

**ELMWOOD LOCAL SCHOOLS  
BOARD OF EDUCATION**

**Regular Meeting – Monday, June 10, 2024 / 5:30 p.m.  
Elmwood Schools Auditoria  
Bloomdale, Ohio 44817**

Board minutes are not official until approved at the July 2024 Board of Education Meeting.

Roll: Time 5:30 pm

Mr. Arnold	Present
Mr. Heiser	Present
Mr. Lee	Absent
Mr. Pennington	Present
Mrs. Simon	Present

Call to Order  
Meeting called to order.

Pledge of Allegiance

**117-24**

Acceptance of Minutes of Previous Meeting:  
Regular Meeting, May 13, 2024

Motion by Mr. Arnold    Seconded by Mrs. Simon

***Mr. Heiser Yes Mr. Pennington Yes Mr. Arnold Yes Mrs. Simon Yes***

Adjustment of Proposed Agenda for Tonight's Meeting  
Superintendent Borton made any changes to the agenda at this time.

Superintendent's Recognition and Updates  
Retirees – Bruce King, Beth Rutter and Robin Reynolds

Hearing of the Public  
No requests for public participation

As a reminder, from this point on, the remainder of the meeting will be audiotaped.

**TREASURER'S REPORTS**

Financial

**118-24**

It is recommended that the financial statements for the month of May be approved as presented by the Treasurer.

Motion by Mr. Heiser    Seconded by Mr. Arnold

***Mr. Arnold Yes Mrs. Simon Yes Mr. Pennington Yes Mr. Heiser Yes***

**ELMWOOD BOARD OF EDUCATION**

**June 10, 2024**

**119-24**

It is recommended to transfer money from the 001 General Fund to:

300 Athletic Fund \$ 30,000.00

Motion by Mrs. Simon Seconded by Mr. Heiser

*Mr. Heiser Yes Mr. Arnold Yes Mrs. Simon Yes Mr. Pennington Yes*

**120-24**

It is recommended that the following advance be approved:

Advanced from	Advanced to	Amount
General Fund (001)	5 <sup>th</sup> Grade Team (200-9055)	\$292.96

Motion by Mrs. Simon Seconded by Mr. Heiser

*Mrs. Simon Yes Mr. Arnold Abstained Mr. Pennington Yes Mr. Heiser Yes*

**121-24**

It is recommended to approve the Temporary Initial Appropriations for FY2025. (Exhibit A)

Motion by Mr. Arnold Seconded by Mrs. Simon

*Mr. Pennington Yes Mr. Heiser Yes Mr. Arnold Yes Mrs. Simon Yes*

**122-24**

It is recommended to approve the following supplemental appropriations, revenue and expense account adjustments for FY2024:

018	Public School Support	\$ 5,600.00	Increase
461	Ag 5 <sup>th</sup> Qtr.	\$ 584.82	Decrease
584	Title II/IV	\$ 5,505.49	Increase
572	Title I	\$ 5,506.53	Increase
599	Misc. Fed. Grant Fund	\$ 5,400.00	Decrease

Motion by Mr. Heiser Seconded by Mr. Arnold

*Mrs. Simon Yes Mr. Heiser Yes Mr. Arnold Yes Mr. Pennington Yes*

**123-24**

It is recommended to approve the following District-Support Organizations for the 2024-2025 school year per Board Policy 9211:

- Elmwood Academic Boosters
- Elmwood Athletic Boosters
- Elmwood Elementary PTO
- Elmwood FFA Alumni
- Elmwood Music Boosters

Motion by Mr. Arnold Seconded by Mrs. Simon

*Mr. Heiser Yes Mrs. Simon Yes Mr. Pennington Yes Mr. Arnold Yes*

**ELMWOOD BOARD OF EDUCATION**

**June 10, 2024**

**124-24**

It is recommended to approve the property, liability and fleet insurance through Ohio School Plan for FY 2025.

Motion by Mrs. Simon    Seconded by Mr. Heiser

*Mrs. Simon Yes Mr. Heiser Yes Mr. Pennington Yes Mr. Arnold Yes*

**SUPERINTENDENT’S RECOMMENDATIONS & REPORTS**

**125-24**

Consent Agenda

a) It is recommended that the Board approve the Policy updates. (Exhibit B)

b) It is recommended that the following resignations be accepted.

- Jace Grossman – Strength Coach – effective May 31, 2024
- Sandy Laborie – MS Media Aide & 5<sup>th</sup>/6<sup>th</sup> Quiz Bowl Coach – effective July 1, 2024
- Samantha Hoover – 1<sup>st</sup> Grade Teacher – effective August 15, 2024
- Garrett Michalkiewicz – 6<sup>th</sup> Grade Social Studies Teacher – effective August 15, 2024

c) It is recommended that the following overnight trip be approved.

<u>Group</u>	<u>Date</u>	<u>Location</u>	<u>Purpose</u>
HS AP Social Studies Classes	November 10-13, 2025	Washington D.C.	Educational

d) It is recommended that the Member Service Agreement with the Northern Ohio Educational Computer Association (NOECA), effective July 1, 2024 – June 30, 2025, be approved.

e) It is recommended to update the job title and additional responsibilities of Gregg Abke, from Buildings and Grounds Supervisor to Director of Operations and Safety.

f) It is recommended that the following donation be accepted:

<u>Donator</u>	<u>Recipient</u>	<u>Item/Amount</u>
Wayne United Methodist Church	Student Lunch Program	\$ 35.30
NWO Basketball Program	Elmwood Boys Basketball	\$ 5,000.00

Motion by Mr. Heiser    Seconded by Mr. Arnold

*Mr. Pennington Yes Mr. Heiser Yes Mr. Arnold Yes Mrs. Simon Yes*

**ELMWOOD BOARD OF EDUCATION**

**June 10, 2024**

Action Agenda

**126-24**

It is recommended that course fees for the 2024-2025 school year be approved. (Exhibit C)

Motion by Mrs. Simon    Seconded by Mr. Arnold

*Mrs. Simon Yes Mr. Heiser Yes Mr. Pennington Yes Mr. Arnold Yes*

**127-24**

It is recommended to adopt the following Salary Schedules for FY2025 through FY2027

Administrative	(Exhibit D)
Confidential/Supervisor	(Exhibit E)
Non-Teaching Certified Staff	(Exhibit F)
Substitute	(Exhibit G)
Teacher Aides	(Exhibit H)

Motion by Mr. Arnold    Seconded by Mrs. Simon

*Mr. Heiser Yes Mr. Arnold Yes Mrs. Simon Yes Mr. Pennington Yes*

**128-24**

It is recommended that the following district supplemental contracts be approved for the 2024-2025 school year. (Exhibit I)

Motion by Mrs. Simon    Seconded by Mr. Arnold

*Mr. Pennington Yes Mr. Arnold Yes Mr. Heiser Yes Mrs. Simon Yes*

**129-24**

It is recommended that the following academic/athletic supplemental contracts be approved for the 2024-2025 school year. (Exhibit J)

Motion by Mrs. Simon    Seconded by Mr. Arnold

*Mr. Arnold Yes Mrs. Simon Yes Mr. Pennington Yes Mr. Heiser Yes*

**130-24**

It is recommended to:

Accept the resignation of Marcia Benedict submitted for the purpose of initiating earned retirement benefits, effective as of the end of the work day on May 31, 2024; and

To issue Marcia Benedict a one-year limited teaching contract for the 2024-2025 school year with salary placement MA30/Step 4.

Motion by Mr. Arnold    Seconded by Mrs. Simon

*Mr. Pennington Yes Mr. Arnold Yes Mr. Heiser Yes Mrs. Simon Yes*

**ELMWOOD BOARD OF EDUCATION**

**June 10, 2024**

**131-24**

It is recommended that the following individual be hired for a certified position for the 2024-2025 school year as indicated below, pending BCII/FBI and verification of employment, certification/licensure, and transcripts.

<u>Name</u>	<u>Tentative Placement</u>	<u>Contract</u>	<u>Column/Step</u>
Christopher Nelson	6 <sup>th</sup> grade Social Studies	One-Year Limited, 2024-2025	M15/4

Motion by Mrs. Simon    Seconded by Mr. Heiser

***Mrs. Simon    Yes    Mr. Arnold    Yes    Mr. Pennington    Yes    Mr. Heiser    Yes***

**132-24**

It is recommended that the following individual be issued a One Year, as needed, classified contract, effective July 1, 2024 - June 30, 2025, pending BCII/FBI if applicable.

<u>Name</u>	<u>Building</u>	<u>Tentative Placement</u>	<u>Step/Rate</u>
Joe Wright	District	Grounds Mowing	\$10.75 per hr

Motion by Mr. Arnold    Seconded by Mrs. Simon

***Mr. Arnold    Yes    Mr. Heiser    Yes    Mrs. Simon    Yes    Mr. Pennington    Yes***

**133-24**

It is recommended to enter into a contract with BGSU for strength coach services for the 2024-2025 school year. In addition, acknowledge that BGSU will send us Joseba Iparraguirre to fulfill the duties of that contract. The cost will be approximately \$16,000 or less.

Motion by Mrs. Simon    Seconded by Mr. Heiser

***Mr. Pennington    Yes    Mr. Arnold    Yes    Mr. Heiser    Yes    Mrs. Simon    Yes***

**134-24**

It is recommended that the following expenditures be approved:

<u>Company</u>	<u>Purpose</u>	<u>Amount</u>
Forward Edge	Elmwood Data Server & Licensing	\$55,364.66
Teaching Strategies	Preschool Curriculum FY 25-29	\$24,765.00
Amplify	K-5 Curriculum FY 25-27	\$139,798.12

Motion by Mr. Heiser    Seconded by Mrs. Simon

***Mrs. Simon    Yes    Mr. Arnold    Yes    Mr. Pennington    Yes    Mr. Heiser    Yes***

**Building Reports**

**High School**

- Congratulations to our softball team who won the BVC Championship this season!
- Congratulations to Micah Oliver (high jump) and Jakob Zibbel (1 mile) who made the OHSAA state track meet!
- Graduation was held on Sunday June 2<sup>nd</sup>.
- Grade Cards were made available online on Progress Book on Friday, June 7<sup>th</sup>.
- Students last day was on May 30<sup>th</sup> with the Teacher Workday on May 31<sup>st</sup>.
- Preparations are underway for the 24-25 school year!

# ELMWOOD BOARD OF EDUCATION

June 10, 2024

Building Reports continued

## Middle School

- Grade cards were available last Friday, June 7th. Seventy six percent of middle school students made it on the 3.0 or higher honor roll.
- The BVC Junior High track meet was several weeks ago and here are the results:
- The boys finished 6th place at BVC
  - Top finishers were:
    - Alex Petrescu - 4<sup>th</sup> 100m
    - Henry Good - 2nd and Evan Stausbaugh - 3<sup>rd</sup> 800m
    - Henry Good - 1st and Evan Stausbaugh - 3<sup>rd</sup> 1600m
    - 4x400 team of Trevor Meyer, Alex Petrescu, Henry Good, Evan Stausbaugh - 2<sup>nd</sup>
    - Trevor Meyer – 4<sup>th</sup> high jump
    - Trevor Meyer – 4<sup>th</sup> long jump
- The girls finished 4th place at BVC
  - Top finishers were:
    - Callie Luken - 1<sup>st</sup> 100m
    - Callie Luken - 3<sup>rd</sup> 200m
    - Remmy Donaldson - 1<sup>st</sup> 400m
    - Madison Laird - 4<sup>th</sup> 800m
    - 4x200m team of Callie Luken, Lauren Healey, Ella Salyer, Remmy Donaldson - 3<sup>rd</sup>
    - 4x400m team of Remmy Donaldson, Ella Salyer, Madison Laird, Kale Smith - 3<sup>rd</sup>
    - 4x800m team of Madison Laird, Myra Thompson, Reagan Delamatre, Kale Smith - 3<sup>rd</sup>
    - Karlie Salyers 2<sup>nd</sup> and Hannah Baker 3<sup>rd</sup> – Shot Put
    - Hannah Baker - 2<sup>nd</sup> Discus
- Field Day was held Thursday May 30, and the students had a blast. Thanks to our student council advisors Natalie Genson and Betsy Bringman who do a fantastic job organizing these events.
- Staff work day and checkout took place Friday, May 31<sup>st</sup>
- Preparations for next school year are underway

## Elementary

- The end-of-year activities such as Kindergarten Graduation, Awards Assembly, Hawaii Day, and Field Day, were all a success. A big thank you to PTO, parent volunteers, and everyone that helped organize the events.

Legislative Update

Committee Reports

Board Member Comments

The next regular Board meeting is scheduled for Monday, July 8, 2024 at 5:30 pm in the Elmwood Schools Auditoria.

## 135-24

Adjournment – Time 6:15 pm

Motion by Mr. Arnold      Seconded by Mrs. Simon

*Mrs. Simon Yes Mr. Heiser Yes Mr. Pennington Yes Mr. Arnold Yes*

# ELMWOOD BOARD OF EDUCATION

June 10, 2024

## EXHIBIT A

EXHIBIT A

\_\_\_\_\_ seconded the Resolution and the roll being called upon its adoption, the vote resulted as follows:

Mr. Jeremie Pennington	Yes	No
Mr. Ryan Lee	Yes	No
Mrs. Sarah Simon	Yes	No
Mr. Brian Arnold	Yes	No
Mr. Nathan Heiser	Yes	No

CERTIFICATE

Section 5705.39, R.C.—“No appropriation measure shall become effective until there is filed with the appropriating authority by the county auditor a certificate that the total appropriations from each fund, taken together with all other outstanding appropriations, do not exceed such official estimate or amended official estimate.” When the appropriation does not exceed such official estimate, the county auditor shall give such certificate forthwith upon receiving from the appropriating authority a certified copy of the appropriation measure.

The State of Ohio Wood County, ss:

I, Jenalee Niese, Treasurer of the Board of Education of the Elmwood Local School District in said County, and in whose custody the Files, Journals and Records of said Board are required by the Laws of the State of Ohio to be kept, do hereby certify that the foregoing Annual Appropriation Resolution is taken and copied from the original Resolution now on file with said Board, that the foregoing Resolution has been compared by me with the said original and that the same is a true and correct copy thereof.

Witness my signature, this 10th day of June, 2024.

\_\_\_\_\_, Treasurer of the Board of Education of the Elmwood Local School District Wood County, Ohio.

EXHIBIT A  
ANNUAL APPROPRIATION RESOLUTION  
CITY, EXEMPTED VILLAGE, JOINT VOCATIONAL OR LOCAL BOARD OF EDUCATION

Revised Code, Section 5705.38

The Board of Education of the Elmwood Local School District, Wood County, Ohio, met in special session on the 10th day of June 2024 in the Elmwood auditorium with the following members present:

Mr. Jeremie Pennington  
Mr. Ryan Lee  
Mrs. Sarah Simon  
Mr. Brian Arnold  
Mr. Nathan Heiser

\_\_\_\_\_ moved the adoption of the following Resolution:

BE IT RESOLVED by the Board of Education of the Elmwood Local School District, Wood County, Ohio that to provide for the current expenses and other expenditures of said Board of Education, during the fiscal year ending June 30, 2025, the following sums be and the same are hereby set aside and appropriated for the several purposes for which expenditures are to be made and during said fiscal year, as follows, viz:

001 GENERAL	\$19,233,773.39
003 PERMANENT IMPROVEMENT	\$712,634.00
006 FOOD SERVICE	\$660,000.00
007 SPECIAL TRUST	\$36,143.00
008 ENDOWMENT	\$2,400.00
018 PUBLIC SCHOOL SUPPORT	\$16,814.74
019 OTHER GRANT	\$866.68
034 CLASSROOM FACILITIES MAINT.	\$32,456.32
035 TERMINATION BENEFITS - HB428	\$278,000.00
200 STUDENT MANAGED ACTIVITY	\$269,243.42
300 DISTRICT MANAGED ACTIVITY	\$377,789.67
439 PUBLIC SCHOOL PRESCHOOL	\$144,500.00
461 DATA COMMUNICATION FUND	\$5,854.29
461 VOCATIONAL EDUC. ENHANCEMENTS	\$2,510.46
468 OHIO SECURITY AND SCHOOL BUS PURCHASE	\$75,553.95
516 IDEA PART B GRANTS	\$292,992.74
572 TITLE I DISADVANTAGED CHILDREN	\$131,476.33
584 TITLE IV STUDENT SUPPORT AND ACADEMIC ENRICHMENT	\$48,176.96
587 IDEA PRESCHOOL-HANDICAPPED	\$13,320.70
Grand Total All Funds	\$22,324,416.65

# ELMWOOD BOARD OF EDUCATION

June 10, 2024

## EXHIBIT B

### EXHIBIT B

## BOARD POLICY UPDATES

(June 2024)

### BYLAWS AND POLICIES

#### Policy 2623 - Student Assessment and Academic Intervention Services (Revised)

This policy has been revised to include the requirement included in HB 33 that, by June 30 of each year, schools must provide parents with a student's score on any state assessment administered to the student. Notice may be sent by mail or email, or posted in the district's online parent access portal. Also, legal citations and cross references have been updated.

#### Policy 2623.02 - Third Grade Reading Guarantee (Revised)

This policy has been revised to reflect current administration windows for student assessments, found in R.C. 3313.608 and R.C. 3313.0715.

#### Policy 3120.04 - Employment of Substitutes (Revised)

This policy includes a minor change prompted by HB 33, reflecting that districts may employ student teachers as substitute teachers on a semester-to-semester basis upon approval by the board. Schools will need to confirm that the student teacher's college or university allows their students to be paid substitutes.

#### Policy 3140 - Termination and Resignation (Revised)

#### Policy 4124 - Employment Contract (Revised)

#### Policy 4140 - Termination and Resignation (Revised)

These policies have been revised to reflect changes in HB 33 permitting districts to provide notice of the Board's intention to terminate a professional employee or a classified staff member, or not re-employ a classified staff member, by regular mail with a certificate of mailing, electronic mail with proof of delivery, or other method with proof of delivery. It is critical that the district obtains proof that the notice was received, regardless of the means of delivery.

#### Policy 5310 - Health Services (Revised)

This policy has been revised to reflect that Ohio law (R.C. 3313.6413) now requires each traditional public school district, community school, STEM school, chartered nonpublic school, and other public school with school buildings that enroll girls in grades six (6) through twelve (12) to provide free menstrual products (HB 33). Schools may choose to provide free products to a broader range of grade levels.

#### Policy 8600 - Transportation (Revised)

Ohio law limits how far a student in grades K-8 can walk (two (2) miles). However, there is no technical limit for high school students. Therefore, we have created additional options for the district to consider. Also, at Travel Times for the Transportation of Children with Disabilities, provisions have been added to help districts fulfill their obligation to establish travel time standards for students with disabilities [A.C. 3301-51-10(D)(1)]. In addition, we removed language that states the superintendent will take changes to bus routes to the board at the next meeting. The Superintendent has the authority to make changes, and this is not a practice typically employed by districts. So, this requirement is not necessary. We have added a drafting note informing districts that school bus drivers meet the qualifications to drive vehicles other than school buses. That said, districts may require that drivers complete other training modules, such as school van driver training. An individual does not need a CDL to drive vehicles other than school buses. See Board Policy 8650, below, for more information regarding qualifications to drive district vehicles. Finally, we have corrected a minor typo and added cross references to other applicable policies.

#### Policy 8600.04 - Bus Driver Certification (Revised)

This policy has been revised to add cross references to relevant policies, update references to the Ohio Department of Education and Workforce, and properly reference "school vehicles."

#### Policy 8640 - Transportation for Non-Routine Trips (Revised)

The title of this policy has been updated for accuracy. In addition, it has been revised to recognize that a district may charge the personnel costs associated with the driver's time and/or mileage costs. These are actually two (2) separate costs that a district reports and tracks. Therefore, it is important that districts have a way to recoup costs of a driver, who will be paid on an hourly basis. Finally, we have added cross references to other related policies.

#### Policy 8650 - Transportation by Vehicles Other Than School Buses (Revised)

Because the administrative code uses the term "vehicle," and the revised code uses the term "van," this policy has been revised and expanded to refer to vehicles other than school buses. Both of the above-referenced terms are used in law, so there does not appear to be a preferred term, and we do not believe that one term has a different legal effect than the other. Also, the policy has been revised to reflect that drivers of non-routine vehicles like vans do not need a CDL. However, if someone meets requirements to drive a bus (which includes a CDL), they are also qualified to drive vans/nonroutine vehicles.

#### Policy 8660 - Incidental Transportation of Students by Private Vehicle (Revised)

OAC (A.C.) 3301-83-19, which is part of the approved transportation regulations, addresses routine use of vehicles, including regular use of a personal vehicle in the transport of students, at the direction of the school. OAC 3301-83-19 provides rules governing the transportation of school students in authorized vehicles. Incidental use of a personal vehicle in the transport of school students (for example, an unexpected situation in which a principal or staff member needs to drive a sick student home from school or a field trip) is not regulated in this section of the administrative code.



**ELMWOOD BOARD OF EDUCATION**  
**June 10, 2024**

**EXHIBIT C**

**ELMWOOD HIGH SCHOOL**  
**2024-2025**

EXHIBIT C

Class	Fee
Spanish 1	\$5.00
Spanish 2	\$5.00
Spanish 3	\$4.00
Spanish 4	\$4.00
Spanish Culture	\$15.00
Eng 9	\$3.00
Eng 9 Mod	\$3.00
Eng 10	\$3.00
Adv. Eng 10	\$3.00
Eng 11	\$3.00
Adv. Eng 11	\$3.00
Eng 12	\$3.00
Adv. Eng 12	\$3.00
Senior History	\$0.00
World History	\$0.00
Adv. World History	\$23.00
American History	\$0.00
AP U.S. History	\$23.00
Am Government	\$0.00
AP Government	\$23.00
AP Calculus	\$0.00
Physical Science	\$7.50
Enviro Sustain	\$20.00
Biology	\$8.00
Chem	\$12.00
Adv chem	\$12.00
Bio 2	\$10.00
Anatomy	\$40.00
Physics	\$12.00
Biodiversity	\$20.00
Student Handbook	\$7.00
Freshman Dues	\$10.00
Sophomore Dues	\$10.00
Junior Class Dues	\$20.00
Senior Class dues	\$15.00
Parking Permit	\$2.00

Class	Fee
Digital Tools	\$10.00
Computer Concepts	\$10.00
Social Media Production	\$0.00
Comp Hardware	\$15.00
Pers Business/Finance	\$0.00
Yearbook	\$10.00
Int. Media	\$5.00
Fund. of Computing	\$10.00
Intro to Digital Photo	\$5.00
FFA Leadership	\$0.00
FFA Dues	\$17.50
Princ. Of Foods	\$25.00
Personal Wellness	\$15.00
Child Development	\$15.00
Interior Des./Furn/Mgmt	\$25.00
Global Foods	\$25.00
Textiles/Interior Design	\$25.00
PE 9	\$5.00
PE 10 and Health	\$5.00
Adv PE	\$6.00
Rec Sports	\$6.00
ART 1,2,3	\$50.00
Sr. Studio	\$60.00
Ceramics	\$60.00
Choir	\$0.00
Band	\$15.00
Jazz Band	\$0.00
Music Theory	\$15.00

2024-2025 Middle School Course Fees - All Grades: \$45.00  
2024-2025 Elementary Course Fees - All Grades: \$45.00  
2024-2025 Preschool Course Fees - \$25.00

# ELMWOOD BOARD OF EDUCATION

June 10, 2024

## EXHIBIT D

STEPS	ASST. TREASURER PRIN 210 days		ELMENTARY PRINCIPAL 220 days		MIDDLE SCHOOL PRINCIPAL 220 days		HIGH SCHOOL PRINCIPAL 220 days		TREASURER 280 days		SUPERINTENDENT 260 days																					
	Base	Factor	Base	Factor	Base	Factor	Base	Factor	Base	Factor	Base	Factor																				
0	74,140	1.00	74,910	1.00	74,910	1.00	80,008	1.00	80,008	1.00	80,852	1.00																				
1	75,622	1.02	80,488	1.02	80,488	1.02	81,208	1.02	81,208	1.02	82,268	1.02																				
2	77,105	1.04	82,967	1.04	82,967	1.04	83,208	1.04	83,208	1.04	84,378	1.04																				
3	78,588	1.08	83,945	1.08	83,945	1.08	84,607	1.08	84,607	1.08	85,991	1.08																				
4	80,071	1.08	85,223	1.08	85,223	1.08	85,407	1.08	85,407	1.08	87,104	1.08																				
5	81,553	1.10	86,801	1.10	86,801	1.10	86,807	1.10	86,807	1.10	88,717	1.10																				
6	83,035	1.12	88,378	1.12	88,378	1.12	88,378	1.12	88,378	1.12	90,330	1.12																				
7	84,518	1.14	89,958	1.14	89,958	1.14	90,207	1.14	90,207	1.14	91,943	1.14																				
8	86,002	1.18	91,539	1.18	91,539	1.18	92,607	1.18	92,607	1.18	93,858	1.18																				
9	87,485	1.18	93,114	1.18	93,114	1.18	94,607	1.18	94,607	1.18	95,189	1.18																				
10	88,967	1.20	94,692	1.20	94,692	1.20	95,807	1.20	95,807	1.20	97,102	1.20																				
11	90,450	1.22	96,271	1.22	96,271	1.22	97,508	1.22	97,508	1.22	98,395	1.22																				
12	91,933	1.24	97,846	1.24	97,846	1.24	98,208	1.24	98,208	1.24	100,008	1.24																				
13	93,416	1.26	99,427	1.26	99,427	1.26	100,808	1.26	100,808	1.26	101,621	1.26																				
14	94,899	1.28	101,005	1.28	101,005	1.28	102,408	1.28	102,408	1.28	103,234	1.28																				
15	96,381	1.30	102,589	1.30	102,589	1.30	104,008	1.30	104,008	1.30	104,947	1.30																				
16	97,864	1.32	104,162	1.32	104,162	1.32	105,608	1.32	105,608	1.32	106,400	1.32																				
17	99,347	1.34	105,700	1.34	105,700	1.34	107,208	1.34	107,208	1.34	108,073	1.34																				
18	100,830	1.38	107,318	1.38	107,318	1.38	108,808	1.38	108,808	1.38	109,868	1.38																				
19	102,313	1.38	108,898	1.38	108,898	1.38	110,408	1.38	110,408	1.38	111,299	1.38																				
20-21	104,837	1.41	111,283	1.41	111,283	1.41	112,008	1.41	112,008	1.41	113,718	1.41																				
22-23	107,361	1.44	113,831	1.44	113,831	1.44	115,208	1.44	115,208	1.44	116,138	1.44																				
24-25	109,885	1.47	116,898	1.47	116,898	1.47	117,608	1.47	117,608	1.47	118,568	1.47																				
TRAINING/EDUCATION																																
<table border="1"> <thead> <tr> <th colspan="2">Educator</th> <th colspan="2">Factor</th> </tr> <tr> <th>Master's Degree</th> <th>(+ 30 term hrs.)</th> <th>0.010</th> <th></th> </tr> <tr> <th>Master's Degree + 25 term hrs.</th> <th></th> <th>0.010</th> <th></th> </tr> <tr> <th>Master's Degree + 15 term hrs.</th> <th></th> <th>0.010</th> <th></th> </tr> <tr> <th>Master's Degree + 5 term hrs.</th> <th></th> <th>0.010</th> <th></th> </tr> </thead> </table>													Educator		Factor		Master's Degree	(+ 30 term hrs.)	0.010		Master's Degree + 25 term hrs.		0.010		Master's Degree + 15 term hrs.		0.010		Master's Degree + 5 term hrs.		0.010	
Educator		Factor																														
Master's Degree	(+ 30 term hrs.)	0.010																														
Master's Degree + 25 term hrs.		0.010																														
Master's Degree + 15 term hrs.		0.010																														
Master's Degree + 5 term hrs.		0.010																														

Factor to be added to salary placement on schedule.

STEPS	ASST. TREASURER PRIN 210 days		ELMENTARY PRINCIPAL 220 days		MIDDLE SCHOOL PRINCIPAL 220 days		HIGH SCHOOL PRINCIPAL 220 days		TREASURER 280 days		SUPERINTENDENT 260 days																					
	Base	Factor	Base	Factor	Base	Factor	Base	Factor	Base	Factor	Base	Factor																				
0	72,888	1.00	77,283	1.00	77,283	1.00	78,437	1.00	79,070	1.00	104,225	1.00																				
1	74,140	1.02	78,910	1.02	78,910	1.02	80,008	1.02	80,852	1.02	105,310	1.02																				
2	75,622	1.04	80,488	1.04	80,488	1.04	81,208	1.04	82,268	1.04	106,394	1.04																				
3	77,105	1.08	82,005	1.08	82,005	1.08	83,144	1.08	83,916	1.08	107,478	1.08																				
4	78,588	1.08	83,522	1.08	83,522	1.08	84,712	1.08	85,398	1.08	108,562	1.08																				
5	80,071	1.10	85,089	1.10	85,089	1.10	86,281	1.10	86,977	1.10	109,646	1.10																				
6	81,553	1.12	86,647	1.12	86,647	1.12	87,850	1.12	88,558	1.12	110,730	1.12																				
7	83,035	1.14	88,194	1.14	88,194	1.14	89,418	1.14	90,140	1.14	111,814	1.14																				
8	84,518	1.18	89,741	1.18	89,741	1.18	90,987	1.18	91,722	1.18	112,901	1.18																				
9	86,002	1.18	91,288	1.18	91,288	1.18	92,558	1.18	93,303	1.18	113,988	1.18																				
10	87,223	1.20	92,839	1.20	92,839	1.20	94,125	1.20	94,864	1.20	115,070	1.20																				
11	88,967	1.22	94,383	1.22	94,383	1.22	95,684	1.22	96,468	1.22	116,155	1.22																				
12	90,330	1.24	95,890	1.24	95,890	1.24	97,262	1.24	98,047	1.24	117,239	1.24																				
13	91,584	1.26	97,477	1.26	97,477	1.26	98,831	1.26	99,629	1.26	118,324	1.26																				
14	93,008	1.28	99,025	1.28	99,025	1.28	100,400	1.28	101,210	1.28	119,408	1.28																				
15	94,482	1.30	100,672	1.30	100,672	1.30	101,889	1.30	102,752	1.30	120,493	1.30																				
16	95,945	1.32	102,119	1.32	102,119	1.32	103,537	1.32	104,373	1.32	121,577	1.32																				
17	97,399	1.34	103,668	1.34	103,668	1.34	105,106	1.34	105,854	1.34	122,662	1.34																				
18	98,853	1.38	105,214	1.38	105,214	1.38	106,875	1.38	107,588	1.38	123,746	1.38																				
19	100,388	1.38	106,761	1.38	106,761	1.38	108,244	1.38	109,117	1.38	124,831	1.38																				
20-21	102,497	1.41	109,382	1.41	109,382	1.41	110,597	1.41	111,468	1.41	125,916	1.41																				
22-23	104,888	1.44	111,403	1.44	111,403	1.44	112,550	1.44	113,451	1.44	127,001	1.44																				
24-25	106,846	1.47	113,724	1.47	113,724	1.47	115,208	1.47	116,233	1.47	128,086	1.47																				
TRAINING/EDUCATION																																
<table border="1"> <thead> <tr> <th colspan="2">Educator</th> <th colspan="2">Factor</th> </tr> <tr> <th>Master's Degree</th> <th>(+ 30 term hrs.)</th> <th>0.010</th> <th></th> </tr> <tr> <th>Master's Degree + 25 term hrs.</th> <th></th> <th>0.010</th> <th></th> </tr> <tr> <th>Master's Degree + 15 term hrs.</th> <th></th> <th>0.010</th> <th></th> </tr> <tr> <th>Master's Degree + 5 term hrs.</th> <th></th> <th>0.010</th> <th></th> </tr> </thead> </table>													Educator		Factor		Master's Degree	(+ 30 term hrs.)	0.010		Master's Degree + 25 term hrs.		0.010		Master's Degree + 15 term hrs.		0.010		Master's Degree + 5 term hrs.		0.010	
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Master's Degree + 5 term hrs.		0.010																														

Factor to be added to salary placement on schedule.

**ELMWOOD BOARD OF EDUCATION**  
*June 10, 2024*

**EXHIBIT D continued**

ELMWOOD LOCAL SCHOOLS  
 Administrative Salary Schedule  
 2026-2027

FY2024	Base:	74,140	Base:	78,910	Base:	78,910	Base:	80,006	Base:	80,652	Base:	106,310
2.0%	Base:	75,622	Base:	80,488	Base:	80,488	Base:	81,606	Base:	82,265	Base:	108,436
STEPS		ASST HS/MS PRIN ATHLETIC DIRECTOR 210 days		ELEMENTARY PRINCIPAL 220 days		MIDDLE SCHOOL PRINCIPAL 220 days		HIGH SCHOOL PRINCIPAL 220 days		TREASURER 260 days		SUPERINTENDENT 260 days
0	1.00	75,622	1.00	80,488	1.00	80,488	1.00	81,606	1.00	82,265	1.00	108,436
1	1.02	77,135	1.02	82,098	1.02	82,098	1.02	83,238	1.02	83,910	1.02	110,605
2	1.04	78,647	1.04	83,708	1.04	83,708	1.04	84,871	1.04	85,555	1.04	112,773
3	1.06	80,160	1.06	85,318	1.06	85,318	1.06	86,503	1.06	87,201	1.06	114,942
4	1.08	81,672	1.08	86,928	1.08	86,928	1.08	88,135	1.08	88,846	1.08	117,111
5	1.10	83,185	1.10	88,537	1.10	88,537	1.10	89,767	1.10	90,491	1.10	119,279
6	1.12	84,697	1.12	90,147	1.12	90,147	1.12	91,399	1.12	92,137	1.12	121,448
7	1.14	86,209	1.14	91,757	1.14	91,757	1.14	93,031	1.14	93,782	1.14	123,617
8	1.16	87,722	1.16	93,367	1.16	93,367	1.16	94,663	1.16	95,427	1.16	125,786
9	1.18	89,234	1.18	94,976	1.18	94,976	1.18	96,296	1.18	97,073	1.18	127,954
10	1.20	90,747	1.20	96,586	1.20	96,586	1.20	97,928	1.20	98,718	1.20	130,123
11	1.22	92,259	1.22	98,196	1.22	98,196	1.22	99,560	1.22	100,363	1.22	132,292
12	1.24	93,772	1.24	99,806	1.24	99,806	1.24	101,192	1.24	102,008	1.24	134,460
13	1.26	95,284	1.26	101,415	1.26	101,415	1.26	102,824	1.26	103,654	1.26	136,629
14	1.28	96,797	1.28	103,025	1.28	103,025	1.28	104,456	1.28	105,299	1.28	138,798
15	1.30	98,309	1.30	104,635	1.30	104,635	1.30	106,088	1.30	106,944	1.30	140,967
16	1.32	99,821	1.32	106,245	1.32	106,245	1.32	107,720	1.32	108,590	1.32	143,135
17	1.34	101,334	1.34	107,855	1.34	107,855	1.34	109,353	1.34	110,235	1.34	145,304
18	1.36	102,846	1.36	109,464	1.36	109,464	1.36	110,985	1.36	111,880	1.36	147,473
19	1.38	104,359	1.38	111,074	1.38	111,074	1.38	112,617	1.38	113,525	1.38	149,641
20 - 21	1.41	106,627	1.41	113,489	1.41	113,489	1.41	115,065	1.41	115,993	1.41	152,895
22 - 23	1.44	108,896	1.44	115,903	1.44	115,903	1.44	117,513	1.44	118,461	1.44	156,148
24 - 25	1.47	111,165	1.47	118,318	1.47	118,318	1.47	119,961	1.47	120,929	1.47	159,401

TRAINING/EDUCATION

Education	Factor
Master's Degree	0.000
Master's Degree + 30 (sem hrs.)	0.010
Master's Degree + 45 (sem hrs.)	0.020
PhD	0.040

*Factor to be added to salary placement on schedule.*

Treasurer Education	Factor
Bachelor	0.000
Bachelor +150	0.010
Masters	0.020
Masters +15	0.030

# ELMWOOD BOARD OF EDUCATION

June 10, 2024

## EXHIBIT E

Elmwood Local Schools  
Confidential/Supervisory Salary Schedule  
2024 - 2025

EXHIBIT E

2.50% Superintendent Exp.	Superintendent Secretary	Administrative Secretary	Payroll/Bookkeeping	EMIS	Mechanic	7 Hours Cafeteria Supervisor	Maintenance Supervisor	Director of Operations and Safety	Director of Technology (non-teaching degree)	Network Administrator	Assistant/Transportation Supervisor
	260 days	260 days	260 days	260 days	260 days	209 days	260 days	260 days	220 days	260 days	260 Days
0	\$34,470 1.00	\$38,016 1.00	\$45,953 1.00	\$56,266 1.00	\$49,127 1.00	\$36,518 1.00	\$51,202 1.00	\$7,500 1.00	\$51,500 1.00	\$51,251 1.00	\$49,500 1.00
1	\$35,159 1.02	\$38,776 1.02	\$46,873 1.02	\$57,392 1.02	\$50,110 1.02	\$37,248 1.02	\$52,226 1.02	\$8,650 1.02	\$52,530 1.02	\$52,276 1.02	\$50,490 1.02
2	\$35,848 1.04	\$39,537 1.04	\$47,792 1.04	\$58,517 1.04	\$51,092 1.04	\$37,978 1.04	\$53,250 1.04	\$9,800 1.04	\$53,560 1.04	\$53,301 1.04	\$51,480 1.04
3	\$36,538 1.06	\$40,297 1.06	\$48,711 1.06	\$59,642 1.06	\$52,075 1.06	\$38,709 1.06	\$54,274 1.06	\$10,950 1.06	\$54,590 1.06	\$54,326 1.06	\$52,470 1.06
4	\$37,227 1.08	\$41,057 1.08	\$49,630 1.08	\$60,767 1.08	\$53,057 1.08	\$39,439 1.08	\$55,298 1.08	\$12,100 1.08	\$55,620 1.08	\$55,351 1.08	\$53,460 1.08
5	\$37,916 1.10	\$41,818 1.10	\$50,549 1.10	\$61,863 1.10	\$54,040 1.10	\$40,169 1.10	\$56,322 1.10	\$13,250 1.10	\$56,650 1.10	\$56,376 1.10	\$54,450 1.10
6	\$38,606 1.12	\$42,578 1.12	\$51,468 1.12	\$63,018 1.12	\$55,022 1.12	\$40,900 1.12	\$57,347 1.12	\$14,400 1.12	\$57,680 1.12	\$57,401 1.12	\$55,440 1.12
7	\$39,295 1.14	\$43,338 1.14	\$52,387 1.14	\$64,143 1.14	\$56,005 1.14	\$41,630 1.14	\$58,371 1.14	\$15,550 1.14	\$58,710 1.14	\$58,428 1.14	\$56,430 1.14
8	\$39,985 1.16	\$44,099 1.16	\$53,306 1.16	\$65,269 1.16	\$56,988 1.16	\$42,361 1.16	\$59,395 1.16	\$16,700 1.16	\$59,740 1.16	\$59,451 1.16	\$57,420 1.16
9	\$40,674 1.18	\$44,859 1.18	\$54,225 1.18	\$66,394 1.18	\$57,970 1.18	\$43,091 1.18	\$60,419 1.18	\$17,850 1.18	\$60,770 1.18	\$60,478 1.18	\$58,410 1.18
10	\$42,311 1.2275	\$46,655 1.2275	\$56,408 1.2275	\$69,067 1.2275	\$60,304 1.2275	\$44,825 1.2275	\$62,851 1.2275	\$19,000 1.2275	\$63,216 1.2275	\$62,910 1.2275	\$60,761 1.2275
15	\$43,949 1.275	\$48,471 1.275	\$58,591 1.275	\$71,739 1.275	\$62,637 1.275	\$46,560 1.275	\$65,283 1.275	\$20,150 1.275	\$65,663 1.275	\$65,344 1.275	\$63,113 1.275
20	\$45,586 1.3225	\$50,276 1.3225	\$60,773 1.3225	\$74,412 1.3225	\$64,971 1.3225	\$48,295 1.3225	\$67,715 1.3225	\$21,300 1.3225	\$68,109 1.3225	\$67,779 1.3225	\$65,464 1.3225
25	\$47,223 1.37	\$52,062 1.37	\$62,956 1.37	\$77,065 1.37	\$67,304 1.37	\$50,029 1.37	\$70,147 1.37	\$22,450 1.37	\$70,555 1.37	\$70,213 1.37	\$67,815 1.37

The Board shall provide a \$50,000 life insurance policy for each of these individuals effective July 1, 2012.

Elmwood Local Schools  
Confidential/Supervisory Salary Schedule  
2025-2026

2.00% Superintendent Exp.	Superintendent Secretary	Administrative Secretary	Payroll/Bookkeeping	EMIS	Mechanic	7 Hours Cafeteria Supervisor	Maintenance Supervisor	Director of Operations and Safety	Director of Technology (non-teaching degree)	Network Administrator	Assistant/Transportation Supervisor
	260 days	260 days	260 days	260 days	260 days	209 days	260 days	260 days	220 days	260 days	260 Days
0	\$35,159 1.00	\$38,776 1.00	\$46,873 1.00	\$57,392 1.00	\$50,110 1.00	\$37,248 1.00	\$52,226 1.00	\$8,650 1.00	\$51,500 1.00	\$52,276 1.00	\$50,490 1.00
1	\$35,862 1.02	\$39,552 1.02	\$47,810 1.02	\$58,539 1.02	\$51,112 1.02	\$37,993 1.02	\$53,271 1.02	\$9,823 1.02	\$52,530 1.02	\$53,321 1.02	\$51,500 1.02
2	\$36,565 1.04	\$40,328 1.04	\$48,747 1.04	\$59,687 1.04	\$52,114 1.04	\$38,738 1.04	\$54,315 1.04	\$10,996 1.04	\$53,560 1.04	\$54,367 1.04	\$52,510 1.04
3	\$37,268 1.06	\$41,103 1.06	\$49,685 1.06	\$60,835 1.06	\$53,116 1.06	\$39,483 1.06	\$55,360 1.06	\$12,149 1.06	\$54,590 1.06	\$55,412 1.06	\$53,519 1.06
4	\$37,972 1.08	\$41,879 1.08	\$50,622 1.08	\$61,983 1.08	\$54,118 1.08	\$40,228 1.08	\$56,404 1.08	\$13,302 1.08	\$55,620 1.08	\$56,458 1.08	\$54,529 1.08
5	\$38,675 1.10	\$42,654 1.10	\$51,560 1.10	\$63,131 1.10	\$55,121 1.10	\$40,973 1.10	\$57,449 1.10	\$14,450 1.10	\$56,650 1.10	\$57,503 1.10	\$55,539 1.10
6	\$39,378 1.12	\$43,430 1.12	\$52,497 1.12	\$64,279 1.12	\$56,123 1.12	\$41,718 1.12	\$58,493 1.12	\$15,600 1.12	\$57,680 1.12	\$58,549 1.12	\$56,549 1.12
7	\$40,081 1.14	\$44,205 1.14	\$53,435 1.14	\$65,426 1.14	\$57,125 1.14	\$42,463 1.14	\$59,538 1.14	\$16,750 1.14	\$58,710 1.14	\$59,594 1.14	\$57,559 1.14
8	\$40,784 1.16	\$44,981 1.16	\$54,372 1.16	\$66,574 1.16	\$58,127 1.16	\$43,208 1.16	\$60,582 1.16	\$17,900 1.16	\$60,034 1.16	\$60,640 1.16	\$58,588 1.16
9	\$41,488 1.18	\$45,756 1.18	\$55,310 1.18	\$67,722 1.18	\$59,129 1.18	\$43,953 1.18	\$61,627 1.18	\$19,050 1.18	\$60,770 1.18	\$61,685 1.18	\$59,578 1.18
10	\$43,159 1.2275	\$47,598 1.2275	\$57,536 1.2275	\$70,448 1.2275	\$61,510 1.2275	\$45,722 1.2275	\$64,108 1.2275	\$20,200 1.2275	\$63,216 1.2275	\$64,168 1.2275	\$61,976 1.2275
15	\$44,828 1.275	\$49,440 1.275	\$59,762 1.275	\$73,174 1.275	\$63,890 1.275	\$47,491 1.275	\$66,589 1.275	\$21,350 1.275	\$65,663 1.275	\$66,651 1.275	\$64,375 1.275
20	\$46,498 1.3225	\$51,282 1.3225	\$61,989 1.3225	\$75,900 1.3225	\$66,270 1.3225	\$49,261 1.3225	\$69,069 1.3225	\$22,500 1.3225	\$68,109 1.3225	\$68,134 1.3225	\$66,773 1.3225
25	\$48,168 1.37	\$53,124 1.37	\$64,215 1.37	\$78,826 1.37	\$68,850 1.37	\$51,030 1.37	\$71,550 1.37	\$23,650 1.37	\$70,555 1.37	\$71,617 1.37	\$69,171 1.37

The Board shall provide a \$50,000 life insurance policy for each of these individuals effective July 1, 2012.

**ELMWOOD BOARD OF EDUCATION**  
June 10, 2024

**EXHIBIT E continued**

Elmwood Local Schools  
Confidential/Supervisory Salary Schedule  
2026-2027

2.00% Exp.	Superintendent Secretary		Administrative Secretary		Payroll/Bookkeeping		EMIS/		Mechanic		7 Hours Cafeteria Supervisor		Maintenance Supervisor		Director of Operations and Safety		(non-teaching degree) Director of Technology		Network Administrator		Assistant/Transportation Supervisor	
	260 days	260 days	260 days	260 days	260 days	260 days	260 days	260 days	260 days	209 days	260 days	260 days	260 days	260 days	260 days	220 days	260 days	260 days	260 days	260 days	260 days	
0	\$35,862 1.00	\$39,552 1.00	\$47,810 1.00	\$56,539 1.00	\$51,112 1.00	\$37,993 1.00	\$53,271 1.00	\$59,823 1.00	\$51,500 1.00	\$53,321 1.00	\$51,500 1.00	\$59,823 1.00	\$51,500 1.00	\$53,321 1.00	\$51,500 1.00	\$59,823 1.00	\$51,500 1.00	\$53,321 1.00	\$51,500 1.00	\$59,823 1.00	\$51,500 1.00	\$53,321 1.00
1	\$36,579 1.02	\$40,343 1.02	\$48,766 1.02	\$59,710 1.02	\$52,134 1.02	\$38,763 1.02	\$54,336 1.02	\$61,019 1.02	\$52,530 1.02	\$54,387 1.02	\$52,530 1.02	\$61,019 1.02	\$52,530 1.02	\$54,387 1.02	\$52,530 1.02	\$61,019 1.02	\$52,530 1.02	\$54,387 1.02	\$52,530 1.02	\$61,019 1.02	\$52,530 1.02	\$54,387 1.02
2	\$37,297 1.04	\$41,134 1.04	\$49,722 1.04	\$60,881 1.04	\$53,156 1.04	\$39,513 1.04	\$55,402 1.04	\$62,216 1.04	\$53,560 1.04	\$55,454 1.04	\$53,560 1.04	\$62,216 1.04	\$53,560 1.04	\$55,454 1.04	\$53,560 1.04	\$62,216 1.04	\$53,560 1.04	\$55,454 1.04	\$53,560 1.04	\$62,216 1.04	\$53,560 1.04	\$55,454 1.04
3	\$38,014 1.06	\$41,925 1.06	\$50,679 1.06	\$62,052 1.06	\$54,179 1.06	\$40,273 1.06	\$56,467 1.06	\$63,412 1.06	\$54,590 1.06	\$56,520 1.06	\$54,590 1.06	\$63,412 1.06	\$54,590 1.06	\$56,520 1.06	\$54,590 1.06	\$63,412 1.06	\$54,590 1.06	\$56,520 1.06	\$54,590 1.06	\$63,412 1.06	\$54,590 1.06	\$56,520 1.06
4	\$38,731 1.08	\$42,716 1.08	\$51,635 1.08	\$63,223 1.08	\$55,201 1.08	\$41,032 1.08	\$57,532 1.08	\$64,609 1.08	\$55,620 1.08	\$57,587 1.08	\$55,620 1.08	\$64,609 1.08	\$55,620 1.08	\$57,587 1.08	\$55,620 1.08	\$64,609 1.08	\$55,620 1.08	\$57,587 1.08	\$55,620 1.08	\$64,609 1.08	\$55,620 1.08	\$57,587 1.08
5	\$39,448 1.10	\$43,507 1.10	\$52,591 1.10	\$64,393 1.10	\$56,223 1.10	\$41,792 1.10	\$58,598 1.10	\$66,805 1.10	\$56,650 1.10	\$58,653 1.10	\$56,650 1.10	\$66,805 1.10	\$56,650 1.10	\$58,653 1.10	\$56,650 1.10	\$66,805 1.10	\$56,650 1.10	\$58,653 1.10	\$56,650 1.10	\$66,805 1.10	\$56,650 1.10	\$58,653 1.10
6	\$40,166 1.12	\$44,298 1.12	\$53,547 1.12	\$65,564 1.12	\$57,245 1.12	\$42,552 1.12	\$59,663 1.12	\$67,002 1.12	\$57,680 1.12	\$59,720 1.12	\$57,680 1.12	\$67,002 1.12	\$57,680 1.12	\$59,720 1.12	\$57,680 1.12	\$67,002 1.12	\$57,680 1.12	\$59,720 1.12	\$57,680 1.12	\$67,002 1.12	\$57,680 1.12	\$59,720 1.12
7	\$40,883 1.14	\$45,089 1.14	\$54,503 1.14	\$66,735 1.14	\$58,268 1.14	\$43,312 1.14	\$60,729 1.14	\$68,198 1.14	\$58,710 1.14	\$60,786 1.14	\$58,710 1.14	\$68,198 1.14	\$58,710 1.14	\$60,786 1.14	\$58,710 1.14	\$68,198 1.14	\$58,710 1.14	\$60,786 1.14	\$58,710 1.14	\$68,198 1.14	\$58,710 1.14	\$60,786 1.14
8	\$41,600 1.16	\$45,880 1.16	\$55,460 1.16	\$67,906 1.16	\$59,290 1.16	\$44,072 1.16	\$61,794 1.16	\$69,395 1.16	\$59,740 1.16	\$61,852 1.16	\$59,740 1.16	\$69,395 1.16	\$59,740 1.16	\$61,852 1.16	\$59,740 1.16	\$69,395 1.16	\$59,740 1.16	\$61,852 1.16	\$59,740 1.16	\$69,395 1.16	\$59,740 1.16	\$61,852 1.16
9	\$42,317 1.18	\$46,671 1.18	\$56,416 1.18	\$69,076 1.18	\$60,312 1.18	\$44,832 1.18	\$62,860 1.18	\$70,591 1.18	\$60,770 1.18	\$62,919 1.18	\$60,770 1.18	\$70,591 1.18	\$60,770 1.18	\$62,919 1.18	\$60,770 1.18	\$70,591 1.18	\$60,770 1.18	\$62,919 1.18	\$60,770 1.18	\$70,591 1.18	\$60,770 1.18	\$62,919 1.18
10	\$44,021 1.2275	\$48,550 1.2275	\$58,687 1.2275	\$71,857 1.2275	\$62,740 1.2275	\$46,636 1.2275	\$65,390 1.2275	\$73,433 1.2275	\$63,216 1.2275	\$65,452 1.2275	\$63,216 1.2275	\$73,433 1.2275	\$63,216 1.2275	\$65,452 1.2275	\$63,216 1.2275	\$73,433 1.2275	\$63,216 1.2275	\$65,452 1.2275	\$63,216 1.2275	\$73,433 1.2275	\$63,216 1.2275	\$65,452 1.2275
15	\$45,724 1.275	\$50,429 1.275	\$60,968 1.275	\$74,638 1.275	\$65,168 1.275	\$48,441 1.275	\$67,920 1.275	\$76,274 1.275	\$65,663 1.275	\$67,984 1.275	\$65,663 1.275	\$76,274 1.275	\$65,663 1.275	\$67,984 1.275	\$65,663 1.275	\$76,274 1.275	\$65,663 1.275	\$67,984 1.275	\$65,663 1.275	\$76,274 1.275	\$65,663 1.275	\$67,984 1.275
20	\$47,428 1.3225	\$52,308 1.3225	\$63,229 1.3225	\$77,418 1.3225	\$67,595 1.3225	\$50,246 1.3225	\$70,451 1.3225	\$79,116 1.3225	\$68,109 1.3225	\$70,517 1.3225	\$68,109 1.3225	\$79,116 1.3225	\$68,109 1.3225	\$70,517 1.3225	\$68,109 1.3225	\$79,116 1.3225	\$68,109 1.3225	\$70,517 1.3225	\$68,109 1.3225	\$79,116 1.3225	\$68,109 1.3225	\$70,517 1.3225
25	\$49,131 1.37	\$54,186 1.37	\$65,500 1.37	\$80,199 1.37	\$70,023 1.37	\$52,050 1.37	\$72,981 1.37	\$81,958 1.37	\$70,555 1.37	\$73,050 1.37	\$70,555 1.37	\$81,958 1.37	\$70,555 1.37	\$73,050 1.37	\$70,555 1.37	\$81,958 1.37	\$70,555 1.37	\$73,050 1.37	\$70,555 1.37	\$81,958 1.37	\$70,555 1.37	\$73,050 1.37

The Board shall provide a \$50,000 life insurance policy for each of these individuals effective July 1, 2012.

# ELMWOOD BOARD OF EDUCATION

## June 10, 2024

### EXHIBIT F

Previous Year		ELMWOOD LOCAL SCHOOLS		ELMWOOD LOCAL SCHOOLS		ELMWOOD LOCAL SCHOOLS	
Base	2.0%	2024 - 2025	2025 - 2026	Certified Non-Teaching Salary Schedule	Certified Non-Teaching Salary Schedule	Certified Non-Teaching Salary Schedule	Certified Non-Teaching Salary Schedule
58,412		59,580	60,772	59,580	60,772	59,580	60,772
59,980		61,151	62,342	60,772	61,963	60,772	61,963
66,815		68,006	69,197	66,815	68,006	66,815	68,006
STEPS		STEPS		SPECIAL EDUCATION SUPERVISOR 210 days	DIRECTOR OF TECHNOLOGY 220 days	NURSE 188 days	OCCUPATIONAL THERAPY ASSISTANT days per contract
0	1.00	0	1.00				
1	1.02	1	1.02				
2	1.04	2	1.04				
3	1.06	3	1.06				
4	1.08	4	1.08				
5	1.10	5	1.10				
6	1.12	6	1.12				
7	1.14	7	1.14				
8	1.16	8	1.16				
9	1.18	9	1.18				
10 - 12	1.21	10 - 12	1.21				
13 - 15	1.24	13 - 15	1.24				
16 - 18	1.27	16 - 18	1.27				
19 - 21	1.30	19 - 21	1.30				
22 - 25	1.33	22 - 25	1.33				
25+	1.35	25+	1.35				

#### TRAINING/EDUCATION

Education	Factor
Master's Degree	0.010
Master's Degree + 15 (sem hrs)	0.015
Master's Degree + 30 (sem hrs)	0.020

Factor to be added to salary placement on schedule.

#### TRAINING/EDUCATION

Education	Factor
Master's Degree	0.010
Master's Degree + 15 (sem hrs)	0.015
Master's Degree + 30 (sem hrs)	0.020

Factor to be added to salary placement on schedule.

**ELMWOOD BOARD OF EDUCATION**  
*June 10, 2024*

**EXHIBIT F continued**

ELMWOOD LOCAL SCHOOLS Certified Non-Teaching Salary Schedule 2026-2027					
Previous Year		60,772	66,815	51,084	\$22.74
Base	2.0%	61,987	68,151	52,105	Hrly \$23.20
		SPECIAL EDUCATION SUPERVISOR 210 days	DIRECTOR OF TECHNOLOGY 220 days	NURSE 188 days	OCCUPATIONAL THERAPY ASSISTANT days per contract
STEPS					
0	1.00	61,987	68,151	52,105	\$23.20
1	1.02	63,227	69,514	53,147	\$23.66
2	1.04	64,467	70,877	54,190	\$24.13
3	1.06	65,706	72,240	55,232	\$24.59
4	1.08	66,946	73,603	56,274	\$25.05
5	1.10	68,186	74,966	57,316	\$25.52
6	1.12	69,426	76,329	58,358	\$25.98
7	1.14	70,665	77,692	59,400	\$26.45
8	1.16	71,905	79,055	60,442	\$26.91
9	1.18	73,145	80,418	61,484	\$27.37
10 - 12	1.21	75,004	82,463	63,047	\$28.07
13 - 15	1.24	76,864	84,507	64,611	\$28.77
16 - 18	1.27	78,724	86,552	66,174	\$29.46
19 - 21	1.3	80,583	88,596	67,737	\$30.16
22 - 25	1.33	82,443	90,641	69,300	\$30.85
25+	1.35	83,683	92,004	70,342	\$31.32

**TRAINING/EDUCATION**

<i>Education</i>	<i>Factor</i>
Master's Degree	0.010
Master's Degree + 15 (sem hrs)	0.015
Master's Degree + 30 (sem hrs)	0.020

*Factor to be added to salary placement on schedule.*

**ELMWOOD BOARD OF EDUCATION**  
**June 10, 2024**

**EXHIBIT G**

EXHIBIT G

**ELMWOOD LOCAL SCHOOL DISTRICT  
SUBSTITUTE SALARY SCHEDULE  
FY2025 - FY2027**

POSITION	RATE	
TEACHER	\$105.00	Per Day
RETIRED TEACHER**	\$115.00	Per Day
BUS DRIVER (OAPSE STEP 0)*	\$20.16	Per Hour
RETIRED BUS DRIVER**	\$22.16	Per Hour
CAFETERIA	\$11.25	Per Hour
RETIRED CAFETERIA	\$13.25	Per Hour
CUSTODIAN	\$14.00	Per Hour
RETIRED CUSTODIAN	\$16.00	Per Hour
SECRETARY	\$11.25	Per Hour
RETIRED SECRETARY	\$13.25	Per Hour
TEACHER/LIBRARY/RECESS/TECH AIDE	\$11.25	Per Hour
RETIRED TEACHER/LIBRARY/RECESS/TECH AIDE	\$13.25	Per Hour
FITNESS CENTER	\$10.75	Per Hour
GROUNDS WORKER	\$10.75	Per Hour
SUMMER HELP	\$10.75	Per Hour

\* All Bus Driver substitutes will receive the bus driving incentives as outlined in Article 11 of the OAPSE Collective Bargaining Agreement.

\*\*Substitute who retired from Elmwood from same position in which they are subbing  
+\$2.00 an hour



**ELMWOOD BOARD OF EDUCATION**  
*June 10, 2024*

**EXHIBIT H**

ELMWOOD LOCAL SCHOOL DISTRICT  
 TEACHERS AIDE SALARY SCHEDULE  
 JULY 1, 2025 JUNE 30, 2026

Experience	Previous Year 2.75%		Previous Year 2.75%	
	\$14.03	\$14.42	\$14.99	\$15.40
	Student Aide	Classroom/ Lunch Aide	Library/ Tech Aide	
0	\$14.42	1,0000	\$15.40	1,0000
1	\$14.68	1,0169	\$15.67	1,0172
2	\$14.90	1,0338	\$15.93	1,0344
3	\$15.15	1,0507	\$16.20	1,0516
4	\$15.39	1,0676	\$16.46	1,0688
5	\$15.63	1,0845	\$16.73	1,0860
6	\$15.88	1,1014	\$16.99	1,1032
7	\$16.12	1,1183	\$17.28	1,1204
8	\$16.36	1,1352	\$17.52	1,1376
9	\$16.61	1,1521	\$17.79	1,1548
10-14	\$17.17	1,1911	\$18.36	1,1822
15-19	\$17.73	1,2301	\$18.96	1,2312
20+	\$18.30	1,2691	\$19.56	1,2702
25+	\$18.86	1,3081	\$20.16	1,3092

EXHIBIT H

ELMWOOD LOCAL SCHOOL DISTRICT  
 TEACHERS AIDE SALARY SCHEDULE  
 JULY 1, 2024 JUNE 30, 2025

Experience	Previous Year 0.0%		Previous Year 0.0%	
	\$13.53	\$14.03	\$14.49	\$14.99
	Student Aide	Classroom/ Lunch Aide	Library/ Tech Aide	
0	\$14.03	1,0000	\$14.99	1,0000
1	\$14.27	1,0169	\$15.25	1,0172
2	\$14.50	1,0338	\$15.51	1,0344
3	\$14.74	1,0507	\$15.76	1,0516
4	\$14.98	1,0676	\$16.02	1,0688
5	\$15.22	1,0845	\$16.28	1,0860
6	\$15.45	1,1014	\$16.54	1,1032
7	\$15.69	1,1183	\$16.79	1,1204
8	\$15.93	1,1352	\$17.05	1,1376
9	\$16.16	1,1521	\$17.31	1,1548
10-14	\$16.71	1,1911	\$17.88	1,1928
15-19	\$17.26	1,2301	\$18.46	1,2318
20+	\$17.81	1,2691	\$19.05	1,2708
25+	\$18.35	1,3081	\$19.63	1,3098

**ELMWOOD BOARD OF EDUCATION**

*June 10, 2024*

**EXHIBIT H continued**

ELMWOOD LOCAL SCHOOL DISTRICT  
TEACHER'S AIDE SALARY SCHEDULE  
JULY 1, 2026 JUNE 30, 2027

Previous Year	\$14.42	\$15.40
3.0%	\$14.85	\$15.86
	Student Attendent	Library/
	Classroom/	Tech Aide/
Experience	Lunch Aide	
0	\$14.85	\$15.86
	1.0000	1.0000
1	\$15.10	\$16.14
	1.0169	1.0172
2	\$15.35	\$16.41
	1.0338	1.0344
3	\$15.60	\$16.68
	1.0507	1.0516
4	\$15.85	\$16.96
	1.0676	1.0688
5	\$16.10	\$17.23
	1.0845	1.0860
6	\$16.35	\$17.50
	1.1014	1.1032
7	\$16.60	\$17.77
	1.1183	1.1204
8	\$16.86	\$18.05
	1.1352	1.1376
9	\$17.11	\$18.32
	1.1521	1.1548
10-14	\$17.69	\$18.91
	1.1911	1.1922
15-19	\$18.26	\$19.53
	1.2301	1.2312
20+	\$18.84	\$20.15
	1.2691	1.2702
25+	\$19.42	\$20.77
	1.3081	1.3092

**ELMWOOD BOARD OF EDUCATION**  
**June 10, 2024**

**EXHIBIT I**

Exhibit I

**ELMWOOD LOCAL SCHOOL DISTRICT**  
**2024 - 2025 SUPPLEMENTAL POSITIONS**  
**District**

POSITION	CONTRACT
20 Extended Days - HS Guidance	Kori Skattebo
20 Extended Days - HS Guidance	Kyle Hackenburg
15 Extended Days - MS Guidance	Nick Davis
10 Extended Days - ES Guidance	Hannah Renollet
38 Extended Days - HS Agriculture	Krysteena Lawrence
10 Extended Days - HS Family/Consumer Sciences	Hanna Grass
2 Extended Days - Gifted Coordinator	Julia Nickels
3 Extended Days - Preschool	Katie Rider
3 Extended Days - Preschool	Erin Peterson
3 Extended Days - Preschool	Allison Talpas
3 Extended Days - Engineering Career	Eric Poffenbaugh
LPDC Committee Chairperson (term ending 2026)	Hope Hopkins-Fawcett
LPDC Committee Member (Administration)	Tony Borton
LPDC Committee Member (Administration)	Gary Dulle
LPDC Committee Member (term ending 2025)	Stephanie Balderson
LPDC Committee Member (term ending 2027)	Shelby Bratt

**ELMWOOD BOARD OF EDUCATION**  
June 10, 2024

**EXHIBIT J**

Exhibit J

**ELMWOOD LOCAL SCHOOL DISTRICT**  
2024 - 2025 SUPPLEMENTAL POSITIONS

**Academic Positions**

High School	Contract With:	Step
Senior Class Advisor	Heather Traxler	4
Junior Class Advisor	Roberta Bodnar	6
Sophomore Class Advisor	Morgan Heiss	6
Freshman Class Advisor	Heidi Meyer	1
Department Head/Faculty Advisor	Erin Shaffer	21
Department Head/Faculty Advisor	Christina Meyer	15
Department Head/Faculty Advisor	Victor Meyer	7
Department Head/Faculty Advisor	Kile Eichenauer	8
Department Head/Faculty Advisor	Kelsey McKibben	5
Band Director	Megan Hayes	6
Assistant Band Director	Madison Lyons	5
Pep Band Advisor	Megan Hayes	6
Percussion Advisor	Thomas Bodnar	1
Flag Corp. Advisor	Kaitlyn Mareches	2
Majorette Advisor	Kathy Wisner	2
Vocal Music Director	Christine Kalakewich	22
Student Council Advisor	Melissa Miller (1/2) & Ashley Oestreich (1/2)	1 / 0
Yearbook Advisor	Kristine King	8
National Honor Society	Erin Shaffer	16
Foreign Language Club Advisor	Elizabeth Kellermeyer	1
Assistant Foreign Language Club Advisor	Emily Reynolds	5
Science Club Advisor	Jason Barringer	1
Art Club Advisor	Christina Meyer	21
Engineering/Robotics Club Advisor	Eric Poffenbaugh	11
HS Quiz Bowl Advisor	Hope Fawcett	8
Middle School	Contract With:	Step
Student Council Advisor	Betsy Bringman (1/2) / Natalie Genson (1/2)	9 / 8
Yearbook Advisor	Shelby Bratt	5
7/8th Quiz Bowl Advisor	Katelin Smith	16
5/6th Quiz Bowl Advisor	Chris Nelson	0
Elementary	Contract With:	Step
Student Council Advisor	Elaine Podach	9
Yearbook Advisor	Christina Farabee	24
Safety Patrol Advisor	Pam Frankforther	4
Grade Level Chair	Laura Bowsher	18
Grade Level Chair	Elaine Podach	12
Grade Level Chair	Vicki Kupka	13
Grade Level Chair	Anjenene Lukasik	8
Grade Level Chair	Jill Dewey	13
Grade Level Chair	Allison Talpas	5

**Athletic Positions**

High School	Contract With	Step
HS / MS Athletic Director	Nolan Wickard	0
HS / MS Assistant Athletic Director	Adam Holcombe	2
HS Ticket Manager	Nolan Wickard	0
Head Boys Baseball Coach	Matthew Malecha	1
Head Girls Softball Coach	Emily Reynolds	5
Head Track Coach	Matt Hauenstein	0
Assistant Volleyball Coach	Kelly Bates	1
Assistant Volleyball Coach	Audra Benschoter	5
Assistant Football Coach	Matt Hauenstein	1
Assistant Football Coach	Erik Baker	1
Assistant Football Coach	Kevin Hopple	5
Assistant Football Coach	JT Bates	2
Assistant Football Coach	Kevin Mermin (1/2 contract) /	1 /
Assistant Cross Country Coach	Jeremy Robinson	7
Vol Asst CC	Chris Hailey	na (23)
Assistant Cheerleading Coach	Morgan Slone	4
Volunteer Swim Coach	Carolyn Layne	8
Middle School	Contract With	Step
MS Ticket Manager	Beth Bateson	8
Eighth Grade Volleyball Coach	Kara Buchman	2
Seventh Grade Volleyball Coach	Karen Hannah	4
Football Coordinator	Kile Eichenauer	15
Football Coach	Vic Meyer	18
Football Coach	Steven Gehret	9
Football Coach	Charles Hopple	7
Cheerleading Coach	Jenilee Myers	5