

CHILLICOTHE R-II SCHOOL DISTRICT

Members:
Brent Turner - President
Pat Jones - Vice President
Lauren Horsman - Treasurer

Lindy Chapman - Member
Paul Thomas - Member
Robin Quinn - Member

Special Meeting
June 27, 2018

The Chillicothe R-II School Board of Education met for a special meeting at 6:30 p.m. on Wednesday, June 27, 2018 at the Administrative Offices, 1020 Old Highway 36 West, Chillicothe, MO 64601.

Members present: Mr. Brent Turner, president; Mr. Pat Jones, vice president; Mrs. Lauren Horsman, treasurer; Mr. Paul Thomas and Mrs. Robin Quinn.

Also present: Dr. Roger Barnes, Katie Beth Kerr, Kelly Griffith, Laurinda Davison, Jason and Agnes Bone and Ken Stull.

CALL TO ORDER

Mr. Turner called the meeting to order at 6:30 p.m.

APPROVAL OF AGENDA

Mr. Turner asked for a motion to approve the agenda as presented. Mr. Jones moved to approve the agenda as presented. Mr. Thomas second. All were in favor. Motion carries, 5-0.

NEW BUSINESS

Board Member Recognition: On behalf of the Board, Mr. Turner presented a plaque of appreciation to Mr. Jason Bone, who had served on the Board for 11 years prior to his resignation earlier in the month.

Declare Surplus: Dr. Barnes recommended the Board declare as Surplus Property several items at Central School, the Pink House and Dewey. Mr. Turner asked if there were any questions or comments regarding the items to be declared as Surplus Property. Seeing none, he asked for a motion on the issue. Mr. Jones moved to declare the list of items presented as Surplus Property. Mrs. Horsman second. All were in favor. Motion carries, 5-0. *(To view a list of items declared as Surplus Property, please see the Custodian of Records).*

Consideration of Final 2017-18 Bills: Dr. Barnes recommended the Board approve the final 2017-18 bills. Mr. Turner asked if there were any questions or comments regarding the final 2017-18 bills to be paid. Seeing none, he asked for a motion on the issue. Mr. Thomas moved to approve the final 2017-18 bills. Mrs. Horsman second. There was a vote. Motion carries, 4-0-1, with Mr. Jones abstaining. The final 2017-18 bills approved totaled \$228,011.79.

Amend 2017-18 District Budget: Dr. Barnes recommended the Board amend the FY18 budget to actual figures with a transfer from Fund 1 to Fund 4 in the amount of \$608,250. He noted that ending balances are slightly better than budgeted, in part due to a concentration on spending, an increase in Prop C and Classroom Trust Funds, compared to what was originally budgeted. The State Adequacy Target (SAT) was fully funded budgeted was \$6,190 per WADA and final payment (June) was \$6,241. He estimated that the District should end FY18 with a 15.79 percent reserve balance, comparing to a budgeted FY18 reserve of 15.61 percent. Mr. Turner asked if there were any questions or comments regarding the issue. Seeing none, he called for a motion on the issue. Mr. Jones moved to amend the 2017-18 District Budget to actual figures with a transfer from Fund 1 to Fund 4 in the amount of \$608,250. Mr. Thomas second. All were in favor. Motion carries, 5-0.

Consider Salary and Welfare Committee Requests: Dr. Barnes recommended the Board approve the following Salary and Welfare Committee Requests:

- The request that teachers need only to arrive 30 minutes before school starts on Late Start days;
- A pay increase of \$200 to the base;
- Beginning with the summer of 2019, paying summer school teachers for 8 hours per day compared to the 7 hours per day they currently receive.

Mr. Turner asked if there were any questions or comments regarding the issue. Seeing none, he asked for a motion on the issue. Mr. Jones moved to approve a pay increase of \$200 to the base, paying summer school teachers for 8 hours per day beginning with the summer of 2019, and allowing teachers to arrive only 30 minutes before school starts on Late Start days. Mr. Thomas second. All were in favor. Motion carries, 5-0.

Consider 2018-19 Teacher Salary Schedule & Benefits: Dr. Barnes presented a salary schedule for Board approval. He noted that the proposed salary schedule includes the granting of the step for experience and a \$200 increase to the base teacher salary. This, he said, equates to a 1.884 percent raise which will also be given to those not on a salary schedule. If approved, the new teacher base salary will be \$33,873. Benefits include Board Paid Health and Life Insurance as agreed to at the June 19, 2018

Board of Education meeting. Mr. Turner asked if there were any questions or comments regarding the issue. Seeing none, he asked for a motion on the issue. Mrs. Horsman moved to approve the 2018-19 Teacher Salary Schedule & Benefits for 2018-19 as presented. Mr. Thomas second. All were in favor. Motion carries, 5-0. (*Attachment A*)

Consider 2018-19 Extra Duty Salary Schedule: Dr. Barnes recommended the Board approve the 2018-19 Extra Duty Salary Schedule as presented. He said the percentages for each extra duty area have not changed and payment is based on a percentage of the base salary, thus, as the base salary increases, so does extra duty pay. Mr. Turner asked if there were any questions or comments regarding the proposed 2018-19 Extra Duty Salary Schedule. Seeing none, he asked for a motion on the issue. Mr. Thomas moved to approve the 2018-19 Extra Duty Salary Schedule as presented. Mrs. Horsman second. All were in favor. Motion carries, 5-0. (*Attachment B*).

Approve 2018-19 District Budget: Dr. Barnes presented the proposed 2018-19 District Budget, which will reflect an ending reserve of 12.16 percent. He discussed the variables he used to calculate the 2018-19 budget. He recommended the Board approve the budget as presented. Mr. Turner asked if there were any questions or comments regarding the proposed 2018-19 District Budget. Seeing none, he asked for a motion on the issue. Mr. Thomas moved to approve the budget as presented. Mr. Jones second. All were in favor. Motion carries, 5-0.

ANNOUNCEMENTS

There were no announcements

ADJOURN TO EXECUTIVE SESSION

Mr. Turner asked for a motion to adjourn to Executive Session. Mr. Jones moved to adjourn to Executive Session as provided under Missouri Revised Statute, 610.021 for the purpose of considering Litigation, Real Estate, Personnel and Student matters (if needed). Mrs. Horsman second. All were in favor. Motion carries, 5-0.

The Board adjourns to Executive Session.

Members present: Mr. Brent Turner, president; Mr. Pat Jones, vice president; Mrs. Lauren Horsman, treasurer; Mr. Paul Thomas and Mrs. Robin Quinn.

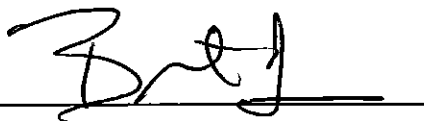
Also present: Dr. Roger Barnes.

OTHER BUSINESS

There was no other Business.

MOTION TO ADJOURN

Mr. Turner asked for a motion to Adjourn. Mrs. Horsman moved to adjourn. Mr. Thomas second. There was a roll call vote. Mr. Jones, aye; Mrs. Horsman, aye; Mr. Thomas, aye; Mrs. Quinn, aye; Mr. Turner, aye. Motion carries, 5-0.



Brent Turner, President



Laura Schuler, Secretary

**Chillicothe R-II School District
2018-19
Salary Schedule**

STEP	Category A				Category B				Category C				Category D				Category E				Category F				STEP		
	B.S. Degree				B.S. + 10				B.S. + 20				Masters				Masters + 15				Masters + 30						
	INDEX	SALARY	SUPL	TOTAL	INDEX	SALARY	SUPL	TOTAL	INDEX	SALARY	SUPL	TOTAL	INDEX	SALARY	SUPL	TOTAL	INDEX	SALARY	SUPL	TOTAL	INDEX	SALARY	SUPL	TOTAL		INDEX	SALARY
1	1.0650	\$29,873	\$4,000	\$33,873	1.1000	\$30,855	\$4,000	\$34,855	1.1350	\$31,837	\$4,000	\$35,837	1.1750	\$32,959	\$4,000	\$36,959	1.2200	\$34,221	\$4,000	\$38,221	1.2650	\$35,483	\$4,000	\$39,483	1		
2	1.0975	\$30,785	\$4,000	\$34,785	1.1325	\$31,767	\$4,000	\$35,767	1.1675	\$32,748	\$4,000	\$36,748	1.2075	\$33,870	\$4,000	\$37,870	1.2525	\$35,133	\$4,000	\$39,133	1.2975	\$36,395	\$4,000	\$40,395	2		
3	1.1300	\$31,697	\$4,000	\$35,697	1.1650	\$32,678	\$4,000	\$36,678	1.2000	\$33,660	\$4,000	\$37,660	1.2400	\$34,782	\$4,000	\$38,782	1.2850	\$36,044	\$4,000	\$40,044	1.3300	\$37,307	\$4,000	\$41,307	3		
4	1.1625	\$32,608	\$4,000	\$36,608	1.1975	\$33,590	\$4,000	\$37,590	1.2325	\$34,572	\$4,000	\$38,572	1.2725	\$35,694	\$4,000	\$39,694	1.3175	\$36,956	\$4,000	\$40,956	1.3625	\$38,218	\$4,000	\$42,218	4		
5					1.2300	\$34,502	\$4,000	\$38,502	1.2650	\$35,483	\$4,000	\$39,483	1.3050	\$36,605	\$4,000	\$40,605	1.3500	\$37,868	\$4,000	\$41,868	1.3950	\$39,130	\$4,000	\$43,130	5		
6					1.2625	\$35,413	\$4,000	\$39,413	1.2975	\$36,395	\$4,000	\$40,395	1.3375	\$37,517	\$4,000	\$41,517	1.3825	\$38,779	\$4,000	\$42,779	1.4275	\$40,041	\$4,000	\$44,041	6		
7									1.3300	\$37,307	\$4,000	\$41,307	1.3700	\$38,429	\$4,000	\$42,429	1.4150	\$39,691	\$4,000	\$43,691	1.4600	\$40,953	\$4,000	\$44,953	7		
8									1.3625	\$38,218	\$4,000	\$42,218	1.4025	\$39,340	\$4,000	\$43,340	1.4475	\$40,602	\$4,000	\$44,602	1.4925	\$41,865	\$4,000	\$45,865	8		
9									1.3950	\$39,130	\$4,000	\$43,130	1.4350	\$40,252	\$4,000	\$44,252	1.4800	\$41,514	\$4,000	\$45,514	1.5250	\$42,776	\$4,000	\$46,776	9		
10													1.4675	\$41,163	\$4,000	\$45,163	1.5125	\$42,426	\$4,000	\$46,426	1.5575	\$43,688	\$4,000	\$47,688	10		
11													1.5000	\$42,075	\$4,000	\$46,075	1.5450	\$43,337	\$4,000	\$47,337	1.5900	\$44,600	\$4,000	\$48,600	11		
12													1.5325	\$42,987	\$4,000	\$46,987	1.5775	\$44,249	\$4,000	\$48,249	1.6225	\$45,511	\$4,000	\$49,511	12		
13																	1.6100	\$45,161	\$4,000	\$49,161	1.6550	\$46,423	\$4,000	\$50,423	13		
14																	1.6425	\$46,072	\$4,000	\$50,072	1.6875	\$47,334	\$4,000	\$51,334	14		
15																					1.7200	\$48,246	\$4,000	\$52,246	15		
16																					1.7525	\$49,158	\$4,000	\$53,158	16		
17																					1.7850	\$50,069	\$4,000	\$54,069	17		
18																					1.8175	\$50,981	\$4,000	\$54,981	18		
19																					1.8500	\$51,893	\$4,000	\$55,893	19		
20																					1.8825	\$52,804	\$4,000	\$56,804	20		
21																					1.9150	\$53,716	\$4,000	\$57,716	21		
22																					1.9475	\$54,627	\$4,000	\$58,627	22		
23																					1.9800	\$55,539	\$4,000	\$59,539	23		

* Steps 1 and 2 were eliminated by the Board of Education June 17, 2008

Additional Salary Schedule provisions on reverse side.

SALARY SCHEDULE PROVISIONS

1. This salary schedule is based on a school term of nine calendar months comprised of 174 attendance days, 5 Professional Development days and 1 teacher day, and two parent/teacher conference event. Counselors employed prior to April 1, 1990, will retain the factor 1.05 times their monthly salary. Counselors employed after April 1, 1990, will have their salaries computed as other teachers on extended contracts.
2. As teachers receive advanced degrees and college hours, they will move horizontally to their proper category. College hours must be completed prior to September 1 of the contract year to comply with this provision. A teacher may progress only one step vertically each year.
3. Degreed teachers may move horizontally on the salary schedule upon completion of additional Superintendent-approved graduate hours as follows:

From Category A to B: 10 additional graduate hours	From Category D to E: 15 additional graduate hours**
From Category B to C: 10 additional graduate hours	From Category E to F: 15 additional graduate hours**
From Category C to D: Master's Degree	

***taken after completion of Master's Degree*

A maximum of 5 hours of tour/travel credit classes is allowed for horizontal advancement on the salary schedule. Teachers new to the Chillicothe R-II School District may receive credit in the various categories for Superintendent-approved graduate hours in their teaching fields which were completed as follows: for teachers with Bachelor's Degrees, the graduate hours must have been completed during the 5 years prior to their employment; for teachers with Master's Degrees, the graduate hours must have been completed during the 7 years prior to their employment.

4. Non-degreed vocational teachers with a two-year certificate shall be placed in Category A and may move horizontally according to the following schedule:

From Category A to B: 10 additional Superintendent-approved graduate credit hours in their teaching fields
 From Category B to C: 15 additional Superintendent-approved graduate credit hours in their teaching fields
 From Category C to D: 15 additional Superintendent-approved graduate credit hours in their teaching fields
 From Category D to E: 15 additional Superintendent-approved graduate credit hours in their teaching fields
 From Category E to F: 15 additional Superintendent-approved graduate credit hours in their teaching fields

Non-degreed Teachers who possess an industry certificate: 15 hours of industry training equals 1 graduate credit hour.

Non-degreed vocational teachers will not be penalized for acquiring a degree. Non-degreed vocational teachers can receive credit on the salary schedule for classes taken toward acquiring a degree only if they file a written intent with the Superintendent to acquire the degree. Said intent must include a list of proposed classes and a date by which said degree will be earned.

5. Teacher's assigned duties in more than one building will be reimbursed for travel between assignments at the district's current mileage rate. Teachers will be reimbursed for out of district travel at the district's current mileage rate when the trip is approved in advance by the Superintendent of Schools or his designee. All reimbursement requests must be submitted by the end of May of the school year in which the expense is incurred.
6. A service stipend originally approved by the Board of Education on May 17, 1994, shall be paid to teachers who are on the final step of the salary schedule as follows:

Service Stipend	Paid at end of:	
Step 1	3rd Consecutive Year on Final Step	\$500.00
Step 2	3 Additional Consecutive Years on Final Step	\$650.00
Step 3	3 Additional Consecutive Years on Final Step	\$800.00
Step 4	3 Additional Consecutive Years on Final Step	\$1,000.00

A service stipend will not be paid if a step is added to Category F during a teacher's accumulation of years toward any service stipend step. Furthermore, the accumulation of years will start over beginning with the year after the "new" step is added. Once a teacher has achieved a step on the service stipend schedule, he/she will not be set back to a prior step.

7. An annual salary supplement totaling \$3550 approved by the Board of Education on April 13, 2003, April 27, 2004, April 12, 2005, July 11, 2006, and July 10, 2007 shall be added to each teacher's salary. The annual salary supplement was increased to \$4000 June 19, 2012. Part-time teachers will receive a prorated salary supplement equivalent to their percentage of full-time employment with this school district. Steps 1 and 2 of the salary schedule were eliminated by the Board of Education on June 17, 2008.
8. The Board of Education may depart from this schedule when, in its opinion, it is in the best interest of the school district to do so.
9. Salary Schedule Stipends will be given to individuals who have earned a:
 - Second master's degree (\$500);
 - Educational specialist degree (\$750); or
 - Doctorate degree (\$1,000).

This stipend will be given to teachers and administrators who go above and beyond the necessary or required degree for their current position and will only be awarded to the highest degree earned.

For non-degreed teachers who possess an industry certificate, 15 hours of industry training equals one graduate credit.

A total of 32 graduate credit hours beyond Column D on the teacher salary schedule are needed to achieve educational specialist status. A total of 64 graduate credit hours beyond Column D on the teacher salary schedule are needed to achieve doctorate status.

Approved 6/19/12
 Revised 7/9/14
 Revised 7/21/16

CHILLICOTHE R-II SCHOOL
2018-19 EXTRA DUTY SALARY SCHEDULE

Attachment B

	A		B		C		D		E		F	
	1-3 YRS EXP	4-6 YRS EXP	7-9 YRS EXP	10-12 YRS EXP	13-15 YRS EXP	16+ YRS EXP	16+ YRS EXP	16+ YRS EXP	16+ YRS EXP	16+ YRS EXP	16+ YRS EXP	16+ YRS EXP
BASE SALARY												
ASSIGNMENT	% OF	BASE										
Dept/Grade Chair	0.03	\$962	\$1,058	\$1,164	\$1,280	\$1,408	\$1,549					
Head Cheerleading	0.04	\$1,282	\$1,410	\$1,551	\$1,706	\$1,877	\$2,065					
Cheer Squad Leader	0.03	\$962	\$1,058	\$1,164	\$1,280	\$1,408	\$1,549					
Fresh. Cheer-all sports	0.03	\$962	\$1,058	\$1,164	\$1,280	\$1,408	\$1,549					
M.S. Cheerleading	0.03	\$962	\$1,058	\$1,164	\$1,280	\$1,408	\$1,549					
Dance Team	0.03	\$962	\$1,058	\$1,164	\$1,280	\$1,408	\$1,549					
Football - Head	0.185	\$5,929	\$6,522	\$7,174	\$7,891	\$8,680	\$9,548					
Football - Asst	0.135	\$4,327	\$4,760	\$5,236	\$5,760	\$6,336	\$6,970					
Football Scout	0.02	\$641	\$705	\$776	\$854	\$939	\$1,033					
Football - Head 9th	0.09	\$2,885	\$3,174	\$3,491	\$3,840	\$4,224	\$4,646					
Football - Head M.S.	0.08	\$2,564	\$2,820	\$3,102	\$3,412	\$3,753	\$4,128					
Football - Asst 9th	0.08	\$2,564	\$2,820	\$3,102	\$3,412	\$3,753	\$4,128					
Football - Asst M.S.	0.07	\$2,244	\$2,468	\$2,715	\$2,987	\$3,286	\$3,615					
Basketball - Head	0.13	\$4,167	\$4,584	\$5,042	\$5,546	\$6,101	\$6,711					
Basketball - Asst	0.1	\$3,205	\$3,526	\$3,879	\$4,267	\$4,694	\$5,163					
Basketball - 9th	0.075	\$2,404	\$2,644	\$2,908	\$3,199	\$3,519	\$3,871					
Basketball - M.S.	0.06	\$1,923	\$2,115	\$2,327	\$2,560	\$2,816	\$3,098					
Wrestling - Head	0.1	\$3,205	\$3,526	\$3,879	\$4,267	\$4,694	\$5,163					
Wrestling - Asst	0.07	\$2,244	\$2,468	\$2,715	\$2,987	\$3,286	\$3,615					
Wrestling - M.S.	0.06	\$1,923	\$2,115	\$2,327	\$2,560	\$2,816	\$3,098					
Tennis or Golf	0.08	\$2,564	\$2,820	\$3,102	\$3,412	\$3,753	\$4,128					
Asst Tennis	0.04	\$1,282	\$1,410	\$1,551	\$1,706	\$1,877	\$2,065					
Track - Head	0.08	\$2,564	\$2,820	\$3,102	\$3,412	\$3,753	\$4,128					
Track - Asst	0.07	\$2,244	\$2,468	\$2,715	\$2,987	\$3,286	\$3,615					
Track - Head M.S.	0.05	\$1,603	\$1,763	\$1,939	\$2,133	\$2,346	\$2,581					
Track - M.S. Asst.	0.04	\$1,282	\$1,410	\$1,551	\$1,706	\$1,877	\$2,065					
Cross Country-HS	0.08	\$2,564	\$2,820	\$3,102	\$3,412	\$3,753	\$4,128					
Cross Country-MS	0.04	\$1,282	\$1,410	\$1,551	\$1,706	\$1,877	\$2,065					
Soccer - Head	0.08	\$2,564	\$2,820	\$3,102	\$3,412	\$3,753	\$4,128					
Soccer - Asst	0.07	\$2,244	\$2,468	\$2,715	\$2,987	\$3,286	\$3,615					
Swimming	0.1	\$3,205	\$3,526	\$3,879	\$4,267	\$4,694	\$5,163					
Volleyball - Head	0.105	\$3,365	\$3,702	\$4,072	\$4,479	\$4,927	\$5,420					
Volleyball - Asst	0.07	\$2,244	\$2,468	\$2,715	\$2,987	\$3,286	\$3,615					
Volleyball - 9th	0.05	\$1,603	\$1,763	\$1,939	\$2,133	\$2,346	\$2,581					
Volleyball - M.S.	0.04	\$1,282	\$1,410	\$1,551	\$1,706	\$1,877	\$2,065					
Baseball - Head	0.08	\$2,564	\$2,820	\$3,102	\$3,412	\$3,753	\$4,128					
Baseball - Asst	0.07	\$2,244	\$2,468	\$2,715	\$2,987	\$3,286	\$3,615					
Baseball - 9th	0.04	\$1,282	\$1,410	\$1,551	\$1,706	\$1,877	\$2,065					
Softball - Head	0.08	\$2,564	\$2,820	\$3,102	\$3,412	\$3,753	\$4,128					
Softball - Asst	0.07	\$2,244	\$2,468	\$2,715	\$2,987	\$3,286	\$3,615					
Softball - M.S.	0.04	\$1,282	\$1,410	\$1,551	\$1,706	\$1,877	\$2,065					
Softball-MS Asst	0.035	\$1,122	\$1,234	\$1,357	\$1,493	\$1,642	\$1,806					
Summer Weight Rm. *	0.08	\$2,564										
Plays (each - x2)	0.06	\$1,923	\$2,115	\$2,327	\$2,560	\$2,816	\$3,098					
Vocal Music - H.S.	0.1	\$3,205	\$3,526	\$3,879	\$4,267	\$4,694	\$5,163					
Sr. Class Sponsor	0.03	\$962	\$1,058	\$1,164	\$1,280	\$1,408	\$1,549					
Jr. Class Sponsor	0.03	\$962	\$1,058	\$1,164	\$1,280	\$1,408	\$1,549					
Soph. Class Sponsor	0.02	\$641	\$705	\$776	\$854	\$939	\$1,033					
Fresh. Class Sponsor	0.02	\$641	\$705	\$776	\$854	\$939	\$1,033					
Situ Council-H.S.	0.04	\$1,282	\$1,410	\$1,551	\$1,706	\$1,877	\$2,065					
Situ Council-Assistant	0.02	\$641	\$705	\$776	\$854	\$939	\$1,033					
Singers Vocal Music	0.02	\$641	\$705	\$776	\$854	\$939	\$1,033					
MS Science Olympiad	0.03	\$962	\$1,058	\$1,164	\$1,280	\$1,408	\$1,549					
Academic Team	0.03	\$962	\$1,058	\$1,164	\$1,280	\$1,408	\$1,549					
Nati. Honor Society	0.02	\$641	\$705	\$776	\$854	\$939	\$1,033					
Yearbook Sponsor	0.05	\$1,603	\$1,763	\$1,939	\$2,133	\$2,346	\$2,581					
FCCLA Sponsor	0.03	\$962	\$1,058	\$1,164	\$1,280	\$1,408	\$1,549					
Speech/Debate	0.03	\$962	\$1,058	\$1,164	\$1,280	\$1,408	\$1,549					
Stadium Manager	Flat Fee	\$1,500										
PAC Technician	Flat Fee	\$3,000										
After Prom Sponsor	Flat Fee	\$500										
After Prom-Group Sp.	Flat Fee	\$500										
Mentor Chair: \$1,000	Mentor 1st Yr	Teacher: \$500	Mentor 2nd Yr	Teacher: \$250	Prof. Dev.	Chair: \$1,000						