

Campbell City Schools Board of Education Minutes
Regular Meeting – Tuesday, May 21, 2024

The regular meeting of the Campbell City Schools’ Board of Education was held at 3:30 p.m. in the Board of Education Conference Room. President Tony Kelly presided and student, Andrea Padilla led in the Pledge of Allegiance.

The following members were present to roll call: Mr. Gary Bednarik, Mrs. Beth Donofrio, Mrs. Judy Gozur, Mrs. Tina Tsagaris and Mr. Tony Kelly.

The minutes of the regular meeting held April 16, 2024 and the special meeting held April 25, 2024 were presented.

I. Motion to approve the minutes of the regular meeting held April 16, 2024 and the special meeting held April 25, 2024.

Moved by Mrs. Gozur – Seconded by Mrs. Tsagaris
Yeas: Bednarik, Donofrio, Gozur, Tsagaris, and Kelly

TREASURER’S REPORT

II. **RESOLUTION #2024-35:** It is recommended by the treasurer to approve the following:

- A. Financial reports, payment of bills, and Then and Now Certificates as presented in the Treasurer’s Report.
- B. An amended Five-Year Forecast for the Campbell City School District, and its submission to the Ohio Department of Education by May 31, 2024. (Handout)
- C. Donations:

AMOUNT	FROM	TO
\$ 1,044.92	Campbell E&M PTO	Middle School Principal’s Fund
6 pallets of miscellaneous plywood and other materials for STEM (Valued at \$1,000.00)	Gasser Chair	Memorial High School and Northeast Ohio Impact Academy
\$ 372.00	Ralph T. Meacham, County Auditor	Class of 2024, 2025, Reveler, Prom, Senior Picnic and caps & gowns
\$ 200.00	Fraternal order of Police Lodge No. 42	Campbell Run Club
\$ 50.00	Gina & Jeremy Bigley	Campbell Run Club
\$ 2.00	Anonymous	Class of 2025

Moved by Mrs. Donofrio – Seconded by Mrs. Tsagaris
Nora Montanez led a discussion about the Five-Year Forecast.
Yeas: Bednarik, Donofrio, Gozur, Tsagaris, and Kelly

AUDIENCE PARTICIPATION

- A. CEA – No comments or questions.
- B. OAPSE – No comments or questions.
- C. General Public – No comments or questions.

SUPERINTENDENT’S REPORT

PROPOSED PURCHASES

III. **RESOLUTION #2024-36:** It is recommended by the superintendent to approve the following:

- A. A purchase of 200 HP Chromebooks and OS Management Console licenses from Bluum in the amount of \$59,550.00.
- B. A purchase of 75” Clevertouch IMPACT MAX interactive TV displays and on-site training from Bluum in the amount of \$21,341.00.
- C. The following proposals for the purchase of 460 cartons of duplicating paper and that it approve purchase from Friends Office at a cost of \$39.70 per carton for a total of \$18,262.00. (Last year’s total was \$18,308.00.) This cost includes storage and monthly delivery.

<u>COMPANY</u>	<u>PROPOSAL (PER CARTON)</u>	<u>TOTAL</u>
Contract Paper Group, Inc	No bid submitted	
Friends Office	\$39.70/case – Global Office Paper, 20#, Premium Bright	\$18,262.00
The Hearn Paper Company	\$34.74/case – HPC-LazerX Copy Paper, 20#, 96 Bright	\$15,980.40
Modern Office Products	\$41.99/case – Global Office Paper, 20#, Premium Bright	\$19,315.40

Moved by Mrs. Gozur – Seconded by Mrs. Tsagaris
The board members reviewed the quality and color of the paper and its potential to wrinkle.
Yeas: Bednarik, Donofrio, Gozur, Tsagaris, and Kelly

CONTRACTUAL AGREEMENTS

IV. **RESOLUTION #2024-37:** It is recommended by the superintendent to approve the following:

- A. It is recommended by the superintendent / Board / negotiating team that it accept terms of agreement between the Campbell Board of Education and the Campbell Education Association. This agreement will be in effect from July 1, 2024 through June 30, 2027. In addition to changes in contract language, the agreement reflects a 2% increase in FY25, 2.5% increase in FY26 and 3% increase in FY27 with no change to employee health care premium contributions.

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- B.** An academic service agreement between Campbell City Schools and LearnWell to provide educational services for students who have been admitted to a medical facility at a rate of \$51.00 per hour for up to 5 hours per week plus a 33% administrative fee effective July 1, 2024 through June 30, 2025. (A copy of this agreement is on file in the treasurer's office.)
- C.** An agreement between Campbell City Schools and Proactive Behavior Services for up to 300 hours of Board-Certified Behavior Analyst services at a rate of \$168 per hour and upon request, Behavior Technician services at a rate of \$70 per hour effective July 1, 2024 through June 30, 2025. (A copy of this agreement is on file in the treasurer's office.)
- D.** A supplemental rider agreement between Security Systems of America and Campbell City Schools to cover labor costs associated with the Bosch security, Galaxy Access Control, Lensec surveillance, and Airphone video intercom system at the CLWCC at no additional cost to the district. (A copy of this agreement is on file in the treasurer's office.)
- E.** An agreement between Campbell City Schools and Navigate 360 for the renewal the PBIS Rewards System effective July 1, 2024 through June 30, 2025 in the amount of \$3,470.00. (A copy of this agreement is on file in the treasurer's office.)
- F.** The authorization for Campbell City Schools to participate in the myOptions® Planning Program at no cost for the 2024-2025 school year. (A copy of this agreement is on file in the treasurer's office.)
- G.** An agreement between Campbell City Schools and PsyCare, Inc. to provide mental health diagnostic assessment, behavioral counseling, therapeutic behavioral services, and community psychiatric supportive treatment effective July 1, 2024 to June 30, 2025. (A copy of this agreement is on file in the treasurer's office.)
- H.** An agreement between Campbell City Schools and The Mahoning County Board of Developmental Disabilities for payment of occupational therapy and physical therapy session for three (3) students as per the IEP for the 2024 summer program. The cost for these services is not to exceed \$1,854.00. (A copy of this agreement is on file in the treasurer's office.)
- I.** An agreement between Campbell City Schools and The Mahoning County Board of Developmental Disabilities for payment of the summer program for four (4) students in the amount of \$4,000.00 per student. (A copy of this agreement is on file in the treasurer's office.)
- J.** An agreement between Accurate IT Recycling Services and Campbell City Schools to pick up and properly recycle the following items on Monday, June 17, 2024 and Wednesday, July 17, 2024 at a cost of \$.40 per pound. (A copy of this agreement is on file in the treasurer's office.)
 - CEMS (40) Zenith 32" CRT TVs
 - CMHS (50) Zenith 32" CRT TVs
- K.** A food service management contract between Campbell City Schools and The Nutrition Group, Inc. for a term of 1 year from July 1, 2024 through June 30, 2025. (A copy of this agreement is on file in the treasurer's office.)
- L.** An agreement between Campbell City Schools and Frontline Technologies Group LLC for absence and substitute management in the amount of \$4,262.40 effective July 1, 2024 through June 30, 2025. (A copy of this agreement is on file in the treasurer's office.)

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- M. An agreement between Campbell City Schools and Active Internet Technologies, LLC dba Finalsite – SchoolPointe for Core Communications Platform and iOS/Android App in the amount of \$5,430.00 effective July 1, 2024 through June 30, 2025. (A copy of this agreement is on file in the treasurer’s office.)
- N. An agreement between Campbell City Schools and Sedgwick to participate in a Ohio Workers’ Compensation Group Retrospective Rating Program in the amount of \$1,145.00 for the period beginning September 1, 2024, policy year January 1, 2025 through December 31, 2025. (A copy of this agreement is on file in the treasurer’s office.)

Moved by Mrs. Donofrio – Seconded by Mrs. Tsagaris

Matthew Bowen commented that the CEA contract does not reflect a change in the employees’ insurance premium, there are no stipends and no additional steps have been added to the salary schedule.

Beth Donofrio inquired about the renewal of the PBIS Rewards System through Navigate 360.

Judy Gozur inquired about the term of the agreement with The Nutrition Group.

Yeas: Bednarik, Donofrio, Gozur, Tsagaris, and Kelly

PERSONNEL

V. **RESOLUTION #2024-38:** It is recommended by the superintendent to approve the following:

- A. The resignation of Joseph Beshara from the certified position of Science Teacher at the Northeast Ohio Impact Academy effective June 30, 2024.
- B. The resignation of Kelly Daley from the supplemental position of JV/Varsity Cheerleading Co-Advisor effective June 30, 2024.
- C. The resignation of Rosa Perez from the classified position of Custodial Helper effective May 15, 2024.
- D. The resignation of Katherine Kurtz from the classified position of Custodial Helper effective May 3, 2024.
- E. To rescind the appointment of Sheyla Such from the classified position of Head Cook effective May 7, 2024, where employment requirements were not satisfied.
- F. To rescind the appointment of Zaymara Liz Marcano Hernandez from the classified position of Custodial Helper effective May 15, 2024, where employment requirements were not satisfied.
- G. To rescind the employment of James Pluchinsky from the supplemental position of Assistant Varsity Football Coach effective May 9, 2024, where employment requirements were not satisfied.
- H. The extension of the following positions per administrative contracts, as written and reviewed by the board: (Contracts prepared for signature are on file in the Treasurer’s Office.)

<u>NAME</u>	<u>POSITION</u>	<u>CONTRACT</u>
Nora Montanez	Treasurer	5 Year (2024-2029)
Lisa Young	Elementary/Middle School Principal	3 Year (2024-2027)
David Beans	E/M School Assistant Principal	3 Year (2024-2027)
James Goske	K-3 Associate Principal	3 Year (2024-2027)
Cheryl McArthur	Business Manager	3 Year (2024-2027)
Moises Diaz Rodriguez	Family Community Outreach Coordinator	3 Year (2024-2027)
Ralph Urbach	STEM and Manufacturing Director/Trainer	3 Year (2024-2027)

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- I. The Administrative Salary Schedule which will be in effect from July 1, 2024 through June 30, 2027 to reflect a 2% increase in FY25, 2.5% increase in FY26 and 3% increase in FY27. (Attachment #1)
- J. The salary schedule for Central Office/Other Staff which will be in effect from July 1, 2024 through June 30, 2027 to reflect a 2% increase in FY25, 2.5% increase in FY26 and 3% increase in FY27. (Attachment #2)
- K. Extra service compensation at a rate of \$19.00 for up to 7 hours for the following individuals to attend the SST Beyond Compliance meeting on June 5, 2024:

Jennifer Allen	Shayla Austalosh	Darlene Basista	Melissa Chetsko
Allyson Conner	Robert Fick	Kam Henley	Kimberly Peyatt
Daniele Phillips	Alaina Rauber	Melanie Rusnak	
- L. The appointment of the following individuals to the positions of Summer School Teachers at Memorial High School at a rate of \$25.00 per hour:

Colleen Joss	Margo Martinez	Alaina Rauber
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- M. The appointment of the following individuals to the positions of Summer School Educational Assistants at Campbell Elementary & Middle School. (*Rate of pay per negotiated agreement.*):

Adrianna Bishara	Calioppe Cunning
Deborah Fralin	Bianka Gonzalez
- N. The appointment of the following individuals to the positions of Summer School Teachers at Campbell Elementary & Middle School a rate of \$25.00 per hour:

Anna Marie Horvath	Lisa Jackson	Tiffany Jones
Nereida McDowell	Annette Tovarnak	Susan Viars
- O. The appointment of Marisol Gonzalez Viera to the classified position of Cook’s Helper effective upon completion of satisfactory drug screening.
- P. Up to twenty-five (25) hours of compensation at a rate of \$19.00 per hour for Melanie Strohecker and Rachael Dinard to plan and prepare for professional development for the 2024-2025 school year.
- Q. Up to thirty (30) hours of compensation at a rate of \$19.00 per hour for Jordan Cruz through the first week of June for purposes filing medication forms, transferring of files and school care training.
- R. The appointment of the following individuals to the supplemental positions so indicated for the 2024-2025 school year. Salary as per negotiated agreement.

(*Pending background checks, drug screening and/or certification.)

Maria Atsas	Volunteer Varsity Soccer Coach
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- S. The following classified substitutes, pending backgrounds checks, drug screen, and certification:

NAME	SUBSTITUTE DRIVER	SUBSTITUTE CAFETERIA WORKER	SUBSTITUTE CUSTODIAL HELPER	SUBSTITUTE EDUCATIONAL ASST.
Katherine Kurtz			X	
Rafael Cubero		X		

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T. Professional Leave for the following:

Douglas Eisenbraun	4/23/24	Manufacturing Advocacy Growth Network Tour – Cleveland, OH
Allison Poole	4/23/24	MTSS Team Meeting – ESCEO
Melanie Strohecker	4/23/24	Empowering Teams Meeting - ESCEO
Ralph Urbach	4/23/24	Manufacturing Advocacy Growth Network Tour – Cleveland, OH
Nadyne Stallsmith	4/24/24	Laser Engraver Training – In District
Brett Abeid	4/29/24	Civic Day – Campbell City Hall
Paolo DePasquale	4/29/24	Access to Justice Program – Mahoning County Courthouse
Cheryl Mitchell McArthur	4/29/24	BASA/Bricker Graydon Title IX Regulations Update – In District
Lisa Jackson	5/02/24	CEA Negotiations – In District
Jillian Umbright	5/07/24	IAT Meeting – In District
Cheryl Mitchell McArthur	5/08/24	Appalachian Children’s Coalition Annual Recognition – Columbus, OH
Cheryl Mitchell McArthur	5/15/24	HRSA Health Grants Workshop – In District
Amy Pallini	5/15/24	Chalk the Walk/Kona Ice – In District
Karen Paradise	5/16/24	CPI Training – Pittsburgh, PA
Amy Pallini	5/17/24	Senior Picnic – Roosevelt Park
Amy Pallini	5/23/24	Senior Trip to Kennywood – West Mifflin, PA
Amy Pallini	5/28/24	Commencement Practice & Senior Walk – In District
Amy Pallini	5/29/24	Senior Awards Luncheon – In District
Cheryl Mitchell McArthur	6/12/24	HRSA Health Grants Workshop – In District
Cheryl Mitchell McArthur	7/10/24	HRSA Health Grants Workshop – In District
Cheryl Mitchell McArthur	8/07/24	HRSA Health Grants Workshop – In District

Moved by Mr. Bednarik – Seconded by Mrs. Gozur
Yeas: Bednarik, Donofrio, Gozur, Tsagaris, and Kelly

MISCELLANEOUS

VI. **RESOLUTION #2024-39:** It is recommended by the superintendent to approve the following:

- A. The attached list of seniors eligible for graduation with the provision they continue to meet the necessary academic requirements between now and graduation day, May 30, 2024. (Attachment #3)
- B. To authorize distribution of CLWCC family memberships to all faculty effective May 31, 2024 through August 25, 2024.
- C. Out of state travel to Universal Studios in Orlando, Florida for the 2024 KSA Volleyball Classic for the Memorial High School Volleyball team from Wednesday, August 28, 2024 – Sunday, September 1, 2024.

Moved by Mrs. Donofrio – Seconded by Mrs. Tsagaris
Matthew Bowen congratulated all seniors and to the seniors who participated in the Work Session. They did a great job!
Yeas: Bednarik, Donofrio, Gozur, Tsagaris, and Kelly

VII. **RESOLUTION #2024-40:** It is recommended by the superintendent to approve the following:

- A. A purchase of instructional supplies and materials from state approved vendor Really Great Reading in compliance with dyslexia legal mandates in the amount of \$24,843.00.
- B. A purchase of instructional supplies and materials from state approved vendor Really Great Reading in compliance with dyslexia legal mandates in the amount of \$16,665.00.

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- C. A Subgrant Agreement between the Appalachian Children’s Coalition (ACC) and Campbell City Schools in the aggregate amount of \$10,425,000.00, where ACC will provide financial assistance under the Appalachian Community Grant Program effective March 25, 2024 through December 31, 2026. (A copy of this agreement is on file in the treasurer’s office.)
- D. Huntington Insurance as the agent for school property, auto, and liability insurance. Coverage will be provided by SORSA, effective July 1, 2024 through June 30, 2025, with a premium of \$107,503.00. (A copy of this agreement is on file in the Treasurer’s Office.)
- E. The participation in the Schools of Ohio Risk Sharing Authority (SORSA), a joint self-insurance pool effective July 1, 2024 through June 30, 2025. (A copy of this agreement is on file in the Treasurer’s Office.)

Moved by Mrs. Donofrio – Seconded by Mrs. Gozur

Matthew Bowen commented referencing the minimum threshold of Davis Bacon compensation for all contracted trades. Also discussed is the anticipation of a future resolution advertising for CMR (Construction Manager at Risk).

Yeas: Bednarik, Donofrio, Gozur, Tsagaris, and Kelly

CORRESPONDENCE

- a. Thank you card from the Department of Education and Workforce for the District’s support and expertise provided to the Attendance Taskforce.
- b. Letter from Mike Duffey, Chancellor of the Ohio Department of Higher Education recognizing the following individuals who have been selected to receive the Grow Your Own Teacher College Scholarship: Bianka Gonzalez, Moraima Rosario, and Jermaine Venable. (Final approval pending candidate response.) Matthew Bowen congratulated the recipients.

ACKNOWLEDGEMENTS

OTHER REPORTS

ADMINISTRATIVE REPORTS

Reports were provided by Lisa Young, K-6 Principal and Stacie Cegin, Athletic Director.

READING OF POLICIES

- a. 2623 Student Assessment and Academic Intervention Services – *Revised*
- b. 2623.02 Third Grade Reading Guarantee – *Revised*
- c. 3120.04 Employment of Substitutes – *Revised*
- d. 3140 Termination and Resignation – *Revised*
- e. 5310 Health Services – *Revised*
- f. 8600 Transportation – *Revised*
- g. 8600.04 Bus Driver Certification – *Revised*
- h. 8640 Transportation for Non-Routine Trips – *Revised*
- i. 8650 Transportation by Vehicles Other Than School Buses – *Revised*
- j. 8660 Incidental Transportation of Students by Private Vehicle - *New*

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ITEMS FOR DISCUSSION

- a. The Board is requested to acknowledge the review of the following policies and confirm that no changes are necessary at this time. (Handout)
5111.01
5111.03
- b. Mark Ragozine from Eastgate Regional Council of Governments will be visiting our school on June 20, 2024 with Lee Shirley who we will be working with us for a \$2,000,000.00 equipment grant through the EDA.

The next regular meeting will be held in the Conference Room at the Board of Education Office on June 18, 2024 at 6:15 p.m.

VIII. Motion to recess to executive session at 4:58 p.m., where action may be taken for:

Consideration of the appointment, employment, dismissal, discipline, promotion, demotion or compensation of a public employee or official.

Moved by Mrs. Gozur – Seconded by Mr. Bednarik
Yeas: Bednarik, Donofrio, Gozur, Tsagaris, and Kelly

IX. Motion to return to regular session at 5:28 p.m.

Moved by Mrs. Donofrio – Seconded by Mrs. Tsagaris
Yeas: Bednarik, Donofrio, Gozur, Tsagaris, and Kelly

X. Motion to adjourn at 5:28 p.m.

Moved by Mrs. Gozur – Seconded by Mr. Bednarik
Yeas: Bednarik, Donofrio, Gozur, Tsagaris, and Kelly

The foregoing is a correct record of the proceedings of the Board of Education regular meeting held May 21, 2024.

President

Treasurer

RESOLUTION #2024-38I

Attachment #1/2024-38I

CAMPBELL CITY SCHOOLS ADMINISTRATIVE SALARY SCHEDULE

YEAR	BASE
2024-2025	\$ 71,670
2025-2026	\$ 73,462
2026-2027	\$ 75,666

	Pos. Exp.	% of Base	2024-2025	2025-2026	2026-2027	
Superintendent	1	1.651	\$ 118,327	\$ 121,285	\$ 124,924	
	2	1.711	\$ 122,627	\$ 125,693	\$ 129,464	
	3	1.771	\$ 126,928	\$ 130,101	\$ 134,004	
	4	1.831	\$ 131,228	\$ 134,508	\$ 138,544	
	5	1.891	\$ 135,528	\$ 138,916	\$ 143,084	
	6	1.951	\$ 139,828	\$ 143,324	\$ 147,624	
	10	2.011	\$ 144,128	\$ 147,732	\$ 152,164	
Director of Special Services	1	1.415	\$ 101,413	\$ 103,948	\$ 107,067	
	2	1.430	\$ 102,488	\$ 105,050	\$ 108,202	
	3	1.445	\$ 103,563	\$ 106,152	\$ 109,337	
	4	1.460	\$ 104,638	\$ 107,254	\$ 110,472	
	5	1.475	\$ 105,713	\$ 108,356	\$ 111,607	
	10	1.505	\$ 107,863	\$ 110,560	\$ 113,877	
High School Principal	1	1.289	\$ 92,383	\$ 94,692	\$ 97,533	
	2	1.304	\$ 93,458	\$ 95,794	\$ 98,668	
	3	1.319	\$ 94,533	\$ 96,896	\$ 99,803	
	4	1.334	\$ 95,608	\$ 97,998	\$ 100,938	
	5	1.349	\$ 96,683	\$ 99,100	\$ 102,073	
	10	1.379	\$ 98,833	\$ 101,304	\$ 104,343	
Elementary/Middle Principal	1	1.185	\$ 84,929	\$ 87,052	\$ 89,664	
	2	1.215	\$ 87,079	\$ 89,256	\$ 91,934	
	3	1.245	\$ 89,229	\$ 91,460	\$ 94,204	
	4	1.305	\$ 93,529	\$ 95,868	\$ 98,744	
	5	1.365	\$ 97,830	\$ 100,275	\$ 103,284	
	6	1.425	\$ 102,130	\$ 104,683	\$ 107,823	
Business Manager	10	1.485	\$ 106,430	\$ 109,091	\$ 112,363	
	1	0.993	\$ 71,168	\$ 72,948	\$ 75,136	
	2	1.019	\$ 73,032	\$ 74,858	\$ 77,103	
	3	1.049	\$ 75,182	\$ 77,061	\$ 79,373	
	4	1.079	\$ 77,332	\$ 79,265	\$ 81,643	
	5	1.109	\$ 79,482	\$ 81,469	\$ 83,913	
STEM Chief Administrative Officer	6	1.139	\$ 81,632	\$ 83,673	\$ 86,183	
	10	1.169	\$ 83,782	\$ 85,877	\$ 88,453	
	1	1.185	\$ 84,929	\$ 87,052	\$ 89,664	
	2	1.215	\$ 87,079	\$ 89,256	\$ 91,934	
Asst. HS Principal	3	1.319	\$ 94,533	\$ 96,896	\$ 99,803	
	4	1.334	\$ 95,608	\$ 97,998	\$ 100,938	
	5	1.349	\$ 96,683	\$ 99,100	\$ 102,073	
	10	1.379	\$ 98,833	\$ 101,304	\$ 104,343	
	PD Data Coach/Asst. Principal	1	1.289	\$ 92,383	\$ 94,692	\$ 97,533
		2	1.304	\$ 93,458	\$ 95,794	\$ 98,668
3		1.319	\$ 94,533	\$ 96,896	\$ 99,803	
4		1.334	\$ 95,608	\$ 97,998	\$ 100,938	
5		1.349	\$ 96,683	\$ 99,100	\$ 102,073	
10		1.379	\$ 98,833	\$ 101,304	\$ 104,343	
Assoc. K-3 Principal	1	1.185	\$ 84,929	\$ 87,052	\$ 89,664	
	2	1.215	\$ 87,079	\$ 89,256	\$ 91,934	
	3	1.245	\$ 89,229	\$ 91,460	\$ 94,204	
	4	1.305	\$ 93,529	\$ 95,868	\$ 98,744	
	5	1.365	\$ 97,830	\$ 100,275	\$ 103,284	
	6	1.425	\$ 102,130	\$ 104,683	\$ 107,823	
After School Program Coordinator/Asst. Principal	10	1.485	\$ 106,430	\$ 109,091	\$ 112,363	
	1	1.185	\$ 84,929	\$ 87,052	\$ 89,664	
	2	1.215	\$ 87,079	\$ 89,256	\$ 91,934	
	3	1.245	\$ 89,229	\$ 91,460	\$ 94,204	
	4	1.305	\$ 93,529	\$ 95,868	\$ 98,744	
	5	1.365	\$ 97,830	\$ 100,275	\$ 103,284	
Treasurer	6	1.425	\$ 102,130	\$ 104,683	\$ 107,823	
	10	1.485	\$ 106,430	\$ 109,091	\$ 112,363	
	1	0.993	\$ 71,168	\$ 72,948	\$ 75,136	
	2	1.019	\$ 73,032	\$ 74,858	\$ 77,103	
	3	1.049	\$ 75,182	\$ 77,061	\$ 79,373	
	4	1.079	\$ 77,332	\$ 79,265	\$ 81,643	
Technology Director	5	1.109	\$ 79,482	\$ 81,469	\$ 83,913	
	6	1.139	\$ 81,632	\$ 83,673	\$ 86,183	
	10	1.169	\$ 83,782	\$ 85,877	\$ 88,453	

RESOLUTION #2024-38I

Attachment #1/2024-38I

CAMPBELL CITY SCHOOLS ADMINISTRATIVE SALARY SCHEDULE

Other Administrators, Supervisors, Directors

	Pos. Exp.	% of Base	2024-2025	2025-2026	2026-2027
Asst. Tech Director	1	0.918	\$ 65,793	\$ 67,438	\$ 69,461
	2	0.933	\$ 66,868	\$ 68,540	\$ 70,596
	3	0.948	\$ 67,943	\$ 69,642	\$ 71,731
	4	0.963	\$ 69,018	\$ 70,744	\$ 72,866
	5	0.978	\$ 70,093	\$ 71,846	\$ 74,001
	10	1.008	\$ 72,243	\$ 74,049	\$ 76,271
Psychologist	1	0.837	\$ 59,988	\$ 61,487	\$ 63,332
	2	0.852	\$ 61,063	\$ 62,589	\$ 64,467
	3	0.867	\$ 62,138	\$ 63,691	\$ 65,602
	4	0.882	\$ 63,213	\$ 64,793	\$ 66,737
	5	0.897	\$ 64,288	\$ 65,895	\$ 67,872
	10	0.927	\$ 66,438	\$ 68,099	\$ 70,142
Maintenance Supervisor	1	0.855	\$ 61,278	\$ 62,810	\$ 64,694
Crisis Intervention Specialist	2	0.870	\$ 62,353	\$ 63,912	\$ 65,829
STEM & Manufacturing Director/Trainer	3	0.885	\$ 63,428	\$ 65,014	\$ 66,964
	10	0.915	\$ 65,578	\$ 67,218	\$ 69,234
Transportation Supervisor	1	0.578	\$ 41,425	\$ 42,461	\$ 43,735
Athletic Director	2	0.587	\$ 42,070	\$ 43,122	\$ 44,416
Family Community Outreach Coordinator	3	0.602	\$ 43,145	\$ 44,224	\$ 45,551
	4	0.617	\$ 44,220	\$ 45,326	\$ 46,686
	10	0.647	\$ 46,370	\$ 47,530	\$ 48,956
Registered Nurse	1	0.673	\$ 48,234	\$ 49,440	\$ 50,923
	2	0.688	\$ 49,309	\$ 50,542	\$ 52,058
	3	0.703	\$ 50,384	\$ 51,644	\$ 53,193
	4	0.718	\$ 51,459	\$ 52,746	\$ 54,328
	5	0.733	\$ 52,534	\$ 53,847	\$ 55,463
	8	0.748	\$ 53,609	\$ 54,949	\$ 56,598
	10	0.778	\$ 55,759	\$ 57,153	\$ 58,868

RESOLUTION #2024-38J

CAMPBELL CITY SCHOOLS
Central Office/Other Staff Salary Schedule

Central Office	0	1	2	3	4	5	6	7	8	9	10
2024-2025	\$ 39,125	\$ 39,712	\$ 40,690	\$ 41,473	\$ 42,255	\$ 43,038	\$ 43,820	\$ 44,603	\$ 45,776	\$ 46,559	\$ 47,341
2025-2026	\$ 40,103	\$ 40,705	\$ 41,707	\$ 42,509	\$ 43,311	\$ 44,113	\$ 44,916	\$ 45,718	\$ 46,921	\$ 47,723	\$ 48,525
2026-2027	\$ 41,306	\$ 41,926	\$ 42,958	\$ 43,785	\$ 44,611	\$ 45,437	\$ 46,263	\$ 47,089	\$ 48,328	\$ 49,154	\$ 49,981
Central Office	11	12	13	14	15	16	17	20	25	30	
2024-2025	\$ 48,124	\$ 48,515	\$ 48,906	\$ 49,298	\$ 49,689	\$ 50,471	\$ 50,863	\$ 51,645	\$ 52,428	\$ 52,819	
2025-2026	\$ 49,327	\$ 49,728	\$ 50,129	\$ 50,530	\$ 50,931	\$ 51,733	\$ 52,134	\$ 52,936	\$ 53,738	\$ 54,139	
2026-2027	\$ 50,807	\$ 51,220	\$ 51,633	\$ 52,046	\$ 52,459	\$ 53,285	\$ 53,698	\$ 54,524	\$ 55,350	\$ 55,763	
EMIS Coordinator	0	1	2	3	4	5					
2024-2025	\$ 36,201	\$ 36,744	\$ 37,649	\$ 38,373	\$ 39,097	\$ 39,821					
2025-2026	\$ 37,106	\$ 37,663	\$ 38,590	\$ 39,332	\$ 40,075	\$ 40,817					
2026-2027	\$ 38,219	\$ 38,792	\$ 39,748	\$ 40,512	\$ 41,277	\$ 42,041					
Rec/Clerk (P/T-12 mo)	0	1	2	3	4	5					
2024-2025	\$ 26,790	\$ 27,192	\$ 27,862	\$ 28,397	\$ 28,665	\$ 29,201					
2025-2026	\$ 27,460	\$ 27,872	\$ 28,558	\$ 29,107	\$ 29,382	\$ 29,931					
2026-2027	\$ 28,284	\$ 28,708	\$ 28,558	\$ 29,981	\$ 30,263	\$ 30,829					
Tech Assist (P/T-12 mo)	0	1	2								
2024-2025	\$ 13.18	\$ 13.84	\$ 14.50								
2025-2026	\$ 13.51	\$ 14.18	\$ 14.86								
2026-2027	\$ 13.91	\$ 14.61	\$ 15.31								
Licensed Tutors	0	1	2								
2024-2025	\$ 22.97	\$ 23.54	\$ 24.25								
2025-2026	\$ 23.54	\$ 24.25	\$ 24.96								
2026-2027	\$ 24.25	\$ 24.96	\$ 25.67								
Resource Officer	0	1	2								
2024-2025	\$ 19.64	\$ 19.93	\$ 20.23								
2025-2026	\$ 20.13	\$ 20.43	\$ 20.73								
2026-2027	\$ 20.73	\$ 21.05	\$ 21.36								
E-Rate Coordinator	0	1	2								
2024-2025	\$ 54.68	\$ 55.23	\$ 55.77								
2025-2026	\$ 56.05	\$ 56.61	\$ 57.17								
2026-2027	\$ 57.73	\$ 58.31	\$ 58.88								

Campbell Memorial			Northeast Ohio Impact Academy		
FirstName	LastName	Status	FirstName	LastName	Status
Brandon	Applegate	CMHS	Kendall	Brunn	NEOIA
Amon	Cato	CMHS	Demarcus	Coleman	NEOIA
Chanell	Cecil	MCCT	Zy'oniah	Crenshaw	NEOIA
Kineshya	Class Figueroa	MCCT	Cyra	Cross	NEOIA
Arlis	Cruz	CMHS	Angeliz	Diaz	NEOIA
Matthew	Cruz	CMHS	Natalia	Gonzalez	NEOIA
Nehemiany	DeLeon Lopez	CMHS	Brandon	Knapick	NEOIA
Angelis	Espada	CMHS	Michael	Mesaros	NEOIA
Giovanni	Felix	CMHS	Konstantinos	Patris	NEOIA
Aziyah	Flores	CMHS	Carla	Ramirez Ortiz	NEOIA
Joaris	Garcia Garcia	CMHS	Moraima	Rosario	NEOIA
Gregory	Givens	CMHS	Ava	Tovarnak	NEOIA
Annalydia	Gonzalez	CMHS	Adyn	Vazquez	NEOIA
Jordan	Gore	CMHS	Michael	Zervos	NEOIA
Jeremy	Hainsworth	MCCT			
Dakota	Hoban	CMHS			
Evarose	Jackson	CMHS			
Joseph	Kern	CMHS			
Alexis	Kountz	MCCT			
Matthew	Koziorynsky	CMHS			
Justin	Mahone	CMHS			
Cha'Daeja	Marshall	CMHS			
Melody	Martinez	CMHS			
Tyler	Matchette	CMHS			
Gianna	Mixon	CMHS			
David	Moore	CMHS			
Stephanie	Nunez	CMHS			
Kevin	Ocasio Colon	CMHS			
Dominic	Olenick	CMHS			
Bonnie	Prato	MCCT			
Aaron	Profanchik	CMHS			
Duan	Reynolds	CMHS			
Alana	Sanchez	CMHS			
Symone	Sferra	CMHS			
Diamon	Sims	CMHS			
MaryKay	Spitler	CMHS			
Tamarys	Trinidad	CMHS			
Avey	Vazquez	CMHS			
Gabriela	Villanueva Santos	CMHS			

CAMPBELL CITY SCHOOLS

280 6th Street Campbell, Ohio 44405
PH: 330-799-8777 FX: 330-799-0875

Superintendent
Matthew L. Bowen

Treasurer
Nora J. Montanez

Board of Education:

April 22, 2024

President
Tony Kelly

Vice President
Beth Donofrio

Members:
Gary Bednarik
Judy Gozur
Tina Tsagaris

NOTICE:

BOARD MEETING TIME & LOCATION CHANGE

The Campbell City Schools Board of Education's regular meeting scheduled for Tuesday, May 21, 2024 at 6:15 p.m. in Room 207 at the CLWCC will now be held at 3:30 p.m. in the Conference Room at the Board of Education Office.



Elementary & Middle School
330-799-0054



Memorial High School
330-799-1515



NEO IMPACT Academy
330-799-8239

A handwritten signature in black ink, appearing to read "Nora J. Montanez".

Nora J. Montanez
Treasurer

NJM/cmm

