

Lawrence County Board of Education Special Meeting & Tentative Budget Working Session

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

May 30, 2019; 5:30 p.m.
Lawrence County High School
Louisa, Kentucky

Attendance Taken at 5:35 p.m.:

Present Board Members:

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

Present: Superintendent: Dr. Robbie Fletcher; Finance Officer: Ms. Brandi VanHoose; Chief Information Officer/District Technology Coordinator: Tommy Burns; Board Secretary: Betty Mullins

MINUTES

1. CALL TO ORDER

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

2. STUDENT LEARNING AND SUPPORT SERVICES

2.A. Approval of **Consent Agenda** items, as indicated, passed with a motion by Ms. Garnett Skaggs and a second by Mr. James See by a vote of 5 to 0.

CONSENT AGENDA

2.A.1. Claims and Orders of the Treasurer

Dr. Fletcher noted that fuel was a large expense in the claims. As also reflected in the claims, he thanked the board for making it possible for all sophomores to take the ACT during the school day by paying the students' fees.

2.A.2. Per diem and expenses for members present

2.A.3. Contracts:

2.A.3.a. 2019-20 Governor's Office of Early Childhood Early Childhood Development Grant (GOEC CECC) Memorandum of Agreement with Lawrence County Board of Education; July 1, 2019 to June 30, 2020: \$4,940

2.A.3.b. DC Elevator Annual Price Adjustment for Lawrence County High School: a price increase of \$3.01 resulting in a total of \$103.26

2.A.3.c. DC Elevator Annual Price Adjustment for Fallsburg Elementary School: a price increase of \$3.01 resulting in a total of \$103.26

2.A.3.d. Memorandum of Agreement: Lawrence County Schools with Teach for America, Inc.; Term: 2019-20 and 2020-21 academic years; expires June 1, 2021

2.A.4. Requests:

2.A.4.a. Fundraiser: Lawrence County High School (JROTC) (2018-19)

2.B. Kentucky Apprenticeship Program

Dr. Fletcher explained that becoming part of the Kentucky Apprenticeship Program is another example of offering more opportunity for more students in Lawrence County. As a trial, two apprenticeships have been identified, Apprentice Cook and Apprentice Computer Support Specialist. Examples were provided and discussed. Students in the apprenticeship will receive wages from the district as they learn the occupation. “Right now we are learning the system, and we hope to expand opportunities for students, possibly to involve Three Rivers Medical and Food City in the future.”

2.B.1. Approval of *Lawrence County Schools Apprenticeship Standards and Program* in cooperation with the Kentucky Education & Workforce Development Cabinet, the Kentucky Apprenticeship and Training Council, and the Supervisor of Apprenticeships, **803 KAR 1:010**, passed with a motion by Mr. James See and a second by Ms. Maddlene Roberts by a vote of 5 to 0.

2.B.2. Approval of Lawrence County Schools to serve as sponsor and employer for the Kentucky Apprenticeship Program passed with a motion by Ms. Maddlene Roberts and a second by Ms. Garnett Skaggs by a vote of 5 to 0.

2.C. 2019-2020 TENTATIVE BUDGET WORK SESSION

2.C.1. Overview: Dr. Robbie Fletcher, Superintendent

Dr. Fletcher introduced the work session by stating that the board continually works to find ways to invest in our students and also over the years has demonstrated its belief in investing in all of our staff. At the board’s request as part of the tentative budgeting process, Dr. Fletcher has researched how to include a pay increase in the budget. He thanked Brandi VanHoose, Kim Adkins, and Vernon Hall for their hard work in this effort and stressed the importance of a pay raise helping in the retention of employees.

2.C.2. 2019-2020 Tentative Budget Update: Brandi VanHoose, Finance Officer

Approval of the *2019-2020 Tentative Budget* along with a combination of expenditure Option B and Option C for Section 7 funds passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 5 to 0.

A summary follows of the tentative budget update and the discussion. The board was provided the Tentative Budget MUNIS Report, the MUNIS Next Year Budget Comparison Report, and a copy of talking points. The tentative budget contains the projected revenues and expenditures of all funds for the upcoming fiscal year. State law requires that the local board adopt a Tentative Budget by May 30 of each year.

- District / School MUNIS codes

000 & 001 – District

020 – Louisa East

021 – Louisa West

030 – Blaine Elementary

150 - Fallsburg Elementary

200 – Louisa Middle

260 – Lawrence County High School

901 – Transportation

Revenue

- SEEK based on 2019-2020 Forecast from KDE (per pupil funding will remain at \$4,000)
- Local Revenue (Property / Franchise / Motor Vehicle Taxes based on current year)
- Federal & State Grants (based on the current 2018-2019 award amount or grant information we have received at this time)

Expenditures

- Schools allocated according to staffing policy (total number of teachers are based on state recommended class size; principal, librarians, counselors, and assistant principal, if applicable, are also included in the budget. Secretaries, janitors, and instructional assistants for full day kindergarten are included in the base allocation)
- Instructional supply allocation is \$100 per student
- Proposed 1% increase has been included in budget
- Preschool teachers/instructional aides based on 2018-19 and funded by state KERA Preschool grant
- Special education teachers and instructional assistants budgeted are based on population and specific needs

Section 7—Total General Fund Budget less:

1. Home and Hospital;
 2. Expelled or Suspended;
 3. Other Instructional Programs;
 4. Student Support Services, except for school-based employees and specified supplies;
 5. Improvement of Instruction;
 6. District Administrative Support Services;
 7. Business Support Services;
 8. Plant Operation and Maintenance;
 9. Student Transportation;
 10. Non-instructional Services
 11. Facilities Acquisition and Construction Services;
 12. Other;
 13. All expenditures for extra-duty and extended employment, exceptional children services, itinerant teachers, and fringe benefits in all codes.
- Maintenance costs will be paid from general fund
 - Included in general fund for 2 Resource Officers that will be contracted half the cost with city & county approximately \$50,000
 - Debt Service—includes bond payments, KISBIT, and bus leases
 - Food Service—districtwide free lunch will continue.
 - Includes Insurance based on 2018-19 costs plus worker's compensation
 - School nurses are included in the budget as they were in 2018-2019
 - Homebound—only have 1 full time teacher; budgeted for an additional
 - Alternative School—fully funded budgeted based on current staff

- Technology funding includes the KETS match

• Read 180	\$7,253.40	Title 1: \$7,253.40
• MAP	\$29,425.00	Title I: \$29,425.00
• Renaissance Place	\$37,506.58	Rural LI: \$37,506.58
• Learning A-Z (Headsprout, Reading Solutions, Raz Kids)	\$13,221.42	Title 1: \$13,221.42
• STEMscopes	\$10,704.05	Title I: \$10,704.05
• APEX	\$19,273.33	Title I: \$19,273.33
• PBIS/SWISS	\$2,100.00	Rural LI: \$2,100.00
• One to One	\$60,270.61	GF: \$60,270.61

- KTRS district match is currently 3%. According to website, rate will remain the same until changed.
- Legislators passed a bill that CERS was limited to a 12% increase over the previous, with that in mind, CERS (County Employees Retirement System) for 2019– 2020 increase from 21.48% to 24.06%. That is 12% increase. This would be an increase of \$81,902. The budget does not include any monies needed to cover pension spiking.
- Contingency / End of Year Balance – 2% required. 2019- 2020 budgeted at 3.6%
- 74% of Fund 1 budgeted for staff
- Board Minutes need to reflect following option(s): (as chosen by the board)
 - A. An amount per year final ADA
 - B. Based on student needs identified by council in CSIP (needs assessment) and designated by the board
 - C. For specific instructional purposes based on student needs identified by board from disaggregated data
 - D. Combination of A, B, and/or C

Discussion also included other financial responsibilities that may be encountered in the near future.

2.C.3. Discuss/Set end-of-fiscal year 18-19 special board meeting

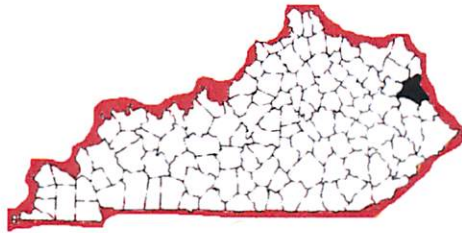
A special board meeting is set for June 25th at 5:30 p.m. at LCHS during which in addition to the other business, Dr. Fletcher's annual evaluation will take place.

3. PERSONNEL

3.A. Approval of *Lawrence County Schools 2019-2020 Salary Schedule* passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 5 to 0.

(Approved salary schedule inserted below.)

Lawrence County Schools



**Superintendent
Robbie L. Fletcher, EdD**

PAY SCALES/SALARY SCHEDULES

2019-2020

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Minimum wage effective July 1, 2009 \$7.25

**CLASSIFIED PAY SCALE
2019-2020**

Years Experience	Hourly Rate	A	B	C	D	E	F	G
0	8.37	8.77	9.22	9.62	10.46	11.71	13.39	14.23
1	8.69	9.13	9.56	9.99	10.92	12.17	13.92	14.82
2	8.97	9.42	9.87	10.32	11.22	12.57	14.36	15.26
3	9.24	9.68	10.17	10.62	11.55	12.93	14.78	15.71
4	9.52	10.01	10.50	10.95	11.92	13.33	15.25	16.20
5	9.64	10.13	10.62	11.10	12.06	13.53	15.45	16.43
6	9.77	10.29	10.77	11.26	12.24	13.72	15.66	16.63
7	9.93	10.42	10.91	11.44	12.43	13.89	15.89	16.88
8	10.06	10.57	11.07	11.57	12.58	14.08	16.09	17.10
9	10.19	10.68	11.23	11.71	12.73	14.27	16.30	17.31
10	10.32	10.83	11.38	11.86	12.90	14.46	16.55	17.58
11	10.40	10.90	11.46	11.96	13.00	14.61	16.65	17.67
12	10.45	10.95	11.50	12.02	13.06	14.64	16.73	17.78
13	10.50	11.03	11.55	12.06	13.12	14.70	16.79	17.84
14	10.55	11.07	11.59	12.13	13.18	14.75	16.87	17.93
15	10.59	11.11	11.66	12.18	13.24	14.83	16.94	18.00
16	10.64	11.16	11.71	12.24	13.30	14.91	17.03	18.10
17	10.73	11.27	11.79	12.34	13.42	15.03	17.18	18.25
18	10.77	11.33	11.83	12.41	13.50	15.08	17.26	18.34
19	10.82	11.40	11.92	12.47	13.57	15.17	17.34	18.43
20	10.87	11.44	11.97	12.52	13.61	15.23	17.41	18.50
21	10.94	11.51	12.04	12.59	13.69	15.31	17.49	18.57
22	11.01	11.58	12.11	12.67	13.76	15.38	17.56	18.64
23	11.09	11.67	12.19	12.75	13.84	15.46	17.64	18.73
24	11.18	11.76	12.28	12.84	13.93	15.55	17.43	18.82
25	11.28	11.86	12.38	12.94	14.03	15.66	17.84	18.92
26	11.39	11.97	12.49	13.05	14.14	15.77	17.95	19.03
27	11.51	12.09	12.61	13.17	14.26	15.89	18.07	19.15

**BUILDING AND GROUNDS SALARY SCHEDULE
2019-2020**

<u>Job Class</u> <u>Code</u>	<u>Title</u>	<u>Salary Calculation Hourly Rate</u>
7448	Maintenance I (2)	Pay scale (3.5hrs/day – 258 days max)
7447	Maintenance II (1)	Pay scale D (40hrs/wk – 258 days)
7525	Computer Maint. Tech. (1)	Pay scale F (40hrs/wk – 258 days)
7605	Custodial Supervisor	Pay scale B (8hrs/day – 258 days)
7448	Maintenance I (1)	
7609	Custodian [FES (3), LCHS (4) LEE (3), LMS (3), LWE (2), BES (2)	Pay scale (40hrs/wk – 258 days)
7609	Custodian (BES) (1)	Pay scale (maximum 15 hrs per week)
7609	Custodian (District) (1)	Pay scale (6hrs/day – 258 days)
7609	Custodian (District/CO) (1)	Pay scale (3.5hrs/day – 258 days max)
8609	Substitute Custodians	\$7.77/hr
7609	Summer Workers/Part Time Workers, Maintenance Substitutes	\$7.87/hr
7830	Part-time School Security Guard (School Grounds Monitor)	Pay scale (17.5 hrs/week - 170 to 258 days max)

NOTE:

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

**DISTRICT CLASSIFIED SUPPORT STAFF
SALARY SCHEDULE
2019-2020**

<u>Job Class</u> <u>Code Title</u>	<u>Salary Calculation in Hourly Rates</u>
7781 Accounting Clerk III/Data Entry Assistant (1)	Pay scale C (8hrs/day – 238 max 258 days)
7192 Payroll Clerk I (1)	Pay scale F (8hrs/day – 238 max 258 days)
7723 Purchasing Asst./ Attendance Specialist (1)	Pay scale F (8hrs/day – 238 max 258 days)
7161 Accounting Manager (1)	Pay scale G (8hrs/day –238 max 258 days)
7784 Clerk - Fund 2	\$5,000/yr set rate
7766 Secretary to the Board (1)	\$4,000/yr set rate
7548 Clerk/Data Entry Assistant (1)	Pay scale A (8hrs/day –185 days max 258*)
7185 Finance Officer (1)	\$65,000/yr 240 days per year (one-quarter percent increase per year of service in the district; \$66,307.41 for 2019-2020 240 days Certified School Finance Manager \$2,000; and Certified School Finance Officer \$2,000)

NOTE:

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

**CLASSIFIED SCHOOL SUPPORT STAFF
SALARY SCHEDULE
2019-2020**

<u>Job Class</u>		
<u>Code:</u>	<u>Title</u>	<u>Salary Calculation Hourly Rate</u>
7263	District School Health Nurse / District Special Needs Nurse (6)	Pay scale G (8 hrs/day – 185 days)
8263	Sub School Health Nurse / Sub Special Needs Nurse	Pay scale G (8 hrs/day - 185 days)
8320	Sub Instructional Assist. I	\$7.30/hr - \$51.10/7hrs day
7320	Instructional Assist. I [BES, FES, LMS, LWE, LEE, LCHS, LCEL, ALT SCHOOL LMS & LCHS, DISTRICT]	Pay scale (7hrs/day – 183 days/yr.)
7320	Instructional Assist. I LWES (1)	Pay scale (8 hrs/day Grandfather – 183 days)
7320	Instructional Assist. I LCHS (1)	Pay scale (8 hrs/day –183 days)
7320	Instructional Assist. I LCHS (1) / LMS (1)	Pay scale (8 hrs/day –183 days)
7320	Instructional Assistant (Preschool) LWES	Pay scale (150 to 183 days)
7320	Itinerant Instructional Assist. for Hearing Impaired Students with Disabilities (districtwide)	Pay scale (7hrs/day – 183 days/yr.)
7320	Itinerant Instructional Assistants (2)	Pay scale (if needed - 150 to 183 days)
7777	School Secretary II-Elementary FES (1), LWE (1)	Pay scale B (8hrs/day – 258 days)
7777	School Secretary II-Elementary BES (1)	Pay scale B (8hrs/day – 238 days)
7777	School Secretary II-Elementary LEE (1)	Pay scale B (8hrs/day – 248 days)
7778	School Secretary II LCHS (1)	Pay scale B (8hrs/day – 258 days)
7779	School Secretary II LMS (1)	Pay scale B (8hrs/day – 258 days)

NOTE:

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

**DISTRICT FOOD SERVICE
SALARY SCHEDULE
2019-2020**

<u>Job Class Code</u>	<u>Title</u>	<u>Salary Calculation</u>
7205	Food Service Account Clerk	Pay Scale C (8 hrs/day – 258 days)
7221	Director of Food Service (1)	\$20.91 (40 hrs/wk –258 days)* *one-quarter percent increase per year of service from 21 years through 27 years in the district
7221	Director of Food Service Trainer (1)	\$5,000 yr/set rate
7212	Food Service Mgr. I BES (1), FES (1), LMS (1), LWE (1), LEE (1), LCHS(1)]	Pay scale B (8hrs/day – 188 days)
7241	Cook/Baker BES (2), FES (3), LMS (2), LWE (3), LEE (5), LCHS (4)]	Pay scale (7 hrs/day – 185 days)
7241	Cook/Baker BES (1), LMS (2), LCHS (2)]	Pay scale (4.5 hrs/day – 185 days)

Substitute Cook Pay:
\$7.30/hour

NOTE:

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

**TRANSPORTATION DEPARTMENT
PAY SCALE & SALARY SCHEDULE
(BUS DRIVER 183 days)
2019-2020**

Years Experience	Daily Rate	D
0	69.56	15.46
1	73.63	16.36
2	75.64	16.81
3	77.93	17.32
4	80.30	17.84
5	82.68	18.37
6	83.32	18.51
7	84.05	18.68
8	84.63	18.81
9	85.27	18.95
10	85.91	19.09
11	86.33	19.18
12	86.64	19.26
13	86.92	19.32
14	87.28	19.40
15	87.65	19.48
16	87.92	19.54
17	88.29	19.62
18	88.56	19.68
19	88.93	19.76
20	89.29	19.84
21	89.58	19.91
22	89.90	19.98
23	90.26	20.06
24	90.67	20.15
25	91.12	20.25
26	91.63	20.36
27	92.17	20.48

Job Class

Code

Title

Salary Calculation Hourly Rate

7941	Bus Driver in Training	\$7.25/hr (classroom and ride alongs)
7941	Bus Driver (35)	Pay scale D (4.5 hrs/day – 183 days)
7941	Full Time Substitute Bus Driver (1)	Pay scale D (4.5 hrs/day -- 183 days)

**EXTRA BUS RUN
SALARY SCHEDULE**

Extra Run

Run Rate

Regular Extra Run	Pay scale D/hourly rate + \$7.50 hour waiting rate
Extra Run <60 miles	\$30.00 + Pay scale D/hourly rate +\$7.50 hour waiting rate
Extra Run Cancellation Rate	\$30.00
Athletic Run (evening)	Pay scale D/hourly rate

Bus Driver Substitutes:

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

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

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

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

**TRANSPORTATION DEPARTMENT
PAY SCALE & SALARY SCHEDULE
2019-2020**

Years Experience	A	B	C
0	8.69	10.43	13.04
1	9.20	11.04	13.80
2	9.46	11.35	14.19
3	9.73	11.68	14.62
4	10.03	12.04	15.05
5	10.32	12.39	15.49
6	10.41	12.51	15.62
7	10.50	12.60	15.75
8	10.58	12.70	15.87
9	10.66	12.79	15.99
10	10.74	12.89	16.12
11	10.79	12.95	16.19
12	10.82	12.99	16.24
13	10.87	13.04	16.30
14	10.91	13.09	16.36
15	10.95	13.14	16.43
16	10.99	13.19	16.48
17	11.04	13.25	16.57
18	11.06	13.28	16.61
19	11.11	13.33	16.67
20	11.16	13.39	16.74
21	11.21	13.45	16.80
22	11.28	13.52	16.87
23	11.36	13.60	16.95
24	11.45	13.70	17.04
25	11.55	13.80	17.14
26	11.67	13.91	17.25
27	11.79	14.03	17.37

Job Class Title

Code

7783/7942 Clerical Asst. I /
Full Time Bus Monitor

7931 Bus Driver Train Coord. (1)
7902 Transportation Manager (1)
7933 Bus Driver Trainer (2)
7915 Vehicle Mechanic II (2)
7914 Lead Vehicle Mechanic (1)

Salary Calculation Hourly Rate

Classified Pay Scale C (3.5 hrs/day) plus
Transportation Pay scale (4.5 hrs/day) -- 176 days
and Classified Pay Scale C (8 hrs/day) -- 49 days
Pay Scale C (8hrs/day – 258 days)
\$5,000/yr. set rate
\$5,000/yr. set rate
Pay scale B (8hrs/day – 258 days)
Pay scale C (8hrs/day – 258 days)

**TRANSPORTATION DEPARTMENT
SALARY SCHEDULE
FULL TIME BUS MONITORS
2019-2020**

<u>Years Experience</u>	<u>Hourly Rate</u>
0	7.69
1	7.93
2	8.11
3	8.28
4	8.51
5	8.59
6	8.69
7	8.82
8	8.93
9	9.03
10	9.14
11	9.19
12	9.23
13	9.27
14	9.32
15	9.36
16	9.40
17	9.44
18	9.49
19	9.53
20	9.57
21	9.64
22	9.71
23	9.79
24	9.88
25	9.98
26	10.09
27	10.21

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

**CLASSIFIED SKILLED PAY SCALE
2019-2020**

<u>Years Experience</u>	<u>Hourly Rate</u>
0	11.23
1	13.77
2	15.06
3	16.03
4	16.99
5	17.95
6	19.71
7	20.36
8	20.67
9	21.01
10	21.34
11	21.65
12	21.98
13	22.29
14	22.61
15	22.92
16	23.19
17	23.44
18	23.71
19	23.97
20	24.20
21	24.45
22	24.70
23	24.96
24	25.21
25	25.46
26	25.71
27	25.97

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

**CLASSIFIED
SKILLED SALARY SCHEDULE**

<u>Job Class Code</u>	<u>Title</u>	<u>Salary Calculation</u>
7424	HVAC Tech. (1)	\$24.87 (8hrs/day– 40hrs/wk–258 days)* *one-quarter percent increase per year of service from 21 years - 27 years in the district
7432	Maintenance Manager (1)	\$5,000/yr. set rate
7443	Maintenance Tech.III (3)	Pay scale (8hrs/day–40hrs/wk–258 days)
7525/7527	Computer Maint. Tech./ Computer Training Specialist	Pay scale (8hrs/day – 258 days)

**DISTRICT GRANTS
CLASSIFIED SALARY SCHEDULE
2018 – 2019**

Job Class

Code

Title

Salary Calculation

Family Resource Center:

7784	LWES/LEES Clerk (1)	\$12.35/hr (7.5 hrs/day – 190 days)
7342	BES School Home (1)	\$16.54/hr (8 hrs/day – 240 days)
	Community Liaison	
7342	LWES/LEES School Home (1)	\$20.64/hr (8 hrs/day – 240 days)
	Community Liaison	
7342	FES School Home (1)	\$20.64/hr (8 hrs/day – 240 days)
	Community Liaison	

Youth Service Center:

7784	LMS/LCHS Clerk (1)	\$12.35/hr (7.5 hrs/day – 198 days)
7342	LMS/LCHS School (1)	\$20.64/hr (8 hrs/day – 240 days)
	Home Community	
	Liaison	
7784	Substitute Clerks for Family	\$57.00/day (7.5 hrs/day)
	Resource/Youth Service Centers	

NOTE: Authorization for utilization of a Substitute Clerk shall be granted by the Superintendent or Director of Finance and shall be based on an appropriately documented extended absence.

Misc. Grants:

7318	Instructional Assist. II (1) (Vocational Rehab.)	Classified Pay scale D (7 hrs/day – 183 days)
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Community Education: Part-time Community Education Coordinator (salary based on available funds from Community Education Grant)

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

Preschool Partnership Grant:

2010	Preschool Teacher	Certified Payscale
7320	Instructional Assistant	Payscale

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

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

Prescreening KG & 4 year Old:

Daily rate for Certified
Daily rate for Classified

**DISTRICT GRANTS
CLASSIFIED/CERTIFIED SALARY SCHEDULE
2019-2020**

<u>Job Class</u>	<u>Title</u>	<u>Salary Calculation</u>
<u>Code:</u> 7294	District-wide Speech Language Pathologist	Certified Pay scale (185 days) (Classified Speech Language Pathologist holding appropriate licensure & degree; Master's Degree equivalent to Rank II and Bachelor's Degree equivalent to Rank III on the Certified Pay Scale)
7293	District-wide Speech Language Pathologist Assistant	Certified Pay scale (185 days) (Classified Speech Language Pathologist Assistant holding appropriate licensure & degree; Master's Degree equivalent to Rank II and Bachelor's Degree equivalent to Rank III on the Certified Pay Scale)
7291	Physical Therapist (1) \$65,000 (185 days) or \$52,000 (148 days) or \$39,000 (111 days) Base Pay (one-quarter percent increase per year of service in the district) \$65,812.50 for 2019-2020 school year for 185 days	
7291	Occupational Therapist (1) \$65,000 (185 days) or \$52,000 (148 days) or \$39,000 (111 days) Base Pay (one-quarter percent increase per year of service in the district) \$52,650.00 for 2019-2020 school year for 148 days	

**CERTIFIED PAY SCALE
2019-2020**

(185days)

Experience	Rank I	Rank II	Rank III	Rank IV	Rank V
0	\$43,937	\$39,717	\$35,752	\$31,748	\$29,717
1	\$44,114	\$39,891	\$35,927	\$31,748	\$29,717
2	\$44,287	\$40,069	\$36,101	\$31,748	\$29,717
3	\$44,459	\$40,243	\$36,276	\$31,748	\$29,717
4	\$47,928	\$43,614	\$39,831	\$31,748	\$29,717
5	\$48,353	\$43,979	\$40,179	\$31,748	\$29,717
6	\$48,616	\$44,154	\$40,355	\$31,748	\$29,717
7	\$48,790	\$44,328	\$40,531	\$31,748	\$29,717
8	\$48,965	\$44,504	\$40,705	\$31,748	\$29,717
9	\$49,139	\$44,681	\$40,881	\$31,748	\$29,717
10	\$53,644	\$49,291	\$45,101	\$31,748	\$29,717
11	\$53,928	\$49,557	\$45,355	\$31,748	\$29,717
12	\$54,108	\$49,736	\$45,531	\$31,748	\$29,717
13	\$54,292	\$49,911	\$45,712	\$31,748	\$29,717
14	\$54,474	\$50,092	\$45,888	\$31,748	\$29,717
15	\$55,575	\$51,390	\$47,296	\$31,748	\$29,717
16	\$55,731	\$51,548	\$47,446	\$31,748	\$29,717
17	\$55,891	\$51,707	\$47,594	\$31,748	\$29,717
18	\$56,048	\$51,861	\$47,740	\$31,748	\$29,717
19	\$56,199	\$52,020	\$47,893	\$31,748	\$29,717
20	\$56,716	\$52,507	\$48,336	\$31,748	\$29,717
21	\$56,945	\$52,697	\$48,483	\$31,748	\$29,717
22	\$57,174	\$52,889	\$48,628	\$31,748	\$29,717
23	\$57,402	\$53,076	\$48,777	\$31,748	\$29,717
24	\$57,627	\$53,266	\$48,926	\$31,748	\$29,717
25	\$57,860	\$53,459	\$49,074	\$31,748	\$29,717
26	\$58,085	\$53,648	\$49,224	\$31,748	\$29,717
27*	\$60,095	\$55,658	\$51,233	\$31,747	\$29,717

*Reflects a step increase of \$2000 for Rank I - Rank III certified employees with 27 or more years

Substitute Teachers:

Rank		Less than 10 years experience	More than 10 years experience		
Rank I		\$100	\$110		
Rank II		\$90	\$100		
Rank III		\$85	N/A		
Rank IV (more than 96 college hours without teaching certification)		\$75	N/A		
Rank V (64-95 college hours)		\$70	N/A		
Certified Substitutes working 20 consecutive days in same position* on the 21st day is paid based on their daily rate					
Retired teachers working 20 consecutive days in same position* on the 21 st consecutive day their pay goes to DWT (daily wage threshold). Must have DWT letter from TRS on file in finance office.					
Certified Homebound Teacher rate \$30.00 an hour after school.					
Certified Homebound daily substitute pay is based on daily rate					
PD Extra Pay: \$70.00/day-6hr. day (This is the pay rate teachers receive for professional development attended over district required hours)					
* "same position" means working for the same teacher in the same capacity"					

* NOTE: The 2019-2020 extra duty pay scale will take effect as of July 01, 2019. Those employees paid from the 2007-2008 extra duty pay scale or employees working in an equivalent position will be grandfathered in to a comparable rate for as long as they are employed. Anyone hired after 2007-2008 to fill an extra duty vacancy will be paid in accordance to the applicable pay scale.

LAWRENCE COUNTY SCHOOLS EXTRA DUTY SERVICE 2019-2020			
POSITION	EXTENDED DAYS	CONTRACT DAYS	EXTRA DUTY SERVICE PAY
DISTRICT ADMINISTRATORS (4 TOTAL):			\$5,000*
CHIEF ACADEMIC OFFICER (1)	50	235	
DIRECTOR OF FEDERAL PROGRAMS/DISTRICT ASSESSMENT COORDINATOR/INNOVATIONS COORDINATOR (1)	50	235	
DIRECTOR OF PUPIL PERSONNEL/DISTRICT PERSONNEL (1)	50	235	
DIRECTOR OF SPECIAL EDUCATION (1)	50	235	
PRINCIPAL LWE, BES, FES (1 PER SCHOOL)	50	235	\$7,000*
PRINCIPAL LEE (1)	50	235	\$8,000*
PRINCIPAL LMS (1)	50	235	\$8,500*
PRINCIPAL LCHS (1)	50	235	\$10,000*
ASST PRINCIPAL LEE (1)	15	200	\$3,500*
ASST PRINCIPAL LMS (1)	15	200	\$4,000*
ASST PRINCIPAL/ALTERNATIVE EDUCATION COORDINATOR LCHS (1)	25	200	\$7,000*
ASST PRINCIPAL/FRESHMAN ACADEMY COORDINATOR	15	195	\$4,000*
MIDDLE GRADES ALTERNATIVE SCHOOL TEACHER (1)	15	200	\$4,000*
DISTRICT SCHOOL HEALTH COORDINATOR (1)	15	0	\$5,000*
DISTRICT SCHOOL HEALTH NURSE / DISTRICT SPECIAL NEEDS NURSE - BES ANNUAL INCENTIVE PAY	0	0	\$2,500
INSTRUCTIONAL SUPPLEMENTAL PAY			
DUAL CREDIT TEACHER (PER CLASS)*	0	185	\$2,000
HIGH SCHOOL DEPARTMENT HEADS			
ENGLISH (1)	0	185	\$500
MATH (1)	0	185	\$500
SOCIAL STUDIES (1)	0	185	\$500
VOCATIONAL (1)	0	185	\$500
SCIENCE (1)	0	185	\$500
ARTS & HUMANITIES (1)	0	185	\$500
SPECIAL NEEDS (1)	0	185	\$500
PRACTICAL LIVING (1)	0	185	\$500
DOCTORATE	0	185	\$2,000
NATIONAL TEACHER CERTIFICATION	0	185	\$2,000
WRITING LEADERS			
ELEMENTARY (1 PER SCHOOL)	0	185	\$1,000
MIDDLE (1 PER SCHOOL)	0	185	\$1,000
HIGH SCHOOL (1)	0	185	\$1,000
EXTRA CURRICULAR PAY DUTIES			
ADVANCED PLACEMENT COORDINATOR (1)	0	185	\$500
ACADEMIC COACH HIGH SCHOOL (1)	0	185	\$4,000
ACADEMIC ASST COACH HIGH SCHOOL (1)	0	185	\$2,000
ACADEMIC COACH ELEMENTARY (1 PER SCHOOL)	0	185	\$2,000
ACADEMIC ASST COACH ELEMENTARY (1 PER SCHOOL)	0	185	\$1,000
ACADEMIC COACH MIDDLE (1 PER SCHOOL)	0	185	\$2,000
ACADEMIC ASST COACH MIDDLE (1 PER SCHOOL)	0	185	\$1,000
BAND DIRECTOR (1)	5	190	\$4,000
BAND ASST DIRECTOR (1)	0	185	\$1,000
CHORAL DIRECTOR (1)	0	185	\$1,500
BUILDING ASSESSMENT COORDINATORS			
LEVEL 9-12 (1 PER SCHOOL) LCHS	0	185	\$2,500
LEVEL 6-8 (1 PER SCHOOL) LMS	0	185	\$2,000
LEVEL K-8 (1 PER SCHOOL) FES & BES	0	185	\$2,000

*District to provide 100% funding for college hours/courses required to provide Dual Credit Instruction for teachers approved/selected to teach in identified shortage areas for dual credit classes offered at LCHS.

*District must approve on an annual basis the number of classes/sections to be funded via Instructional Supplemental Pay based on the number of classes/sections required to implement school/student schedules.

POSITION	EXTENDED DAYS	CONTRACT DAYS	EXTRA DUTY SERVICE PAY
LEVEL 2-5 (1 PER SCHOOL) LEE	0	185	\$2,000
LEVEL K-1 (1 PER SCHOOL) LWE	0	185	\$1,500
CLASS SPONSORS			
SENIORS (1)	0	185	\$600
JUNIORS (1)	0	185	\$600
SOPHOMORES (1)	0	185	\$600
FRESHMEN (1)	0	185	\$600
PUBLIC INFORMATION OFFICER	0	185	\$2,000
SAFETY PATROL (1)	0	185	\$500
SPEECH PATHOLOGY (4)	0	185	\$1,000
TECH BUILDING COORDINATOR (1 PER SCHOOL)	0	185	\$500
YEARBOOK SPONSOR P-8 (1 PER SCHOOL)	0	185	\$2,000
YEARBOOK SPONSOR HIGH SCHOOL (1)	0	185	\$2,000
YEARBOOK ASST SPONSOR HIGH SCHOOL (1)	0	185	\$1,000
EXTRA PAY DUTIES SPORTS*			
ARCHERY BOYS HEAD COACH (1)	0	185	\$1,200
ARCHERY GIRLS HEAD COACH (1)	0	185	\$1,200
ATHLETIC DIRECTOR HIGH SCHOOL (1)	7	192	\$2,500
ATHLETIC DIRECTOR MIDDLE GRADES (1)	0	185	\$1,500
BASEBALL HEAD COACH (1)	5	190	\$4,000
BASEBALL ASST COACH (2)	0	185	\$2,000
BASEBALL HEAD COACH MIDDLE GRADES (1)	0	185	\$1,200
BASEBALL ASST COACH MIDDLE GRADES (1)	0	185	\$600
BASEBALL JR VARSITY COACH LCHS	0	185	\$600
BASKETBALL BOYS HEAD COACH (1)	5	190	\$6,000
BASKETBALL BOYS FEEDER PROGRAM (1)	NA	NA	\$2,000
BASKETBALL BOYS ASST COACH (2)	0	185	\$2,000
BASKETBALL BOYS HEAD COACH MIDDLE (1) BES,FES,LMS	0	185	\$1,200
BASKETBALL BOYS ASST MIDDLE (1) BES,FES, (2)LMS	0	185	\$600
BASKETBALL GIRLS HEAD COACH (1)	5	190	\$6,000
BASKETBALL GIRLS FEEDER PROGRAM (1)	NA	NA	\$2,000
BASKETBALL GIRLS ASST COACH (2)	0	185	\$2,000
BASKETBALL GIRLS HEAD COACH MIDDLE (1) BES,FES,LMS	0	185	\$1,200
BASKETBALL GIRLS ASST MIDDLE GRADES - BES (1), FES (1), LMS (2)	0	185	\$600
BASS HEAD COACH (1)	0	185	\$1,200
BASS ASST COACH (1)	0	185	\$600
DANCE TEAM HEAD COACH (1)	0	185	\$1,200
FOOTBALL HEAD COACH (1)	15	200	\$6,000
FOOTBALL COORDINATOR (1)	0	185	\$3,000
FOOTBALL ASSISTANT COACHES (4)	0	185	\$2,000
FOOTBALL POSITION COACHES (2)	0	185	\$1,000
FOOTBALL HEAD COACH MIDDLE (1) LMS	0	185	\$1,200
FOOTBALL MIDDLE GRADES ASST (1) LMS	0	185	\$600
GOLF HEAD COACH BOYS (1) LCHS	0	185	\$1,200
GOLF HEAD COACH GIRLS (1) LCHS	0	185	\$1,200
GOLF ASSISTANT COACH (1) LCHS	0	185	\$600
GOLF HEAD COACH BOYS MIDDLE GRADES	0	185	\$1,200
GOLF HEAD COACH GIRLS MIDDLE GRADES	0	185	\$1,200
GOLF ASSISTANT COACH MIDDLE GRADES	0	185	\$600
ROTC 4-9YRS (1)	0	185	\$1,200

POSITION	EXTENDED DAYS	CONTRACT DAYS	EXTRA DUTY SERVICE PAY
ROTC 10+YRS (1)	0	185	\$2,400
ROTC DRILL TEAM (1)	0	185	\$1,000
ROTC RANGER TEAM (1)	0	185	\$1,000
SOCCER BOYS HEAD COACH (1)	0	185	\$1,200
SOCCER BOYS ASST COACH (1)	0	185	\$600
SOCCER GIRLS HEAD COACH (1)	0	185	\$1,200
SOCCER GIRLS ASST COACH (1)	0	185	\$600
SOCCER GIRLS JV ASST COACH (1)	0	185	\$600
SOCCER BOYS HEAD COACH MIDDLE (1) BES, FES, LMS	0	185	\$1,000
SOCCER BOYS ASST COACH MIDDLE (1) BES, FES, LMS	0	185	\$600
SOCCER GIRLS HEAD COACH MIDDLE (1) BES, FES, LMS	0	185	\$1,000
SOCCER GIRLS ASST COACH MIDDLE (1) BES, FES, LMS	0	185	\$600
SOFTBALL HEAD COACH (1)	5	190	\$4,000
SOFTBALL ASST COACH (2)	0	185	\$2,000
SOFTBALL HEAD COACH MIDDLE (1) BES, FES, LMS	0	185	\$1,200
SOFTBALL ASST COACH MIDDLE (1) BES, FES, LMS	0	185	\$600
SOFTBALL JR VARSITY COACH LCHS	0	185	\$600
TENNIS HEAD COACH BOYS (1)	0	185	\$1,200
TENNIS ASST COACH BOYS (1)	0	185	\$600
TENNIS HEAD COACH GIRLS (1)	0	185	\$1,200
TENNIS ASST COACH GIRLS (1)	0	185	\$600
TENNIS HEAD COACH BOYS MIDDLE (1)	0	185	\$1,200
TENNIS HEAD COACH GIRLS MIDDLE (1)	0	185	\$1,200
TRACK CROSS COUNTRY (1)	0	185	\$1,000
TRACK CROSS COUNTRY ASST (1)	0	185	\$500
TRACK BOYS (1)	0	185	\$1,200
TRACK ASST COACH BOYS (1)	0	185	\$600
TRACK GIRLS (1)	0	185	\$1,200
TRACK ASST COACH GIRLS (1)	0	185	\$600
TRACK HEAD COACH MIDDLE SCHOOL LEVEL (1)	0	185	\$1,000
VOLLEYBALL HEAD COACH (1)	0	185	\$1,200
VOLLEYBALL ASST COACH (1)	0	185	\$600
VOLLEYBALL HEAD COACH MIDDLE SCHOOL LEVEL (1)	0	185	\$1,000
VOLLEYBALL ASST COACH MIDDLE SCHOOL LEVEL (1)	0	185	\$600
WRESTLING COACH (1)	0	185	\$1,200
WRESTLING ASST COACH (1)	0	185	\$800
CHEERLEADER COMPETITION MIDDLE SCHOOL	0	185	\$500
CHEERLEADING MIDDLE SCHOOL (PER SPORT)	0	185	\$500
CHEERLEADING HIGH SCHOOL (PER SPORT)	0	185	\$1,000
CHEERLEADING ASST HIGH SCHOOL	0	185	\$500
EXTENDED DAYS			
BIOMEDICAL (1)	10	195	\$0
DISTRIBUTIVE EDUCATION (1)	30	215	\$0
DISTRICT RESOURCE TEACHER / GIFTED & TALENTED EDUCATION COORDINATOR (1)**	max 15	max 200	\$2,000
DISTRICT RESOURCE TEACHER (3)	max 15	max 200	\$0
IDEA DISTRICT RESOURCE TEACHER	max 15	max 200	\$0
DISTRICT TECHNOLOGY COORDINATOR (1)	50	235	\$0
ENGINEERING (1)	17	202	\$0
GUIDANCE COUNSELOR HIGH SCHOOL (2)	15	200	\$2,500
GUIDANCE COUNSELOR (5)	15	200	\$0
HEALTH CAREERS (1)	5	190	\$0
LIBRARIAN (6)	15	200	\$0
ROTC (2)	50	235	\$0
VIRTUAL LEARNING COORDINATOR	0	0	\$2,000
VOCATIONAL AGRICULTURE (1)	50	235	\$0

**District to provide 100% funding for college hours/courses required for Gifted and Talented Education Teacher/Coordinator; teacher to be approved/selected as District Resource Teacher/Gifted and Talented Education Teacher/Coordinator via district's certified teacher application process.

3.B. Approval to acknowledge receipt of **Superintendent's Personnel Action/Update** passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 5 to 0.

Suspension with Pay

William Hammond - Teacher at Louisa Middle School (*3-Days*)

4. ADJOURNMENT

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

Chairman – D. Heath Preston

Secretary to the Board – Betty Mullins