

Dickenson County School Board – Summary Minutes

Special Called Meeting - July 6, 2018

I. ROLL CALL AND MEETING CALLED TO ORDER (Location: School Board Office at 9:30 a.m.)

a. The meeting was called to order by Chairman, Susan Mullins followed by the Pledge of Allegiance and a Moment of Silence.

b. Approval of Agenda

Following a motion by Dr. Lurton Lyle and second by Rick Mullins the agenda was approved with the addition of Policy BDD: Electronic Participation in Meetings from Remote Locations.

Vote Results

Aye:	4	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins
No:	0	
Abstain:	0	
Not Cast:	0	

ELECTRONIC PARTICIPATION IN MEETINGS FROM REMOTE LOCATIONS

Requested by: Shanghai Nickles – Location: Highway 77 Traveling to Duke Medical Center

Superintendent Robinson reviewed the policy for the Board and following a motion by Rocky Barton and second by Dr. Lurton Lyle; request to participate by phone was approved.

Vote Results

Aye:	4	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins
No:	0	
Abstain:	0	
Not Cast:	0	

c. **Members in Attendance:** Susan Mullins, Chairman; Rick Mullins, Vice-Chairman; Rocky Barton; Dr. Lurton Lyle; Shanghai Nickles (via phone); Haydee Robinson, Superintendent; Reba McCowan, Clerk and Scott Mullins, Board Attorney

II. SUPERINTENDENT ROBINSON

a. Discussion of the FY 2018-2019 School Operating Budget

Larry Barton provided the Board with the following budget information and requested guidance in finalizing the FY 2019 Operating Budget.

The current budget draft includes the following:

- No salary increase for employees (State budget has 3% increase for FY-20)
- No health insurance coverage provided to non-benefited bus drivers
- No addition of Art and Music programs at elementary schools
- Includes extended 10.5 and 11 month contracts for Assistant Principals
- Includes VRS premiums on all current bus drivers for FY-19
- \$20,000 allowance for back pay on VRS for bus drivers for 7/12 to present
- Includes spousal carve-out on health insurance (\$107,000) savings)
- 10% anticipated increase in health insurance premiums
- Absorbing 1 elementary teaching position due to retirement
- Hire for vacancy of 4 full-time bus drivers
- Includes CES Preschool Special Ed Teacher Position/Program
- Includes purchase of 2 new buses and 2 used buses

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- Includes CEP for elementary schools and middle school

Attachment #1: Proposed Budget and Information for FY 2019

After discussions; the Board reviewed the following changes to options that were included in the budget draft to finalize and balance the FY 2019 Operational Budget:

- Provide single insurance coverage for bus drivers
- Replace Assistant Principal at Ridgeview High School
- Allow spousal participation in health insurance (Not changing to spousal carve-out plan)
- Increase employee’s health contributions by 18%
- Eliminate the purchase of 1 new bus and 2 used buses

BOARD ACTION

Following a motion by Rick Mullins and second by Shanghai Nickles; the Board approved going out for an RFP (Request for Proposal) for health insurance.

Vote Results

Aye:	5	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

Following a motion by Dr. Lurton Lyle and second by Rocky Barton; the changes reviewed for FY-2019 were approved.

Vote Results

Aye:	5	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

Following a motion by Dr. Lurton Lyle and second by Rick Mullins; the FY-2019 Operational Budget was approved.

Vote Results

Aye:	5	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

b. Approval of FY 2018-2019 Salary Scales

Following a motion by Dr. Lurton Lyle and second by Rick Mullins; Salary Scales for FY-2019 with no increase were approved.

Vote Results

Aye:	5	Rocky Barton, Dr. Lurton Lyle, Rick Mullins, Susan Mullins, Shanghai Nickles
No:	0	
Abstain:	0	
Not Cast:	0	

Attachment #2: Salary Scales for 2018-2019

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III. ADJOURNMENT: 10:28 a.m.

Following a motion by Susan Mullins and a second by Dr. Lurton Lyle the meeting was adjourned. All votes aye.

Susan Mullins

Chairman, Susan Mullins

Approved: August 22, 2018

Reba McCowan

Reba McCowan, Clerk

**DICKENSON COUNTY PUBLIC SCHOOLS
REVENUES / APPROPRIATIONS
Proposed Estimated Budget
For the Fiscal Year 2019 (2018-2019)**

	(ADM 2,000)			(ADM 1,905)
STATE FUNDING	FY-18 Budget	% Increase or - Decrease	\$ Increase or - Decrease	Estimated FY-19 Budget
I. SOQ Programs				
Subtotal SOQ Accounts:	12,673,655	1.62%	205,792	12,879,447
Subtotal - Incentive Accounts	519,488	38.22%	198,574	718,062
Subtotal - Categorical Programs:	28,495	-8.24%	(2,348)	26,147
Subtotal - Lottery-Funded Programs:	1,249,387	2.38%	29,680	1,279,067
TOTAL STATE FUNDS	14,471,025	2.98%	431,698	14,902,723

FEDERAL FUNDING	FY-18 Budget	% Increase or - Decrease	\$ Increase or - Decrease	Estimated FY-19 Budget
Title I	900,000	-13.89%	(125,000)	775,000
Title IIA	119,500	-28.87%	(34,500)	85,000
Title III	1,000	0.00%	0	1,000
Title IV	0	100.00%	15,000	15,000
Title VI Special Education	529,000	-0.38%	(2,000)	527,000
Title V Rural	39,000	-17.95%	(7,000)	32,000
Pre-School Handicapped	30,000	0.00%	0	30,000
Perkins	52,000	1.92%	1,000	53,000
Forest Reserve Payments	8,500	0.00%	0	8,500
Federal Leasing	1,000	0.00%	0	1,000
School Breakfast Program	210,000	26.19%	55,000	265,000
School Lunch Program	600,000	8.33%	50,000	650,000
Medicaid Reimbursements	150,000	-10.00%	(15,000)	135,000
E-Rate	130,000	21.54%	28,000	158,000
TOTAL FEDERAL FUNDING:	2,770,000	-1.25%	(34,500)	2,735,500

OTHER FUNDS:	FY-18 Budget	% Increase or - Decrease	\$ Increase or - Decrease	Estimated FY-19 Budget
RLA Grant	18,000	0.00%	0	18,000
Dual Enrollment Tuition	20,000	-25.00%	(5,000)	15,000
School Food Service	215,000	0.00%	0	215,000
Other Funds	175,000	-20.00%	(35,000)	140,000
TOTAL OTHER FUNDS:	428,000	-9.35%	(40,000)	388,000

LOCAL COUNTY FUNDS:	FY-18 Budget	% Increase or - Decrease	\$ Increase or - Decrease	Estimated FY-19 Budget
Local County Appropriations	6,490,000	0.15%	10,000	6,500,000
TOTAL LOCAL COUNTY FUNDS:	6,490,000	0.15%	10,000	6,500,000

ADDITIONAL REVENUES	FY-18 Budget	% Increase or - Decrease	\$ Increase or - Decrease	Estimated FY-19 Budget
Adult Ed Testing Carryover	12,183	0.00%	0	12,183
Bus Lease Carryover	55,000	-100.00%	(55,000)	0
Textbook Carryover Funds	0		398,567	398,567
			0	
TOTAL ADDITIONAL REVENUES:	67,183	511.39%	343,567	410,750

TOTAL ESTIMATED REVENUES	\$24,226,208	2.93%	\$710,765	\$24,936,973
TOTAL ESTIMATED EXPENDITURES	\$24,226,208	2.93%	\$710,765	\$24,936,973
BUDGET SURPLUS / DEFICIT	\$0		\$0	\$0

DICKENSON COUNTY PUBLIC SCHOOLS
EXPENDITURES / APPROPRIATIONS
Proposed Estimated Budget
For the Fiscal Year 2019 (2018-2019)

INSTRUCTION	FY-18 Budget	% Increase or - Decrease	\$ Increase or - Decrease	Estimated FY-19 Budget
Salaries - Instructional Administrators	304,000	0.00%	0	304,000
Wages - Homebound Teachers	15,000	33.33%	5,000	20,000
Salaries - Classroom Teachers	6,756,000	-1.26%	(85,000)	6,671,000
Salaries - Librarians	253,000	0.00%	0	253,000
Salaries - Counselors	300,000	0.00%	0	300,000
Salaries - Principals	393,500	-0.89%	(3,500)	390,000
Salaries - Assistant Principals	218,500	8.70%	19,000	237,500
Salaries - Teacher Aides	151,000	0.00%	0	151,000
Salaries - Clerical	184,000	0.00%	0	184,000
Wages - Substitute / Part-Time	625,000	7.20%	45,000	670,000
Wages - Substitute Clerical	5,000	0.00%	0	5,000
Academic & Athletic Coaching Supplements	108,000	0.00%	0	108,000
Payroll Taxes	954,051	-1.23%	(11,707)	942,344
VRS	1,424,687	-7.24%	(103,115)	1,321,572
Health Insurance	2,863,229	8.88%	254,145	3,117,374
Unemployment	11,500	-56.52%	(6,500)	5,000
Workers' Compensation	21,000	2.38%	500	21,500
Purchased Services	245,000	10.20%	25,000	270,000
Tuition - Dual Credit	35,000	-14.29%	(5,000)	30,000
Tuition - Governor's School	25,000	-30.00%	(7,500)	17,500
Travel, In-service & Professional Development	6,500	-7.69%	(500)	6,000
Materials & Supplies	134,000	-25.37%	(34,000)	100,000
Textbooks	219,560	168.89%	370,821	590,381
Instructional Supplies	146,250	-0.85%	(1,250)	145,000
Capital Outlay	7,500	-33.33%	(2,500)	5,000
TOTAL INSTRUCTION	15,406,276	2.98%	458,894	15,865,171

ADMINISTRATION, ATTENDANCE & HEALTH	FY-18 Budget	% Increase or - Decrease	\$ Increase or - Decrease	Estimated FY-19 Budget
Salaries - School Board Members	30,501	0.00%	0	30,501
Salaries - Clerical	183,000	0.00%	0	183,000
Salaries - Administrative, OT, PT, Other Professionals	452,301	0.00%	0	452,301
Salaries - School Nurses	140,000	3.43%	4,797	144,797
Payroll Taxes	83,593	0.81%	674	84,267
VRS	124,897	-2.94%	(3,670)	121,227
Health Insurance	279,426	37.17%	103,862	383,288
Health Insurance - Retirees	522,486	-10.05%	(52,486)	470,000
Unemployment	0	0.00%	0	0
Workers' Compensation	1,250	52.00%	650	1,900
Purchased Services - Administration	74,500	34.23%	25,500	100,000

Insurance	31,500	0.00%	0	31,500
Travel	9,000	-11.11%	(1,000)	8,000
Material and Supplies	8,500	5.88%	500	9,000
Capital Outlay Replacement	2,500	0.00%	0	2,500
TOTAL ADMINISTRATION, ATTENDANCE & HEALTH	1,943,455	4.06%	78,827	2,022,281

PUPIL TRANSPORTATION	FY-18 Budget	% Increase or - Decrease	\$ Increase or - Decrease	Estimated FY-19 Budget
Salaries - Bus Drivers & Transportation Director	748,500	-1.60%	(12,000)	736,500
Salaries - Bus Garage	92,000	-4.35%	(4,000)	88,000
Wages - Bus Driver Substitutes	40,000	0.00%	0	40,000
Payroll Taxes	76,352	0.19%	145	76,497
VRS	175,000	63.79%	111,628	286,628
Health Insurance	360,930	3.57%	12,868	373,798
Worker's Compensation	20,000	32.66%	6,532	26,532
Private Carriers	7,000	7.14%	500	7,500
Insurance - Fleet	35,000	0.00%	0	35,000
Leases & Rentals	1,000	0.00%	0	1,000
Materials & Supplies	5,000	0.00%	0	5,000
Purchased Services	2,500	0.00%	0	2,500
Fuel	150,000	13.33%	20,000	170,000
Bus Maintenance / Repair Supplies	150,000	-10.00%	(15,000)	135,000
Bus Purchase / Lease	250,000	-10.00%	(25,000)	225,000
TOTAL PUPIL TRANSPORTATION	2,113,282	4.53%	95,673	2,208,955

OPERATION AND MAINTENANCE	FY-18 Budget	% Increase or - Decrease	\$ Increase or - Decrease	Estimated FY-19 Budget
Salaries - Maintenance Workers & Director	223,500	2.68%	6,000	229,500
Salaries - Custodians	468,000	-1.50%	(7,000)	461,000
Wages - Custodial Substitutes	60,000	2.50%	1,500	61,500
Payroll Taxes	69,716	-0.47%	(328)	69,388
VRS	221,198	19.92%	44,067	265,265
Health Insurance	332,370	13.01%	43,237	375,607
Unemployment	2,000	0.00%	0	2,000
Worker's Compensation	10,000	50.00%	5,000	15,000
Purchased Services	90,000	5.56%	5,000	95,000
Utilities	1,030,000	-4.37%	(45,000)	985,000
Telecommunications	24,550	1.83%	450	25,000
Internet	159,600	3.38%	5,400	165,000
Insurance	48,000	-27.08%	(13,000)	35,000
Leases & Rentals	1,500	0.00%	0	1,500
Materials & Supplies	88,700	5.98%	5,300	94,000
Equipment Replacement	19,500	2.56%	500	20,000
Equipment New	20,000	-25.00%	(5,000)	15,000
TOTAL OPERATION AND MAINTENANCE	2,868,633	1.61%	46,126	2,914,760

SCHOOL FOOD SERVICES	FY-18 Budget	% Increase or - Decrease	\$ Increase or - Decrease	Estimated FY-19 Budget
Salary - Cafeteria Clerks & Food Service Coordinator	149,000	-0.67%	(1,000)	148,000
Salaries - Cooks	192,000	-0.52%	(1,000)	191,000
Wages - Cook Substitutes & Part Time	100,000	0.00%	0	100,000
Payroll Taxes	40,068	-1.00%	(400)	39,668
VRS	87,754	12.90%	11,322	99,076
Health Insurance	278,556	-0.30%	(834)	277,722
Unemployment	1,500	0.00%	0	1,500
Worker's Compensation	4,000	62.50%	2,500	6,500
Purchased Services	5,500	0.00%	0	5,500
Travel	2,000	0.00%	0	2,000
Materials & Supplies	50,000	20.00%	10,000	60,000
Food Products	461,000	4.12%	19,000	480,000
Capital Outlay Replacement	2,500	20.00%	500	3,000
TOTAL SCHOOL FOOD SERVICES	1,373,877	2.92%	40,088	1,413,966

TECHNOLOGY	FY-18 Budget	% Increase or - Decrease	\$ Increase or - Decrease	Estimated FY-19 Budget
Salaries - Technology	165,000	0.00%	0	165,000
Payroll Taxes	16,849	-0.66%	(112)	16,737
VRS	26,928	-4.08%	(1,098)	25,830
Health Insurance	55,908	8.70%	4,864	60,772
Purchased Services	2,500	100.00%	2,500	5,000
Technology Maintenance Supplies	500	0.00%	0	500
Technology Software	33,000	0.00%	0	33,000
Technology Hardware	100,000	0.00%	0	100,000
Technology Infrastructure	120,000	-12.50%	(15,000)	105,000
TOTAL TECHNOLOGY	520,684	-1.70%	(8,845)	511,839

TOTAL EXPENDITURES	24,226,208	2.93%	710,763	24,936,973
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BA Teacher Salary Scales		NO STEP FOR 2018 - 2019		
	2018 - 2019			
TEACHERS				
		TEACHER	0 Raise	TEACHER
YEARS		B.A.		B.A.
SERVICE		(-17-18)		(-18-19)
0 to 5		35,173	-	35,173
6 to 10		35,596	-	35,596
11		36,642	-	36,642
12		37,497	-	37,497
13		37,662	-	37,662
14		38,072	-	38,072
15		38,487	-	38,487
16		39,038	-	39,038
17		39,589	-	39,589
18		40,139	-	40,139
19		40,692	-	40,692
20		41,514	-	41,514
21		42,066	-	42,066
22		42,616	-	42,616
23		43,167	-	43,167
24		43,444	-	43,444
25		44,818	-	44,818
26		45,367	-	45,367
27		45,918	-	45,918
28		46,469	-	46,469
29		47,020	-	47,020
30		48,121	-	48,121
31+		48,671 - 61,174		48,671 - 61,174

Master Degree Teacher Scales		NO STEP FOR 2018 - 2019	
2018 - 2019			BS +1465
YEARS	TEACHER	0 Raise	TEACHER
SERVICE	M.A.		MA
	(-17-18)		(-18-19)
0 to 5	36,638	-	36,638
6 to 10	37,062	-	37,062
11	38,107	-	38,107
12	38,962	-	38,962
13	39,127	-	39,127
14	39,538	-	39,538
15	39,953	-	39,953
16	40,503	-	40,503
17	41,055	-	41,055
18	41,604	-	41,604
19	42,157	-	42,157
20	42,979	-	42,979
21	43,531	-	43,531
22	44,081	-	44,081
23	44,632	-	44,632
24	44,909	-	44,909
25	46,283	-	46,283
26	46,833	-	46,833
27	47,383	-	47,383
28	47,935	-	47,935
29	48,485	-	48,485
30	49,586	-	49,586
31+	50,137 - 63,740	-	50,137 - 63,740

For E.S. Degree add 1,026 to MA Salary for 18-19
 For Doctorate Degree add 1,465 to MA Salary for 18-19

Assistant Principal Salary Scales			NO STEP FOR	
2018 - 2019			2018 - 2019	
			0% Raise	
		(-17-18)		(-18-19)

DETERMINE ANNUAL SALARY BASED ON 10-MONTH TEACHER SCALES,
 ADJUST TO THE APPROPRIATE CONTRACT TERM
 THEN ADD THE FOLLOWING:

SUPPLEMENT:

HIGH SCHOOL & MIDDLE SCHOOL SUPPLEMENT	\$2,202
ELEMENTARY SCHOOL SUPPLEMENT	\$1,376

EXPERIENCE: (Currently Frozen with Salary Scales)
 \$100 PER YEAR FOR EXPERIENCE IN ASST PRINCIPAL POSITION
 - MAXIMUM OF 15 YEARS OR \$1,500

ADM ADD ON:
 PER PUPIL COMPONENT - \$2.74 P/P PREVIOUS SEPT ADM

Principals				
EXPERIENCE			RAISE	Base
ADDER		(-17-18)	0%	(-18-19)
0 to 5		73,032	-	73,032
6 +		74,627	-	74,627

ADDITIONAL COMPONENT OF \$1,026 FOR EDUCATION SPECIALISTS DEGREE
 ADDITIONAL COMPONENT OF \$1,465 FOR DOCTORATE DEGREE

SECONDARY PRINCIPAL COMPONENTS ADDERS \$214.00 PER ACTIVITY MAX OF \$2,140
 MIDDLE SCHOOL PRINCIPAL COMPONENTS ADDERS \$180.00 PER ACTIVITY MAX OF \$1,800

- | | |
|--------------------|----------------|
| BASKETBALL - BOYS | TENNIS - BOYS |
| BASKETBALL - GIRLS | TENNIS - GIRLS |
| FOOTBALL | VOLLEYBALL |
| BASEBALL | SOCCER - BOYS |
| SOFTBALL | SOCCER - GIRLS |
| TRACK - GIRLS | CHEERLEADING |
| TRACK - BOYS | ACADEMIC |
| CROSS COUNTRY | FORENSICS |
| GOLF | ONE ACT PLAY |

\$268 PER YEAR FOR EXPERIENCE IN PRINCIPAL ADMINISTRATION - MAX OF 15 YEARS OR \$4,020

PER PUPIL COMPONENT - \$5.49 P/P PREVIOUS SEPT ADM

SCHOOL SECRETARY		NO STEP FOR 2018 - 2019		
YEARS		SCHOOL SECRETARY (-17-18)	0% Raise	SCHOOL SECRETARY (-18-19)
0 to 5		19,572	-	19,572
6 to 10		19,802	-	19,802
11		20,188	-	20,188
12		20,574	-	20,574
13		20,959	-	20,959
14		21,343	-	21,343
15		21,731	-	21,731
16		22,115	-	22,115
17		22,501	-	22,501
18		22,885	-	22,885
19		23,272	-	23,272
20		23,821	-	23,821
21		24,372	-	24,372
22		24,921	-	24,921
23		25,473	-	25,473
24		26,023	-	26,023
25		26,574	-	26,574
26		27,124	-	27,124
27		27,675	-	27,675
28		28,225	-	28,225
29		28,775	-	28,775
30		29,491	-	29,491

AIDE		NO STEP FOR 2018 - 2019		
YEARS		AIDE	0% Raise	Aide
SERVICE		(-17-18)		(-18-19)
0 to 5		14,385	-	14,385
6 to 10		14,548	-	14,548
11		15,541	-	15,541
12		15,760	-	15,760
13		15,870	-	15,870
14		15,981	-	15,981
15		16,200	-	16,200
16		16,530	-	16,530
17		16,614	-	16,614
18		16,695	-	16,695
19		17,522	-	17,522
20		17,852	-	17,852
21		17,975	-	17,975
22		18,733	-	18,733
23		19,064	-	19,064
24		19,173	-	19,173
25		19,283	-	19,283
26		19,615	-	19,615
27		19,945	-	19,945
28		20,495	-	20,495
29		20,826	-	20,826
30		21,155	-	21,155
31+		21,485 - 27,466	-	21,485 - 27,466

Aide/Bus Driver		NO STEP FOR 2018 - 2019		
YEARS		SALARY	0% Raise	Aide/Bus Driver
SERVICE		(-17-18)		(-18-19)
0 to 5		23,079	-	23,079
6 to 11		23,353	-	23,353
12		23,411	-	23,411
13		23,688	-	23,688
14		23,966	-	23,966
15		24,243	-	24,243
16		24,521	-	24,521
17		24,798	-	24,798
18		25,076	-	25,076
19		25,353	-	25,353
20		25,631	-	25,631
21		25,918	-	25,918
22		26,196	-	26,196
23		26,473	-	26,473
24		26,751	-	26,751
25		27,028	-	27,028
26		27,305	-	27,305
27		27,582	-	27,582
28		28,021	-	28,021
29		28,460	-	28,460
30		28,899	-	28,899

RN Nurse		NO STEP FOR 2018 - 2019		
YEARS		NURSE RN	2% Raise	RN Nurse
SERVICE		(-17-18)		(-18-19)
0 to 5		24,124	-	24,124
6 to 10		24,410	-	24,410
11		24,797	-	24,797
12		25,181	-	25,181
13		25,566	-	25,566
14		25,952	-	25,952
15		26,337	-	26,337
16		26,723	-	26,723
17		27,109	-	27,109
18		27,493	-	27,493
19		27,880	-	27,880
20		28,263	-	28,263
21		28,649	-	28,649
22		29,034	-	29,034
23		29,420	-	29,420
24		29,805	-	29,805
25		30,191	-	30,191
26		30,576	-	30,576
27		30,962	-	30,962
28		31,347	-	31,347
29		31,731	-	31,731
30		32,117	-	32,117
31+		32,503	-	32,503

LPN NURSES		NO STEP FOR 2018 - 2019		
YEARS		NURSE LPN	0% Raise	LPN Nurse
SERVICE		(-17-18)		(-18-19)
0 to 5		21,359	-	21,359
6 to 10		21,610	-	21,610
11		21,666	-	21,666
12		22,326	-	22,326
13		22,657	-	22,657
14		22,987	-	22,987
15		23,317	-	23,317
16		23,647	-	23,647
17		23,977	-	23,977
18		24,308	-	24,308
19		24,639	-	24,639
20		24,970	-	24,970
21		25,299	-	25,299
22		25,628	-	25,628
23		25,960	-	25,960
24		26,291	-	26,291
25		26,620	-	26,620
26		26,950	-	26,950
27		27,281	-	27,281
28		27,611	-	27,611
29		27,941	-	27,941
30		28,272	-	28,272

Central Office Secretary		NO STEP FOR 2018 - 2019		
YEARS			0% Raise	C. O. Secretary
SERVICE		(-17-18)		(-18-19)
0 to 5		25,433	-	25,433
6 to 10		25,736	-	25,736
11		26,121	-	26,121
12		26,507	-	26,507
13		26,891	-	26,891
14		27,277	-	27,277
15		27,663	-	27,663
16		28,049	-	28,049
17		28,433	-	28,433
18		28,819	-	28,819
19		29,204	-	29,204
20		29,589	-	29,589
21		29,974	-	29,974
22		30,360	-	30,360
23		30,744	-	30,744
24		31,132	-	31,132
25		31,901	-	31,901
26		32,672	-	32,672
27		33,443	-	33,443
28		34,213	-	34,213
29		34,984	-	34,984
30		35,755	-	35,755
31+		36,525 - 41,920	-	36,525 - 41,920

School Bd. Clerk		NO STEP FOR 2018 - 2019		
YEARS		CLERK	0% Raise	CLERK
SERVICE		(-17-18)		(-18-19)
0 to 5		33,699	-	33,699
6 to 10		34,104	-	34,104
11		34,490	-	34,490
12		34,875	-	34,875
13		35,259	-	35,259
14		35,646	-	35,646
15		36,030	-	36,030
16		36,418	-	36,418
17		36,802	-	36,802
18		37,187	-	37,187
19		37,573	-	37,573
20		37,958	-	37,958
21		38,342	-	38,342
22		38,729	-	38,729
23		39,113	-	39,113
24		39,499	-	39,499
25		39,885	-	39,885
26		40,270	-	40,270
27		40,656	-	40,656
28		41,041	-	41,041
29		41,426	-	41,426
30		41,812	-	41,812

Sch. Bd. Clerk / Admin Asst		NO STEP FOR 2018 - 2019		
YEARS		CLERK	0% Raise	CLERK
SERVICE		(-17-18)		(-18-19)
0 to 5		43,899	-	43,899
6 to 10		44,305	-	44,305
11		44,690	-	44,690
12		45,075	-	45,075
13		45,459	-	45,459
14		45,846	-	45,846
15		46,230	-	46,230
16		46,617	-	46,617
17		47,002	-	47,002
18		47,387	-	47,387
19		47,773	-	47,773
20		48,158	-	48,158
21		48,542	-	48,542
22		48,928	-	48,928
23		49,313	-	49,313
24		49,700	-	49,700
25		50,085	-	50,085
26		50,470	-	50,470
27		50,856	-	50,856
28		51,241	-	51,241
29		51,626	-	51,626
30		52,012	-	52,012
31+		52,396 - 53,552	-	52,396 - 53,552

Coordinator 2018 - 2019							
YRS	EMP @ STEP	With Masters add \$1,465 per year to BA scale					
SERV	(-18-19)	(-18-19)	(-18-19)	(-18-19)	(-18-19)	(-18-19)	
	TEACHER BA	TEACHER BA	TEACHER BA	TEACHER BA	TEACHER BA	TEACHER MA	
0% Raise	10 Month	10.5 Month	11 Month	11.5 month	12 month	12 month(+1,465)	
0 to 5	35,173	36,932	38,690	40,449	42,208	43,673	
6 to 10	35,596	37,376	39,156	40,936	42,715	44,180	
11	36,642	38,474	40,306	42,139	43,971	45,436	
12	37,497	39,371	41,246	43,121	44,996	46,461	
13	37,662	39,545	41,428	43,311	45,194	46,659	
14	38,072	39,976	41,880	43,783	45,687	47,152	
15	38,487	40,412	42,336	44,261	46,185	47,650	
16	39,038	40,990	42,942	44,894	46,845	48,310	
17	39,589	41,569	43,548	45,528	47,507	48,972	
18	40,139	42,146	44,153	46,160	48,167	49,632	
19	40,692	42,726	44,761	46,795	48,830	50,295	
20	41,514	43,590	45,665	47,741	49,817	51,282	
21	42,066	44,169	46,272	48,375	50,479	51,944	
22	42,616	44,747	46,878	49,008	51,139	52,604	
23	43,167	45,325	47,483	49,642	51,800	53,265	
24	43,444	45,616	47,788	49,961	52,133	53,598	
25	44,818	47,059	49,300	51,541	53,782	55,247	
26	45,367	47,636	49,904	52,173	54,441	55,906	
27	45,918	48,214	50,510	52,806	55,102	56,567	
28	46,469	48,793	51,116	53,440	55,763	57,228	
29	47,020	49,371	51,722	54,073	56,424	57,889	
30	48,121	50,527	52,933	55,339	57,745	59,210	
31+	48,671 - 63,377	51,105 - 66,546	53,539 - 69,715	55,972 - 72,884	58,406 - 76,052	59,871 - 77,517	

Central Office Supervisors			NO STEP FOR 2018 - 2019	
YEARS		SALARY	Raise	C O Supervisors
SERVICE		(-17-18)		(-18-19)
0 to 5		70,582	-	70,582
6 to 10		71,449	-	71,449
11		72,699	-	72,699
12		73,950	-	73,950
13		81,677	-	81,677
14		84,881	-	84,881
15+		86,534	-	86,534

Tech Coordinator Asst.		NO STEP FOR 2018 - 2019		
YEARS		TECH. ASST.	0% Raise	TECH ASST
SERVICE		(-17-18)		(-18-19)
0 to 5		41,962	-	41,962
6 to 10		42,471	-	42,471
11		43,727	-	43,727
12		44,751	-	44,751
13		44,948	-	44,948
14		45,444	-	45,444
15		45,940	-	45,940
16		46,599	-	46,599
17		47,262	-	47,262
18		47,922	-	47,922
19		48,587	-	48,587
20		49,573	-	49,573
21		50,233	-	50,233
22		50,895	-	50,895
23		51,554	-	51,554
24		51,887	-	51,887
25		53,537	-	53,537
26		54,197	-	54,197
27		54,858	-	54,858
28		55,518	-	55,518
29		56,180	-	56,180
30		57,500	-	57,500

Physical & Occupational Therapists		NO STEP FOR 2018 - 2019		
YEARS			0% Raise	PT & OT
SERVICE		(-17-18)	-	(-18-19)
0 to 5		40,179	-	40,179
6 to 10		40,645	-	40,645
11		41,795	-	41,795
12		42,735	-	42,735
13		42,917	-	42,917
14		43,369	-	43,369
15		43,825	-	43,825
16		44,431	-	44,431
17		45,037	-	45,037
18		45,642	-	45,642
19		46,250	-	46,250
20		47,154	-	47,154
21		47,761	-	47,761
22		48,367	-	48,367
23		48,972	-	48,972
24		49,277	-	49,277
25		50,789	-	50,789
26		51,393	-	51,393
27		51,999	-	51,999
28		52,605	-	52,605
29		53,211	-	53,211
30		54,422	-	54,422

CAFETERIA COOK		NO STEP FOR 2018 - 2019		
YEARS		COOK	0% Raise	COOK
SERVICE		(-17-18)		(-18-19)
0 to 5		14,790	-	14,790
6 to 10		14,966	-	14,966
11		15,075	-	15,075
12		15,407	-	15,407
13		15,516	-	15,516
14		15,626	-	15,626
15		15,737	-	15,737
16		15,850	-	15,850
17		15,957	-	15,957
18		16,067	-	16,067
19		16,178	-	16,178
20		16,289	-	16,289
21		16,398	-	16,398
22		16,508	-	16,508
23		16,618	-	16,618
24		16,728	-	16,728
25		16,839	-	16,839
26		16,947	-	16,947
27		17,059	-	17,059
28		17,168	-	17,168
29		17,277	-	17,277
30		17,388	-	17,388

CAFÉ Clerk/Manager		NO STEP FOR 2018 - 2019		
YEARS		CLERK/MGR	0% Raise	CLK/MGR
SERVICE		(-17-18)		(-18-19)
0 to 5		20,596	-	20,596
6 to 10		20,838	-	20,838
11		21,167	-	21,167
12		21,498	-	21,498
13		21,829	-	21,829
14		22,160	-	22,160
15		22,489	-	22,489
16		22,818	-	22,818
17		23,150	-	23,150
18		23,480	-	23,480
19		23,810	-	23,810
20		24,141	-	24,141
21		24,471	-	24,471
22		24,802	-	24,802
23		25,132	-	25,132
24		25,461	-	25,461
25		25,792	-	25,792
26		26,960	-	26,960
27		27,291	-	27,291
28		27,932	-	27,932
29		28,373	-	28,373
30		28,814	-	28,814
31+		29,397	-	29,397

Food Service Manager		NO STEP FOR 2018 - 2019		
YEARS		FS/MGR	0% Raise	FS/MGR
SERVICE		(-17-18)		(-18-19)
0 to 4		29,274	-	29,274
5 to 10		29,682	-	29,682
11		30,090	-	30,090
12		30,498	-	30,498
13		30,906	-	30,906
14		31,722	-	31,722
15		32,130	-	32,130
16		32,538	-	32,538
17		32,946	-	32,946
18		33,354	-	33,354
19		34,170	-	34,170
20		34,578	-	34,578
21		34,986	-	34,986
22		35,394	-	35,394
23		35,802	-	35,802
24		36,618	-	36,618
25		37,026	-	37,026
26		37,434	-	37,434
27		37,842	-	37,842
28		38,250	-	38,250
29		39,270	-	39,270
30		39,780	-	39,780

Janitor		NO STEP FOR 2018 - 2019		
YEARS		Janitor	0% Raise	Janitor
SERVICE		(-17-18)		(-18-19)
0 to 5		18,647	373	19,020
6 to 10		18,873	377	19,250
11		19,588	392	19,980
12		19,752	395	20,147
13		19,919	398	20,317
14		20,249	405	20,654
15		20,358	407	20,765
16		20,468	409	20,877
17		20,798	416	21,214
18		21,130	423	21,552
19		21,460	429	21,889
20		21,790	436	22,226
21		22,121	442	22,563
22		22,451	449	22,900
23		22,782	456	23,238
24		23,110	462	23,573
25		23,441	469	23,909
26		23,772	475	24,247
27		24,763	495	25,258
28		25,093	502	25,595
29		25,425	508	25,933
30		25,753	515	26,268

Head Janitor		NO STEP FOR 2018 - 2019		
YEARS		Head Janitor	0% Raise	Head Janitor
SERVICE		(-17-18)		(-18-19)
0 to 5		22,360	-	22,360
6 to 10		22,631	-	22,631
11		23,017	-	23,017
12		23,402	-	23,402
13		23,787	-	23,787
14		24,173	-	24,173
15		24,558	-	24,558
16		24,943	-	24,943
17		25,330	-	25,330
18		25,714	-	25,714
19		26,100	-	26,100
20		26,485	-	26,485
21		26,870	-	26,870
22		27,255	-	27,255
23		27,641	-	27,641
24		28,025	-	28,025
25		28,413	-	28,413
26		28,797	-	28,797
27		29,182	-	29,182
28		29,568	-	29,568
29		29,952	-	29,952
30		30,338	-	30,338

BUS DRIVERS		NO STEP FOR		
With Benefits		2018 - 2019		
		SALARY		Bus
YEARS		SCALE	0% Raise	Driver
SERVICE		(-17-18)		(-18-19)
0 to 5		16,812	-	16,812
6 to 10		17,013	-	17,013
11		17,013	-	17,013
12		17,013	-	17,013
13		17,013	-	17,013
14		17,013	-	17,013
15		17,013	-	17,013
16		17,013	-	17,013
17		17,013	-	17,013
18		17,013	-	17,013
19		17,191	-	17,191
20		17,361	-	17,361
21		17,543	-	17,543
22 +		17,891	-	17,891

BUS DRIVERS		NO STEP FOR		
Without Benefits		2018 - 2019		
		SALARY		Bus Driver
YEARS		SCALE	0% Raise	W/O Benefits
SERVICE		(-17-18)		(-18-19)
0 to 5		16,207	-	16,207
6 to 10		16,305	-	16,305
11		16,305	-	16,305
12		16,305	-	16,305
13		16,305	-	16,305
14		16,305	-	16,305
15		16,305	-	16,305
16		16,305	-	16,305
17		16,305	-	16,305
18		16,305	-	16,305
19		16,474	-	16,474
20		16,637	-	16,637
21		16,810	-	16,810
22 +		17,145	-	17,145

Bus Driver / Mechanic Helper						
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	2017-18	2018-19	2018-19	2018-19		2018-19
				If Certified		w/ 0% Raise
YEARS	Total	Bus	Mech	Sticker		Total
SERVICE	Salary	Salary	Helper	Certification		Salary
0 to 5	29,832	16,812	10,873	2,147		29,832
6 to 10	30,198	17,014	11,010	2,175		30,198
10 to 18	30,198	17,014	11,010	2,175		30,198
19	30,376	17,191	11,010	2,175		30,376
20	30,546	17,361	11,010	2,175		30,546
21	30,728	17,543	11,010	2,175		30,728
22+	31,076	17,891	11,010	2,175		31,076

MAINTENANCE AND MECHANIC		NO STEP FOR 2018 - 2019		
YEARS		MAINT & MECHANIC	0% Raise	MAINT & MECHANIC
SERVICE		(-17-18)		(-18-19)
0 to 5		25,811	-	25,811
6 to 10		26,126	-	26,126
11		26,511	-	26,511
12		26,897	-	26,897
13		27,282	-	27,282
14		27,667	-	27,667
15		28,053	-	28,053
16		28,439	-	28,439
17		28,823	-	28,823
18		29,210	-	29,210
19		29,593	-	29,593
20		29,979	-	29,979
21		30,365	-	30,365
22		30,750	-	30,750
23		31,135	-	31,135
24		31,521	-	31,521
25		31,906	-	31,906
26		32,290	-	32,290
27		32,677	-	32,677
28		33,063	-	33,063
29		33,447	-	33,447
30		33,833	-	33,833
31+		34,218 - 34,988	-	34,218 - 34,988

Maintenance Helper		NO STEP FOR 2018 - 2019		
YEARS		MAINT HELPER	0% Raise	MAINT HELPER
SERVICE		(-17-18)		(-18-19)
0 to 5		24,507	-	24,507
6 to 10		24,806	-	24,806
11		25,190	-	25,190
12		25,574	-	25,574
13		25,961	-	25,961
14		26,346	-	26,346
15		26,732	-	26,732
16		27,117	-	27,117
17		27,502	-	27,502
18		27,888	-	27,888
19		28,274	-	28,274
20		28,657	-	28,657
21		29,043	-	29,043
22		29,428	-	29,428
23		29,814	-	29,814
24		30,199	-	30,199
25		30,585	-	30,585
26		30,970	-	30,970
27		31,355	-	31,355
28		31,741	-	31,741
29		32,127	-	32,127
30		32,510	-	32,510

Maintenance Foreman		NO STEP FOR 2018 - 2019		
YEARS		MAINT FOREMAN	0% Raise	MAINT FOREMAN
SERVICE		(-17-18)		(-18-19)
0 to 5		33,319	-	33,319
6 to 10		33,728	-	33,728
11		34,113	-	34,113
12		34,500	-	34,500
13		34,884	-	34,884
14		35,269	-	35,269
15		35,654	-	35,654
16		36,040	-	36,040
17		36,425	-	36,425
18		36,811	-	36,811
19		37,195	-	37,195
20		37,581	-	37,581
21		37,967	-	37,967
22		38,352	-	38,352
23		38,739	-	38,739
24		39,122	-	39,122
25		39,508	-	39,508
26		39,893	-	39,893
27		40,279	-	40,279
28		40,664	-	40,664
29		41,050	-	41,050
30		41,435	-	41,435
31+		41,821 - 46,389	-	41,821 - 46,389