

LOVELAND CITY SCHOOL DISTRICT BOARD OF EDUCATION

*Loveland Board of Education Office – Loveland, OH – June 23, 2016*

The Loveland Board of Education met in a regular session on Thursday, June 23, 2016. Mr. Jarvis called the meeting to order at 6:00 pm.

Call to Order

ROLL CALL:

Mr. Blumberg	Present
Mr. Jarvis	Present
Dr. Lorenz	Present
Mrs. Pennington	Present
Ms. Pettit	Present

**RESOLUTION NO. 16 - 46 ADOPTION OF BOARD AGENDA**

Dr. Lorenz moved, seconded by Mrs. Pennington to adopt the agenda for the June 23, 2016 Board of Education meeting as presented. Voting order and sequence will be rotated by the Treasurer.

Discussion

ROLL CALL VOTE

Mr. Jarvis	Yes
Dr. Lorenz	Yes
Mrs. Pennington	Yes
Ms. Pettit	Yes
Mr. Blumberg	Yes

MOTION CARRIED

**Welcoming of Guests**

**Pledge of Allegiance**

**Hearing of the Public**

**Committee Reports**

**RESOLUTION NO. 16 – 47 SUPERINTENDENT’S RESOLUTIONS**

- Approve Loveland High School, Loveland Middle School, Loveland Intermediate School, Loveland Elementary School, Loveland Primary School and Loveland Early Childhood Center Handbooks.
- Approve 2016-2017 Ohio High School Athletic Association membership.
- Approve the following fees for the 2016-2017 school year:
  - General and School Fees**
  - \$50 – Preschool & Kindergarten
  - \$65 – Grades 1-2
  - \$75 – Grades 3-4
  - \$80 – Grades 5-8
  - \$25 – Grades 9-12
  - \$100 – Student parking
  - Pay-to-Participate Fees**
  - \$155 – Football
  - \$105 – All other sports
  - \$50 – Marching Band
- Approve Administrative and Exempt salary schedule placements for Site Manager and Assistant District Director of Student Athletics (Exhibit A)

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- Appoint Student Representatives to the Board of Education for 2016-2017.

Discussion

ROLL CALL VOTE

Dr. Lorenz	Yes
Mrs. Pennington	Yes
Ms. Pettit	Yes
Mr. Blumberg	Yes
Mr. Jarvis	Yes

MOTION CARRIED

**Recognition**

- Student Representatives to the Board for 2016-2017: Caroline Bond and Joe Hilliker

**Discussion Items:**

- ESSA
- Destination Loveland
- District Goals 2016-2017

**Treasurer’s Report and Recommendations**

**RESOLUTION NO. 16 - 48 APPROVE THE FOLLOWING TREASURER RESOLUTIONS**

Ms. Pettit moved, seconded by Mr. Blumberg to approve the following Treasurer resolutions:

- Approve the submitted financial reports, payment of invoices, board member expenses, transfers, investment of funds and appropriation adjustments.
- Approve final amended appropriations for the fiscal year ending June 30, 2016.
- Approve temporary appropriations for fiscal year 2017 at 50% of the 2016 appropriations.
- Approve final amended certificate of estimated resources for the fiscal year ending June 30, 2016 and set the legal level of control to the fund level.
- Approve total amount from all sources available for expenditure and balances.
- Approve participation in the State of Ohio Cooperative Purchasing Program (Attachment 1).
- Approve disposal of equipment (Attachment 2-3) and books (Attachment 4-5) by gift, sale or destruction.
- Approve donation from Forward Edge of \$500 worth of prizes, included a Swivl motion capture camera, two Ziggi HD Plus document cameras and Visa gift cards, donation from CDW-G of an HP Chromebook to the Loveland Summer Learning Series, and donation from Dayton Cincinnati Technology Services of \$1000 to repair the LHS baseball dugout.
- Approve lease/purchase of seven buses through EPC (see Business Manager’s Report).

Discussion

ROLL CALL VOTE:

Mrs. Pennington	Yes
Ms. Pettit	Yes
Mr. Blumberg	Yes
Mr. Jarvis	Yes
Dr. Lorenz	Yes

MOTION CARRIED

**RESOLUTION NO. 16 - 49 APPROVE 2016 LOVELAND HIGH SCHOOL GRADUATES**

Ms. Pettit moved, seconded by Mr. Blumberg to approve list of 2016 Loveland High School graduates (Attachment 6).

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Discussion

ROLL CALL VOTE:

Ms. Pettit	Yes
Mr. Blumberg	Yes
Mr. Jarvis	Yes
Dr. Lorenz	Yes
Mrs. Pennington	Yes

MOTION CARRIED

**Executive Session**

Dr. Lorenze moved, seconded by Mrs. Pennington to enter into Executive Session to consider the employment of a public employee.

Discussion

ROLL CALL VOTE:

Mr. Blumberg	Yes
Mr. Jarvis	Yes
Dr. Lorenz	Yes
Mrs. Pennington	Yes
Ms. Pettit	Yes

MOTION CARRIED

The board entered into Executive Session at 6:53 pm.

The board came out of Executive Session at 7:46 pm.

- Board members agreed to pull item 9g off of board agenda and vote on it separately.

**RESOLUTION NO. 16 – 50 APPROVE EMPLOYMENT OF AN ATHLETIC SUPPLEMENTAL POSITION**

Mr. Blumberg moved, seconded by Mrs. Pettit to approve employment of an athletic supplemental position.

9. g. Herb Laughman                      Asst. Varsity FB Coach                      exp. 0 yrs.

Discussion

ROLL CALL VOTE:

Mr. Jarvis	No
Dr. Lorenz	Yes
Mrs. Pennington	Yes
Ms. Pettit	No
Mr. Blumberg	No

MOTION DENIED

**Assistant Superintendent, Human Resources**

**RESOLUTION NO. 16 - 51 APPROVE RESIGNATIONS AND EMPLOYMENT OF CERTIFIED, CLASSIFIED, HOMEBOUND, SUBSTITUTE AND SUPPLEMENTAL POSITIONS FOR THE 2015-2016 and 2016-2017 SCHOOL YEARS**

Dr. Lorenz moved, seconded by Mrs. Pennington to approve the following resignations and employment of certified, classified, homebound, substitute and supplemental positions for 2015-2016 and 2016-2017 school years.

- A. Retirement/Resignation/Leave of Absence

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1. Brian Conatser, Resignation, LHS Innovative Instructional Coach, effective 7/31/16
2. Angie Toole, Leave of Absence, LES Intervention Specialist, effective 2016-2017 school year

B. Employment of Certified Positions for the 2016-2017 School Year

1. Shannon Jones, LECC Kindergarten (.5) Teacher, BA150, exp. 0 yrs.
2. Brian Veil, LHS Math Teacher, BA, exp. 0 yrs.
3. Lauren McGaughey, LECC 1<sup>st</sup> grade Teacher, BA, exp. 3 yrs.
4. Liza Boling, LHS Intervention Specialist, BA150, exp. 0 yrs.
5. Chloe Smith, LMS Language Arts Teacher, BA, exp. 0 yrs., one year replacement
6. Kelen Weathers, Continuing contract, current placement and step

C. Employment of Retired Personnel into Certified Positions for the 2016-2017 School Year

1. Beth Ann Ford, LECC (.5) Intervention Specialist, MA, exp. 6 yrs.

D. Supplemental Positions effective 2015-2016 School Year

1. Stipends for Student Teacher Mentors, as designated by college/university upon receipt of funds
  - a. Molly Rockett Miami University \$300
  - b. Kari Strater Miami University \$300
  - c. Trisha Murray Miami University \$300
  - d. Katie Rose Miami University \$300
  - e. Patsy Schlesselman Xavier University \$500
  - f. Cindy Schriewer Xavier University \$500
2. Extended/Additional Days for Certified Staff
  - a. Lynn Oury, ½ day, preschool evaluations requirement
  - b. Anita Winning, 1 day, IEP requirement
  - c. Jessica Krohn, 2 hours, ETR requirement

E. Home Instruction/Extended Services

1. Katie Menard, (MA-4), for an LHS student per IEP, 5/16/16 – 6/3/16, maximum 10 hours

F. Supplemental Positions effective 2016-2017 School Year

1. Extended Service as Guidance Counselor, days to be split as needed, prior to school start, and at end of school year.
  - a. Jamie Gordon 15 days (10 + 5)
  - b. Amy Mason 15 days (10 + 5)
  - c. Jamie Hamilton 15 days (10 + 5)
  - d. Drews Mitchell 15 days (10 + 5)
  - e. Kim Shafer 15 days (10 + 5)
  - f. Robin Schneider 15 days (10 + 5)
  - g. Sarah Ninnemann 15 days (10 + 5)
  - h. Lauren Joyce 15 days (10 + 5)
2. Elementary Grade Coordinators, to include two days extended service, one day prior to school start, one day after school ends. (Co-Coordinators- one day utilized by each teacher, one day prior to school start, one day after school ends).
  - a. Jessi McGillis Co-Kindergarten exp. 4 yrs
  - b. Shari Rush Co-Kindergarten exp. 3 yrs
  - c. Jennifer Bebout 1<sup>st</sup> grade exp. 6 yrs
  - d. Kelly Cooper Co-1<sup>st</sup> grade (LPS) exp. 3 yrs
  - e. Traci Stubenrauch Co-1<sup>st</sup> grade (LPS) exp. 3 yrs
  - f. Brooke Hobson 2<sup>nd</sup> grade exp. 9 yrs
  - g. Cindy Rack 3<sup>rd</sup> grade exp. 13 yrs
  - h. Andrew Price 4<sup>th</sup> grade exp. 0 yrs
  - i. Kelley Coldiron 5<sup>th</sup> grade exp. 3 yrs

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3. Team Leaders – to include two days extended service, one day prior to school start, one day after school ends.
  - a. Natasha Young 6<sup>th</sup> grade exp. 3 yrs
  - b. Andrew Bayliff 6<sup>th</sup> grade exp. 7 yrs
  - c. Lauren Cripe 7<sup>th</sup> grade exp. 3 yrs
  - d. Brian Hartman 7<sup>th</sup> grade exp. 8 yrs
  - e. Nick Hartings 8<sup>th</sup> grade exp. 4 yrs
  - f. Katie Rose 8<sup>th</sup> grade exp. 2 yrs
  
4. Department Chairs – LHS, to include two days extended service, one day prior to school start, one day after school ends.
  - a. Jennifer Grant Art exp. 15 yrs
  - b. Julie Powers Math exp. 13 yrs
  - c. Brian Damewood English exp. 6 yrs
  - d. Dara Hudson For. Lang. exp. 6 yrs
  - e. Charles Warden Soc. Studies exp. 8 yrs
  - f. Phil Marchal Technology exp. 9 yrs
  - g. Fred Cranford PE/Health exp. 2 yrs
  - h. Kelly Partridge Science exp. 3 yrs
  
5. District Supplementals
  - a. Kayla McClary Art/Stage Design exp. 1 yr
  - b. Michele Henn Elem. Music Director exp. 11 yrs
  - c. Kristen Planeaux Elem. Music Director exp. 4 yrs
  - d. Melissa Dennedy Beginning Band Director exp. 14 yrs
  - e. Chris Huening Beginning Band Director exp. 15 yrs
  - f. Rachel Bierkan Beginning Strings Instruction exp. 14 yrs
  - g. Jill Stagg Beginning Choir Director exp. 15 yrs
  - h. Jill Stagg Music Advisor exp. 4 yrs.
  
6. LPDC Committee
  - a. Heidi Weber Chairperson exp. 14 yrs
  - b. Kelley Deer Member exp. 3 yrs
  - c. Cheri King Member exp. 6 yrs
  - d. Tammie Chapman Member exp. 3 yrs
  - e. Deayna Woodruff Member exp. 8 yrs
  - f. Sandy Geiger Member exp. 3 yrs
  - g. Kristin Scherman Member exp. 5 yrs
  
7. LHS Supplementals
  - a. Geoffrey Miller HS Band Director exp. 8 yrs
  - b. Becky Jones\* Asst. Band Director exp. 1 yr
  - c. Drew Hadley\* Asst. Marching Band Director exp. 1 yr
  - d. Samantha Schomberg\* Color Guard Advisor exp. 2 yrs
  - e. Bernardo Lopez Jazz Band Director exp. 3 yrs
  - f. Shawn Miller HS Choir Director exp. 18 yrs
  - g. Shawn Miller HS Show Choir Director exp. 18 yrs
  - h. Donna Bernstein\* Asst. Director of Show Choir exp. 3 yrs
  - i. Katie Byrnett Class of 2019 Advisor exp. 7 yrs
  - j. Jennifer Dell Class of 2020 Advisor exp. 3 yrs
  - k. Richard Ernst Class of 2017 Advisor exp. 2 yrs
  - l. Lisa Brinkman Class of 2018 Advisor exp. 8 yrs
  - m. Jennifer Chast Academic Team Leader exp. 10 yrs
  - n. Abra Koch Asst. Academic Team Leader exp. 1 yr
  - o. Jill Lowry Student Activity Advisor exp. 10 yrs
  - p. Lisa Brinkman Prom Advisor exp. 0 yrs
  - q. Kelly Partridge LHS Student Council Advisor exp. 9 yrs
  - r. Rhonda Overbeeke School Newspaper Advisor exp. 23 yrs

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- |                           |                  |  |              |
|---------------------------|------------------|--|--------------|
| s.                        | Geoff Miller     | Pep Band Director                      | exp. 8 yrs   |
| t.                        | Rachel Bierkan   | LHS Strings Director                   | exp. 14 yrs  |
| u.                        | Shawn Miller     | LHS Drama Director (Fall/Spring)       | exp. 18 yrs  |
| v.                        | Ginger Kroncke*  | LHS Asst. Drama Director (Fall/Spring) | exp. 17 yrs  |
| w.                        | Kent Snyder*     | LHS Asst. Drama Director (Fall/Spring) | exp. 3 yrs   |
| x.                        | Ryan Yoxthimer*  | Asst. Drama Director (Musical)         | exp. 9 yrs   |
| y.                        | John Jones       | Thespian Advisor                       | exp. 8 yrs   |
| z.                        | Rhonda Overbeeke | Yearbook Advisor                       | exp. 17 yrs  |
| 8. LMS Supplementals      |                  |  |              |
| a.                        | Jill Stagg       | LMS Choir Director                     | exp. 15 yrs  |
| b.                        | Shawn Miller     | LMS Show Choir Director                | exp. 18 yrs  |
| c.                        | Chris Huening    | Co-LMS Band Director                   | exp. 15 yrs  |
| d.                        | Melissa Dennedy  | Co-LMS Band Director                   | exp. 14 yrs  |
| e.                        | Chris Huening    | LMS Stage Band Director                | exp. 15 yrs  |
| f.                        | Melissa Dennedy  | Co-Asst. LMS Band Director             | exp. 14 yrs  |
| g.                        | Chris Huening    | Co-Asst. LMS Band Director             | exp. 15 yrs  |
| h.                        | Lori Breen       | Saturday School, both semesters        | exp. 12 yrs  |
| i.                        | Trisha Murray    | Co-Student Council Advisor             | exp. 3 yrs   |
| j.                        | Katie Rose       | Co-Student Council Advisor             | exp. 4 yrs   |
| k.                        | Lauren Cripe     | Co-Yearbook Advisor                    | exp. 6 yrs   |
| m.                        | Rachel Bierkan   | LMS Strings Director                   | exp. 14 yrs  |
| n.                        | Carol Hall*      | LMS Drama Director                     | exp. 10 yrs. |
| o.                        | Judi McDaniel    | Co-LMS Asst. Drama Director            | exp. 2 yrs.  |
| p.                        | Dora Snyder*     | Co-LMS Asst. Drama Director            | exp. 1 yr.   |
| q.                        | Kent Snyder*     | LMS Asst. Drama Director (one show)    | exp. 3 yrs   |
| 9. Athletic Supplementals |                  |  |              |
| a.                        | Matt Porter      | LMS Athletic Director                  | exp. 14 yrs  |
| b.                        | Fred Cranford    | Head Varsity FB Coach                  | exp. 20 yrs  |
| c.                        | Grahm Halcomb    | Asst. Varsity FB Coach                 | exp. 9 yrs   |
| d.                        | Gerald Bess      | Asst. Varsity FB Coach                 | exp. 3 yrs   |
| e.                        | Brian Conatser   | Asst. Varsity FB Coach                 | exp. 8 yrs   |
| f.                        | Chris Herbert    | Asst. Varsity FB Coach                 | exp. 5 yrs   |
| g.                        | Herb Laughman    | Asst. Varsity FB Coach                 | exp. 0 yrs   |
| h.                        | Chuck Warden     | Asst. Varsity FB Coach                 | exp. 20 yrs  |
| i.                        | Drew Nichols*    | Asst. Varsity FB Coach                 | exp. 9 yrs   |
| j.                        | Kyle Decker*     | Asst. Varsity FB Coach                 | VOLUNTEER    |
| k.                        | Darius Powell*   | Head Freshman Football Coach           | exp. 3 yrs   |
| l.                        | Mike Milesky     | Asst. Freshman Football Coach          | exp. 6 yrs   |
| m.                        | Mike Jones*      | Asst. Freshman Football Coach          | VOLUNTEER    |
| m.                        | Stanley McCoy    | 8th grd Head FB Coach                  | exp. 25 yrs  |
| e.                        | Bill Hauser*     | 8th grd Asst. FB Coach                 | exp. 6 yrs   |
| f.                        | Matt Mihalik     | 8th grd Asst. FB Coach                 | exp. 4 yrs   |
| g.                        | Jim Vanatsky     | 7th grd Head FB Coach                  | exp. 12 yrs  |
| h.                        | Dale Lawrence    | 7th grd Asst. FB Coach                 | exp. 18 yrs  |
| i.                        | Nick Smith       | 7th grd Asst. FB Coach                 | exp. 1 yr    |
| j.                        | Mike Dunlap      | V Head Boys Soccer Coach               | exp. 13 yrs  |
| k.                        | Todd Kelly*      | V Head Girls Soccer Coach              | exp. 18 yrs  |
| l.                        | Andrew Gillespie | Co-Asst. Varsity Boys Soccer Coach     | exp. 0 yrs   |
| m.                        | Andrew Schuster* | Co-Asst. Varsity Boys Soccer Coach     | exp. 0 yrs   |
| n.                        | Andrew Boisvert  | Head JV Boys Soccer Coach              | exp. 2 yrs   |
| o.                        | Lauren Spencer*  | Co-Asst. Varsity Girls Soccer Coach    | exp. 2 yrs   |
| p.                        | Dan Donovan*     | Co-Asst. Varsity Girls Soccer Coach    | exp. 21 yrs  |
| q.                        | Lauren Brown     | Asst. JV Girls Soccer Coach            | VOLUNTEER    |
| r.                        | Brianna Gray*    | Asst. JV Girls Soccer Coach            | VOLUNTEER    |
| s.                        | Kristen Scherman | Varsity Cross Country Coach            | exp. 3 yrs   |

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t.	Mike Smith	Varsity Cross Country Coach	exp. 10 yrs
u.	Steve Federman	MS Cross Country Coach	exp. 3 yrs
v.	Carol Adams*	MS Cross Country Coach	exp. 4 yrs
w.	Dara Hudson	Varsity Girls Tennis Coach	exp. 3 yrs
x.	John Shaw*	JV Girls Tennis Coach	exp. 2 yrs
y.	Debbie Steward	LMS Girls Tennis Coach	exp. 6 yrs
z.	Julie Plitt*	Varsity Girls Volleyball Coach	exp. 17 yrs
aa.	Shannon Walton*	8th grd Volleyball Coach	exp. 4 yrs
bb.	Karen Bayliff*	7th grd Volleyball Coach	exp. 4 yrs
cc.	David Allan*	Varsity Boys Golf Coach	exp. 13 yrs
dd.	Barb Orsinelli	Varsity Girls Golf Coach	exp. 3 yrs
ee.	Kristen Rigby	JV Girls Golf Coach	exp. 3 yrs.
ff.	Stacey Lorek*	Asst Girls Golf Coach	VOLUNTEER
gg.	Angie McNeil*	Head Var FB Cheerleading Coach	exp. 3 yrs
hh.	Ally Bosse*	Head JV FB Cheerleading Coach	exp. 3 yrs
ii.	Katie Menard	Head Frosh FB Cheerleading Coach	exp. 2 yrs
jj.	Abby Beach	8th grd FB Cheerleading Coach	exp. 1 yr
kk.	Katy Shafer	7th grd FB Cheerleading Coach	exp. 3 yrs
ll.	Rob Reis*	Varsity Boys Basketball Coach	exp. 9 yrs
mm.	Herb Laughman	Varsity Girls Basketball Coach	exp. 12 yrs
nn.	Chris Switzer	Varsity Wrestling Coach	exp. 16 yrs.
oo.	Drena Campbell*	Head Girls Bowling Coach	exp. 1 yr
pp.	Steve Adams	Head Boys Bowling Coach	exp. 2 yrs
qq.	Jaclyn Jones	Varsity Swimming Coach	exp. 3 yrs.
rr.	Lisa Werwinski*	Varsity Dive Coach	exp. 3 yrs
ss.	Angela McNeil*	Var. BK Cheerleading Coach	exp. 3 yrs.
tt.	Ken Reed	Varsity Baseball Coach	exp. 15 yrs.
uu.	Mike Rapp*	Varsity Girls Softball Coach	exp. 33 yrs.
vv.	Jeff Sharpless	Varsity Boys Tennis Coach	exp. 20 yrs.
ww.	Terri Swensen	Varsity Boys Volleyball Coach	exp. 8 yrs

10. Extended Days for Athletics

- a. Matt Porter, up to 5 days prior to 8/1/16, for required safety training

11. Extended Days for Innovative Instructional Coaches, up to 5 days, to be split as needed, prior to school start, and at end of school year.

- a. Amanda Bimonte
- b. Susan Craig
- c. Laura Holtkamp

G. Extended School Year and Compensatory Time services to students per their IEPs, paid rate and number of hours as listed, June 1 – August 19, 2016.

	First Name	Last Name	Title	Hours	Rate
1	Mary	Frees	Intervention Specialist	16	\$25
2	Sarah	Pfammatter	Intervention Specialist	8	\$25
3	Ruth	Beamer	Educational Aide	16	\$20
4	Helen	Jones	Educational Aide	8	\$20

H. Employment of Exempt Employees/Positions

- 1. Brian Conatser, Assistant Director of Student Athletics, two (2) year contract, Class III, Step 3, effective 8/1/14 – 7/31/16, plus 5 extended days prior to 8/1/16
- 2. Kevin Taylor, Site Manager, 195 day calendar, Step 2, effective 7/1/16

I. Itinerant Teacher Services

- 1. Jenine Carroll, Preschool Teacher, 14 hrs/week, 8/22/16 – 6/5/17, \$35/hr.

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J. Employment of Classified Staff for 2015-2016 and 2016-2017 School Years.

1. Aides / Secretaries / Monitor

- a. Gunner Gambill, LHS Part-time Education Aide, Step 1, effective 6/1/16, as needed daily, not to exceed 7 hours/daily, for assistance with extra curricular activities during summer conditioning and the fall sports season
- b. Rachel Baugh, LHS Special Education Aide, Step 4, effective 8/22/16

Discussion

ROLL CALL VOTE:

Mr. Blumberg	Yes
Mr. Jarvis	Yes
Dr. Lorenz	Yes
Mrs. Pennington	Yes
Ms. Pettit	Yes

MOTION CARRIED

**Executive Session**

Ms. Pettit moved, seconded by Mr. Jarvis to enter into Executive Session to consider the employment of a public employee.

Discussion

ROLL CALL VOTE:

Mr. Jarvis	Yes
Dr. Lorenz	Yes
Mrs. Pennington	Yes
Ms. Pettit	Yes
Mr. Blumberg	Yes

The Board entered into Executive Session at 8:14 pm.

The Board exited out of Executive Session at 9:32 pm.

**Adjournment**

Mrs. Pettit moved, seconded by Mr. Blumberg to adjourn the meeting.

Discussion

ROLL CALL VOTE:

Dr. Lorenz	Yes
Mrs. Pennington	Yes
Ms. Pettit	Yes
Mr. Blumberg	Yes
Mr. Jarvis	Yes

Mr. Jarvis adjourned the meeting at 9:32 pm.



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**BOARD OF EDUCATION WORK SESSION**

**August 2, 2016**

**Loveland Board of Education Office**

**6 p.m.**

**BOARD OF EDUCATION BUSINESS MEETING**

**August 16, 2016**

**Loveland Intermediate School Media Center**

**6 p.m.**

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**EXHIBIT A page 1**

<b><u>Administrative Salary Schedule</u></b>		
<b><u>Class</u></b>	<b><u>Positions</u></b>	<b><u>Responsibility Factor</u></b>
<b>VIII</b>	Assistant Superintendent	1.20
<b>VII</b>	Business Manager High School Principal	1.15
<b>VI</b>	Middle School Principal Elementary School Principal Director of Student Services	1.10
<b>V</b>	Assistant High School Principal District Director of Student Athletics	1.05
<b>IV</b>	Assistant Middle School Principal	1.00
<b>III</b>	Assistant Elementary School Principal Payroll Coordinator Assistant Treasurer Technology Manager Coordinator of Student Services Assistant District Director of Student Athletics	0.925
<b>II</b>	Supervisor Chief Information Officer Student Services Coordinator District Food Service Director	0.825
<b>Ia</b>	EMIS Coordinator	0.725
<b>I</b>	Communications Coordinator Fiscal Coordinator	0.65

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**Time Factor for all positions (222 days)**

**X 1.25**

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**EXHIBIT A page 2**

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LOVELAND CITY SCHOOL DISTRICT  
MANAGEMENT TEAM SALARY SCHEDULES

SCHOOL YEAR 2016-2017

Technology Specialist/Admin. Asst. to the Superintendent/Treasurer/Site Manager					
		195 Days		252 Days	
		7 Hours/Day		8 Hours/Day	
Step	Hourly Rate	Annual Salary		Annual Salary	
0	19.81	\$ 27,040.65		\$ 39,936.96	
1	20.84	\$ 28,446.60		\$ 42,013.44	
2	21.92	\$ 29,920.80		\$ 44,190.72	
3	23.09	\$ 31,517.85		\$ 46,549.44	
4	24.30	\$ 33,169.50		\$ 48,988.80	
5	25.57	\$ 34,903.05		\$ 51,549.12	
6	26.91	\$ 36,732.15		\$ 54,250.56	
7	28.33	\$ 38,670.45		\$ 57,113.28	
8	29.18	\$ 39,830.70		\$ 58,826.88	
9	30.05	\$ 41,018.25		\$ 60,580.80	
10	30.95	\$ 42,246.75		\$ 62,395.20	

Administrative Asst. Reporting to Supervisor Board Office Receptionist.			Administrative Asst. Reporting to Administrator.		
		252 Days		252 Days	
		8 Hours/Day		8 Hours/Day	
Step	Hourly Rate	Annual Salary	Step	Hourly Rate	Annual Salary
0	16.08	\$ 32,417.28	0	18.69	\$ 37,679.04
1	16.33	\$ 32,921.28	1	19.08	\$ 38,465.28
2	16.58	\$ 33,425.28	2	19.48	\$ 39,231.36
3	16.84	\$ 33,949.44	3	19.85	\$ 40,017.60
4	17.10	\$ 34,473.60	4	20.24	\$ 40,803.84
5	17.34	\$ 34,957.44	5	20.64	\$ 41,610.24
6	17.59	\$ 35,461.44	6	21.05	\$ 42,436.80
7	17.84	\$ 35,965.44	7	21.50	\$ 43,344.00
8	18.14	\$ 36,570.24	8	21.90	\$ 44,150.40
9	18.40	\$ 37,094.40	9	22.35	\$ 45,057.60
10	18.67	\$ 37,638.72	10	22.79	\$ 45,944.64
11	18.96	\$ 38,223.36	11	23.24	\$ 46,851.84
12	19.24	\$ 38,787.84	12	23.71	\$ 47,799.36
13	19.53	\$ 39,372.48	13	24.20	\$ 48,787.20
14	19.82	\$ 39,957.12	14	24.68	\$ 49,714.56
15	20.13	\$ 40,582.08	15	25.17	\$ 50,742.72
16	20.52	\$ 41,368.32	16	25.92	\$ 52,254.72
17	20.94	\$ 42,215.04	17	26.69	\$ 53,807.04
18	21.35	\$ 43,041.60	18	27.50	\$ 55,440.00
19	21.78	\$ 43,908.48	19	28.33	\$ 57,113.28
20	22.22	\$ 44,795.52	20	29.18	\$ 58,826.88

	Contract Days	Rate	Salary
Courier	193	\$43.68	\$8,430.05

\* Note: FY2016 raise is 1% on the base of FY2015.

LOVELAND CITY SCHOOL DISTRICT BOARD OF EDUCATION

Loveland Board of Education Office – Loveland, OH – June 23, 2016

EXHIBIT A page 3

LOVELAND CITY SCHOOL DISTRICT  
MANAGEMENT TEAM SALARY SCHEDULES

SCHOOL YEAR 2017-2018

Technology Specialist/Admin. Asst. to the Superintendent/Treasurer/Site Manager							
		195 Days				252 Days	
		7 Hours/Day				8 Hours/Day	
Step	Hourly Rate	Annual Salary		Annual Salary		Annual Salary	
0	20.21	\$ 27,586.65		\$ 40,743.36			
1	21.26	\$ 29,019.90		\$ 42,860.16			
2	22.36	\$ 30,521.40		\$ 45,077.76			
3	23.55	\$ 32,145.75		\$ 47,476.80			
4	24.79	\$ 33,838.35		\$ 49,976.64			
5	26.08	\$ 35,599.20		\$ 52,577.28			
6	27.45	\$ 37,469.25		\$ 55,339.20			
7	28.90	\$ 39,448.50		\$ 58,262.40			
8	29.76	\$ 40,622.40		\$ 59,996.16			
9	30.65	\$ 41,837.25		\$ 61,790.40			
10	31.57	\$ 43,093.05		\$ 63,645.12			

Administrative Asst. Reporting to Supervisor Board Office Receptionist.			Administrative Asst. Reporting to Administrator.				
		252 Days				252 Days	
		8 Hours/Day				8 Hours/Day	
Step	Hourly Rate	Annual Salary		Step	Hourly Rate	Annual Salary	
0	16.40	\$ 33,062.40		0	19.06	\$ 38,424.96	
1	16.66	\$ 33,586.56		1	19.46	\$ 39,231.36	
2	16.91	\$ 34,090.56		2	19.85	\$ 40,017.60	
3	17.18	\$ 34,634.88		3	20.25	\$ 40,824.00	
4	17.44	\$ 35,159.04		4	20.64	\$ 41,610.24	
5	17.69	\$ 35,663.04		5	21.05	\$ 42,436.80	
6	17.94	\$ 36,167.04		6	21.47	\$ 43,283.52	
7	18.20	\$ 36,691.20		7	21.93	\$ 44,210.88	
8	18.50	\$ 37,296.00		8	22.34	\$ 45,037.44	
9	18.77	\$ 37,840.32		9	22.80	\$ 45,964.80	
10	19.04	\$ 38,384.64		10	23.25	\$ 46,872.00	
11	19.34	\$ 38,989.44		11	23.70	\$ 47,779.20	
12	19.62	\$ 39,553.92		12	24.18	\$ 48,746.88	
13	19.92	\$ 40,158.72		13	24.68	\$ 49,754.88	
14	20.22	\$ 40,763.52		14	25.15	\$ 50,702.40	
15	20.53	\$ 41,388.48		15	25.67	\$ 51,750.72	
16	20.93	\$ 42,194.88		16	26.44	\$ 53,303.04	
17	21.36	\$ 43,061.76		17	27.22	\$ 54,875.52	
18	21.78	\$ 43,908.48		18	28.05	\$ 56,548.80	
19	22.22	\$ 44,795.52		19	28.90	\$ 58,262.40	
20	22.66	\$ 45,682.56		20	29.76	\$ 59,996.16	

	Contract Days	Rate	Salary
Courier	193	\$44.55	\$8,598.65

\* Note: FY2016 raise is 2% on the base of FY2015.

LOVELAND CITY SCHOOL DISTRICT BOARD OF EDUCATION

*Loveland Board of Education Office – Loveland, OH – June 23, 2016*