Nordonia Hills City Schools

SPECIAL MEETING AGENDA

July 30, 2014

BOARD OF EDUCATION MEMBERS

Steve Bittel, President	(330)468-7738
James E. Virost, Vice President	(330)467-9496
Daniel Gallagher	(330)467-9307
Tammy Strong	(330)908-1202
Jim Szabo	(330)467-7826

Joe Clark, Superintendent
(330)467-0580

Karen Obratil, Treasurer
(330) 467-0580

9370 Olde Eight Road Northfield, Ohio 44067
www.nordoniaschools.org

NORDONIA HILLS CITY SCHOOLS
Special Board Meeting
Central Office Conference Room
9370 Olde Eight Road, Northfield OH

July 30, 2014
7:30 A.M.

1. Roll Call

Mr. Bittel _____ Mr. Virost _____ Mr. Gallagher _____ Mrs. Strong _____ Mr. Szabo ____

2. OAPSE Local 246 Contract

The superintendent recommends ratification of the collective bargaining agreement with OAPSE Local 246, effective 7/1/2014 – 6/30/2017.

Mr. Bittel _____ Mr. Virost _____ Mr. Gallagher _____ Mrs. Strong _____ Mr. Szabo ____

3. Approve Exempt Salary Schedule **Tab 1**

The superintendent recommends the approval of the exempt salary schedule, effective 7/1/2014 -6/30/2017.

Mr. Bittel _____ Mr. Virost _____ Mr. Gallagher _____ Mrs. Strong _____ Mr. Szabo ____

4. Approve Administrative Salary Schedule **Tab 2**

The superintendent recommends the approval of the administrative salary schedule, effective 8/1/2014 -7/31/2017.

Mr. Bittel _____ Mr. Virost _____ Mr. Gallagher _____ Mrs. Strong _____ Mr. Szabo ____

5. Resolution to Allow the Treasurer to Continue the Current Pay Schedule **Tab 3**

WHEREAS, the current pay schedule for the Nordonia Hills City School District employees results in such employees receiving compensation before they have completed some of the work that is the basis for such compensation; and

WHEREAS, the Board intends to correct said pay schedule to provide compensation to Nordonia Hills School District employees based solely on the work the employees already have performed; and

WHEREAS, the Board seeks to address the pay schedule issue without creating undue hardship to the Nordonia Hills City School District employees.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the Nordonia Hills City School District that:

Section 1: The Board hereby directs the Treasurer to continue the current pay schedule to prevent the Nordonia Hills City School District employees from experiencing an unexpected gap in their compensation in August of 2014.

Section 2: The Board further directs the Nordonia Hills City School District administration to resolve the pay schedule issue within twelve (12) months of the adoption of this Resolution.

Mr. Bittel _____ Mr. Virost _____ Mr. Gallagher _____ Mrs. Strong _____ Mr. Szabo ____

6. Adjournment

Mr. Bittel _____ Mr. Virost _____ Mr. Gallagher _____ Mrs. Strong _____ Mr. Szabo ____

Time Adjourned: _____

Nordonia Hills City School District
Supervisors' Salary Schedules

Assistant Treasurer

		7/1/2014	7/1/2015	7/1/2016
Base		$57,007.80	$58,147.96	$59,310.92
1	1.03	$58,718.03	$59,892.39	$61,090.24
2	1.06	$60,428.27	$61,636.83	$62,869.57
3	1.09	$62,138.50	$63,381.27	$64,648.90
4	1.12	$63,848.74	$65,125.71	$66,428.22
5	1.15	$65,558.97	$66,870.15	$68,207.55
6	1.18	$67,269.20	$68,614.59	$69,986.88
7	1.21	$68,979.44	$70,359.03	$71,766.21

Operations' Supervisor
Includes $5,000 stipend

		7/1/2014	7/1/2015	7/1/2016
Base		$58,741.80	$59,916.64	$61,114.97
1	1.05	$66,678.89	$67,912.47	$69,170.72
2	1.10	$69,615.98	$70,908.30	$72,226.47
3	1.15	$72,553.07	$73,904.13	$75,282.21
4	1.18	$74,315.32	$75,701.63	$77,115.66
5	1.21	$76,077.58	$77,499.13	$78,949.11
6	1.24	$77,839.83	$79,296.63	$80,782.56

Technician

		7/1/2014	7/1/2015	7/1/2016
Base		$55,456.31	$56,565.43	$57,873.78
1	1.03	$57,120.00	$58,262.40	$59,609.99
2	1.06	$58,833.60	$60,010.27	$61,398.29
3	1.09	$60,547.20	$61,758.15	$63,186.60
4	1.12	$62,260.80	$63,506.01	$64,974.89
5	1.15	$63,974.40	$65,253.89	$66,763.19
6	1.18	$65,688.00	$67,001.76	$68,551.49
7	1.22	$67,401.60	$68,749.63	$70,339.79
8	1.25	$69,115.20	$70,497.50	$72,128.09

Food Service Supervisor

		7/1/2014	7/1/2015	7/1/2016
Base		$45,450.18	$46,359.18	$47,286.37
1	1.01	$46,041.03	$46,961.85	$47,901.09
2	1.03	$46,631.88	$47,564.52	$48,515.81
3	1.04	$47,222.74	$48,167.19	$49,130.54
4	1.05	$47,813.59	$48,769.86	$49,745.26
5	1.07	$48,404.44	$49,372.53	$50,359.98
6	1.08	$48,995.29	$49,975.20	$50,974.70

Nordonia Hills City School District - Exempt Salary Schedule

Superintendent/Personnel - Executive Assistant				
Position Not eligible for Longevity or Supplemental Contracts				
		7/1/2014	**7/1/2015**	**7/1/2016**
Base		**$53,040.00**	**$54,100.80**	**$55,182.82**
1	1.03	$54,631.20	$55,723.82	$56,838.30
2	1.06	$56,222.40	$57,346.85	$58,493.78
3	1.09	$57,813.60	$58,969.87	$60,149.27
4	1.12	$59,404.80	$60,592.90	$61,804.75
5	1.15	$60,996.00	$62,215.92	$63,460.24
6	1.18	$62,587.20	$63,838.94	$65,115.72
7	1.21	$64,178.40	$65,461.97	$66,771.21

Curriculum - Executive Assistant				
		7/1/2014	**7/1/2015**	**7/1/2016**
Base		$40,809.18	$41,625.36	$42,457.87
1	1.03	$42,033.46	$42,874.12	$43,731.61
2	1.06	$43,257.73	$44,122.89	$45,005.34
3	1.09	$44,482.01	$45,371.65	$46,279.08
4	1.12	$45,706.28	$46,620.41	$47,552.82
5	1.14	$46,522.47	$47,452.91	$48,401.97
6	1.16	$47,338.65	$48,285.42	$49,251.13
7	1.18	$48,154.83	$49,117.93	$50,100.29

Business - Executive Assistant				
		7/1/2014	**7/1/2015**	**7/1/2016**
Base		**$40,809.18**	**$41,625.36**	**$42,457.87**
1	1.03	$42,033.46	$42,874.12	$43,731.61
2	1.06	$43,257.73	$44,122.89	$45,005.34
3	1.09	$44,482.01	$45,371.65	$46,279.08
4	1.12	$45,706.28	$46,620.41	$47,552.82
5	1.14	$46,522.47	$47,452.91	$48,401.97
6	1.16	$47,338.65	$48,285.42	$49,251.13
7	1.18	$48,154.83	$49,117.93	$50,100.29

Base change occurs with administrative staff
Longevity payments paid at end of 8,10,12,14,16 years with the District
Longevity increments of $520 are based on uninterrupted continuous service in the Nordonia Hills City School District.

EMIS Coordinator				
		7/1/2014	7/1/2015	7/1/2016
Base		**$37,146.36**	**$37,889.29**	**$38,647.07**
1	1.03	$38,260.75	$39,025.97	$39,806.49
2	1.06	$39,375.14	$40,162.64	$40,965.90
3	1.09	$40,489.53	$41,299.32	$42,125.31
4	1.12	$41,603.92	$42,436.00	$43,284.72
5	1.15	$42,718.31	$43,572.68	$44,444.13
6	1.18	$43,832.70	$44,709.36	$45,603.55
7	1.21	$44,947.10	$45,846.04	$46,762.96

Payroll Coordinator				
		7/1/2014	7/1/2015	7/1/2016
Base		**$41,884.26**	**$42,721.95**	**$43,576.38**
1	1.03	$43,140.79	$44,003.60	$44,883.68
2	1.06	$44,397.32	$45,285.26	$46,190.97
3	1.09	$45,653.84	$46,566.92	$47,498.26
4	1.12	$46,910.37	$47,848.58	$48,805.55
5	1.15	$48,166.90	$49,130.24	$50,112.84
6	1.18	$49,423.43	$50,411.90	$51,420.13
7	1.21	$50,679.95	$51,693.55	$52,727.42

Treasurer - Executive Assistant				
		7/1/2014	7/1/2015	7/1/2016
Base		**$37,146.56**	**$37,889.50**	**$38,647.29**
1	1.03	$38,260.96	$39,026.18	$39,806.70
2	1.06	$39,375.36	$40,162.86	$40,966.12
3	1.09	$40,489.75	$41,299.55	$42,125.54
4	1.12	$41,604.15	$42,436.23	$43,284.96
5	1.15	$42,718.55	$43,572.92	$44,444.38
6	1.18	$43,832.95	$44,709.60	$45,603.80
7	1.21	$44,947.34	$45,846.29	$46,763.22

Base change occurs with administrative staff
Longevity payments paid at end of 8,10,12,14,16 years with the District
Longevity increments of $520 are based on uninterrupted continuous service in the Nordonia Hills City School District.

Nordonia Hills City School District

Administrative Salary Schedule

2014 - 2015

$77,947 Step	Tech Dir 260	Elem Asst 206	HS/MS Asst 206	Elem Prin 206	MS Prin 216	HS Prin 260	Director 260	Asst Supt 260
	0.8244	0.971	1.000	1.015	1.065	1.140	1.130	1.246
A (1)	$64,260	$75,687	$77,947	$79,117	$83,014	$88,860	$88,081	$97,122
	0.8475	0.999	1.027	1.042	1.092	1.168	1.158	1.271
B (2)	$66,060	$77,869	$80,052	$81,221	$85,119	$91,043	$90,263	$99,071
	0.8636	1.018	1.045	1.060	1.111	1.186	1.176	1.296
C (3)	$67,315	$79,350	$81,455	$82,624	$86,600	$92,446	$91,666	$101,020
	0.88	1.036	1.065	1.080	1.130	1.205	1.195	1.321
D (4)	$68,594	$80,753	$83,014	$84,183	$88,081	$93,927	$93,147	$102,968
	0.8967	1.055	1.083	1.098	1.149	1.224	1.214	1.346
E (5)	$69,895	$82,234	$84,417	$85,586	$89,562	$95,408	$94,628	$104,917
	0.9138	1.074	1.102	1.117	1.167	1.242	1.232	1.371
F (6)	$71,228	$83,715	$85,898	$87,067	$90,965	$96,811	$96,031	$106,866
	0.9311	1.092	1.120	1.135	1.185	1.261	1.251	1.396
G (7)	$72,577	$85,119	$87,301	$88,470	$92,368	$98,292	$97,512	$108,815
	0.9488	1.111	1.139	1.154	1.205	1.280	1.270	1.420
H (8)	$73,956	$86,600	$88,782	$89,951	$93,927	$99,773	$98,993	$110,685
	0.967	1.130	1.158	1.173	1.223	1.299	1.289	1.445
I (9)	$75,375	$88,081	$90,263	$91,432	$95,330	$101,254	$100,474	$112,634
	0.985	1.149	1.176	1.191	1.242	1.317	1.307	1.483
J (10)	$76,778	$89,562	$91,666	$92,835	$96,811	$102,657	$101,877	$115,596
	1.004	1.167	1.195	1.21	1.26	1.335	1.325	1.508
K (11)	$78,259	$90,965	$93,147	$94,316	$98,214	$104,060	$103,280	$117,545

Nordonia Hills City School District

Administrative Salary Schedule

2015 - 2016

$79,506 Step	Tech Dir 260	Elem Asst 206	HS/MS Asst 206	Elem Prin 206	MS Prin 216	HS Prin 260	Director 260	Asst Supt 260
	0.8244	0.971	1.000	1.015	1.065	1.140	1.130	1.246
A (1)	$65,545	$77,200	$79,506	$80,699	$84,674	$90,637	$89,842	$99,064
	0.8475	0.999	1.027	1.042	1.092	1.168	1.158	1.271
B (2)	$67,381	$79,426	$81,653	$82,845	$86,820	$92,863	$92,068	$101,052
	0.8636	1.018	1.045	1.060	1.111	1.186	1.176	1.296
C (3)	$68,661	$80,937	$83,084	$84,276	$88,331	$94,294	$93,499	$103,040
	0.88	1.036	1.065	1.080	1.130	1.205	1.195	1.321
D (4)	$69,965	$82,368	$84,674	$85,866	$89,842	$95,805	$95,010	$105,027
	0.8967	1.055	1.083	1.098	1.149	1.224	1.214	1.346
E (5)	$71,293	$83,879	$86,105	$87,298	$91,352	$97,315	$96,520	$107,015
	0.9138	1.074	1.102	1.117	1.167	1.242	1.232	1.371
F (6)	$72,653	$85,389	$87,616	$88,808	$92,783	$98,746	$97,951	$109,003
	0.9311	1.092	1.120	1.135	1.185	1.261	1.251	1.396
G (7)	$74,028	$86,820	$89,047	$90,239	$94,215	$100,257	$99,462	$110,990
	0.9488	1.111	1.139	1.154	1.205	1.280	1.270	1.420
H (8)	$75,435	$88,331	$90,557	$91,750	$95,805	$101,768	$100,973	$112,898
	0.967	1.130	1.158	1.173	1.223	1.299	1.289	1.445
I (9)	$76,882	$89,842	$92,068	$93,260	$97,236	$103,278	$102,483	$114,886
	0.985	1.149	1.176	1.191	1.242	1.317	1.307	1.483
J (10)	$78,313	$91,352	$93,499	$94,692	$98,746	$104,709	$103,914	$117,907
	1.004	1.167	1.195	1.21	1.26	1.335	1.325	1.508
K (11)	$79,824	$92,783	$95,010	$96,202	$100,177	$106,140	$105,345	$119,895

Nordonia Hills City hool District

Administrative Salary Schedule

2016 - 2017

$81,096 Step	Tech Dir 260	Elem Asst 206	HS/MS Asst 206	Elem Prin 206	MS Prin 216	HS Prin 260	Director 260	Asst Supt 260
	0.8244	0.971	1.000	1.015	1.065	1.140	1.130	1.246
A (1)	$66,856	$78,744	$81,096	$82,313	$86,367	$92,450	$91,639	$101,046
	0.8475	0.999	1.027	1.042	1.092	1.168	1.158	1.271
B (2)	$68,729	$81,015	$83,286	$84,502	$88,557	$94,720	$93,909	$103,073
	0.8636	1.018	1.045	1.060	1.111	1.186	1.176	1.296
C (3)	$70,035	$82,556	$84,745	$85,962	$90,098	$96,180	$95,369	$105,100
	0.88	1.036	1.065	1.080	1.130	1.205	1.195	1.321
D (4)	$71,365	$84,016	$86,367	$87,584	$91,639	$97,721	$96,910	$107,128
	0.8967	1.055	1.083	1.098	1.149	1.224	1.214	1.346
E (5)	$72,719	$85,556	$87,827	$89,043	$93,179	$99,262	$98,451	$109,155
	0.9138	1.074	1.102	1.117	1.167	1.242	1.232	1.371
F (6)	$74,106	$87,097	$89,368	$90,584	$94,639	$100,721	$99,910	$111,183
	0.9311	1.092	1.120	1.135	1.185	1.261	1.251	1.396
G (7)	$75,509	$88,557	$90,828	$92,044	$96,099	$102,262	$101,451	$113,210
	0.9488	1.111	1.139	1.154	1.205	1.280	1.270	1.420
H (8)	$76,944	$90,098	$92,368	$93,585	$97,721	$103,803	$102,992	$115,156
	0.967	1.130	1.158	1.173	1.223	1.299	1.289	1.445
I (9)	$78,420	$91,639	$93,909	$95,126	$99,180	$105,344	$104,533	$117,184
	0.985	1.149	1.176	1.191	1.242	1.317	1.307	1.483
J (10)	$79,880	$93,179	$95,369	$96,585	$100,721	$106,804	$105,993	$120,265
	1.004	1.167	1.195	1.21	1.26	1.335	1.325	1.508
K (11)	$81,420	$94,639	$96,910	$98,126	$102,181	$108,263	$107,452	$122,293

Tab 3

RESOLUTION

The Board of Education of the Nordonia Hills City School District, Northfield, Ohio, met in special session on the _____ day of _____, 2014 at the offices of said Board with the following members present:

_____ _____

_____ _____

_____

The Treasurer advised the Board that the notice requirements of O.R.C. ' 121.22 were complied with for the meeting.

_____ moved the adoption of the following resolution:

WHEREAS, the current pay schedule for the Nordonia Hills City School District employees results in such employees receiving compensation before they have completed some of the work that is the basis for such compensation; and

WHEREAS, the Board intends to correct said pay schedule to provide compensation to Nordonia Hills School District employees based solely on the work the employees already have performed; and

WHEREAS, the Board seeks to address the pay schedule issue without creating undue hardship to the Nordonia Hills City School District employees.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the Nordonia Hills City School District that:

Section 1: The Board hereby directs the Treasurer to continue the current pay schedule to prevent the Nordonia Hills City School District employees from experiencing an unexpected

gap in their compensation in August of 2014.

Section 2: The Board further directs the Nordonia Hills City School District administration to resolve the pay schedule issue within twelve (12) months of the adoption of this Resolution.

Section 3: It is found and determined that all formal actions of this Board concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Board, and that all deliberations of this Board and of any of its committees that resulted in these formal actions were in meetings open to the public and in compliance with the law.

_____ seconded the Motion, and upon roll call the vote resulted as follows:

Ayes: _____

Nays: _____

Motion passed and adopted this ____ day of _____, 2014.

_____
President, Board of Education

ATTEST:

_____
Treasurer