

## **DATE, TIME, PLACE OF MEETING**

The Calcasieu Parish School Board meeting was held at 3310 Broad Street, Lake Charles, Louisiana, on Tuesday, December 8, 2020, at 5:00 p.m.

The meeting was called to order by Dean Roberts, President. The prayer was led by Alvin Smith and the pledge by Billy Breaux.

## **ROLL CALL**

The roll was called by Superintendent Bruchhaus and the following members were present: Mack Dellafosse, Glenda Gay, Annette Ballard, Fred Hardy, Russell Castille, Bliss Bujard, Alvin Smith, Damon Hardesty, Dean Roberts, Mark Young, Aaron Natali, Desmond Wallace, Eric Tarver, and Billy Breaux.

Absent: John Duhon

Mr. Roberts stated that Item 11.B. would be pulled from the agenda until a later time.

## **APPROVAL OF MINUTES**

A. November 10, 2020

Mr. Hardesty offered a motion to approve the Minutes of November 10, 2020. Mr. Tarver seconded the motion; the motion carried on a unanimous vote.

## **SUPERINTENDENT'S REPORT**

Mr. Bruchhaus gave the following report:

You have received your current Head Start Report:

1. Program Governance

Strategic planning meetings with management staff regarding future Policy Council meetings.

Program Operations

Developmental, health and safety screenings were conducted at all sites.

Emergency drills were conducted at all sites.

2. You received your population report in your packet, with the most current information as of November 30, 2020.

3. I would like to report our November 2020, sales tax numbers for our general fund which show collections at \$2,937,505 or 23.1 % above budget for the 5th month of the 2020-2021 school year.

Collections are \$4,573,368 or 41.3 % above collections for the same month last year.

Collections after five months of 2020-2021 are \$214,523 or .3 % above budget and \$3,323,949 or 5.1 % below the same period last year.

4. We received an update on COVID guidelines that have changed a little bit as far as direct contacts with timelines shortened. We are getting that information out to the schools and answering questions while updating our literature. Tomorrow we have an additional call with FEMA, our 4<sup>th</sup>, outlining how expenses will be turned in. We are scheduled to go to the Bond Commission next week on our \$100 million cash flow loan and we are presenting the best financial position that we can. We have received our \$40 million in insurance proceeds and we will have paid out all of that and significantly more by the end of December to restoration companies.

All fourteen architects have met with our team and they are in the planning process on all the jobs assigned to them. We are running into issues with things like baseball and softball fields with nets and fences down, but required in order to practice. Since we are hesitant to wait on architects to do those types of small projects, we are working in-house to get quotes to get that work done.

We had nine companies apply to be our Project Manager for the length of the hurricane period and those evaluations were done with CSRS awarded the contract. They will continue to serve throughout the length of the hurricane period with their fees reimbursed by FEMA, just like our FEMA consultant, as they work to prioritize and stage projects.

### **TAKE APPROPRIATE ACTION**

Mr. Roberts read the following:

#### **A. Election of CPSB Officers for 2021**

Mr. Hardesty nominated Mr. Breaux as President for 2021, seconded by Mr. Bujard. Mr. Dellafosse, with a second by Mr. Tarver, asked that the nominations be closed. On a vote, there was no opposition.

On a unanimous vote, Mr. Breaux was declared 2021 Calcasieu Parish School Board President.

Mr. Hardesty nominated Mrs. Ballard as Vice-President for 2021, seconded by Mr. Smith. Mrs. Gay nominated Mr. Hardy, with a second by Mr. Castille. On a roll call vote, Mrs. Ballard was declared Vice-President for 2021 on a 9-5 vote.

For Mrs. Ballard: Mrs. Ballard, Mr. Breaux, Mr. Bujard, Mr. Castille, Mr. Hardesty, Mr. Natali, Mr. Roberts,, Mr. Smith, Mr. Tarver

For Mr. Hardy: Mrs. Gay, Mr. Wallace, Mr. Dellafosse, Mr. Hardy, Mr. Young

**B. Consideration of ITEP approval for Etheredge Electric Co., LLC.**

Information for this item is at the end of the document and posted under Minutes on the CPSB website.

On a motion to approve by Mr. Hardesty and seconded by Mr. Breaux, the motion failed on a 10-4 roll call vote.

Against: Mrs. Ballard, Mr. Bujard, Mr. Castille, Mr. Dellafosse, Mrs. Gay, Mr. Hardy, Mr. Natali, Mr. Smith, Mr. Wallace, Mr. Young

For: Mr. Breaux, Mr. Hardesty, Mr. Roberts, Mr. Tarver

**C. Approval of 2020-2021 Pupil Progression Plan (Posted on [www.cpsb.org](http://www.cpsb.org))**

On a motion to approve by Mr. Hardy and a second by Mr. Dellafosse, the motion carried on a unanimous vote.

**D .Approval of revised 2020-2021 School Calendar**

This item is available at the end of the document and posted under Minutes on the CPSB website.

Mr. Dellafosse offered a motion to approve the revised calendar, with a second by Mr. Hardesty. After much discussion, the motion carried with 2 nay votes.

**E. Online Academic Technology Product Review**

Mr. Bujard asked that another software program be looked at as a replacement for Odysseyware. Mr. Bruchhaus responded that in the spring we would begin a software adoption process like the current textbook adoption process, led by Kim LeBlanc, Director of Technology. There was no action on this item.

Blue Card to address the Board: Jessie Beddoe

## F. Approval of Resolution Approving One-Time Sales Tax Supplement for Active Employees

Information available at the end of this document and under Minutes on the CPSB website.

On a motion to approve by Mr. Dellafosse and a second by Mr. Tarver, the motion carried on a unanimous vote.

Blue Cards to address the Board:

Vicky Johnston, CAE

Janice Patton

Teri Johnson, CFT, submitted card and did not speak

## CORRESPONDENCE

Mr. Roberts read the following:

A. Change Order Number Four (4) for the Project, "Phase 2- New two story classroom wing, restroom renovations, new hydronic piping – Washington Marion High School," Bond 31 Funds; Ellender Architects & Associates, LLC., Designer; Pat Williams construction, LLC., Contractor; *Decrease* of \$6,784.50 and *Increase* of twenty six (26) days.

On a motion to approve by Mr. Hardesty and a second by Mr. Hardy, the motion carried on a unanimous vote.

B. Change Order Number Eight (8) for the project, "Sam Houston High School new gymnasium and band building," Sales Tax District 3 Bond Funds; Champeaux, Evans, Hotard, APAC, Architect; Pat Williams Construction, LLC., Contractor; *Increase* of one hundred and fifty six (156) days. **THIS ITEM WAS REMOVED FROM THE AGENDA**

C. Change Order Number One (1) for the Project, "DeQuincy Weight Training Classroom," Capital Projects Funds; Duhon & Pleasant Consulting Engineers, LLC, Designer: K&J Development of SWLA, LLC, Contractor; *Increase* of forty-nine (49) days.

On a motion to approve by Mr. Hardesty and a second by Mr. Hardy, the motion carried on a unanimous vote.

D. Change Order Number Two (2) for the Project, "Phase I- Exterior Upgrades, Washington-Marion High School," District 31 Bond Funds; Ellender Architects & Associates, LLC., Designer; PERC Development, LLC., Contractor; *Increase* of one hundred and fifty three (153) days.

On a motion to approve by Mr. Hardesty and a second by Mr. Hardy, the motion carried on a unanimous vote.

## **CONDOLENCES**

Mr. Hardy asked for a condolence letter for the following:

The family of Mrs. Edith Johnson  
The family of Mrs. Betty Wilson  
The family of Mrs. Mae Ruth Johnson  
The family of Mrs. Betty Wilson  
The family of Mr. Edwards McKinley

Mr. Smith asked for a condolence letter to the family of Ms. Jenna Nicole Stewart.

Mr. Hardesty asked for a condolence letter to the family of Mrs. Sandra Johnston.

Mr. Bujard asked for a condolence letter to the family of Mrs. Paul Patin.

## **ADJOURN MEETING**

On a motion to adjourn by Mr. Hardesty and a second by Mr. Breaux, the meeting was adjourned at 6:40 p.m. on a unanimous vote.

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**President**  
Dean Roberts

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**Secretary**  
Karl Bruchhaus

**Calcasieu Parish Industrial Tax Exemption Program  
Return on Investment Evaluation**

**Etheredge Electric Co., LLC**

# 20190082-A-ITE

**Company Investment**

Annual Payroll	\$	197,760
Capital Expenditure (CapEx)	\$	23,887

**Exemption Requested**

Property Taxes years 1-5	80%
Property Taxes years 6-10	80%

**Local Revenue Forgone**

	Total-all Jurisdictions	CPSB portion
Property Taxes years 1-5	\$ 1,188	\$ 375
Property Taxes years 6-10	\$ 547	\$ 173
<b>Total Estimated 10 year Exemption</b>	<b>\$ 1,735</b>	<b>\$ 548</b>

**Revenue Generated over 20 years**

	Total-all Jurisdictions	CPSB portion
Property Taxes generated over 10 yrs	\$ 434	\$ 137
Property Taxes generated over 20 yrs	\$ 1,303	\$ 412
Sales Taxes generated from CapEx	\$ 1,374	\$ 597

**Factors**

New Direct Jobs - 4	(Annual P/R)	\$ 197,760	\$ 3,955,200 -over 20 yrs
Indirect Jobs -		\$ -	
Construction Jobs -		\$ -	

**General Considerations**

**Benefits**

- Direct & Indirect Job Creation
- Annual Payroll
- Sales Taxes generated from construction
- Construction Jobs
- Property Taxes collected during & after ITEP exemption period
- Economic stimulus to area economy

**Costs**

- Foregone revenue from exempted property tax

# CALCASIEU PARISH

## ITEP IMPACT SUMMARY FOR ALL AFFECTED TAXING BODIES

### 10 YEARS TAX ABATEMENT AT 80% EXEMPTION years 1-5, 80% years 6-10

Project Name: Equipment Exp-IC Expansion

Investment Amount: \$23,887

Ward: Ward 2

Location: 5129 Hwy 397, Iowa LA 70647

Company Name: Etheredge Electric Co., LLC

Application #: 20190082-A-ITE

DATED: 7/

10 Yr Depreciation Rate <sup>1</sup>		0.91	0.86	0.81	0.73	0.62	0.53	0.43	0.33	0.27	0.25		
Depreciated Value		21,737	20,543	19,348	17,438	14,810	12,660	10,271	7,883	6,449	5,972		
100% Assessed Value		3,261	3,081	2,902	2,616	2,221	1,899	1,541	1,182	967	896		
80% Assessed Value		2,608	2,465	2,322	2,093	1,777	1,519	1,233	946	774	717		
Taxing Body	Millage Rate <sup>2</sup>	Converted Millage Rate	YEAR 1 EXEMPT AMOUNT	YEAR 2 EXEMPT AMOUNT	YEAR 3 EXEMPT AMOUNT	YEAR 4 EXEMPT AMOUNT	YEAR 5 EXEMPT AMOUNT	YEAR 6 EXEMPT AMOUNT	YEAR 7 EXEMPT AMOUNT	YEAR 8 EXEMPT AMOUNT	YEAR 9 EXEMPT AMOUNT	YEAR 10 EXEMPT AMOUNT	YRS 1 EXEMPT AMO
Assessor	1.25	0.00125	\$3	\$3	\$3	\$3	\$2	\$2	\$1	\$1	\$1	\$1	\$1
Sheriff	9.85	0.00985	\$26	\$24	\$23	\$21	\$18	\$15	\$9	\$8	\$8	\$7	\$7
School Board <sup>4</sup>	17.00	0.01700	\$44	\$42	\$39	\$36	\$30	\$26	\$16	\$13	\$13	\$12	\$12
School Board <sup>4A</sup>	16.33	0.01633	\$43	\$40	\$38	\$34	\$29	\$25	\$20	\$15	\$13	\$12	\$12
Parish Government <sup>5</sup>	29.30	0.02930	\$76	\$72	\$68	\$61	\$52	\$45	\$36	\$28	\$23	\$21	\$21
Special Districts <sup>6</sup>	31.70	0.03170	\$83	\$78	\$74	\$66	\$56	\$48	\$39	\$30	\$25	\$23	\$23
Municipality <sup>7</sup>	0.00	0.00000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL</b>	<b>105.43</b>	<b>0.10543</b>	<b>\$275</b>	<b>\$260</b>	<b>\$245</b>	<b>\$221</b>	<b>\$187</b>	<b>\$160</b>	<b>\$130</b>	<b>\$100</b>	<b>\$82</b>	<b>\$76</b>	<b>\$76</b>
Assessor	1.25	0.00125	\$1	\$1	\$1	\$1	\$1	\$0	\$0	\$0	\$0	\$0	\$0
Sheriff	9.85	0.00985	\$6	\$6	\$6	\$5	\$4	\$4	\$3	\$2	\$2	\$2	\$2
School Board <sup>4</sup>	17.00	0.01700	\$11	\$10	\$10	\$9	\$8	\$6	\$5	\$4	\$3	\$3	\$3
School Board <sup>4A</sup>	16.33	0.01633	\$11	\$10	\$9	\$9	\$7	\$6	\$5	\$4	\$3	\$3	\$3
Parish Government <sup>5</sup>	29.30	0.02930	\$19	\$18	\$17	\$15	\$13	\$11	\$9	\$7	\$6	\$5	\$5
Special Districts <sup>6</sup>	31.70	0.03170	\$21	\$20	\$18	\$17	\$14	\$12	\$10	\$7	\$6	\$6	\$6
Municipality <sup>7</sup>	0.00	0.00000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL</b>	<b>105.43</b>	<b>0.10543</b>	<b>\$69</b>	<b>\$65</b>	<b>\$61</b>	<b>\$55</b>	<b>\$47</b>	<b>\$40</b>	<b>\$32</b>	<b>\$25</b>	<b>\$20</b>	<b>\$19</b>	<b>\$19</b>

SOURCE: Calcasieu Parish Assessor's Office






**Company Name: Etheredge Electric Co., LLC**  
**\$23,887**

5129 Hwy 397, Iowa LA 70647

		Sales Taxes		Sales Taxable %	
2.50%	Parish	597.18 \$	179.15 \$	5.75%	Total
	Law Enforcement		597.18 \$		1,373.50
	Schools		- \$		

\$	597.18 \$	179.15 \$	597.18 \$	- \$	1,373.50
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## Memorandum

**To:** Board Members  
**From:**  Karl Bruchhaus, Superintendent  
**Date:** December 8, 2020  
**Subject:** 2020-2021 Calendar

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Staff is recommending reconsideration of the 2020-2021 calendar as adopted at last month's Board meeting for generally two reasons:

- Anticipated staff and student absences because of the traditional nature of historic holidays.
- Significant shortage of teacher substitutes to bridge employee absence gap because of COVID.

The recommendation has two components:

- Ensure that each school has at least 400 instructional minutes per day for the remainder of the school year. Schools have already been asked to review their schedules for the ability to comply. The 400 minutes would occur between 7:35 a.m. and 3:25 p.m. depending on each school's plan. Most schools could accomplish this task without a change in employee arrival/dismissal times or changes to bus schedules.
- Add the following 5 days back to the calendar as holidays:

December 21, 22, 23 (Monday, Tuesday, Wednesday)  
February 15 (Monday)  
April 6 (Tuesday)

KB/pc

*Building Foundations for the Future*

## Reporting Days

Students' First Day.....8/24  
 Students' Last Day .....6/3

## Holidays

Students Do Not Report  
 on the Following Days  
 School System Offices Closed.....7/3  
 System-wide In-service 8/10 & 8/11  
 Paras report to work ..... 8-11  
 School Level In-Service .....8/7  
 Labor Day .....9/7  
 Election Day ..... 11/3  
 Veterans Day ..... 11/11  
 Thanksgiving .....11/23-11/27  
 Christmas..... 12/24-1/1  
 MLK Day ..... 1/18  
 Mardi Gras .....2/16  
 Easter Break.....4/2-4/5

## Nine Week Periods

1st .....11/4  
 2nd .....1/26  
 3rd .....3/31  
 4th ..... 6/4

## State Testing\*\*

LEAP ELA/Math/Sci. (3-8) ..... TBA  
 EOC Fall CBT..... TBA  
 EOC Spring CBT ..... TBA  
 ACT PBT ..... TBA  
 LEAP Connect/LAA..... TBA

## Calendar Code

-  Students' First Day
-  School Holiday
-  Nine Weeks Period Ends
-  Time Change
-  Students' Last Day & End of last Marking Period
-  Teachers' Last Day

**REVISED—Laura/Delta**  
 2020-21  
 District Calendar - Nov. 12, 2020



# Calcasieu Parish School Board

BUILDING FOUNDATIONS FOR THE FUTURE

Karl Bruchhaus, Superintendent

## 2020-21 District Calendar

July 2020							August 2020							September 2020						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4						1			1	2	3	4	5	
5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26
26	27	28	29	30	31		23	24	25	26	27	28	29	27	28	29	30			
							30	31												

October 2020							November 2020							December 2020						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3	1	2	3	4	5	6	7			1	2	3	4	5
4	5	6	7	8	9	10	8	9	10	11	12	13	14	6	7	8	9	10	11	12
11	12	13	14	15	16	17	15	16	17	18	19	20	21	13	14	15	16	17	18	19
18	19	20	21	22	23	24	22	23	24	25	26	27	28	20	21	22	23	24	25	26
25	26	27	28	29	30	31	29	30						27	28	29	30	31		

January 2021							February 2021							March 2021						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1	2		1	2	3	4	5	6		1	2	3	4	5	6
3	4	5	6	7	8	9	7	8	9	10	11	12	13	7	8	9	10	11	12	13
10	11	12	13	14	15	16	14	15	16	17	18	19	20	14	15	16	17	18	19	20
17	18	19	20	21	22	23	21	22	23	24	25	26	27	21	22	23	24	25	26	27
24	25	26	27	28	29	30	28							28	29	30	31			
31																				

April 2021							May 2021							June 2021						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3						1			1	2	3	4	5	
4	5	6	7	8	9	10	2	3	4	5	6	7	8	6	7	8	9	10	11	12
11	12	13	14	15	16	17	9	10	11	12	13	14	15	13	14	15	16	17	18	19
18	19	20	21	22	23	24	16	17	18	19	20	21	22	20	21	22	23	24	25	26
25	26	27	28	29	30		23	24	25	26	27	28	29	27	28	29	30			
							30	31												

**RESOLUTION**

WHEREAS, the Calcasieu Parish School Board has specific sales taxes dedicated to employee salaries and benefits,

AND WHEREAS, it is the desire of the Calcasieu Parish School Board to use the excess sales taxes dedicated and accumulated in the General Fund to provide a one-time salary supplement to active employees of the Calcasieu Parish School Board for services rendered in the fiscal year 2020-2021 and is to be paid on the December 18, 2020, regularly scheduled pay date,

AND WHEREAS, an employee is defined as an individual actively working full-time or part-time in their respective position and employed by the Calcasieu Parish School Board on December 8, 2020, (excludes board members and substitute labor),

AND WHEREAS, this supplement is being provided conditioned on employees completing their respective scheduled days to be worked for the 2020-2021 fiscal year and any employee not fulfilling this requirement is subject to having the supplement prorated by the Superintendent and surrendering any portion not earned,

THEREFORE BE IT RESOLVED, that all employees based on the teachers' salary schedule shall be paid a gross supplement of \$2,500 and all other personnel shall be paid a gross supplement of \$1,750 with one-half of the appropriate supplement paid to employees classified as part-time, and that any exceptions to the preceding definitions and rules will be resolved by the Superintendent and that said supplement is to be paid on the December 18, 2020, regularly scheduled pay date,

AND BE IT FURTHER RESOLVED that requests by employees to make a change to their federal withholding form W-4 or state withholding form L-2 received after December 2, 2020, will not be honored until January 4, 2021.

This resolution having been submitted to a vote, the vote thereon was as follows:

YEAS:

NAYS:

ABSENT:

ABSTAIN:

And the resolution was declared adopted on this, the 8<sup>th</sup> day of December, 2020.

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Karl Bruchhaus  
Secretary

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Dean Roberts  
President

**This worksheet is intended only as  
a calculation of estimated probable costs!**

		\$21.49	\$0.00	\$0.00	\$21.49
		Total minus \$20M		COMPASS	Available
		Tchr Sched Based Employees		All Other Employees	
<b>Sales Tax Supplement Cost Estimate - FY2021</b>		4,550	Prior year	3,185	Prior year
		Supplement		Supplement	
		<b>\$ 2,500</b>	<b>Current year</b>	<b>\$ 1,750</b>	<b>Current year</b>
		sal	ben	sal	ben
<b>4701 Districtwide Total all employees</b>		<b>7,650,000</b>	<b>2,127,656</b>	<b>2,865,625</b>	<b>920,276</b>
		<b>9,777,656</b>		<b>3,785,901</b>	
<b>12,207,202</b>	(Roughly 90% funded by GF)	<b>Total Cost</b>		<b>13,563,557</b>	
GenFund Cost					

**Calcasieu Parish School Board  
History of Teacher Salaries**

1991-92	\$388 Local One-Time Supplement
1992-93	Raises given in range from \$350 at BA with/0 to \$542 at PHD with/25.
1993-94	No Increase.
1994-95	No Increase.
1995-96	\$3,300 raise to all levels of teacher schedule from passage of 1/2 cent sales tax.
1996-97	\$750 State raise to all levels of teacher schedule. Local raises to create at least \$350 between steps and \$1,500 between degrees ranged from \$147 at BA w/14 to \$2,907 at PHD w/25.
1997-98	\$1,084 State raise to all levels of teacher schedule.
1998-99	\$985 State raise to all levels of teacher schedule.
1999-00	No Increase.
2000-01	\$600 One-Time Local Supplement \$2,000 One-Time Local Supplement
2001-02	\$2,060 State raise to all levels of teacher salary schedule \$1,500 Local raise to all levels of teacher salary schedule \$ 300 Local supplement
2002-03	Local \$725 One-Time Supplement State \$610 Supplement
2003-04	State \$610 Raise State \$1,300 Supplement
2004-05	State \$1,300 Raise State \$309 Raise One Additional Step To Teacher Schedule For All Degees Local \$942 One-Time Supplement
2005-06	State & Local \$747 Raise
2006-07	State \$1,500 Raise Local \$2,200 One-Time Supplement Local \$1,500 One-Time Supplement
2007-08	State \$4,696 Raise Local \$304 Raise Local \$1,700 One-Time Supplement
2008-09	State \$1,019 Raise Local \$1,250 One-Time Supplement
2009-10	No increase.
2010-11	No increase.
2011-12	No increase.
2012-13	Local \$800 One-Time Supplement
2013-14	State \$600 One-Time Supplement
2014-15	State \$561 Raise Local \$900 One-Time Supplement
2015-16	Local \$4,000 Raise (funded by new 1/2 cent sales tax) Local \$1,100 One-Time Supplement
2016-17	Local \$1,450 One-Time Supplement
2017-18	Local \$2,850 One-Time Supplement
2018-19	Local \$3,000 One-Time Supplement
2019-20	State \$1,000 Raise
2019-20	Local \$4,550 One-Time Supplement

**Calcasieu Parish School Board  
History of Support Salaries**

1991-92	\$388 Local One-Time Supplement
1992-93	1.65% Raise With Cap of \$542
1993-94	No Increase.
1994-95	No Increase.
1995-96	Raises of 10% not less than \$1,200 for full time
1996-97	State \$150 One Time Supplement - One Additional Local Step To Each Schedule
1997-98	State Raise \$350 Per Schedule
1998-99	State \$300 One-Time Supplement
1999-00	No Increase.
2000-01	Local \$350 One-Time Supplement Local \$500 One-Time Supplement State \$328.78 One Time Supplement
2001-02	Local \$500 Raise to all support schedules Local \$300 One-Time Supplement
2002-03	State \$477 One Time Supplement Local \$350 One-Time Supplement Local \$300 One Time Supplement
2003-04	State \$477 Raise Local \$300 Raise Local \$500 One-Time Supplement
2004-05	Local \$800 One-Time Supplement
2005-06	No Increase.
2006-07	State \$500 Raise Local \$1,700 One-Time Supplement Local \$1,000 One-Time Supplement
2007-08	State \$1,000 Raise Local \$500 Raise Local \$1,700 One-Time Supplement
2008-09	State \$1,000 One-Time Supplement Local \$1,250 One-Time Supplement
2009-10	No Increase.
2010-11	No increase.
2011-12	No increase.
2012-13	Local \$800 One-Time Supplement
2013-14	Local \$300 One-Time Supplement
2014-15	Local \$550 One-Time Supplement
2015-16	Local 10% salary schedule increase Local \$750 One-Time Supplement
2016-17	Local \$1,000 One-Time Supplement
2017-18	Local \$2,000 One-Time Supplement
2018-19	Local \$2,100 One-Time Supplement
2019-20	State \$500 Raise
2019-20	Local \$3,185 One-Time Supplement