date Estimate	Year to Date Actual	Year to Date Difference
	\$9,364,203	\$9,016,892	(\$-347,311)




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**Executive Summary – Financial Reporting**  
**For the Month of June 2019**  
**Expenditures**

	Monthly Estimate	Monthly Actual	Monthly Difference
<u>Materials, Supplies</u>	\$137,681	\$166,366	\$28,705
	Year to Date Estimate	Year to Date Actual	Year to Date Difference
	\$1,943,352	\$1,816,462	(\$-126,890)




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**Executive Summary – Financial Reporting**  
**For the Month of June 2019**  
**Expenditures**

	Monthly Estimate	Monthly Actual	Monthly Difference
<u>Capital Outlay</u>	\$0	\$15,225	\$15,225
	Year to Date Estimate	Year to Date Actual	Year to Date Difference
	\$145,701	\$110,108	(\$-35,593)




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**Executive Summary – Financial Reporting**  
**For the Month of June 2019**  
**Expenditures:**

- ✓ Expenditures are under projections by about \$-808k or -0.88%.
- ✓ We continue monitoring these expenditures to determine that our spending plan is still in proper alignment.




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**Executive Summary – Financial Reporting**  
**For the Month of June 2019**  
**Expenditures**

<u>Total</u>	<u>Monthly</u> <u>Estimate</u>	<u>Monthly</u> <u>Actual</u>	<u>Monthly</u> <u>Difference</u>
<u>Expenditures</u>	\$7,840,930	\$6,953,314	\$-887,616
	<u>Year to Date</u> <u>Estimate</u>	<u>Year to Date</u> <u>Actual</u>	<u>Year to Date</u> <u>Difference</u>
	\$91,668,001	\$90,859,448	\$-808,553




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**Executive Summary – Financial Reporting**  
**For the Month of June 2019**  
**Expenditures:**

- ✓ As of June, we are in alignment with budgeted expenditures, 100% of the fiscal year has elapsed and we have spent 99.12 % of the annual budget. Our cash-flow is positive and we expect to end the year within budget.
- ✓ We did have \$813,175 in advances to close the books as of July 30, 2018. We made these advances from General Fund to the various grant funds awaiting reimbursement from state and federal sources. Since the grants are reimbursing, we must advance funds at year-end so they are not in a deficit. Advances are not required to be budgeted per Ohio Law.




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**Executive Summary – Financial Reporting**  
**For the Month of June 2019**  
**“Bottom-Line” Cash Balance:**

	Monthly Estimate	Monthly Actual	Monthly Difference
Ending Cash Balance	\$-1,671,799	\$21,340,654	\$23,012,453
	Year to Date Estimate	Year to Date Actual	Year to Date Difference
	\$19,284,072	\$21,340,654	\$2,056,582



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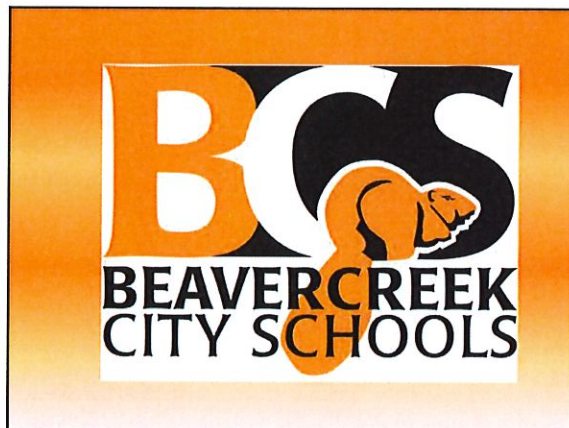
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<b>BCSD BANK RECONCILIATION</b>			
<b>June 2019</b>			
			<b>7/12/19</b>
			<b>10:01 AM</b>
<b>Bank Statement Balances:</b>			
Chase - Operating (Concentration Acct.)			1,636,756.70
US Bank - Meeder Money Market			185,049.79
US Bank - Meeder Investments			14,208,272.38
Chase- High Yield Savings			15,094.16
STAR Ohio			21,076,602.14
STAR Plus			5.46
PNC Bank - Money Market Savings			23,522.55
Self-Insured Worker's Compensation			15.60
Athletic Change Fund		300.00	
Food Service Change Fund		0.00	
BHS Change Fund		500.00	
CMS Change Fund		0.00	
AMS Change Fund		0.00	
Central Office Change Fund		100.00	
		<b>Total Bank Balances:</b>	<b>37,146,218.78</b>
<b>Adjustments:</b>			
Outstanding Checks (Operating)			(248,103.80)
Outstanding Checks (Payroll Net)			(93,234.23)
Outstanding Checks (Worker's Comp)			(15.60)
Outstanding Vcard Payments (CPS)			34,373.59
VCARD ACH in Transit			-
VCARD Voids/Reissued checks/Expired Payment			-
Interest - Chase Operating			-
Interest - Meeder Investments			(19,217.28)
Interest - Chase High Yield Savings			(3.24)
Interest - STAR Ohio			(48,469.56)
Interest - STAR Plus			-
Interest - PNC Bank			(21.66)
CBS amount in Accumulator			-
Returned Payroll ACH			(35.21)
6/28 SERS Payment			(41,279.38)
Summer Ins Refund - Antkoviak			454.65
Summer Ins Refund - Smart			432.00
Summer Ins Refund - Jasper			432.00
6/30 AP CPS ACH Overage			21,969.64
		<b>Total Adjustments:</b>	<b>(392,718.08)</b>
<b>Adjusted Bank Balances:</b>			<b>36,753,500.70</b>
<b>Fund Balances per Board Books:</b>			<b>36,753,500.70</b>
<b>Variance</b>			<b>0.00</b>

BEAVERCREEK CITY SCHOOL DISTRICT					
INVESTMENT INCOME					
June 2019					
<b>INVESTMENT INCOME:</b>					
<b>Bank</b>				<b>Amount</b>	<b>Receipt Code</b>
US Bank - Meeder - MM			Variable	0.00	001-1410-0000
US Bank - Meeder - Investment			Variable	19,217.28	001-1410-0000
US Bank - Meeder - Prem./Disc.			Variable	0.00	001-1410-0000
US Bank - Meeder - Gain/(Loss)			Variable	0.00	001-1410-0000
Chase - High Yield Savings			0.28%	3.24	001-1410-0000
Star Ohio			2.49%	48,469.56	001-1410-0000
Star Plus			2.55%	0.00	001-1410-0000
PNC Bank - Business Money Market			1.21%	21.66	001-1410-0000
<b>TOTAL INVESTMENT INCOME</b>				<b>\$ 67,711.74</b>	
<b>INVESTMENT INCOME DISTRIBUTION:</b>					
<b>Fund</b>	<b>Fund Balance</b>	<b>Rate</b>		<b>Amount</b>	<b>Receipt Code</b>
Food Service Fund	222,735.73	0.28%		51.97	006-1410-0000
Dayton Islamic	96,506.23	0.28%		22.52	401-1410-9519
St. Luke	69,583.38	0.28%		16.24	401-1410-9619
Carroll HS	192,551.29	0.28%		44.93	401-1410-9719
Bright Beginnings	1,171.02	0.28%		0.27	401-1410-9919
				<b>\$ 135.93</b>	
General Fund Interest Distribution				<b>\$ (135.93)</b>	001-1410-0000

-- Options Summary --

Summary or Detail Report? (S,D) S  
Output file: 0619FINSUMMS.TXT  
Type: CSV  
Print options page? (Y,N) Y  
Report heading: BCSD - CLOSE JUNE 2019  
Generate FINDET report for comparison? (Y,N) Y  
Sort options: FD  
Subtotal options: FD  
Include future encumbrance amounts? (Y,N) N  
Include accounts with zero amounts? (Y,N) Y  
Include accounts which are no longer active? (Y,N,I) Y

BAT\_FINSUM executed by OVERTJU on node MVECA0:: at 5-JUL-2019 11:02:56.76

Beavercreek Board of Education Meeting

July 18, 2019

Page 32

Date: 07/05/2019  
Time: 11:02 am

Beavercreek City Schools  
Financial Report by Fund  
BCSD - CLOSE JUNE 2019

Page: 1  
(FINSUM)

Begin Balance	MTD Receipts	FYTD Receipts	MTD Expenditures	FYTD Expenditures	Current Fund Balance	Current Encumbrances	Unencumbered Fund Balance
TOTAL FOR Fund 001 - GENERAL:							
24,711,864.53	1,842,819.54	87,488,236.14	6,953,313.76	90,859,448.23	21,340,652.44	484,054.89	20,856,597.55
TOTAL FOR Fund 002 - BOND RETIREMENT:							
5,353,541.94	0.00	8,465,726.09	0.00	8,732,097.02	5,087,171.01	0.00	5,087,171.01
TOTAL FOR Fund 003 - PERMANENT IMPROVEMENT:							
3,186,427.23	0.00	2,745,373.95	246,786.46	3,563,081.74	2,368,719.44	696,592.86	1,672,126.58
TOTAL FOR Fund 004 - BUILDING:							
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL FOR Fund 006 - FOOD SERVICE:							
302,034.02	113,220.56	2,184,679.65	85,901.44	2,263,977.94	222,735.73	0.00	222,735.73
TOTAL FOR Fund 007 - SPECIAL TRUST:							
8,777.83	0.00	45,109.27	48,250.00	50,799.50	3,087.60	0.00	3,087.60
TOTAL FOR Fund 009 - UNIFORM SCHOOL SUPPLIES:							
915,317.18	45,663.65	492,009.60	13,734.50	523,526.23	883,800.55	36,964.12	846,836.43
TOTAL FOR Fund 018 - PUBLIC SCHOOL SUPPORT:							
481,575.18	14,210.04	230,588.18	73,140.44	235,563.67	476,599.69	29,457.74	447,141.95
TOTAL FOR Fund 019 - OTHER GRANT:							
9,315.37	0.00	1,878.50	364.72	1,333.74	9,860.13	200.00	9,660.13
TOTAL FOR Fund 020 - SPECIAL ENTERPRISE FUND:							
52,731.65	5,958.00	70,375.00	3,311.32	47,015.68	76,090.97	958.53	75,132.44
TOTAL FOR Fund 022 - DISTRICT AGENCY:							
937,502.27	556,337.79	8,115,396.91	684,906.92	8,449,611.34	603,287.84	0.00	603,287.84
TOTAL FOR Fund 024 - EMPLOYEE BENEFITS SELF INS.:							
4,142,059.56	1,460,106.93	17,032,920.09	1,077,969.39	17,267,449.57	3,907,530.08	1,950.00	3,905,580.08
TOTAL FOR Fund 027 - WORKMANS COMPENSATION-SELF IN:							
524,313.60	0.00	0.00	2,540.13	114,582.34	409,731.26	17,568.98	392,162.28
TOTAL FOR Fund 200 - STUDENT MANAGED ACTIVITY:							
189,884.03	6,131.40	139,458.06	10,489.49	127,803.20	201,538.89	6,464.30	195,074.59
TOTAL FOR Fund 300 - DISTRICT MANAGED ACTIVITY:							
525,116.40	80,736.70	633,077.93	17,300.59	601,573.50	556,620.83	25,125.14	531,495.69
TOTAL FOR Fund 401 - AUXILIARY SERVICES:							
271,433.18	99.33	1,454,630.31	65,998.35	1,366,243.31	359,820.18	244,527.39	115,292.79



# Beavercreek Board of Education Meeting

July 18, 2019

Page 34

Date: 07/05/2019  
Time: 11:02 am

Beavercreek City Schools  
Financial Report by Fund  
BCSD - CLOSE JUNE 2019

Page: 3  
(FINSUM)

Begin Balance	MTD Receipts	FYTD Receipts	MTD Expenditures	FYTD Expenditures	Current Fund Balance	Current Encumbrances	Unencumbered Fund Balance
TOTAL FOR Fund 551 - LIMITED ENGLISH PROFICIENCY:	6,549.02	47,579.84	889.33	47,579.84	0.00	0.00	0.00
TOTAL FOR Fund 572 - TITLE I DISADVANTAGED CHILDRE	101,189.45	524,388.50	41,816.96	521,976.62	2,611.88	2,611.88	0.00
TOTAL FOR Fund 573 - TITLE V INNOVATIVE EDUC PGM:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL FOR Fund 584 - DRUG FREE SCHOOL GRANT FUND:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL FOR Fund 587 - IDEA PRESCHOOL-HANDICAPPED:	27,244.07	71,904.70	3,588.94	70,308.47	16,478.00	16,478.00	0.00
TOTAL FOR Fund 589:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL FOR Fund 590 - IMPROVING TEACHER QUALITY:	40,227.49	169,402.35	14,418.43	167,755.90	21,154.12	21,154.12	0.00
TOTAL FOR Fund 599 - MISCELLANEOUS FED. GRANT FUND	85,323.25	480,825.48	25,507.62	466,687.48	14,138.00	14,138.00	0.00
GRAND TOTALS:	5,487,797.13	133,064,770.27	10,035,401.88	138,077,504.07	36,753,500.70	1,790,118.01	34,963,382.69





# Beavercreek City School District Portfolio Comparison

5/31/2019

## Duration Diversification

	PERCENTAGE	DOLLAR AMOUNT
0-1 year	48%	\$6,857,783
1-2 years	45%	\$6,557,515
2-3 years	7%	\$960,000
3-4 years	0%	\$0
4-5 years	0%	\$0
		<b>\$14,375,298</b>

## Portfolio Statistics

Weighted Average Maturity 0.98 years  
 Weighted Average Yield 1.78%  
 Annualized Interest Income of Securities \$255,880

## Portfolio Allocation



6/30/2019

## Duration Diversification

	PERCENTAGE	DOLLAR AMOUNT
0-1 year	48%	\$6,875,807
1-2 years	52%	\$7,517,515
2-3 years	0%	\$0
3-4 years	0%	\$0
4-5 years	0%	\$0
		<b>\$14,393,322</b>

## Portfolio Statistics

Weighted Average Maturity 0.89 years  
 Weighted Average Yield 1.78%  
 Annualized Interest Income of Securities \$256,201

## Portfolio Allocation



For the Account of: **BEAVERCREEK CITY SCHOOL DISTRICT**

Account Number: **57 00 0010 0 00**  
Date: **JUNE 30, 2019**



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WE ENCOURAGE YOU TO REVIEW THIS STATEMENT WITH THE STATEMENT YOU RECEIVE FROM THE QUALIFIED CUSTODIAN. ADVISORY SERVICES PROVIDED BY MEEDER PUBLIC FUNDS, REGISTERED INVESTMENT ADVISER.

PENNY RUCKER  
BEAVERCREEK CITY SCHOOL DISTRICT  
3040 KEMP RD  
BEAVERCREEK OH 45431

For the Account of: BEAVERCREEK CITY SCHOOL DISTRICT



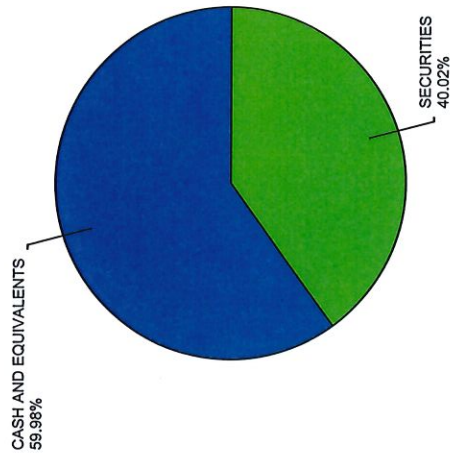
Account Number: 57 00 0010 0 00  
Date: JUNE 1, 2019 - JUNE 30, 2019

# Account Summary

## Portfolio Summary

Portfolio Assets	Value on		Est. Ann Income	% Total Assets
	MAY 31, 2019	JUN 30, 2019		
CASH AND EQUIVALENTS	26,195,164.10	21,261,657.39	524,311.71	59.98
SECURITIES	14,155,121.15	14,185,273.78	247,141.25	40.02
<b>TOTAL ASSETS</b>	<b>40,350,285.25</b>	<b>35,446,931.17</b>	<b>771,452.96</b>	

Asset Allocation (portfolio assets)



## Cash Activity Summary

	Credits	Debits	YTD
SECURITIES PURCHASED	.00	.00	-7,131,332.42
SECURITIES SOLD & REDEEMD	.00	.00	16,739,000.00
DEPOSITS & WITHDRAWALS	.00	-5,001,193.55	-7,518,855.87
DIVIDENDS	48,728.61	.00	583,991.90
INTEREST	18,958.23	.00	259,138.02
WITHHOLDING	.00	.00	.00
OTHER ACTIVITY	.00	.00	.00
<b>INCOME</b>	<b>This Period</b>	<b>67,686.84</b>	<b>YTD</b>
			<b>843,129.92</b>

## Realized Gain/Loss Summary

	This Period	YTD
SHORT-TERM	.00	157,541.09
LONG-TERM	.00	.00

For the Account of: BEAVERCREEK CITY SCHOOL DISTRICT

Account Number: 57 00 0010 0 00

Date: JUNE 1, 2019 - JUNE 30, 2019



## Portfolio Assets Detail

### CASH AND EQUIVALENTS

Description	Shares	Date Acquired	Total Cost	Current Share Price	Current Mkt Value	% of Portfolio	Unrealized Gain/Loss	Est. Ann Income	Yield at Cost
<b>CASH AND EQUIVALENTS</b>									
FGVXX - FIRST AMERICAN GOVT OBLIGATIONS FUND (31846V203)	185,049.79	06/30/2019	185,049.79	1.000	185,049.79	.52	.00	3,719.50	2.01
STAR OHIO (00001CASH)	21,076,602.14	06/30/2019	21,076,602.14	1.000	21,076,602.14	59.46	.00	520,592.07	2.47
STAR PLUS - TIER 1 (00002CASH)	5.46	06/30/2019	5.46	1.000	5.46	.00	.00	.14	2.52
<b>TOTAL CASH AND EQUIVALENTS</b>			<b>21,261,657.39</b>		<b>21,261,657.39</b>		<b>.00</b>	<b>524,311.71</b>	<b>2.47</b>

### TOTAL CASH AND EQUIVALENTS

### SECURITIES

Description	Shares	Date Acquired	Total Cost	Current Share Price	Current Mkt Value	% of Portfolio	Unrealized Gain/Loss	Est. Ann Income	Yield at Cost
<b>MATURITY (0-5 YRS)</b>									
MERRICK 1.75% 07/29/19 (59013JZH5)	247,000.00	07/25/2017	247,000.00	99.956	246,891.32	.70	-108.68	4,322.50	1.75
PINNACLE 1.70% 08/30/19 (72345SFR7)	249,000.00	08/21/2017	248,813.25	99.899	248,748.51	.70	-64.74	4,233.00	1.74
MRGN STANLEY PRIVATE 1.75% 09/03/19 (61760ADR7)	247,000.00	08/22/2017	246,506.00	99.901	246,755.47	.70	249.47	4,322.50	1.85
MRGN STANLEY 1.70% 09/03/19 (61747MYP0)	247,000.00	08/22/2017	246,506.00	99.892	246,733.24	.70	227.24	4,199.00	1.80

For the Account of: **BEAVERCREEK CITY SCHOOL DISTRICT**



Account Number: 57 00 0010 0 00

Date: JUNE 1, 2019 - JUNE 30, 2019

## Portfolio Assets Detail

### SECURITIES

Description	Shares	Date Acquired	Total Cost	Share Price	Current Mkt Value	% of Portfolio	Unrealized Gain/Loss	Est. Ann Income	Yield at Cost
WASHINGTON TR 1.70% 09/06/19 (940637JH5)	247,000.00	08/21/2017	246,876.50	99.887	246,720.89	.70	-155.61	4,199.00	1.73
DISCOVER 2.15% 09/17/19 (2546716Q8)	247,000.00	09/17/2014	247,000.00	99.977	246,943.19	.70	-56.81	5,310.50	2.15
GOLDMAN SACHS 2.10% 09/17/19 (38147J5J7)	247,000.00	09/17/2014	247,000.00	99.966	246,916.02	.70	-83.98	5,187.00	2.10
SALLIE MAE BK 2.15% 09/17/19 (795450TB1)	247,000.00	09/17/2014	247,000.00	99.977	246,943.19	.70	-56.81	5,310.50	2.15
AMERICAN EXPR 2.10% 09/18/19 (02587CBK5)	247,000.00	09/18/2014	247,000.00	99.966	246,916.02	.70	-83.98	5,187.00	2.10
BMW BANK 2.10% 09/19/19 (05580AAU8)	247,000.00	09/19/2014	247,000.00	99.941	246,854.27	.70	-145.73	5,187.00	2.10
COMENITY CAP 2.10% 09/23/19 (20033AGS9)	249,000.00	09/22/2014	249,000.00	99.948	248,870.52	.70	-129.48	5,229.00	2.10
ALLY BANK 1.30% 10/07/19 (02006LP23)	248,000.00	09/29/2016	248,000.00	99.688	247,226.24	.70	-773.76	3,224.00	1.30
FIRSTBANK 1.30% 10/07/19 (33767AG54)	249,000.00	09/30/2016	249,000.00	99.754	248,387.46	.70	-612.54	3,237.00	1.30
FNMA 1.30% 10/28/19 (3135G0R21) CALLABLE 07/28/2019	250,000.00	10/14/2016	250,000.00	99.737	249,342.50	.70	-657.50	3,250.00	1.30
FRST BUSINESS 1.50% 10/30/19 (31938QP65)	248,000.00	10/23/2015	248,000.00	99.768	247,424.64	.70	-575.36	3,720.00	1.50
SYNCHRONY 2.00% 10/31/19 (87165HEF3)	247,000.00	10/31/2014	247,000.00	99.973	246,933.31	.70	-66.69	4,940.00	2.00
BELMONT B&T 1.70% 11/06/19 (08016PCP2)	249,000.00	10/24/2017	248,875.50	99.835	248,589.15	.70	-286.35	4,233.00	1.73

For the Account of: BEAVERCREEK CITY SCHOOL DISTRICT

Account Number: 57 00 0010 0 00

Date: JUNE 1, 2019 - JUNE 30, 2019



## Portfolio Assets Detail

### SECURITIES

Description	Shares	Date Acquired	Total Cost	Current Share Price	Current Mkt Value	% of Portfolio	Unrealized Gain/Loss	Est. Ann Income	Yield at Cost
FARM BUREAU 1.70% 11/08/19 (307660KS8)	226,000.00	10/24/2017	225,887.00	99.834	225,624.84	.64	-262.16	3,842.00	1.73
FNMA 1.50% 11/26/19 (3136G4JE4) CALLABLE 08/26/2019	758,000.00	12/06/2016	757,355.70	99.756	756,150.48	2.13	-1,205.22	11,370.00	1.53
FNMA 1.75% 02/28/20 (3136G4LW1) CALLABLE 08/28/2019	1,250,000.00	02/28/2017	1,249,937.50	99.812	1,247,650.00	3.52	-2,287.50	21,875.00	1.75
CIT BANK 2.00% 05/28/20 (17284DBB7)	247,000.00	05/28/2015	247,000.00	99.838	246,599.86	.70	-400.14	4,940.00	2.00
FHLMC 1.85% 07/13/20 (3134GBXV9) CALLABLE 07/13/2019	284,000.00	07/05/2017	283,943.20	99.745	283,275.80	.80	-667.40	5,254.00	1.85
CAP ONE, N.A. 2.30% 07/29/20 (14042E4Z0)	247,000.00	07/29/2015	247,000.00	100.077	247,190.19	.70	190.19	5,681.00	2.30
FHLMC 1.50% 09/08/20 (3134GAJJ4)	780,000.00	08/26/2016	780,000.00	99.525	776,295.00	2.19	-3,705.00	11,700.00	1.50
BARCLAYS 2.20% 09/23/20 (06740KJQ1)	247,000.00	09/18/2015	247,000.00	100.082	247,202.54	.70	202.54	5,434.00	2.20
FHLMC 1.70% 09/29/20 (3134GBH21) CALLABLE 09/29/2019	734,000.00	09/13/2017	733,449.50	99.609	731,130.06	2.06	-2,319.44	12,478.00	1.73
FFCB 1.375% 10/19/20 (3133EGMM4) CALLABLE 07/02/2019	213,000.00	04/11/2019	210,916.36	99.304	211,517.52	.60	601.16	2,928.75	2.48
FHLMC 1.50% 10/19/20 (3134GASS4) CALLABLE 07/19/2019	1,100,000.00	10/06/2016	1,100,000.00	99.483	1,094,313.00	3.09	-5,687.00	16,500.00	1.50

For the Account of: BEAVERCREEK CITY SCHOOL DISTRICT



Account Number: 57 00 0010 0 00  
 Date: JUNE 1, 2019 - JUNE 30, 2019

## Portfolio Assets Detail

### SECURITIES

Description	Shares	Date Acquired	Total Cost	Current Share Price	Current Mkt Value	% of Portfolio	Unrealized Gain/Loss	Est. Ann Income	Yield at Cost
FNMA 1.50% 10/28/20 (3135G0Q97)	1,165,000.00	10/13/2016	1,165,000.00	99.430	1,158,359.50	3.26	-6,640.50	17,475.00	1.50
CALLABLE 07/28/2019									
FNMA 1.80% 11/25/20 (3136G4JF1)	1,000,000.00	11/23/2016	1,000,000.00	99.943	999,430.00	2.81	-570.00	18,000.00	1.80
CALLABLE 08/25/2019									
FFCB 2.15% 12/23/20 (3133EJAD1)	795,000.00	04/11/2019	791,613.30	100.419	798,331.05	2.24	6,717.75	17,092.50	2.41
FNMA 1.80% 06/02/21 (3136G3RJ6)	960,000.00	05/24/2016	960,000.00	99.480	955,008.00	2.68	-4,992.00	17,280.00	1.80
CALLABLE 09/02/2019									
<b>TOTAL MATURITY (0-5 YRS)</b>			<b>14,209,679.81</b>		<b>14,185,273.78</b>		<b>-24,406.03</b>	<b>247,141.25</b>	<b>1.78</b>
<b>TOTAL SECURITIES</b>			<b>14,209,679.81</b>		<b>14,185,273.78</b>		<b>-24,406.03</b>	<b>247,141.25</b>	<b>1.78</b>
<b>TOTAL ASSETS</b>			<b>35,471,337.20</b>		<b>35,446,931.17</b>		<b>-24,406.03</b>	<b>771,452.96</b>	<b>2.19</b>

For the Account of: BEAVERCREEK CITY SCHOOL DISTRICT

Account Number: 57 00 0010 0 00

Date: From JUNE 01, 2019 through JUNE 30, 2019



# Statement of Transactions

Date		Total Cash	Investment Cost Basis
	<b>INTEREST</b>		
06/03/2019	INTEREST RECEIVED FNMA 1.80% 06/02/21	8,640.00	
06/06/2019	INTEREST RECEIVED BELMONT B&T 1.70% 11/06/19	359.52	
06/07/2019	INTEREST RECEIVED FIRSTBANK 1.30% 10/07/19	274.92	
06/10/2019	INTEREST RECEIVED FARM BUREAU 1.70% 11/08/19	326.31	
06/24/2019	INTEREST RECEIVED COMENITY CAP 2.10% 09/23/19	444.11	
06/24/2019	INTEREST RECEIVED FFCB 2.15% 12/23/20	8,546.25	
06/28/2019	INTEREST RECEIVED MERRICK 1.75% 07/29/19	367.12	
	<b>TOTAL INTEREST</b>	<b>18,958.23</b>	<b>0.00</b>
	<b>ORDINARY DIVIDENDS</b>		
06/03/2019	DIVIDEND RECEIVED FGVXX - FIRST AMERICAN GOVT OBLIGATIONS FUND	259.05	
06/28/2019	DIVIDEND RECEIVED STAR OHIO	48,469.56	
	<b>TOTAL ORDINARY DIVIDENDS</b>	<b>48,728.61</b>	<b>0.00</b>



For the Account of: BEAVERCREEK CITY SCHOOL DISTRICT

Account Number: 57 00 0070 0 00

Date: From JUNE 01, 2019 through JUNE 30, 2019



## Statement of Transactions

Date		Total Cash	Investment Cost Basis
	<b>NET PURCHASES AND SALES OF ASSETS</b>		
06/12/2019	REDEMPTION STAR OHIO	3,000,000.00	-3,000,000.00
06/26/2019	REDEMPTION STAR OHIO	2,000,000.00	-2,000,000.00
06/28/2019	DIVIDEND REINVESTMENT STAR OHIO	-48,469.56	48,469.56
06/30/2019	NET OF DEPOSITS & WITHDRAWALS FGVXX - FIRST AMERICAN GOVT OBLIGATIONS FUND	-18,023.73	18,023.73
	<b>TOTAL PURCHASES</b>	<b>-66,493.29</b>	<b>66,493.29</b>
	<b>TOTAL SALES</b>	<b>5,000,000.00</b>	<b>-5,000,000.00</b>
	<b>TOTAL NET PURCHASES AND SALES OF ASSETS</b>	<b>4,933,506.71</b>	<b>-4,933,506.71</b>
	<b>GAIN (LOSS) REALIZED ON SALES</b>	<b>0.00</b>	
	<b>DISBURSEMENTS TO OR FOR BENEFICIARIES</b>		
06/12/2019	CLIENT WITHDRAWAL	-3,000,000.00	
06/26/2019	CLIENT WITHDRAWAL	-2,000,000.00	
	<b>TOTAL DISBURSEMENTS TO OR FOR BENEFICIARIES</b>	<b>-5,000,000.00</b>	<b>0.00</b>

For the Account of: BEAVERCREEK CITY SCHOOL DISTRICT



Account Number: 57 00 0070 0 00  
 Date: From JUNE 01, 2019 through JUNE 30, 2019

## Statement of Transactions

Date		Total Cash	Investment Cost Basis
	<b>OTHER EXPENSES</b>		
06/20/2019	INVESTMENT COUNSEL FEE	-1,074.20	
06/25/2019	CUSTODIAN FEES	-119.35	
	<b>TOTAL OTHER EXPENSES</b>	<b>-1,193.55</b>	<b>0.00</b>
	<b>NON CASH ENTRIES</b>		
	<b>ADJUSTMENTS TO SECURITIES</b>		
06/23/2019	TAX LOT ADJUSTMENT FOR ACCRUED INT FFCB 2.15% 12/23/20		-5,175.23
	<b>TOTAL ADJUSTMENTS TO SECURITIES</b>	<b>0.00</b>	<b>-5,175.23</b>

B. FY19 Final Certificate of Estimated Resources

SEE NEXT PAGE(S)

**BEAVERCREEK CITY SCHOOL DISTRICT**  
**AMENDED OFFICIAL CERTIFICATE OF ESTIMATED RESOURCES / APPROPRIATIONS**  
 Office of the budget commission of Greene County, Xenia Ohio  
 To the Taxing Authority of the Beavercreek City School District  
 The following is the amended official certificate of estimated resources for the fiscal year beginning July 1, 2018, as revised by the Budget Commission of said County, which shall govern the total appropriations made at any time during such fiscal year.

Presented to the Board: July 18, 2019

Fund	Fund	Unencumbered	* Tax	Other	Total	Total	FY2019	Balance
		Balance						
	1	July 1, 2018			Revenue			
<b>General Fund</b>	<b>1</b>	<b>\$ 23,946,178.93</b>	<b>\$ 66,360,755.00</b>	<b>\$ 21,127,481.14</b>	<b>\$ 87,488,236.14</b>	<b>\$ 111,434,415.07</b>	<b>\$ 91,668,001.00</b>	<b>\$ 19,766,414.07</b>
Ferguson Land Lab Trust Fund	7	1,490.23	0.00	1,259.27	1,259.27	2,749.50	2,749.50	0.00
Scholarship Private Purpose Fund	7	6,787.60	0.00	43,850.00	43,850.00	50,637.60	48,500.00	2,137.60
Public School Support Fund	18	446,322.20	0.00	230,588.18	230,588.18	676,910.38	483,393.62	193,516.76
Other Grants Fund	19	8,710.87	0.00	1,878.50	1,878.50	10,589.37	4,995.50	5,593.87
Athletics and District Managed Activity Fund	300	503,973.28	0.00	633,077.93	633,077.93	1,137,051.21	817,633.59	319,417.62
Auxiliary Services Fund	401	244,223.45	0.00	1,454,630.31	1,454,630.31	1,698,853.76	1,698,845.50	8.26
Data Communications Fund	451	0.00	0.00	18,000.00	18,000.00	18,000.00	18,000.00	0.00
Straight A Grant	466	490.00	0.00	190,525.94	190,525.94	191,015.94	191,015.94	0.00
Miscellaneous State Grants Fund	499	0.00	0.00	127,537.72	127,537.72	127,537.72	127,537.72	0.00
IDEA-B / Parent Mentor Grant Fund	516	0.00	0.00	2,695,109.04	2,695,109.04	2,695,109.04	2,695,109.04	0.00
Title III Limited English Proficiency Fund	551	0.00	0.00	78,787.85	78,787.85	78,787.85	78,787.85	0.00
Title I Disadvantaged Children Grant Fund	572	0.00	0.00	646,677.61	646,677.61	646,677.61	646,677.61	0.00
IDEA Preschool Grant Fund	587	0.00	0.00	98,571.08	98,571.08	98,571.08	98,571.08	0.00
Title II-A Improving Teacher Quality Grant Fund	590	0.00	0.00	189,333.03	189,333.03	189,333.03	189,333.03	0.00
Miscellaneous Federal Grants Fund	599	0.00	0.00	516,898.21	516,898.21	516,898.21	516,898.21	0.00
<b>Total Special Revenue Fund</b>		<b>1,211,997.63</b>	<b>0.00</b>	<b>6,926,724.67</b>	<b>6,926,724.67</b>	<b>8,138,722.30</b>	<b>7,618,048.19</b>	<b>520,674.11</b>
Bond Retirement Fund - 1995 Bond Issue	0000	2,657,579.23	3,529,726.53	0.00	3,529,726.53	6,187,305.76	3,559,722.43	2,627,583.33
Bond Retirement - Prepayment of Debt	9000	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Bond Retirement Fund - 2008 Bond Issue	9008	2,570,848.90	4,805,999.56	0.00	4,805,999.56	7,376,848.46	5,049,028.34	2,327,820.12
MVH Stadium Debt	9300	125,113.81	0.00	130,000.00	130,000.00	255,113.81	123,346.25	131,767.56
<b>Total Debt Service Fund</b>	<b>2</b>	<b>5,353,541.94</b>	<b>8,335,726.09</b>	<b>130,000.00</b>	<b>8,465,726.09</b>	<b>13,819,268.03</b>	<b>8,732,097.02</b>	<b>5,087,171.01</b>
Permanent Improvement Voted Levy Fund	3	173,794.15	867,993.37	24,668.00	892,661.37	1,066,455.52	789,668.00	276,787.52
Permanent Improvement Inside Millage Fund	3	1,804,990.13	1,852,712.58	0.00	1,852,712.58	3,657,702.71	2,375,848.60	1,281,854.11
MVH / Zink Field Stadium Project Fund	3	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Building / Construction Fund - 2008 Bond Issue	4	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Building / Construction Fund	4	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Capital Projects Fund</b>		<b>1,978,784.28</b>	<b>2,720,705.95</b>	<b>24,668.00</b>	<b>2,745,373.95</b>	<b>4,724,158.23</b>	<b>3,165,516.60</b>	<b>1,558,641.63</b>
Food Service Fund	6	301,891.16	0.00	2,184,679.65	2,184,679.65	2,486,570.81	2,305,265.00	181,305.81
Uniform School Supply Fund	9	891,446.01	0.00	492,009.60	492,009.60	1,383,455.61	895,534.18	487,921.43
Summer School Fund	20	51,118.70	0.00	70,375.00	70,375.00	121,493.70	75,000.00	46,493.70
<b>Total Enterprise Fund</b>		<b>1,244,455.87</b>	<b>0.00</b>	<b>2,747,064.25</b>	<b>2,747,064.25</b>	<b>3,991,520.12</b>	<b>3,275,799.18</b>	<b>715,720.94</b>
Medical/Dental Self-Insurance Fund	24	4,136,959.56	0.00	17,032,920.09	17,032,920.09	21,169,879.65	17,750,000.00	3,419,879.65
Workers' Compensation Insurance Fund	27	515,863.60	0.00	0.00	0.00	515,863.60	200,000.00	315,863.60
<b>Total Internal Service Fund</b>		<b>4,652,823.16</b>	<b>0.00</b>	<b>17,032,920.09</b>	<b>17,032,920.09</b>	<b>21,685,743.25</b>	<b>17,950,000.00</b>	<b>3,735,743.25</b>
District Agency Fund	22	937,502.27	0.00	8,115,396.91	8,115,396.91	9,052,899.18	8,900,000.00	152,899.18
Student Managed Activity Fund	200	179,925.74	0.00	139,458.06	139,458.06	319,383.80	292,421.20	26,962.60
<b>Total Fiduciary Fund</b>		<b>1,117,428.01</b>	<b>0.00</b>	<b>8,254,854.97</b>	<b>8,254,854.97</b>	<b>9,372,282.98</b>	<b>9,192,421.20</b>	<b>179,861.78</b>
<b>TOTALS</b>		<b>\$ 39,505,209.82</b>	<b>\$ 77,417,187.04</b>	<b>\$ 56,243,713.12</b>	<b>\$ 133,660,900.16</b>	<b>\$ 173,166,109.98</b>	<b>\$ 141,601,883.19</b>	<b>\$ 31,564,226.79</b>

\* Tax Revenue = Real Estate, Personal (PU & Other), Trailer, Homestead & Rollback, \$10K Exempt.

(A): Updated estimated revenue and appropriations based on actual revenue and expenditures for FY19

Treasurer's Certification:

Resolution:

C. FY20 Certificate of Estimated Resources

SEE NEXT PAGE(S)

**BEAVERCREEK CITY SCHOOL DISTRICT**  
**AMENDED OFFICIAL CERTIFICATE OF ESTIMATED RESOURCES / APPROPRIATIONS**  
 Office of the budget commission of Greene County, Xenia Ohio

To the Taxing Authority of the Beavercreek City School District  
 The following is the amended official certificate of estimated resources for the fiscal year beginning July 1, 2019, as revised by the Budget Commission of said County, which shall govern the total appropriations made at any time during such fiscal year.

Presented to the Board: July 18, 2019

Fund	Fund	Unencumbered	* Tax	Other	Total	Total	FY2020	Balance
		Balance	Revenue	Revenue	Estimated	Resources	Appropriations	
	1	July 1, 2019			Revenue			
General Fund	1	\$ 20,856,597.35	\$ 73,862,291.00	\$ 19,543,612.00	\$ 93,405,903.00	\$ 114,262,500.55	\$ 94,219,627.00	\$ 20,042,873.55
Ferguson Land Lab Trust Fund	7	0.00	0.00	1,200.00	1,200.00	1,200.00	1,200.00	0.00
Scholarship Private Purpose Fund	7	3,087.60	0.00	47,500.00	47,500.00	50,587.60	34,000.00	16,587.60
Public School Support Fund	18	447,141.95	0.00	250,000.00	250,000.00	697,141.95	500,000.00	197,141.95
Other Grants Fund	19	9,660.13	0.00	1,500.00	1,500.00	11,160.13	5,000.00	6,160.13
Athletics and District Managed Activity Fund	300	531,495.69	0.00	750,000.00	750,000.00	1,281,495.69	800,000.00	481,495.69
Auxiliary Services Fund	401	115,292.79	0.00	0.00	0.00	115,292.79	115,292.79	0.00
Data Communications Fund	451	0.00	0.00	18,000.00	18,000.00	18,000.00	18,000.00	0.00
Straight A Grant	466	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Miscellaneous State Grants Fund	499	0.00	0.00	8,840.86	8,840.86	8,840.86	8,840.86	0.00
IDEA-B / Parent Mentor Grant Fund	516	0.00	0.00	2,067,402.98	2,067,402.98	2,067,402.98	2,067,402.98	0.00
Title III Limited English Proficiency Fund	551	0.00	0.00	38,883.53	38,883.53	38,883.53	38,883.53	0.00
Title I Disadvantaged Children Grant Fund	572	0.00	0.00	453,497.72	453,497.72	453,497.72	453,497.72	0.00
IDEA Preschool Grant Fund	587	0.00	0.00	72,983.81	72,983.81	72,983.81	72,983.81	0.00
Title II-A Improving Teacher Quality Grant Fund	590	0.00	0.00	150,753.23	150,753.23	150,753.23	150,753.23	0.00
Miscellaneous Federal Grants Fund	599	0.00	0.00	520,764.15	520,764.15	520,764.15	520,764.15	0.00
<b>Total Special Revenue Fund</b>		<b>1,106,676.16</b>	<b>0.00</b>	<b>4,381,326.28</b>	<b>4,381,326.28</b>	<b>5,488,004.44</b>	<b>4,786,619.07</b>	<b>701,385.37</b>
Bond Retirement Fund - 1995 Bond Issue	0000	2,627,583.33	3,500,000.00	0.00	3,500,000.00	6,127,583.33	3,700,000.00	2,427,583.33
Bond Retirement - Prepayment of Debt	9000	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Bond Retirement Fund - 2008 Bond Issue	9008	2,327,820.12	4,900,000.00	0.00	4,900,000.00	7,227,820.12	5,000,000.00	2,227,820.12
MVH Stadium Debt	9300	131,767.56	0.00	130,000.00	130,000.00	261,767.56	123,406.25	138,361.31
<b>Total Debt Service Fund</b>	<b>2</b>	<b>5,087,171.01</b>	<b>8,400,000.00</b>	<b>130,000.00</b>	<b>8,530,000.00</b>	<b>13,617,171.01</b>	<b>8,823,406.25</b>	<b>4,793,764.76</b>
Permanent Improvement Voted Levy Fund	3	285,214.87	860,000.00	0.00	860,000.00	1,145,214.87	763,030.00	382,184.87
Permanent Improvement Inside Millage Fund	3	1,386,911.71	1,840,000.00	0.00	1,840,000.00	3,226,911.71	1,800,000.00	1,426,911.71
MVH / Zink Field Stadium Project Fund	3	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Building / Construction Fund - 2008 Bond Issue	4	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Building / Construction Fund	4	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Capital Projects Fund</b>		<b>1,672,126.58</b>	<b>2,700,000.00</b>	<b>0.00</b>	<b>2,700,000.00</b>	<b>4,372,126.58</b>	<b>2,563,030.00</b>	<b>1,809,096.58</b>
Food Service Fund	6	222,735.73	0.00	2,114,580.00	2,114,580.00	2,337,315.73	2,262,978.00	74,337.73
Uniform School Supply Fund	9	846,836.43	0.00	500,000.00	500,000.00	1,346,836.43	750,000.00	596,836.43
Summer School Fund	20	75,132.44	0.00	45,000.00	45,000.00	120,132.44	45,000.00	75,132.44
<b>Total Enterprise Fund</b>		<b>1,144,704.60</b>	<b>0.00</b>	<b>2,659,580.00</b>	<b>2,659,580.00</b>	<b>3,804,284.60</b>	<b>3,057,978.00</b>	<b>746,306.60</b>
Medical/Dental Self-Insurance Fund	24	3,905,580.08	0.00	8,000,000.00	8,000,000.00	11,905,580.08	11,905,580.08	0.00
Workers' Compensation Insurance Fund	27	392,162.28	0.00	0.00	0.00	392,162.28	200,000.00	192,162.28
<b>Total Internal Service Fund</b>		<b>4,297,742.36</b>	<b>0.00</b>	<b>8,000,000.00</b>	<b>8,000,000.00</b>	<b>12,297,742.36</b>	<b>12,105,580.08</b>	<b>192,162.28</b>
District Agency Fund	22	603,287.84	0.00	8,300,000.00	8,300,000.00	8,903,287.84	8,587,502.27	315,785.57
Student Managed Activity Fund	200	195,074.59	0.00	190,056.05	190,056.05	385,130.64	287,616.64	117,514.00
<b>Total Fiduciary Fund</b>		<b>798,362.43</b>	<b>0.00</b>	<b>8,490,056.05</b>	<b>8,490,056.05</b>	<b>9,288,418.48</b>	<b>8,855,118.91</b>	<b>433,299.57</b>
<b>TOTALS</b>		<b>\$ 34,963,382.69</b>	<b>\$ 84,962,291.00</b>	<b>\$ 43,204,574.33</b>	<b>\$ 128,166,865.33</b>	<b>\$ 163,130,248.02</b>	<b>\$ 134,411,359.31</b>	<b>\$ 28,718,888.71</b>

\* Tax Revenue = Real Estate, Personal (PU & Other), Traller, Homestead & Rollback, \$10K Exempt.

(A):  
 (B):

Treasurer's Certification:

Resolution:

D. FY19 Transfer and Advances

SEE NEXT PAGE(S)

DATE	TYPE	Transfer/ Advance Out Amount	Transfer/ Advance In Amount	FROM	Fund Name	Fund/ FUNC	TO	Fund Name	Fund/ FUNC
6/30/2019	Transfer	\$ 12,663.80	\$ 12,663.80	General (Fee Waivers)		001-7200-910-2950-000000-000-00-00E	USS - BHS		009-5100-9100-010
6/30/2019	Transfer	\$ 2,249.40	\$ 2,249.40	General (Fee Waivers)		001-7200-910-2950-000000-000-00-00E	USS - FH		009-5100-9150-015
6/30/2019	Transfer	\$ 6,258.30	\$ 6,258.30	General (Fee Waivers)		001-7200-910-2950-000000-000-00-00E	USS - AMS		009-5100-9350-035
6/30/2019	Transfer	\$ 4,968.60	\$ 4,968.60	General (Fee Waivers)		001-7200-910-2950-000000-000-00-00E	USS - CMS		009-5100-9300-030
6/30/2019	Transfer	\$ 1,710.00	\$ 1,710.00	General (Fee Waivers)		001-7200-910-2950-000000-000-00-00E	USS - VES		009-5100-9500-050
6/30/2019	Transfer	\$ 3,025.00	\$ 3,025.00	General (Fee Waivers)		001-7200-910-2950-000000-000-00-00E	USS - PES		009-5100-9550-055
6/30/2019	Transfer	\$ 4,300.00	\$ 4,300.00	General (Fee Waivers)		001-7200-910-2950-000000-000-00-00E	USS - PES		009-5100-9600-060
6/30/2019	Transfer	\$ 3,285.00	\$ 3,285.00	General (Fee Waivers)		001-7200-910-2950-000000-000-00-00E	USS - SES		009-5100-9700-070
6/30/2019	Transfer	\$ 4,150.00	\$ 4,150.00	General (Fee Waivers)		001-7200-910-2950-000000-000-00-00E	USS - MES		009-5100-9800-080
6/30/2019	Transfer	\$ 875.00	\$ 875.00	General (Fee Waivers)		001-7200-910-2950-000000-000-00-00E	USS - TES		009-5100-9850-085
6/30/2019	Transfer	\$ 55,134.50	\$ 55,134.50	General		001-7200-910-2950	Student Nutrition (Bad Debt Board Policy)		006-5100
6/30/2019	Transfer	\$ 3,495.20	\$ 3,495.20	General		001-7200-910-2950	Student Nutrition (Calamity Lost Revenue)		006-5100
6/30/2019	Advance	\$ 260.00	\$ 260.00	Athletic Fund		300-7410-921-0000	ICE HOCKEY		300-5210-9082
6/30/2019	Advance	\$ 628.00	\$ 628.00	Ankeny Principal's Fund		018-7410-921-9350-035	ANK MUSE MACHINE & DRAMA CLUB		300-5210-9360-035
6/30/2019	Advance	\$ 4,440.98	\$ 4,440.98	General		001-7410-921-2950	Ohio MHAS Grant FY18		499-5210-9018
6/30/2019	Advance	\$ 3,432.00	\$ 3,432.00	General		001-7410-921-2950	Ohio MHAS Grant FY19		499-5210-9019
6/30/2019	Advance	\$ 967.88	\$ 967.88	General		001-7410-921-2950	School Psych Intern FY19		499-5210-9219
6/30/2019	Advance	\$ 291,622.92	\$ 291,622.92	General		001-7410-921-2950	IDEA-B FY19		516-5210-9019
6/30/2019	Advance	\$ 3,000.00	\$ 3,000.00	General		001-7410-921-2950	Parent Mentor FY19		516-5210-9219
6/30/2019	Advance	\$ 5.50	\$ 5.50	General		001-7410-921-2950	Title III Immigrant FY19		551-5210-9019
6/30/2019	Advance	\$ 29,150.21	\$ 29,150.21	General		001-7410-921-2950	Title I FY19		572-5210-9019
6/30/2019	Advance	\$ 18,312.66	\$ 18,312.66	General		001-7410-921-2950	Preschool FY19		587-5210-9019
6/30/2019	Advance	\$ 614.23	\$ 614.23	General		001-7410-921-2950	ECSE Restoration FY19		587-5210-9019
6/30/2019	Advance	\$ 22,834.12	\$ 22,834.12	General		001-7410-921-2950	Title II-a FY19		590-5210-9019
6/30/2019	Advance	\$ 14,138.00	\$ 14,138.00	General		001-7410-921-2950	Title IV-A FY19		599-5210-9019
6/30/2019	Advance	\$ 69,935.25	\$ 69,935.25	General		001-7410-921-2950	Starbase FY19		599-5210-9819
7/1/2019	Advance	\$ 260.00	\$ 260.00	ICE HOCKEY		300-7410-921-9082-010	Athletic Fund		300-5220-000-000
7/1/2019	Advance	\$ 628.00	\$ 628.00	ANK MUSE MACHINE & DRAMA CLUB		300-7410-921-9360-035	Ankeny Principal's Fund		018-5220-9350-085
7/1/2019	Advance	\$ 4,440.98	\$ 4,440.98	Ohio MHAS Grant FY18		499-7420-922-9018	General		001-5220
7/1/2019	Advance	\$ 3,432.00	\$ 3,432.00	Ohio MHAS Grant FY19		499-7420-922-9019	General		001-5220
7/1/2019	Advance	\$ 967.88	\$ 967.88	School Psych Intern FY19		499-7420-922-9219	General		001-5220
7/1/2019	Advance	\$ 291,622.92	\$ 291,622.92	IDEA-B FY19		516-7420-922-9019	General		001-5220
7/1/2019	Advance	\$ 3,000.00	\$ 3,000.00	Parent Mentor FY19		516-7420-922-9219	General		001-5220
7/1/2019	Advance	\$ 5.50	\$ 5.50	Title III Immigrant FY19		551-7420-922-9019	General		001-5220
7/1/2019	Advance	\$ 29,150.21	\$ 29,150.21	Title I FY19		572-7420-922-9019	General		001-5220
7/1/2019	Advance	\$ 18,312.66	\$ 18,312.66	Preschool FY19		587-7420-922-9019	General		001-5220
7/1/2019	Advance	\$ 614.23	\$ 614.23	ECSE Restoration FY19		587-7420-922-9119	General		001-5220
7/1/2019	Advance	\$ 22,334.12	\$ 22,334.12	Title II-a FY19		590-7420-922-9019	General		001-5220
7/1/2019	Advance	\$ 14,138.00	\$ 14,138.00	Title IV-A FY19		599-7420-922-9019	General		001-5220
7/1/2019	Advance	\$ 69,935.25	\$ 69,935.25	Starbase FY19		599-7420-922-9819	General		001-5220
TOTALS		\$ 1,020,298.30	\$ 1,020,298.30						



E. June 2019 Donated Items

DONOR	ITEM/GIFT RECEIVED BY	ITEM DONATED
Hickey, Janine	Coy Middle School Principal's Fund	\$50.00
Kona Ice	Coy Muse Machine	\$311.60

Ms. Arnold seconded the motion.

ROLL CALL: Gene Taylor, aye; Peg Arnold, aye; Krista Hunt, aye; Jo Ann Rigano, aye.

Motion carried 4-0.

**XI. NEW BUSINESS – ITEMS FOR BOARD ACTION - RESOLUTION # 2019-50**

Mr. Arnold made a motion to consider the recommendation of the Superintendent to approve the July 2019 new business items A-K as presented.

A. Employment, Salary Changes, Leaves of Absence, Terminations, Job Descriptions

SEE NEXT PAGE(S)

The following certificated persons are recommended for employment, salary change, leave of absence and termination of contract.

### EMPLOYMENT 2019-2020

#### Administrator

Otten, Paul Superintendent Central Office	New Five (5) Year Contract Effective August 1, 2020 - July 31, 2025 Renewal (per written contract on file)
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#### Teachers

Besson, Layla Intervention Specialist Trebein Elementary School	Effective 2019-2020 School Year One Year Limited Contract Masters+45, 10 Years Experience Credit
Betzold, Sarah Grade 2 Shaw Elementary School	Effective 2019-2020 School Year One Year Limited Contract - Automatic Non-Renewal Bachelor's, 5 Years Experience Credit
Brinson, Jonathan Intervention Specialist Main Elementary School	Effective 2019-2020 School Year One Year Limited Contract Master's, 9 Years Experience Credit
Kraus, Emily Intervention Specialist Coy Middle School	Effective 2019-2020 School Year One Year Limited Contract Master's+45, 0 Years Experience Credit
Streiff, Jason Design Lab Coy Middle School	Effective 2019-2020 School Year One Year Limited Contract Master's+45, 10 Years Experience Credit
Villars, Jodi Adaptive Physical Education	Effective 2019-2020 School Year One Year Limited Contract Bachelor's+150, 2 Years Experience Credit

#### Non-Bargaining Unit Employee

Trumbull, Rachel School Social Worker	Effective 2019-2020 School Year One Year Limited Contract Master's, 3 Years Experience Credit State Certification Included
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2019-2020 Supplemental Contracts

The following personnel are recommended for employment in the Supplemental Salary Positions shown for the 2019-2020 school year subject to the terms and conditions of the State Board of Education Rules 3301-20-01, 3301-26-01 and 3301-27-02. Pursuant to ORC 3313.53, vacant positions were posted for licensed employees, licensed non-employees, and non-licensed non-employees. For the positions for which there were no qualified licensed individuals, licensed non-employees or non-licensed non-employees are recommended. Salaries shall be paid according to the Supplemental Salary Schedule adopted for the 2019-2020 school year.

Bundy, Tanner Non-Licensed, Non-Employee	Head 8th Grade Volleyball Coach - Girls Scale 8, Step 1 - 0 Years Longevity Credit (L-0)
Chaffin, Jordan Non-Licensed, Non-Employee	Head Freshman Volleyball Coach - Girls Scale 7, Step 1 - 0 Years Longevity Credit (L-0)
McGaha, Margaret Licensed, Non-Employee	Assistant Middle School Cross Country Coach (1/2 Assignment) Scale 8, Step 1 - 0 Years Longevity Credit (L-0)
Pinkerton, Timothy Licensed, Non-Employee	Assistant Middle School Cross Country Coach Scale 8, Step 1 - 0 Years Longevity Credit (L-0)
Schweikert, Lukas Licensed, Non-Employee	Assistant Middle School Cross Country Coach (1/2 Assignment) Scale 8, Step 1 - 0 Years Longevity Credit (L-0)

2018-2019 Extended School Year Nurse

Alaimo, Susan

2018-2019 Summer State Testing Tutors \$31.20 per Hour, Not to Exceed 30 Hours

Miller, Melissa

Reidenbaugh, Derek

2018-2019 ESY/Summer School Administrator \$2,500.00 Stipend

Rogers, Erin

2018-2019 Summer School Substitutes

Zwick, Anita

2019-2020 Substitute Teacher

Benkovic, John	Gregga, Sarah	Reidenbaugh, Derek
Blackaby, Melissa	Hamilton-Sosa, Janette	Rice, James
Calhoun, Stephanie	Hamlin, Joseph	Rice, Linda
Cantz, Diane	Harney, John	Roberts, Diane
Cassell, Debbie	Hedgorth, Gregory	Sakulich, Diane
DiNapoli, Julia	Helfinstine, Kalie	Scheff, Diane
Elmore, Linda	Helmstetter, Janice	Slone, Lorraine
Exman, Emily	Herzing, Philip	Sosa Fuentes, Salvador
Ganguli, Shampa	Jackson, Jeffrey	Staiger, Kathryn
Garrison, Kristen	Kuech, Megan	VanDewerker, Tracey
Geer, J. Mike	Kustowski, Diana	Vincent, Patrick
Gilley, Karen	Morton, Patricia	Virgilio, Sunna
Glenn, George	Myers, William	Vore, Heather
Goedde, Suzanne	Otten, Julie	Wolfe, Daniel

**SALARY ADJUSTMENTS DUE TO ADDITIONAL ADDITIONAL SEMESTER HOURS/EXPERIENCE VERIFICATION**

Bernlohr, Beth	from M+15 to M+30
Boddie, Amber	from M+15 to M+30
Kirchbaum, Brandi	from M+15 to M+30
Massarelli, Corey	from M to M+15
Nachlinger, Sharma	from M to M+45
Sites, Courtney	from Step 0 to Step 5
Snider, Thomas	from M to M+15
Southard, Jaclyn	from M+15 to M+30
Streck, Julie	from Step 0 to Step 4
Treon, Michael	from Step 0 to Step 5
Ungru, Jeffrey	from B+150 to M
Urbaniak, Jennifer	from Step 0 to Step 1
Williams, Amy	from B+150 to M

**ADJUSTMENTS**

Ash, Suzanne	<b>Continuing</b> Contract Issued 2019
Caras, Geroge	Scale XIII - High School Principal - Step <b>9, M</b>
Carson, Emily	Step <b>1</b>
Drayer, Kerry	Step <b>13</b>
Jones, Jacquelyn	<b>M+30</b>

**ADVANCEMENT TO CONTINUING CONTRACT**

NAME	TRAINING	SALARY STEP	EXPERIENCE CREDIT
Ungru, Jeffrey			M 6 6

**STARBASE ADJUSTMENTS**

Ehlers, JoAnna	\$17,490.00
Meyers, Amy	\$17,490.00

**LEAVE OF ABSENCES**

Kramer, Margaret Shaw Elementary School	Effective 08/12/2019 - 05/26/2020 184 Days Unpaid
Shadle, Katie Fairbrook Elementary School	Effective 08/12/2019 - 12/20/2019 46 Days Unpaid

**TERMINATIONS**

Teachers

Boucher, Janet  
Coy Middle School

Intervention Specialist  
Resignation, Personal  
Effective July 31, 2019

Chamberlain, Laura  
Beavercreek High School

Social Studies  
Did Not Accept Recall  
Effective May 31, 2019

Whitaker, Jason  
Ankeney and Coy Middle School

Design Lab  
Resignation, Personal  
Effective July 31, 2019

**STARBASE**

Simmons, Christina

STARBASE Part-time Instructor  
Resignation , Personal  
Effective July 11, 2019

Warren, Shawn

STARBASE Part-time Instructor  
Resignation to Accept Instructor Position  
Effective July 15, 2019



The following individuals are recommended for employment, extended time, lateral transfer, leave of absence, promotion, recall, temporary transfer, and voluntary transfer:

**EMPLOYMENT**

Administrator

Rucker, Penelope Treasurer/CFO Central Office	Addendum to Existing Contract Effective August 1, 2019 Addendum (Per written addendum on file)
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Bus Driver Trainee

Everhart, Jennifer  
Webb, Esther

Computer Technician

McCoppin, Keith Computer Technician Central Office (REPLACEMENT)	August 1, 2019 Base Contract 2020 Step 4/L-0/BCSD 0 Years Exp. \$23.51/hr.
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Extended School Year – (Current Hourly Rate)

Blackmore, Tammy (Substitute)  
Dhond, Suchita (Substitute & Sub Rate)

MOU Bus Driver

Balmer, Lori	Step 12/L-1	\$25.21/hr.
Kuntz, Robert	Step 6	\$22.17/hr.
McCoy, Lynn	Step 12/L-1	\$25.21/hr.

Seasonal Help

Anderson-Lutz, Chrisonna	General Labor IV	\$11.00/hr.
Biggers, Britni	General Labor IV	\$11.00/hr.

Special Needs Assistant (Instructional)

Krajicek, Brandee Special Needs Asst. (Instructional) Beavercreek High School (REPLACEMENT)	Effective August 12, 2019 Base Contract 2020 Step 4/L-0/BCSD 0 Years Exp. \$18.58/hr.
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Powell, Michele Special Needs Asst. (Instructional) Trebein Elementary (REPLACEMENT)	Effective August 12, 2019 Base Contract 2020 Step 1/L-0/BCSD 0 Years Exp. \$17.46/hr.
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Substitute – Administrative AssistantKeggan, Julia  
Sparks, JenniferNoonan, Jennifer  
Thomas, Paula

Pompos, Courtney

Substitute – Building/Office AssistantKeggan, Julia  
Thomas, Paula

Lawson, April

Noonan, Jennifer

Substitute – IMC Technician

Ganguli, Shampa

Noonan, Jennifer

Taylor-Reiley, Karen

Substitute – Monitor Assistant (2 hr.)

Noll, Jennifer

Noonan, Jennifer

Thomas, Paula

Substitute – Monitor Assistant (Study Hall)Noonan, Jennifer  
Thomas, PaulaSubstitute – NurseOwen, Stephanie  
Roberts, TracySubstitute – Special Needs Assistant (Instructional)Amerson, Chandra  
Jones, Lindsey  
Taylor-Reiley, KarenAmmon, Michelle  
Noll, Jennifer  
Thomas, PaulaGilley, Karen  
Noonan, JenniferSubstitute – Special Needs Assistant (Transportation)

Wright, Mary

Substitute – Student NutritionKaur, Charnjit  
Marshall, Tabitha

Knodel, Heidi

Kuhnwald, Lora

Substitute – Teacher AssistantGanguli, Shampa  
Noonan, JenniferGilley, Karen  
Taylor-Reiley, KarenNoll, Jennifer  
Thomas, Paula

**EXTENDED TIME**

Alessandro, Robert  
Bus Driver  
June 19, 2019  
CPR Training

**LATERAL TRANSFER**

Weaver, Debra  
FROM: Student Nutrition – Hourly @ Ankeney Middle School  
TO: Student Nutrition – Hourly @ Main Elementary  
Effective August 12, 2019  
(REPLACEMENT)

**LEAVE OF ABSENCE**

Kremer, Sherri  
Monitor Assistant – Valley Elementary  
Effective May 20-23, 2019  
4 Unpaid Days – Unauthorized

Lewis, Geoffrey  
Driver – Transportation  
Effective March 19, 2019 – May 23, 2019

Miller, Billie  
Custodian – Shaw Elementary  
Effective June 22, 2019 – October 14, 2019  
75 Unpaid Days

**PROMOTION**

Coon, Jamie  
FROM: Student Nutrition – Hourly @ Main Elementary – Step 3  
TO: Student Nutrition – Satellite Manager IIIB @ Main Elementary – Step 2  
Effective August 12, 2019  
(REPLACEMENT) \$16.85/hr.

**RECALL FROM REDUCTION IN FORCE**

Dennull, Walter  
Custodian  
Central Office  
Effective July 1, 2019  
Two-Year Contract 2019-2021 (New)  
Step 5/L-0/BCSD 1 Year Exp.  
(REPLACEMENT) \$19.73/hr.

**TEMPORARY TRANSFER**

Dennull, Walter  
FROM: Custodian @ Central Office (4 hrs.)  
TO: Custodian @ Shaw Elementary (8 hrs.)  
Effective July 1, 2019

**VOLUNTARY TRANSFER**

Gscheidle, Kelli  
FROM: Elementary Skills Lab Tech @ Shaw Elementary  
TO: Teacher Assistant Split Between Parkwood & Shaw Elementaries – Step 6  
Effective August 12, 2019  
(REPLACEMENT) \$18.55/hr.

B. Approval of BEA/BCEA Negotiated Contracts

SEE NEXT PAGE(S)

**BOARD and BEA Tentative Agreement Package  
Negotiations, 2019**

**Item # 1 Reduction in Force**

Article 14 – REDUCTION IN PROFESSIONAL STAFF MEMBERS

**14.01**     Reasons for RIF

Reduction in Force shall be defined as ~~that~~ **the** process utilized to reduce the number of Professional Staff Members for the following reasons:

- A.     decreases in pupil enrollment
- B.     suspension of schools or territorial changes affecting the District
- C.     return of Professional Staff Members from leaves of absence
- D.     return to duty of Professional Staff Members on disability leaves of absence
- E.     anticipated lack of funds.

**14.04**     Procedure

All reduction in staff pursuant to this policy shall be made first by attrition and then as follows:

- A. Staff reduction procedures will be made system-wide according to Professional Staff Member's area(s) of certification/license on file in the office of the Director of Human Resources and valid on the date of contract suspension. ***Each position identified by the Board as a reduction will be given a randomly generated number and listed by that number. Using a random number generator, one (1) position will be identified and the Reduction in Force procedure will be applied to that position. This process will be repeated for each identified position.***
- B. Contracts of Professional Staff Members serving under temporary certificates or in their first year of teaching on a one-year only contract for Professional Staff Members on a leave of absence shall be considered next.
- C. ***Professional Staff Members who are in their first year with the District shall have their OTES ratings from their prior district used in the process. OTES ratings from other districts will not be used for teachers who have an OTES rating in Beavercreek within the previous three (3) years. First year teachers who do not have an OTES final summative rating within the previous three (3) years shall be placed in 14.04 D.1.***
- D. Contracts of Professional Staff Members on limited contracts and teaching for Professional Staff Members on a leave of absence for the second consecutive year or more and contracts of all other Professional Staff Members on limited contracts shall be placed on the seniority list. These Professional Staff Members shall be considered next and shall be suspended in the following **order** manner:
  - 1. Professional Staff Members whose ***highest final summative rating within the previous three (3) school years is*** ~~have achieved a rating of~~ Ineffective on OTES as provided in Article 10.11 ***and first year teachers who do not have an OTES final summative rating within the previous three (3) years*** shall be suspended on a last employed – first suspended basis, then



**BOARD and BEA Tentative Agreement Package  
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2. Professional Staff Members whose **highest final summative rating within the previous three (3) school years** ~~have achieved a rating of~~ *is* Developing, Skilled and/or Accomplished on OTES as provided in Article 10.11 ~~will be considered to be "comparable" and~~ shall be suspended on a last employed - first suspended basis, then
3. Professional Staff Members whose **highest final summative rating within the previous three (3) school years** *is* ~~have achieved a rating of~~ Developing, Skilled and/or Accomplished on OTES as provided in Article 10.11 will be considered to be "comparable" and shall be suspended on a last employed - first suspended basis.

**E. 3.** Should the length of continuous **service employment** be equal for two (2) or more Professional Staff Members considered for suspension in each of the ~~two (2)~~ **three (3)** groups above, then the total years of teaching experience in the School District (minus time accrued on a BOARD-approved Leave of Absence, except Maternity, **Family Medical Leave, Service-Connected Injury Leave, Bereavement Leave, Emergency Leave** and Child Care Leave) shall prevail, and if prior teaching experience is equal, the following should be used to determine which contract shall be suspended:

1. First - holding of graduate degree in subject matter or field of study;
2. second - semester hours in the subject matter or field of study;
3. third - graduate degree in unrelated subject area or field of study; and
4. finally, semester hours in an unrelated subject area or field of study.

**F. D.** Should it become necessary to suspend any Professional Staff Member with a continuing contract pursuant to this policy, such Professional Staff Members shall be grouped by OTES rating as above (either Ineffective, ~~or~~ Developing ~~or~~ Skilled/Accomplished) and suspension shall be made **in the following order from:**

1. Professional Staff Members with a continuing contract and rated Ineffective on a last employed - first suspended basis and; then
2. Professional Staff members with a continuing contract and rated Developing/~~Skilled/Accomplished~~ on a last employed - first suspended basis **and; then**
3. Professional Staff members with a continuing contract and rated Skilled/Accomplished on a last employed - first suspended basis.
4. Should the length of continuous **service employment** for two (2) or more Professional Staff Members with a continuing contract who are being considered for suspension be equal, then the procedure outlined in paragraph **E.** of this Section shall be followed.

**G.** It is understood that voluntary transfer requests may be considered and involuntary transfers affected, as determined by the Superintendent, in order to assign Professional Staff Members whose contracts have not been suspended so as to meet the staffing needs of the District. However, involuntary transfers will be used only after the voluntary transfer process has not placed displaced Professional Staff Members in available positions.

**BOARD and BEA Tentative Agreement Package  
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**H.** Any Professional Staff Member displaced from his/her current teaching assignment due to reduction in force may bump the most junior Professional Staff Member in another teaching field in which he/she is certificated/licensed, provided such certification/licensure is on file with the Director of Human Resources.

1. In no event shall a Professional Staff Member with a rating of Ineffective exercise bumping rights over a Professional Staff Member rated Developing/Skilled/Accomplished.
2. ***In no event shall a Professional Staff Member with a rating of developing exercise bumping rights over a Professional Staff Member rated Skilled/Accomplished.***
3. In no event shall a Professional Staff Member without a continuing contract or part-time Professional Staff Member without a continuing contract exercise bumping rights over a full-time Professional Staff Member with a continuing contract.
4. ***In no event shall a Professional Staff Member serving under a temporary certificate or in their first year of teaching on a one-year only contract for a Professional Staff Member on a leave of absence exercise bumping rights over a full time professional staff member with a continuing or limited contract.***

**I.** If the current framework of OTES changes, the OTES committee will meet to review how this may affect Reduction in Force language and propose changes to Association President and the Superintendent.

**14.05**     Seniority Defined

Seniority shall be defined as the continuous ~~service or~~ employment of a Professional Staff Member beginning with the date the BOARD, by resolution, offered the contract of employment.

**14.06**     Continuous Employment

Continuous employment for **the** purposes of this policy shall include:

- A. all time on sick leave
- B. all time on disability leave while receiving Workers' Compensation as a result of employment with the BOARD
- C. all time while on involuntary military leave of absence
- D. all time during suspension of a Professional Staff Member if the Professional Staff Member is reinstated
- E. all time on Maternity and/or Child Care Leave
- F. all time accrued on any BOARD-approved Leave of Absence
- G. all time on Family and Medical Leave

**14.07**     Seniority Loss

Seniority shall be lost when a Professional Staff Member.

**BOARD and BEA Tentative Agreement Package  
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1. Resigns
2. Retires
3. Leaves the employment of the BOARD ~~due to non-renewal~~, provided the Professional Staff Member is not re-employed at the start of the next school year and incurs no actual break in service, ~~and due to termination of contract.~~

**14.08 Rights to Recall**

Professional Staff Members whose contracts have been suspended pursuant to reduction shall have recall rights as follows:

- A. ***When a vacancy exists which the BOARD has determined to fill***, Recall of Professional Staff Members' contracts shall be made system-wide according to Professional Staff Members' area(s) of certification/licensure on file in the Director of Human Resources' Office and valid at the time of recall on a last suspended first recalled basis.
- B. Upon being recalled, the Professional Staff Member shall be placed at the same contract status and salary placement and retain the same seniority ~~and benefits~~ as held when said Professional Staff Member's contract was suspended.
- C. Recall rights shall be for a period of twenty-one (21) calendar months after the effective date of suspension of the contract. Professional Staff Members who wish restoration shall keep their current address on file with the Treasurer of the BOARD. Professional Staff Members who do not respond to a restoration notice for five (5) school days (or ten (10) calendar days when school is not in session) after receipt of notice by certified mail (or if such notice is returned undelivered) shall forfeit all rights to restoration.

**Item # 2 Conferences (Parent-Professional Staff Member)**

**12.05 Guidelines for Parent-Professional Staff Member Conferences**

A. & B. No Changes

C. ~~Elementary and Middle School~~ ***Preschool through 12th grade*** Parent-Professional Staff Member Conferences

1. ~~Elementary and Middle School~~ ***Preschool through 12th grade*** Parent-Professional Staff Member Conferences for evaluation purposes should last a minimum of fifteen (15) minutes per conference and scheduling should be arranged in each building according to the program being used in that building. ***The equivalent to two (2) days annually*** shall be authorized for ~~elementary and middle school~~ parent-Professional Staff Member conferences.

**BOARD and BEA Tentative Agreement Package  
Negotiations, 2019**

2. ~~The elementary and middle school~~ Professional Staff Members shall be allowed flex-time in scheduling conferences **according to district conference procedures included in staff handbooks or** as approved by the Building Principal.

**Item # 3 Calendar**

12.02 School Calendar

- A. Beginning the **2019-2020** school year, the school calendar shall consist of one hundred eighty-four (184) days for Professional Staff Members as follows:

178	Days of instruction (this includes calamity days or any other excused days)
3	Professional Development Days
1	Opening Meeting/Professional Development Day
1	Teacher Work Day
<u>1</u>	Record keeping Day at the end of the last semester
=	184 Days

- B. Orientation for new Professional Staff Members shall precede the opening of school.
- C. ~~The school year shall begin with staff meetings on the Monday three weeks prior to Labor Day.~~ **The school calendar shall begin with staff meetings during the second full week of August.**
- D. Labor Day shall be a non-contract day.
- E. The day before Thanksgiving, Thanksgiving Day and the following Friday shall be non-contract days. **The Monday and Tuesday prior to Thanksgiving will be one (1) conference exchange day and a professional development day (Public School Works Exchange Day).**
- F. Winter Vacation. ~~Winter vacation shall consist of eight (8) to ten (10) weekdays under the following guidelines: School shall close for the entire week (Monday through Friday) containing December 25 and reopen no earlier than January 3.~~ **Winter vacation shall consist of at least two (2) full weeks (10 weekdays) and three (3) weekends containing December 25.**
- G. - L., No Changes
- M. The Board will adopt two consecutive school year calendars using the above formula by the March Board meeting. ~~For example: The 2016-2017 calendar has been approved with this Agreement. The 2017-2018 calendar will be approved by March 2016.~~
- N. - Q., No Changes

**BOARD and BEA Tentative Agreement Package  
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**Item # 4 - Traveling Teachers**

***NEW 12.09 Traveling Professional Staff Members***

*A Professional Staff Member who is required to travel between buildings during his/her regularly scheduled work day shall be entitled to the following considerations:*

*A. Standard reasonable travel times based on distance and other relevant factors will be established by the district administration for all travel between buildings. Travel time shall be calculated beginning with the start time of the next period at the building being left by the teacher or for buildings that do not have periods, when the teacher is no longer assigned responsibility with students. Travel time shall include a minimum of 15 minutes of non-instructional and non-duty time in addition to the actual travel time before beginning an instructional responsibility with students or assigned duty.*

	<u>CO/PS</u>	<u>BHS</u>	<u>FH</u>	<u>AMS</u>	<u>CMS/ TRBN</u>	<u>FBK</u>	<u>Main</u>	<u>PKWD</u>	<u>Shaw</u>	<u>Valley</u>
<u>CO/PS</u>		22	23	27	25	25	20	25	19	24
<u>BHS</u>	22		23*	25	20	23	17	25	25	22
<u>FH</u>	23	23*		26	21	23	17	26	24	23
<u>AMS</u>	27	25	26		29	20	23	23	25	22
<u>CMS/TRBN</u>	25	20	21	29		26	26	30	30	27
<u>FBK</u>	25	23	23	20	26		21	25	25	19
<u>Main</u>	20	17	17	23	23	21		22	22	20
<u>PKWD</u>	25	25	26	23	30	25	22		23	26
<u>Shaw</u>	19	25	24	25	30	25	22	23		24
<u>Valley</u>	24	22	23	22	27	19	20	26	24	

*\*Includes walking time between Ferguson Hall and Beavercreek High School*

*B. Special consideration will be provided to traveling teachers for instances when the schedule does not permit them to be in their assigned locations simultaneously (ie. testing schedules, two hour delays, assemblies, special and unexpected events.)*

*C. Any time between the end of the travel time and the start of the teacher's next instructional responsibility with students or plan time shall be duty time for the teacher as assigned by the building principal.*

**BOARD and BEA Tentative Agreement Package  
Negotiations, 2019**

*D. The building principal shall meet with each traveling teacher at the beginning of every quarter to address the teacher's travel arrival time, duty assignment and known special events which might alter the teacher's arrival time.*

**Item # 5 Class Size/Case Load**

12.01 School Day

**F. Class Preparations**

1. Every effort will be made to assign Professional Staff Members at the high school and middle school no more than three (3) class preparations a day per semester. Any level within a given subject, which has a separate course of study and is identified by a separate course name, is considered a distinct and separate preparation from all other levels within that subject. If deemed necessary, an assignment of four (4) class preparations per day will be given first to Professional Staff Members who volunteer. However, the principal may make an involuntary assignment of more than three (3) class preparations per day after consultation with the appropriate Department Chair and the affected Professional Staff Member. This will occur only if student course requests so dictate after the master scheduling has been completed and no later than the last day of the school year, unless enrollment changes after the close of the school year require otherwise. There will be no involuntary assignment of five (5) class preparations per day, except under extraordinary circumstances. *If Professional Staff Members are assigned to both elementary (K-5) and secondary (6-12) grade levels the above language regarding class preparations will apply.*
2. Every effort will be made to equalize class size within each department as much as possible, based upon student enrollment and need.

~~G. For the 2017-2018 school year, Middle Schools *Secondary schools (6-12)* will operate on an eight (8) period day with Professional Staff Members will conducting **up to** six (6) instructional periods. Any Professional Staff Member volunteering to teach more than six (6) instructional periods will be compensated as outlined in Article 7.04. For the purpose of definition during the 2017-2018 school year, the following terminology applies:~~

~~Assigned Duty – The assignment of student control responsibilities shall consist of the Professional Staff Member being assigned to work with and/or advise students in a manner that does not require him/her to engage in preparation or grading activities outside the assigned period:~~

~~Middle School Building Leadership Teams will work collaboratively to develop a recommended Middle School Schedule by the end of October, 2017 and effective beginning the 2018 – 2019 school year. In term negotiations to consider the recommendations will occur beginning in November, 2017.~~



**BOARD and BEA Tentative Agreement Package  
Negotiations, 2019**

**ARTICLE 13 - MISCELLANEOUS PROVISIONS**

**13.01 Class Size**

- A. A strong effort will be made in scheduling to keep class size as small as possible and to equalize, to the extent feasible, class size and student load within each building. The BOARD and the Administration will strive to meet the pupil/teacher ratio as recommended in the minimum standards currently in effect for Ohio elementary and secondary schools and the guidelines below:
- Preschool classes follow state requirements
  - K-3, twenty-five (25) students per homeroom
  - 4-5, twenty-eight (28) students per homeroom
  - 6-12, one hundred sixty-eight (168) students per load (six (6) sections at twenty-eight (28))\*
- \*With the exception of secondary music courses and Study Hall

*If Professional Staff Members are assigned to both elementary (K-5) and secondary (6-12) grade levels the daily student load of the Professional Staff Members will be determined proportionally to their grade level assignments within their school day using the guidelines stated above and the Professional Staff Members may be assigned a maximum of six (6) instructional periods as stated in 12.01 G.*

B. - D., No Changes

**Item #6 Leave**

**9.01 Sick Leave**

- A. Days of absence authorized under this provision shall be deducted from the sick leave accumulation. One and one-fourth (1 1/4) days of sick leave shall be granted full-time Professional Staff Members for each completed month of employment up to fifteen (15) days per year. Unused sick leave is cumulative to a maximum accumulation of ~~330~~ **345** days. Any Professional Staff Member who has accumulated the maximum of ~~330~~ **345** total sick leave days is eligible for a maximum of fifteen (15) additional sick leave days per year as approved by the Superintendent at the end of each school year. These additional days are not chargeable to the ~~330~~ **345** total and are non-accumulative.
- B. - E., No Changes
- F. Sick leave notification ~~form~~ must be completed for any day or part of day used and submitted to the appropriate building Principal no later than the fourth (4th) workday after returning to work from sick leave. ~~The form must include a signed statement verifying usage of sick leave for one of the reasons stated above. See Appendix D.~~ **Notification of use of sick leave, using the determined procedures, also serves as verification of the Professional Staff Member usage of sick leave for one of the reasons stated in Article 9.01 D.**

**BOARD and BEA Tentative Agreement Package  
Negotiations, 2019**

G. Deductions of sick leave due to use will be in one-fourth day blocks as follows: 0-2 hours, no deduction; over two (2) hours to four (4) hours, then one-half (1/2) day; over four (4) hours to six hours, then three-fourths (3/4) day; over six (6) hours, then one (1) full day shall be deducted. ***After four (4) sick leave absences of 0-2 hours by a Professional Staff Member in a school year, all further sick leave absences will be charged in one-fourth (1/4) day blocks as used for the remainder of the school year.*** ~~In cases of recurring ***recurrent*** or habitual absences of less than two (2) hours by a Professional Staff Member, such periods of absence shall be cumulated and deducted as though they had been a single absence. ***All sick leave use of two (2) hours or less will be reported by Professional Staff Members in accordance with Article 9.01 F.***~~

H. - J., No Changes

**9.05 Personal Leave**

D. Personal leave cannot be used for personal illness, emergency dental or medical appointments, injury or exposure to severe contagious disease, inability to perform job assignment due to pregnancy or illness or injury in the Professional Staff Member's immediate family or any other reason covered by sick leave unless in accordance with 9.20 J ***or all accumulated sick leave has been exhausted.***

**Item # 7 Evaluations (OTES)**

**10.11 Standards-Based Teacher Evaluation**

- A. No Changes
- B. See Housekeeping
- C. - J., No Changes
- K. Items 1-5, No Changes

***K., new 6***

***6. Professional Staff Members whose most recent performance rating is ineffective or developing may request, prior to September 15th of each year, an alternative credentialed evaluator. In such a case that a professional staff member requests an evaluator who is different than the assigned evaluator, the building principal will be listed as the professional staff member's secondary evaluator. In the event the requested primary evaluator cannot complete the evaluation, the Professional Staff Member will be permitted the opportunity to request an alternative primary evaluator.***

L. Evaluation Program Committee

1. The Association and the Board agree to establish a joint committee for the purpose of assessing, reviewing, and making recommendations with regard to the ~~Standards-Based Teacher Evaluation Program, including Student Growth Measures~~ ***Professional Staff Member Evaluation Program.***

**BOARD and BEA Tentative Agreement Package  
Negotiations, 2019**

2. The Committee will be comprised of five (5) Association representatives, the Association President or designee, and six (6) administrators appointed by the Superintendent or designee. The representatives selected by the Association or his/her designee will be chosen to include Professional Staff Members from multiple content areas and grade levels.
3. The committee will meet at **least three 3 times per year and no more than six 6 times per year.** ~~least one (1) time but not more than three (3) times per year.~~
4. The committee will communicate any results from its review and recommendations regarding the Professional Staff Member Evaluation Program, including Student Growth Measures, to the Superintendent and the Association President who will provide a joint statement to the Administration and Professional Staff Members to promote program consistency throughout the District.
5. Changes to the **Professional Staff Member** Evaluation Program, including the development, processes, instruments, and any other related areas, will not be made mid-year unless approved by the Committee.

**Item #8 Salary and Benefits**

Base Salary Increases:

- 2019-2020: 3%
- 2020-2021: 2.5%
- 2021-2022: 2.5%                      \*See Appendix X attachments for salary schedules

**Health Insurance**

Butler Health Plan (BHP) Medical effective January 1, 2020

- Anthem is the BHP medical insurance carrier. Board pays 85% of the monthly premium. Three plans are offered. See Summary of In-Network Medical Plan Options 2020. Anticipated 2020 Premium rates:
  - Anthem PPO
    - Single: \$718/mo. (\$107.70, employee portion)
    - Family \$1,850/mo. (\$277.50, employee portion)
  - Anthem High Deductible Health Plan (HSA)
    - Single \$634/mo. (\$95.10, employee portion)
    - Family \$1,637/mo. (\$245.55, employee portion)
  - Anthem Minimum Value Plan (MVP):
    - Single: \$563/mo., (\$84.45, employee portion)
    - Family: \$1,451/mo. (\$217.65, employee portion)
- Board/BHP will provide member training and learning opportunities this fall before open enrollment

**BOARD and BEA Tentative Agreement Package  
Negotiations, 2019**

- Board will work with BHP to expedite a Butler Advantage Health and Wellness clinic in Beavercreek, if Beavercreek is determined to be the clinic location. See Butler Advantage Health and Wellness Center flyer
- For Employees that enroll BHP Medical Plan:
  - \$1500 stipend per member for transition to medical plan during insurance plan Years 2020 and 2021 of the agreement to be paid in equal semi-annual amounts on or before the second pay in February and August of calendar years 2020 and/or 2021.
  - \$1500 stipend to offset spousal carve out of medical plan during insurance plan Years 2020 and 2021 of the agreement to be paid in equal semi-annual amounts on or before the second pay in February and August of calendar years 2020 and/or 2021.
  - \$750 stipend to offset additional medical insurance out of pocket during insurance plan Years 2020 and 2021 of the agreement to be paid on or before the second pay in February of calendar years 2020 and/or 2021.
  - High Deductible Health Care Plan Health Savings Account BOARD contribution will be \$750 for a single plan and \$1500 for a family plan placed into the HSA Savings account on the first bank business day in January, beginning January 2020.
- For Employees NOT enrolling in BHP Medical plan
  - Insurance Buyout - \$500.00 for each full six (6) month period (January through June and July through December beginning January 1, 2020) an employee does not enroll in his/her own BHP Medical Insurance plan to be paid on or before the second pay of July and second pay of January. Payments will begin in July of 2020.

**Medical Insurance Plan Information for Prorated Situations**

- Members of the bargaining unit who did not have a BHP Medical Plan who experience a qualifying life-changing event and take their own BHP Medical Plan during calendar years 2020 and/or 2021 and for any new employees hired after January 1, and who take their own BHP Medical Plan in calendar years 2020 and/or 2021 will be paid a prorated portion of the following annual amounts based on their month of hire or enrollment:
  - the \$1500 spousal carve out stipend, if applicable,
  - the \$750 offset stipend
- If prorated, payment will be no later than sixty (60) days following enrollment in BHP Medical Plan (For example, if an employee is hired or enrolled in July, he/she is paid 50% of the above-listed stipends.)
- Members of the bargaining unit who did not have a BHP Medical Plan who experience a qualifying life-changing event and take their own BHP Medical Plan and for any new employees hired after January 1, and who take their own BHP Medical Plan will be paid a prorated portion of the following annual amount based on their month of hire or enrollment:
  - the HDHP/HSA contribution, as specified above, if applicable
  - payment will be no later than sixty (60) days following enrollment in BHP Medical Plan

**BOARD and BEA Tentative Agreement Package  
Negotiations, 2019**

- Members of the bargaining unit who did not have a BHP Medical Plan who experience a qualifying life-changing event and take their own BHP Medical Plan and for any new employees hired after January 1, and who do not take their own BHP Medical Plan will be paid a prorated portion of the following semi-annual amount based on his/her month of hire or enrollment:
  - \$500 buyout amount for each full six (6) month period (January through June and July through December beginning January 1, 2020). Payment to be made on or before the second pay of July and second pay of January. Payments will begin in July of 2020.  
(For example, if an employee is hired or enrolled in July, he/she is paid 50% of the above-listed stipends.)

**Dental Insurance**

BHP Dental Plan (Delta Dental) effective January 1, 2020.

- Delta Dental is the Butler Health Plan dental insurance carrier. BOARD pays 90% of the monthly premium. Current 2019 rates are listed below as an example.
  - Basic Dental
    - Single \$27/mo. (\$2.70 employee portion)
    - Family \$68/mo. (\$6.80 employee portion)
  - Standard Dental
    - Single \$40/mo. (\$4.00 employee portion)
    - Family \$104/mo. (\$10.40 employee portion)
  - Premium Dental
    - Single \$48/mo. (\$4.80 employee portion)
    - Family \$113/mo. (\$11.30 employee portion)

**Vision Insurance**

No Change

**BOARD and BEA Tentative Agreement Package  
Negotiations, 2019**

**7.06 Supplemental Salary**

B. Supplemental Longevity

1. Longevity Formula

<u>Longevity Scale</u>	<u># of years <i>Years of Experience</i></u>	<u>Increase Over Current Step Placement on the Dollar Schedule in 7.06</u>
(L-0)	0-4	Current Step Salary X 1.0
(L-1)	5-8	Current Step Salary X 1.05
(L-2)	9-12	Current Step Salary X 1.10
(L-3)	13-16	Current Step Salary X 1.15
(L-4)	17-20	Current Step Salary X 1.20
(L-5)	21-24	Current Step Salary X 1.25
<b>(L-6)</b>	<b>25+</b>	<b>Current Step Salary X 1.30</b>

2. Years of experience shall be computed in the following manner:

- a. One (1) year of experience will be counted as one (1) year ~~when continuing~~ with the same *sport (Ex. 4 years coaching 7th boys basketball = 4 years if moving to high school assistant girls basketball)* position. (Ex. 8 years in the 7th grade basketball = 8 years of experience, providing there is no interruption in service, unless approved by the Superintendent.)
- b. If a Professional Staff Member moves from one (1) position to another, each year of experience will count as one half (1/2) year of experience toward a new job classification. (Ex. 8 years in 7th grade basketball = 4 years toward longevity for 9th grade basketball providing no interruption in service.) All experience must be in the same sport or activity, **regardless of gender**. (Ex. Basketball, Soccer, Chess Advisor, Vocal Music.)
- ~~c. All experience must be in the same sport or activity. (Ex. Basketball, Chess Advisor, Vocal Music.)~~
- d. c. For longevity purposes, all experience must be **in with** the Beavercreek City Schools System **unless approved by the Superintendent**.



**BOARD and BEA Tentative Agreement Package  
Negotiations, 2019**

*d. Only one (1) year of experience can be gained during a school year (coaching more than one (1) season per school year only counts as one (1) year experience)*

**Housekeeping**

**MOU Signed 1/9/2019**

2.02 Conducting Negotiations

A. Negotiation meetings shall be preceded by a letter of request from the party wishing to initiate negotiations. The letter of request for negotiations must be received by the Superintendent's Office or by the President of the ASSOCIATION between the dates of ~~March 15~~ **January 1** and April 1. If negotiations are initiated by the ASSOCIATION, this letter should come from the President of the ASSOCIATION and be directed to the Superintendent. If negotiations are initiated by the BOARD, they shall submit said letter to the President of the ASSOCIATION through the Superintendent. Negotiation meetings will commence ~~on or about April 15th~~ **within approximately two weeks of receipt of the initiation letter by either party.** Both teams shall in good faith try to reach an agreement prior to June 1st.

**MOU Signed 07/20/2018**

7.08 Supplemental

Update and/or add the following positions:

<u>Title/Position</u>	<u># of Positions</u>	<u>Scale</u>	<u>Description</u>
Competitive Cheer Coach - Winter	1	10	Rename to "Middle School Competitive Cheer Coach -Winter" to reflect age group they work with; leave at scale 10 as that is what sideline cheer at MS level is compensated.
Competitive Cheer Coach - Winter	1	Move from 9 to 8	Rename to "Varsity Competitive Cheer Coach -Winter" to reflect age group they work with; move to scale 8 (currently 9) as that is what sideline cheer at the varsity level is compensated.
Freshman Basketball Cheer Coach - Winter	1	Move from 10 to 9	Move to scale 9 (currently 10) as that is what the same position is compensated during the fall season for freshman football cheer (matching compensation pattern for all other fall/winter cheer alike positions).

**BOARD and BEA Tentative Agreement Package  
Negotiations, 2019**

Assistant Varsity Competitive Cheer Coach - Winter	1	9	New position. Matches level of competition and consistently provides adequate supervision and instruction.
Assistant High School Marching Band & Summer Band	1	4	New position. Matches level of competition and consistently provides adequate supervision and instruction. Currently, this "position" is filled by a volunteer that is "compensated" by Beavercreek Music Parents Organization.
High School ROTC Drill Team/Color Guard	1	6	New position. Matches level of neighboring district ROTC program. Year Long. Will be split between two ROTC instructors.

7.08 Supplemental

Two (2) *Assistant High School Cross Country Coach* positions will be added to Scale 5

**MOU Signed 03/13/2019**

7.08 Supplemental

*High School Local Scholarship Coordinator* will be added to Scale 10.

**MOU Signed 11/14/2018**

7.08 Supplemental

One (1) *Assistant High School Swim Team Coach* position will be added to Scale 6

**MOU Signed 10/16/2017**

7.11 Payroll Procedures

**VOLUNTARY DEDUCTIONS**

United Way ~~First~~ *All*\*\*

\*\*Deducted in near equal payments for ~~six~~ *twelve* months, January through ~~June~~ *December*.

**MOU Signed 08/27/2018**

13.05 Tuition Free Attendance

*Children, step children, and/or foster children* of non-resident Professional Staff Members ~~and/or step children~~ residing in the Professional Staff Member's household may attend the Beavercreek Schools on a tuition-free basis providing:

**BOARD and BEA Tentative Agreement Package  
Negotiations, 2019**

- A. The Superintendent has the sole right to determine admittance and to assign each student. Resident students shall take priority over nonresident students in all matters of class/course selection and placement. All students are approved on a "current school year only" basis and each year is a separate year. The enrollment of a student under this section does not guarantee enrollment in the next year.
- B. The BOARD shall not be responsible for providing any pupil transportation for such students ~~from or to points outside the Beavercreek School District.~~
- C. Professional Staff Members who are not employed before August 1 may submit such request up to three (3) days before the start of the school year.
- D. As specified in ORC 3313.64, no child will be permitted to enroll in Beavercreek via following an employed parent after the first day of school.**
- E. Such students shall be subject to the same rules and regulations as any other student.
- F. Student may be suspended or expelled as any other student.
- G. Decisions made by the Superintendent under this section are not appealable under the grievance procedure.

**In-Term Bargaining November 2, 2017**

12.01 School Day

~~G. For the 2017-2018 school year, Middle Schools will operate on an eight (8) period day with Professional Staff Members conducting six (6) instructional periods. Any Professional Staff Member volunteering to teach more than six (6) instructional periods will be compensated as outlined in Article 7.04. For the purpose of definition during the 2017-2018 school year, the following terminology applies:~~

~~Assigned Duty – The assignment of student control responsibilities shall consist of the Professional Staff Member being assigned to work with and/or advise students in a manner that does not require him/her to engage in preparation or grading activities outside the assigned period.~~

~~Middle School Building Leadership Teams will work collaboratively to develop a recommended Middle School Schedule by the end of October, 2017 and effective beginning the 2018 – 2019 school year. In-term negotiations to consider the recommendations will occur beginning in November, 2017. **Beginning with the 2018-2019 school year, the recommendations submitted by the Middle School Joint Building Leadership Teams are accepted. Middle school schedules will be a seven (7) period day for students, plus one (1) Study Hall Flex Period. Each instructional period will be near-equal in length with a Study Hall Flex Period staffed by Professional Staff Members. The Study Hall Flex Period will be placed in the second half of the Middle School day.**~~

**9.20 Family Medical Leave**

**BOARD and BEA Tentative Agreement Package  
Negotiations, 2019**

H. No other employment benefits accrue during a family and medical leave. No funeral, injury, sabbatical, military, professional or political leave benefits will be paid if such occur during a family and medical leave. The length of service of an employee on an approved family medical leave of absence shall not be broken, and the time spent on such leave shall be counted as continuous **service employment**.

**Changes due to Updates in Law**

10.11 Standards Based Teacher Evaluation<sup>1</sup>

B. ***Standards-Based*** Teacher Evaluation Teacher evaluations will be based in equal part upon teacher performance (50%) and student growth (50%). However, if Ohio law, the State Board, or ODE changes the matrix for the final summative rating so that the percentage weight of student growth measures is lowered, the district will use the lower percentage. For example, if the 50/50 percentage split is changed to 65/35 percentage split, the new split will be used. ***when the standards based framework for the evaluation of teachers changes, pursuant to R.C. 3319.111 and effective with the 2020-2021 school year, the parties agree to implement said framework at that time. The parties agree to meet as necessary prior to the effective date to develop A memorandum of understanding to address these changes will be cooperatively developed between the ASSOCIATION and BOARD prior to the effective date of implementation.***

**ARTICLE 17 - DURATION AND IMPLEMENTATION**

17.01 Duration

This AGREEMENT shall be effective from August 1, ~~2017~~ **2019**, and shall continue in full force and effect until July 31, ~~2019~~ **2022**, and from year to year thereafter, unless either the BOARD or the ASSOCIATION serves written notice on the other of its intention to either terminate, amend, or modify this AGREEMENT as required by Article 2, Section 2.02 of this AGREEMENT. Any agreement or amendment supplemental hereto shall not be binding on either party unless executed in writing by the parties hereto.

Beavercreek Education Association  
 Master Contract Effective August 1, 2019 Through July 31, 2020

Beavercreek City School District  
Teachers' Salary Schedule

Base Salary: \$39,273  
 Effective: FY2020

STEP	BA		BA/150 Sem. Hrs.		MA		MA+15		MA+30		MA+45	
	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY
0	1.0000	\$39,273	1.0743	\$42,191	1.1293	\$44,351	1.1858	\$46,570	1.2438	\$48,848	1.3048	\$51,243
1	1.0798	\$42,407	1.1298	\$44,371	1.1895	\$46,715	1.2460	\$48,934	1.3040	\$51,212	1.3650	\$53,608
2	1.1363	\$44,587	1.1863	\$46,550	1.2497	\$49,079	1.3062	\$51,298	1.3642	\$53,576	1.4252	\$55,972
3	1.1908	\$46,766	1.2408	\$48,730	1.3099	\$51,444	1.3664	\$53,663	1.4244	\$55,940	1.4854	\$58,336
4	1.2463	\$48,946	1.2963	\$50,910	1.3701	\$53,808	1.4266	\$56,027	1.4846	\$58,305	1.5456	\$60,700
5	1.3018	\$51,126	1.3518	\$53,089	1.4303	\$56,172	1.4868	\$58,391	1.5448	\$60,669	1.6058	\$63,065
6	1.3573	\$53,305	1.4073	\$55,269	1.4905	\$58,536	1.5470	\$60,755	1.6050	\$63,033	1.6660	\$65,429
7	1.4128	\$55,485	1.4628	\$57,449	1.5507	\$60,901	1.6072	\$63,120	1.6652	\$65,397	1.7262	\$67,793
8	1.4683	\$57,665	1.5183	\$59,628	1.6109	\$63,265	1.6674	\$65,484	1.7254	\$67,762	1.7864	\$70,157
9	1.5238	\$59,844	1.5738	\$61,808	1.6711	\$65,629	1.7276	\$67,848	1.7856	\$70,126	1.8466	\$72,522
10	1.5793	\$62,024	1.6293	\$63,987	1.7313	\$67,993	1.7878	\$70,212	1.8458	\$72,490	1.9068	\$74,886
11	1.6348	\$64,204	1.6848	\$66,167	1.7915	\$70,358	1.8480	\$72,577	1.9060	\$74,854	1.9670	\$77,250
12	1.6903	\$66,383	1.7403	\$68,347	1.8517	\$72,722	1.9082	\$74,941	1.9662	\$77,219	2.0272	\$79,614
13	1.7458	\$68,563	1.7958	\$70,526	1.9119	\$75,086	1.9684	\$77,305	2.0264	\$79,583	2.0874	\$81,978
14	1.8013	\$70,742	1.8513	\$72,706	1.9721	\$77,450	2.0286	\$79,669	2.0866	\$81,947	2.1476	\$84,343
15	1.8568	\$72,922	1.9068	\$74,886	2.0323	\$79,815	2.0888	\$82,033	2.1468	\$84,311	2.2078	\$86,707
16	1.8782	\$73,763	1.9344	\$75,970	2.0581	\$80,828	2.1156	\$83,086	2.1744	\$85,395	2.2362	\$87,822
17	1.8996	\$74,603	1.9620	\$77,054	2.0839	\$81,841	2.1424	\$84,138	2.2020	\$86,479	2.2646	\$88,938
18	1.9210	\$75,443	1.9896	\$78,138	2.1097	\$82,854	2.1692	\$85,191	2.2296	\$87,563	2.2930	\$90,053
19	1.9424	\$76,284	2.0172	\$79,221	2.1355	\$83,867	2.1960	\$86,244	2.2572	\$88,647	2.3214	\$91,168
20	1.9638	\$77,124	2.0448	\$80,305	2.1613	\$84,881	2.2228	\$87,296	2.2848	\$89,731	2.3498	\$92,284
21	1.9745	\$77,545	2.0586	\$80,847	2.1742	\$85,387	2.2362	\$87,822	2.2986	\$90,273	2.3640	\$92,841
22	1.9852	\$77,965	2.0724	\$81,389	2.1871	\$85,894	2.2496	\$88,349	2.3124	\$90,815	2.3782	\$93,399
23	1.9959	\$78,385	2.0862	\$81,931	2.2000	\$86,401	2.2630	\$88,875	2.3262	\$91,357	2.3924	\$93,957
24	2.0066	\$78,805	2.1000	\$82,473	2.2129	\$86,907	2.2764	\$89,401	2.3400	\$91,899	2.4066	\$94,514
25	2.0173	\$79,225	2.1138	\$83,015	2.2258	\$87,414	2.2898	\$89,927	2.3538	\$92,441	2.4208	\$95,072
26	2.0280	\$79,646	2.1276	\$83,557	2.2387	\$87,920	2.3032	\$90,454	2.3676	\$92,983	2.4350	\$95,630
27	2.0494	\$80,486	2.1552	\$84,641	2.2645	\$88,934	2.3300	\$91,506	2.3952	\$94,067	2.4634	\$96,745
28	2.0708	\$81,327	2.1828	\$85,725	2.2903	\$89,947	2.3568	\$92,559	2.4228	\$95,151	2.4918	\$97,860
29	2.0922	\$82,167	2.2104	\$86,809	2.3161	\$90,960	2.3836	\$93,611	2.4504	\$96,235	2.5202	\$98,976
30	2.1136	\$83,007	2.2380	\$87,893	2.3419	\$91,973	2.4104	\$94,664	2.4780	\$97,318	2.5486	\$100,091
31	2.1453	\$84,252	2.2715	\$89,209	2.3770	\$93,352	2.4466	\$96,085	2.5152	\$98,779	2.5868	\$101,591
32	2.2318	\$87,649	2.2999	\$90,324	2.4067	\$94,518	2.4772	\$97,287	2.5466	\$100,013	2.6191	\$102,860



Beavercreek Education Association  
 Master Contract Effective August 1, 2020 Through July 31, 2021

Beavercreek City School District  
 Teachers' Salary Schedule

Base Salary: \$40,255  
 Effective: FY2021

STEP	BA		BA/150 Sem. Hrs.		MA		MA+15		MA+30		MA+45	
	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY
0	1.0000	\$40,255	1.0743	\$43,246	1.1293	\$45,460	1.1858	\$47,734	1.2438	\$50,069	1.3048	\$52,525
1	1.0798	\$43,467	1.1298	\$45,480	1.1895	\$47,883	1.2460	\$50,158	1.3040	\$52,493	1.3650	\$54,948
2	1.1353	\$45,702	1.1853	\$47,714	1.2497	\$50,307	1.3062	\$52,581	1.3642	\$54,916	1.4252	\$57,371
3	1.1908	\$47,936	1.2408	\$49,948	1.3099	\$52,730	1.3664	\$55,004	1.4244	\$57,339	1.4854	\$59,795
4	1.2463	\$50,170	1.2963	\$52,183	1.3701	\$55,153	1.4266	\$57,428	1.4846	\$59,763	1.5456	\$62,218
5	1.3018	\$52,404	1.3518	\$54,417	1.4303	\$57,577	1.4868	\$59,851	1.5448	\$62,186	1.6058	\$64,641
6	1.3573	\$54,638	1.4073	\$56,651	1.4905	\$60,000	1.5470	\$62,274	1.6050	\$64,609	1.6660	\$67,065
7	1.4128	\$56,872	1.4628	\$58,885	1.5507	\$62,423	1.6072	\$64,698	1.6652	\$67,033	1.7262	\$69,488
8	1.4683	\$59,106	1.5183	\$61,119	1.6109	\$64,847	1.6674	\$67,121	1.7254	\$69,456	1.7864	\$71,912
9	1.5238	\$61,341	1.5738	\$63,353	1.6711	\$67,270	1.7276	\$69,545	1.7856	\$71,879	1.8466	\$74,335
10	1.5793	\$63,575	1.6293	\$65,587	1.7313	\$69,693	1.7878	\$71,968	1.8458	\$74,303	1.9068	\$76,758
11	1.6348	\$65,809	1.6848	\$67,822	1.7915	\$72,117	1.8480	\$74,391	1.9060	\$76,726	1.9670	\$79,182
12	1.6903	\$68,043	1.7403	\$70,056	1.8517	\$74,540	1.9082	\$76,815	1.9662	\$79,149	2.0272	\$81,605
13	1.7458	\$70,277	1.7958	\$72,290	1.9119	\$76,964	1.9684	\$79,238	2.0264	\$81,573	2.0874	\$84,028
14	1.8013	\$72,511	1.8513	\$74,524	1.9721	\$79,387	2.0286	\$81,661	2.0866	\$83,996	2.1476	\$86,452
15	1.8568	\$74,745	1.9068	\$76,758	2.0323	\$81,810	2.0888	\$84,085	2.1468	\$86,419	2.2078	\$88,875
16	1.8782	\$75,607	1.9344	\$77,869	2.0581	\$82,849	2.1156	\$85,163	2.1744	\$87,530	2.2362	\$90,018
17	1.8996	\$76,468	1.9620	\$78,980	2.0839	\$83,887	2.1424	\$86,242	2.2020	\$88,642	2.2646	\$91,161
18	1.9210	\$77,330	1.9896	\$80,091	2.1097	\$84,926	2.1692	\$87,321	2.2296	\$89,753	2.2930	\$92,305
19	1.9424	\$78,191	2.0172	\$81,202	2.1355	\$85,965	2.1960	\$88,400	2.2572	\$90,864	2.3214	\$93,448
20	1.9638	\$79,053	2.0448	\$82,313	2.1613	\$87,003	2.2228	\$89,479	2.2848	\$91,975	2.3498	\$94,591
21	1.9745	\$79,483	2.0586	\$82,869	2.1742	\$87,522	2.2362	\$90,018	2.2986	\$92,530	2.3640	\$95,163
22	1.9852	\$79,914	2.0724	\$83,424	2.1871	\$88,042	2.2496	\$90,558	2.3124	\$93,086	2.3782	\$95,734
23	1.9959	\$80,345	2.0862	\$83,980	2.2000	\$88,561	2.2630	\$91,097	2.3262	\$93,641	2.3924	\$96,306
24	2.0066	\$80,776	2.1000	\$84,536	2.2129	\$89,080	2.2764	\$91,636	2.3400	\$94,197	2.4066	\$96,878
25	2.0173	\$81,206	2.1138	\$85,091	2.2258	\$89,600	2.2898	\$92,176	2.3538	\$94,752	2.4208	\$97,449
26	2.0280	\$81,637	2.1276	\$85,647	2.2387	\$90,119	2.3032	\$92,715	2.3676	\$95,308	2.4350	\$98,021
27	2.0494	\$82,499	2.1552	\$86,758	2.2645	\$91,157	2.3300	\$93,794	2.3952	\$96,419	2.4634	\$99,164
28	2.0708	\$83,360	2.1828	\$87,869	2.2903	\$92,196	2.3568	\$94,873	2.4228	\$97,530	2.4918	\$100,307
29	2.0922	\$84,222	2.2104	\$88,980	2.3161	\$93,235	2.3836	\$95,952	2.4504	\$98,641	2.5202	\$101,451
30	2.1136	\$85,083	2.2380	\$90,091	2.3419	\$94,273	2.4104	\$97,031	2.4780	\$99,752	2.5486	\$102,594
31	2.1453	\$86,359	2.2715	\$91,439	2.3770	\$95,686	2.4466	\$98,488	2.5152	\$101,249	2.5868	\$104,132
32	2.2318	\$89,841	2.2999	\$92,582	2.4067	\$96,882	2.4772	\$99,720	2.5466	\$102,513	2.6191	\$105,432

Beavercreek Education Association  
 Master Contract Effective August 1, 2021 Through July 31, 2022


Beavercreek City School District  
 Teachers' Salary Schedule

Base Salary: \$41,261  
 Effective: FY2022

STEP	BA		BA/150 Sem. Hrs.		MA		MA+15		MA+30		MA+45	
	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY
0	1.0000	\$41,261	1.0743	\$44,327	1.1293	\$46,596	1.1858	\$48,927	1.2438	\$51,320	1.3048	\$53,837
1	1.0798	\$44,554	1.1298	\$46,617	1.1895	\$49,080	1.2460	\$51,411	1.3040	\$53,804	1.3650	\$56,321
2	1.1353	\$46,844	1.1853	\$48,907	1.2497	\$51,564	1.3062	\$53,895	1.3642	\$56,288	1.4252	\$58,805
3	1.1908	\$49,134	1.2408	\$51,197	1.3099	\$54,048	1.3664	\$56,379	1.4244	\$58,772	1.4854	\$61,289
4	1.2463	\$51,424	1.2963	\$53,487	1.3701	\$56,532	1.4266	\$58,863	1.4846	\$61,256	1.5456	\$63,773
5	1.3018	\$53,714	1.3518	\$55,777	1.4303	\$59,016	1.4868	\$61,347	1.5448	\$63,740	1.6058	\$66,257
6	1.3573	\$56,004	1.4073	\$58,067	1.4905	\$61,500	1.5470	\$63,831	1.6050	\$66,224	1.6660	\$68,741
7	1.4128	\$58,294	1.4628	\$60,357	1.5507	\$63,983	1.6072	\$66,315	1.6652	\$68,708	1.7262	\$71,225
8	1.4683	\$60,584	1.5183	\$62,647	1.6109	\$66,467	1.6674	\$68,799	1.7254	\$71,192	1.7864	\$73,709
9	1.5238	\$62,874	1.5738	\$64,937	1.6711	\$68,951	1.7276	\$71,283	1.7856	\$73,676	1.8466	\$76,193
10	1.5793	\$65,163	1.6293	\$67,227	1.7313	\$71,435	1.7878	\$73,766	1.8458	\$76,160	1.9068	\$78,676
11	1.6348	\$67,453	1.6848	\$69,517	1.7915	\$73,919	1.8480	\$76,250	1.9060	\$78,643	1.9670	\$81,160
12	1.6903	\$69,743	1.7403	\$71,807	1.8517	\$76,403	1.9082	\$78,734	1.9662	\$81,127	2.0272	\$83,644
13	1.7458	\$72,033	1.7958	\$74,097	1.9119	\$78,887	1.9684	\$81,218	2.0264	\$83,611	2.0874	\$86,128
14	1.8013	\$74,323	1.8513	\$76,386	1.9721	\$81,371	2.0286	\$83,702	2.0866	\$86,095	2.1476	\$88,612
15	1.8568	\$76,613	1.9068	\$78,676	2.0323	\$83,855	2.0888	\$86,186	2.1468	\$88,579	2.2078	\$91,096
16	1.8782	\$77,496	1.9344	\$79,815	2.0581	\$84,919	2.1156	\$87,292	2.1744	\$89,718	2.2362	\$92,268
17	1.8996	\$78,379	1.9620	\$80,954	2.0839	\$85,984	2.1424	\$88,398	2.2020	\$90,857	2.2646	\$93,440
18	1.9210	\$79,262	1.9896	\$82,093	2.1097	\$87,048	2.1692	\$89,503	2.2296	\$91,996	2.2930	\$94,611
19	1.9424	\$80,145	2.0172	\$83,232	2.1355	\$88,113	2.1960	\$90,609	2.2572	\$93,134	2.3214	\$95,783
20	1.9638	\$81,028	2.0448	\$84,370	2.1613	\$89,177	2.2228	\$91,715	2.2848	\$94,273	2.3498	\$96,955
21	1.9745	\$81,470	2.0586	\$84,940	2.1742	\$89,710	2.2362	\$92,268	2.2986	\$94,843	2.3640	\$97,541
22	1.9852	\$81,911	2.0724	\$85,509	2.1871	\$90,242	2.2496	\$92,821	2.3124	\$95,412	2.3782	\$98,127
23	1.9959	\$82,353	2.0862	\$86,079	2.2000	\$90,774	2.2630	\$93,374	2.3262	\$95,981	2.3924	\$98,713
24	2.0066	\$82,794	2.1000	\$86,648	2.2129	\$91,306	2.2764	\$93,927	2.3400	\$96,551	2.4066	\$99,299
25	2.0173	\$83,236	2.1138	\$87,218	2.2258	\$91,839	2.2898	\$94,479	2.3538	\$97,120	2.4208	\$99,885
26	2.0280	\$83,677	2.1276	\$87,787	2.2387	\$92,371	2.3032	\$95,032	2.3676	\$97,690	2.4350	\$100,471
27	2.0494	\$84,560	2.1552	\$88,926	2.2645	\$93,436	2.3300	\$96,138	2.3952	\$98,828	2.4634	\$101,642
28	2.0708	\$85,443	2.1828	\$90,065	2.2903	\$94,500	2.3568	\$97,244	2.4228	\$99,967	2.4918	\$102,814
29	2.0922	\$86,326	2.2104	\$91,203	2.3161	\$95,565	2.3836	\$98,350	2.4504	\$101,106	2.5202	\$103,986
30	2.1136	\$87,209	2.2380	\$92,342	2.3419	\$96,629	2.4104	\$99,456	2.4780	\$102,245	2.5486	\$105,158
31	2.1453	\$88,517	2.2715	\$93,724	2.3770	\$98,077	2.4466	\$100,949	2.5152	\$103,780	2.5868	\$106,734
32	2.2318	\$92,086	2.2999	\$94,896	2.4067	\$99,303	2.4772	\$102,212	2.5466	\$105,075	2.6191	\$108,067



## Summary of Current PPO vs. BHP In-Network Medical Plan Options 2020

 Search for in-network Anthem Blue Access providers at <a href="http://www.anthem.com">www.anthem.com</a>	CURRENT 2019 BCS PPO	BHP PPO	BHP HDHP	BHP MVP ***
<b>Medical</b>				
<b>Preventive Care</b> Preventive services covered 100% for all plans				
<b>Annual Deductible*</b> <i>This is the dollar amount you must pay first in a year before the plans begin paying specified benefits.</i>	\$0 /person \$0 /family	\$650 /person \$1,300 /family You do not have to meet the deductible before copays apply.	\$2,800 /person \$5,400 /family You must meet the deductible before prescription copays apply	\$6,900 /person \$13,800 /family
<b>Annual Maximum Out-of-Pocket</b> <i>Includes deductibles and copays. This is the most you will pay toward your in-network medical and prescription expenses.</i>	\$650 /person \$1,300 /family	\$2,650 /person \$5,300 /family	\$5,000 /person \$10,000 /family	\$6,900 /person \$13,800 /family
<b>Doctor Office Visit</b> <i>Primary care includes family practice, internist, pediatrician, OB/GYN, mental health and chiropractor.</i>	\$20 for primary care \$20 for specialist	\$30 for primary care \$50 for specialist	Ded, then Plan pays 80%	Ded, then Plan pays 100%
<b>Urgent Care</b>	\$50 copay	\$40 copay	Ded, then Plan pays 80%	Ded, then Plan pays 100%
<b>Emergency Room</b>	\$200 copay	\$200 copay (waived if admitted)	Ded, then Plan pays 80%	Ded, then Plan pays 100%
<b>Inpatient and Outpatient Services</b>	10%	Ded, then Plan pays 80%	Ded, then Plan pays 80%	Ded, then Plan pays 100%
<b>Prescription Drugs **</b>	\$10/\$25/\$40	Deductible does not apply	After deductible is reached	After deductible is reached
<b>Retail</b> Up to a 30-Day Prescriptions	Not Applicable	\$15 generic \$35 preferred brand	\$15 generic \$35 preferred brand	Ded, then Plan pays 100%
Express Scripts Prime Pharmacy Network	Nationwide network which includes CVS, Kroger, Meijer, Target, Walmart and more.			
<b>Mail Order or Smart90</b> Up to 90-Day Prescriptions	\$20/\$50/\$80	\$35 generic \$85 preferred brand	\$35 generic \$85 preferred brand	Ded, then Plan pays 100%
Express Scripts Home Delivery or Smart90 Standard Pharmacy Network	Long-term maintenance medication up to 90-day supply filled either through Express Scripts Home Delivery or a Smart90 Standard retail pharmacy which includes Kroger, Meijer, Walmart and more.			
<b>Specialty</b> Up to 30-Day Prescriptions	Not Applicable	\$75	\$75	Ded, then Plan pays 100%

**Footnotes:**

- \* A Wellness Credit of \$150 may be applied toward the deductible for employees and spouses who participate in the Health Evaluation.
- \*\* Butler Health Plan covers only generic and preferred formulary brand-name drugs. Non-preferred drugs are not covered. You will pay the full cost for these drugs.
- \*\*\* Certain exclusions apply.





**FREE FOR BUTLER HEALTH PLAN MEMBERS**

**Butler Advantage** is partnering with CareHere to provide you and your family primary care and wellness services.

## Primary Care Here

CareHere is a trusted healthcare organization skilled at delivering innovative, quality and cost-effective primary care. The **Butler Advantage Health & Wellness Center** treats both acute and chronic conditions, all at no cost to you.

Get care for your sore throat, a cold or the flu, and help with high blood pressure or diabetes. The **Butler Advantage Health & Wellness Center**, in partnership with CareHere, dispenses over 150 select generic medications and also provides annual physicals, health coaching, lab work, and much more.

Butler Advantage is **FREE** to all covered members of the Butler Health Plan, including spouses and dependents, ages 2 & up, providing you and your family primary care and wellness services. The Butler Advantage Health & Wellness Center, in partnership with CareHere, is more than just a clinic. We're inspiring healthier futures and changing lives.

## Convenient Location

The Butler Advantage Health & Wellness Center  
400 North Erie Blvd, Suite D, Hamilton, OH 45011

**Learn more at [CareHere.com](http://CareHere.com)**

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CareHere abides by all federal HIPAA and confidentiality regulations.

## Benefits

- No deductible and no co-pays for visits.
- No cost for on-site labs.
- No cost for available generic medications.
- Short or no time in a waiting room.
- Schedule appointments online with your computer, smartphone or tablet, by calling 513.896.2398, or with the CareHere app.
- Private & secure, your records will not be shared with your employer or anyone else without your direction.





# CareHere!

## FAQ Frequently Asked Questions

### INNOVATIVE APPROACH TO CARE

CareHere provides high-quality care when you are sick. And this new health center also has a team to inspire patients to your best life with proactive and preventive services. CareHere providers, health coaches and staff will take the time to talk with you and understand your history. We'll work with you to provide you health and wellness tools and support designed to lower your risks and improve your health, and all at zero cost to eligible participants.

### MEDICATIONS

Your health center dispenses 100+ select generic medications. If you already take prescribed medication, we may have it available in our dispensary, and thanks to your employer, be able to provide it at no cost to you. Make an appointment to talk to the CareHere health center team today.

### PRIVATE & SECURE

Use of the health center is voluntary and private. Just as your insurance carrier is required to shield your information, your CareHere records will never be shared with your employer or anyone else without your direction. Your information is protected by the federal Health Insurance Portability and Accountability Act (HIPAA).

### HOURS OF OPERATION

The Butler Advantage Health & Wellness Center is open Monday-Friday. Check the online schedule to view most recent hours and open appointments at CareHere.com.

### GET REGISTERED

All covered members, ages 2 and up, must be registered separately. Eligible patients can register by calling 513.896.2398 or follow these steps.

1. Go to **CareHere.com/Register** & click **Member Login**
2. Enter your **Access Code**  
**BADVEMP2**
3. Provide responses to all of the questions on the short health questionnaire, including Contact Data and Health and Behavioral Data.

### SCHEDULE AN APPOINTMENT

Once you register, schedule an appointment by calling 513.896.2398 or follow these steps.

1. Go to CareHere.com and click **Member Login**
2. Enter your **Username** and **Password** and click **Login**
3. Click on **Appointments** in the green navigation bar on the left-hand side of the screen. Choose what type of appointment you need to schedule.  
**Medical:** Sick visits, primary care, medication refills, physicals  
**Nurse & Labs:** Blood work, vaccinations, blood pressure checks  
**Health Coaching:** Coach meeting, complete Plan of Care
4. Let us know **When** you would like your appointment. You can also filter available slots with the **Who** dropdowns.  
**Who:** If you'd like to see a specific provider
5. Click **Get Appointments** & then choose an appointment time by clicking **Make Appointment**.
6. Type your symptoms, reason for appointment, or comments. If you'd like a reminder about your visit, choose text, e-mail or both. Then click **Confirm Your Appointment**.

For your first visit with the providers, select two appointment slots (40 minutes), so we can get to know you. Book your appointment today!

## SCHEDULE ANYWHERE

513.896.2398 | [CareHere.com](https://carehere.com) | [CareHere App](#)

CareHere abides by all federal HIPAA and confidentiality regulations.

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CareHere!



SW Division of OHI

## Spousal Enrollment Worksheet

*Employee will complete this worksheet to determine whether spouse meets the criteria to enroll in the Butler Health Plan for primary medical coverage.*

### Member Information (Please print or type)

Last Name	First Name	M.I.	SSN
Employer			Primary Phone
Spouse's Name			

### Questionnaire

<input type="checkbox"/> My spouse is employed by a school under Butler Health Plan.	If checked, your spouse may be primary under your family plan.
<input type="checkbox"/> My spouse is employed and is eligible/entitled to an employer-sponsored medical plan.	If checked, your spouse may only be <b>secondary</b> on the BHP medical plan. ** If you wish to enroll your spouse for secondary coverage, enter COB information in the Benelogic System.
<input type="checkbox"/> My spouse is retired and is eligible/entitled to participate in a retiree plan (not Medicare).	If checked, your spouse may only be <b>secondary</b> on the BHP medical plan. ** If you wish to enroll your spouse for secondary coverage, enter COB information in the Benelogic System.
<input type="checkbox"/> My spouse is unemployed, self-employed or retired and is not eligible for an employer-sponsored medical plan or retiree medical plan (such as SERS or STRS).	If checked, your spouse may be primary on the BHP medical plan.
<input type="checkbox"/> My spouse is employed but is not eligible for an employer-sponsored medical plan.	<b>You are required</b> to have your spouse's employer complete the Spousal Employer Verification Form and return to the Treasurer or Personnel Office or upload to your Benelogic file cabinet.
<input type="checkbox"/> My spouse's employer or retiree plan requires him/her to pay 55% or greater of the group health plan's single premium.	<b>You are required</b> to have your spouse's employer complete the Spousal Employer Verification Form and return to the Treasurer or Personnel Office or upload to your Benelogic file cabinet.

### Signature Requirement – Employee and Spouse Acknowledgement of Responsibility:

*I understand that spouses of BHP members are required to join their employer's group (for at least single/ individual coverage) where such availability to coverage exists. I also understand that I must notify the Treasurer or Personnel Office and/or the Butler Health Plan if there is a change in my spouse's employment or a change in benefit availability within 31 days of the change. Failure of employee to notify Butler Health Plan of spouse's employment change or falsifying spouse's employment status is fraud and will result in financial penalty and/or loss of coverage for spouse.*

Employee Signature:	Date:
Employee's Spouse Signature:	Date:

Employee may upload this document on the enrollment site <https://butlerhealthplan.benelogic.com> or return to your Treasurer or Personnel Office.

# Spousal Employer Verification Form

Butler Health Plan requires spouses of covered employees to join their employer's group health plan, for at least a single/individual coverage, where such availability to coverage exists. In order for your employee to be considered for medical coverage with Butler Health Plan this form must be completed and returned by the employee.

To be completed by Member	
Member Name:	SSN:
Spouse's Name:	SSN:
Spouse's Date of Birth	

To be Completed by Spouse's Employer	
<input type="checkbox"/> My employee is eligible for medical coverage through our organization.	If checked, this employee must enroll in primary coverage through your employer-sponsored medical plan, for at least individual coverage.
<input type="checkbox"/> My employee is eligible for a retiree health plan.	If checked, this employee must enroll in primary coverage through your retiree health plan, for at least individual coverage.
<input type="checkbox"/> My employee is not eligible for medical coverage through our organization. Reason not eligible: _____	If checked, this employee is <b>NOT</b> required to enroll in your employer-sponsored medical plan, as long as this situation applies.
<input type="checkbox"/> My employee is eligible for our employer-sponsored or retiree medical plan and would have to pay more than 55 percent of the total premium rate for their individual medical coverage.	If checked, this employee is <b>NOT</b> required to enroll in your employer-sponsored or retiree medical plan, as long as this situation applies.

Employer Information	
Company Name	
Company Address	

Other Insurance Information	Medical Carrier	RX Carrier (if different from Medical)
Insurance Company Name		
Insurance Company Address		
Group Policy Number		
Type of Policy (PPO, HDHP/HSA, EPO or HMO)		
Effective Date		
Coverage Type	Employee Only <input type="checkbox"/> Family <input type="checkbox"/>	Employee Only <input type="checkbox"/> Family <input type="checkbox"/>

Dependents Covered Under Above Policy	Medical Carrier		RX Carrier (if different from Medical)	
	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>

The above responses are correct to the best of my knowledge.

Employer or Employer's Representative Signature \_\_\_\_\_

Date \_\_\_\_\_

Phone Number \_\_\_\_\_

EXT. \_\_\_\_\_



Employee may upload this document on the enrollment site <https://butlerhealthplan.benelogic.com> or return to your Treasurer or Personnel Office.

Revised 10/5/2017



## Welcome to Delta Dental of Ohio!

Beginning on your effective date, you will be covered under Delta Dental PPO<sup>SM</sup> (Point-of-Service) and will have access to two of the nation's largest networks of participating dentists: Delta Dental PPO<sup>SM</sup> and Delta Dental Premier<sup>®</sup> network. Delta Dental is honored that you have chosen us, and we look forward to serving you. For more details, please review the enclosed Summary of Benefits.



### How can I save?

#### Delta Dental PPO and Delta Dental Premier Dentists

- Submits claims for you
- Only charges you for your copayment and deductible, if any; no balance billing
- Out-of-pocket costs are likely to be lower

#### Nonparticipating Dentists

- May require you to submit your own claims
- May charge you the full cost of a procedure
- May ask for payment in full up front

### How will the dentist receive payment?

#### Delta Dental PPO and Delta Dental Premier Dentists

Payment will be sent directly to your dentist.

#### Nonparticipating Dentists

You will be responsible for making full payment to your dentist and then Delta Dental will send you the check for covered service.

### What is the difference between a Delta Dental PPO and a Delta Dental Premier dentist?

Though your benefit level for dental services will remain the same regardless of the participating status of the dentist, **your out-of-pocket costs will likely be the lowest if you use a Delta Dental PPO provider.** This is because Delta Dental PPO providers have agreed to accept a lower fee (in other words, they've agreed to a larger claim discount) than Delta Dental Premier dentists would accept. Because your copayments (if any) are based on a percentage of this fee, the dollar amount of the copayment will be lower if the dentist accepts a lower fee. Please see our attached pricing samples for a detailed example.

### How can I find a participating dentist or find out if my dentist participates?

You can find participating dentists by visiting our website at [www.deltadentaloh.com](http://www.deltadentaloh.com) or by calling Delta Dental's Customer Service department at (800) 524-0149.

### What if my dentist does not participate and I would like Delta Dental to recruit him/her?

If your dentist is not a participating dentist you can request that we recruit them by visiting our website at [www.deltadentaloh.com](http://www.deltadentaloh.com) and completing the "Refer Your Dentist" form or by calling or emailing our Customer Service department. You can also talk to your dentist about joining a Delta Dental network.

### Should I tell my dentist my coverage changed?

Yes! Please tell your dentist that Delta Dental of Ohio is providing you with coverage under a Delta Dental PPO plan. See enclosed benefit highlights for your dental plan benefits.

### Where can I find information about my eligibility and claims?

Once you are enrolled with Delta Dental, you can review your eligibility status, claims information, and benefits by visiting our Consumer Toolkit<sup>®</sup> at [www.deltadentaloh.com](http://www.deltadentaloh.com). This toolkit will also enable you to print your own ID cards and can provide you with oral health tips.

### What if I am in the middle of treatment?

We encourage you to complete multiple-step procedures in progress (like crowns, bridges, or dentures) prior to your effective date with Delta Dental. However, Delta Dental *will* cover services that are completed after your effective date where applicable.

**How will orthodontic claims be processed?**

If your chosen plan covers orthodontic services, and if orthodontic treatment is currently in progress for you or one of your dependents, please ask your dentist to submit a new treatment plan to Delta Dental. The remaining liability of the claim will be recalculated based on the number of months left in the treatment plan. Delta Dental will also receive the orthodontic lifetime maximum history from your previous carrier. Your orthodontic maximum benefit available under your new plan will be reduced by the benefit amount used under your previous plan.

**Where should claims be submitted for services rendered prior to my effective date?**

Claims for dental services rendered prior to your effective date must be submitted to your previous dental carrier to receive reimbursement.

**What if I have other questions?**

If you have other questions about your dental benefits, please contact Delta Dental's Customer Service department at (800) 524-0149.



**Pricing Example Delta Dental PPO (Point-of-Service)**

Coverage levels may vary based on your chosen plan design  
Please see your Summary of Dental Plan Benefits for specific details.

		Delta Dental PPO Dentist <sup>1</sup>	Delta Dental Premier Dentist <sup>2</sup>	Out-Of-Network Dentist <sup>3</sup>
<b>ADULT CLEANING</b>	Submitted fee:	\$80.00	\$80.00	\$80.00
	Maximum Approved Fee:	\$54.00	\$77.00	\$63.00
	Coverage level:	100%	100%	100%
	Amount Delta Dental Pays:	\$54.00	\$77.00	\$63.00
	<b>AMOUNT YOU PAY:</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$17.00</b>
<b>CROWN</b>	Submitted fee:	\$950.00	\$950.00	\$950.00
	Maximum Approved Fee:	\$675.00	\$898.00	\$744.00
	Coverage level:	50%	50%	50%
	Amount Delta Dental Pays:	\$337.50	\$449.00	\$372.00
	<b>AMOUNT YOU PAY:</b>	<b>\$337.50</b>	<b>\$449.00</b>	<b>\$578.00</b>

- <sup>1</sup> A Delta Dental PPO Dentist is one who has agreed to accept the Delta Dental PPO Fee Schedule amount as payment in full. The Delta Dental PPO Fee Schedule amount is generally lower than the Maximum Approved Fee used for a dentist who participates in Delta Dental Premier.
- <sup>2</sup> The Maximum Approved Fee is the maximum amount Delta Dental has approved for a specific procedure performed by a Delta Dental Premier dentist. Delta Dental Premier dentists agree to accept this amount as payment in full.
- <sup>3</sup> The Nonparticipating Dentist Fee is the maximum amount Delta Dental has approved for a specific procedure performed by a dentist who does not participate in either Delta Dental PPO or Delta Dental Premier.

**For dental services rendered after your effective date, your dentist should send all claims to:**

**Delta Dental  
P.O. Box 9085  
Farmington Hills, MI 48333-9085**

To find a provider use the code below.



[www.deltadentaloh.com](http://www.deltadentaloh.com)





## Dental Plan Options 2019



**DELTA DENTAL**

Participating "Delta Dental PPO" and "Delta Dental Premier" dentists can be found at [www.deltadentaloh.com](http://www.deltadentaloh.com) or call (800) 524-0149.

- You have access to two nationwide networks of participating dentists:  
 Delta Dental PPO<sup>SM</sup> and Delta Dental Premier<sup>®</sup>. You may use both networks in all dental plan options.
- Your out-of-pocket costs will likely be lower if you use a Delta Dental PPO provider. Based on the fee schedule, it is generally lower than the maximum approved in the Delta Dental Premier networks. You are responsible for the deductible and coinsurance; no balance billing.
- If you choose to see a non-participating provider, your benefits remain the same. There is no penalty for using an out-of-network provider, but you may be balanced billed for amounts in excess of usual and customary. Delta Dental will send you a check for covered services and you are responsible for paying the provider.

### Summary of Dental Plan Options

	Basic	Standard	Premium
<b>Dental Networks</b> <a href="#">Delta Dental Provider Search</a>	Delta Dental PPO Network Delta Dental Premier Network		
<b>Annual Deductible</b>	\$75 /person \$150 /family	\$50 /person \$100 /family	\$25 /person \$50 /family
<b>Annual Maximum Benefit</b>	\$1,000 /person	\$1,500 /person	\$2,500 /person
<b>Lifetime Maximum Benefit</b>			
<b>Orthodontia</b>	Not Covered	\$1,500 /person	\$1,800 /person
<b>Preventative</b>	80% Covered Deductible Waived	100% Covered Deductible Waived	100% Covered Deductible Waived
<b>Basic Care</b>	Covered at 80%	Covered at 80%	Covered at 80%
<b>Major Care</b>	Covered at 50%	Covered at 50%	Covered at 60%
<b>Orthodontia Care</b>	Not Covered	60%	60%
<b>Adult Orthodontics</b>	Not Covered	Yes	Yes
<b>Sealants</b>	Covered to age 16	Covered to age 16	Covered to age 16





## 2019-2020 Pupil and Teacher School Calendar

August 2019							September 2019							October 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3	1	2	3	4	5	6	7			1	2	3	4	5
4	5	6	7	8	9	10	8	9	10	11	12	13	14	6	7	8	9	10	11	12
11	12	13	14	15	16	17	15	16	17	18	19	20	21	13	14	15	16	17	18	19
18	19	20	21	22	23	24	22	23	24	25	26	27	28	20	21	22	23	24	25	26
25	26	27	28	29	30	31	29	30						27	28	29	30	31		
November 2019							December 2019							January 2020						
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2	1	2	3	4	5	6	7				1	2	3	4
3	4	5	6	7	8	9	8	9	10	11	12	13	14	5	6	7	8	9	10	11
10	11	12	13	14	15	16	15	16	17	18	19	20	21	12	13	14	15	16	17	18
17	18	19	20	21	22	23	22	23	24	25	26	27	28	19	20	21	22	23	24	25
24	25	26	27	28	29	30	29	30	31					26	27	28	29	30	31	
February 2020							March 2020							April 2020						
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1	1	2	3	4	5	6	7				1	2	3	4
2	3	4	5	6	7	8	8	9	10	11	12	13	14	5	6	7	8	9	10	11
9	10	11	12	13	14	15	15	16	17	18	19	20	21	12	13	14	15	16	17	18
16	17	18	19	20	21	22	22	23	24	25	26	27	28	19	20	21	22	23	24	25
23	24	25	26	27	28	29	29	30	31					26	27	28	29	30		
May 2020							June 2020							Legend						
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat							
					1	2		1	2	3	4	5	6	First Day – Students						
3	4	5	6	7	8	9	7	8	9	10	11	12	13	No School: Professional Development						
10	11	12	13	14	15	16	14	15	16	17	18	19	20	No School: All Offices Closed						
17	18	19	20	21	22	23	21	22	23	24	25	26	27	No School						
24	25	26	27	28	29	30	28	29	30					No School: Parent Teacher Conferences Exchange Day						
31														End of Grading Period – Early Dismissal						
														No School: Staff Work Day						

**Student Days**

1<sup>st</sup> Quarter = 45 days; 2<sup>nd</sup> Quarter = 41 days; 1<sup>st</sup> Semester = 86 days; 3<sup>rd</sup> Quarter = 48 days; 4<sup>th</sup> Quarter = 44 days – 2<sup>nd</sup> Semester = 92 days; Total Days = 178  
 If more than seven (7) calamity days occur, make up days, beginning with the eighth (8<sup>th</sup>) day, will begin on May 26, 2020.





## 2020-2021 Pupil and Teacher School Calendar

August 2020							September 2020							October 2020						
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1			1	2	3	4	5					1	2	3
2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10
9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17
16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24
23	24	25	26	27	28	29	27	28	29	30				25	26	27	28	29	30	31
30	31																			
November 2020							December 2020							January 2021						
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7			1	2	3	4	5						1	2
8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6	7	8	9
15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13	14	15	16
22	23	24	25	26	27	28	20	21	22	23	24	25	26	17	18	19	20	21	22	23
29	30						27	28	29	30	31			24	25	26	27	28	29	30
														31						
February 2021							March 2021							April 2021						
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6		1	2	3	4	5	6					1	2	3
7	8	9	10	11	12	13	7	8	9	10	11	12	13	4	5	6	7	8	9	10
14	15	16	17	18	19	20	14	15	16	17	18	19	20	11	12	13	14	15	16	17
21	22	23	24	25	26	27	21	22	23	24	25	26	27	18	19	20	21	22	23	24
28							28	29	30	31				25	26	27	28	29	30	
May 2021							June 2021							Legend						
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	First Day – Students						
						1			1	2	3	4	5	No School: Professional Development						
2	3	4	5	6	7	8	6	7	8	9	10	11	12	No School: All Offices Closed						
9	10	11	12	13	14	15	13	14	15	16	17	18	19	No School						
16	17	18	19	20	21	22	20	21	22	23	24	25	26	No School: Parent Teacher Conferences Exchange Day						
23	24	25	26	27	28	29	27	28	29	30				End of Grading Period – Early Dismissal						
30	31													No School: Staff Work Day						

Student Days

1<sup>st</sup> Quarter = 46 days; 2<sup>nd</sup> Quarter = 41 days; 1<sup>st</sup> Semester = 87 days. 3<sup>rd</sup> Quarter = 47 days; 4<sup>th</sup> Quarter = 44 days – 2<sup>nd</sup> Semester = 91 days; Total Days = 178

If more than seven (7) calamity days occur, make up days, beginning with the eighth (8<sup>th</sup>) day, will begin on May 24, 2021.

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**ITEM #1 - SICK LEAVE**

Article 6.09 G

G. When an employee changes contract status to increase/decrease regular daily hours, ~~an~~ *no* adjustment in sick leave days will be made. ~~to reflect this change. Example: An employee who is working under a contract which provides a four (4) hour regular duty day with 200-18 days sick leave accumulation prior to the new contract who changes to an eight (8) hour day will have his/her sick leave accumulation adjusted to 100 days.~~

**ITEM #2 - DIRECT DEPOSIT / PAY STUB / PAPER CHECK**

28.03 Direct Deposit

~~Direct Deposit will be available for those employees requesting same and submitting proper authorization. Beginning with the 2001-02 school year, all new employees shall participate in direct deposit with a U.S. financial institution excluding Financial Management and Investment companies.~~

***Beginning on September 1, 2019, all Classified Staff Members shall participate in direct deposit with a U.S. financial institution, excluding Financial Management and Investment Companies. As of September 1, 2019, the District will no longer issue printed paper pay stubs or printed paper paychecks. All Classified Staff Members will be paid through direct deposit and emailed electronic stubs.***

**ITEM #3 - PERSONAL LEAVE**

~~4. Unused personal leave days in any given school year may not be taken in any future school year.~~

6. Unused personal days will be paid out, at the end of the *fiscal* contract year, at the employee's current daily rate.

**ITEM #4 - UNIFORMS**

Current Contract Language

**ITEM #5 - COMPENSATORY TIME**

Compensatory Time 9.01 B

Subject to the limits set forth in this section, an employee may elect to either be paid or take compensatory time off for overtime hours worked. Compensatory time can be accumulated up to a maximum of eighty (80) hours during a contract year (July 1 to June 30). The maximum number of hours an employee may take off work as compensatory time off in any contract year is eighty (80) hours. **Upon**

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*request compensatory time accrued will be paid out quarterly (September 1/First Pay in October; December 1/First Pay in January; March 1/First Pay in April).* All compensatory time hours accumulated and not used *or paid out* by June 30 of any contract year will be paid to the employee.

An employee utilizing compensatory time off must provide his/her supervisor at least twenty-four (24) hours prior notice.

There shall be no duplication, pyramiding or compounding of overtime pay. Overtime pay earned for work performed on Sundays or holidays may be utilized to offset overtime payable for hours worked in excess of forty (40) hours during a given work week.

**IN ADDITION (but not written into the Negotiated Agreement) :**

**Create a subcommittee to evaluate transportation rates of pay and how they would translate into the use of compensatory time.**

**Committee recommendation by the end of January 2020.**

**ITEM #6 - PROFESSIONAL MEMBERSHIPS**

14.04 Professional Organization Membership

- A. Attendance at School Nutrition Association (SNA) workshops with the objective to receive SNA Continuing Education Units is encouraged but is on a voluntary basis only. Satisfactory completion of SNA workshops shall be one of the factors considered when evaluating Student Nutrition employees for promotion.
- B. All time in attendance at, but not travel time to and from, a required workshop shall be compensated.
- ~~C. The student nutrition department will provide professional "district-owned" school nutrition association membership to each student nutrition department staff who maintains certification with the school nutrition association. To earn membership, a staff member is to provide annual proof of a current valid certification with the school nutrition association by October 1.~~
- C. *Student Nutrition Association of Ohio membership and certification fees will be reimbursed annually upon submission of appropriate documentation i.e. SNA validation of certification by June 1. Reimbursement will be contingent upon evidence of a minimum of Level 1 certification (6 CEUs as an hourly/10 CEUs as a manager excluding assigned hours from Public Schoolworks) for those who desire membership and guarantee active involvement in the association.***

**ITEM # 7- LIMITED LEAVE**

Current Contract Language

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**ITEM #8 - NEGOTIATION PROCESS**

Current Contract Language

**ITEM #9 - ADMINISTRATIVE ASSISTANT EXCHANGE DAYS**

Withdrawn

**ITEM #10 - USE OF LEAVE**

21.02 Vacation, Accrual and Use

All vacation time shall be earned monthly. Vacation leave may not be used during the pendency of a Worker's Compensation claim. If a Worker's Compensation claim is approved, employees will have a maximum of one (1) year from the date of return to work following the approved leave to utilize vacation days that were earned while on Workers Compensation leave. ***Vacation Leave requests must be submitted no less than twenty-four (24) hours in advance of the requested vacation leave unless approved by the supervisor.***

New Language:

***Article 6.09 N***

***N. Excessive Use of Sick Leave***

***If the Superintendent or designee believes a pattern of excessive use of Sick Leave exists, the employee will be provided an opportunity, with representation if desired, to explain the use of sick leave. Medical or other appropriate documentation may be requested. If documentation is not provided, it may be considered a pattern of excessive use of Sick Leave and may be subject to progressive disciplinary action.***

**ITEM #11 - CPR and/or CPI TRAINING (DISCUSSION)**

34.01: Reconstitute the Professional Development Committee to discuss the training needs of classified staff as well as reimbursement for training.

**ITEM #12 - TIMEKEEPING**

Withdrawn as part of the Tentative Agreement for Salary and Benefits

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**ITEM #13 - FERGUSON HALL MANAGER**

1. Change the title to "Ferguson Hall Manager" and include with M.S. Manager - Adjust the Classified Salary Schedule and Article 19.05 Layoff and Recall:
  - a. Classified Salary Schedule:  
Student Nutrition Classification  
V. - M.S. Manager/*Ferguson Hall Manager*
  - b. Article 19.05 Layoff and Recall  
E.  
Classification  
Position  
Student Nutrition  
Position V. - M.S. Manager/*Ferguson Hall Manager*
2. Re-post position due to meeting the requirement for "promotion":

**ITEM #14 - 180 DAY WORK SCHEDULE**

**STUDENT NUTRITION**

**New 14.08 Work Days**

*Maintain positions at 180 days which includes up to three (3) days for professional development (cross training within SN)*

**Article 7.02 B**

*When either the 2.5 hours or 3.5 hours hourly position becomes vacant, these two (2) hourly positions at Beavercreek High School will be set and posted at 170 days.*

**Article 14.05 B Temporary Assignment**

*Any days when not needed at Beavercreek High School, the student nutrition supervisor may reassign the 2.5 and 3.5 hourly student nutrition positions at Beavercreek High School to another building to cover an absence or complete other Student Nutrition related duties.*

**TRANSPORTATION**

**13.18 Reporting when Regular Routes not Scheduled**

*Transportation Drivers and Special Needs Assistants including those with preschool routes must be present during their regular daily scheduled hours within the Beavercreek City Schools' 180-day employee calendar and any additional school days for their non-public and out of district routes,*



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*except as otherwise provided in Article 13.12, or must take leave in accordance with Article 6 of the Negotiated Agreement.*

*The transportation supervisor may assign transportation Drivers and Special Needs Assistants to alternate routes or other transportation-related job duties, as needed, during the scheduled hours when the employee's regular route(s) are not scheduled to run. The transportation supervisor has the flexibility to extend time with pay, up to 15 minutes beyond the employee's scheduled time when necessary to complete the assigned route(s) or job duties.*

~~Otherwise, the employee must take leave in accordance with Article 6 of the Negotiated Agreement.~~

~~Transportation staff members that are present and waiting for an assignment may be assigned other transportation-related job duties.~~

\*Housekeeping - 13.12 must be congruent to add "out of district"

**ITEM #15 - 14.03 TEMPORARY DUTIES**

14.03 Temporary Duties of ~~Food Service~~ **Student Nutrition** Employee

If a Student Nutrition employee is required to temporarily assume the responsibilities of a Student Nutrition Manager due to the absence of the Manager for a full day, said employee shall receive an additional thirty-five (\$.35) per hour while serving in such capacity. This temporary ~~absence~~ **assignment** shall be offered to the ~~most senior~~ assistant manager at that building. **Buildings with multiple assistant managers will be rotated between assistant managers on a seniority basis. Assignments due to absences will be rotated per occurrence, not daily.** If no assistant manager is assigned to that building, the Supervisor of Student Nutrition will select someone to fulfill these duties on a temporary basis.

**ITEM #16 - EXTRA TIME/OVERTIME**

**12.01 B. Overtime #3**

*If a Grounds, Maintenance, or Mechanic employee is absent, the absent employee's shift may be divided among the other interested (voluntary) workers within the same classification. Employees working the extra time/overtime must notify supervisor prior to working the absence coverage.*

*Extra time/overtime will be offered to full-time employees first. If a full-time employee does not accept the offer of extra time/overtime and there is a qualified substitute provided to fill the position, there will be no extra time/overtime available.*

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**ITEM #17 - EXTRA HOURS**

## 14.07 Extra Hours

All extra hours of work for Student Nutrition employees *due to an absence* in one particular base kitchen building shall be offered on a seniority rotating basis to all working **Student Nutrition employees** either in said building or in a satellite food service facility served from such base kitchen who requests, in writing, to be considered for such extra hours.

*All extra hours of work for Student Nutrition employees, outside the school day, due to special events in one particular kitchen shall be offered on a seniority rotating basis to all working Student Nutrition employees in said building who requests, in writing, to be considered for such extra hours. If the extra hours are not filled from the said building, the Student Nutrition Supervisor will compile a list of all Student Nutrition employees interested in extra hours and will be offered on a seniority rotating basis to all working Student Nutrition employees who request, in writing, to be considered for such extra hours.*

**Restructure paragraph to address compilation of the lists THEN the rotation. (See Article 12.02 B 1 d)**

When the amount of time assigned to a particular position is increased by thirty (30) minutes per day or more during the school year, and the increase continues for five (5) days, employees will be assigned the extra time on a rotating basis per 14.07 above.

If the time increase is to be effective for over thirty (30) days, then the revised position will be posted and filled by lateral transfer of the most senior, eligible applicant. If the employee holding the position at the time of posting is not the most senior applicant, this employee may apply for any other position that is vacated by this action or any subsequent action. The procedures for lateral transfers will be used to fill all vacancies created as a result of any such increased time position.

USDA Professional Standards for all school nutrition program employees must meet Federal Guidelines for food service training. Beavercreek City Schools Student Nutrition department staff may be assigned additional hours to meet the regulation

**ITEM #18 - Lateral Transfers/Exempt Positions**

Withdrawn as part of the Tentative Agreement for Salary and Benefits

**ITEM #19 - FIELD TRIP LANGUAGE - REINSTATING THE INITIALING OF LISTS**

## 13.08 Field Trips

E. A driver eligible for a field trip that cannot start and/or complete a field trip without interference with regular assigned routes shall have the option of field trip or route unless the supervisor cannot cover the contracted route. **A driver must notify the transportation office two (2) working days prior to the date of the field trip of unavailability because of route interference.** This shall not be considered a refusal,

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but shall be passed over on field trip availability seniority list. ***If the driver does not notify transportation of his/her unavailability at least two (2) working days prior to the date of the field trip, this shall be considered a refusal.***

F. Posting of a field trip shall include ***the following information***: Driver, Destination, Starting Time and Date. The driver shall make ***a*** confirmation with the Transportation Office by initialing each trip on field trip list ***no later than two (2) working days prior to the date of a field trip. Failure to do so shall be considered automatic refusal and will count as a refusal for that list. The only exception to the two (2) working day rule, will be if the employee is on leave on the posting day of Thursday or Friday and has a trip on Monday.*** Repeated failure of initialing trip may result in disciplinary action. The driver assigned to a field trip of under three (3) hours anytime during said driver's contracted hours, shall receive no more than one (1) hour's differential pay between ***the*** said driver's contracted hourly pay rate and the current field trip hours pay rate. No difference shall be paid for field trips of three (3) hours or more duration of which part or all falls during said driver's contracted hours.

**ITEM #20 - CALAMITY DAYS/ESSENTIAL PERSONNEL**

ARTICLE 31 - EMERGENCY CLOSING/CALAMITY DAYS

31.01 Requirement to Work on Calamity Days

The term "calamity day" shall mean only the closing of all school buildings to students all day long, and not to school opening delays, early dismissals or the closing of fewer than all school buildings. ~~The Superintendent or his/her designee will designate those employees that are required to work on a "calamity day."~~ ***"Essential Personnel" as defined herein are required to work as notified and assigned by their supervisor on "calamity days" unless notified that they are not needed. Essential Personnel includes all employees within the classifications and positions as follows: Custodial, Grounds/Courier, Maintenance, Mechanics, and specific positions of Dispatcher, and Grounds/Maintenance Administrative Assistant. Essential Personnel who are not needed and all other employees will not continue to work or report to work. In cases where one (1) or more buildings, but not the entire District, is closed, employees of those affected buildings will be advised whether to report to their regular building or to another building to perform their regular type duties. Regardless of when the "calamity day" is declared, it will apply to the entire school/work day. Employees who have already started their work day workday prior to the declaration, will, as a minimum, receive pay at their regular or overtime rate in accordance with Article 9.01 (A) for the hours worked up to the declaration and for the normal work hours for that day. Those employees already into their regular shift, at the time of declaration, will, in addition to the above, be paid for the reasonable amount of time necessary to terminate what they are doing and leave the District. Employees including Essential Personnel who are required to work on a calamity day will be paid at their regular or overtime rate in accordance with Article 9.01 (A) on the calamity day plus pay at their regular rate for their normal work hours. for any time they worked prior to the declaration, for the hours of their regular shift and for the hours required to be worked after the declaration.***

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- A. Those employees who are paid for a calamity day, but do not work the calamity day, shall be required to work any student make-up day scheduled by the BOARD.
- B. An employee who has been ~~granted~~ **approved prior to the declaration of a calamity day** for sick leave, personal leave or vacation on a day which is **later** declared a calamity day shall not be charged with such leave on such calamity day. ~~unless employees in the same job class as the employee on such leave are required to work on that calamity day.~~ **Employees who are required to work on a calamity day must use leave to cover their absence unless leave has been previously approved as stated above. Employees who have been absent on sick leave for the entire workday immediately prior to the calamity day will not be charged sick leave for the calamity day.**
- C. An employee shall be paid for a calamity day if the employee is in a paid status on the scheduled work day before and the scheduled work day after the calamity day or if the calamity day occurs on the day immediately before or **the** first day of an unpaid leave or on the day immediately following the last day of an unpaid leave.

**ITEM #21 - ARTICLE 13.04 ROUTE POSTINGS**

13.04 Driver and Special Needs Assistant – Transportation Selection for Routes

B. Routes

1. When a route becomes open, such opening shall be filled **internally** in the following manner:
  - a. Posting **and filling** of the open route will be completed within ~~five (5)~~ **ten (10)** days of an open route becoming available **for lateral transfers only.**
2. **External postings for bus drivers and special needs assistants will be posted within fifteen (15) calendar days from the internal vacancy not being filled by a lateral transfer.**

**ITEM #22 - INSURANCE**

See Item #25 Salary and Benefits

**ITEM #23- VACATION - CAP AND ACCRUAL**

**21.03 Carry-Over of Vacation Earned**

The maximum amount of vacation days which any employee may have at any one (1) time will be ~~forty (40)~~ **sixty (60)** days.

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**Article 21.07 Accrued Vacation Time Not Used**

*Vacation time which is accrued, posted, and unused, beyond the forty (40) days, at the end of the fiscal year, will be converted to sick leave with one (1) day of vacation equal to one (1) day of sick leave. Conversion will occur no later than August 1 of each year.*

Vacation time which is accrued, posted, and unused at the time an employee leaves the employ of the BOARD, shall be paid with the final pay to the employee. **The maximum number of vacation days that will be paid out at the time an employee leaves the employ of the BOARD will be forty (40) days.**

**ITEM #24 - 15.02 B & 15.03 - Ohio Law - Paid Less**

Withdrawn

**ITEM #25 - SALARY AND BENEFITS (Including insurance)**

**Base Salary Increases retroactive to July 1, 2019:**

- 2019-2020: 3%
- 2020-2021: 2.5%
- 2021-2022: 2.5%

**Health Insurance:**

- BCEA agrees to switch to BHP Medical Plan effective January 1, 2020
- Board will pay a portion of the BHP Medical Plan as provided for in Article 20.07
- BHP Medical Benefits will be determined by BHP going forward and are subject to change in accordance with BHP bylaws and procedures.
- Board/BHP will provide member training and learning opportunities the fall of 2019 before open enrollment
- Board will work with BHP to expedite a Butler Advantage Health and Wellness clinic in Beavercreek if Beavercreek is determined to be the clinic location. See Butler Advantage Health and Wellness Center flyer
- For Employees (members of the bargaining unit) that enroll in his/her own BHP Medical Plan effective 1/1/2020 and remain in BHP Medical Plan for entire calendar years 2020 and/or 2021:
  - Applies to employees even if they are not currently enrolled in the Board Health Insurance Plan
  - For any employee hired on or before December 31, 2019 -- \$1500 stipend per employee per year for transition to the medical plan during entire calendar years 2020 and/or 2021 to be paid in equal semi-annual amounts on or before the second pay in February and August of calendar years 2020 and/or 2021.
  - \$1500 stipend per employee per year to offset spousal carve out of the medical plan, if applicable, during entire calendar years 2020 and/or 2021 to be paid in equal semi-annual amounts on or before the second pay in February and August of calendar years 2020 and/or 2021.

**BOARD and BCEA Tentative Agreement Package  
Negotiations, 2019**

- \$750 stipend per employee per year for the entire calendar years 2020 and/or 2021 to offset additional medical insurance out of pocket expense to be paid on or before the second pay in February of calendar years 2020 and/or 2021.
  - HDHP/HSA Savings Account, if applicable, Board contribution will be \$750 for a single plan and \$1500 for a family plan per employee per year, placed into the HSA Savings account on the first bank business day in January, beginning January 2020.
  - An employee may choose to have stipends (except for HDHP/HSA) paid, in part or in whole, into a Flexible Spending Account in accordance with applicable law
- Insurance Buyout - agree to Board's proposal of \$500.00 for each full six month period (January through June and July through December beginning January 1, 2020) an employee does not enroll in his/her own BHP Medical Insurance plan to be paid on or before the second pay of July and second pay of January. Payments will begin in July of 2020.
  - Members of the bargaining unit who did not have a BHP Medical Plan who experience a qualifying life-changing event and take their own BHP Medical Plan during calendar years 2020 and/or 2021 and for any new employees hired after January 1, and who take their own BHP Medical Plan in calendar years 2020 and/or 2021 will be paid a prorated portion of the following annual amounts based on their month of hire or enrollment:
    - the \$1500 spousal carve out stipend, if applicable,
    - the \$750 offset stipend,
    - If prorated, payment will be no later than 60 days following enrollment in BHP Medical Plan (For example, if an employee is hired or enrolled in July, he/she is paid 50% of the above-listed stipends.)
  - Members of the bargaining unit who did not have a BHP Medical Plan who experience a qualifying life-changing event and take their own BHP Medical Plan and for any new employees hired after January 1, and who take their own BHP Medical Plan will be paid a prorated portion of the following annual amount based on their month of hire or enrollment:
    - the HDHP/HSA contribution, as specified above, if applicable
    - payment will be no later than 60 days following enrollment in BHP Medical Plan
  - Members of the bargaining unit who did not have a BHP Medical Plan who experience a qualifying life-changing event and take their own BHP Medical Plan and for any new employees hired after January 1, and who do not take their own BHP Medical Plan will be paid a prorated portion of the following semi-annual amount based on his/her month of hire or enrollment:
    - \$500 buyout amount for each full six month period (January through June and July through December beginning January 1, 2020)
    - Payment to be made on or before the second pay of July and second pay of January. Payments will begin in July of 2020.(For example, if an employee is hired or enrolled in July, he/she is paid 50% of the above-listed stipends.)

**BOARD and BCEA Tentative Agreement Package  
Negotiations, 2019**

**Dental Insurance:** BHP Dental Plan (Delta Dental) effective January 1, 2020.

- Board will pay a portion of the dental insurance premium as provided for in Article 20.15
- BHP Dental Benefits will be determined by BHP going forward and are subject to change in accordance with BHP bylaws and procedures.

**Vision Insurance:** No Change

**HOUSEKEEPING**

**Special Needs Field Trips Memorandum of Understanding (Signed 1/18/2018)**

**Article 13.08**

The following language will be added to Article 13.08 as a new section, "B." Each section after "B." will be relabeled beginning with "C.", etc.

- B. All references to "driver" in this section also apply to "special needs assistants - transportation". Driver assignments for special needs field trips shall be by seniority from the following availability lists indicating the date the driver has signed as to his/her availability. Availability times and lists shall be:

List 1. School Day during school hours 6:00 A.M. to 4:00 P.M.

- a. With exception of contracted mid-day position.

List 2. Late P.M. or weekends (4:01 P.M. or after) includes those days when the Beavercreek Schools are not in session (holidays and Winter, Spring and Summer breaks) and field trips within the legal mileage limit using BOARD vehicles.

**Skills Lab Technician Memorandum of Understanding (Signed 5/7/2019) Article 19.05**

The following position and title will be added to the bargaining unit. The Skills Lab Technician position is considered a 9-month regular contract Employee for benefit purposes.

Classification Name	Position Number	Position Title	Effect
Assistants Classification	IV	Skills Lab Technician	I. Preschool Teacher Assistant II. Monitor Assistant III. Teacher Assistant IV. Skills Lab Technician V. IMC Tech. VI. Media & Tech Assistant



**BOARD and BCEA Tentative Agreement Package  
Negotiations, 2019**

**Department Office Assistant Memorandum of Understanding (Signed 02/26/2018)**

The following positions and titles will be added to the bargaining unit.

<u>Classification Name</u>	<u>Position Number</u>	<u>Position Title</u>	<u>Effect</u>
Building/Office Assistant	I	Building/ <i>Department</i> Office Assistant	One position, two job descriptions rate of pay same as Position I Building Office Assistant, New Job Description

**Article 34.04 Professional Development Reimbursement Memorandum of Understanding (Signed 10/9/2018)**

**34.03 Professional Development Reimbursement**

- A. *The BOARD will allocate annually a pool of money to be used by Classified Staff Members for professional development reimbursement. The annual amount is \$10,000.*
- B. *Each classified staff member shall be eligible for reimbursement of registration costs for professional development that serves the employee as an opportunity to advance within a classification or into another position within the school district.*
- C. *Reimbursement will be made up to \$5000 semi-annually (July 1 - December 31 and January 1 - June 30), in the following manner:*
  - 1. *Group requests less than \$5000.*
    - a. *Each eligible request will be reimbursed at 100%.*
  - 2. *Group requests greater than \$5000.*
    - a. *Each eligible request will be calculated on a prorated basis to determine the percentage of the \$5000 an applicant will be reimbursed.*
- D. *Approved Professional Development Reimbursement shall be made to the employee by the second pay in February for the 1st semi-annual period and by the second pay in August for the 2nd semi-annual period.*
- E. *Payment will be approved for registration and/or tuition expenses only and will not include payment for such items as books, materials, laboratory fees, meals, parking, transportation, application fees, graduation fees, internet fees, or other miscellaneous fees.*

*To be eligible for reimbursement a classified staff member must meet the following criteria:*

- 1. *The classified staff member must be employed by the BOARD for a minimum of 1 year.*
- 2. *Application for reimbursement must be submitted on the Classified Professional Development Reimbursement Form to the Business Office by January 15 and July 15 respectively for the semi-annual period.*
- 3. *The application must include official documentation indicating successful completion of the course(s) and a receipt verifying payment for the professional development.*

**BOARD and BCEA Tentative Agreement Package  
Negotiations, 2019**

4. *The classified staff member must be employed by the BOARD at the time of reimbursement.*

**Transportation - Sub Dispatcher Position Memorandum of Understanding (Signed 3/1/2019)**

*In order to continue to provide safe and efficient transportation of students the parties agree to adjust the pay scale of the Sub Dispatcher position.*

*When a contracted transportation employee is substituting in the Dispatcher position they will be paid their contracted hourly rate for the number of hours they are contracted per day while working in the Sub Dispatcher position. Any additional hours worked as the Sub Dispatcher will be paid at the current rate for Sub Dispatcher from the "Classified Personnel Substitute Pay Scale".*

*An example would be a bus driver that is contracted for 5 hours a day. If this driver substituted for the Dispatcher and worked a total of 8 hours they would be paid at their driver rate of pay for 5 hours and the sub dispatcher rate for 3 hours. This time will be self-reported by the employee on their timesheet.*

**Article 30.05 Tuition Free Attendance**

Children, ***stepchildren, and/or foster children*** of non-resident employees and/or ~~step children~~ residing in the employee's household ~~and/or children residing in the employee's household for which the employee is legal guardian and claims the child as a dependent for Federal tax purposes;~~ may attend the Beavercreek Schools on a tuition-free basis providing:

- A. All employees hired prior to July 1, 2004, are eligible for this benefit. Employees hired after July 1, 2004, who work thirty (30) hours or more per week are eligible for this benefit immediately upon employment. Employees hired after July 1, 2004, who work less than thirty (30) hours per week will be eligible for this benefit after they have completed five (5) years of service with the District.
- B. The Superintendent has the sole right to determine admittance and to assign each student. Resident students shall take priority over nonresident students in all matters of class/course selection and placement. ***All students are approved on a "current school year only" basis and each year is a separate year. The enrollment of a student under this section does not guarantee enrollment in the next year.***
- ~~C. A student who would be denied attendance under the BOARD's Non-Resident Student Policy will not be admitted under this provision~~
- ~~D. C.~~ The BOARD shall not be responsible for providing any pupil transportation for such students. ~~from or to points outside the Beavercreek School District.~~

**BOARD and BCEA Tentative Agreement Package  
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- E. *D.* A request for admittance must be submitted, in writing, to the Superintendent before August 1. Staff who are not employed before August 1 may submit such request up to three (3) days before the start of the school year.
- E. *As specified in ORC 3313.64, no child will be permitted to enroll in Beavercreek via following an employed parent after the first day of school.*
- F. Such students shall be subject to the same rules and regulations as any other student.
- G. *Student may be suspended or expelled as any other student.*
- H. *Decisions made by the Superintendent under this section are not appealable under the grievance procedure.*

**Article 19.05 B Layoff and Recall**

- B. Employees who are displaced by layoff who held a regular contracted position in another classification within the last five (5) school years may exercise their system seniority rights and return to their most recent former classification if there is an employee in that classification with less system seniority. Upon re-entry into a former classification, the employee shall assume the duties of the displaced *least senior* employee, acquire the classification seniority date the employee had when he/she left the classification and be placed on the highest salary step previously earned in the former classification.

**13.07 Time and Route Schedules**

**A. Route and Bus Selection**

1. Routes will be initially established by the transportation supervisor, and be modified and/or changed as the needs of the school district dictate.
2. All routes with estimated daily times will be available for Drivers/Assistants to look over prior to choosing routes.
3. *For insurance purposes employees will be guaranteed their time from route pick day, times will be reevaluated on the first work day of September and employee will be provided the greater of the two.*
- 3 4. Drivers/Assistants, using classification seniority, will begin route selection by appointment set by the Supervisor. Route selection will occur within fifteen (15) calendar days of the first day for students in the Beavercreek City School District.
  - a. Drivers/Assistants, by seniority will choose their routes.

**BOARD and BCEA Tentative Agreement Package  
Negotiations, 2019**

- b. At least two (2) weeks prior to the route and bus selection day, Association representatives and the administration will meet to review bus routes and bus groupings.
  - c. Buses will be grouped by section based on mileage, capacity and other relevant criteria. Drivers/Assistants will select buses within these groups based on seniority.
  - d. Every Driver must drive his/her route prior to school starting in his/her bus and on the clock.
  - e. Special Need drivers get paid a minimum of two (2) hours to talk to parents prior to the start of school.
- 4 5. A Driver/Assistant who is absent from the in-service meeting, must contact the Transportation office for selection of route. If no contact is made, the Driver/Assistant shall be assigned any available route by the Transportation Supervisor per seniority.
- 5 6. The Supervisor shall make a five (5) day study of all route schedule times during September for the purpose of establishing average times for each route for pay purposes. Additional route studies will be conducted throughout the year as deemed necessary by the Supervisor. A.M., P.M. and Noon daily driving hours assigned to an employee shall be used in computing said employee's total daily route schedule. All assigned time, exclusive of Kindergarten/OWA route time, Shall constitute daily hours.
- 6 7. On or before October 15th, all routes which have increased thirty (30) minutes or more will be posted for three (3) days with the exception of Special Needs routes. Drivers may select from open routes by classification seniority.
- 7 8. Mid-day runs will be posted separately.
- 8 9. Shuttles are to be given out by classification seniority per availability and are not to allow employees to be contracted over forty (40) hours a week.
- a. The definition of a "shuttle" will include transportation of students who are homeless or displaced, special needs students' co-curricular activities, and other students' co-curricular activities such as work/study programs. A field trip is not a "shuttle."
  - b. Shuttle hours will count toward all paid leave and insurance.
  - c. All shuttles will be posted with the exception of ones for homeless or displaced students.
- 9 10. If a driver/assistant is required to report to work, a minimum of one (1) hour of guaranteed time at the driver/assistant's regular hourly rate will be paid.

**BOARD and BCEA Tentative Agreement Package  
Negotiations, 2019**

**41.01 Effective Date/Termination Date**

This AGREEMENT shall be effective from 12:00 A.M., July 1, 2017~~9~~, through 11:59 P.M., June 30, 2019~~22~~, and shall continue in full force and effect for an additional year thereafter unless either the BCEA or the BOARD shall serve notice, in writing, to the other of its desire to renegotiate this AGREEMENT at least sixty (60) but no more than ninety (90) days prior to July 1, or any yearly anniversary date thereafter in the event this AGREEMENT is automatically extended.

Beavercreek Classified Employees Association (OEA / NEA)  
 Salary Schedules - FY2020  
 Board Approved:  
 Effective 7/1/2019-6/30/2020

Salary % Increase: 103.00%

**CLASSIFIED PERSONNEL:**

	1	2	3	4	5	6	7	8	9	10	11	12
<b>Copy Center Classification</b>												
I Copy Center Asst.	18.41	18.84	19.25	19.63	20.00	20.40	20.78	21.23	21.67	22.09	22.43	22.70
<b>Administrative Assistant Classification</b>												
IV H.S. Admin. Asst./ B&G / Transp.	23.31	23.71	24.12	24.49	24.92	25.29	25.66	26.10	26.62	27.15	27.54	27.89
III Building / Curriculum Admin. Asst.	21.97	22.36	22.80	23.18	23.59	23.99	24.35	24.73	25.22	25.75	26.14	26.45
II H.S. Student Activities Clerk	21.97	22.36	22.80	23.18	23.59	23.99	24.35	24.73	25.22	25.75	26.14	26.45
I Part-time Admin. Asst.	21.45	21.86	22.29	22.67	23.05	23.48	23.87	24.22	24.71	25.20	25.59	25.89
<b>Building / Office Assistant Classification</b>												
II Department Office Assistant	17.16	17.51	17.93	18.38	18.74	19.11	19.59	19.93	20.32	20.72	21.03	21.31
I Building / Department Assistant	17.16	17.51	17.93	18.38	18.74	19.11	19.59	19.93	20.32	20.72	21.03	21.31
<b>Assistants Classification</b>												
VI Media & Tech Assistant	21.97	22.36	22.80	23.18	23.59	23.99	24.35	24.73	25.22	25.75	26.14	26.45
V IMC Tech.	17.79	18.19	18.60	18.98	19.38	19.77	20.25	20.60	20.98	21.39	21.71	21.98
IV Skills Lab Technician	17.79	18.19	18.60	18.98	19.38	19.77	20.25	20.60	20.98	21.39	21.71	21.98
III Teacher Asst.	17.16	17.51	17.93	18.38	18.74	19.11	19.59	19.93	20.32	20.72	21.03	21.31
II Monitor Asst.	17.16	17.51	17.93	18.38	18.74	19.11	19.59	19.93	20.32	20.72	21.03	21.31
I Preschool Teacher Asst.	17.16	17.51	17.93	18.38	18.74	19.11	19.59	19.93	20.32	20.72	21.03	21.31
<b>Special Needs Assistant Classification</b>												
II Instructional	17.98	18.31	18.73	19.14	19.59	19.90	20.33	20.72	21.12	21.54	21.87	22.13
I Transportation	17.16	17.51	17.93	18.38	18.74	19.11	19.59	19.93	20.32	20.72	21.03	21.31
<b>Registered Nurse Classification</b>												
I Registered Nurse	23.65	24.11	24.49	24.86	25.22	25.65	26.06	26.48	27.19	27.87	28.29	28.64
<b>Respiratory Therapist Classification</b>												
I Respiratory Therapist	23.47	23.69	23.89	24.09	24.24	24.48	24.68	24.92	25.41	25.90	26.30	26.64
<b>Sign Language Interpreter Classification</b>												
I Sign Language Interpreter	23.47	23.69	23.89	24.09	24.24	24.48	24.68	24.92	25.41	25.90	26.30	26.64
<b>ESL Assistant Classification</b>												
I ESL Assistant - Instructional	17.98	18.31	18.73	19.14	19.59	19.90	20.33	20.72	21.12	21.54	21.87	22.13
<b>Job Coach/Transition Coordinator Classification</b>												
I Job Coach/Transition Coordinator	23.47	23.69	23.89	24.09	24.24	24.48	24.68	24.92	25.41	25.90	26.30	26.64
<b>Custodial Classification</b>												
II Head Custodian	19.35	19.77	20.25	20.67	21.09	21.45	21.91	22.30	22.73	23.20	23.55	23.82
I Custodian	18.58	18.96	19.45	19.90	20.32	20.72	21.10	21.59	22.05	22.50	22.82	23.11

Beavercreek Classified Employees Association (OEA / NEA)  
 Salary Schedules - FY2020  
 Board Approved:  
 Effective 7/1/2019-6/30/2020

**Salary % Increase: 103.00%**

**CLASSIFIED PERSONNEL:**

	1	2	3	4	5	6	7	8	9	10	11	12
Head Mechanic	23.36	23.85	24.33	24.80	25.33	25.83	26.32	26.81	27.37	27.89	28.31	28.68
Mechanic	21.77	21.91	22.22	22.59	22.91	23.22	23.55	23.89	24.36	24.84	25.22	25.54
Mechanic Helper	19.75	20.18	20.64	20.86	21.33	21.77	22.18	22.61	23.07	23.56	23.92	24.21

**Groundskeeper & Courier Classification**

Head Groundskeeper	20.70	21.15	21.66	22.11	22.58	22.96	23.44	23.85	24.33	24.82	25.19	25.51
Groundskeeper & Courier	19.35	19.77	20.25	20.67	21.09	21.45	21.91	22.30	22.73	23.20	23.55	23.82

**Registrar Classification**

H.S. Registrar	21.97	22.36	22.80	23.18	23.59	23.99	24.35	24.73	25.22	25.75	26.14	26.45
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**Maintenance Classification**

Head Maintenance	23.36	23.85	24.33	24.80	25.33	25.83	26.32	26.81	27.37	27.89	28.31	28.68
HVAC Technician	22.98	23.10	23.45	23.82	24.16	24.50	24.83	25.20	25.71	26.22	26.62	26.94
Maintenance	21.77	21.91	22.22	22.59	22.91	23.22	23.55	23.89	24.36	24.84	25.22	25.54
Maintenance Helper	19.75	20.18	20.64	20.86	21.33	21.77	22.18	22.61	23.07	23.56	23.92	24.21

**Transportation Classification**

Dispatch. / Transp. Spec.	21.52	21.85	22.04	22.35	22.57	22.84	23.08	23.38	23.89	24.38	24.74	25.06
Driver	21.52	21.85	22.04	22.35	22.57	22.84	23.08	23.38	23.89	24.38	24.74	25.06
Crossing Attendant	15.66	16.01	16.29	16.70	17.02	17.37	17.69	18.01	18.38	18.74	19.00	19.25

**Student Nutrition Classification**

H.S. Manager	18.93	19.35	19.87	20.29	20.73	21.17	21.67	22.10	22.54	22.99	23.33	23.62
Operations Manager	18.93	19.35	19.87	20.29	20.73	21.17	21.67	22.10	22.54	22.99	23.33	23.62
M.S. Manager/Ferguson Hall Manager	17.69	18.07	18.52	18.97	19.38	19.82	20.29	20.69	21.08	21.51	21.84	22.09
Assistant Manager	16.98	17.42	17.87	18.28	18.72	19.16	19.63	20.03	20.45	20.86	21.17	21.43
Meals Account Manger	16.92	17.36	17.82	18.23	18.66	19.11	19.57	20.00	20.38	20.81	21.10	21.38
Satellite Manager	16.92	17.36	17.82	18.23	18.66	19.11	19.57	20.00	20.38	20.81	21.10	21.38
Hourly Employee	16.16	16.39	16.61	16.90	17.08	17.39	17.56	17.85	18.26	18.68	18.95	19.20

**Longevity:**

14th Year	\$0.91
19th Year	\$0.91
24th Year	\$0.91

**Field Trips:**

\$14.46



Beavercreek Classified Employees Association (OEA / NEA)  
 Salary Schedules - FY2021  
 Board Approved:  
 Effective 7/1/2020-6/30/2021

Salary % Increase: 102.50%

CLASSIFIED PERSONNEL: Copy Center Classification	STEP & HOURLY RATE											
	1	2	3	4	5	6	7	8	9	10	11	12
I Copy Center Asst.	18.87	19.31	19.73	20.12	20.50	20.91	21.30	21.76	22.21	22.64	22.99	23.27
<b>Administrative Assistant Classification</b>												
IV H.S. Admin. Asst./ B&G / Transp. Building / Curriculum Admin. Asst.	23.89	24.30	24.72	25.10	25.54	25.92	26.30	26.75	27.29	27.83	28.23	28.59
III Building / Curriculum Admin. Asst.	22.52	22.92	23.37	23.76	24.18	24.59	24.96	25.35	25.85	26.39	26.79	27.11
II H.S. Student Activities Clerk	22.52	22.92	23.37	23.76	24.18	24.59	24.96	25.35	25.85	26.39	26.79	27.11
I Part-time Admin. Asst.	21.99	22.41	22.85	23.24	23.63	24.07	24.47	24.83	25.33	25.83	26.23	26.54
<b>Building / Office Assistant Classification</b>												
II Department Office Assistant	17.59	17.95	18.38	18.84	19.21	19.59	20.08	20.43	20.83	21.24	21.56	21.84
I Building / Department Assistant	17.59	17.95	18.38	18.84	19.21	19.59	20.08	20.43	20.83	21.24	21.56	21.84
<b>Assistants Classification</b>												
VI Media & Tech Assistant	22.52	22.92	23.37	23.76	24.18	24.59	24.96	25.35	25.85	26.39	26.79	27.11
V IMC Tech.	18.23	18.64	19.07	19.45	19.86	20.26	20.76	21.12	21.50	21.92	22.25	22.53
IV Skills Lab Technician	18.23	18.64	19.07	19.45	19.86	20.26	20.76	21.12	21.50	21.92	22.25	22.53
III Teacher Asst.	17.59	17.95	18.38	18.84	19.21	19.59	20.08	20.43	20.83	21.24	21.56	21.84
II Monitor Asst.	17.59	17.95	18.38	18.84	19.21	19.59	20.08	20.43	20.83	21.24	21.56	21.84
I Preschool Teacher Asst.	17.59	17.95	18.38	18.84	19.21	19.59	20.08	20.43	20.83	21.24	21.56	21.84
<b>Special Needs Assistant Classification</b>												
II Instructional	18.43	18.77	19.20	19.62	20.08	20.40	20.84	21.24	21.65	22.08	22.42	22.68
I Transportation	17.59	17.95	18.38	18.84	19.21	19.59	20.08	20.43	20.83	21.24	21.56	21.84
<b>Registered Nurse Classification</b>												
I Registered Nurse	24.24	24.71	25.10	25.48	25.85	26.29	26.71	27.14	27.87	28.57	29.00	29.36
<b>Respiratory Therapist Classification</b>												
I Respiratory Therapist	24.06	24.28	24.49	24.69	24.85	25.09	25.30	25.54	26.05	26.55	26.96	27.31
<b>Sign Language Interpreter Classification</b>												
I Sign Language Interpreter	24.06	24.28	24.49	24.69	24.85	25.09	25.30	25.54	26.05	26.55	26.96	27.31
<b>ESL Assistant Classification</b>												
I ESL Assistant - Instructional	18.43	18.77	19.20	19.62	20.08	20.40	20.84	21.24	21.65	22.08	22.42	22.68
<b>Job Coach/Transition Coordinator Classification</b>												
I Job Coach/Transition Coordinator	24.06	24.28	24.49	24.69	24.85	25.09	25.30	25.54	26.05	26.55	26.96	27.31
<b>Custodial Classification</b>												
II Head Custodian	19.83	20.26	20.76	21.19	21.62	21.99	22.46	22.86	23.30	23.78	24.14	24.42
I Custodian	19.04	19.45	19.94	20.40	20.83	21.24	21.63	22.13	22.60	23.06	23.39	23.69

Beavercreek Classified Employees Association (OEA / NEA)  
 Salary Schedules - FY2021  
 Board Approved:  
 Effective 7/1/2020-6/30/2021

Salary % Increase: 102.50%

**CLASSIFIED PERSONNEL:**  
**Mechanics Classification**

	1	2	3	4	5	6	7	8	9	10	11	12
III Head Mechanic	23.94	24.45	24.94	25.42	25.96	26.48	26.98	27.48	28.05	28.59	29.02	29.40
II Mechanic	22.31	22.46	22.78	23.15	23.48	23.80	24.14	24.49	24.97	25.46	25.85	26.18
I Mechanic Helper	20.24	20.68	21.16	21.38	21.86	22.31	22.73	23.18	23.65	24.15	24.52	24.82

**Groundskeeper & Courier Classification**

II Head Groundskeeper	21.22	21.68	22.20	22.66	23.14	23.53	24.03	24.45	24.94	25.44	25.82	26.15
I Groundskeeper & Courier	19.83	20.26	20.76	21.19	21.62	21.99	22.46	22.86	23.30	23.78	24.14	24.42

**Registrar Classification**

I H.S. Registrar	22.52	22.92	23.37	23.76	24.18	24.59	24.96	25.35	25.85	26.39	26.79	27.11
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**Maintenance Classification**

IV Head Maintenance	23.94	24.45	24.94	25.42	25.96	26.48	26.98	27.48	28.05	28.59	29.02	29.40
III HVAC Technician	23.55	23.68	24.04	24.42	24.76	25.11	25.45	25.83	26.35	26.88	27.29	27.61
II Maintenance	22.31	22.46	22.78	23.15	23.48	23.80	24.14	24.49	24.97	25.46	25.85	26.18
I Maintenance Helper	20.24	20.68	21.16	21.38	21.86	22.31	22.73	23.18	23.65	24.15	24.52	24.82

**Transportation Classification**

III Dispatch / Transp. Spec.	22.06	22.40	22.59	22.91	23.13	23.41	23.66	23.96	24.49	24.99	25.36	25.69
II Driver	22.06	22.40	22.59	22.91	23.13	23.41	23.66	23.96	24.49	24.99	25.36	25.69
I Crossing Attendant	16.05	16.41	16.70	17.12	17.45	17.80	18.13	18.46	18.84	19.21	19.48	19.73

**Student Nutrition Classification**

VII H.S. Manager	19.40	19.83	20.37	20.80	21.25	21.70	22.21	22.65	23.10	23.56	23.91	24.21
VI Operations Manager	19.40	19.83	20.37	20.80	21.25	21.70	22.21	22.65	23.10	23.56	23.91	24.21
V M.S. Manager/Ferguson Hall Manager	18.13	18.52	18.98	19.44	19.86	20.32	20.80	21.21	21.61	22.05	22.39	22.64
IV Assistant Manager	17.40	17.86	18.32	18.74	19.19	19.64	20.12	20.53	20.96	21.38	21.70	21.97
IIIA Meals Account Manger	17.34	17.79	18.27	18.69	19.13	19.59	20.06	20.50	20.89	21.33	21.63	21.91
IIIB Satellite Manager	17.34	17.79	18.27	18.69	19.13	19.59	20.06	20.50	20.89	21.33	21.63	21.91
I Hourly Employee	16.56	16.80	17.03	17.32	17.51	17.82	18.00	18.30	18.72	19.15	19.42	19.68

**Longevity:**

14th Year \$0.93  
 19th Year \$0.93  
 24th Year \$0.93

**Field Trips:**

\$14.82

Beavercreek Classified Employees Association (OEA / NEA)  
 Salary Schedules - FY2022  
 Board Approved:  
 Effective 7/1/2021-6/30/2022

Salary % Increase: 102.50%

**CLASSIFIED PERSONNEL:**

	1	2	3	4	5	6	7	8	9	10	11	12
<b>Copy Center Classification</b>												
I Copy Center Asst.	19.34	19.79	20.22	20.62	21.01	21.43	21.83	22.30	22.77	23.21	23.56	23.85
<b>Administrative Assistant Classification</b>												
IV H.S. Admin. Asst./ B&G / Transp. Building / Curriculum Admin. Asst.	24.49	24.91	25.34	25.73	26.18	26.57	26.96	27.42	27.97	28.53	28.94	29.30
III Building / Curriculum Admin. Asst.	23.08	23.49	23.95	24.35	24.78	25.20	25.58	25.98	26.50	27.05	27.46	27.79
II H.S. Student Activities Clerk	23.08	23.49	23.95	24.35	24.78	25.20	25.58	25.98	26.50	27.05	27.46	27.79
I Part-time Admin. Asst.	22.54	22.97	23.42	23.82	24.22	24.67	25.08	25.45	25.96	26.48	26.89	27.20
<b>Building / Office Assistant Classification</b>												
II Department Office Assistant	18.03	18.40	18.84	19.31	19.69	20.08	20.58	20.94	21.35	21.77	22.10	22.39
I Building / Department Assistant	18.03	18.40	18.84	19.31	19.69	20.08	20.58	20.94	21.35	21.77	22.10	22.39
<b>Assistants Classification</b>												
VI Media & Tech Assistant	23.08	23.49	23.95	24.35	24.78	25.20	25.58	25.98	26.50	27.05	27.46	27.79
V IMC Tech.	18.69	19.11	19.55	19.94	20.36	20.77	21.28	21.65	22.04	22.47	22.81	23.09
IV Skills Lab Technician	18.69	19.11	19.55	19.94	20.36	20.77	21.28	21.65	22.04	22.47	22.81	23.09
III Teacher Asst.	18.03	18.40	18.84	19.31	19.69	20.08	20.58	20.94	21.35	21.77	22.10	22.39
II Monitor Asst.	18.03	18.40	18.84	19.31	19.69	20.08	20.58	20.94	21.35	21.77	22.10	22.39
I Preschool Teacher Asst.	18.03	18.40	18.84	19.31	19.69	20.08	20.58	20.94	21.35	21.77	22.10	22.39
<b>Special Needs Assistant Classification</b>												
II Instructional	18.69	19.24	19.68	20.11	20.58	20.91	21.36	21.77	22.19	22.63	22.98	23.25
I Transportation	18.03	18.40	18.84	19.31	19.69	20.08	20.58	20.94	21.35	21.77	22.10	22.39
<b>Registered Nurse Classification</b>												
I Registered Nurse	24.65	25.33	25.73	26.12	26.50	26.95	27.38	27.82	28.57	29.28	29.73	30.09
<b>Respiratory Therapist Classification</b>												
I Respiratory Therapist	24.66	24.89	25.10	25.31	25.47	25.72	25.93	26.18	26.70	27.21	27.63	27.99
<b>Sign Language Interpreter Classification</b>												
I Sign Language Interpreter	24.66	24.89	25.10	25.31	25.47	25.72	25.93	26.18	26.70	27.21	27.63	27.99
<b>ESL Assistant Classification</b>												
I ESL Assistant - Instructional	18.89	19.24	19.68	20.11	20.58	20.91	21.36	21.77	22.19	22.63	22.98	23.25
<b>Job Coach/Transition Coordinator Classification</b>												
I Job Coach/Transition Coordinator	24.66	24.89	25.10	25.31	25.47	25.72	25.93	26.18	26.70	27.21	27.63	27.99
<b>Custodial Classification</b>												
II Head Custodian	20.33	20.77	21.28	21.72	22.16	22.54	23.02	23.43	23.88	24.37	24.74	25.03
I Custodian	19.52	19.94	20.44	20.91	21.35	21.77	22.17	22.68	23.17	23.64	23.97	24.28



Beavercreek Classified Employees Association (OEA / NEA)  
 Salary Schedules - FY2022  
 Board Approved:  
 Effective 7/1/2021-6/30/2022

Salary % Increase: 102.50%

**CLASSIFIED PERSONNEL:**

	1	2	3	4	5	6	7	8	9	10	11	12
<b>Mechanics Classification</b>												
III Head Mechanic	24.54	25.06	25.56	26.06	26.61	27.14	27.65	28.17	28.75	29.30	29.75	30.14
II Mechanic	22.87	23.02	23.35	23.73	24.07	24.40	24.74	25.10	25.59	26.10	26.50	26.83
I Mechanic Helper	20.75	21.20	21.69	21.91	22.41	22.87	23.30	23.76	24.24	24.75	25.13	25.44

**Groundskeeper & Courier Classification**

II Head Groundskeeper	21.75	22.22	22.76	23.23	23.72	24.12	24.63	25.06	25.56	26.08	26.47	26.80
I Groundskeeper & Courier	20.33	20.77	21.28	21.72	22.16	22.54	23.02	23.43	23.88	24.37	24.74	25.03

**Registrar Classification**

I H.S. Registrar	23.08	23.49	23.95	24.35	24.78	25.20	25.58	25.98	26.50	27.05	27.46	27.79
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**Maintenance Classification**

IV Head Maintenance	24.54	25.06	25.56	26.06	26.61	27.14	27.65	28.17	28.75	29.30	29.75	30.14
III HVAC Technician	24.14	24.27	24.64	25.03	25.38	25.74	26.09	26.48	27.01	27.55	27.97	28.30
II Maintenance	22.87	23.02	23.35	23.73	24.07	24.40	24.74	25.10	25.59	26.10	26.50	26.83
I Maintenance Helper	20.75	21.20	21.69	21.91	22.41	22.87	23.30	23.76	24.24	24.75	25.13	25.44

**Transportation Classification**

III Dispatch. / Transp. Spec.	22.61	22.96	23.15	23.48	23.71	24.00	24.25	24.56	25.10	25.61	25.99	26.33
II Driver	22.61	22.96	23.15	23.48	23.71	24.00	24.25	24.56	25.10	25.61	25.99	26.33
I Crossing Attendant	16.45	16.82	17.12	17.55	17.89	18.25	18.58	18.92	19.31	19.69	19.97	20.22

**Student Nutrition Classification**

VII H.S. Manager	19.89	20.33	20.88	21.32	21.78	22.24	22.77	23.22	23.68	24.15	24.51	24.82
VI Operations Manager	19.89	20.33	20.88	21.32	21.78	22.24	22.77	23.22	23.68	24.15	24.51	24.82
V M.S. Manager/Ferguson Hall Manager	18.58	18.98	19.45	19.93	20.36	20.83	21.32	21.74	22.15	22.60	22.96	23.21
IV Assistant Manager	17.84	18.31	18.78	19.21	19.67	20.13	20.62	21.04	21.48	21.91	22.24	22.52
IIIA Meals Account Manger	17.77	18.23	18.73	19.16	19.61	20.08	20.56	21.01	21.41	21.86	22.17	22.46
IIIB Satellite Manager	17.77	18.23	18.73	19.16	19.61	20.08	20.56	21.01	21.41	21.86	22.17	22.46
I Hourly Employee	16.97	17.22	17.46	17.75	17.95	18.27	18.45	18.76	19.19	19.63	19.91	20.17


**Longevity:**

14th Year \$0.95  
 19th Year \$0.95  
 24th Year \$0.95

**Field Trips:**

\$15.19

## Summary of Current PPO vs. BHP In-Network Medical Plan Options 2020

 <p>Search for in-network Anthem Blue Access providers at <a href="http://www.anthem.com">www.anthem.com</a></p>	CURRENT 2019 BCS PPO	BHP PPO	BHP HDHP	BHP MVP ***
<b>Medical</b>				
<b>Preventive Care</b>				
Preventive services covered 100% for all plans				
<b>Annual Deductible*</b> <i>This is the dollar amount you must pay first in a year before the plans begin paying specified benefits.</i>	\$0 /person \$0 /family	\$650 /person \$1,300 /family You do not have to meet the deductible before copays apply.	\$2,800 /person \$5,400 /family You must meet the deductible before prescription copays apply	\$6,900 /person \$13,800 /family
<b>Annual Maximum Out-of-Pocket</b> <i>Includes deductibles and copays. This is the most you will pay toward your in-network medical and prescription expenses.</i>	\$650 /person \$1,300 /family	\$2,650 /person \$5,300 /family	\$5,000 /person \$10,000 /family	\$6,900 /person \$13,800 /family
<b>Doctor Office Visit</b> <i>Primary care includes family practice, internist, pediatrician, OB/GYN, mental health and chiropractor.</i>	\$20 for primary care \$20 for specialist	\$30 for primary care \$50 for specialist	Ded, then Plan pays 80%	Ded, then Plan pays 100%
<b>Urgent Care</b>	\$50 copay	\$40 copay	Ded, then Plan pays 80%	Ded, then Plan pays 100%
<b>Emergency Room</b>	\$200 copay	\$200 copay (waived if admitted)	Ded, then Plan pays 80%	Ded, then Plan pays 100%
<b>Inpatient and Outpatient Services</b>	10%	Ded, then Plan pays 80%	Ded, then Plan pays 80%	Ded, then Plan pays 100%
<b>Prescription Drugs **</b>	\$10/\$25/\$40	Deductible does not apply	After deductible is reached	After deductible is reached
<b>Retail</b> Up to a 30-Day Prescriptions Express Scripts Prime Pharmacy Network	Not Applicable	\$15 generic \$35 preferred brand	\$15 generic \$35 preferred brand	Ded, then Plan pays 100%
Nationwide network which includes CVS, Kroger, Meijer, Target, Walmart and more.				
<b>Mail Order or Smart90</b> Up to 90-Day Prescriptions	\$20/\$50/\$80	\$35 generic \$85 preferred brand	\$35 generic \$85 preferred brand	Ded, then Plan pays 100%
Express Scripts Home Delivery or Smart90 Standard Pharmacy Network	Long-term maintenance medication up to 90-day supply filled either through Express Scripts Home Delivery or a Smart90 Standard retail pharmacy which includes Kroger, Meijer, Walmart and more.			
<b>Specialty</b> Up to 30-Day Prescriptions	Not Applicable	\$75	\$75	Ded, then Plan pays 100%

**Footnotes:**

\* A Wellness Credit of \$150 may be applied toward the deductible for employees and spouses who participate in the Health Evaluation.

\*\* Butler Health Plan covers only generic and preferred formulary brand-name drugs. Non-preferred drugs are not covered. You will pay the full cost for these drugs.

\*\*\* Certain exclusions apply.





**FREE FOR BUTLER HEALTH PLAN MEMBERS**

**Butler Advantage** is partnering with CareHere to provide you and your family primary care and wellness services.

### Primary Care Here

CareHere is a trusted healthcare organization skilled at delivering innovative, quality and cost-effective primary care. The **Butler Advantage Health & Wellness Center** treats both acute and chronic conditions, all at no cost to you.

Get care for your sore throat, a cold or the flu, and help with high blood pressure or diabetes. The **Butler Advantage Health & Wellness Center**, in partnership with CareHere, dispenses over 150 select generic medications and also provides annual physicals, health coaching, lab work, and much more.

Butler Advantage is **FREE** to all covered members of the Butler Health Plan, including spouses and dependents, ages 2 & up, providing you and your family primary care and wellness services. The Butler Advantage Health & Wellness Center, in partnership with CareHere, is more than just a clinic. We're inspiring healthier futures and changing lives.

### Convenient Location

The Butler Advantage Health & Wellness Center  
400 North Erie Blvd, Suite D, Hamilton, OH 45011

### Benefits

- No deductible and no co-pays for visits.
- No cost for on-site labs.
- No cost for available generic medications.
- Short or no time in a waiting room.
- Schedule appointments online with your computer, smartphone or tablet, by calling 513.896.2398, or with the CareHere app.
- Private & secure, your records will not be shared with your employer or anyone else without your direction.



**Learn more at [CareHere.com](http://CareHere.com)**

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CareHere!

# FAQ Frequently Asked Questions

## INNOVATIVE APPROACH TO CARE

CareHere provides high-quality care when you are sick. And this new health center also has a team to inspire patients to your best life with proactive and preventive services. CareHere providers, health coaches and staff will take the time to talk with you and understand your history. We'll work with you to provide you health and wellness tools and support designed to lower your risks and improve your health, and all at zero cost to eligible participants.

## MEDICATIONS

Your health center dispenses 100+ select generic medications. If you already take prescribed medication, we may have it available in our dispensary, and thanks to your employer, be able to provide it at no cost to you. Make an appointment to talk to the CareHere health center team today.

## PRIVATE & SECURE

Use of the health center is voluntary and private. Just as your insurance carrier is required to shield your information, your CareHere records will never be shared with your employer or anyone else without your direction. Your information is protected by the federal Health Insurance Portability and Accountability Act (HIPAA).

## HOURS OF OPERATION

The Butler Advantage Health & Wellness Center is open Monday-Friday. Check the online schedule to view most recent hours and open appointments at CareHere.com.

## GET REGISTERED

All covered members, ages 2 and up, must be registered separately. Eligible patients can register by calling 513.896.2398 or follow these steps.

1. Go to **CareHere.com/Register** & click **Member Login**
2. Enter your **Access Code**  
**BADVEMP2**
3. Provide responses to all of the questions on the short health questionnaire, including Contact Data and Health and Behavioral Data.

## SCHEDULE AN APPOINTMENT

Once you register, schedule an appointment by calling 513.896.2398 or follow these steps.

1. Go to CareHere.com and click **Member Login**
2. Enter your **Username** and **Password** and click **Login**
3. Click on **Appointments** in the green navigation bar on the left-hand side of the screen. Choose what type of appointment you need to schedule.
  - Medical:** Sick visits, primary care, medication refills, physicals
  - Nurse & Labs:** Blood work, vaccinations, blood pressure checks
  - Health Coaching:** Coach meeting, complete Plan of Care
4. Let us know **When** you would like your appointment. You can also filter available slots with the **Who** dropdowns.
  - Who:** If you'd like to see a specific provider
5. Click **Get Appointments** & then choose an appointment time by clicking **Make Appointment**.
6. Type your symptoms, reason for appointment, or comments. If you'd like a reminder about your visit, choose text, e-mail or both. Then click **Confirm Your Appointment**.

For your first visit with the providers, select two appointment slots (40 minutes), so we can get to know you. Book your appointment today!

## SCHEDULE ANYWHERE

513.896.2398 | [CareHere.com](http://CareHere.com) | [CareHere App](#)

CareHere abides by all federal HIPAA and confidentiality regulations.

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CareHere!



SW Division of OHI

## Spousal Enrollment Worksheet

Employee will complete this worksheet to determine whether spouse meets the criteria to enroll in the Butler Health Plan for primary medical coverage.

Member Information (Please print or type)			
Last Name	First Name	M.I.	SSN
Employer			Primary Phone
Spouse's Name			

### Questionnaire

<input type="checkbox"/> My spouse is employed by a school under Butler Health Plan.	<i>If checked, your spouse may be primary under your family plan.</i>
<input type="checkbox"/> My spouse is employed and is eligible/entitled to an employer-sponsored medical plan.	<i>If checked, your spouse may only be <u>secondary</u> on the BHP medical plan. ** If you wish to enroll your spouse for secondary coverage, enter COB information in the Benelogic System.</i>
<input type="checkbox"/> My spouse is retired and is eligible/entitled to participate in a retiree plan (not Medicare).	<i>If checked, your spouse may only be <u>secondary</u> on the BHP medical plan. ** If you wish to enroll your spouse for secondary coverage, enter COB information in the Benelogic System.</i>
<input type="checkbox"/> My spouse is unemployed, self-employed or retired and is not eligible for an employer-sponsored medical plan or retiree medical plan (such as SERS or STRS).	<i>If checked, your spouse may be primary on the BHP medical plan.</i>
<input type="checkbox"/> My spouse is employed but is not eligible for an employer-sponsored medical plan.	<b>You are required</b> to have your spouse's employer complete the Spousal Employer Verification Form and return to the Treasurer or Personnel Office or upload to your Benelogic file cabinet.
<input type="checkbox"/> My spouse's employer or retiree plan requires him/her to pay 55% or greater of the group health plan's single premium.	<b>You are required</b> to have your spouse's employer complete the Spousal Employer Verification Form and return to the Treasurer or Personnel Office or upload to your Benelogic file cabinet.

### Signature Requirement – Employee and Spouse Acknowledgement of Responsibility:

I understand that spouses of BHP members are required to join their employer's group (for at least single/ individual coverage) where such availability to coverage exists. I also understand that I must notify the Treasurer or Personnel Office and/or the Butler Health Plan if there is a change in my spouse's employment or a change in benefit availability within 31 days of the change. Failure of employee to notify Butler Health Plan of spouse's employment change or falsifying spouse's employment status is fraud and will result in financial penalty and/or loss of coverage for spouse.

Employee Signature:	Date:
Employee's Spouse Signature:	Date:

Employee may upload this document on the enrollment site <https://butlerhealthplan.benelogic.com> or return to your Treasurer or Personnel Office.

## Spousal Employer Verification Form

*Butler Health Plan requires spouses of covered employees to join their employer's group health plan, for at least a single/individual coverage, where such availability to coverage exists. In order for your employee to be considered for medical coverage with Butler Health Plan this form must be completed and returned by the employee.*

To be completed by Member	
Member Name:	SSN:
Spouse's Name:	SSN:
Spouse's Date of Birth	

To be Completed by Spouse's Employer	
<input type="checkbox"/> My employee is eligible for medical coverage through our organization.	<i>If checked, this employee must enroll in primary coverage through your employer-sponsored medical plan, for at least individual coverage.</i>
<input type="checkbox"/> My employee is eligible for a retiree health plan.	<i>If checked, this employee must enroll in primary coverage through your retiree health plan, for at least individual coverage.</i>
<input type="checkbox"/> My employee is <b>not</b> eligible for medical coverage through our organization. Reason not eligible: _____	<i>If checked, this employee is <b>NOT</b> required to enroll in your employer-sponsored medical plan, as long as this situation applies.</i>
<input type="checkbox"/> My employee is eligible for our employer-sponsored or retiree medical plan and would have to pay more than 55 percent of the total premium rate for their individual medical coverage.	<i>If checked, this employee is <b>NOT</b> required to enroll in your employer-sponsored or retiree medical plan, as long as this situation applies.</i>

Employer Information			
Company Name			
Company Address			
Other Insurance Information	Medical Carrier	RX Carrier (if different from Medical)	
Insurance Company Name			
Insurance Company Address			
Group Policy Number			
Type of Policy (PPO, HDHP/HSA, EPO or HMO)			
Effective Date			
Coverage Type	Employee Only <input type="checkbox"/> Family <input type="checkbox"/>	Employee Only <input type="checkbox"/> Family <input type="checkbox"/>	
Dependents Covered Under Above Policy	Medical Carrier	RX Carrier (if different from Medical)	
	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>	
	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>	
	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>	
	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>	
	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>	

The above responses are correct to the best of my knowledge.

\_\_\_\_\_  
Employer or Employer's Representative Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Phone Number

\_\_\_\_\_  
EXT.



Employee may upload this document on the enrollment site <https://butlerhealthplan.benelogic.com>  
or return to your Treasurer or Personnel Office.

Revised 10/5/2017



## Welcome to Delta Dental of Ohio!

Beginning on your effective date, you will be covered under Delta Dental PPO<sup>SM</sup> (Point-of-Service) and will have access to two of the nation's largest networks of participating dentists: Delta Dental PPO<sup>SM</sup> and Delta Dental Premier<sup>®</sup> network. Delta Dental is honored that you have chosen us, and we look forward to serving you. For more details, please review the enclosed Summary of Benefits.



### How can I save?

#### Delta Dental PPO and Delta Dental Premier Dentists

- Submits claims for you
- Only charges you for your copayment and deductible, if any; no balance billing
- Out-of-pocket costs are likely to be lower

#### Nonparticipating Dentists

- May require you to submit your own claims
- May charge you the full cost of a procedure
- May ask for payment in full up front

### How will the dentist receive payment?

#### Delta Dental PPO and Delta Dental Premier Dentists

Payment will be sent directly to your dentist.

#### Nonparticipating Dentists

You will be responsible for making full payment to your dentist and then Delta Dental will send you the check for covered service.

### What is the difference between a Delta Dental PPO and a Delta Dental Premier dentist?

Though your benefit level for dental services will remain the same regardless of the participating status of the dentist, **your out-of-pocket costs will likely be the lowest if you use a Delta Dental PPO provider.** This is because Delta Dental PPO providers have agreed to accept a lower fee (in other words, they've agreed to a larger claim discount) than Delta Dental Premier dentists would accept. Because your copayments (if any) are based on a percentage of this fee, the dollar amount of the copayment will be lower if the dentist accepts a lower fee. Please see our attached pricing samples for a detailed example.

### How can I find a participating dentist or find out if my dentist participates?

You can find participating dentists by visiting our website at [www.deltadentaloh.com](http://www.deltadentaloh.com) or by calling Delta Dental's Customer Service department at (800) 524-0149.

### What if my dentist does not participate and I would like Delta Dental to recruit him/her?

If your dentist is not a participating dentist you can request that we recruit them by visiting our website at [www.deltadentaloh.com](http://www.deltadentaloh.com) and completing the "Refer Your Dentist" form or by calling or emailing our Customer Service department. You can also talk to your dentist about joining a Delta Dental network.

### Should I tell my dentist my coverage changed?

Yes! Please tell your dentist that Delta Dental of Ohio is providing you with coverage under a Delta Dental PPO plan. See enclosed benefit highlights for your dental plan benefits.

### Where can I find information about my eligibility and claims?

Once you are enrolled with Delta Dental, you can review your eligibility status, claims information, and benefits by visiting our Consumer Toolkit<sup>®</sup> at [www.deltadentaloh.com](http://www.deltadentaloh.com). This toolkit will also enable you to print your own ID cards and can provide you with oral health tips.

### What if I am in the middle of treatment?

We encourage you to complete multiple-step procedures in progress (like crowns, bridges, or dentures) prior to your effective date with Delta Dental. However, Delta Dental *will* cover services that are completed after your effective date where applicable.

**How will orthodontic claims be processed?**

If your chosen plan covers orthodontic services, and if orthodontic treatment is currently in progress for you or one of your dependents, please ask your dentist to submit a new treatment plan to Delta Dental. The remaining liability of the claim will be recalculated based on the number of months left in the treatment plan. Delta Dental will also receive the orthodontic lifetime maximum history from your previous carrier. Your orthodontic maximum benefit available under your new plan will be reduced by the benefit amount used under your previous plan.

**Where should claims be submitted for services rendered prior to my effective date?**

Claims for dental services rendered prior to your effective date must be submitted to your previous dental carrier to receive reimbursement.

**What if I have other questions?**

If you have other questions about your dental benefits, please contact Delta Dental's Customer Service department at (800) 524-0149.



**Pricing Example Delta Dental PPO (Point-of-Service)**

Coverage levels may vary based on your chosen plan design  
Please see your Summary of Dental Plan Benefits for specific details.

		Delta Dental PPO Dentist <sup>1</sup>	Delta Dental Premier Dentist <sup>2</sup>	Out-Of-Network Dentist <sup>3</sup>
<b>ADULT CLEANING</b>	Submitted fee:	\$80.00	\$80.00	\$80.00
	Maximum Approved Fee:	\$54.00	\$77.00	\$63.00
	Coverage level:	100%	100%	100%
	Amount Delta Dental Pays:	\$54.00	\$77.00	\$63.00
	<b>AMOUNT YOU PAY:</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$17.00</b>
<b>CROWN</b>	Submitted fee:	\$950.00	\$950.00	\$950.00
	Maximum Approved Fee:	\$675.00	\$898.00	\$744.00
	Coverage level:	50%	50%	50%
	Amount Delta Dental Pays:	\$337.50	\$449.00	\$372.00
	<b>AMOUNT YOU PAY:</b>	<b>\$337.50</b>	<b>\$449.00</b>	<b>\$578.00</b>

1. A Delta Dental PPO Dentist is one who has agreed to accept the Delta Dental PPO Fee Schedule amount as payment in full. The Delta Dental PPO Fee Schedule amount is generally lower than the Maximum Approved Fee used for a dentist who participates in Delta Dental Premier.
2. The Maximum Approved Fee is the maximum amount Delta Dental has approved for a specific procedure performed by a Delta Dental Premier dentist. Delta Dental Premier dentists agree to accept this amount as payment in full.
3. The Nonparticipating Dentist Fee is the maximum amount Delta Dental has approved for a specific procedure performed by a dentist who does not participate in either Delta Dental PPO or Delta Dental Premier.

**For dental services rendered after your effective date, your dentist should send all claims to:**

**Delta Dental  
P.O. Box 9085  
Farmington Hills, MI 48333-9085**

To find a provider use the code below.



[www.deltadentaloh.com](http://www.deltadentaloh.com)





## Dental Plan Options 2019



**DELTA DENTAL**

Participating "Delta Dental PPO" and "Delta Dental Premier" dentists can be found at [www.deltadentaloh.com](http://www.deltadentaloh.com) or call (800) 524-0149.

- You have access to two nationwide networks of participating dentists:  
 Delta Dental PPO<sup>SM</sup> and Delta Dental Premier<sup>®</sup>. You may use both networks in all dental plan options.
- Your out-of-pocket costs will likely be lower if you use a Delta Dental PPO provider. Based on the fee schedule, it is generally lower than the maximum approved in the Delta Dental Premier networks. You are responsible for the deductible and coinsurance; no balance billing.
- If you choose to see a non-participating provider, your benefits remain the same. There is no penalty for using an out-of-network provider, but you may be balanced billed for amounts in excess of usual and customary. Delta Dental will send you a check for covered services and you are responsible for paying the provider.

Summary of Dental Plan Options			
	Basic	Standard	Premium
<b>Dental Networks</b> <a href="#">Delta Dental Provider Search</a>	Delta Dental PPO Network Delta Dental Premier Network		
<b>Annual Deductible</b>	\$75 /person \$150 /family	\$50 /person \$100 /family	\$25 /person \$50 /family
<b>Annual Maximum Benefit</b>	\$1,000 /person	\$1,500 /person	\$2,500 /person
<b>Lifetime Maximum Benefit</b>	Not Covered	\$1,500 /person	\$1,800 /person
<b>Orthodontia</b>	Not Covered	60%	60%
<b>Preventative</b>	80% Covered Deductible Waived	100% Covered Deductible Waived	100% Covered Deductible Waived
<b>Basic Care</b>	Covered at 80%	Covered at 80%	Covered at 80%
<b>Major Care</b>	Covered at 50%	Covered at 50%	Covered at 60%
<b>Orthodontia Care</b>	Not Covered	60%	60%
<b>Adult Orthodontics</b>	Not Covered	Yes	Yes
<b>Sealants</b>	Covered to age 16	Covered to age 16	Covered to age 16

C. Approval of Administrator Salary Schedules

SEE NEXT PAGE(S)

Beavercreek City School District  
 FY 20 Administrator Salary Schedule  
 BOE Approved:

\*Salary Schedule Effective 8/1/2019-7/31/2020

Base Salary: \$84,254  
 Effective: August 1, 2019

Scale	Position	1	2	3	4	5	6	7	8	9	10	11
I	Asst. Transportation Supvr.	50,999	52,954	54,908	56,863	58,818	60,772	62,727	64,682	66,636	67,639	68,490
II	Lunchroom Supvr.	67,454	69,408	71,363	73,318	75,273	77,227	79,182	81,137	83,091	84,347	85,400
III	Asst. Bldgs. & Grounds Supvr.	67,454	69,408	71,363	73,318	75,273	77,227	79,182	81,137	83,091	84,347	85,400
IV	Transportation Supvr.	69,981	71,936	73,891	75,845	77,800	79,755	81,710	83,664	85,619	86,908	87,995
V	Asst. Treasurer (7/30/13)	72,526	74,481	76,435	78,390	80,345	82,299	84,254	86,209	88,163	89,495	90,607
VI	Asst. Elem. Principal	75,230	77,185	79,140	81,094	83,049	85,004	86,959	88,913	90,868	92,233	93,387
VI a	Psychologist	76,511	78,558	80,606	82,653	84,701	86,748	88,795	90,843	92,890	94,280	95,460
VII	Asst. MS Principal	81,617	83,664	85,712	87,759	89,806	91,854	93,901	95,948	97,996	99,470	100,709
VII a	Asst. MS Principal (250 Days) (6/21/12)	88,155	90,362	92,570	94,777	96,985	99,192	101,400	103,607	105,815	107,399	108,747
VIII	Bldgs. & Grounds Supvr.	82,156	84,203	86,251	88,298	90,346	92,393	94,440	96,488	98,535	100,018	101,265
VIII a	Asst. Treasurer	82,156	84,203	86,251	88,298	90,346	92,393	94,440	96,488	98,535	100,018	101,265
IX	Asst. HS Principal	82,889	84,935	86,982	89,028	91,074	93,120	95,166	97,212	99,258	100,513	101,889
IX a	Freshman Principal	85,964	87,911	89,857	91,803	93,749	95,696	97,642	99,588	101,534	103,059	104,349
X	Supervisors	81,878	83,824	85,771	87,717	89,663	91,609	93,555	95,502	97,448	98,914	100,144
XI	Elem. Principal	83,917	85,863	87,810	89,756	91,702	93,648	95,595	97,541	99,487	100,978	102,242
XI a	Elem. Principal (250 Days) (6/21/12)	90,455	92,553	94,651	96,749	98,847	100,945	103,043	105,141	107,238	108,848	110,204
XII	MS Principal	85,964	87,911	89,857	91,803	93,749	95,696	97,642	99,588	101,534	103,144	105,098
XII b	MS Principal (250 Days) (6/21/12)	93,615	95,704	97,794	99,883	101,973	104,062	106,152	108,241	110,331	111,982	113,381
XIII a	Director of Athletics	84,953	86,900	88,846	90,792	92,738	94,685	96,631	98,577	100,523	102,032	103,304
XIII	HS Principal	103,548	105,494	107,441	109,387	111,333	113,280	115,226	117,172	119,118	120,904	122,413
XIV	Director of Business Services	103,548	105,494	107,441	109,387	111,333	113,280	115,226	117,172	119,118	120,904	122,413
XIV a	Director of Technology	103,548	105,494	107,441	109,387	111,333	113,280	115,226	117,172	119,118	120,904	122,413
XV	Director of Curric. Serv. / Director of Pupil Serv.	105,781	107,727	109,673	111,620	113,566	115,512	117,459	119,405	121,351	123,171	124,713
XVI	Director of Human Resources	105,781	107,727	109,673	111,620	113,566	115,512	117,459	119,405	121,351	123,171	124,713
XVII	Assistant Superintendent	109,176	111,696	114,282	116,919	119,615	122,379	125,210	128,100	131,057	134,065	137,149

NOTE: The Assistant Superintendent scale is based on a 2.3% increase for each step

NOTE: The steps on the salary schedule do not indicate automatic advancement, automatic movement, or right of advancement, but are merely a guide for salary schedule placement. Any administrator new to the District may be given experience credit for not more than six (6) years (7th step) of previous administrative experience, not to be counted in Longevity Credit.

Longevity Credit:

The following amounts are not to be cumulative, but are to be added to the Base Salary.

Beavercreek City School District Years Experience	Administrative Years Experience
15 Years	Step 1
20 Years	Step 2
25 Years	Step 3
	Step 4
	Step 5

632
1,264
2,528
3,791
5,055

Training Credit:

The following amounts are not to be cumulative, but are to be added to the Base Salary.

1,028
2,056
3,084
4,112
5,139
6,167

State Agency Certification  
 Associates Degree  
 Four Year College Degree  
 Masters / CPA  
 Mr-45 / Specialist  
 Doctorate

Beavercreek City School District  
 Administrator Fringe Benefit Schedule  
 BOE Approved:

Medical / Dental Insurance:

Monthly premium costs will follow provisions of the current BEA negotiated agreement.

Life Insurance:

Board to pay premium of a group term policy equal to two (2) times the annual salary rounded up to the nearest thousand, subject to a maximum of \$225,000.

Sick Leave:

Maximum accumulation of 330 days.

Personal Leave:

3 days per year - (effective 1996-97). Effective the 2003-04 contract year, unused personal leave days shall not accumulate to the following years. Unused personal leave days shall be compensated at the Assistant Elementary Principal, Step 1 daily rate.

Severance Pay:

27% of unused sick leave capped at 89 days at the time of official retirement. Death benefit payable same as teaching staff.

The fringe benefit retirement pick-up included in compensation shall also be included when calculating the daily rate for severance purposes.

Other Fringes:

Twelve month employees will receive twenty (20) days vacation leave each contract year. Vacation should, whenever possible be used and taken during the contract year earned. Unused vacation during one contract year may either be (a) carried over into the next contract year, upon request of the administrator, not to exceed forty (40) days maximum accumulation; or (b) cashed in, provided, however, the maximum number of days which may be cashed in during any contract year is ten (10) days. Each vacation day cashed in shall be paid at the per diem rate applicable to the salary in effect for the administrator during the year such vacation was to have been taken. Note: Those administrators who have above the 40 days maximum accumulation as of July 31, 1999, may continue to have a maximum accumulation equal to the number of days accumulated as of July 31, 1999 or a lesser amount if any of such accumulated days are utilized at anytime after July 31, 1999. For such administrators, vacation days used after August 1, 1999, will be used on the following basis.

1. Vacation days earned during a current year will be used first.

2. After current year's vacation days are used, additional days taken will be charged against the prior years' accumulation of days.

So long as such administrators have in excess of forty (40) day's accumulation, they will not be permitted to accumulate any additional days for carryover into the next contract year.

Retirement Pick-Up:

The Board agrees to "pick-up" the contributions to STRS and SERS. These picked-up employee contributions are treated either as "Salary Reduction" or "Fringe Benefit Included In Compensation" based on the schedule below. Salary Reduction shall be treated as mandatory salary reduction from the contract salary otherwise payable to the employee. Fringe Benefit Included In Compensation shall be paid by the Board as a fringe benefit in addition to the contract salary otherwise payable to the employee. These Fringe Benefit Included In Compensation contributions shall be treated as additional compensation and included in salary for retirement purposes.

Date:

August 1, 2006

In all cases, any portion of the employees mandatory contribution not picked-up as a Fringe Benefit Included in Compensation will be continued to be picked-up as Salary Reduction.

In the event that the Ohio General Assembly enacts legislation that prohibits the Board of Education from "picking-up" contributions to STRS and/or SERS, the Board will adjust the salary of any such affected administrators to off-set the loss of the Board's pick-up contribution.

Tuition:

Non-resident administrator's children may attend Beavercreek Schools on a tuition-free basis.

Professional Organizations:

Board pays annual dues to one state and one national professional organization of the employee's choice.

**Unless otherwise stated above, all other salary / benefit provisions of the current BEA negotiated agreement apply.**



Beavercreek City School District  
 FY 21 Administrator Salary Schedule  
 BOE Approved:  
 \*Salary Schedule Effective 8/1/2020-7/31/2021  
 Base Salary: \$86,360  
 Effective: August 1, 2020

Scale	Position	1	2	3	4	5	6	7	8	9	10	11
I	Asst. Transportation Supvr.	52,274	54,277	56,281	58,284	60,288	62,291	64,295	66,299	68,302	69,330	70,202
II	Lunchroom Supvr.	69,140	71,143	73,147	75,150	77,154	79,158	81,161	83,165	85,168	86,455	87,534
III	Asst. Bldgs. & Grounds Supvr.	69,140	71,143	73,147	75,150	77,154	79,158	81,161	83,165	85,168	86,455	87,534
IV	Transportation Supvr.	71,731	73,734	75,738	77,741	79,745	81,748	83,752	85,755	87,759	89,080	90,194
V	Asst. Treasurer (7/30/13)	74,339	76,342	78,346	80,349	82,353	84,356	86,360	88,364	90,367	91,732	92,872
VI	Asst. Elem. Principal	77,111	79,114	81,118	83,122	85,125	87,129	89,132	91,136	93,139	94,538	95,721
VI a	Psychologist	78,424	80,522	82,621	84,719	86,818	88,916	91,015	93,113	95,212	96,637	97,846
VII	Asst. MS Principal	83,657	85,755	87,854	89,953	92,051	94,150	96,248	98,347	100,445	101,957	103,226
VII a	Asst. MS Principal (250 Days) (6/21/12)	90,358	92,621	94,884	97,146	99,409	101,672	103,934	106,197	108,460	110,083	111,465
VIII	Bldgs. & Grounds Supvr.	84,210	86,308	88,407	90,505	92,604	94,702	96,801	98,899	100,998	102,518	103,796
VIII a	Asst. Treasurer	84,210	86,308	88,407	90,505	92,604	94,702	96,801	98,899	100,998	102,518	103,796
IX	Asst. HS Principal	84,961	86,956	88,951	90,946	92,941	94,936	96,930	98,925	100,920	102,432	103,718
IX a	Freshman Principal	83,925	85,920	87,914	89,909	91,904	93,899	95,894	97,889	99,884	101,387	102,647
X	Supervisors	86,015	88,009	90,004	91,999	93,994	95,989	97,984	99,979	101,974	103,502	104,798
XI	Elem. Principal	92,716	94,866	97,017	99,167	101,318	103,468	105,618	107,769	109,919	111,568	112,959
XI a	Elem. Principal (250 Days) (6/21/12)	88,113	90,108	92,103	94,098	96,093	98,088	100,083	102,078	104,072	105,722	107,225
XII	MS Principal	95,955	98,096	100,238	102,380	104,522	106,663	108,805	110,947	113,088	114,781	116,215
XII b	MS Principal (250 Days) (6/21/12)	87,077	89,072	91,067	93,062	95,056	97,051	99,045	101,041	103,036	104,582	105,886
XIII a	Director of Athletics	106,136	108,131	110,126	112,121	114,116	116,111	118,106	120,101	122,096	123,927	125,472
XIII	HS Principal	106,136	108,131	110,126	112,121	114,116	116,111	118,106	120,101	122,096	123,927	125,472
XIV	Director of Business Services	106,136	108,131	110,126	112,121	114,116	116,111	118,106	120,101	122,096	123,927	125,472
XIV a	Director of Technology	106,136	108,131	110,126	112,121	114,116	116,111	118,106	120,101	122,096	123,927	125,472
XV	Director of Curric. Serv. / Director of Pupil Serv.	108,425	110,420	112,415	114,410	116,405	118,400	120,394	122,389	124,384	126,250	127,830
XVI	Director of Human Resources	108,425	110,420	112,415	114,410	116,405	118,400	120,394	122,389	124,384	126,250	127,830
XVII	Assistant Superintendent	111,905	114,487	117,139	119,842	122,605	125,438	128,340	131,302	134,333	137,416	140,577

NOTE: The Assistant Superintendent scale is based on a 2.3% increase for each step

NOTE: The steps on the salary schedule do not indicate automatic advancement, automatic movement, or right of advancement, but are merely a guide for salary schedule placement. Any administrator new to the District may be given experience credit for not more than six (6) years (7th step) of previous administrative experience, not to be counted in Longevity Credit.

Longevity Credit:

The following amounts are not to be cumulative, but are to be added to the Base Salary.

Beavercreek City School District Years Experience	Administrative Years Experience
15 Years	Step 1
20 Years	Step 2
25 Years	Step 3
	Step 4
	Step 5

2,418	648
4,836	1,295
7,254	2,591
	3,886
	5,182

Training Credit:

The following amounts are not to be cumulative, but are to be added to the Base Salary.

State Agency Certification	1,054
Associates Degree	2,107
Four Year College Degree	3,161
Masters / CPA	4,214
Mr-45 / Specialist	5,268
Doctorate	6,322



Beavercreek City School District  
Administrator Fringe Benefit Schedule  
BOE Approved:

Medical / Dental Insurance:

Monthly premium costs will follow provisions of the current BEA negotiated agreement.

Life Insurance:

Board to pay premium of a group term policy equal to two (2) times the annual salary rounded up to the nearest thousand, subject to a maximum of \$225,000.

Sick Leave:

Maximum accumulation of 330 days.

Personal Leave:

3 days per year - (effective 1986-87). Effective the 2003-04 contract year, unused personal leave days shall not accumulate to the following years. Unused personal leave days shall be compensated at the Assistant Elementary Principal, Step 1, daily rate.

Severance Pay:

27% of unused sick leave capped at 89 days at the time of official retirement. Death benefit payable same as teaching staff.

The fringe benefit retirement pick-up included in compensation shall also be included when calculating the daily rate for severance purposes.

Other Fringes:

Twelve month employees will receive twenty (20) days vacation leave each contract year. Vacation should, whenever possible be used and taken during the contract year earned. Unused vacation during one contract year may either be (a) carried over into the next contract year, upon request of the administrator, not to exceed forty (40) days maximum accumulation; or (b) cashed in, provided, however, the maximum number of days which may be cashed in during any contract year is ten (10) days. Each vacator day cashed in shall be paid at the per diem rate applicable to the salary in effect for the administrator during the year such vacation was to have been taken. Note: Those administrators who have above the 40 days maximum accumulation as of July 31, 1999, may continue to have a maximum accumulation equal to the number of days accumulated as of July 31, 1999 or a lesser amount if any of such accumulated days are utilized at anytime after July 31, 1999. For such administrators, vacation days used after August 1, 1999, will be used on the following basis.

1. Vacation days earned during a current year will be used first.
2. After current year's vacation days are used, additional days taken will be charged against the prior years' accumulation of days. So long as such administrators have in excess of forty (40) day's accumulation, they will not be permitted to accumulate any additional days for carryover into the next contract year.

Retirement Pick-Up:

The Board agrees to "pick-up" the contributions to STRS and SERS. These picked-up employee contributions are treated either as "Salary Reduction" or "Fringe Benefit Included in Compensation" based on the schedule below. Salary Reduction shall be treated as mandatory salary reduction from the contract salary otherwise payable to the employee. Fringe Benefit Included in Compensation shall be paid by the Board as a fringe benefit in addition to the contract salary otherwise payable to the employee. These Fringe Benefit Included in Compensation contributions shall be treated as additional compensation and included in salary for retirement purposes.

Effective

August 1, 2006

Date

In all cases, any portion of the employees mandatory contribution not picked-up as a Fringe Benefit Included in Compensation will be continued to be picked-up as Salary Reduction.

In the event that the Ohio General Assembly enacts legislation that prohibits the Board of Education from "picking-up" contributions to STRS and/or SERS, the Board will adjust the salary of any such affected administrators to offset the loss of the Board's pick-up contribution.

Tuition:

Non-resident administrator's children may attend Beavercreek Schools on a tuition-free basis.

Professional Organizations:

Board pays annual dues to one state and one national professional organization of the employee's choice.

Unless otherwise stated above, all other salary / benefit provisions of the current BEA negotiated agreement apply.

Beavercreek City School District  
 FY 22 Administrator Salary Schedule  
 BOE Approved:  
 \*Salary Schedule Effective 8/1/2021-7/31/2022

Base Salary: \$88,519  
 Effective: August 1, 2021

Scale	Position	1	2	3	4	5	6	7	8	9	10	11
I	Asst. Transportation Supvr.	53,581	55,634	57,688	59,741	61,795	63,849	65,902	67,956	70,010	71,063	71,957
II	Lunchroom Supvr.	70,868	72,922	74,976	77,029	79,083	81,137	83,190	85,244	87,297	88,616	89,723
III	Asst. Bldgs. & Grounds Supvr.	70,868	72,922	74,976	77,029	79,083	81,137	83,190	85,244	87,297	88,616	89,723
IV	Transportation Supvr.	73,524	75,578	77,631	79,685	81,738	83,792	85,846	87,899	89,953	91,307	92,449
V	Asst. Treasurer (7/30/13)	76,197	78,251	80,304	82,358	84,412	86,465	88,519	90,573	92,626	94,025	95,193
VI	Asst. Elem. Principal	79,039	81,092	83,146	85,200	87,253	89,307	91,360	93,414	95,468	96,902	98,114
VII	Psychologist	80,384	82,535	84,686	86,837	88,988	91,139	93,290	95,441	97,592	99,053	100,292
VIII	Asst. MS Principal	85,748	87,899	90,050	92,201	94,352	96,503	98,654	100,805	102,956	104,506	105,807
VIII a	Asst. MS Principal (250 Days) (6/21/12)	92,617	94,937	97,256	99,575	101,894	104,213	106,533	108,852	111,171	112,835	114,251
VIII b	Bldgs. & Grounds Supvr.	86,315	88,466	90,617	92,768	94,919	97,070	99,221	101,372	103,523	105,081	106,391
VIII c	Asst. Treasurer	86,315	88,466	90,617	92,768	94,919	97,070	99,221	101,372	103,523	105,081	106,391
IX	Asst. HS Principal	87,085	89,130	91,175	93,219	95,264	97,309	99,354	101,399	103,443	104,992	106,311
IX a	Freshman Principal	90,316	92,361	94,406	96,450	98,495	100,540	102,585	104,629	106,674	108,276	109,631
X	Supervisors	86,023	88,068	90,112	92,157	94,202	96,247	98,291	100,336	102,381	103,921	105,214
XI	Elem. Principal	88,165	90,210	92,255	94,299	96,344	98,389	100,434	102,478	104,523	106,090	107,418
XI a	Elem. Principal (250 Days) (6/21/12)	95,034	97,238	99,442	101,646	103,850	106,055	108,259	110,463	112,667	114,358	115,783
XII	MS Principal	90,316	92,361	94,406	96,450	98,495	100,540	102,585	104,629	106,674	108,365	110,419
XII b	MS Principal (250 Days) (6/21/12)	98,353	100,549	102,744	104,939	107,135	109,330	111,525	113,720	115,916	117,651	119,120
XII c	Director of Athletics	89,254	91,298	93,343	95,388	97,433	99,478	101,522	103,567	105,612	107,197	108,533
XIII	HS Principal	108,790	110,835	112,879	114,924	116,969	119,014	121,059	123,103	125,148	127,025	128,609
XIV	Director of Business Services	108,790	110,835	112,879	114,924	116,969	119,014	121,059	123,103	125,148	127,025	128,609
XIV a	Director of Technology	108,790	110,835	112,879	114,924	116,969	119,014	121,059	123,103	125,148	127,025	128,609
XV	Director of Curric. Serv. / Director of Pupil Serv.	111,136	113,180	115,225	117,270	119,315	121,360	123,404	125,449	127,494	129,406	131,026
XVI	Director of Human Resources	111,136	113,180	115,225	117,270	119,315	121,360	123,404	125,449	127,494	129,406	131,026
XVII	Assistant Superintendent	114,703	117,350	120,067	122,838	125,670	128,574	131,548	134,584	137,691	140,851	144,091

NOTE: The Assistant Superintendent scale is based on a 2.3% increase for each step

NOTE: The steps on the salary schedule do not indicate automatic advancement, automatic movement, or right of advancement, but are merely a guide for salary schedule placement. Any administrator new to the District may be given experience credit for not more than six (6) years (7th step) of previous administrative experience, not to be counted in Longevity Credit.

Longevity Credit:

The following amounts are not to be cumulative, but are to be added to the Base Salary.

Beavercreek City School District Years Experience	Administrative Years Experience
15 Years	Step 1
20 Years	Step 2
25 Years	Step 3

2,479	664
4,957	1,328
7,436	2,656
	3,983
	5,311

Training Credit:

The following amounts are not to be cumulative, but are to be added to the Base Salary.

Slate Agency Certification	1,080
Associates Degree	2,160
Four Year College Degree	3,240
Masters / CPA	4,320
M+45 / Specialist	5,400
Doctorate	6,480

Beavercreek City School District  
Administrator Fringe Benefit Schedule  
BOE Approved:

Medical / Dental Insurance:

Monthly premium costs will follow provisions of the current BEA negotiated agreement.

Life Insurance:

Board to pay premium of a group term policy equal to two (2) times the annual salary rounded up to the nearest thousand, subject to a maximum of \$225,000.

Sick Leave:

Maximum accumulation of 330 days.

Personal Leave:

3 days per year - (effective 1986-87). Effective the 2003-04 contract year, unused personal leave days shall not accumulate to the following years.  
Unused personal leave days shall be compensated at the Assistant Elementary Principal, Step 1 daily rate.

Severance Pay:

27% of unused sick leave capped at 89 days at the time of official retirement. Death benefit payable same as teaching staff.

The fringe benefit retirement pick-up included in compensation shall also be included when calculating the daily rate for severance purposes.

Other Fringes:

Twelve month employees will receive twenty (20) days vacation leave each contract year. Vacation should, whenever possible be used and taken during the contract year earned. Unused vacation during one contract year may either be (a) carried over into the next contract year, upon request of the administrator, not to exceed forty (40) days maximum accumulation; or (b) cashed in, provided, however, the maximum number of days which may be cashed in during any contract year is ten (10) days. Each vacation day cashed in shall be paid at the per diem rate applicable to the salary in effect for the administrator during the year such vacation was to have been taken. Note: Those administrators who have above the 40 days maximum accumulation as of July 31, 1999, may continue to have a maximum accumulation equal to the number of days accumulated as of July 31, 1999 or a lesser amount if any of such accumulated days are utilized at anytime after July 31, 1999. For such administrators, vacation days used after August 1, 1999, will be used on the following basis.

1. Vacation days earned during a current year will be used first.
  2. After current year's vacation days are used, additional days taken will be charged against the prior years' accumulation of days.
- So long as such administrators have in excess of forty (40) day's accumulation, they will not be permitted to accumulate any additional days for carryover into the next contract year.

Retirement Pick-Up:

The Board agrees to "pick-up" the contributions to STRS and SERS. These picked-up employee contributions are treated either as "Salary Reduction" or "Fringe Benefit Included In Compensation" based on the schedule below. Salary Reduction shall be treated as mandatory salary reduction from the contract salary otherwise payable to the employee. Fringe Benefit Included In Compensation shall be paid by the Board as a fringe benefit in addition to the contract salary otherwise payable to the employee. These Fringe Benefit Included In Compensation contributions shall be treated as additional compensation and included in salary for retirement purposes.

Effective

Date

August 1, 2006

In all cases, any portion of the employees mandatory contribution not picked-up as a Fringe Benefit Included In Compensation will be continued to be picked-up as Salary Reduction.

In the event that the Ohio General Assembly enacts legislation that prohibits the Board of Education from "picking-up" contributions to STRS and/or SERS, the Board will adjust the salary of any such affected administrators to offset the loss of the Board's pick-up contribution.

Tuition:

Non-resident administrator's children may attend Beavercreek Schools on a tuition-free basis.

Professional Organizations:

Board pays annual dues to one state and one national professional organization of the employee's choice.

Unless otherwise stated above, all other salary / benefit provisions of the current BEA negotiated agreement apply.

D. Approval of Manager/Coordinator Salary Schedules

SEE NEXT PAGE(S)

Beaver Creek City School District  
 Manager/Coordinator Salary Schedule  
 BOE Approved:  
 Effective 8/1/2019-7/31/2020

26-Jun-19  
 10:04 AM

Base Salary: \$84,254  
 Effective: August 1, 2019

Work Days	1	2	3	4	5	6	7	8	9	10	11	12
FLSA Exempt Status Employees:												
Public Relations Specialist	55,650	57,781	59,913	62,045	64,176	66,240	68,305	70,369	72,433	74,556	75,674	76,620
Network and Systems Administrator	67,412	69,366	71,321	73,276	75,230	77,185	79,140	81,094	83,049	85,004	86,279	87,357
Management Information Systems Coordinator	71,582	73,537	75,492	77,446	79,401	81,356	83,310	85,265	87,220	89,174	90,512	91,643
Fiscal Analyst and Coordinator	71,582	73,537	75,492	77,446	79,401	81,356	83,310	85,265	87,220	89,174	90,512	91,643
Gifted Services & Special Projects Coordinator	71,582	73,537	75,492	77,446	79,401	81,356	83,310	85,265	87,220	89,174	90,512	91,643

NOTE: The steps on the salary schedule do not indicate automatic advancement, automatic movement, or right of advancement, but are merely a guide for salary schedule placement. Any FLSA Exempt Status employee new to the District may be given experience credit for not more than six (6) years (7th step) of previous related experience.

Longevity:	14th Year	\$1,893	Training Credit:	Associates Degree	\$2,056
	19th Year	\$1,893		Four Year College Degree	\$3,084
	24th Year	\$1,893		Masters In Related Field	\$4,112

Training Credit amounts are not to be cumulative, but are to be added to the Base Salary.

Sick leave taken during a week will be accumulated and charged in 1/4 day increments.

Vacation leave shall be earned and posted on a monthly basis. Twelve month employees shall earn vacation in accordance with the following schedule.

- 10 Days (0.833 per mo.) = Less than seven (7) years of performing like work in private industry or other government/non-profit in a twelve month position.
- 15 Days (1.250 per mo.) = Seven (7) but less than fifteen (15) years of performing like work in private industry or other government/non-profit in a twelve month position.
- 20 Days (1.667 per mo.) = Fifteen (15) years or more of performing like work in private industry or other government/non-profit in a twelve month position.

The maximum amount of vacation leave an employee may carry is their annual accumulation plus 15 days.

Service credit conversion for vacation purposes shall be calculated based on the provisions of the current BCEA negotiated agreement.

All other vacation provisions shall follow the provisions of the current BCEA negotiated agreement.

Unless otherwise specified above, all other compensation / benefit provisions of the current BCEA negotiated agreement apply.



Beavercreek City School District  
 Manager/Coordinator Salary Schedule  
 BOE Approved:  
 Effective 8/1/2020-7/31/2021

26-Jun-19  
 10:04 AM

Base Salary: \$86,360  
 Effective: August 1, 2020

Work Days	1	2	3	4	5	6	7	8	9	10	11	12
FLSA Exempt Status Employees:												
Public Relations Specialist	57,041	59,226	61,411	63,596	65,781	67,967	70,152	72,337	74,522	76,707	78,892	81,077
Network and Systems Administrator	69,097	71,100	73,104	75,108	77,111	79,115	81,118	83,122	85,125	87,129	89,132	91,135
Management Information Systems Coordinator	73,372	75,375	77,379	79,382	81,386	83,390	85,393	87,397	89,400	91,404	93,407	95,410
Fiscal Analyst and Coordinator	73,372	75,375	77,379	79,382	81,386	83,390	85,393	87,397	89,400	91,404	93,407	95,410
Gifted Services & Special Projects Coordinator	73,372	75,375	77,379	79,382	81,386	83,390	85,393	87,397	89,400	91,404	93,407	95,410

NOTE: The steps on the salary schedule do not indicate automatic advancement, automatic movement, or right of advancement, but are merely a guide for salary schedule placement. Any FLSA Exempt Status employee new to the District may be given experience credit for not more than six (6) years (7th step) of previous related experience.

Longevity:	14th Year	Associates Degree	\$2,107
	19th Year	Four Year College Degree	\$3,161
	24th Year	Masters In Related Field	\$4,214

Training Credit amounts are not to be cumulative, but are to be added to the Base Salary.

Sick leave taken during a week will be accumulated and charged in 1/4 day increments.

Vacation leave shall be earned and posted on a monthly basis. Twelve month employees shall earn vacation in accordance with the following schedule.

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Service credit conversion for vacation purposes shall be calculated based on the provisions of the current BCEA negotiated agreement.

All other vacation provisions shall follow the provisions of the current BCEA negotiated agreement.

Unless otherwise specified above, all other compensation / benefit provisions of the current BCEA negotiated agreement apply.

Beavercreek City School District  
 Manager/Coordinator Salary Schedule  
 BOE Approved:  
 Effective 8/1/2020-7/31/2021

26-Jun-19  
 10:04 AM

Base Salary: \$86,360  
 Effective: August 1, 2020

Work Days	1	2	3	4	5	6	7	8	9	10	11	12
FLSA Exempt Status Employees:												
Public Relations Specialist	57,041	59,226	61,411	63,596	65,781	67,967	70,012	72,128	74,244	76,420	77,566	78,536
Network and Systems Administrator	69,097	71,100	73,104	75,108	77,111	79,115	81,118	83,122	85,125	87,129	88,436	89,541
Management Information Systems Coordinator	73,372	75,375	77,379	79,382	81,386	83,390	85,393	87,397	89,400	91,404	92,775	93,935
Fiscal Analyst and Coordinator	73,372	75,375	77,379	79,382	81,386	83,390	85,393	87,397	89,400	91,404	92,775	93,935
Gifted Services & Special Projects Coordinator	73,372	75,375	77,379	79,382	81,386	83,390	85,393	87,397	89,400	91,404	92,775	93,935

NOTE: The steps on the salary schedule do not indicate automatic advancement, automatic movement, or right of advancement, but are merely a guide for salary schedule placement. Any FLSA Exempt Status employee new to the District may be given experience credit for not more than six (6) years (7th step) of previous related experience.

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 15 Days (1.250 per mo.) = Seven (7) but less than fifteen (15) years of performing like work in private industry or other government/non-profit in a twelve month position.  
 20 Days (1.667 per mo.) = Fifteen (15) years or more of performing like work in private industry or other government/non-profit in a twelve month position.  
 The maximum amount of vacation leave an employee may carry is their annual accumulation plus 15 days.  
 Service credit conversion for vacation purposes shall be calculated based on the provisions of the current BCEA negotiated agreement.  
 All other vacation provisions shall follow the provisions of the current BCEA negotiated agreement.

Unless otherwise specified above, all other compensation / benefit provisions of the current BCEA negotiated agreement apply.

E. Approval of Non-Bargaining Unit/Exempt Confidential Employee Salary Schedules

SEE NEXT PAGE(S)

Beavercreek City School District  
 Non-Bargaining Unit/Exempt Confidential Employees (Central Office)  
 Pay Schedules - FY2020  
 BOE Approved:  
 Effective 7/1/2019-6/30/2020

26-Jun-19  
 10:04 AM

Salary % Increase: 103.00%

	STEP & HOURLY RATE											
	1	2	3	4	5	6	7	8	9	10	11	12
Executive Secretary	26.18	26.58	26.99	27.43	27.85	28.25	28.68	29.10	29.69	30.26	30.70	31.10
Department Secretary	25.73	26.18	26.58	26.99	27.43	27.85	28.25	28.68	29.26	29.85	30.30	30.66
Secretary	24.85	25.28	25.69	26.11	26.55	26.94	27.39	27.82	28.38	28.92	29.36	29.72
Payroll & Benefits / Accounting Specialist	26.18	26.58	26.99	27.43	27.85	28.25	28.68	29.10	29.69	30.26	30.70	31.10
Copy Center Manager	21.71	22.15	22.55	22.98	23.39	23.78	24.23	24.64	25.15	25.65	26.04	26.35
Receptionist	21.43	21.85	22.27	22.67	23.12	23.57	23.98	24.38	24.84	25.35	25.73	26.06
Lead Computer Technician	25.73	26.18	26.58	26.99	27.43	27.85	28.25	28.68	29.26	29.85	30.30	30.66
Computer Technician	23.55	23.95	24.31	24.70	25.13	25.52	25.89	26.33	26.83	27.39	27.80	28.15

Longevity:  
 14th Year \$0.91  
 19th Year \$0.91  
 24th Year \$0.91

Employee designated as computer system operator will receive and additional \$0.75 per hour.

Sick leave taken during a week will be accumulated and charged in 1/4 day increments.

Unless otherwise specified above, all other compensation / benefit provisions of the current BCEA negotiated agreement apply.



Beavercreek City School District  
 Non-Bargaining Unit/Exempt Confidential Employees (Central Office)

Pay Schedules - FY2021  
 BOE Approved:  
 Effective 7/1/2020-6/30/2021

26-Jun-19  
 10:04 AM

Salary % Increase: 102.50%

	STEP & HOURLY RATE											
	1	2	3	4	5	6	7	8	9	10	11	12
Executive Secretary	26.83	27.24	27.66	28.12	28.55	28.96	29.40	29.83	30.43	31.02	31.47	31.88
Department Secretary	26.37	26.83	27.24	27.66	28.12	28.55	28.96	29.40	29.99	30.60	31.06	31.43
Secretary	25.47	25.91	26.33	26.76	27.21	27.61	28.07	28.52	29.09	29.64	30.09	30.46
Payroll & Benefits / Accounting Specialist	26.83	27.24	27.66	28.12	28.55	28.96	29.40	29.83	30.43	31.02	31.47	31.88
Copy Center Manager	22.25	22.70	23.11	23.55	23.97	24.37	24.84	25.26	25.78	26.29	26.69	27.01
Receptionist	21.97	22.40	22.83	23.24	23.70	24.16	24.58	24.99	25.46	25.98	26.37	26.71
Lead Computer Technician	26.37	26.83	27.24	27.66	28.12	28.55	28.96	29.40	29.99	30.60	31.06	31.43
Computer Technician	24.14	24.55	24.92	25.32	25.76	26.16	26.54	26.99	27.50	28.07	28.50	28.85

Longevity:  
 14th Year \$0.93  
 19th Year \$0.93  
 24th Year \$0.93

Employee designated as computer system operator will receive and additional \$0.75 per hour.

Sick leave taken during a week will be accumulated and charged in 1/4 day increments.

Unless otherwise specified above, all other compensation / benefit provisions of the current BCEA negotiated agreement apply.



Beavercreek City School District  
 Non-Bargaining Unit/Exempt Confidential Employees (Central Office)  
 Pay Schedules - FY2022  
 BOE Approved:  
 Effective 7/1/2021-6/30/2022

26-Jun-19  
 10:04 AM

Salary % Increase: 102.50%

	STEP & HOURLY RATE											
	1	2	3	4	5	6	7	8	9	10	11	12
Executive Secretary	27.50	27.92	28.35	28.82	29.26	29.68	30.14	30.58	31.19	31.80	32.26	32.68
Department Secretary	27.03	27.50	27.92	28.35	28.82	29.26	29.68	30.14	30.74	31.37	31.84	32.22
Secretary	26.11	26.56	26.99	27.43	27.89	28.30	28.77	29.23	29.82	30.38	30.84	31.22
Payroll & Benefits / Accounting Specialist	27.50	27.92	28.35	28.82	29.26	29.68	30.14	30.58	31.19	31.80	32.26	32.68
Copy Center Manager	22.81	23.27	23.69	24.14	24.57	24.98	25.46	25.89	26.42	26.95	27.36	27.69
Receptionist	22.52	22.96	23.40	23.82	24.29	24.76	25.19	25.61	26.10	26.63	27.03	27.38
Lead Computer Technician	27.03	27.50	27.92	28.35	28.82	29.26	29.68	30.14	30.74	31.37	31.84	32.22
Computer Technician	24.74	25.16	25.54	25.95	26.40	26.81	27.20	27.66	28.19	28.77	29.21	29.57

Longevity:  
 14th Year \$0.95  
 19th Year \$0.95  
 24th Year \$0.95

Employee designated as computer system operator will receive and additional \$0.75 per hour.

Sick leave taken during a week will be accumulated and charged in 1/4 day increments.

Unless otherwise specified above, all other compensation / benefit provisions of the current BCEA negotiated agreement apply.

F. Approval of Shared Services Agreement

SEE NEXT PAGE(S)

**FOOD SERVICE AGREEMENT BETWEEN  
BEAVERCREEK CITY SCHOOLS  
BOARD OF EDUCATION  
AND  
EAST DAYTON CHRISTIAN SCHOOL**

This Food Service Agreement ("Agreement") entered into on July 19, 2019, by and between Beavercreek City School District Board of Education (BCS), 3040 Kemp Road, Beavercreek, OH 45431 and East Dayton Christian School, 999 Spinning Road, Dayton, OH 45431, is entered into by the parties under the following terms and conditions.

**WHEREAS**, East Dayton Christian School ("EDCS") has expressed a desire to purchase school breakfast and lunch as well as extra milk from BCS.

**WHEREAS**, Beavercreek City Schools Student Nutrition Department has the ability to fulfill the student nutrition needs of EDCS by providing school breakfast and lunch as well as extra milk for purchase starting August 20 of the 2019-2020 school year, for three (3) consecutive school years, and ending on the last day of the 2021-2022 school year for BCS.

**WHEREAS**, should the terms of the Agreement prove successful for both parties during the period stated above herein, then the parties agree that the terms of this Agreement shall automatically extend to the 2022-2023 school year, and will be effective on August 1, 2022, for a period of one (1) year until the last scheduled school day for students at BCS, with no further action required by either party to effectuate the automatic extension; and

**WHEREAS**, should the terms of the Agreement prove not to be successful for either party during the time period stated herein, or during automatic extension term of one year, then either party may act to terminate this Agreement by providing the other party with written notice of same at least sixty (60) calendar days prior to the effective date of termination. Notice shall be given as follows:

To Beavercreek City Schools:

Joshua Ashley  
1258 Hickory Drive  
Beavercreek, OH 45434

To East Dayton Christian School

Lucinda Hume  
999 Spinning Road  
Dayton, OH 45431

NOW, THEREFORE, BE IT RESOLVED, that the parties hereto hereby agree as follows:

1. Subject to the approval of the Ohio Department of Education, Office for Child Nutrition, BCS hereby agrees to provide school breakfast and lunch as well as extra milk and Smart Snack approved *a la carte* items to EDCS for purchase starting August 20 of the 2019-2020 school year, for three (3) consecutive school years, and ending on the last day of the 2021-2022 school year for BCS.
2. The following school meal programs are included under this Agreement:
  - a. National School Lunch Program
  - b. School Breakfast Program
  - c. A la carte Milk
  - d. Smart Snack approved *a la carte* items
3. During the term of this Agreement, BCS will remain responsible for providing EDCS a copy of the current Free and Reduced-Price School Meal Application for distribution to households. BCS will be responsible for processing the applications including determining eligibility, notifying applicants, completing verification requirement, providing a Hearing Official and updating eligibility changes, and for reporting same;
4. During the term of this Agreement, BCS will remain responsible for point-of-service counts by eligibility category and for recording the reporting those counts;
5. During the term of this Agreement, BCS will compile monthly claims for reimbursement and will perform the required attendance-adjusted eligible edit check prior to submitting to the Ohio Department of Education. EDCS will be responsible for providing BCS with the highest student enrollment for each monthly reimbursement claim.
6. The unit meal price under the terms of this Agreement will be as follows for year 1 of the contract:

School Lunch Program

- a. Pre-K – 8<sup>th</sup> Grade: \$2.50
- b. 9<sup>th</sup> – 12<sup>th</sup> Grade: \$2.75
- c. Adult Meals: \$3.25

School Breakfast Program

- a. Pre-K – 8<sup>th</sup> Grade: \$1.75
- b. Adults Meals: \$2.25

A la Carte Milk

- a. Pre-K – 12<sup>th</sup> Grade \$0.50
- b. Adults: \$0.50

Each consecutive year, a meal price analysis will be conducted to determine pricing for the subsequent years.

7. During the term of this Agreement, EDCS will be responsible for collecting monies received from students and prepared for a daily deposit that will be picked up by a BCS employee for deposit. EDCS will have a daily deposit sign-off sheet that shows the dollar amount that will be picked up and the BCS employee picking up the deposit will sign-off for receiving said amount.
8. EDCS will be responsible for notification of number of meals to be purchased. Notification of meals will be required by 8:30 AM to the BCS Student Nutrition Department via phone call or email to the following contacts:
  - a. Phone call to (937) 458-2446
  - b. E-mail to Student Nutrition Administrative Assistant:  
[Dawn.Kacvinsky@beavercreeek.k12.oh.us](mailto:Dawn.Kacvinsky@beavercreeek.k12.oh.us)
9. During the term of this Agreement, BCS and its employees will be responsible for all commodity procurement, commodity receiving, commodity storing, commodity distribution, menu planning, and quality standards as well as compliance with all regulations regarding same applicable to school breakfast and lunch programs. BCS will not be responsible for providing any employees to EDCS, but if available, BCS will attempt to provide substitutes in the case EDCS food service worker is unable to work; or any coordination or oversight of any EDCS food service operations; or the serving of any meals at EDCS. Any equipment and supplies purchased or provided by BCS will remain the property of BCS. Upon termination of this agreement, such equipment and supplies will be retained and returned to BCS. BCS will provide a labor reimbursement to EDCS, not to exceed the EDCS planned student school days plus two days for opening and closing the kitchen. Calamity days will not be paid days. There will be (3) positions: one (1) hour to serve breakfast and two – (4) hour positions for lunch. The (1) hour to serve breakfast and one of the (4) hour positions will be paid at eleven dollars (\$11.00) per hour plus eighteen percent (18%) for payroll taxes. The other (4) hour position will be paid at ten (\$10.00) per hour plus eighteen percent (18%) for payroll taxes. To receive payment for these hours EDCS will be required to provide BCS with employee dated and signed time sheets. EDCS will submit time sheets on a monthly basis. EDCS will be reimbursed for those hours within ten (10) business days of submittal.
10. Both BCS and EDCS will maintain all school meal program records as well as Free and Reduced-Price School meal applications generated under the terms of this Agreement in accordance with applicable record retention periods provided by law;
11. No student will be involved in any aspect of this Agreement;
12. The parties agree to indemnify, defend and hold harmless one another, their respective members, officials, employees and agents, from and against any and all losses, liabilities, damages, claims and all related costs and expenses as a result of the failure of the other party, its members, officials, employees, or agents, to perform any duty, responsibility or obligation imposed by the Agreement, or any act or omission by either party, its members, officials, employees, or agents, while providing services under this Agreement that results in injury, death or loss to person or property, breach of contract, or a violation of applicable statutory or common law; BCS obligations under this paragraph are limited to amounts specifically appropriated for such purposes by BCS.
13. The parties acknowledge that in BCS supplying such services to EDCS under this Agreement, BCS is acting as an independent contractor, and BCS has the sole obligation to supervise, manage,



contract, direct and control all work to be performed by its employees under this Agreement. The relationship of the parties under this Agreement shall not constitute a partnership or joint venture for any purpose;

- 14. The parties acknowledge that liability under this Agreement shall be limited to direct actual damages only, and that all other remedies or damages at law or in equity are waived. Neither party shall be liable for consequential, incidental, punitive, exemplary or indirect damages, loss profits or other business interruption damages; by statute, and tort or contract under any indemnity provision or otherwise;
- 15. This Agreement constitutes the entire agreement between the parties and any and all prior tentative agreements, whether written or oral, are hereby superseded;
- 16. This agreement shall not be modified or amended except by an instrument in writing executed by both parties.
- 17. If, after the date of this Agreement, any provision to this Agreement is held to be illegal, invalid or unenforceable under present or future laws effective during the term of this Agreement, such provision shall be fully severable and shall not affect the remaining provisions of this Agreement, which shall remain in full force and effect.

IN WITNESS HEREOF, the parties have executed this Agreement and affixed their signature on the lines below, in accordance with resolution of their governing bodies.

BEAVERCREEK CITY SCHOOL DISTRICT  
BOARD OF EDUCATION

EAST DAYTON CHRISTIAN SCHOOL

Jo Ann Rigano  
By

Lucinda D. Hume  
By

7-18-19  
Date

7/25/19  
Date

[Signature]

G. Approval of Transportation Personnel

SEE NEXT PAGE(S)

**BEAVERCREEK CITY SCHOOL DISTRICT**  
**JOB DESCRIPTION**

<b>Title:</b>	<b>DEPARTMENT OFFICE ASSISTANT</b>	<b>File 551</b>
<b>Reports to:</b>	Department Supervisor	
<b>Job Objectives:</b>	Performs a variety of general office duties. Assist dispatcher and administrative assistant in daily duties.	
<b>Minimum Qualifications:</b>	<ul style="list-style-type: none"><li>· High school diploma. Post-secondary training is desirable.</li><li>· Meets all mandated health requirements (e.g., a negative tuberculosis test, etc.).</li><li>· Documented evidence of a clear criminal record.</li><li>· Congenial telephone etiquette</li><li>· Proficient in office protocol and the use of business equipment.</li><li>· Proficient in the use of business software and the maintenance of records.</li><li>· Proficient in data entry, spelling, proofreading and the correct use of grammar.</li><li>· Bookkeeping skills and the ability to apply advanced mathematical concepts.</li><li>· Multitasking ability and strong interpersonal skills.</li><li>· Self-directed and able to learn required skills for the position.</li></ul>	
<b>Responsibilities and Essential Functions:</b>	<p>The following duties are representative of performance expectations. A reasonable accommodation may be made to enable a qualified individual with a disability to perform essential functions.</p> <ul style="list-style-type: none"><li>· Performs secretarial and administrative support functions. Organizes and maintains a functional filing system that ensures the safe retention of office records. Keeps materials properly filed to maintain an orderly office.</li><li>· Upholds board policies and follows administrative procedures.</li><li>· Promotes a favorable image of the school district.</li><li>· Acknowledges visitors. Determines the reason for their visit. Answers questions. Verifies appointments. Directs visitors to the appropriate person or office.</li><li>· Refers inquiries requiring policy interpretation to administrative staff.</li><li>· Answers the telephone. Directs calls based on the nature of the inquiry. Takes messages. Manages calls efficiently to keep telephone lines open.</li><li>· Maintains an office calendar. Schedules appointments as directed.</li><li>· Helps communicate information about weather delays and emergencies.</li><li>· Strives to develop rapport with others. Respects personal privacy. Maintains the confidentiality of privileged information.</li><li>· Processes incoming, outgoing and interoffice mail, faxes and emails.</li><li>· Helps prepare bus routes. Distributes routing information to bus drivers/students/parents and building administrators.</li><li>· Responds to new residents requests for transportation information.</li><li>· Prepares transportation rosters (e.g., student names, grade levels, school attended, bus identification, pick-up and drop off points, time schedules, etc.)</li><li>· Prepares accurate up-to-date list of student information on each bus.</li><li>· Helps schedule non-routine use of school buses (e.g., field trips, athletic contest, community requests, etc.).</li><li>· Prepares trip reports. Prepares data for financial forecasting.</li><li>· Prepares materials for bus safety programs.</li><li>· Processes student misconduct reports.</li><li>· Prepares bus accident reports. Maintains insurance files.</li><li>· Monitors bus communications. Conveys information as needed.</li></ul>	

**DEPARTMENT OFFICE ASSISTANT**

Page 2 of 3

- Maintains bus driver's records.
- Maintains vendor files. Obtains price quotes.
- Monitors inventories and reorders supplies to maintain reliable service levels.
- Prepares requisitions. Encumbers the proper account. Maintains procurement information (e.g., transmittal letters, contracts, confirmations, warrants, negotiated price agreements, delivery dates, etc.).
- Verifies deliveries. Investigate discrepancies. Processes approved invoices for payments. Post expenditures. Maintains a completed payment file.
- Works cooperatively with Department administrative assistant.
- Assist in arranging sub employees for proper coverage.
- Assist in helping all department staff with time sheets and correcting reported time accurately.
- Takes precautions to insure student safety. Reports unauthorized persons or suspicious circumstances immediately.
- Reports evidence of suspected child abuse as required by law.
- Provides assistance to other departments as directed.
- Keeps current with advances in office technology. Updates office procedures. Participates in staff meetings and professional growth activities as directed.
- Accepts responsibility for personal decisions and conduct. Serves as a positive role model for others.
- Performs other specific job-related duties as directed.

**Abilities  
Required:**

The following aptitudes and physical skills are essential for the successful performance of assigned duties.

- Demonstrates professionalism and maintains a positive work attitude.
- Takes the initiative to identify and solve problems independently.
- Works cooperatively to support a successful team effort.
- Communicates effectively using verbal, nonverbal and writing skills.
- Reacts productively to interruptions and changing conditions.
- Operates office equipment efficiently and accurately.
- Lifts, carries, and/or moves work-related supplies and equipment.
- Maintains an acceptable attendance record and is punctual.
- Travels to meetings and work assignments.
- Demonstrates and helps provide a safe work environment.

**Supervisory  
Responsibility:**

Under the direction of the Department Supervisor and Assistant Supervisor: Schedules meaningful work assignments, provides instructions and communicates expectations to assigned staff.

**Working  
Conditions:**

Exposure to the following situations may range from remote to frequent based on circumstances and factors that may not be predictable.

- Potential for exposure to blood borne pathogens and communicable diseases.
- Potential for interaction with disruptive and/or unruly individuals.
- Duties may require exposure to medications, cleaning solvents, air borne particulates, and odors.
- Duties may require operating and/or riding in a vehicle.
- Duties may require prolonged use of a computer keyboard and monitor.
- Duties may require detailed paperwork.
- Duties may require working under time constraints to meet deadlines.

**DEPARTMENT OFFICE ASSISTANT**

Page 3 of 3

**Performance Evaluation:** Job performance is evaluated according to the policy provisions adopted by the Beavercreek City School District Board of Education.

The Beavercreek City School District Board of Education is an equal opportunity employer offering employment without regard to race, color, religion, sex, national origin, age, or disability. This job description summary does not imply that these are the only duties to be performed. This job description is subject to change in response to funding variables, emerging technologies, improved operating procedures, productivity factors, and unforeseen events.



H. Approval of Transportation Sub Pay

SEE NEXT PAGE(S)

**Comparison of Substitute Bus Driver Rates of Pay**

July 2019

**CURRENT**

	Tier 1	Tier 2	Tier 3	Minimum hours paid
<b>Beavercreek</b>	\$12.6 (Day 1 - 20)	\$13.72 (Day 21 - 60)	\$16.14 (Day 61 Forward)	1 hour each AM/PM
<b>Fairborn</b>	\$13.78 (First 30 Days)		\$14.38 (Day 31 Forward)	4 hours minimum
<b>Springfield</b>	\$14.5 (First 6 Months)		\$15.00 (6 Months Forward)	5 hours minimum
<b>Kettering</b>	\$15.00			1.5 hours minimum each AM/PM
<b>Centerville</b>	\$16.23			no minimum
<b>Mad River</b>	\$18.00			2 hours minimum

**RECOMMENDATION**

	Tier 1	Tier 2	Tier 3	Minimum hours paid
<b>Beavercreek</b>	\$16.50	\$16.50	\$16.50	1 hour each AM/PM
<b>Fairborn</b>	\$13.78 (First 30 Days)		\$14.38 (Day 31 Forward)	4 hours minimum
<b>Springfield</b>	\$14.50 (First 6 Months)		\$15.00 (6 Months Forward)	5 hours minimum
<b>Kettering</b>	\$15.00			1.5 hours minimum each AM/PM
<b>Centerville</b>	\$16.23			no minimum
<b>Mad River</b>	\$18.00			2 hours minimum

- I. Approval of Resolution of Agreement to Join the Optimal Health Initiatives Consortium

SEE NEXT PAGE(S)

RESOLUTION OF THE BEAVERCREEK BOARD OF EDUCATION

BE IT RESOLVED, by the Beavercreek Board of Education, that the Board hereby:

Agrees to join the Optimal Health Initiatives Consortium (hereinafter referred to as "OHI"), a consortium of political subdivisions that maintains jointly administered arrangements as permitted by and provided under Section 9.833 of the Ohio Revised Code to provide sickness, accident and other benefits for participating members and those member's employees and dependents;

Agrees to comply fully with the terms of the Agreement to Add the Beavercreek City School District as a Member of OHI (hereinafter the "Agreement"), and more particularly a member of Butler Health Plan, Southwest Division of OHI (hereinafter referred to as "BHP"), a controlling Division of OHI established by the Amended and Restated Agreement of OHI, the corresponding OHI By-Laws, and the Trust established by OHI (such Agreement, By-Laws, and Trust as amended and/or as may be amended from time to time, being hereinafter referred to as the "OHI Documents"); and

Agrees to comply fully with the terms of the OHI Documents and the By-Laws of BHP (as they have been, and may be, amended);

Agrees to pay all applicable OHI and BHP premiums, as provided in the Agreement, the OHI Documents, and the BHP By-Laws; and

Authorizes the President and Treasurer of this Board to:

1. Execute the Agreement; and
2. Execute any other documents reasonably required in order to fully effectuate the intent of this resolution.

Beavercreek City School District

By: \_\_\_\_\_  
Jo Ann Rigano, President  
Beavercreek Board of Education

By: \_\_\_\_\_  
Paul Otten, Superintendent  
Beavercreek City Schools

By: \_\_\_\_\_  
Penelope R. Rucker, Treasurer  
Beavercreek City School District

J. Approval of NEOLA Policy Updates (Presented 6-20-19 see binder)

SEE NEXT PAGE(S)

**Beavercreek City School District**  
**Policy Updates**  
**Approval of Policy Updates June 20, 2019**

<b>Policy #</b>	<b>Policy Title</b>
po2413	Career Advising
po5113.02	School Choice Options
po5460	Graduation Requirements
po5610	Removal, Suspension, Expulsion, and Permanent Exclusion of Students
po5610.03	Emergency Removal of Students
po6320	Purchasing and Bidding
po6325	Federal Grants/Funds
po6605	Crowdfunding
po7540.02	Web Accessibility, Content, Apps, and Services
po8400	School Safety
po8500	Food Service



K. Approval of 2019-2020 Student Handbooks (Preschool and Ferguson Hall)

Available upon request.

Ms. Hunt seconded the motion.

ROLL CALL Peg Arnold, aye; Krista Hunt, aye; Gene Taylor, aye; Jo Ann Rigano, aye.

Motion carried 4-0.

## **XII. ANNOUNCEMENTS**

- A. July 20, 2019 – Parents Night Out at Shaw Elementary – 5:30 p.m. – 7:30 p.m.
- B. August 2 & 3, 2019 – Fill the Bus School Supply Drive at Main Elementary – 9:00 a.m. – 3:00 p.m.
- C. August 8, 2019 – New Military Family Night at Coy/Trebein Commons –6:30 p.m. – 7:30 p.m.
- D. August 14, 2019 – First Day Back for Students
- E. August 15, 2019 – Board of Education Meeting –6:30 p.m.

## **XIII. BOARD MEMBER COMMENTS**

- A. Ms. Arnold – Spoke of her pleasure to be through negotiations and gave kudos to teachers, the teacher's union, the classified staff, and their union in addition to the district's management team. Good Job Everybody.
- B. Mr. Taylor – Spoke of the academic team and how it speaks to our diversity brought by the students. He also spoke of Bobbie Fiori's presentation of the strategic plans and of their importance.
- C. Ms. Hunt – Also thanked the teachers and the classified staff, cabinet members and union reps who worked on negotiations. She spoke of how the results will affect our community and will help to ease the decisions to be made later. Ms. Hunt thanked Ms. Rucker for the confidence that she has for the detailed information being released from the treasurer's office and the when addressing the community this a great boon to her.
- D. Mr. Morrison – Absent
- E. Ms. Rigano – Spoke of the being stewards of the community's monies and how the BEA and the BCEA show the community how much they really cared. She thanked everyone once again for all the work that went into negotiations Ms. Rigano spoke of how pleased she was that the district will be saving monies. She spoke of the support of the academic team by the community being just another example of why this is such a great community.

## **XIV. ADJOURNMENT**

There being no further business, Ms. Hunt moved to adjourn the meeting at 8:05 p.m. Ms. Arnold seconded the motion.

ROLL CALL: Krista Hunt, aye; Peg Arnold, aye; Gene Taylor, aye; Jo Ann Rigano, aye.

Motion carried 4-0.

We do hereby certify the above to be correct.

\_\_\_\_\_  
PRESIDENT

\_\_\_\_\_  
TREASURER

Beavercreek City Schools  
 Monthly Analysis of Revenues and Expenses  
 July - Fiscal Year 2020

	Monthly Estimate	Monthly Actual	Monthly Difference	Year to Date Estimate	Year to Date Actual	Year to Date Difference
Beginning Cash Balance	21,340,652	21,340,652	0	21,340,652	21,340,652	0

**Receipts:**

**From Local Sources**

	Monthly Estimate	Monthly Actual	Monthly Difference	Year to Date Estimate	Year to Date Actual	Year to Date Difference	% of Total
Real Estate Tax	22,672,000	22,203,000	-469,000	22,672,000	22,203,000	-469,000	91.76%
Personal Tangible	0	0	0	0	0	0	0.00%
Proceeds from Sale of Notes	0	0	0	0	0	0	0.00%
Other Local	250,000	284,323	34,323	250,000	284,323	34,323	1.18%

**From State Sources**

Foundation Program	1,176,188	1,209,579	33,391	1,176,188	1,209,579	33,391	5.00%
Rollback and Homestead	0	0	0	0	0	0	0.00%

**From Federal Sources**

Public Law 874	0	0	0	0	0	0	0.00%
Other Federal	0	0	0	0	0	0	0.00%

Non-Operating Receipts	110,000	500,459	390,459	110,000	500,459	390,459	2.07%
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<b>Total Receipts</b>	<b>24,208,188</b>	<b>24,197,361</b>	<b>-10,827</b>	<b>24,208,188</b>	<b>24,197,361</b>	<b>-10,827</b>	<b>100.00%</b>	<b>-0.04%</b>
<b>Receipts Plus Cash Balance</b>	<b>45,548,840</b>	<b>45,538,013</b>	<b>-10,827</b>	<b>45,548,840</b>	<b>45,538,013</b>	<b>-10,827</b>		

**Expenses**

Salaries and Wages	3,900,000	3,853,356	-46,644	3,900,000	3,853,356	-46,644	56.14%	
Fringe Benefits	1,750,000	1,768,038	18,038	1,750,000	1,768,038	18,038	25.76%	45.88%
Purchased Services	800,000	831,788	31,788	800,000	831,788	31,788	12.12%	
Materials, Supplies and Books	150,000	53,004	-96,996	150,000	53,004	-96,996	0.77%	
Capital Outlay	7,800	38,620	30,820	7,800	38,620	30,820	0.56%	
Repayment of Debt	0	0	0	0	0	0	0.00%	
Other Non-Operating Expenditures	0	0	0	0	0	0	0.00%	
Other Expenditures	370,000	319,508	-50,492	370,000	319,508	-50,492	4.65%	

<b>Total Expenditures</b>	<b>6,977,800</b>	<b>6,864,314</b>	<b>-113,486</b>	<b>6,977,800</b>	<b>6,864,314</b>	<b>-113,486</b>		<b>-1.63%</b>
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<b>Ending Cash Balance</b>	<b>38,571,040</b>	<b>38,673,699</b>	<b>102,659</b>	<b>38,571,040</b>	<b>38,673,699</b>	<b>102,659</b>	<b>100.00%</b>	
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Months elapsed in FY	1
Total Projected Expenditures	\$93,669,627
Spent to Date	\$6,864,314
% Spent	7.33%
% of FY Elapsed	8.33%

**BCSD BANK RECONCILIATION**

**July 2019**

<b>Bank Statement Balances:</b>			
Chase - Operating (Concentration Acct.)			11,998,445.53
US Bank - Meeder Money Market			5,207.13
US Bank - Meeder Investments			14,395,085.63
Chase- High Yield Savings			15,097.98
STAR Ohio			30,123,426.97
STAR Plus			5.46
PNC Bank - Money Market Savings			69,958.22
Self-Insured Worker's Compensation			147.56
Athletic Change Fund		300.00	
Food Service Change Fund		0.00	
BHS Change Fund		500.00	
CMS Change Fund		0.00	
AMS Change Fund		0.00	
Central Office Change Fund		100.00	
		<b>Total Bank Balances:</b>	<b>56,608,274.48</b>
<b>Adjustments:</b>			
Outstanding Checks (Operating)			(286,659.27)
Outstanding Checks (Payroll Net)			(61,621.31)
Outstanding Checks (Worker's Comp)			(147.56)
Outstanding Vcard Payments (CPS)			75,178.57
VCARD ACH in Transit			-
VCARD Voids/Reissued checks/Expired Payment			-
Interest - Chase Operating			-
Interest - Meeder Investments			(8,168.14)
Interest - Chase High Yield Savings			(3.82)
Interest - STAR Ohio			(46,824.83)
Interest - STAR Plus			-
Interest - PNC Bank			(56.39)
CBS amount in Accumulator			(226.00)
Returned Payroll ACH			(35.21)
Summer Ins Refund - Antkoviak			454.65
Summer Ins Refund - Smart			432.00
Summer Ins Refund - Jasper			432.00
Summer Ins Refund - Tobias			83.32
Summer Ins Refund - Frideger			34.14
7/19 eSers sent in August			(42,377.23)
		<b>Total Adjustments:</b>	<b>(369,505.08)</b>
<b>Adjusted Bank Balances:</b>			<b>56,238,769.40</b>
<b>Fund Balances per Board Books:</b>			<b>56,238,769.40</b>
<b>Variance</b>			<b>0.00</b>

BEAVERCREEK CITY SCHOOL DISTRICT					
INVESTMENT INCOME					
July 2019					
<b>INVESTMENT INCOME:</b>					
<b>Bank</b>				<b>Amount</b>	<b>Receipt Code</b>
US Bank - Meeder - MM			Variable	0.00	001-1410-0000
US Bank - Meeder - Investment			Variable	19,217.28	001-1410-0000
US Bank - Meeder - Prem./Disc.			Variable	0.00	001-1410-0000
US Bank - Meeder - Gain/(Loss)			Variable	0.00	001-1410-0000
Chase - High Yield Savings			0.28%	3.24	001-1410-0000
Star Ohio			2.40%	48,469.56	001-1410-0000
Star Plus			2.45%	0.00	001-1410-0000
PNC Bank - Business Money Market			1.21%	21.66	001-1410-0000
TOTAL INVESTMENT INCOME				<b>\$ 67,711.74</b>	
<b>INVESTMENT INCOME DISTRIBUTION:</b>					
<b>Fund</b>		<b>Fund Balance</b>	<b>Rate</b>	<b>Amount</b>	<b>Receipt Code</b>
Food Service Fund		142,969.42	0.28%	33.36	006-1410-0000
Dayton Islamic		56,982.39	0.28%	13.30	401-1410-9520
St. Luke		40,031.86	0.28%	9.34	401-1410-9620
Carroll HS		111,339.65	0.28%	25.98	401-1410-9720
Bright Beginnings		1,019.24	0.28%	0.24	401-1410-9920
				<b>\$ 82.22</b>	
General Fund Interest Distribution				<b>\$ (82.22)</b>	001-1410-0000

-- Options Summary --

Summary or Detail Report? (S,D) S  
Output file: 0719FINSUMMS.TXT  
Type: CSV  
Print options page? (Y,N) Y  
Report heading: BCSD - CLOSE JULY 2019  
Generate FINDET report for comparison? (Y,N) Y  
Sort options: FD  
Subtotal options: FD  
Include future encumbrance amounts? (Y,N) N  
Include accounts with zero amounts? (Y,N) Y  
Include accounts which are no longer active? (Y,N,I) Y

BAT\_FINSUM executed by OVERFIJ on node MVECA0:: at 6-AUG-2019 13:13:13.72

Begin Balance	MTD Receipts	FYTD Receipts	MTD Expenditures	FYTD Expenditures	Current Fund Balance	Current Encumbrances	Unencumbered Fund Balance
TOTAL FOR Fund 001 - GENERAL:							
21,340,652.44	24,197,361.78	24,197,361.78	6,864,313.78	6,864,313.78	38,673,700.44	3,949,969.60	34,723,730.84
TOTAL FOR Fund 002 - BOND RETIREMENT:							
5,087,171.01	2,771,000.00	2,771,000.00	0.00	0.00	7,858,171.01	0.00	7,858,171.01
TOTAL FOR Fund 003 - PERMANENT IMPROVEMENT:							
2,368,719.44	903,000.00	903,000.00	373,993.85	373,993.85	2,897,725.59	887,271.20	2,010,454.39
TOTAL FOR Fund 004 - BUILDING:							
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL FOR Fund 006 - FOOD SERVICE:							
222,735.73	17,771.28	17,771.28	97,537.59	97,537.59	142,969.42	762,281.40	619,311.98-
TOTAL FOR Fund 007 - SPECIAL TRUST:							
3,087.60	0.00	0.00	0.00	0.00	3,087.60	0.00	3,087.60
TOTAL FOR Fund 009 - UNIFORM SCHOOL SUPPLIES:							
883,800.55	3,395.00	3,395.00	11,049.12	11,049.12	876,146.43	214,489.94	661,656.49
TOTAL FOR Fund 018 - PUBLIC SCHOOL SUPPORT:							
476,599.69	11,891.82	11,891.82	21,350.25	21,350.25	467,141.26	34,729.62	432,411.64
TOTAL FOR Fund 019 - OTHER GRANT:							
9,860.13	43,043.00	43,043.00	0.00	0.00	52,903.13	200.00	52,703.13
TOTAL FOR Fund 020 - SPECIAL ENTERPRISE FUND:							
76,090.97	188.00	188.00	2,855.84	2,855.84	73,423.13	337.39	73,085.74
TOTAL FOR Fund 022 - DISTRICT AGENCY:							
603,287.84	542,226.56	542,226.56	855,486.45	855,486.45	290,027.95	0.00	290,027.95
TOTAL FOR Fund 024 - EMPLOYEE BENEFITS SELF INS.:							
3,907,530.08	1,449,309.87	1,449,309.87	1,501,589.28	1,501,589.28	3,855,250.67	47,375.00	3,807,875.67
TOTAL FOR Fund 027 - WORKMANS COMPENSATION-SELF IN							
409,731.26	0.00	0.00	372.29	372.29	409,358.97	87,384.98	321,973.99
TOTAL FOR Fund 200 - STUDENT MANAGED ACTIVITY:							
201,538.89	19.06	19.06	0.00	0.00	201,557.95	22,776.34	178,781.61
TOTAL FOR Fund 300 - DISTRICT MANAGED ACTIVITY:							
556,620.83	536.47	536.47	32,081.70	32,081.70	525,075.60	171,736.62	353,338.98
TOTAL FOR Fund 401 - AUXILIARY SERVICES:							
359,820.18	83.96	83.96	150,522.74	150,522.74	209,381.40	150,343.43	59,037.97





Begin Balance	MTD Receipts	FYTD Receipts	MTD Expenditures	FYTD Expenditures	Current Fund Balance	Current Encumbrances	Unencumbered Fund Balance
0.00	5.50	5.50	11.00	11.00	5.50-	0.00	5.50-
TOTAL FOR Fund 551 - LIMITED ENGLISH PROFICIENCY:							
2,611.88	24,858.33	24,858.33	69,584.96	69,584.96	42,114.75-	2,611.88	44,726.63-
TOTAL FOR Fund 572 - TITLE I DISADVANTAGED CHILDRE							
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL FOR Fund 573 - TITLE V INNOVATIVE EDUC PGM:							
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL FOR Fund 584 - DRUG FREE SCHOOL GRANT FUND:							
16,478.00	2,448.89	2,448.89	22,224.60	22,224.60	3,297.71-	19,978.00	23,275.71-
TOTAL FOR Fund 587 - IDEA PRESCHOOL-HANDICAPPED:							
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL FOR Fund 589:							
21,154.12	0.00	0.00	41,928.88	41,928.88	20,774.76-	31,376.50	52,151.26-
TOTAL FOR Fund 590 - IMPROVING TEACHER QUALITY:							
14,138.00	0.00	0.00	105,600.12	105,600.12	91,462.12-	29,913.50	121,375.62-
TOTAL FOR Fund 599 - MISCELLANEOUS FED. GRANT FUND							
GRAND TOTALS:							
36,753,500.70	30,072,300.70	30,072,300.70	10,587,032.00	10,587,032.00	56,238,769.40	6,637,471.74	49,601,297.66



# Beavercreek City School District Portfolio Comparison

6/30/2019

## Duration Diversification

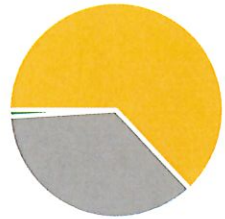
	PERCENTAGE	DOLLAR AMOUNT
0-1 year	48%	\$6,875,807
1-2 years	52%	\$7,517,515
2-3 years	0%	\$0
3-4 years	0%	\$0
4-5 years	0%	\$0
		<b>\$14,393,322</b>

## Portfolio Statistics

Weighted Average Maturity 0.89 years  
 Weighted Average Yield 1.78%  
 Annualized Interest Income of Securities \$256,201

## Portfolio Allocation

- US Government Agencies 63%
- FDIC-Insured 36%
- Other 1%



7/31/2019

## Duration Diversification

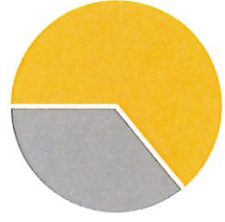
	PERCENTAGE	DOLLAR AMOUNT
0-1 year	48%	\$6,979,908
1-2 years	52%	\$7,420,385
2-3 years	0%	\$0
3-4 years	0%	\$0
4-5 years	0%	\$0
		<b>\$14,400,293</b>

## Portfolio Statistics

Weighted Average Maturity 0.87 years  
 Weighted Average Yield 1.79%  
 Annualized Interest Income of Securities \$257,765

## Portfolio Allocation

- US Government Agencies 64%
- FDIC-Insured 36%
- Other 0%



For the Account of: BEAVERCREEK CITY SCHOOL DISTRICT



Account Number: 57 00 0010 0 00  
Date: JULY 31, 2019

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WE ENCOURAGE YOU TO REVIEW THIS STATEMENT WITH THE STATEMENT YOU RECEIVE FROM THE QUALIFIED CUSTODIAN. ADVISORY SERVICES PROVIDED BY MEEDER PUBLIC FUNDS, REGISTERED INVESTMENT ADVISER.

PENNY RUCKER  
BEAVERCREEK CITY SCHOOL DISTRICT  
3040 KEMP RD  
BEAVERCREEK OH 45431

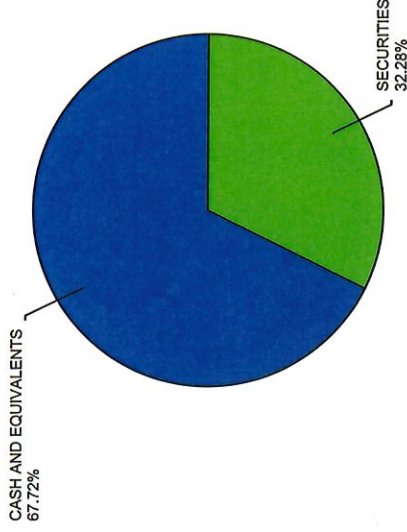
For the Account of: BEAVERCREEK CITY SCHOOL DISTRICT



Account Number: 57 00 0010 0 00  
Date: JULY 1, 2019 - JULY 31, 2019

## Account Summary

### Asset Allocation (portfolio assets)



### Portfolio Summary

Portfolio Assets	Value on		Est. Ann Income	% Total Assets
	JUN 30, 2019	JUL 31, 2019		
CASH AND EQUIVALENTS	21,261,657.39	30,128,634.10	717,039.62	67.72
SECURITIES	14,185,273.78	14,364,107.63	251,739.25	32.28
<b>TOTAL ASSETS</b>	<b>35,446,931.17</b>	<b>44,492,741.73</b>	<b>968,778.87</b>	

### Cash Activity Summary

	Credits	Debits	YTD
SECURITIES PURCHASED	.00	-433,813.25	-433,813.25
SECURITIES SOLD & REDEEMD	247,000.00	.00	247,000.00
DEPOSITS & WITHDRAWALS	9,000,000.00	-1,203.01	8,998,796.99
DIVIDENDS	47,114.73	.00	47,114.73
INTEREST	7,878.24	.00	7,878.24
WITHHOLDING	.00	.00	.00
OTHER ACTIVITY	.00	.00	.00
<b>INCOME</b>		<b>This Period</b>	<b>YTD</b>
		54,992.97	54,992.97

### Realized Gain/Loss Summary

	This Period	YTD
SHORT-TERM	.00	.00
LONG-TERM	.00	.00



Account Number: 57 00 0010 0 00

Date: JULY 1, 2019 - JULY 31, 2019

## Portfolio Assets Detail

### CASH AND EQUIVALENTS

Description	Shares	Date Acquired	Total Cost	Current Share Price	Current Mkt Value	% of Portfolio	Unrealized Gain/Loss	Est. Ann Income	Yield at Cost
<b>CASH AND EQUIVALENTS</b>									
FGVXX - FIRST AMERICAN GOVT OBLIGATIONS FUND (31846V203)	5,207.13	07/31/2019	5,207.13	1.000	5,207.13	.01	.00	102.06	1.96
STAR OHIO (00001CASH)	30,123,426.97	07/31/2019	30,123,426.97	1.000	30,123,426.97	67.70	.00	716,937.56	2.38
<b>TOTAL CASH AND EQUIVALENTS</b>			<b>30,128,634.10</b>		<b>30,128,634.10</b>		<b>.00</b>	<b>717,039.62</b>	<b>2.38</b>

### TOTAL CASH AND EQUIVALENTS

### SECURITIES

Description	Shares	Date Acquired	Total Cost	Current Share Price	Current Mkt Value	% of Portfolio	Unrealized Gain/Loss	Est. Ann Income	Yield at Cost
<b>MATURITY (0-5 YRS)</b>									
PINNACLE 1.70% 08/30/19 (723455FR7)	249,000.00	08/21/2017	248,813.25	99.973	248,932.77	.56	119.52	4,233.00	1.74
MRGN STANLEY PRIVATE 1.75% 09/03/19 (61760ADR7)	247,000.00	08/22/2017	246,506.00	99.974	246,935.78	.56	429.78	4,322.50	1.85
MRGN STANLEY 1.70% 09/03/19 (61747MYP0)	247,000.00	08/22/2017	246,506.00	99.969	246,923.43	.55	417.43	4,199.00	1.80
WASHINGTON TR 1.70% 09/06/19 (940637JH5)	247,000.00	08/21/2017	246,876.50	99.966	246,916.02	.55	39.52	4,199.00	1.73
DISCOVER 2.15% 09/17/19 (2546716Q8)	247,000.00	09/17/2014	247,000.00	100.017	247,041.99	.56	41.99	5,310.50	2.15





Account Number: 57 00 0010 0 00

Date: JULY 1, 2019 - JULY 31, 2019

## Portfolio Assets Detail

### SECURITIES

Description	Shares	Date Acquired	Total Cost	Current Share Price	Current Mkt Value	% of Portfolio	Unrealized Gain/Loss	Est. Ann Income	Yield at Cost
GOLDMAN SACHS 2.10% 09/17/2014 (38147J5J7)	247,000.00	09/17/2014	247,000.00	100.010	247,024.70	.56	24.70	5,187.00	2.10
SALLIE MAE BK 2.15% 09/17/2014 (795450TB1)	247,000.00	09/17/2014	247,000.00	100.017	247,041.99	.56	41.99	5,310.50	2.15
AMERICAN EXPR 2.10% 09/18/2014 (02587CBK5)	247,000.00	09/18/2014	247,000.00	100.011	247,027.17	.56	27.17	5,187.00	2.10
BMW BANK 2.10% 09/19/2014 (05580AAU8)	247,000.00	09/19/2014	247,000.00	99.996	246,990.12	.56	-9.88	5,187.00	2.10
COMENITY CAP 2.10% 09/23/2014 (20033AGS9)	249,000.00	09/22/2014	249,000.00	100.000	249,000.00	.56	.00	5,229.00	2.10
ALLY BANK 1.30% 10/07/19 (02006LP23)	248,000.00	09/29/2016	248,000.00	99.828	247,573.44	.56	-426.56	3,224.00	1.30
FIRSTBANK 1.30% 10/07/19 (33767AG54)	249,000.00	09/30/2016	249,000.00	99.871	248,678.79	.56	-321.21	3,237.00	1.30
FNMA 1.30% 10/28/19 (3135G0R21)	250,000.00	10/14/2016	250,000.00	99.804	249,510.00	.56	-490.00	3,250.00	1.30
FRST BUSINESS 1.50% 10/30/19 (31938QP65)	248,000.00	10/23/2015	248,000.00	99.874	247,687.52	.56	-312.48	3,720.00	1.50
SYNCHRONY 2.00% 10/31/19 (87165HEF3)	247,000.00	10/31/2014	247,000.00	100.025	247,061.75	.56	61.75	4,940.00	2.00
BELMONT B&T 1.70% 11/06/19 (08016PCP2)	249,000.00	10/24/2017	248,875.50	99.923	248,808.27	.56	-67.23	4,233.00	1.73
FARM BUREAU 1.70% 11/08/19 (307660KS8)	226,000.00	10/24/2017	225,887.00	99.921	225,821.46	.51	-65.54	3,842.00	1.73
FNMA 1.50% 11/26/19 (3136G4JE4)	758,000.00	12/06/2016	757,355.70	99.791	756,415.78	1.70	-939.92	11,370.00	1.53
CALLABLE 08/26/2019									

For the Account of: BEAVERCREEK CITY SCHOOL DISTRICT



Account Number: 57 00 0010 0 00

Date: JULY 1, 2019 - JULY 31, 2019

## Portfolio Assets Detail

### SECURITIES

Description	Shares	Date Acquired	Total Cost	Current Share Price	Current Mkt Value	% of Portfolio	Unrealized Gain/Loss	Est. Ann Income	Yield at Cost
FNMA 1.75% 02/28/20 (3136G4LW1) CALLABLE 08/28/2019	1,250,000.00	02/28/2017	1,249,937.50	99.796	1,247,450.00	2.80	-2,487.50	21,875.00	1.75
CIT BANK 2.00% 05/28/20 (17284DBB7)	247,000.00	05/28/2015	247,000.00	100.013	247,032.11	.56	32.11	4,940.00	2.00
FHLMC 1.85% 07/13/20 (3134GBXV9) CALLABLE 10/13/2019	284,000.00	07/05/2017	283,943.20	99.813	283,468.92	.64	-474.28	5,254.00	1.85
CAP ONE, N.A. 2.30% 07/29/20 (14042E4Z0)	247,000.00	07/29/2015	247,000.00	100.259	247,639.73	.56	639.73	5,681.00	2.30
FHLMC 1.50% 09/08/20 (3134GAJJ4)	780,000.00	08/26/2016	780,000.00	99.367	775,062.60	1.74	-4,937.40	11,700.00	1.50
BARCLAYS 2.20% 09/23/20 (06740KJQ1)	247,000.00	09/18/2015	247,000.00	100.282	247,696.54	.56	696.54	5,434.00	2.20
FHLMC 1.70% 09/29/20 (3134GBH21) CALLABLE 09/29/2019	734,000.00	09/13/2017	733,449.50	99.566	730,814.44	1.64	-2,635.06	12,478.00	1.73
FFCB 1.375% 10/19/20 (3133EGMM4) CALLABLE 08/06/2019	213,000.00	04/11/2019	210,916.36	99.072	211,023.36	.47	107.00	2,928.75	2.48
FHLMC 1.50% 10/19/20 (3134GASS4) CALLABLE 10/19/2019	1,100,000.00	10/06/2016	1,100,000.00	99.316	1,092,476.00	2.46	-7,524.00	16,500.00	1.50
FNMA 1.50% 10/28/20 (3135G0Q97) CALLABLE 10/28/2019	1,165,000.00	10/13/2016	1,165,000.00	99.265	1,156,437.25	2.60	-8,562.75	17,475.00	1.50
FNMA 1.80% 11/25/20	1,000,000.00	11/23/2016	1,000,000.00	99.733	997,330.00	2.24	-2,670.00	18,000.00	1.80

For the Account of: BEAVERCREEK CITY SCHOOL DISTRICT



Account Number: 57 00 0010 0 00

Date: JULY 1, 2019 - JULY 31, 2019

## Portfolio Assets Detail

### SECURITIES

Description	Shares	Date Acquired	Total Cost	Current Share Price	Current Mkt Value	% of Portfolio	Unrealized Gain/Loss	Est. Ann Income	Yield at Cost
(3136G4JF1) CALLABLE 08/25/2019	795,000.00	04/11/2019	791,613.30	100.193	796,534.35	1.78	4,921.05	17,092.50	2.41
FFCB 2.15% 12/23/20 (3133EJAD1)	960,000.00	05/24/2016	960,000.00	99.207	952,387.20	2.13	-7,612.80	17,280.00	1.80
FNMA 1.80% 06/02/21 (3136G3RJ6) CALLABLE 09/02/2019	185,000.00	07/09/2019	185,000.00	99.838	184,700.30	.41	-299.70	3,940.50	2.13
FHLMC 2.125% 7/15/21 (3134GTB85) CALLABLE 01/15/2020	249,000.00	07/22/2019	248,813.25	99.865	248,663.85	.55	-149.40	4,980.00	2.04
FF&C BK 2.00% 07/30/21 (32014LAA8)									
<b>TOTAL MATURITY (0-5 YRS)</b>			<b>14,396,493.06</b>		<b>14,364,107.63</b>		<b>-32,385.43</b>	<b>251,739.25</b>	<b>1.79</b>
<b>TOTAL SECURITIES</b>			<b>14,396,493.06</b>		<b>14,364,107.63</b>		<b>-32,385.43</b>	<b>251,739.25</b>	<b>1.79</b>
<b>TOTAL ASSETS</b>			<b>44,525,127.16</b>		<b>44,492,741.73</b>		<b>-32,385.43</b>	<b>968,778.87</b>	<b>2.19</b>

For the Account of: BEAVERCREEK CITY SCHOOL DISTRICT



Account Number: 57 00 0010 0 00

Date: From JULY 01, 2019 through JULY 31, 2019

## Statement of Transactions

Date		Total Cash	Investment Cost Basis
	<b>CONTRIBUTIONS</b>		
07/26/2019	CLIENT DEPOSIT	9,000,000.00	
	<b>TOTAL CONTRIBUTIONS</b>	<b>9,000,000.00</b>	<b>0.00</b>
	<b>INTEREST</b>		
07/01/2019	INTEREST RECEIVED PINNACLE 1.70% 08/30/19	359.52	
07/08/2019	INTEREST RECEIVED BELMONT B&T 1.70% 11/06/19	347.92	
07/08/2019	INTEREST RECEIVED FIRSTBANK 1.30% 10/07/19	266.05	
07/08/2019	INTEREST RECEIVED FARM BUREAU 1.70% 11/08/19	315.78	
07/15/2019	INTEREST RECEIVED FILMC 1.85% 07/13/20	2,627.00	
07/22/2019	INTEREST RECEIVED COMENITY CAP 2.10% 09/23/19	429.78	
07/29/2019	INTEREST RECEIVED CAP ONE, N.A. 2.30% 07/29/20	2,817.15	
07/29/2019	INTEREST RECEIVED MERRICK 1.75% 07/29/19	367.12	
07/30/2019	INTEREST RECEIVED PINNACLE 1.70% 08/30/19	347.92	
	<b>TOTAL INTEREST</b>	<b>7,878.24</b>	<b>0.00</b>

For the Account of: BEAVERCREEK CITY SCHOOL DISTRICT



Account Number: 57 00 0010 0 00

Date: From JULY 01, 2019 through JULY 31, 2019

# Statement of Transactions

Date		Total Cash	Investment Cost Basis
	<b>ORDINARY DIVIDENDS</b>		
07/01/2019	DIVIDEND RECEIVED FGVXX - FIRST AMERICAN GOVT OBLIGATIONS FUND	289.90	
07/31/2019	DIVIDEND RECEIVED STAR OHIO	46,824.83	
	<b>TOTAL ORDINARY DIVIDENDS</b>	<b>47,114.73</b>	<b>0.00</b>
	<b>NET PURCHASES AND SALES OF ASSETS</b>		
07/15/2019	PURCHASE FHLMC 2.125% 7/15/21	-185,000.00	185,000.00
07/26/2019	PURCHASE STAR OHIO	-9,000,000.00	9,000,000.00
07/29/2019	MATURITY \$247000 PAR MERRICK 1.75% 07/29/19	247,000.00	-247,000.00
07/30/2019	PURCHASE FF&C BK 2.00% 07/30/21	-248,813.25	248,813.25
07/31/2019	DIVIDEND REINVESTMENT STAR OHIO	-46,824.83	46,824.83
07/31/2019	REDEMPTION STAR PLUS - TIER 1	5.46	-5.46
07/31/2019	NET OF DEPOSITS & WITHDRAWALS FGVXX - FIRST AMERICAN GOVT OBLIGATIONS FUND	179,842.66	-179,842.66
	<b>TOTAL PURCHASES</b>	<b>-9,480,638.08</b>	<b>9,480,638.08</b>
	<b>TOTAL SALES</b>	<b>426,848.12</b>	<b>-426,848.12</b>

For the Account of: BEAVERCREEK CITY SCHOOL DISTRICT



Account Number: 57 00 0010 0 00  
 Date: From JULY 01, 2019 through JULY 31, 2019

## Statement of Transactions

Date		Total Cash	Investment Cost Basis
	<b>TOTAL NET PURCHASES AND SALES OF ASSETS</b>		
	GAIN (LOSS) REALIZED ON SALES	0.00	
	<b>DISBURSEMENTS TO OR FOR BENEFICIARIES</b>		
07/31/2019	CLIENT WITHDRAWAL	-5.46	
	<b>TOTAL DISBURSEMENTS TO OR FOR BENEFICIARIES</b>	-5.46	0.00
	<b>OTHER EXPENSES</b>		
07/22/2019	INVESTMENT COUNSEL FEE	-1,077.80	
07/25/2019	CUSTODIAN FEES	-119.75	
	<b>TOTAL OTHER EXPENSES</b>	-1,197.55	0.00
	<b>TOTAL</b>	-9,053,789.96	9,053,789.96



**BEAVERCREEK CITY SCHOOL DISTRICT**  
**AMENDED OFFICIAL CERTIFICATE OF ESTIMATED RESOURCES / APPROPRIATIONS**  
 Office of the budget commission of Greene County, Xenia Ohio

To the Taxing Authority of the Beavercreek City School District

The following is the amended official certificate of estimated resources for the fiscal year beginning July 1, 2019, as revised by the Budget Commission of said County, which shall govern the total appropriations made at any time during such fiscal year.

Presented to the Board: August 15, 2019

Fund	Fund	Unencumbered	* Tax	Other	Total	Total	FY2020	Balance
		Balance			Revenue	Revenue	Estimated	
	1	July 1, 2019	Revenue	Revenue	Revenue	Resources	Appropriations	
General Fund	1	\$ 20,856,597.55	\$ 73,862,291.00	\$ 19,543,612.00	\$ 93,405,903.00	\$ 114,262,500.55	\$ 94,219,627.00	\$ 20,042,873.55
Ferguson Land Lab Trust Fund	7	0.00	0.00	1,200.00	1,200.00	1,200.00	1,200.00	0.00
Scholarship Private Purpose Fund	7	3,087.60	0.00	47,500.00	47,500.00	50,587.60	34,000.00	16,587.60
Public School Support Fund	18	447,141.95	0.00	250,000.00	250,000.00	697,141.95	500,000.00	197,141.95
Other Grants Fund	19	9,660.13	0.00	1,500.00	1,500.00	11,160.13	5,000.00	6,160.13
Athletics and District Managed Activity Fund	300	531,495.69	0.00	750,000.00	750,000.00	1,281,495.69	800,000.00	481,495.69
Auxiliary Services Fund	401	115,292.79	0.00	0.00	0.00	115,292.79	115,292.79	0.00
Data Communications Fund	451	0.00	0.00	18,000.00	18,000.00	18,000.00	18,000.00	0.00
Straight A Grant	466	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Miscellaneous State Grants Fund	499	0.00	0.00	8,840.86	8,840.86	8,840.86	8,840.86	0.00
IDEA-B / Parent Mentor Grant Fund	516	0.00	0.00	2,067,402.98	2,067,402.98	2,067,402.98	2,067,402.98	0.00
Title III Limited English Proficiency Fund	551	0.00	0.00	38,883.53	38,883.53	38,883.53	38,883.53	0.00
Title I Disadvantaged Children Grant Fund	572	0.00	0.00	453,497.72	453,497.72	453,497.72	453,497.72	0.00
IDEA Preschool Grant Fund	587	0.00	0.00	72,983.81	72,983.81	72,983.81	72,983.81	0.00
Title II-A Improving Teacher Quality Grant Fund	590	0.00	0.00	150,753.23	150,753.23	150,753.23	150,753.23	0.00
Miscellaneous Federal Grants Fund	599	0.00	0.00	520,764.15	520,764.15	520,764.15	520,764.15	0.00
<b>Total Special Revenue Fund</b>		<b>1,106,678.16</b>	<b>0.00</b>	<b>4,381,326.28</b>	<b>4,381,326.28</b>	<b>5,488,004.44</b>	<b>4,786,619.07</b>	<b>701,385.37</b>
Bond Retirement Fund - 1995 Bond Issue	0000	2,627,583.33	3,500,000.00	0.00	3,500,000.00	6,127,583.33	3,700,000.00	2,427,583.33
Bond Retirement - Prepayment of Debt	9000	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Bond Retirement Fund - 2008 Bond Issue	9008	2,327,820.12	4,900,000.00	0.00	4,900,000.00	7,227,820.12	5,000,000.00	2,227,820.12
MVH Stadium Debt	9300	131,767.56	0.00	130,000.00	130,000.00	261,767.56	123,406.25	138,361.31
<b>Total Debt Service Fund</b>	<b>2</b>	<b>5,087,171.01</b>	<b>8,400,000.00</b>	<b>130,000.00</b>	<b>8,530,000.00</b>	<b>13,617,171.01</b>	<b>8,823,406.25</b>	<b>4,793,764.76</b>
Permanent Improvement Voted Levy Fund	3	285,214.87	860,000.00	0.00	860,000.00	1,145,214.87	763,030.00	382,184.87
Permanent Improvement Inside Millage Fund	3	1,386,911.71	1,840,000.00	0.00	1,840,000.00	3,226,911.71	1,800,000.00	1,426,911.71
MVH / Zink Field Stadium Project Fund	3	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Building / Construction Fund - 2008 Bond Issue	4	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Building / Construction Fund	4	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Capital Projects Fund</b>		<b>1,672,126.58</b>	<b>2,700,000.00</b>	<b>0.00</b>	<b>2,700,000.00</b>	<b>4,372,126.58</b>	<b>2,563,030.00</b>	<b>1,809,096.58</b>
Food Service Fund	6	222,735.73	0.00	2,234,580.00 (A)	2,234,580.00	2,457,315.73	2,319,778.00 (A)	137,537.73
Uniform School Supply Fund	9	846,836.43	0.00	500,000.00	500,000.00	1,346,836.43	750,000.00	596,836.43
Summer School Fund	20	75,132.44	0.00	45,000.00	45,000.00	120,132.44	45,000.00	75,132.44
<b>Total Enterprise Fund</b>		<b>1,144,704.60</b>	<b>0.00</b>	<b>2,779,580.00</b>	<b>2,779,580.00</b>	<b>3,924,284.60</b>	<b>3,114,778.00</b>	<b>809,506.60</b>
Medical/Dental Self-Insurance Fund	24	3,905,580.08	0.00	8,000,000.00	8,000,000.00	11,905,580.08	11,905,580.08	0.00
Workers' Compensation Insurance Fund	27	392,162.28	0.00	0.00	0.00	392,162.28	200,000.00	192,162.28
<b>Total Internal Service Fund</b>		<b>4,297,742.36</b>	<b>0.00</b>	<b>8,000,000.00</b>	<b>8,000,000.00</b>	<b>12,297,742.36</b>	<b>12,105,580.08</b>	<b>192,162.28</b>
District Agency Fund	22	603,287.84	0.00	8,300,000.00	8,300,000.00	8,903,287.84	8,587,502.27	315,785.57
Student Managed Activity Fund	200	195,074.59	0.00	190,056.05	190,056.05	385,130.64	267,616.64	117,514.00
<b>Total Fiduciary Fund</b>		<b>798,362.43</b>	<b>0.00</b>	<b>8,490,056.05</b>	<b>8,490,056.05</b>	<b>9,288,418.48</b>	<b>8,855,118.91</b>	<b>433,299.57</b>
<b>TOTALS</b>		<b>\$ 34,963,382.69</b>	<b>\$ 84,962,291.00</b>	<b>\$ 43,324,574.33</b>	<b>\$ 128,286,865.33</b>	<b>\$ 163,250,248.02</b>	<b>\$ 134,468,159.31</b>	<b>\$ 28,782,088.71</b>

\* Tax Revenue = Real Estate, Personal (PU & Other), Trailer, Homestead & Rollback, \$10K Exempt.

(A): Estimated revenue and appropriations for the Food Service Fund updated due to East Dayton Christian contract approved by the Board at the July 18, 2019 meeting.

Treasurer's Certification:

Resolution:

**BEAVERCREEK CITY SCHOOLS**

3040 Kemp Road  
Beavercreek, OH 45431

TO: **Beavercreek Board of Education**

FROM: Mrs. Penny Rucker, Treasurer

RE: Donations

The following items were donated:

<u>DONOR</u>	<u>ITEM/GIFT RECEIVED BY</u>	<u>ITEM DONATED</u>
Anonymous Donors	Beavercreek City Schools - Tornado Relief Fund	Assorted Gift Cards
Anonymous Donors	Beavercreek City Schools - Tornado Relief Fund	\$533.00
Beavercreek Church of the Nazarene	Beavercreek City Schools - Tornado Relief Fund	\$40,000.00
Beavercreek Kiwanis	Beavercreek City Schools - Tornado Relief Fund	\$2,000.00
BJ's Restaurant	Ankeney Middle School	Assorted Coupons
Greene Optimist Club	Beavercreek City Schools - Tornado Relief Fund	\$500.00
Jason's Deli	Ankeney Middle School	Assorted Coupons
Melt Bar & Grill	Ankeney Middle School	Assorted Coupons
Niezgodski, Jeannette	Beavercreek City Schools - Tornado Relief Fund	Assorted Clothing Items
Ochs, Jessica	Beavercreek High School	Science Books & Binders
Ross Dress for Less	Shaw Elementary School	\$2500 Digital Gift Card to First Book
Schairbaum Enterprises	Beavercreek City Schools - Tornado Relief Fund	300 Coupon Books
Tropical Smoothie Café	Ankeney Middle School	Assorted Coupons

Beavercreek City Schools  
3040 Kemp Road  
Beavercreek, OH 45431

August 15, 2019

TO: BEAVERCREEK BOARD OF EDUCATION  
FROM: Mr. Paul Otten, Superintendent  
RE: Certificated Personnel

The following certificated persons are recommended for employment, salary change, leave of absence and termination of contract.

**EMPLOYMENT 2019-2020**

Teachers

Johnson, Sarah Grade 2 Shaw Elementary School	Effective 2019-2020 School Year One Year Limited Contract- Automatic Non-Renewal Bachelors, 1 Year Experience Credit
Thomas, Michelle Grade 5 Shaw Elementary School	Effective 2019-2020 School Year One Year Limited Contract B+150, 5 Years Experience Credit
Spencer, Lauren 0.5 School Counselor Beavercreek City Schools	Effective 2019-2020 School Year One Year Limited Contract- Automatic Non-Renewal Masters, 9 Years Experience Credit
Zima, Nicole Kindergarten Main Elementary School	Effective 2019-2020 School Year One Year Limited Contract- Automatic Non-Renewal B+150, 0 Years Experience Credit

2019-2020 Supplemental Contracts

The following personnel are recommended for employment in the Supplemental Salary Positions shown for the 2019-2020 school year subject to the terms and conditions of the State Board of Education Rules 3301-20-01, 3301-26-01 and 3301-27-02. Pursuant to ORC 3313.53, vacant positions were posted for licensed employees, licensed non-employees, and non-licensed non-employees. For the positions for which there were no qualified licensed individuals, licensed non-employees or non-licensed non-employees are recommended. Salaries shall be paid according to the Supplemental Salary Schedule adopted for the 2019-2020 school year.

Back, Jennifer Ankeney Middle School	Social Studies Department Head Scale 9, Step 2 - 1 Years Longevity Credit (L-0)
Back, Jennifer Ankeney Middle School	Middle School National Junior Honor Society Scale 11, Step 3 - 4 Years Longevity Credit (L-0)
Beal, Gabrielle Non-Licensed, Non-Employee	Assistant Varsity Cross Country Coach Scale 5, Step 1 - 0 Years Longevity Credit (L-0)

Certified Personnel  
15 August 2019

Bernlohr, Beth Main Elementary School	LPDC Member Scale 10, Step 1
Blair, Leah Beavercreek High School	Assistant Varsity Cross Country Coach Scale 5, Step 1 - 0 Years Longevity Credit (L-0)
Bresemann, Melissa Ankeney Middle School	Middle School Art Club Advisor (1/2 Assignment) Scale 11, Step 3 - 2 Years Longevity Credit (L-0)
Brown, Carol Ankeney Middle School	Language Arts Department Head Scale 8, Step 3 - 20 Years Longevity Credit (L-4)
Brown, Carol Ankeney Middle School	Middle School Power of the Pen Scale 11, Step 3 - 4 Years Longevity Credit (L-0)
Brown, Michela Ankeney Middle School	Middle School Athletic Coordinator Scale 4, Step 3 - 1 Years Longevity Credit (L-0)
Brown, Michela Ankeney Middle School	Muse Machine Advisor Scale 11, Step 3 - 4 Years Longevity Credit (L-0)
Bundy, Tanner Non-Licensed, Non-Employee	Head 7th Grade Volleyball Coach - Girls Scale 8, Step 1 - 0 Years Longevity Credit (L-0)
Campbell, Anita Main Elementary	Unified Arts Department Head Scale 10, Step 3 - 5 Years Longevity Credit (L-1)
Canfield, Eleanor Beavercreek High School	LPDC Member Scale 10, Step 1
Carenza, Christine Fairbrook Elementary School	Grades 4-5 Department Head Scale 9, Step 3 - 2 Years Longevity Credit (L-0)
Case, Adrienne Fairbrook Elementary School	Unified Arts Department Head Scale 10, Step 3 - 5 Years Longevity Credit (L-1)
Clark, Andre Non-Licensed, Non-Employee	Assistant 8th Grade Football Coach Scale 7, Step 2 - 1 Year Longevity Credit (L-0)
Climie, Wade Non-Licensed, Non-Employee	Assistant Varsity Cross Country Coach Scale 5, Step 2 - 1 Year Longevity Credit (L-0)
Clingner, Jeremy Beavercreek High School	Head 8th Grade Football Coach - Boys Scale 6, Step 3 - 5 Years Longevity Credit (L-1)
Clodfelter, Scott Beavercreek High School	Strength and Conditioning Coach Step 2

Certified Personnel  
15 August 2019

Curd, Julie Trebein Elementary School	Grades 2-3 Department Head Scale 8, Step 3 - 6 Years Longevity Credit (L-1)
Curry, Ann Valley Elementary School	District School Nurse Coordinator Scale 10, Step 3 - 10 Years Longevity Credit (L-2)
Cusick, Eric Beavercreek High School	LPDC Chairperson Scale 10, Step 2
De Los Santos, Leticia Shaw Elementary School	District ESL Coordinator Scale 10, Step 3 - 4 Years Longevity Credit (L-0)
Delote, Harold Non-Licensed, Non-Employee	Assistant Varsity Soccer Coach - Girls Scale 5, Step 3 - 0 Years Longevity Credit (L-0)
Enneking, Jason Ankeney Middle School	Middle School Show Choir Director Scale 8, Step 3 - 16 Years Longevity Credit (L-3)
Ferguson, Dustin Trebein Elementary School	Unified Arts Department Head Scale 9, Step 3 - 8 Years Longevity Credit (L-1)
Fisher, Deborah Valley Elementary School	Special Education Department Head Scale 8, Step 3 - 6 Years Longevity Credit (L-1)
Flanagan, Travis Licensed, Non-Employee	Head 7th Grade Football Coach - Boys Scale 6, Step 2 - 1.5 Years Longevity Credit (L-0)
Fouts, Melissa Ankeney Middle School	Unified Arts Department Head Scale 7, Step 3 - 5 Years Longevity Credit (L-1)
Frey, Sheila Trebein Elementary School	Building Technology Leader Scale 8, Step 2 - 1 Years Longevity Credit (L-0)
Frey, Sheila Trebein Elementary School	School Webmaster Scale 11, Step 3 - 5 Years Longevity Credit (L-1)
Frost, Matthew Beavercreek High School	District Music Department Coordinator (1/2 Assignment) Scale 11, Step 3 - 4 Years Longevity Credit (L-0)
Fugate, Kaylee Non-Licensed, Non-Employee	Head 7th Grade Volleyball Coach - Girls Scale 8, Step 1 - 0 Years Longevity Credit (L-0)
Grilliot, Brent Beavercreek High School	High School Site Manager - Fall Scale 8, Step 1 - 0 Years Longevity Credit (L-0)
Hagood, Sheila Shaw Elementary School	Lego Robotic Team Advisor - Shaw Scale 11, Step 2 - 1 Years Longevity Credit (L-0)

Certified Personnel  
15 August 2019

Hagood, Sheila Shaw Elementary School	School Webmaster Scale 11, Step 3 - 16 Years Longevity Credit (L-3)
Hagood, Sheila Shaw Elementary School	Special Education Department Head Scale 9, Step 3 - 6 Years Longevity Credit (L-1)
Hamilton, William Beavercreek High School	Assistant Athletic Director Scale 1, Step 2 - 1 Years Longevity Credit (L-0)
Harshbarger, Amy Beavercreek High School	Head High School Intramurals Scale 5, Step 3 - 8 Years Longevity Credit (L-1)
Heaton, Sybil Valley Elementary School	Grades 2-3 Department Head Scale 9, Step 3 - 3 Years Longevity Credit (L-0)
Hill, Laura Shaw Elementary School	Grade 4, GRR and ESL 2 Department Head Scale 9, Step 1 - 0 Years Longevity Credit (L-0)
Horney, Tammy Main Elementary School	Grades K-1 Department Head Scale 8, Step 3 - 20 Years Longevity Credit (L-4)
Huelskamp, Shelley Ankeney Middle School	Science Department Head Scale 9, Step 3 - 14 Years Longevity Credit (L-3)
Huelskamp, Shelley Ankeney Middle School	Head Entry Year Mentor "Resident Educator Coordinator" Scale 8, Step 3 - 1 Years Longevity Credit (L-0)
Lehman, Julie Main Elementary School	School Webmaster Scale 11, Step 3 - 17 Years Longevity Credit (L-4)
Lehman, Julie Main Elementary School	Special Education Department Head Scale 9, Step 3 - 11 Years Longevity Credit (L-2)
Lewis, Maggie Non-Licensed, Non-Employee	Middle School Football Cheer 7th Grade - Fall Scale 10, Step 3 - 3 Years Longevity Credit (L-0)
Lewis, Emily Licensed, Non-Employee	Middle School Football Cheer 8th Grade - Fall Scale 10, Step 3 - 5 Years Longevity Credit (L-1)
Linehan, Griffin Licensed, Non-Employee	Head 8th Grade Volleyball Coach - Girls Scale 8, Step 2 - 1 Years Longevity Credit (L-0)
Long, Steven Ferguson Hall	Assistant 8th Grade Football Coach Scale 7, Step 3 - 6.5 Years Longevity Credit (L-1)
Loper, Nicholas Trebein Elementary School	Grades 4-5 Department Head Scale 8, Step 3 - 4 Years Longevity Credit (L-0)



Certified Personnel  
15 August 2019

Lovewell, Krista Ankeney Middle School	Middle School Student Council Advisor (1/2 Assignment) Scale 10, Step 3 - 8 Years Longevity Credit (L-1)
Massarelli, Corey Valley Elementary School	Grades K-1 Department Head Scale 9, Step 3 - 2 Years Longevity Credit (L-0)
Mayne, Amber Fairbrook Elementary School	School Webmaster Scale 11, Step 2 - 2 Years Longevity Credit (L-0)
Mayne, Amber Fairbrook Elementary School	Special Education Department Head Scale 8, Step 3 - 19 Years Longevity Credit (L-4)
McKitrick, Sarah Valley Elementary School	Grades 4-5 Department Head Scale 9, Step 3 - 4 Years Longevity Credit (L-0)
Miller, David Fairbrook Elementary School	LPDC Member Scale 10, Step 1
Miller, Kori Shaw Elementary School	Building Technology Leader Scale 8, Step 2 - 1 Years Longevity Credit (L-0)
Mizen, Kali Non-Licensed, Non-Employee	Head 8th Grade Volleyball Coach - Girls Scale 8, Step 1 - 4 Years Longevity Credit (L-0)
Moore, Stephen Coy Middle School	Middle School Athletic Coordinator Scale 4, Step 1 - 0 Years Longevity Credit (L-0)
Moss, Kaley Coy Middle School	Assistant Varsity Cross Country Coach Scale 5, Step 1 - 0 Years Longevity Credit (L-0)
Napier, Shannon Main Elementary School	Grades 4-5 Department Head Scale 8, Step 2 - 1 Years Longevity Credit (L-0)
Nevarez, Kathryn Ankeney Middle School	Middle School Yearbook Advisor Scale 10, Step 3 - 7 Years Longevity Credit (L-1)
Nevarez, Kathryn Ankeney Middle School	Middle School Student Council Advisor (1/2 Assignment) Scale 10, Step 3 - 9 Years Longevity Credit (L-2)
O'Christie, Catherine Valley Elementary School	Unified Arts Department Head Scale 10, Step 3 - 5 Years Longevity Credit (L-1)
Phillips, Rachael Beavercreek High School	District Music Department Coordinator (1/2 Assignment) Scale 11, Step 3 - 4 Years Longevity Credit (L-0)
Pope, Susan Ankeney Middle School	Head Middle School Cross Country Coach Scale 6, Step 3 - 9 Years Longevity Credit (L-2)

Certified Personnel  
15 August 2019

Priefer, Amanda Ankeney Middle School	Building Technology Leader Scale 8, Step 2 - 1 Years Longevity Credit (L-0)
Priefer, Amanda Ankeney Middle School	School Webmaster Scale 11, Step 3 - 4 Years Longevity Credit (L-0)
Prince, Mallory Shaw Elementary School	Kindergarten and Music Department Head Scale 9, Step 1 - 0 Years Longevity Credit (L-0)
Rogers, Erin Ankeney Middle School	LINK/WEB Advisor Scale 11, Step 3 - 16 Years Longevity Credit (L-3)
Ross, Emma Trebein Elementary School	Special Education Department Head Scale 8, Step 3 - 18 Years Longevity Credit (L-4)
Russ, Michael Non-Licensed, Non-Employee	Assistant 8th Grade Football Coach Scale 7, Step 3 - 6.5 Years Longevity Credit (L-1)
Sayer, Barb Shaw Elementary School	Grade 2 and Art Department Head Scale 9, Step 1 - 0 Years Longevity Credit (L-0)
Schumacker, Mark Ankeney Middle School	LINK/WEB Advisor Scale 11, Step 3 - 18 Years Longevity Credit (L-4)
Schumacker, Mark Ankeney Middle School	Mathematics Department Head Scale 9, Step 3 - 14 Years Longevity Credit (L-3)
Shafer, Aaron Fairbrook Elementary School	Assistant Middle School Cross Country Coach Scale 8, Step 3 - 3 Years Longevity Credit (L-0)
Shively, Heather Valley Elementary School	School Webmaster Scale 11, Step 3 - 4 Years Longevity Credit (L-0)
Sines, Kristen Shaw Elementary School	Grade 1 and ESL 1 Department Head Scale 9, Step 3 - 7 Years Longevity Credit (L-1)
Spaeth, Scott Non-Licensed, Non-Employee	Assistant 7th Grade Football Coach Scale 7, Step 2 - 1 Years Longevity Credit (L-0)
Spence, Ellen Beavercreek High School	Beavercreek High School Academic Challenge Team Scale 9, Step 3 - 4 Years Longevity Credit (L-0)
Stanforth, Remy Non-Licensed, Non-Employee	Assistant Varsity Tennis Coach - Girls Scale 7, Step 1 - 0 Years Longevity Credit (L-0)
Thompson, Lisa Main Elementary School	Grades 2-3 Department Head Scale 8, Step 2 - 1 Years Longevity Credit (L-0)

Tomlin, Megan Ankeney Middle School	MS Low Incidence Disability After School Activity Supervisor Scale 11, Step 2 - 1 Years Longevity Credit (L-0)
Tomlin, Ashley Ankeney Middle School	Lego Robotic Team Advisor - Main Scale 11, Step 3 - 2 Years Longevity Credit (L-0)
Tomlin, Ashley Ankeney Middle School	Lego Robotic Team Advisor - Trebein Scale 11, Step 3 - 2 Years Longevity Credit (L-0)
Torbeck, Jennifer Trebein Elementary School	Grades K-1 Department Head Scale 8, Step 3 - 6 Years Longevity Credit (L-1)
Turner, Darcy Shaw Elementary School	Grade 3 and Physical Education Department Head Scale 9, Step 3 - 2 Years Longevity Credit (L-0)
Volk, Jennifer Shaw Elementary School	Grade 5 and IMC Department Head Scale 9, Step 2 - 1 Years Longevity Credit (L-0)
Voris, Barbara Ankeney Middle School	Special Education Department Head Scale 7, Step 3 - 18 Years Longevity Credit (L-0)
Wade, Carolyn Main Elementary School	Building Technology Leader Scale 8, Step 2 - 1 Year Longevity Credit (L-0)
Weaver, Andrew Ankeney Middle School	Middle School Instrumental Director Scale 11, Step 3 - 4 Years Longevity Credit (L-0)
Weaver, Andrew Ankeney Middle School	Middle School Jazz Ensemble Director Scale 11, Step 3 - 5 Years Longevity Credit (L-0)
West, Jennifer Ankeney Middle School	MS Low Incidence Disability After School Activity Supervisor Scale 11, Step 3 - 8 Years Longevity Credit (L-0)
Whitlow, Melvin Ferguson Hall	High School ROTC Drill Team Scale 6, Step 2 - 1 Years Longevity Credit (L-0)
Wical, Richard Ankeney Middle School	MS Low Incidence Disability After School Activity Supervisor Scale 11, Step 3 - 16 Years Longevity Credit (L-0)
WickSanner, Aeryn Fairbrook Elementary School	Building Technology Leader Scale 8, Step 2 - 1 Years Longevity Credit (L-0)
WickSanner, Aeryn Fairbrook Elementary School	Grades 2-3 Department Head Scale 9, Step 3 - 4 Years Longevity Credit (L-0)
Williams, Billy Non-Licensed, Non-Employee	Middle School Athletic Site Manager Scale 5, Step 3 - 3 Years Longevity Credit (L-0)

Certified Personnel  
15 August 2019

Williams, Billy  
Non-Licensed, Non-Employee

Middle School Athletic Site Manager  
Scale 5, Step 3 - 1 Years Longevity Credit (L-0)

2018-2019 Summer KDI

Fisher, Deborah 4 Days  
Hinkle, Lea Ann 3 Days

Sakulich, Diane 3 Days  
Sandlin-Avery, L. Michelle 3 Days

2018-2019 ESY/Summer School Substitute

Becker, Elizabeth  
Burling, Lauren

Cullum, Gina  
Hancock, Kelly

2019 - 2020 Extended Days

Mackey, David 20 Days  
AFJROTC

Sizemore, Elizabeth 5 Days  
Curriculum

Stamper, Ronald 10 Days  
Curriculum

Whitlow, Melvin 20 Days  
AFJROTC

2019-2020 Saturday School

Hogue, Leslie Schumacker, Mark Rogers, Erin (Substitute)

2019-2020 Home Instruction Tutors

Brower, Judy  
Dinapoli, Julia  
Haacke, Amanda  
Howell, Catherine

Mainard, Karen  
Morse, Jennifer  
Reidenbach, Brandi  
Tillman, Florence

Tinch, Emily  
Williams, Leah

2019 - 2020 Stipends

Ross, Emma Pupil Services Technology Support  
Schmidt, Jennifer District Wellness Coordinator  
Sizemore, Elizabeth District Grant Coordinator

STARBASE - Wright Patterson Air Force Base - Not Paid with District Funds July 1, 2019 - December 31, 2019

Waechter, Sarah \$150 per Day  
Part-time Instructor 90 Days

2019-2020 Substitute Teachers

Arnett, Lisa	Helmick-Johnson, Peggy	Sadler, Tanya
Barlow, Haley	Hunt, William	Sanderson, Julie
Beloved, Bloom	Johnson, Jeffrey	Schlager, Janis
Bennington, Patricia	Karl, Lisa	Snider, Jennifer
Besecker, Jennifer	Kern, Lisa	Spradling, Halie
Bryant, Tracey	Knox, Jennifer	St. Pierre, Catherine
Buckler, Brooke	Kwarteng, Ida	Strange, Nancy
Cantrell, Margo	Leak, Garvis	Shumaker, Abigail
Circle, Stephen	Logan, Fonda	Taylor, Jennifer
Cope, Debra	Lohr, Adrienne	Thurn, Julie
Cusick, Brittany	Malles, Barbara	Titsch, Betty
De Felice, Laura	Maloney, Kathy	VanDewerker, Tracey
DeMartino, Barbara	Malloy, Martin	Wabler, John
Eib, Morgan	Marcus, Eric	Walker, Linda
Faile, Mary Beth	Mowry, Larissa	Watson, Nicole
Fisher, Rowana	Newman, Donna	Weese, Robert
Freeman, David	Osterholt, Alan	Wheeler, Jessica
Galloway, Samantha	Phillips, Sheila	Wright, Susan
Gerhardt, Krista	Pochet, Lea	Zwick, Anita
Griffin, Jacqueline	Rahn, Linda	

SALARY ADJUSTMENTS DUE TO ADDITIONAL ADDITIONAL SEMESTER HOURS/EXPERIENCE VERIFICATION

Black, Penny	from M to M+15
Burling, Lauren	from B to M
Conrad, Laura	from B-150 to M
Craun, Gina	from M to M+15
Danver, Lindsay	from M+30 to M+45
Feliberti-Olsen, A. Camille	from M to M+15
Green, Eric	from Step 0 to Step 6
Hedlund, S. Liv	from B-150 to M
Mack, Laurel	from M to M+15
Mayne, Amber	from M+15 to M+30
McCormick, Allison	from M+30 to M+45
Montague, Kristine	from M+15 to M+30
Nartker, Chantelle	from M+30 to M+45
Pennington, Christopher	from M+15 to M+30
Sagasser, Stephanie	from Step 0 to Step 7
Sheets, Dakota	from Step 1 to Step 2
Sites, Courtney	from B, Step 0 to M, Step 5
Streck, Julie	from Step 0 to Step 7
Volk, Jennifer	from M to M+15

**ADJUSTMENTS**

2018-2019 Extended School Year Services

Hudgens, Sarah

Home Instruction  
8 Additional Hours

McKaig, Rilie

\$31.20 per Hour  
Not to Exceed 60 Hours

**ADVANCEMENT TO CONTINUING CONTRACT**

<u>NAME</u>	<u>TRAINING</u>	<u>SALARY STEP</u>	<u>EXPERIENCE CREDIT</u>
Nitch, Karen	M	10	10

**LEAVE OF ABSENCES**

Kramer, Margaret  
Shaw Elementary School

Effective 08/12/2019 - 05/26/2020  
184 Days Unpaid

**TERMINATIONS**

Teachers

Betzold, Sarah  
Grade 2  
Shaw Elementary School

Effective August 1, 2019  
Resignation, Personal



**BEAVERCREEK CITY SCHOOLS**

3040 Kemp Road  
Beavercreek, Ohio 45431

August 15, 2019

**TO: BEAVERCREEK BOARD OF EDUCATION**

**FROM:** Mr. Paul Otten, Superintendent

**RE:** Classified Personnel

The following individuals are recommended for employment, extended school year, extended time, involuntary transfers, lateral transfers, leave of absence, promotions, recall, temporary transfers, and terminations:

**EMPLOYMENT**

Driver Trainee

Paschal, Loretta

Monitor Assistant

Bradley, William	Effective August 12, 2019
Study Hall Monitor	Base Contract 2020
Split Between Coy MS & Ankeney MS	Step 1/L-0/BCSD 0 Yrs. Exp.
(REPLACEMENT)	\$17.16/hr.

Thornhill, Edward	Effective August 12, 2019
2 Hr. Monitor Assistant	Two-Year Contract 2021
Ferguson Hall	Step 1/L-0/BCSD 1 Year Exp.
(REPLACEMENT)	\$17.16/hr.

Skills Lab Technician

Faulkner, Jeremy	Effective August 12, 2019
Elementary Skills Lab Technician	Base Contract 2020
Shaw Elementary	Step 1/L-0/BCSD 0 Years Exp.
(REPLACEMENT)	\$17.79/hr.

Special Needs Assistant

Ammon, Michelle	Effective August 12, 2019
SN Assistant – Instructional	Base Contract 2020
Preschool	Step 1/L-0/BCSD 0 Years Exp.
(NEW POSITION )	\$17.98/hr.

CLASSIFIED PERSONNEL

August 15, 2019

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Morgan, Melissa N.  
SN Assistant – Instructional  
Valley Elementary  
(NEW POSITION)

Effective August 12, 2019  
Base Contract 2020  
Step 1/L-0/BCSD 0 Years Exp.  
\$17.98/hr.

STARBASE

Sargent, Laura  
Instructor's Assistant  
WPAFB  
(NEW POSITION)

Effective August 14, 2019  
90 Day Contract  
\$20.00/hr.

Student Nutrition

Harvey, Jennifer  
Student Nutrition – Hourly  
Ankeney Middle School  
(REPLACEMENT)

Effective August 12, 2019  
Base Contract 2020  
Step 4/L-0/BCSD 4 Years  
\$16.90/hr.

Substitute – Administrative Assistant

Anderson-Lutz, Chironna  
Husted, Stacy  
Pompos, Courtney

Baker, Erica  
Ladle, Melisa  
Schoenhofer, Melissa

Carlson, Sandra  
Minnick, Cassandra  
Tiemeier, Tara

Substitute – Building/Office Assistant

Baker, Erica  
Pompos, Courtney  
Webb, Esther

Carlson, Sandra  
Sparks, Jennifer

Ladle, Melisa  
Tiemeier, Tara

Substitute – Bus Driver

Everhart, Jennifer

Substitute – Copy Center

Hobbs, Mindy

Substitute – Custodian

Christman, Erica  
Smith, Elijah

Geisel, Chelsea  
Wisecup, Berlinda

Morgan, Harold

Substitute – Courier

Morgan, Harold

Smith, Elijah

Substitute - Groundskeeper

Smith, Elijah

Substitute – IMC Technician

Baker, Erica  
Hobbs, Mindy  
Sparks, Jennifer

Bryant, Tracey  
Ladle, Melisa

Christopher, Wendi  
Laferty, Penny

Substitute – 2 Hr. Lunchroom Monitor

Baker, Erica  
Mendenhall, Helen  
Starr, Edward

Bryant, Tracey  
Pucciani, Michelle

Christopher, Wendi  
Sparks, Jennifer

Substitute – Study Hall Monitor

Baker, Erica  
Phillips, Sheila

Bryant, Tracey  
Pucciani, Michelle

Christopher, Wendi

Substitute – Registered Nurse

Cook, Rhonda

Pucciani, Michelle

Substitute - Special Needs Assistant (Instructional)

Bajaj, Gurjit  
Laferty, Penny  
Raisch, Melissa  
Starr, Edward

Christopher, Wendi  
Phillips, Sheila  
Roberts, Tracy  
Tiemeier, Tara

Dhond, Suchita  
Pucciani, Michelle  
Runck, Kristin

Substitute – Student Nutrition

Logan, Melissa

Rowland, Tracy

Substitute – Teacher Assistant

Bryant, Tracey  
Ladle, Melisa  
Phillips, Sheila  
Starr, Edward

Carlson, Sandra  
Laferty, Penny  
Schoenhofer, Melissa  
Tiemeier, Tara

Christopher, Wendi  
Petty, Nicole  
Sparks, Jennifer

**EXTENDED SCHOOL YEAR – Hours Worked & Reported**

Smith, LeaAnn

**EXTENDED TIME – Hours Worked & Reported**

Absher, Judith Driver	July 25, 2019 CPR Training
Ammon, Michelle Special Needs Assistant Instructional	August 1, 7, 8, & 9, 2019 New Staff Orientation
Anderson, Rick Driver	July 19, 2019 CPR Training
Artman, Rhonda Driver	July 25, 2019 CPR Training
Atkinson, MaryAnn Driver	July 19, 2019 CPR Training
Bogart, Lisa Driver	July 25, 2019 CPR Training
Boyd, Anna Special Needs Assistant Instructional	August 1, 7, 8 & 9, 2019 New Staff Orientation
Bradley, William Study Hall Monitor	August 1, 7, 8 & 9, 2019 New Staff Orientation
Bulugaris, Raegan Elementary Skills Lab Technician	August 6-9, 2019 Prepare Room – Not to Exceed 8 Hours
Bulugaris, Raegan Elementary Skills Lab Technician	August 1, 7, 8 & 9, 2019 New Staff Orientation/Training
Carpenter, John Driver	July 19, 2019 CPR Training
Chessman, Debbie Student Nutrition	July 31 – August 1, 2019 New Teacher Orientation
Clark, Karen Driver	July 25, 2019 CPR Training
Combs, Connie SNA – Transportation	July 25, 2019 CPR Training

CLASSIFIED PERSONNEL

August 15, 2019

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Connell, Cheryl Building/Office Assistant	August 8-9, 2019
Cooper, Melissa Driver	July 25, 2019 CPR Training
Cooper, Nancy J. Student Nutrition	July 31 – August 1, 2019 Staff Luncheon
Cox, Kim SN Assistant – Transportation	July 19, 2019 CPR Training
Craft, Linda Driver	July 23, 2019 CPR Training
Creekmur, Sandy IMC Tech.	August 7, 8, 9, 2019 Distribute Materials to Students
Dance, Kristina Driver	July 25, 2019 CPR Training
Drummond, Susan SN Assistant – Transportation	July 19, 2019 CPR Training
Eldridge, Debbie Driver	July 23, 2019 CPR Training
Faulkner, Jeremy Elementary Skills Lab Technician	August 1, 7, 8, & 9, 2019 Training & New Staff Orientation
Faulkner, Jeremy Elementary Skills Lab Technician	August 6-9, 2019 Prepare Room – Not to Exceed 8 Hours
Gerdes, Doug Driver	July 23, 2019 CPR Training
Gevedon, James Driver	July 25, 2019 CPR Training
Gilley, Karen Teacher Assistant	August 8, 2019 @ Main Elementary August 9, 2019 @ Fairbrook Elementary
Girard, Nikki Driver	July 25, 2019 CPR Training
Harmon, Gina Special Needs Assistant Instructional	August 1, 7, 8 & 9, 2019 New Staff Orientation

CLASSIFIED PERSONNEL

August 15, 2019

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Harrison, Michelle Driver	July 31, 2019 CPR Training
Hayes, Tiffany Driver	July 23, 2019 CPR Training
Helton, Florence SN Assistant – Transportation	July 19, 2019 CPR Training
Hocker, Julie Special Needs Assistant Instructional	August 1, 7, 8 & 9, 2019 New Staff Orientation
Hollinger, Anastasia Student Nutrition	July 31 – August 1, 2019 New Teacher Orientation
Kemp, Richard Driver	July 25, 2019 CPR Training
Krajicek, Brandee Special Needs Assistant Instructional	August 1, 7, 8 & 9, 2019 New Staff Orientation
Lambert, Donald Driver	July 23, 2019 CPR Training
Landis, Brenda Driver	July 19, 2019 CPR Training
Lewis, Gregory Driver	July 31, 2019 CPR Training
Lewis, Stephanie SN Assistant – Transportation	July 23, 2019 CPR Training
Logel, Gaylyn Elementary Skills Lab Technician	August 8, 2019 Training
Logel, Gaylyn Elementary Skills Lab Technician	August 6-9, 2019 Prepare Room – Not to Exceed 8 Hours
Lovely, Dawn Driver	July 25, 2019 CPR Training
Mackie, Crystal Driver	July 31, 2019 CPR Training
Malone, Robbin Driver	July 23, 2019 CPR Training



CLASSIFIED PERSONNEL

August 15, 2019

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McCoppin, Keith Computer Technician	August 1, 7, 8 & 9, 2019 Orientation
McCoy, Lynn Elementary Skills Lab Technician	August 9, 2019 PAX Training
McCoy, Lynn Elementary Skills Lab Technician	August 6-9, 2019 Prepare Room – Not to Exceed 8 Hours
McKee, Kelley Driver	July 25, 2019 CPR Training
Morgan, Melissa Driver	July 31, 2019 CPR Training
Morgan, Melissa Special Needs Assistant Instructional	August 1, 7 8 & 9, 2019 Orientation
Mosher, Ashley Registered Nurse	August 1, 7, 8 & 9, 2019 New Staff Orientation
Oakes, Ronald Driver	July 31, 2019 CPR Training
Paschal, Loretta SN Assistant – Transportation	July 23, 2019 CPR Training
Peed, Andrew Driver	July 25, 2019 CPR Training
Phelps, Michael Driver	July 23, 2019 CPR Training
Phillips, Henry Driver	July 23, 2019 CPR Training
Poe, Gina Driver	July 19, 2019 CPR Training
Powell, Michele Special Needs Assistant Instructional	August 1, 7, 8, & 9, 2019 Orientation
Raffa, Mary Driver	July 19, 2019 CPR Training
Roach, Lorie Driver	July 19, 2019 CPR Training

Roe, Greg Driver	July 31, 2019 CPR Training
Rowland, Tammy Elementary Skills Lab Technician	August 2, 2019 PAX Training
Rowland Tammy Elementary Skills Lab Technician	August 6-9, 2019 Prepare Room – Not to Exceed 8 Hours
Sharp, Michelle Student Nutrition	July 31 – August 1, 2019 Staff Luncheon
Simmons, Paula Driver	July 23, 2019 CPR Training
Steeley, Cindy Student Nutrition	July 31 – August 1, 2019 New Teacher Orientation
Thomas, Emily Driver	July 23, 2019 CPR Training
Thomas, Paula SN Assistant – Transportation	July 23, 2019 CPR Training
Tobias, Lora Elementary Skills Lab Technician	August 6-9, 2019 Prepare Room – Not to Exceed 8 Hours
Tracy, Susanna Driver	July 31, 2019 CPR Training
Trimbach, Patty Driver	July 19, 2019 CPR Training
Vest, Toni Driver	July 19, 2019 CPR Training
Walz, Tom Driver	July 31, 2019 CPR Training
Weser, Nick Driver	July 31, 2019 CPR Training
Williams, Angie IMC Tech.	Two Days Prior to School Starting Distribute Materials
Wisecup, Berlinda Special Needs Assistant Instructional	August 1, 7, 8 & 9, 2019 New Staff Orientation

**INVOLUNTARY TRANSFER**

Dorsten, Anna Effective August 12, 2019  
FROM: 2.5 Hr. Student Nutrition Hourly Position @ Ferguson Hall  
TO: 2.5 Hr. Student Nutrition Hourly Position @ Beavercreek High School

Dufresne, Jenny Effective August 19, 2019  
FROM: Administrative Assistant @ Curriculum/Student Services  
TO: Administrative Assistant @ Preschool Center

Overholser, Cindy Effective August 12, 2019  
FROM: 4.5 Hr. Student Nutrition Hourly Position @ Beavercreek High School  
TO: 4.5 Hr. Student Nutrition Hourly Position @ Ferguson Hall

Vendetti, Crystal Effective August 12, 2019  
FROM: 6.5 Hr. Student Nutrition Hourly Position @ Ferguson Hall  
TO: 6.5 Hr. Student Nutrition Hourly Position @ Coy Middle School

**LATERAL TRANSFER**

Ford, Katey Effective August 12, 2019  
FROM: 2 Hr. Monitor position @ Coy MS  
TO: 2 Hr. Monitor @ Fairbrook Elementary  
(REPLACEMENT)

Hollinger, Anastasia Effective August 12, 2019  
FROM: Student Nutrition IV Assistant Manager @ Coy MS  
TO: Student Nutrition IV Assistant Manager @ Ferguson Hall  
(REPLACEMENT)

Wright, Kelley Effective August 12, 2019  
FROM: 2 Hr. Monitor position @ Coy MS  
TO: 2 HR. Monitor position @ Valley Elementary  
(REPLACEMENT)

**PROMOTION**

Greenspan, Lori Effective August 12, 2019  
FROM: Student Nutrition IV Assistant Manager @ Ferguson Hall  
TO: Student Nutrition V Manager @ Ferguson Hall  
(NEW POSITION) \$20.69/hr.

Thomas, Paula Effective August 12, 2019  
FROM: SNA Transportation, Step 2 @ Transportation Department  
TO: Department Office Assistant, Step 3 @ Transportation Department  
(NEW POSITION) \$17.93/hr.

**RECALL FROM REDUCTION IN FORCE**

Cospy, Michael  
Bus Driver  
Transportation Department  
(REPLACEMENT)                      Effective August 12, 2019  
Two-Year Contract 2021  
Step 2/L-0/BCSD 1 Yr. Exp.  
\$21.85/hr.

Roe, Gregory  
Bus Driver  
Transportation Department  
(REPLACEMENT)                      Effective August 12, 2019  
Two-Year Contract 2021  
Step 3/L-0/BCSD 1 Yr. Exp.  
\$22.04/hr.

Thornhill, Edward  
Bus Driver  
Transportation Department  
(REPLACEMENT)                      Effective August 12, 2019  
Two-Year Contract 2021  
Step 2/L-0/BCSD 1 Yr. Exp.  
\$21.85/hr.

**TEMPORARY TRANSFER**

Dennull, Walter                              Effective August 5, 2019  
FROM: Temporary Custodial Position @ Shaw Elementary  
TO: Temporary Custodial Position @ Trebein Elementary

Young, Christopher                              Effective August 5, 2019  
FROM: Custodian, Step 4  
TO: Groundskeeper/Courier, Step 3      \$20.25/hr.

**TERMINATION**

McCandless, Rebecca                              Effective July 30, 2019  
2 hr. Monitor  
Beavercreek High School                      Beavercreek 29 Years  
Resignation - Personal

McNabb, Mark                                      Effective August 1, 2019  
Driver  
Transportation                                      Beavercreek 3 Years  
Resignation

Shumaker, Abigail                                      Effective August 11, 2019  
SN Assistant – Instructional  
Preschool    Beavercreek 7 Years  
Resignation – Accept Another Position

Thomas, Paula    Effective August 12, 2019  
SN Assistant – Transportation  
Transportation    Beavercreek 1 Year  
Resignation – Accept Another Position

## BOARD Resolution to Employee Abigail Shumaker

By accepting the resignation of Abigail Shumaker as a Special Needs Assistant (Instructional) and employing her as a substitute teacher, the Beaver Creek City Schools' Board of Education hereby resolves the following:

Whereas, there are no qualified applicants for the Preschool Intervention Specialist Position that was posted as vacant on July 24, 2019, and

Whereas, the DISTRICT desires to provide consistent special education services and developmentally appropriate educational opportunities to students enrolled in our preschool program, and

Whereas, ABIGAIL SHUMAKER is a valued Special Needs Assistant (Instructional) assigned to the Beaver Creek Preschool Program at Parkwood Elementary School for the 2019-2020 school year, and

Whereas, SHUMAKER is a student in good standing in the University of Dayton enrolled in Intervention Specialist program and on track to graduate with a Master's Degree in Special Education and receive a K-12 Intervention Specialist (mild/moderate) with the Preschool Special Needs Endorsement in December 2019.

Therefore, the BOARD will accept the resignation of Abigail Shumaker as a Special Needs Assistant (Instructional) for the purpose of accepting a substitute teacher position, assigned to the vacant position of Preschool Intervention Specialist effective August 12, 2019, through May 26, 2020, for 184 days, and

In consideration of SHUMAKER'S resignation as a Special Needs Assistant (Instructional) and employment as a substitute teacher, the DISTRICT agrees to offer SHUMAKER the following employment salary and benefits:

- a. Substitute teacher rate of payment (\$100/day, days 1-20, and \$213.44/day, days 21-184)
- b. The same insurance coverage and premium benefit-sharing percentages of a regularly contracted Professional Staff Member, effective immediately and through August 31, 2020
- c. The transfer of all of SHUMAKER'S accrued sick leave, beginning on the sixty-first day of the assignment (November 5, 2019).
- d. Three personal days, beginning on the sixty-first day of the assignment (November 5, 2019) and,

In consideration of employment as a substitute teacher, SHUMAKER agrees to successfully complete all requirements of the University of Dayton program she is enrolled in while employed as a substitute teacher. In addition, SHUMAKER will secure an Ohio Department of Education issued Resident Educator License no later than the first day of the second semester, January 6, 2020. Said license, whenever issued, will have an effective date of July 1, 2019, and

Therefore, if SHUMAKER does not secure an Ohio Department of Education issued Resident Educator License, she will be released from the assignment as a Preschool Intervention Specialist Substitute, and

Therefore, SHUMAKER'S release from the assignment would constitute a break in service for salary purposes and result in a loss of all other benefits.

Beaver Creek City School District

By: \_\_\_\_\_  
Jo Ann Rigano, President  
Beaver Creek Board of Education

By: \_\_\_\_\_  
Paul Otten, Superintendent  
Beaver Creek City Schools

By: \_\_\_\_\_  
Penelope R. Rucker, Treasurer  
Beaver Creek City Schools

*This resolution to declare transportation impractical for certain identified students is presented pursuant to the requirement of Ohio Revised Code 3327 and the procedures set forth by the Ohio Department of Education. The resolution follows careful evaluation of all other available options prior to consideration of impracticality.*

The Superintendent of Beavercreek City Schools recommends that the board of education adopt the following resolution:

**WHEREAS** the student identified below has been determined to be a resident of this school district, and eligible for transportation services; and

**WHEREAS** after a careful evaluation of all available options, it has been determined that it is impractical to provide transportation for this student to her selected school; and

**WHEREAS** the following factors as identified in Revised Code 3327.02 have been considered:

1. The time and distance required to provide the transportation
2. The number of pupils to be transported
3. The cost of providing transportation in terms of equipment, maintenance personnel and administration
4. Whether similar or equivalent service is provided to other pupils eligible for transportation
5. Whether and to what extent the additional service unavoidably disrupts current transportation schedules
6. Whether other reimbursable types of transportation are available; and

**WHEREAS** the option of offering payment-in-lieu of transportation is provided in Ohio Revised Code: Therefore, be it

**RESOLVED** that the Beavercreek City Schools Board of Education hereby approves the declaration that it is impractical to transport the student identified herein and offers the parent(s)/guardian(s) of the student named on the attachment, payment-in-lieu of transportation.

**ATTACHMENT TO RESOLUTION:**

<u>Student Name</u>	<u>School Selected</u>	<u>Grade</u>	<u>Parent(s)/Guardian(s)</u>
Samuel Endres	Montessori School of Dayton	1 <sup>st</sup>	Lori & Michael Endres



2018-19  
TRANSPORTATION  
TYPE IV REIMBURSEMENT (Addendum)

LAST NAME	FIRST NAME	CHILD'S NAME	GRADE	ADDRESS	CITY	ST ZIP	SCHOOL	AMOUNT	REASON
1 Endres	Lori	Endres, Samuel	1	185 Earlsgate Road	Beavercreek	OH 45440	Montessori School of Dayton	\$250.00	Impractical 1,3,5 NEW

Did not attend stated school; WILL NOT ISSUE CHECK	88	SUBTOTAL	\$22,000.00
Did not return form; WILL NOT ISSUE CHECK	16	+	\$4,000.00
Last year but did not return this year's form	18	-	\$4,500.00
Moved out of BCS district during school year, PRORATE.	1	-	\$250.00
W/D DURING YEAR, PRORATE, if necessary	0	-	\$0.00
New Additions		<b>GRAND TOTAL</b>	<b>\$21,250.00</b>

Name or Address Change

- 1 Time & Distance
- 2 # of Pupils
- 3 Cost
- 4 Similar Service
- 5 Disrupt Current Transportation Schedules
- 6 Other reimb types of transportation available
- 7 Other

Book	Policy Manual
Section	Policy Adopted by the Board 9/12/19
Title	GRADUATION REQUIREMENTS
Code	po5460 DSM 8/13/19
Status	
Adopted	August 8, 1996
Last Revised	January 10, 2019

### 5460 - GRADUATION REQUIREMENTS

In order to acknowledge each student's successful completion of the instructional program, appropriate to the achievement of District goals and objectives as well as personal proficiency, the Board of Education awards a diploma to eligible students at a graduation ceremony.

The Board shall award a regular high school diploma to every student enrolled in this District who meets the requirements of graduation established by this Board or who properly completes the goals and objectives specified in his/her individualized education program (IEP) including either the exemption from or the requirement to complete the tests required by the State Board of Education in order to graduate. In addition to earning course credits, each student must earn the required number of points, unless exempted, on the tests required by the State Board of Education to graduate.

For the Class of 2018 and beyond, a diploma shall be awarded to students meeting the curriculum credit requirements and who achieve one of the following three options: a cumulative passing score with the required number of points in each area on end of course exams, earn the required points on the WorkKeys assessment and an approved industry-recognized credential, or earn a remediation-free score in English language arts and mathematics on the ACT or SAT, subject to limitations on assessments as outlined below.

<u>Subject</u>	<u>Units Required</u>
English Language Arts	4
Health	1/2
Physical Education	1/2
Mathematics (must include 1 unit algebra II or equivalent of algebra II)	4
Science (must include 1 unit physical sciences, 1 unit of life sciences, and 1 unit advanced study in one or more of: chemistry, physics, other physical science, advanced biology or other life science, physical geology or other earth or space science.)	3
Social Studies (must include 1/2 unit of American history, 1/2 unit of American government and 1/2 unit of World history & civilization)	3
Fine Arts, including music electives (must include one (1)) of any combination of foreign language, fine arts, business, career-technical education, family, and consumer	6

sciences, technology, agricultural education, a junior reserve officer training corps (JROTC) program approved by the U.S. Congress, or English language arts, mathematics, science, or social studies courses not otherwise required)

All students must receive instruction in economics and financial literacy during Grades 9 – 12. Additionally, all students must receive instruction in cardiopulmonary resuscitation and the use of an automated external defibrillator from an approved source during Grades 9-12, unless the student is exempted from such training due to disability or by written request of the parent.

Students who achieve an industry credential or license that requires an examination shall not be required to take additional technical assessments. If the student does not participate in licensure or license examination, the student shall take the applicable technical assessments. Students must attain specified scores on assessments as required to demonstrate workforce readiness on a nationally recognized job skills assessment in order to obtain a diploma.

Certain students are not required to take the college and career readiness assessments administered to all eleventh (11th) grade students:

- A. students who demonstrate they are remediation-free on the English, math and reading nationally-recognized assessments prior to the administration of the college and career readiness assessments;
- B. students with significant cognitive disabilities who take an alternative assessment and students with intellectual disabilities outlined in state guidance, and
- C. Limited English proficient students enrolled in United States schools for less than two years for whom no appropriate accommodations is available.

Students may take the assessment even if they are not required to do so.

#### **Physical Education Waiver**

Students who have participated in interscholastic athletics, marching band, show choir, or cheerleading for at least two (2) full seasons as defined in the student handbook, while enrolled in grades 9 through 12, and as documented by the guidance counselor may be excused from the high school physical education requirement. Students electing such an excuse shall complete one-half (1/2) unit of at least sixty (60) hours of instruction in another course of study which is designated by the Board as meeting the high school curriculum requirements.

Credit may be earned by:

- A. completing coursework;
- B. testing out of or demonstrating mastery of course content; or
- C. pursuing one or more educational options in accordance with the District's Credit Flexibility Program.

Credit may be earned at an accredited postsecondary institution.

Every high school may permit students below the ninth grade to take advanced work for credit. This work shall count toward the graduation requirements if it was both:

- A. taught by a person who possesses a license/certificate issued under State law that is valid for teaching high school;
- B. designated by the Board as meeting the high school curriculum requirements.

For students graduating in the class of 2018 and beyond:

The District will comply with the State Board of Education requirements for graduation. Students shall earn required credits for graduation in the appropriate subject areas, and achieve one of three pathways:

- A. earning a State Board of Education approved, industry-recognized credential or group of credentials and a workforce readiness score on the WorkKeys assessment; or
- B. earning a cumulative score on end of course exams equal to State Board requirements for the year of graduation; or
- C. earning remediation-free scores in English language arts and math on a nationally recognized college admission exam.

An honors diploma shall be awarded to any student who meets the established requirements for graduation or the requirements of his/her IEP; attains the applicable scores on the tests required by the State Board of Education to graduate; and meets any additional criteria the State Board may establish.

Commencement exercises will include only those students who have successfully completed requirements for graduation as certified by the high school principal or those students who have been deemed eligible to participate in such exercises in accordance with the terms of their IEP. No student who has completed the requirements for graduation shall be denied a diploma as a disciplinary measure. A student may be denied participation in the ceremony of graduation when personal conduct so warrants.

The Board also shall grant a diploma of adult education to all District residents over the age of twenty-one (21) who meet the requirements established by the State Board of Education.

The Superintendent shall establish whatever administrative guidelines are necessary to comply with State rules and regulations.

Revised 2/05  
 Revised 9/20/07  
 Revised 2/18/10  
 Revised 4/25/13  
 Revised 7/16/15  
 Revised 6/15/17  
 Revised 1/11/18

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Legal R.C. 3313.60, 3313.6021, 3313.603, 3313.61, 3313.611, 3313.6111, 3313.614  
 R.C. 3313.615, 3313.618, 3313.647, 3313.903, 3323.08  
 R.C. 3301.07, 0710, 0711  
 A.C. 3301-41-01, 3301-13-01 to 07