

Minutes of REGULAR Meeting

June 05, 2019

The Twinsburg City School District Board of Education met in REGULAR session on the above date at the Twinsburg Community Center, 10260 Ravenna Rd, Twinsburg, Ohio, at 7:00 p.m. The following Board Members were present: Mr. Cellura, Mr. Curtis, Mrs. Davis (Vice-President), Mrs. DeFabio, and Mr. Felber (President). In attendance were Superintendent Powers, Treasurer Aho, and Business Manager Welker. Recordings of the Board of Education meeting are made as part of the official record and are kept at the Board Office. Video recordings and Board approved Minutes are available on the District's web site. Mr. Felber, presiding, called the meeting to order.

Mr. Cellura moved and Mr. Curtis seconded that the Twinsburg Board of Education adopt resolutions 19-225 to 19-226.

19-225 Five Year Forecast

That the Twinsburg Board of Education approves the May update of the Five Year Forecast for school years 2019-2023.

See Pages 211-218

19-226 Library Tax Budget

That the Twinsburg Board of Education, Summit County, Ohio, as statutory taxing authority for the Twinsburg Public Library, approves the Twinsburg Public Library *Alternative Tax Budget Information* and forward the Tax Budget to the Summit County Budget Commission

See pages 219 - 226

*Ayes: Mr. Cellura, Mr. Curtis, Mrs. Davis, Mrs. DeFabio, and Mr. Felber.
The Board President declared the motions approved.*

Mr. Curtis moved and Mr. Cellura seconded that the Twinsburg Board of Education adopt resolutions 19-227 to 19-229.

19-227 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.

CONTRACTS		Certificated Staff Recommendations			
Name	Position	Bldg.	Rate	Effective	Notes
Abrams, Carolyn	Teacher		\$26.50/hr.	7/01/19 – 8/09/19	Summer Reading Camp Tutoring Program; up to 16 days, 3 hours/day, per timesheet, paid by Project Star funds.
Albers, Rhonda	Teacher	Wilcox	\$26.50/hr.	7/01/19 – 8/09/19	Summer Reading Camp Tutoring Program; up to 16 days, 3 hours/day, per timesheet, paid by Project Star funds.
Anderson, Michelle	Teacher		\$26.50/hr.	7/01/19 – 8/09/19	Summer Reading Camp Tutoring Program; up to 16 days, 3 hours/day, per timesheet, paid by Project Star funds.
Babcock, Katie	Teacher	Bissell	\$26.50/hr.	6/06/19 – 8/16/19	Up to forty (40) hours at the teacher stipend rate for planning and preparation for blended learning. To be paid with Title 2A funds.

Minutes of REGULAR Meeting

June 05, 2019

Bandiera, Rhea	Teacher		\$26.50/hr.	7/01/19 – 8/09/19	Summer Reading Camp Tutoring Program; up to 16 days, 3 hours/day, per timesheet, paid by Project Star funds.
Bell, Yvette	Teacher	Wilcox	\$26.50/hr.	7/01/19 – 8/09/19	Summer Reading Camp Tutoring Program; up to 16 days, 3 hours/day, per timesheet, paid by Project Star funds.
Bensie, Kayla	Teacher		\$26.50/hr.	7/01/19 – 8/09/19	Summer Reading Camp Tutoring Program; up to 16 days, 3 hours/day, per timesheet, paid by Project Star funds.
Bissell, Terri	Occupational Therapist	Wilcox	Per Diem Hourly Rate	6/05/19 – 8/05/19	To perform summer preschool initial evaluations; not to exceed 35 total hours. This is a General Fund expenditure.
Brindley, Liz	Teacher	Dodge	\$26.50/hr.	6/06/19 – 8/16/19	Up to forty (40) hours at the teacher stipend rate for planning and preparation for blended learning. To be paid with Title 2A funds.
Brown, Linda	Teacher	RBC	\$26.50/hr.	5/15/19	To provide home instruction for a RBC student for the remainder of the 2018/2019 school year; not to exceed fifteen (15) total hours; paid at the teacher stipend rate.
Browne, David	Teacher	THS	\$26.50/hr.	6/10/18 – 6/28/18	Instructor for Summer Credit Recovery; 4 hours per day, not to exceed 60 hours total. Paid by students' tuition.
Calve, Rebecca	Teacher	Dodge	\$26.50/hr.	7/01/19 – 8/09/19	Summer Reading Camp Tutoring Program; up to 16 days, 3 hours/day, per timesheet, paid by Project Star funds.
Dehil, Kristin	Teacher	Bissell	\$26.50/hr.	6/06/19 – 6/28/19	Up to eight (8) hours at the teacher stipend rate for curriculum planning: Math curriculum alignment. To be paid from Title 2A funds.
Depew, Emily	Teacher	Bissell	\$26.50/hr.	6/06/19 – 6/28/19	Up to eight (8) hours at the teacher stipend rate for curriculum planning: Math curriculum alignment. To be paid from Title 2A funds.
Depew, Emily	Teacher	Bissell	\$26.50/hr.	7/01/19 – 8/9/19	Summer Reading Camp Tutoring Program; up to 16 days, 3 hours/day, per timesheet, paid by Project Star funds.
Doyle, Allison	Teacher	Bissell	\$26.50/hr.	7/01/19 – 8/09/19	Summer Reading Camp Tutoring Program; up to 22 days, 4 hours/day, per timesheet, paid by Project Star funds.
Engler, Sophie	Teacher	Bissell	\$26.50/hr.	6/06/19 – 8/16/19	Up to forty (40) hours at the teacher stipend rate for planning and preparation for blended learning. To be paid with Title 2A funds.
Etcher, Abby	Teacher	Dodge	\$26.50/hr.	6/06/19 – 8/16/19	Up to twenty five (25) hours at the teacher stipend rate for curriculum planning: Math curriculum alignment. To be paid from Title 2A funds.

Minutes of REGULAR Meeting

June 05, 2019

Feichter, Ann	LPDC Building Rep	Dodge	\$26.50/hr.	2018-2019	To be paid at the teacher stipend rate for LPDC work beyond the work day per the Negotiated Agreement; not to exceed twenty-five (25) hours. This is a General Fund expenditure.
Feichter, Ann	Teacher	Dodge	\$26.50/hr.	6/06/19 – 8/16/19	Up to forty (40) hours at the teacher stipend rate for planning and preparation for blended learning. To be paid with Title 2A funds.
Ferro, Jenni	Preschool Teacher	Wilcox	Per Diem Hourly Rate	6/05/19 – 8/05/19	To perform summer preschool initial evaluations; not to exceed 51 total hours. This is a General Fund expenditure.
Ferro, Jenni	Teacher	Wilcox	\$26.50/hr.	5/01/19 - 6/05/19	Preschool Assessment/ Report Card revisions; up to 7 hours, per timesheet, paid with Title 2A funds.
Gelwasser, Robyn	Speech Language Pathologist	Wilcox	Per Diem Hourly Rate	6/05/19 – 8/05/19	To perform summer preschool initial evaluations; not to exceed 63 total hours. This is a General Fund expenditure.
Haas, Carla	Teacher	Dodge	\$26.50/hr.	6/06/19 – 8/16/19	Up to forty (40) hours at the teacher stipend rate for planning and preparation for blended learning. To be paid with Title 2A funds.
Hartory, Brittany	Teacher	THS	\$26.50/hr.	8/01/19 – 8/16/19	To prepare and present 9 th Grade Orientation. Up to ten (10) hours at the Teacher Stipend Rate. General Fund expenditure.
Henderson, Kim	Teacher	Dodge	\$26.50/hr.	6/06/19 – 8/16/19	Up to forty (40) hours at the teacher stipend rate for planning and preparation for blended learning. To be paid with Title 2A funds.
Holiday, Cathy	Teacher	Bissell	\$26.50/hr.	7/01/19 – 8/09/19	Summer Reading Camp Tutoring Program; up to 22 days, 4 hours/day, per timesheet, paid by Project Star funds.
Hritz, Meghan	Teacher	Wilcox	\$26.50/hr.	7/01/19 – 8/09/19	Summer Reading Camp Tutoring Program; up to 16 days, 3 hours/day, per timesheet, paid by Project Star funds.
Hydzik, Anna	Teacher		\$26.50/hr.	7/01/19 – 8/09/19	Summer Reading Camp Tutoring Program; up to 16 days, 3 hours/day, per timesheet, paid by Project Star funds.
Jaskiewicz, Shari	Teacher	Wilcox	\$26.50/hr.	5/01/19 - 6/05/19	Preschool Assessment/ Report Card revisions; up to 7 hours, per timesheet, paid with Title 2A funds.
Jasko, Kaitlin	Teacher		\$26.50/hr.	7/01/19 – 8/09/19	Summer Reading Camp Tutoring Program; up to 16 days, 3 hours/day, per timesheet, paid by Project Star funds.
Kalkbrenner, Todd	Teacher	THS	\$26.50/hr.	8/01/19 – 8/16/19	To prepare and present 9 th Grade Orientation. Up to ten (10) hours at the Teacher Stipend Rate. General Fund expenditure.

Minutes of REGULAR Meeting

June 05, 2019

Karalic, Margaret	Teacher	Dodge	\$26.50/hr.	6/06/19 – 8/16/19	Up to forty (40) hours at the teacher stipend rate for planning and preparation for blended learning. To be paid with Title 2A funds.
King, Alyssa	Teacher	Bissell	\$26.50/hr.	6/06/19 – 8/16/19	Up to forty (40) hours at the teacher stipend rate for planning and preparation for blended learning. To be paid with Title 2A funds.
King, Alyssa	Teacher	Bissell	\$26.50/hr.	7/01/19 – 8/09/19	Summer Reading Camp Tutoring Program; up to 16 days, 3 hours/day, per timesheet, paid by Project Star funds.
Kinsella, Elizabeth	Teacher	Bissell	\$26.50/hr.	7/01/19 – 8/09/19	Summer Reading Camp Tutoring Program; up to 16 days, 3 hours/day, per timesheet, paid by Project Star funds.
Labus, Mary	Teacher	Bissell	\$26.50/hr.	6/06/19 – 6/28/19	Up to eight (8) hours at the teacher stipend rate for curriculum planning: Math curriculum alignment. To be paid from Title 2A funds.
Labus, Mary	Teacher	Bissell	\$26.50/hr.	6/06/19 – 8/16/19	Up to forty (40) hours at the teacher stipend rate for planning and preparation for blended learning. To be paid with Title 2A funds.
Lesko, Rachel	Teacher		\$26.50/hr.	7/01/19 – 8/09/19	Summer Reading Camp Tutoring Program; up to 16 days, 3 hours/day, per timesheet, paid by Project Star funds.
Lewis, Kristi	Teacher	THS	\$26.50/hr.	8/01/19 – 8/16/19	To prepare and present 9 th Grade Orientation. Up to ten (10) hours at the Teacher Stipend Rate. General Fund expenditure.
Looymans, Kelly	Teacher	THS	\$26.50/hr.	8/01/19 – 8/16/19	To prepare and present 9 th Grade Orientation. Up to ten (10) hours at the Teacher Stipend Rate. General Fund expenditure.
Magnes, Angela	Teacher	Dodge	\$26.50/hr.	6/06/19 – 8/16/19	Up to twenty five (25) hours at the teacher stipend rate for curriculum planning: Math curriculum alignment. To be paid from Title 2A funds.
McHugh, Jen	Teacher	Dodge	\$26.50/hr.	6/06/19 – 8/16/19	Up to twenty five (25) hours at the teacher stipend rate for curriculum planning: Math curriculum alignment. To be paid from Title 2A funds.
Miller, Kara	Teacher	Wilcox	\$26.50/hr.	7/01/19 – 8/09/19	Summer Reading Camp Tutoring Program; up to 16 days, 3 hours/day, per timesheet, paid by Project Star funds.
Mueller, Nicole	Teacher	Bissell	\$26.50/hr.	6/06/19 – 6/28/19	Up to eight (8) hours at the teacher stipend rate for curriculum planning: Math curriculum alignment. To be paid from Title 2A funds.

Minutes of REGULAR Meeting

June 05, 2019

Parke, John	Teacher	Dodge	\$26.50/hr.	6/06/19 – 8/16/19	Up to twenty five (25) hours at the teacher stipend rate for curriculum planning: Math curriculum alignment. To be paid from Title 2A funds.
Pelka, Deb	Teacher	Dodge	\$26.50/hr.	6/06/19 – 8/16/19	Up to twenty five (25) hours at the teacher stipend rate for curriculum planning: Math curriculum alignment. To be paid from Title 2A funds.
Pelka, Deb	Teacher	Dodge	\$26.50/hr.	7/01/19 – 8/09/19	Summer Reading Camp Tutoring Program; up to 16 days, 3 hours/day, per timesheet, paid by Project Star funds.
Pfenning, Lauren	Teacher	Dodge	\$26.50/hr.	6/06/19 – 8/16/19	Up to forty (40) hours at the teacher stipend rate for planning and preparation for blended learning. To be paid with Title 2A funds.
Polasky, Mike	Teacher	Dodge	\$26.50/hr.	6/06/19 – 8/16/19	Up to twenty five (25) hours at the teacher stipend rate for curriculum planning: Math curriculum alignment. To be paid from Title 2A funds.
Reich, Kelly	Teacher	Dodge	\$26.50/hr.	6/06/19 – 8/16/19	Up to forty (40) hours at the teacher stipend rate for planning and preparation for blended learning. To be paid with Title 2A funds.
Reiter, Nicole	Preschool Teacher	Wilcox	Per Diem Hourly Rate	6/05/19 – 8/05/19	To perform summer preschool initial evaluations; not to exceed 51 total hours. This is a General Fund expenditure.
Reiter, Nicole	Teacher	Wilcox	\$26.50/hr.	5/01/19 - 6/05/19	Preschool Assessment/ Report Card revisions; up to 7 hours, per timesheet, paid with Title 2A funds.
Richardson, Merrin	Teacher	THS	\$26.50/hr.	8/01/19 – 8/16/19	To prepare and present 9 th Grade Orientation. Up to ten (10) hours at the Teacher Stipend Rate. General Fund expenditure.
Robbins, Vicki	School Psychologist	Wilcox	Per Diem Hourly Rate	6/05/19 – 8/05/19	To perform summer preschool initial evaluations; not to exceed 35 total hours. This is a General Fund expenditure.
Roberto, Lisa	Teacher	THS	\$26.50/hr.	8/01/19 – 8/16/19	To prepare and present 9 th Grade Orientation. Up to ten (10) hours at the Teacher Stipend Rate. General Fund expenditure.
Schmitt, Julia	Teacher		\$26.50/hr.	7/01/19 – 8/09/19	Summer Reading Camp Tutoring Program; up to 16 days, 3 hours/day, per timesheet, paid by Project Star funds.
Spring, Patty	Teacher	Dodge	\$26.50/hr.	6/06/19 – 8/16/19	Up to forty (40) hours at the teacher stipend rate for planning and preparation for blended learning. To be paid with Title 2A funds.

Minutes of REGULAR Meeting

June 05, 2019

Stutin, Jacquie	Teacher		\$26.50/hr.	7/01/19 – 8/09/19	Summer Reading Camp Tutoring Program; up to 16 days, 3 hours/day, per timesheet, paid by Project Star funds.
Teeter, Elizabeth	Teacher	THS	\$26.50/hr.	8/01/19 – 8/16/19	To prepare and present 9 th Grade Orientation. Up to ten (10) hours at the Teacher Stipend Rate. General Fund expenditure.
Tirpak, Karen	Teacher	Wilcox	\$26.50/hr.	5/1/19 - 6/5/19	Preschool Assessment/ Report Card revisions; up to 7 hours, per timesheet, paid with Title 2A funds.
Tomko, Jeff	Teacher	THS	\$26.50/hr.	6/10/19 – 6/28/19	Instructor for Summer Credit Recovery; 4 hours per day, not to exceed 60 hours total. Paid by students' tuition.
Turk, Carly	Teacher		\$26.50/hr.	7/01/19 – 8/09/19	Summer Reading Camp Tutoring Program; up to 16 days, 3 hours/day, per timesheet, paid by Project Star funds.
Washington, Barb	Teacher	THS	\$26.50/hr.	6/10/19 – 6/28/19	Substitute instructor, as needed for Summer Credit Recovery. Paid by students' tuition.
Wells, Beth	Teacher	Wilcox	\$26.50/hr.	5/01/19 - 6/05/19	Preschool Assessment/ Report Card revisions; up to 7 hours, per timesheet, paid with Title 2A funds.
Wertman, Brittney	Teacher	Bissell	\$26.50/hr.	6/06/19 – 8/16/19	Up to forty (40) hours at the teacher stipend rate for planning and preparation for blended learning. To be paid with Title 2A funds.
Wertman, Brittney	Teacher	Bissell	\$26.50/hr.	7/01/19 – 8/09/19	Summer Reading Camp Tutoring Program; up to 16 days, 3 hours/day, per timesheet, paid by Project Star funds.
Widener, Rebecca	Teacher	Dodge	\$26.50/hr.	6/06/19 – 8/16/19	Up to twenty five (25) hours at the teacher stipend rate for curriculum planning: Math curriculum alignment. To be paid from Title 2A funds.
Williams, Kelly	Teacher	Dodge	\$26.50/hr.	6/06/19 – 8/16/19	Up to forty (40) hours at the teacher stipend rate for planning and preparation for blended learning. To be paid with Title 2A funds.
Yakubowski, Anna	Teacher	Dodge	\$26.50/hr.	6/06/19 – 8/16/19	Up to forty (40) hours at the teacher stipend rate for planning and preparation for blended learning. To be paid with Title 2A funds.

LEAVE OF ABSENCE		Certificated Staff Recommendations			
Name	Position	Bldg.	Effective	Days	Notes
Foskett, Shannon	Teacher	THS	See notes	1.5 days	Dock – 5/16/19 (.5 day) – 5/17/19 (1 day)

Minutes of REGULAR Meeting

June 05, 2019

EXTENDED DAY CONTRACTS		Certificated Staff Recommendations	
Name	Position	Building	Extended Days 19/20 (@ per diem rate)
Boutros, Esther	School Counselor	Wilcox	10 days
Brennen, Tonia	School Counselor	THS	10 days
Hoffmann, Matthew	School Counselor	Bissell	10 days
Lewis, Kristie	School Counselor	THS	10 days
Lyndon, Cheryl	School Counselor	Dodge	10 days
Moauero, Jacob	School Counselor	Dodge	10 days
Richards, Marcy	School Counselor	RBC	10 days
Rutkowski, Matt	School Counselor	THS	10 days
Wallace, Monica	School Counselor	RBC	10 days

RESIGNATION		Certificated Staff Recommendations		
Name	Position	Bldg.	Effective	Notes
Foskett, Shannon	Teacher	THS	6/06/19	

SUBSTITUTES		Certificated Staff Recommendations		
Name	Certification/ Licensure	Effective	Per Diem Rate	Notes
Jones, Phillip	1 Year Short Term Substitute General Education License	5/20/19 – 6/04/19	\$95.00/day	Long-term Substitute for Abigail Teel

19-228 **Employment**

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.

CONTRACTS		Classified Staff Recommendations			
Name	Position	Bldg.	Rate	Effective	Notes
Beni, Georgianni	Instructional Assistant	RBC	Current Hourly Rate	7/22/19 – 8/09/19	Summer Reading Camp Tutoring Program: 15 days, 3 hours/day, per timesheet, paid by Project Star funds.
Bennett, Amy	Administrative Assistant	Dodge	Current Hourly Rate	6/27/19 – 7/18/19	Summer Registration appointments, as needed; not to exceed 40 hours total. This is a General Fund expenditure.
Faini, William	Summer Student Maintenance Worker	District	\$8.55/hr.	6/17/19 – 8/20/19	Eight (8) hours per weekday, per submitted timesheet.
Isaman, Kimberly	On-Board Instructor	Transportation	\$20.48/hr. Step 5	5/15/19	Approved as a Bus Driver on 3/20/19. On-Board Instructor duties as needed. Replaces R. Green who previously retired.

Minutes of REGULAR Meeting

June 05, 2019

Turk, Karen	Instructional Assistant	Bissell	Current Hourly Rate	7/22/19 – 8/09/19	Summer Reading Camp Tutoring Program: 15 days, 3 hours/day, per timesheet, paid by Project Star funds.
Turner, Aidan	Summer Student Maintenance Worker	District	\$8.55/hr.	6/17/19 – 8/20/19	Eight (8) hours per weekday, per submitted timesheet.
Wells, Lisa	Instructional Assistant	Dodge	Current Hourly Rate	7/22/19 – 8/09/19	Summer Reading Camp Tutoring Program: 15 days, 3 hours/day, per timesheet, paid by Project Star funds.
Young, Andre	Summer Student Maintenance Worker	District	\$8.55/hr.	6/5/19 – 8/20/19	Eight (8) hours per weekday, per submitted timesheet.

RESIGNATION		Classified Staff Recommendations		
Name	Position	Bldg.	Effective	Notes
Nikolla, Ermal	Janitor	THS	5/31/19	
Patterson, Charles	Janitor	Dodge	6/07/19	

LEAVE OF ABSENCE		Classified Staff Recommendations			
Name	Position	Bldg.	Effective	Days	Notes
Drnek, Dawn	Driver	Transportation	See Notes	0.333 days	Dock – 5/13/19 (1/3 day)
Hartman, Donna	Driver	Transportation	See Notes	0.666 days	Dock – 5/17/19 (2/3 day)
Johnson, Tania	Administrative Assistant	THS	5/24/19	1 day	Unpaid leave per the approval of the Superintendent
Patterson, Charles	Janitor	Dodge	See Notes	.5 days	Dock – 5/16/19 (.5 day)

19-229 **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.

EXTRACURRICULAR				
Name	Contract	Bldg.	Effective	% of Base
Bensie, Lori	Wilcox (Concert outside work day)	Wilcox	2019-2020	\$75/concert
Drain, Nancy	HS Foreign Language Dept. Head	THS	2019-2020	3.75%
Fink, Kim	1 st Grade Team Leader	Wilcox	2019-2020	4.00%
Garber, John	HS Social Studies Dept. Head	THS	2019-2020	7.50%
Gossett, Samantha	HS Assistant Concert Band Director	THS	2018-2019	5.00%

Minutes of REGULAR Meeting

June 05, 2019

Houston, Donna	HS Business ED Dept.Head	THS	2019-2020	3.75%
Kalkbrenner, Todd	8 th Grade Washington DC Trip	THS	5/29/19 – 5/31/19	\$300/night
McHugh, Jennifer	4 th Grade Team Leader	Dodge	2019-2020	6.00%
Milano, Lisa	HS English Dept.Head	THS	2019-2020	7.50%
Misanko, Sharon	HS Art Dept.Head	THS	2019-2020	3.75%
Petrash, Sandra	Kindergarten Team Leader	Wilcox	2019-2020	4.00%
Porinchak, Michael	HS Math Dept.Head	THS	2019-2020	7.50%
Schmauch, Lisa	6 th Grade Team Leader	Dodge	2019-2020	8.00%
Schultz, Don	5 th Grade Team Leader	Dodge	2019-2020	6.00%
Thomas, Katherine	Wilcox (Concert outside work day)	Wilcox	2019-2020	\$75/concert
Thomas, Shannon	HS Science Dept.Head	THS	2019-2020	7.50%
Tirpak, Karen	Pre-K Team Leader	Wilcox	2019-2020	4.00%
Tomko, Jeff	HS Special Education Dept.Head	THS	2019-2020	7.50%

*Ayes: Mr. Cellura, Mr. Curtis, Mrs. Davis, Mrs. DeFabio and Mr. Felber.
The Board President declared the motions approved.*

Mrs. Davis moved and Mrs. DeFabio seconded that the Twinsburg Board of Education adopt resolutions 19-230 to 19-242.

19-230 Inventory Deletions

That the Twinsburg Board of Education approves the deletion of a broken beyond repair Minolta Microfiche Machine **Serial Number** RP503 **Asset Tag** 000250 **Located at the** Twinsburg High School

19-231 Job Description

That the Twinsburg Board of Education approves the new Job Description for Board Certified Behavior Analyst (BCBA) – Intervention Specialist.

19-232 Job Description

That the Twinsburg Board of Education approves the new Job Description for Blended Learning Coach.

19-233 Job Description

That the Twinsburg Board of Education approves the revised Job Description for Administrative Intern.

19-234 Job Description

That the Twinsburg Board of Education approves the revised Job Description for Orchestra Teacher.

19-235 United Way Donation

That the Twinsburg Board of Education accepts a donation from GE United Way Giving Campaign, PO Box 7067, Princeton, NJ 08543-7067, in the amount of \$100.00 to be used for recognition and rewards at Samuel Bissell Elementary School.

19-236 Agreement – Therapy in Motion

That the Twinsburg Board of Education approves an Addendum to Contract with Therapy in Motion, LLC for the 2018/2019 school year to provide physical therapy services for students at the rate of \$90 per hour, up to an additional \$25,000.00.

19-237 Agreement – Solutions Behavior

That the Twinsburg Board of Education approves the Amendment to the Agreement with Solutions Behavioral Consulting for the 2018/2019 school year to provide consultation services at \$150 per hour and ABA technician services at the rate of \$45 per hour for children identified with special needs; additional contract cost is not to exceed \$95,000.00 for the remainder of the 2018/2019 school year. This is a VI-B expense and General Fund expense.

19-238 Then and Now Certificate

That the Twinsburg Board of Education approves the authorization of a “Then and Now Certificate” as per Ohio Revised Code 5705.41 for expenditures with Solutions Behavioral Consulting (\$58,438.75) and Therapy In Motion (\$14,220.00) thus aligning payment with the Amended Contracts of Behavior Solutions and Therapy in Motion. Issuance determines and certifies funds where THEN available at the time of the allowable expense and the amounts of purchases are necessary to meet the obligation (at the time of the order or contract) and is NOW lawfully appropriated and available for such purpose.

19-239 Agreement – Hotel for DC Trip

That the Twinsburg Board of Education approves the contract with Hilton Washington D.C. North/Gaithersburg for hotel rooms for the Spring 2020 8th Grade Washington D.C. Trip, per the terms and conditions set forth in the Agreement; as sent to the Board under separate cover. Due to the necessity of securing hotel accommodations for the trip, this contract is pending updated Certificate of Liability Insurance which will be obtained by November 2019.

19-240 Insurance Coverage

That the Twinsburg Board of Education approves the insurance rates for the 2019/2020 school year through the Ohio Schools Council (OSC) in the amount of \$153,049.40

19-241 Salary Schedules

That the Twinsburg Board of Education approves the Administrative Personnel Salary Schedule (effective 7/30/2019), the Central Office Salary Schedule (effective 7/01/2019), and the Psychologist’s & Athletic Trainer Salary Schedule (effective 8/01/2019).

See Pages 227-229

19-242 Agreement – Eric Brunton

That the Twinsburg Board of Education approves a contract with Eric Brunton Consulting, LLC, 5420 Summit Road, Lyndhurst, OH 44124, for business consulting services for the period of June 5, 2019 to July 31, 2020 at a rate of \$60 per hour not to exceed 450 hours.

*Ayes: Mr. Cellura, Mr. Curtis, Mrs. Davis, Mrs. DeFabio and Mr. Felber.
The Board President declared the motions approved.*

19-243 Ohio Schools Council

Mr. Cellura moved and Mr. Curtis seconded that the Twinsburg Board of Education approves

WHEREAS, Bottomline Auctions, Inc (the “Debtor” or “Bottomline”) is indebted to the Twinsburg City School District (“Assigner” in the sum of \$5,321.56 (the Debt); and

WHEREAS, the Twinsburg City School District wishes to assign to the Ohio Schools Council, and the Ohio Schools Council wishes to receive, an assignment of the Debt.

NOW, THEREFORE BE IT RESOLVED, in consideration of the recitals, the mutual covenants set forth, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties agree as follows:

1. The Twinsburg City School District hereby assigns, transfers, and sets over unto the Ohio Schools Council, the Debt together with all advantages and benefits to be derived therefrom;

2. As consideration for the assignment, the Ohio Schools Council agrees to pay to the Twinsburg City School District, within five (5) business days of the execution of this Agreement, the sum of \$5,321.56;

3. The Twinsburg City School District agrees that should Bottomline Auctions, Inc. make any payment on this Debt directly to the Twinsburg City School District after the execution of this Assignment of Debt, the Twinsburg City School District shall immediately forward the amount of such payment to the Ohio Schools Council, which shall deduct the amount from that owed to the Ohio Schools Council as a result of this Agreement;

4. The Twinsburg City School District hereby acknowledges, covenants and agrees that the Debt is justly and truly owing by Bottomline Auctions, Inc. to the District;

5. The Twinsburg City School District acknowledges and agrees that all of its rights in respect of the Debt have been assigned to the Ohio Schools Council, but that the acceptance of the Ohio Schools Council of this Assignment shall not impose upon it any obligations to take any steps to effect the collection of the Debt or to ensure that the Debt does not harm statute barred by the operation of any law relating to the limitation of actions, or otherwise; and

The Twinsburg City School District agrees that upon receipt of the amount owed, \$5,321.56, it will notify Bottomline Auctions, Inc. of the Assignment of Debt, on a form provided by the Ohio Schools Council.

19-244 Tax Abatement Agreement

Mrs. Davis moved and Mr. Curtis seconded that the Twinsburg Board of Education approves

WHEREAS, the City of Twinsburg has notified the District that Siffron Corporation, formerly Fasteners for Retail (FFR) is planning to construct a 100,000 sq. ft. warehouse space to their existing property on 8181 Darrow Road as part of a corporate consolidation (“Project”); and

WHEREAS, the company is located within the boundaries of an existing Community Reinvestment Area that has been duly created and approved pursuant to Ohio Revised Code Chapter 3735; and

WHEREAS, the Project is expected to be completed by February 2020, and is expected to add 25 full-time jobs to its current staff of 190 employees and an estimated new annual payroll of \$1,000,000 to its existing payroll of \$16,500,000; and

WHEREAS, the Company is seeking a tax incentive to assist with financing the expansion in the way of a 100% abatement of the value of the new construction for ten (10) years; and

WHEREAS, the City of Twinsburg has provided the Board with notice concerning its proposed abatement of the Project prior to formal adoption of a resolution approving an abatement as required by Ohio Revised Code Section 5709.83; and

WHEREAS, the Board recognizes that the City of Twinsburg encourages economic development within the area designated as the Community Reinvestment Area Company and that the proposed Project will benefit the City and the community; and

WHEREAS, this abatement is subject to revenue sharing of the total company payroll (approximately \$17,500,000) with the District in accordance with the Income Tax Revenue Sharing Agreement with the City; and

WHEREAS, to the best of its ability the Board desires to cooperate with the City's efforts to promote and encourage economic development while balancing the best interests of the Twinsburg City School District and the resulting tax revenues generated from the Project.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the Twinsburg City School District, Summit County, Ohio, that:

Section 1. In consideration of the Income Tax Revenue Sharing Agreement between the Board and the City, the Board approves of a one hundred percent (100%) real property tax exemption for ten (10) years under the Community Reinvestment Area Program with respect to all real property improvements constructed as part of the Project and as described in the Tax Exemption Application submitted to the City of Twinsburg and approves a Community Reinvestment Agreement between/among the City and the Company providing for such real property tax exemption.

Section 2. This Board finds and determines that all formal actions of this Board concerning and relating to this Resolution were taken in an open meeting of this Board and that all deliberations of this Board and of any committees that resulted in those formal actions were in meetings open to the public in compliance with the law.

Section 3. This Resolution shall be in full force and effect immediately upon its adoption.

19-245 **Tax Abatement Agreement**

Mr. Cellura moved and Mr. Curtis seconded that the Twinsburg Board of Education approves

WHEREAS, the City of Twinsburg has notified the District that Performance Food Group, Inc., formerly PPG/Vistar is planning to expand their facilities at 8745 Chamberlin Road to add 78,070 sq. ft. of warehouse and freezer space to support office and warehousing activities ("Project"); and

WHEREAS, the company is located within the boundaries of an existing Community Reinvestment Area that has been duly created and approved pursuant to Ohio Revised Code Chapter 3735 and is currently receiving a 50% tax abatement on its main real property improvements through 2022; and

WHEREAS, the Project is expected to be completed by January/February 2020, and is expected to add 5 full-time jobs to its current staff of employees and an estimated new annual payroll of \$250,000 to its existing payroll of \$5,844,121; and

WHEREAS, the Company is seeking a tax incentive to assist with financing the expansion in the way of a 50% abatement of the value of the new construction for five (5) years; and

WHEREAS, the City of Twinsburg has provided the Board with notice concerning its proposed abatement of the Project prior to formal adoption of a resolution approving an abatement as required by Ohio Revised Code Section 5709.83; and

WHEREAS, the Board recognizes that the City of Twinsburg encourages economic development within the area designated as the Community Reinvestment Area Company and that the proposed Project will benefit the City and the community; and

WHEREAS, this abatement is subject to revenue sharing of the total company payroll (approximately \$6,000,000) with the District in accordance with the Income Tax Revenue Sharing Agreement with the City; and

WHEREAS, to the best of its ability the Board desires to cooperate with the City's efforts to promote and encourage economic development while balancing the best interests of the Twinsburg City School District and the resulting tax revenues generated from the Project.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the Twinsburg City School District, Summit County, Ohio, that:

Section 1. In consideration of the existing Income Tax Revenue Sharing Agreement between

the Board and the City, the Board approves of a 50 percent (50%) real property tax exemption for five (5) years under the Community Reinvestment Area Program with respect to all real property improvements constructed as part of the Project and as described in the Tax Exemption Application submitted to the City of Twinsburg and approves a Community Reinvestment Agreement between/among the City and the Company providing for such real property tax exemption.

Section 2. This Board finds and determines that all formal actions of this Board concerning and relating to this Resolution were taken in an open meeting of this Board and that all deliberations of this Board and of any committees that resulted in those formal actions were in meetings open to the public in compliance with the law.

Section 3. This Resolution shall be in full force and effect immediately upon its adoption.

Mr. Curtis moved and Mrs. DeFabio seconded that the Twinsburg Board of Education adopt resolutions 19-246 to 19-250.

19-246 Agreement – Fire Suppression

That the Twinsburg Board of Education approves the contract with Johnson Controls Fire Protection, LP, 17295 Foltz Ind. Pkwy., Suite G, Strongsville, Ohio 44149 in the amount of \$17,260.00 for Fire Alarm Maintenance and Sprinkler Inspections at Twinsburg High School, R.B. Chamberlin Middle School, George G. Dodge Intermediate, Samuel Bissell Elementary and Wilcox Primary. This is a Permanent Improvement expenditure.

19-247 Agreement – Alarm Panel

That the Twinsburg Board of Education approves the contract with Johnson Controls Fire Protection, LP, 17295 Foltz Ind. Pkwy., Suite G, Strongsville, Ohio 44149 in the amount of \$21,738.00 for a Fire Alarm Panel Replacement at Wilcox Primary School. This is a Permanent Improvement expenditure.

19-248 Agreement – Asphalt Repairs

That the Twinsburg Board of Education accepts the proposal from Mid-Ohio Asphalt and Concrete, Inc., 2926 Tucker Court, Twinsburg, Ohio 44087, for various asphalt repairs, including crack filling, sealcoating and striping, per the scope outlined in the proposal at Twinsburg High School, R.B. Chamberlin Middle School, George G. Dodge Intermediate, Samuel Bissell Elementary School, Wilcox Primary School and the Administration Building in the amount of \$49,800.00. This is a Permanent Improvement expenditure.

19-249 Agreement – Bus Garage Change Order

That the Twinsburg Board of Education approves a change order with Compass Insulation and Specialty Coatings Inc., 4832 Payne Avenue, Cleveland, Ohio 44103 for the Siding Replacement/Repair Project at the Twinsburg City School District Bus/Maintenance Garage at a cost not to exceed \$2,500.00. This change order addresses additional siding and trim requirements of the project. This is a Permanent Improvement expenditure.

Minutes of REGULAR MeetingJune 05, 2019

19-250 **Textbooks - Science**

That the Twinsburg Board of Education adopt and purchase *Science Fusion Ohio Sciencesaurus ed* handbook by Houghton Mifflin Harcourt. (c. 2015 ISBN 9780544058767 for grades 4 & 5 and 9780544058408 for grade 6) at the cost of \$21,042.50 for science courses offered at George G. Dodge Intermediate School. The adoption was approved by the District Curriculum/Technology Committee on April 8, 2019. This is a Permanent Improvement expenditure.

19-251 **Adjournment**

Mr. Felber moved and Mr. Cellura seconded that the Twinsburg Board of Education adjourn at 7:32 p.m.

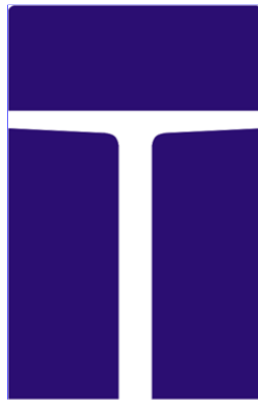
Ayes: Mr. Cellura, Mr. Curtis, Mrs. Davis, Mrs. DeFabio and Mr. Felber.

The Board President declared the meeting adjourned.

President of the Board

Treasurer

TWINSBURG CITY SCHOOL DISTRICT



FIVE-YEAR FORECAST

For Fiscal Years 2019-2023

FY 2019

May 30, 2019

Minutes of REGULAR Meeting

June 05, 2019

TWINSBURG CITY SCHOOLS

SUMMIT COUNTY

Schedule of Revenues, Expenditures and Changes in Fund Balances
For the Fiscal Years Ended June 30, 2016, 2017 and 2018 Actual;
Forecasted Fiscal Years Ending June 30, 2019 Through 2023

Submitted May 23, 2018	Actual			Forecasted				
	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Fiscal Year 2020	Fiscal Year 2021	Fiscal Year 2022	Fiscal Year 2023
Revenues								
1.010 General Property Tax (Real Estate)	\$27,601,371	\$27,999,439	\$31,645,879	\$34,720,427	\$35,210,146	\$35,532,865	\$35,855,584	\$35,943,349
1.020 Tangible Personal Property Tax								
1.030 Income Tax								
1.035 Unrestricted State Grants-in-Aid	5,418,218	5,700,606	6,175,981	6,378,300	6,200,000	6,250,000	6,300,000	6,350,000
1.040 Restricted State Grants-in-Aid	14,460	12,720	23,905	43,000				
1.045 Restricted Federal Grants-in-Aid - SFSF								
1.050 Property Tax Allocation	8,666,678	8,014,671	7,061,948	6,106,960	5,311,015	4,495,070	3,679,125	3,000,000
1.060 All Other Revenues	1,185,711	1,394,543	1,910,987	1,572,200	1,300,000	1,350,000	1,375,000	1,400,000
1.070 Total Revenues	42,886,438	43,121,979	46,818,700	48,820,887	48,021,161	47,627,935	47,209,709	46,693,349
Other Financing Sources								
2.010 Proceeds from Sale of Notes								
2.020 State Emergency Loans and Advancements (
2.040 Operating Transfers-In								
2.050 Advances-In		41,000	6,500	41,600	20,000	20,000	20,000	20,000
2.060 All Other Financing Sources			90,032	100,000				
2.070 Total Other Financing Sources		41,000	96,532	141,600	20,000	20,000	20,000	20,000
2.080 Total Revenues and Other Financing So	42,886,438	43,162,979	46,915,232	48,962,487	48,041,161	47,647,935	47,229,709	46,713,349
Expenditures								
3.010 Personnel Services	25,920,278	26,774,458	27,573,495	28,859,350	30,215,500	30,967,654	31,642,857	32,293,515
3.020 Employees' Retirement/Insurance Benefits	10,144,964	9,930,410	10,990,999	11,085,559	12,129,056	12,531,010	12,995,760	13,375,860
3.030 Purchased Services	4,620,520	4,899,034	5,068,657	5,480,000	5,510,000	5,730,000	5,810,000	5,990,000
3.040 Supplies and Materials	826,179	947,478	928,574	1,115,000	1,044,000	1,080,000	1,100,000	1,110,000
3.050 Capital Outlay	5,390	18,428	337,686	436,682	198,000	167,500	369,000	210,000
Debt Service:								
4.050 Principal-HB 264 Loans	211,514	213,912	220,493	237,131	223,828	225,585	227,406	229,293
4.060 Interest and Fiscal Charges	124,984	114,005	103,486	92,412	80,979	69,783	58,975	47,155
4.300 Other Objects	686,157	571,414	654,654	1,062,000	900,000	1,050,000	1,100,000	1,100,000
4.500 Total Expenditures	42,539,986	43,469,139	45,878,044	48,368,134	50,301,363	51,821,532	53,303,998	54,355,823
Other Financing Uses								
5.010 Operating Transfers-Out	115,709	19,550	155,221	75,000				
5.020 Advances-Out	41,000	22,300	41,600	52,000	20,000	20,000	20,000	20,000
5.030 All Other Financing Uses								
5.040 Total Other Financing Uses	156,709	41,850	196,821	127,000	20,000	20,000	20,000	20,000
5.050 Total Expenditures and Other Financing	42,696,695	43,510,989	46,074,865	48,495,134	50,321,363	51,841,532	53,323,998	54,375,823
Excess of Revenues and Other Financing Sources over (under)	189,743	(348,010)	840,367	467,353	(2,280,202)	(4,193,597)	(6,094,289)	(7,662,474)
Cash Balance July 1 - Excluding Proposed Renewal/Replacement and	30,995,088	31,184,831	30,836,821	31,677,188	32,144,541	29,864,339	25,670,742	19,576,452
7.010								
7.020 Cash Balance June 30	31,184,831	30,836,821	31,677,188	32,144,541	29,864,339	25,670,742	19,576,452	11,913,978
8.010 Estimated Encumbrances June 30	976,998	902,565	1,252,200	1,100,000				
Fund Balance June 30 for								
10.010 Certification of Appropriations	30,207,833	29,934,256	30,424,988	31,044,541	29,864,339	25,670,742	19,576,452	11,913,978
12.010 Fund Balance June 30 for Certification of Contracts, Salary Schedules and	30,207,833	29,934,256	30,424,988	31,044,541	29,864,339	25,670,742	19,576,452	11,913,978
15.010 Unreserved Fund Balance June 30	30,207,833	29,934,256	30,424,988	31,044,541	29,864,339	25,670,742	19,576,452	11,913,978
ADM Forecasts								
20.010 Kindergarten - October Count	271	274	277	278	272	275	273	271
20.015 Grades 1-12 - October Count	3,876	3881	3862	3855	3845	3835	3842	3846

INTRODUCTION:

A prudent reader should not make assumptions or believe that this forecast by its nature conveys anything more than an indication of a probable future financial position of the School District. Events and circumstances frequently do not occur as expected and will significantly alter the outcomes and results of the forecast and assumptions. Therefore, professional sophistication, due diligence, caution, and care are required when using and interpreting forecast information.

The Five-year Forecast is a planning document for the Twinsburg City School District. The purpose is to increase the level of communication regarding the school's fiscal status. Forecasts are built on assumptions and current state and federal laws that *can*, *will* and *do* change over time. The forecast, numbers and assumptions while made in good faith cannot be guaranteed.

The Five-year Forecast is designed to provide the administration, board of education and the public a **general indication** of a probable future financial position of the School District based on information currently available to the School District. The reasonableness of this forecast and the accuracy of assumptions rests with the District's administration and the Board of Education.

<i>COMMITMENT TO FISCAL RESPONSIBILITY</i>	COST PER PUPIL FY18	
An educated reader knows that forecasts are not built with the precision of a Swiss time piece. One just has to look at the front page of the Wall Street Journal to see that "XYZ" Company adjusts their yearly forecast to meet market pressures. Even CEOs with salaries in the millions of dollars and premier accounting departments have to make changes to their prognostications. The Benchmark for Twinsburg School District is reported by the ODE. It is the cost to educate each student. According to the FY18 CUPP Report Twinsburg spends \$11,389 per pupil. This is less than State Average, Similar Districts and many of our neighboring school districts. And while the Twinsburg School District spends less than comparable districts, the Twinsburg School District is recognized by the state as a high performing school district.	Solon	\$15,352
	Bedford	14,912
	Hudson	13,555
	Nardon	12,519
	Aurora	12,125
	State Avg.	11,953
	Similar Districts	11,614
	Twinsburg	11,389

The Five-year Forecast is a necessary tool focusing management's attention on future financial needs while facilitating strategic planning and discussion. The financial plan should provide for the optimal allocation of scarce resources in the delivery of services to our kids. What follows is our attempt to create a forecast using professional judgment within the philosophical base rooted in four key concepts. It is a look into the future through a snapshot of today.

- **REALISTIC** - We all want the best for our students. Yet there are economic realities that dictate what is possible for our school district. Our future should be realistic given our unique circumstances.
- **CAUTIOUS** – A cautious approach is neither overly optimistic nor pessimistic. It seeks the prudent path in predicting revenues and expenditures.
- **PROBABLE** – Given the current circumstances and the goals of our school district, this is the forecast that is most likely to occur.
- **SUPPORTABLE** – A good set of projections needs to include the rationale for assumptions. This is a combination of historical trends, current conditions and professional judgment about the trends.

In 1999 House Bill No. 412 mandated that school districts annually produce a five-year forecast by December 31 and update the forecast as necessary. The Forecast documents and provides the transparency necessary to keep all stakeholders informed of the District's projected financial position. If a district entered Fiscal Emergency, one could not claim "I did not know". Current statute requires the Forecast be submitted by November 30 with an update due in April or May.

It's important to note the Ohio Supreme Court has ruled (**DeRolph**) and reaffirmed its ruling through appeal that the current method of funding public education in Ohio is *Unconstitutional*. The legislature has made attempts to correct the funding method that overly relies on local property taxes, but to date the ruling has not been satisfied.

During these uncertain economic times the administration and Board of Education endeavor to contain expenditures and continue to examine areas to make future resource reallocations. Our goal is to create dynamic curriculum and safe learning environment that challenge all students' creative, analytical and critical thinking abilities and skills beyond standardized requirements.

RECENT EVENTS:

JOB WELL DONE: Twinsburg City School District continues to receive the highest academic ratings. U.S. News & World Report ranks Twinsburg High School number 37 out of 916 Ohio high schools! THS also ranked number 1151 in the U.S. out of more than 17,245 high schools. That is the top 7 percent nationally. The Board of Education and Administration are constantly looking at the data searching for areas to enhance educational results. In addition, the School District has received eighteen straight Certificates of Achievement for Excellence in Financial Reporting since 2000 and numerous Awards with Distinction given by Auditor of State's Office for obtaining a clean audit. While attaining these ratings and awards, the School District closely monitors expenditures looking for ways to reduce costs. As a result, Twinsburg School District's current per-pupil expenditures are well below the State's average.

LEVY: The Twinsburg School District has long appreciated the support of our local communities. On May 7, 2019 voters renewed a \$4 million Emergency levy. Previously, on May 2, 2017 voters approved a 6.9 mill levy generating approximately \$5.6 million annually. This new levy was necessary to fill the void created by the State of Ohio reducing the TPP payments/reimbursements.

LEGISLATION: There are two important state statutes that have capped the amount of tax dollars a school district can receive, or have completely eliminated it. In 1976, House Bill 920 (HB 920) was signed into law capping the amount of property tax collected. Consequently, property taxes cannot increase as a home's appraised value increases due to inflation. Secondly and very importantly is House Bill 66 (HB66). It was enacted July 1, 2005 eliminating the taxation of *Tangible Personal Property* (TPP). The TPP tax was a local source of revenue collected from local businesses. For Schools statewide, TPP collections in 2004 were estimated to be \$1.6 billion annually. For Twinsburg School District this lost revenue accounted for \$9.8 million annually or approximately 28% of revenues at the time this legislation was passed. **High performing school districts with a large commercial/industrial base like Twinsburg, Solon, Bedford, Berea and Cuyahoga Heights are experiencing significant downward revenue pressures.**

STATE OF THE STATE: Past Governor Strickland in 2009 proposed a comprehensive reform of the then current school funding model with the intent of increasing the State's share of educational funding via targeted assistance. Then Governor John Kasich discarded the Strickland model and redesigned the funding mechanism. At the same time bureaucrats have embraced legislation under the guise of educational choice to siphon away approximately 1 billion in tax dollars to charter schools, electronic schools, and profit based corporate educational enterprises. Charter Schools lack the transparency and accountability of traditional public schools. Charter schools attract the likes of Michael Milken, the "Junk Bond King", who according to an April 26, 1990 New York Times article "*in U.S. District Court Tuesday he (Michael Milken) pleaded guilty to six felonies and agreed to put up \$600 million, \$200 million of that in fines, to settle the biggest fraud case in the history of the securities industry*".

FINANCIAL UNCERTAINTY: The federal government's efforts to stem the 2008 financial meltdown added hundreds of billions if not trillions of dollars to an already staggering national debt. Hundreds of billions were paid to bail out banks and corporations that were deemed "Too Big to Fail". Amazingly only one person was sent to jail as a result of this fiasco. Greedy corporate executives walked away with pockets full of cash. As a consequence, the nation's is shifting from an economic crisis to a debt crisis! The national debt is over \$20 Trillion. Nearly fifteen percent of federal revenues are used to pay interest, second only to spending for the social programs of Health and Human Services, HUD and food stamps. As interest rates creep up from historic low levels a larger and larger portion of the nation's budget will go to make debt payments. Unfortunately, the US economy is humming along on borrowed money and borrowed time. An ill wind is brewing.

THE FORECAST should be thought of as a Barometer showing the rise and fall in financial pressure. It is not an unwavering course with exacting routes and distances. If you think of it more as a GPS Navigation device the Forecast will show you your destination and "Recalculates" when obstacles and detours are encountered.



ODE's FORECAST PURPOSE AND OBJECTIVES:

1. To engage the local board of education and community in the long range planning and discussion of financial issues facing the school district,
2. To serve as a basis for determining the school district's ability to sign the "412 certificate",
3. To provide a method for the Department of Education and Auditor of State to identify school districts with potential financial problems.



The current fiscal year's forecasted expenditures include appropriations and encumbrances. Estimates of expenditures for the next four years are developed using the current year's data and trend analysis of past results. The School District's two major sources of revenue for the current fiscal year are property taxes as certified by the Summit County Fiscal Officer and State Foundation Aid from the ODE. As part of the administrations fiduciary duties, continual efforts are made to reduce expenditures and to find additional sources of revenues. ***It is important to note that future forecasts will differ.*** Decisions made at the State and Federal level, unknowns such as energy costs, health care premiums, the number of sick days used, and the educational mandates for student sub-groups will impact the future years as presented in the forecast.

The School District has made substantial efforts to contain and reduce costs. Through attrition and other cost cutting measures the School District cut \$2.6 million dollars from the 2013 budget. Negotiating labor contracts, upgrading equipment, consortium buying, grant opportunities, and scrutinizing personnel will help contain overall costs. In addition the School District collects Pay-to-Participate fees, extracurricular fees and academic course fees, similar to most districts throughout the State of Ohio.

REVENUES:

Line 1.010 - Real Estate Taxes

After decades of increases, Real Estate Valuations decreased following the Housing Market/ Home Mortgage fiasco 2008/2009. The Chrysler facility, at one time the City's largest employer closed March 2010. Subsequently, it was dismantled reducing taxable values from \$33.3 million and a loss to the School District in property taxes. To attract new business, the City grants property tax abatements on redevelopment projects. New construction and reappraisal has resulted in a slight increase in valuations reported to the School District. Monitoring of real property tax collections is crucial as it represents over 67% of FY18 revenues.



Minutes of REGULAR Meeting

June 05, 2019

Line 1.020 – Tangible Personal Taxes (TPP)

HB 66 legislation enacted in 2005 eliminated the tax paid by businesses on virtually all Tangible Personal Property. This legislation set forth that the State would for five years fully reimburse districts the amount of lost revenues (\$1.6 billion). Then starting in tax year 2011 they would incrementally eliminate this reimbursement. A tax once under local control has been permanently eliminated and replaced by a State controlled Commercial Activity Tax (CAT). As the State eliminates the TPP/CAT reimbursements these dollars are used to fill the State's coffers at the expense of Local Governments. The State's biennium budgets have five times changed the laws governing the loss of TPP. For Twinsburg Schools the TPP tax collection in the base year 2004 was \$9.8 million and on line 1.020. For FY 18, the TPP reimbursement on line 1.050 was \$4 million – a reduction of \$5.8 million, equivalent to 6.5 mills. Twinsburg School District will permanently lose this revenue and potentially face **FISCAL EMERGENCY**.

Line 1.035 – Foundation Program

The Foundation Program is the State's aid program funding school district operations. Since September 2009, there has been FOUR State enacted School-Funding Models (SF-3, PASS, Bridge, and SFPR). In 2009 (HB 1), in 2011, and yet again in 2013 (HB59), the State renamed its Foundation Funding Program and redesigned the calculations. These redesigns have cost Twinsburg Schools a significant amount of money by changing the calculations and capping any increases. The April 2019 #2 SFPR indicates that Twinsburg School District should receive over \$9.2 million in State aid. However, after legislative actions, this funding is "Capped" at \$5.9 million. The result is a loss of \$3.2 million.

Foundation aid from the State will remain flat and an uncertain portion of total revenue in light of recent State budget priorities. This Five Year Forecast covers a time frame that includes two State Biennium Budget Cycles. We have neither control nor insight into the outcomes of future state budgets.

Further eroding local resources are corporate charter schools, EdChoice and various "scholarships" and vouchers. For a student attending a charter school the Per Pupil State Aid is deducted at an amount Five times higher than the School District actually receives from the State. Moreover, charter schools do not provide bussing, don't pass levies, operate outside many legal requirements and unfunded mandates and historically most receive failing results on the Ohio Department of Education's Report Card. Numerous instances of the misuse of funds have been uncovered by the State of Ohio Auditor.

Casino Money: Ohioans approved the establishment of four Casinos in Ohio. Estimates are Ohio Schools should receive approximately \$50 per pupil from casino generated revenues. Twinsburg Schools received \$210,677 in FY18 and \$217,296 in FY19.

Line 1.050 – Homestead and Rollback including Direct TPP payments

Homestead and Rollback payments represent the reimbursement of a 10% discount given property owners and an additional 2.5% discount is given to owner occupied parcels. Taxpayers were promised Real Estate tax relief when the State proposed the income tax in 1972. In 2013 HB59 ended this promise by denying the discount and reimbursement on all new levies. TPP direct reimbursement payments from the State's CAT Tax flows through line 1.050 as required by the Auditor of State. TPP Reimbursement was \$2,598,781 in FY18 and will be reduced by \$502,329 annually until it is gone/zero. A cumulative cash flow loss of \$7,534,933 over five years

Line 1.060 – All Other Sources

All other revenues include interest, tuition, student fees, rental charges, and miscellaneous receipts.

EXPENDITURES:Line 3.010 – Personal Services

Salaries for fiscal year 2018 are based upon the current contracts for teachers and staff. The Operational Change Plan cut approximately \$2.6 million in salaries and benefits from the FY13 budget. Regretfully as part of the Operational Change Plan, teachers and staff were laid-off to reduce expenditures. In light of economic pressures and with salaries and benefits accounting for over 85 cents of every dollar spent the School District may fall short of future staffing expectations as economic pressures grow.

Minutes of REGULAR Meeting

June 05, 2019

Increasing pressure on staffing as a result of OTEs, Third Grade Reading Guarantee, High Stakes/Next Generation Testing has necessitated the addition of specialized staffing. FY 14 saw the addition at the elementary level of two reading specialists to support struggling readers transcend the third grade reading guarantee and three-and-a-half administrative staff to facilitate the ever-increasing state directed mandates. Currently, efforts to support student achievement throughout the district have resulted in bringing additional staff on board. Five teachers were hired as academic coaches to support student learning across the entire curriculum. The increasing demands for on-line testing resulted in the addition of three technology staff members. Increased FY 19 Staffing levels of Intervention Specialists, Preschool Staff, Reading and Math Supports, School Counselors, and Maker Space Staff have put markedly upward pressure on salaries and benefits.

Line 3.020 – Employee Retirement and Insurance

Fringe benefits are calculated as a percentage of total salaries and wages. Costs for benefits include 14% for retirement (STRS and SERS) and 1.45% for Medicare. Health Care (HC) costs increase annually and have tripled since 1999 and continue to out-pace inflation. The School District is a member of a HC Consortium that covers over 13,000 lives (shared services). It is self-funded and has a statutory cash reserve they are required to maintain. When the Consortium has a favorable claims experience for a year, the reserve will exceed the required amount. The Consortium then rebates the excess reserves to the member districts via “Premium Holiday”. Typically there has been two premium holidays per year.

Line 3.030 – Purchased Services

Purchase Services represent items from utility costs to liability insurance, to copier leases, to legal fees, to health/nursing related services, to behavioral health services, to tuition costs for students educated by other districts. The costs for services for special needs students, test scoring, and professional development are ever increasing. Tuition encompasses State deductions for charter and electronic schools, Peterson deductions, Autism deductions and direct payments for outplaced special needs students. These expenditures have increased from approximately \$500,000 in FY10 to approximately \$1.3 million in FY18.

The School District utilizes the buying power of the Ohio School Council Consortium for electricity and natural gas buying power. The energy conservation project at the high school, mild winters and drop in natural gas pricing have favorably reduced energy expenditures. FY 12 saw a significant reduction in natural gas cost and usage. The School District and the City’s fitness center have a utility sharing agreement. We budget and pay the entire utility cost and subsequently are reimbursed by the City for their portion of the cost. Technology is becoming a greater partner of learning. There has been an increase in costs for computer software licenses. Additionally, technology supports many administrative functions.

Line 3.040 – Supplies and Materials

This includes educational supplies and consumables, as well as cleaning supplies. Additionally, fuel, tires and repair parts for the School District’s fleet of 44 buses are incorporated in this category. The School District participates in several purchasing consortiums to reduce expenditure costs on routine purchases.

Line 3.050 – Capital Outlay

The Permanent Improvement fund is used for capital expenditures. Currently, the School District is in the midst of a one-to-one technology project to supply students with a Chromebook.

Line 4.300 – Other (Expenditures)

The major expenditures for this category are non-discretionary fees associated with the Summit County tax collection process in addition to fees the State charges. These fees are set by laws and cannot be changed or altered by the School District. Also in this category are audit costs, ESC costs, membership fees, etc.

Lines 4.020 to 4.060 – Repayment of Debt Service

August 2010 the School District undertook a House Bill 264 Energy Conservation Project at the high school replacing lighting, boilers and HVAC controls. The \$2.6 million project is financed via reductions in utility costs. A Federal Government program rebates a large portion of the interest expense back to the School District. The Purchased Services line 3.030 decreased (utilities) as a result of this initiative.

Recently a HB 264 project was completed at RB Chamberlin. There were lighting upgrades and an old boiler was replaced with a high efficiency machine to help reduce heating costs.

WHERE HAS ALL THE MONEY GONE?

A Cleveland Plain Dealer editorial from Sunday October 24, 2010 entitled “Schools need long-term FIXES, MONEY today” states “public schools are in deep, deep trouble.” It continues with “... excellent districts are imperiled by a shrinking tax base, rising number of needy and disabled students, galloping costs for special education, equipment, textbooks and services and a tide of new unfunded state mandates.” “These problems are likely to get worse...” These issues still the same today.

At the national level, Federal spending has inflated the national debt to over \$20 trillion. At some point will the Federal Government reach the limits of deficit spending? At the local level voters are frustrated with the overall level of taxation. Voter fatigue manifests itself in ever increasing push back as districts attempt to obtain additional funding to offset State reductions. Unfortunately, a school levy is one of the few instances where voters can voice their frustration with the political system.

Twinsburg School District currently has a significant fund balance. This is one-time money that will be used to balance the budget over the next several years. **THEN IT WILL BE GONE!!!** The TPP/ CAT Phase out leaves the huge funding void as TPP/CAT Dollars are reduced and ultimately eliminated. The fund balance precipitously falls as these reimbursements are systematically eliminated.

CONCLUSION:

Future revenue streams are very soft numbers in light of the State’s reluctance to fully fund its share of education in Ohio. The State’s budget is for two years and the State does not provide any budget data beyond June 2019. Furthermore, HB66 demonstrates the State’s ability and willingness to significantly alter the collection of Local Tax Revenues upon which Twinsburg Schools depend. The State Budget Bill HB66 enacted July 1, 2005, is still causing uncertainty and increasing the level of forecasting difficulty as legislators and the governor keep changing due to term limits.

Twinsburg City School District continues to face significant challenges. The challenges are to provide an ever increasing level of services to children with diverse abilities, needs, backgrounds, cultures, and requirements. This must be done with a level of funding that is neither stable nor predictable. Numerous funding models, HB59, HB66, Senate Bill 5, Charter Schools, and expanding voucher programs are perniciously nibbling away at public education funding and negatively impacting our prognostication. Oftentimes factions and legislators are more concerned with their own special interests than what is best for the education of all students.

The State is shifting the tax burden from the State to the local level by cutting the State’s funding obligation. Locally, Boards of Education must make decisions that could require major budget cuts and staff reductions while deciding if replacement revenues will be supported.

The significant fund balance as of June 30, 2018 will be gone in a very short period of time. Fund balance dollars will fill the void left by the loss of TPP and mask the structural operating deficit as the School District receives fewer and fewer dollars from the State.

If corporate sponsored action groups are permitted to continue to influence educational policies via campaign contributions, someday there may be communities in Ohio where public schools as we know them do not exist as corporate carpet baggers syphon precious dollars for their own enrichment.

Respectfully Submitted
Martin Aho, Treasurer/CFO

Education costs money, but so does ignorance: Sir Claus Moser

Minutes of REGULAR Meeting

June 05, 2019

ALTERNATIVE TAX BUDGET INFORMATION**Political Subdivisions****Excluding School Districts**Political Subdivision/Taxing Unit TWINSBURG PUBLIC LIBRARYFor the Fiscal Year Commencing January 1, 2020Fiscal Officer Signature _____ Date 5/8/2019**COUNTY OF SUMMIT****Background**

Substitute House Bill No. 129 (HB 129) effective June 3, 2002, was enacted by the 124th General Assembly in part to allow a county budget commission to waive the requirement that a taxing authority adopt a tax budget for a political subdivision or other taxing unit, pursuant to Ohio Revised Code (ORC) Section 5705.281.

Under the law in effect prior to June 3, 2002, the budget commission could only waive the tax budget for a subdivision or other taxing unit that was receiving a share of the county undivided local government fund or the county undivided local government revenue assistance fund under an alternative method or formula pursuant to ORC Sections 5747.53 and 5747.63. Thus, tax budgets could be waived only for counties, municipalities, townships and park districts. This restriction is now removed.

Ohio Revised Code Section 5705.281

Under the amended version of this section pursuant to HB 129, a county budget commission, by an affirmative vote of a majority of the commission, including an affirmative vote by the county auditor, may waive the tax budget for any subdivision or other taxing unit. However, the commission may require the taxing authority to provide any information needed by the commission to perform its duties, including the division of the tax rates as provided under ORC Section 5705.04.

County Budget Commission Duties

The county budget commission must still certify rates to each subdivision or other taxing unit, by March 1 for school districts and by September 1 for all other taxing authorities under ORC Section 5705.35, even when a tax budget is waived. Also, the commission is still required to issue an official certificate of estimated resources under ORC Section 5705.35 and amended official certificates of estimated resources under ORC Section 5705.36.

Therefore, when a budget commission is setting tax rates based on a taxing unit's need, for purposes of ORC Sections 5705.32, 5705.34 and 5705.341, its determination must be based on that other information the commission asked the taxing authority to provide under ORC Section 5705.281, when the tax budget was waived. Also, an official certificate must be based on that other information the commission asked the taxing authority to provide.

County Budget Commission Action

At a May 7, 2002 Summit County Budget Commission meeting, the commission with an affirmative vote of all members waived the requirement for taxing authorities of subdivisions or other taxing units (including schools) to adopt a tax budget as provided under ORC Section 5705.281, but shall require the filing of this Alternative Tax Budget Information document on an annual basis.

Alternative Tax Budget Information Filing Deadline

The fiscal officer of a political subdivision (not a school district) must file one signed copy of this document with the Summit County Fiscal Officer, on or before July 15.

(Adopted 5/7/02)

Revised 06/29/10

GUIDELINES FOR COMPLETING THE ALTERNATIVE TAX BUDGET INFORMATION

SCHEDULE 1

The general purpose of schedule 1 is to meet the requirement of Ohio Revised Code (ORC) Section 5705.04 which requires the taxing authority of each subdivision to divide the taxes levied into separate levies. For help use the Summit County Budget Commission Certification of Tax Levy Estimate issued by the budget commission for the current year and add any new levies. This will help to ensure that no levies are missed.

In column I list only those individual funds which are requesting property tax revenue. In column II purpose refers to the following terms; inside, current expenses and special levy for example. In column IV levy type refers to renewal, additional and replacement for example. In column IX state the estimate of gross property tax.

SCHEDULE 2

The general purpose of schedule 2 is to demonstrate the need to produce property tax revenues to cover the estimated expenditures for the budget year.

ORC Section 5705.341 states in part; Nothing in this section or any section of the ORC shall permit or require the levying of any rate of taxation, whether within the 10 mill limitation or whether the levy has been approved by the electors, the political subdivision or the charter of a municipal corporation in excess of such 10 mill limitation, unless such rate of taxation for ensuing fiscal year is clearly required by a budget properly and lawfully adopted under this chapter or by other information required per ORC 5705.281."

Property Taxes include real estate taxes, public utility personal property taxes, homestead and rollback amounts.

Personal Property Tax Reimbursements include public utility personal property and tangible personal property

Total Expenditures: all expenditure line items and transfers out. In columns II and III complete the data from the last two

SCHEDULE 3

The general purpose of schedule 3 is to produce an Official Certificate of Estimated Resources for funds that do not receive property tax revenue. In column III the total estimated receipts should include all revenues plus transfers in.

SCHEDULE 4

The general purpose of schedule 4 is to provide inside/chapter millage for debt service. The basic security for payment of general obligation debt is the requirement of the levy of ad valorem property taxes within the 10 mill limitation imposed by Ohio law. Ohio law requires a levy and collection of ad valorem property tax to pay debt service on general obligation debt as it becomes due, unless that debt service is paid from other sources.

SCHEDULE 5

The general purpose of schedule 5 is to provide for the proper amount of millage to cover debt service requirements on voted bond issues. Major capital improvement projects are sometimes financed through the use of voted bonds. The taxing authority seeks voter approval of general obligation bonds and of the levy of property taxes outside the indirect debt limitation in whatever amount is necessary to pay debt service on those bonds.

In column VI you must take into consideration any carry over plus or minus cash balance estimated for the current year. This can happen because there are no sure things concerning tax payments and the valuation of personal property taxpayers.

SCHEDULE 6

The general purpose of schedule 6 is to properly account for tax anticipation notes. See schedule 6 for more details.

*** Please reproduce all pages as necessary.**

STATEMENT OF FUND ACTIVITY

Always complete for General Fund. Also complete for any fund that will receive property tax.

SCHEDULE 2

FUND: GENERAL

I	II	III	IV	V
DESCRIPTION	FOR 2017 ACTUAL	FOR 2018 ACTUAL	2019 CURRENT YEAR ESTIMATE	2020 BUDGET YEAR ESTIMATE
Revenues				
Property Taxes	\$ 1,392,233.92	\$ 1,440,416.39	\$ 1,440,000.00	\$ 1,638,000.00
Personal Property Tax Reimbursements	\$ 155,003.78	\$ 156,377.52	\$ 151,000.00	\$ 75,000.00
Local Government from County				
Public Library Fund	\$ 1,135,684.22	\$ 1,185,005.49	\$ 1,197,760.24	\$ 1,200,000.00
Grants	\$ 10,000.00	\$ 4,466.00		
Income Tax				
Transfers-in				
Other Revenue	\$ 111,834.40	\$ 102,299.62	\$ 88,500.00	\$ 84,000.00
Total Revenues	\$ 2,804,756.32	\$ 2,888,565.02	\$ 2,877,260.24	\$ 2,997,000.00
Total Expenditures	\$ 2,781,262.29	\$ 2,944,795.06	\$ 3,328,105.81	\$ 3,178,000.00
Revenues over/(under) Expenditures	\$ 23,494.03	\$ (56,230.04)	\$ (450,845.57)	\$ (181,000.00)
Beginning Cash Fund Balance	\$ 566,015.08	\$ 589,509.11	\$ 533,279.07	\$ 82,433.50
Ending Cash Fund Balance	\$ 589,509.11	\$ 533,279.07	\$ 82,433.50	\$ (98,566.50)
Encumbrances (at year end)	\$ 111,883.15	\$ 82,433.50	\$ 85,000.00	\$ 83,000.00
Ending Unencumbered Fund Balance	\$ 477,625.96	\$ 450,845.57	\$ (2,566.50)	\$ (181,566.50)

STATEMENT OF FUND ACTIVITY

List All Funds Individually Unless Reported On Schedule 2.

SCHEDULE 3

[illegible]

VOTED DEBT OUTSIDE 10 MILL LIMIT

Bonds or Notes Must Actually be Issued In Order to Commence Collection of Property Taxes for Debt Service.

SCHEDULE 5[illegible]

TAX ANTICIPATION NOTES

SCHEDULE 6

Tax anticipation notes are issued in anticipation of the collection of the proceeds of a property tax levy. The amount of money required to cover debt service must be deposited into a bond retirement fund, from collections and distribution of the tax levy, in the amounts and at the times required to pay those debt charges as provided in the legislation authorizing the tax anticipation notes. (ORC Section 133.24)

The appropriation to the fund which normally receives the tax levy proceeds is limited to the balance available after deducting the amounts to be apportioned to debt service.

After the issuance of general obligation securities or of securities to which section 133.24 of the ORC applies, the taxing authority of the subdivision shall include in its annual tax budget, and levy a property tax in a sufficient amount, with any other monies available for the purpose, to pay the debt charges on the securities payable from property tax. (ORC Section 133.25)

	Name Of Tax Anticipation Note Issue	Name Of Tax Anticipation Note Issue
Amounts Required to Meet Budget Year Principal and Interest Payments:		
Principal Due		
Principal Due Date		
Interest Due		
Interest Due Date		
Interest Due		
Interest Due Date		
Total		
Name of the Special Debt Service Fund		

Amounts to be Apportioned to Debt Service on the Following Budget Year Settlements:		
February 20__ Real Estate		
August 20__ Real Estate		
Total		
Name Of Fund To Be Charged		

Minutes of REGULAR Meeting

June 05, 2019

ADMINISTRATIVE PERSONNEL SALARY SCHEDULE (Effective 7/30/19)Certificated & Classified Administrators

(Last Revision: 7/18/18)

Administrative Personnel

<u>Enumeration of Positions Covered</u>	<u>Days</u>	<u>Responsibility Factor</u>
Treasurer	260 days	1.4312
Business Manager	260 days	1.39
High School Principal	260 days	1.25
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 Curriculum	260 days	1.105
Director of Human Resources	260 days	1.105
Director of Pupil Services	260 days	1.105
Supervisor of Personnel	260 days	1.075
Athletic Director /Coord. of K-12 Student Act.	260 days	0.940
Technology Coordinator/Network Manager	260 days	0.940
Food Service Supervisor	225 days	0.887
Supervisor of Innovative Programs	217 days	0.812
Transportation Supervisor	260 days	0.7303
Maintenance Supervisor	260 days	0.662
Assistant Treasurer	260 days	0.600
Assistant Transportation Supervisor	260 days	0.474

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

Base Salary = \$72,388Administrative Experience Factor = .01 for each yearExtra-Curricular FactorCalendar Factor

High School = .07

PreSchool = .04

Principals/Asst. Supervisors (217/225/260 days) = .1793

Middle School = .05

Central Office (260 days) = .25

Education Factor

B.A. = .00

M.A. + 12 = .03

M.A. + 30 = .06

Ph.D./Ed.D. = .11

M.A. = .01

M.A. + 18 = .04

Ed. S. = .08

Ph.D./Ed.D.+ = .12

M.A. + 6 = .02

M.A. + 24 = .05

M.A. + 2nd M.A. = .09Ph.D./Ed.D. + 2nd M.A. = .13

TWINSBURG CITY SCHOOLS

2019 - 2020 CENTRAL OFFICE SALARY SCHEDULE

Step Effective	PY Base Plus CY Increase -	Support Specialist Central Office Receptionist	Administrative Assistant To The Supt	Assistant To The Business Manager Data Specialist	Payroll Officer	Budgetary Officer	Accounting Clerk Secretary
7/1/2019	2.00%	\$18.69	\$26.99	\$26.19	\$24.92	\$23.53	\$22.57
0	1.00000	\$18.69	\$26.99	\$26.19	\$24.92	\$23.53	\$22.57
1	1.01000	\$18.88	\$27.26	\$26.45	\$25.17	\$23.77	\$22.80
2	1.02010	\$19.07	\$27.53	\$26.72	\$25.42	\$24.00	\$23.02
3	1.03030	\$19.26	\$27.81	\$26.98	\$25.68	\$24.24	\$23.25
4	1.04060	\$19.45	\$28.09	\$27.25	\$25.93	\$24.49	\$23.49
5	1.05101	\$19.64	\$28.37	\$27.53	\$26.19	\$24.73	\$23.72
6	1.06152	\$19.84	\$28.65	\$27.80	\$26.45	\$24.98	\$23.96
7	1.07214	\$20.04	\$28.94	\$28.08	\$26.72	\$25.23	\$24.20
8	1.08286	\$20.24	\$29.23	\$28.36	\$26.98	\$25.48	\$24.44
9	1.09369	\$20.44	\$29.52	\$28.64	\$27.25	\$25.73	\$24.68
10	1.10462	\$20.65	\$29.81	\$28.93	\$27.53	\$25.99	\$24.93
11	1.11567	\$20.85	\$30.11	\$29.22	\$27.80	\$26.25	\$25.18
12	1.12830	\$21.09	\$30.45	\$29.55	\$28.12	\$26.55	\$25.47
13	1.13809	\$21.27	\$30.72	\$29.81	\$28.36	\$26.78	\$25.69
14	1.14947	\$21.48	\$31.02	\$30.10	\$28.64	\$27.05	\$25.94
15	1.16097	\$21.70	\$31.33	\$30.41	\$28.93	\$27.32	\$26.20
16	1.17258	\$21.92	\$31.65	\$30.71	\$29.22	\$27.59	\$26.47
18	1.19758	\$22.38	\$32.32	\$31.36	\$29.84	\$28.18	\$27.03
20	1.22258	\$22.85	\$33.00	\$32.02	\$30.47	\$28.77	\$27.59

TWINSBURG CITY SCHOOLS

2019 - 2020 PSYCHOLOGIST'S & ATHLETIC TRAINER SALARY SCHEDULE

Step Effective	PY Base Plus CY Increase of	160 Day Part-Time Psychologist Masters +30	200 Day Psychologist PhD	200 Day Psychologist Masters +30	200 Day Psychologist Masters +24	200 Day Athletic Trainer BA+22
8/1/2019	2.00%	\$54,649.46	\$83,579.34	\$81,342.05	\$60,023.38	\$78,917.82
0	1.00000	\$54,649.46	\$83,579.34	\$81,342.05	\$60,023.38	\$78,917.82
1	1.01000	\$55,195.95	\$84,415.14	\$82,155.47	\$60,623.61	\$79,707.00
2	1.02010	\$55,747.91	\$85,259.29	\$82,977.02	\$61,229.85	\$80,504.07
3	1.03030	\$56,305.34	\$86,111.80	\$83,806.71	\$61,842.09	\$81,309.03
4	1.04060	\$56,868.23	\$86,972.66	\$84,644.54	\$62,460.33	\$82,121.88
5	1.05101	\$57,437.13	\$87,842.72	\$85,491.31	\$63,085.17	\$82,943.41
6	1.06152	\$58,011.49	\$88,721.14	\$86,346.21	\$63,716.02	\$83,772.84
7	1.07214	\$58,591.87	\$89,608.76	\$87,210.06	\$64,353.47	\$84,610.95
8	1.08286	\$59,177.71	\$90,504.73	\$88,082.05	\$64,996.92	\$85,456.95
9	1.09369	\$59,769.57	\$91,409.89	\$88,962.98	\$65,646.97	\$86,311.63
10	1.10462	\$60,366.88	\$92,323.41	\$89,852.05	\$66,303.03	\$87,174.20
11	1.11567	\$60,970.76	\$93,246.96	\$90,750.88	\$66,966.29	\$88,046.24
12	1.12830	\$61,660.98	\$94,302.57	\$91,778.23	\$67,724.38	\$89,042.97
13	1.13809	\$62,196.00	\$95,120.81	\$92,574.57	\$68,312.01	\$89,815.58
14	1.14947	\$62,817.91	\$96,071.95	\$93,500.24	\$68,995.08	\$90,713.66
15	1.16097	\$63,446.38	\$97,033.11	\$94,435.68	\$69,685.34	\$91,621.22
16	1.17258	\$64,080.86	\$98,003.46	\$95,380.06	\$70,382.22	\$92,537.45
18	1.19758	\$65,447.10	\$100,092.95	\$97,413.61	\$71,882.80	\$94,510.40
20	1.22258	\$66,813.33	\$102,182.43	\$99,447.16	\$73,383.39	\$96,483.34