

The Twinsburg City School District Board of Education met in REGULAR session on the above date at the Twinsburg Government Center in Council Chambers at 6:00 p.m. The following board members were present: Mr. Andrews, Mrs. Cain-Criswell (President), Mr. Crosby (Vice-President), Mr. Shebeck, and Mr. Stuver. Recordings of the Board of Education meeting are made and kept at the Board Office. Video recordings and Board approved Minutes are available on the District's web site.

13-111 **EXECUTIVE SESSION**

Mrs. Cain-Criswell moved and Mr. Crosby seconded that the Twinsburg Board of Education meet in Executive Session at 6:01 p.m. for consideration of the discipline of a student per Board of Education Policy #0166(A) and Ohio Revised Code Section 121.22(G)(5).

Ayes: Mr. Andrews, Mrs. Cain-Criswell, Mr. Crosby, Mr. Shebeck, and Mr. Stuver.  
The Board President declared the motion approved.

The Board reconvened from Executive Session at approximately 7:00 p.m.  
The following members were present:  
Mr. Andrews, Mrs. Cain-Criswell, Mr. Crosby, Mr. Shebeck, and Mr. Stuver.

13-112 **Minutes**

Mr. Andrews moved and Mr. Crosby seconded that the Twinsburg Board of Education approves the Minutes for the following meetings:

**Regular Meeting:** March 6, 2013    **Special Meetings:** February 27, 2013 & March 7, 2013

*Ayes: Mr. Andrews, Mrs. Cain-Criswell, Mr. Crosby, Mr. Shebeck and Mr. Stuver.  
The Board President declared the motion approved.*

**Mr. Shebeck moved and Mr. Stuver seconded that the Twinsburg Board of Education adopt resolutions 13-113 to 13-118.**

13-113 **Agreement with Ed Alternatives**

That the Twinsburg Board of Education approves a *Purchase Service Agreement; Day Treatment Program* with Education Alternatives for special education instruction and behavioral and mental health support services in accordance with all Federal and State laws governing the education of handicapped children to students assigned by the Twinsburg City Schools; general fund expenditure.

13-114 **Deletion from Inventory**

That the Twinsburg Board of Education approves the attached listing of items be deleted from inventory. See pages 136-138

THS Equipment	S/N	Man. Date
Panasonic Desktop Editor: Proline AG-1980		12/03/97
Panasonic Desktop Editor: Proline AG-1980		12/03/97
Emerson: FS Frequency Synthesized Tuner		
Videonics: Video Titlemaker 2000	256686	08/01/96
Panasonic AF-A96-P Editing Controller VQT-4173	A6B3013KB	
Shure Prologue Microphone Mixer Model 200M	954100526	
Panasonic Omni Movie VHS Camera: Model #PV57700-A	B6 A 10064	

**13-115 Dual Credit Agreement**

That the Twinsburg Board of Education approves *Dual Credit Master Agreement* between Kent State University and the Twinsburg City School District that allows high school students to enroll in college level courses offered by Kent State University that may be academic or career technical but not remedial or developmental, and simultaneously to earn credit toward high school graduation and a college degree or certificate; the initial term of this Agreement shall be from July 1, 2013 to June 30, 2014.

**13-116 Job Description**

That the Twinsburg Board of Education approves the revised Job Description for the Director of Curriculum.

**13-117 Administrative Salary Schedule**

That the Twinsburg Board of Education approves the attached revised Administrative Salary Schedule. See pages 139

**13-118 Wireless Solution**

That the Twinsburg Board of Education approves the Agreement for Hosted Managed Wireless with the Northeast Ohio Network for Educational Technology (NEOnet) from July 1, 2013 through June 30, 2016; conditions and terms sent to the Board under separate cover; Permanent Improvement expenditure in the approximate amount of \$243,607.70 for equipment and installation costs; Hosted Managed Wireless Service will be an annual General Fund expenditure of approximately \$19,764.

*Ayes: Mr. Andrews, Mrs. Cain-Criswell, Mr. Crosby, Mr. Shebeck and Mr. Stuver.  
The Board President declared the motions approved.*

**Mr. Stuver moved and Mr. Crosby seconded that the Twinsburg Board of Education adopt resolutions 13-119 to 13-120.**

**13-119 Employment**

That the Twinsburg Board of Education accepts the Certificated/Licensed Personnel and/or contract recommendations detailed in the attached Exhibit as per the dates, terms, and other applicable conditions specified, pending satisfactory ORC background check.

Certificated Staff Recommendations March 20, 2013				
CONTRACTS				
Name	Position	Rate	Effective	Note(s)
Cameron, Megan	Title One Tutor, Dodge	\$20/hour	02/21/13 – 05/30/13	Title One funds
Raczka, Maria	Reading Teacher	MA+8; Step 4	2013-2014 School Year	Retirement effective 5/31/13; One-Year Contract

Certificated Staff Recommendations March 20, 2013				
ADMINISTRATIVE CONTRACTS				
Name	Position	Contract Length	Effective	Note(s)
Farthing, Jennifer	Director of Curriculum	3-Year	08/01/13 thru 07/31/16	Formerly Coordinator of Learning & Technology; Compensation commensurate with Administrative

				Salary Schedule
Johnson, Misty	Principal, Bissell Elementary School	3-Year	07/29/13 thru 07/31/16	Compensation commensurate with Administrative Salary Schedule
Villa, Lynn	Principal, Wilcox Primary School	3-Year	07/29/13 thru 07/31/16	Compensation commensurate with Administrative Salary Schedule

Certificated Staff Recommendations March 20, 2013					
LEAVES OF ABSENCE					
Name	Position	Bldg.	Effective	Days	Note(s)
Haas, Carla	Teacher	Bissell	03/04/13	60	Intermittent leave; using accumulated sick days, concurrent with FMLA
Schneiderman, Laura	Teacher	Dodge	04/29/13	43	Twenty-four (24) paid sick days at the end of the 2012/2013 school year, concurrent with FMLA; An additional nineteen (19) unpaid FMLA days at the beginning of the 2013/2014 school year.
Vagi, Susan	Teacher	Dodge	02/20/13	13	Using accumulated sick days concurrent with FMLA

Certified Staff Recommendations March 20, 2013			
SUBSTITUTES			
Name	Certification/Licensure	Effective	Rate
Abraham, Abeer	Mild/Moderate Needs (K-12)	3/21/13	\$95
Adams, Carol	PK-12 Visual Art (Long Term Sub License)	3/21/13	\$95
Boiegrain, Faryn	Early Childhood (PK-3); K-12 Mild/Moderate	3/21/13	\$95
Burns, Marisa	K-12 Intervention Specialist Mild/Moderate Long Term Sub License	3/21/13	\$95
Eger, Mark	K-12 General Education (Short Term Sub License)	3/21/13	\$95
Fazenbaker, Ashley	4-9 Language Arts/Reading; Reading; Social Studies	3/21/13	\$95
Foschia, Christina	4-9 Language Arts/Reading; Social Studies	3/21/13	\$95
Hardwick, Jordan	4-9 Reading; Science; Social Studies	3/21/13	\$95
Hilbert, Kelsey	PS-3 Early Childhood	3/21/13	\$95
Nicholls, Jacqueline	PS-3 Early Childhood (Short Term Sub License)	3/21/13	\$95
Plasity, Jessica	Early Childhood (PK-3); K-12 Reading	3/21/13	\$95
Ryan, Dawn	K-12 General Education (Short Term Sub License)	3/21/13	\$95
Seymour, Michelle J.	K-12 General Education (Short Term Sub License)	3/21/13	\$95
Steinmetz, Nan	Early Childhood (PK-3)	3/21/13	\$95

Certificated Staff Recommendations March 20, 2013				
RESIGNATIONS				
Name	Position	Rate	Effective	Note(s)
Smallheer, Laura	Washington DC Chaperone	0.004%/night	05/22/13 thru 05/24/13	Originally approved for stipend on the 03/06/13.

13-120 **Employment**

That the Twinsburg Board of Education accepts the Supplemental Contract recommendations detailed in the attached Exhibit as per the dates, terms, and other applicable conditions specified, pending satisfactory ORC background check.

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Extracurricular Contracts 2012 - 2013				
Name	Contract	Building	Effective	% of Base
Hodakievic, Al	JV Coach: Baseball	THS	2012-2013	.77%
Jones, Donald	Head Varsity Coach: Baseball	THS	2012-2013	14.00%
Kmet, Sarah	Girls' Assistant Coach: Track	THS	2012-2013	0.77%
Porinchak, Michael	Boys' Varsity Coach: Tennis	THS	2012-2013	6.50%
Sheeler, Russell	MS Coach, Baseball	RBC	2012-2013	.5 of 0.69%

*Ayes: Mr. Andrews, Mrs. Cain-Criswell, Mr. Crosby, Mr. Shebeck and Mr. Stuver.  
The Board President declared the motions approved.*

### 13-121 Employment

Mr. Stuver moved and Mr. Shebeck seconded that the Twinsburg Board of Education accepts the Classified Personnel and/or contract recommendations detailed in the attached Exhibit as per the dates, terms, and other applicable conditions specified, pending satisfactory ORC background check.

Classified Staff Recommendations March 20, 2013					
LEAVES OF ABSENCE					
Name	Position	Building	Effective	Days	Note(s)
Byrnes, Brenda	Instructional Assistant	Dodge	03/04/13 thru 03/08/13	5	Unpaid leave
Hendricks, Ron	Custodian	Wilcox	03/25/13 thru 04/22/13	20	Suspension without pay
Nevery, Beth	Instructional Assistant	Bissell	02/25/13	6	Using accumulated sick days, concurrent with FMLA
Perrin, Sandra	Bus Attendant	Transportation	01/28/13 thru 01/30/13	3	Suspension without pay
Wagner, Nancy	Assistant Treasurer	Central Office	01/22/13	14.5	Previously approved for twenty-five (25) sick days, concurrent with FMLA on 07/18/12 and 09/05/12. Total approved FMLA is now thirty-nine and a half (39.5) days.

Classified Staff Recommendations March 20, 2013			
SUBSTITUTES			
Name	Skills	Effective	Rate
Fiedtkou, Vicki	Secretary	03/21/13	\$8.00
Fiedtkou, Vicki	Cook	03/21/13	\$7.85
Lutz, Margaret	Secretary	03/21/13	\$8.00

Classified Staff Recommendations March 20, 2013				
CONTRACTS				
Name	Position	Rate	Effective	Note(s)
Andrews, Carrie	Instructional Assistant	\$17.08/hour	03/22/13	PT employee needs to attend CPI refresher and A.L.I.C.E. training during the 3/22/13 Professional Development Day. Additional 3 hours. General Fund.
Carbone, Ronald	Permanent Sub Bus Driver	\$17.28/hour	03/21/13	Replaces Ann Moore who was approved for retirement on 10/17/12. Ann's last work day was on 10/05/12.

*Ayes: Mrs. Cain-Criswell, Mr. Crosby, Mr. Shebeck and Mr. Stuver.  
Abstained: Mr. Andrews.  
The Board President declared the motion approved.*

**13-122 EXECUTIVE SESSION**

Mrs. Cain-Criswell moved and Mr. Stuver seconded that the Twinsburg Board of Education meet in Executive Session at 8:47 p.m. to investigate charges against a public employee per Board of Education Policy #0166(B) and to consider the employment of a public employee per Board of Education Policy #0166(A). And consideration of the discipline of a student per Board of Education Policy #0166(A) and Ohio Revised Code Section 121.22(G)(5).

Ayes: Mr. Andrews, Mrs. Cain-Criswell, Mr. Crosby, Mr. Shebeck, and Mr. Stuver.  
The Board President declared the motion approved.

The Board reconvened from Executive Session at approximately 10:22 p.m.

The following members were present:

Mr. Andrews, Mrs. Cain-Criswell, Mr. Crosby, Mr. Shebeck, and Mr. Stuver.

**13-123 RESOLUTION OF BOARD'S DECISION REGARDING EXPULSION APPEAL**

Mrs. Cain-Criswell moved and Mr. Stuver seconded that the Twinsburg Board of Education adopt the following resolution:

WHEREAS, Student T.M. (the "Student") was suspended for 10 days starting on February 6, 2013, and referred to an expulsion hearing before Superintendent Kathryn Powers ("Powers"); and

WHEREAS, Powers held an expulsion hearing on February 20, 2013; and

WHEREAS, Powers decided to expel the Student for eighty (80) days with eighteen (18) days held in abeyance, resulting in an expulsion for sixty-two (62) days, from February 22, 2013, through May 30, 2013; and

WHEREAS, the Student's parents and the Student appealed Powers' decision to the Board; and

WHEREAS, the Board heard the statements and evidence presented by the Student, Student's parents, and Administration at a public meeting on March 20, 2013, in accordance with law and upon the agreement of the parties.

NOW THEREFORE, BE IT RESOLVED, that the Board affirms the expulsion of Student; and

BE IT FURTHER RESOLVED, that the Board President is directed to issue written findings of fact consistent with the opinion of the Board of Education; and

BE IT FURTHER RESOLVED, that the Treasurer is to provide the Student and the Student's parents with written notice of the Board's action, including said findings of fact; and

BE IT FURTHER RESOLVED, that it is hereby found and determined that all formal actions of the Board of Education of the Twinsburg City School District concerning and relating to the adoption of this resolution were adopted in an open meeting of the Board, and that all deliberations of the Board and any of its committees that resulted in such formal action were in meetings open to the public, when required by law, in full compliance with all legal requirements, including O.R.C. 121.22.

*Ayes: Mr. Andrews, Mrs. Cain-Criswell, Mr. Crosby, Mr. Shebeck, and Mr. Stuver.  
The Board President declared the motion approved.*

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13-124 **Adjournment**

Mr. Stuver moved and Mrs. Cain-Criswell seconded that the Twinsburg Board of Education adjourn at 10:24 p.m.

Ayes: Mr. Andrews, Mrs. Cain-Criswell, Mr. Crosby, Mr. Shebeck, and Mr. Stuver.  
The Board President declared the meeting adjourned.

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Board President

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Treasurer

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Twinsburg City Schools - Dodge Intermediate School  
Textbook Deletions - Books for Deletion - March 20, 2013

McGraw-Hill	Science	51	0022774378	2000
McDougal Littell	Math Course 1 -	47	0618508147	2005
Houghton Mifflin	Discovery Works Science	19	0618013113	2000
Scott, Foresman	Intermediate Dictionary	1	0673123812	1983
Wright	Everyday Math Student Reference	50	0076000370	2004
McGraw-Hill	Spotlight on Literacy	119	0021858837	2000
Silver Burdett Ginn	World Cultures	1	0382209400	1993
McGraw-Hill	Science Air, Weather, & Climate	19	00227612766	1995
Options Pub.	Comprehensive Math Assessment	24	1569368813	2002
Educational Design	Gr. 6 Science Coach	47	0876947461	2002
Options Pub.	Strategies for Reading Level F	48	n/a	2004
American Map Corp.	Scholastic World Atlas	17	0841695520	1997
McDougal Littell	Middle School Math Course 1	63	0618250352	2004
Glencoe Science	Motion, Forces, and Energy	36	0078256070	2002
Prentice Hall	Science Explorer Chemical Building Blocks	21	0134344804	2000
SRA/McGraw-Hill	Everyday Math Study Links	13	1570399735	2002
Buckledown Pub.	Ohio Mathematics Level 6 4 <sup>th</sup> ed	29	0783664230	2009
Jarrett Pub.	Mastering OH Gr. 5 Social Studies Achievement Test	25	1882422961	2006
McGraw-Hill	Spotlight on Literature Bronze Level	92	0021810117	1997
McGraw-Hill	Ohio Adventures in Time and Place	6	0021471045	1997
Merriam-Webster	Webster's Elementary Dictionary	2	0877794758	1980
Scott Foresman	Beginning Dictionary	2	0673123251	1979
Macmillan	School Dictionary	1	0021953104	1981
Merriam-Webster	Webster's New World Dictionary	1	n/a	1980
Merriam-Webster	Webster's School Dictionary	2	0877792801	1980
Scott Foresman	Thorndike Barnhart Intermediate Dictionary	2	0673048004	1974
Merriam-Webster	Webster's Intermediate Dictionary	2	0278459722	1972
Scott Foresman	Thorndike Barnhart Beginning Dictionary	2	0673048659	1974
Scott Foresman	Thorndike Barnhart Intermediate Dictionary	2	0673123758	1997
Scott Foresman	Advanced Dictionary	8	0673124487	1997
Houghton Mifflin	Heritage Dictionary Second College Edition	1	0395329434	1976
Harcourt Brace	Harcourt Brace School Dictionary	6	0153211482	1972
Macmillan/McGraw-Hill	Songs and Stories audiocassettes	12	n/a	1997
Options Publishing	Connecting vocabulary Level F	22	1569368597	2002
Silver Burdett	English	21	0382103343	1987
McDougal, Littell & Co	Reading Literature Green Level	2	0866092293	1985
McDougal, Littell & Co	Reading Literature Red Level	1	0866092277	1985
McDougal, Littell & Co	Literature and Language Gold Level	1	0812380398	1994
Silver Burdett	English	6	0382103378	1987
Silver Burdett	English	51	0382103351	1987
Loyola Press	Voyages in English – Blue	22	0829420991	2006
Loyola Press	Voyages in English –Purple	22	0829421009	2006
Loyola Press	Voyages in English – Pink	22	0829420894	2006
Educational Insights	Math Safari (lesson books and boards)	4	1567672086	1997

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## Computer Inventory Deletions January 2013

Model	Service Tag	Asset Tag(s)	Comment
GX280	H76FQ51	001836	
GX260	4B44231	30597	
GX260	BXHY021	000161	
GX260	CXS7Y21	000156	
GX260	5NG4231	30800	
GX260	B1VW131	000119	
GX280	H8M0X61	000183	
GX280	6DM0X61	000866	
GX260	CB0TL21	30715	
GX270	16TOP31	40798	
GX260	1WP8231	000739	
GX260	3G7PD21	000155	
GX260	FB0TL21	000567	
GX260	4BG4231	41396	
GX260	2B0TL21	001648	
GX260	2K54231	001946	
GX260	690TL21	30726	
GX260	9D04N21	001881	
GX280	CCM0X61	001773	
GX260	93VW131	40679	
GX260	89G4231	001654	
GX260	9754231	30796	
SX260	BKTX131	30561	
SX260	5MTX131	000405	
SX260	193Y131	30706	
SX260	F93Y131	30619	
SX260	1MQY131	001981	
SX260	FJ3Y131	30704	
SX260	5RSY131	000471	
SX260	8RQY131	002666	
SX260	9B3Y131	30921	
GX260	BZP8231	000741	
GX260	JXP8231	000744	
GX260	JLG4231	30938	
GX260	1Z1D231	000740	
GX260	1844231	30593	
GX260	8JX1621	No Asset Tag	
GX260	DDL4231	30619	
GX260	2S5BL21	000754	
GX260	78L4231	42184	
GX260	G9L4231	000738	
GX260	5JRNL21	000755	
GX260	3SMY926	000761	

Model	Service Tag	Asset Tag(s)	Comment
SX260	BTSY131	000421	
GX260	4M44231	000418	
SX260	613Y131	30925	
GX260	J8L4231	40577	
GX260	HZ8Z131	40600	
GX260	7PJ1S21	No Asset Tag	
GX260	GFL4231	No Asset Tag	
GX260	2BL4231	40570	
GX260	CBL4231	40571	
GX260	H39Z131	40627	
GX260	9HL4231	40601	
GX260	BFL4231	40569	
GX260	4DL4231	40587	
GX260	4DL4231	40697	
GX280	HRLLP71	000833	
GX280	4SLLP71	001227	
GX280	31ZLP71	001168	
GX280	72ZLP71	40882	
GX280	9BM0X61	40911	
GX260	J8L4231	40577	RBC S114
GX260	HZ8Z131	40600	RBC S114
GX260	7PJ1S21	No Asset Tag	
GX260	GFL4231	No Asset Tag	
GX260	2BL4231	40570	RBC S114
GX260	CBL4231	40571	RBC S114
GX260	H39Z131	40627	RBC S114
GX260	9HL4231	40601	RBC S114
GX260	BFL4231	40569	RBC S114
GX260	4DL4231	40587	RBC S114
GX260	4DL4231	40697	RBC S114
GX280	HRLLP71	000833	RBC S114
GX280	4SLLP71	001227	RBC S114
GX280	31ZLP71	001168	RBC S114
GX280	72ZLP71	40882	RBC S114
GX280	9BM0X61	40911	RBC S114
SX280	DTXF361	001216	RBC S114
SX280	5WXF361	001219	RBC S114
SX280	1VXF361	001221	RBC S114
SX280	2VXF361	001224	RBC S114
SX280	BYXF361	001226	RBC S114
SX280	CXXF361	001142	RBC S114
SX280	DVXF361	001141	RBC S114
SX280	JTXF361	001140	RBC S114

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GX260	F8L4231	40582	
GX260	FQP4621	000759	
GX260	BLQNL21	000764	
GX260	9QF5C21	000742	
GX260	HB54231	42123	
GX260	3XP8231	000746	
GX260	949Z131	000778	
GX260	G20PL21	000751	
GX260	F0KS921	000749	
GX260	531J521	000763	
GX260	7PNS921	000762	
GX260	259Z131	40617	
GX260	2406421	No Asset Tag	
GX260	DM7N521	000747	
GX260	H3R3121	42370	
GX260	JZQG521	000753	
GX260	7LMNL21	000758	
SX260	F8TX131	000407	
SX260	2FTX131	000412	
SX260	7SSY131	000413	
SX260	3PTX131	000406	
SX260	CMSY131	000424	
SX260	4CTX131	000409	
SX260	9MTX131	000408	
SX260	5DTX131	000417	
SX260	JLSY131	000478	
SX260	HQSY131	000404	
SX260	CJTX131	000425	
SX260	CFTX131	000410	
SX260	DKSY131	000420	
SX260	4NSY131	000415	
SX260	1RSY131	000427	
SX260	HMTX131	000416	
SX260	8CTX131	000411	
SX260	HLTX131	000403	
SX260	3LSY131	000419	
SX260	6KTX131	000402	
SX260	GRSY131	30572	
SX260	6KSY131	000414	
SX260	GSSY131	000423	
SX260	8LSY131	000422	

SX280	8YXF361	40734	RBC S114
SX280	FWXF361	001151	RBC S114
SX280	HWXF361	001137	RBC S114
SX280	7VXF361	001135	RBC S114
SX280	JVXF361	001136	RBC S114
SX280	9VXF361	001150	RBC S114
SX280	HXXF361	001139	RBC S114
SX280	7SWJW61	001138	RBC S114
Dell SX280	9nyj061	40699	RBC N125
Dell SX280	gmyj061	40700	RBC N125
Dell SX280	gnyj061	40701	RBC N125
Dell 755	4XWHPH1	003026	RBC N125
Dell SX280	2nyj061	40703	RBC N125
Dell SX280	7nyj061	40704	RBC N125
Dell SX280	4nyj061	40705	RBC N125
Dell SX280	6nyj061	40706	RBC N125
GX260	39L4231	40575	
GX260	2W1NN31	002551	
GX260	8DL4231	40604	
GX260	C0R2621	000760	
GX260	DNSH321	000743	
GX260	H1ZLP71	001157	
GX260	C0ZLP71	40868	
GX260	JGL4231	40588	
GX260	69L4231	NONE	
GX260	24ZLP71	001272	
GX260	8NG4231	000070	
GX260	4M44231	00418	
GX260	1JPBQ51	001845	
GX260	6654231	001592	
GX260	CMG4231	30970	
GX260	BV66021	000167	
GX260	D5VW131	001590	
GX260	BKG4231	001597	
GX260	46VW131	001594	
GX260	3JG4231	001595	
GX260	J6VW131	001598	
GX260	65VW131	001596	
GX260	6LG4231	001599	
GX260	DRLLP71	40802	

ADMINISTRATIVE PERSONNEL SALARY SCHEDULE

Certificated & Classified Administrators

(Last Revision: 8/15/12)

Administrative Personnel

<u>Enumeration of Positions Covered</u>	<u>Days</u>	<u>Responsibility Factor</u>
Assistant Superintendent	260 days	1.350
High School Principal	260 days	1.4312
Treasurer	260 days	1.310
Middle School Principal	217 days	1.190
Elementary Principal	217 days	1.105/1.125**
High School Assistant Principal	217 days	1.075
Middle School Assistant Principal	217 days	1.065
Elementary School Assistant Principal	217 days	1.035
Director of Pupil Personnel	260 days	1.105
Director of Curriculum	260 days	1.105
Coordinator of Learning & Technology	260 days	1.025
Athletic Director /Coord. of K-12 Student Act.	260 days	0.940
Food Service Supervisor	225 days	0.887
Technology Coordinator/Network Manager	260 days	0.718
Maintenance Supervisor	260 days	0.662
Transportation Supervisor	260 days	0.654

\*\* = Higher factor used when enrollment exceeds 700 students.

Base Salary = \$65,555.00

Administrative Experience Factor = .01 for each year

Calendar Factor

Principals (217/225 days) = .1793

Central Office (260 days) = .25

Extra-Curricular Factor

High School = .07

Middle School = .05

Education Factor

B.A. = .00

M.A. + 12 = .03

M.A. + 30 = .06

Ph.D. = .11

M.A. = .01

M.A. + 18 = .04

Ed. S. = .08

Ph.D. + = .12

M.A. + 6 = .02

M.A. + 24 = .05

M.A. + 2<sup>nd</sup> M.A. = .09

Ph.D. + 2<sup>nd</sup> M.A. = .13