

**RECORD OF PROCEEDINGS**

Minutes of

Regular Meeting

Educational Service Center of Lorain County Governing Board

Held: Elyria, Ohio

Date: April 16, 2019

CALL TO ORDER

The Educational Service Center of Lorain County Governing Board held its Regular Meeting on Tuesday, April 16, 2019. The meeting was called to order by Mrs. Maldonado at 4:00 P.M.

Roll Call: Barnhart-yes; Kalina-yes; Maldonado-yes; Von Gunten-yes  
 Absent: Sero  
 Motion Carried

EXECUTIVE SESSION: 19-17

Board hereby enters into an executive session to discuss personnel at 4:01 P.M.

Lois Von Gunten moved, seconded by Ken Kalina that foregoing recommendations be approved.

Roll Call: Barnhart-yes; Kalina-yes; Maldonado-yes; Von Gunten-yes  
 Absent: Sero  
 Motion Carried

The Board returned from executive session at 4:23 P.M.

HEARING FROM THE PUBLIC

None.

BOARD MEMBER REPORTS

None.

TREASURER'S REPORT

Mrs. Orseno updated the board on the condition of funds, receipts versus expenditures and investments.

TREASURER'S RECOMMENDATIONS: 19-18

1. It is recommended that the Board approve:

- a. Minutes of the regular meeting of the Board held on March 19, 2019.
- b. Financial Report and Condition of Funds for March, 2019 as reviewed and read.
- c. Payment of March bills as described in the computer printout sheets.
- d. Investments as reviewed and read.

Judy Maldonado moved, seconded by Ken Kalina that foregoing recommendations be approved.

Roll Call: Barnhart-yes; Kalina-yes; Maldonado-yes; Von Gunten-yes  
 Absent: Sero  
 Motion Carried

SUPERINTENDENT'S REPORT

- Professional Development 2019-20
- State Budget

SUPERINTENDENT'S RECOMMENDATIONS:

1. GENERAL: 19-19

- a. To approve the contract with Ray Esser and Sons to move the water line from underneath the building to the ceiling due to a water leak at an estimated cost of \$11,300.
- b. To enter in to an agreement with Kuypers Consulting, Inc. to present "Zones of Regulation Training" on November 6, 2019 at a cost of \$6,500 to be paid through Curr. Rotary.

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- c. To approve the agreement with the Lorain County Board of Mental Health for community health agencies to provide services at no cost to the Educational Service Center of Lorain County.
- d. To approve the interagency agreement between Early Head Start & Head Start (EHS&HS), Lorain County Board of Developmental Disabilities (LCBDD), Lorain County Local Education Agencies and Early Intervention Services of Lorain County, effective July 1, 2019 - June 30, 2020
- e. To approve the 2019-2020 Lorain County Court Residential Facilities school calendar:

**EXHIBIT "A"**

**Lorain County Juvenile Court Residential Facilities Education Program  
Detention Home, Stepping Stone/Pathways Group Homes and Turning Point Shelter  
2019-20 ESCLC School Calendar**

| Month                       | M  | T  | W  | T  | F  |
|-----------------------------|----|----|----|----|----|
| <b>August '19</b>           |    |    |    | 1  | 2  |
|                             | 5  | 6  | 7  | 8  | 9  |
| First Day Teachers - 15th   | 12 | 13 | 14 | 15 | 16 |
| First Day Students - 20th   | 19 | 20 | 21 | 22 | 23 |
|                             | 26 | 27 | 28 | 29 | 30 |
| <b>September '19</b>        |    |    |    |    |    |
| 2 - Labor Day               | 2  | 3  | 4  | 5  | 6  |
|                             | 9  | 10 | 11 | 12 | 13 |
|                             | 16 | 17 | 18 | 19 | 20 |
|                             | 23 | 24 | 25 | 26 | 27 |
|                             | 30 |    |    |    |    |
| <b>October '19</b>          |    |    |    |    |    |
|                             |    | 1  | 2  | 3  | 4  |
|                             | 7  | 8  | 9  | 10 | 11 |
| 14 - Columbus Day           | 14 | 15 | 16 | 17 | 18 |
|                             | 21 | 22 | 23 | 24 | 25 |
|                             | 28 | 29 | 30 | 31 |    |
| <b>November '19</b>         |    |    |    |    |    |
|                             | 4  | 5  | 6  | 7  | 8  |
|                             | 11 | 12 | 13 | 14 | 15 |
|                             | 18 | 19 | 20 | 21 | 22 |
| 28 - Thanksgiving Day       | 25 | 26 | 27 | 28 | 29 |
| <b>December '19</b>         |    |    |    |    |    |
|                             | 2  | 3  | 4  | 5  | 6  |
|                             | 9  | 10 | 11 | 12 | 13 |
| Winter Break                | 16 | 17 | 18 | 19 | 20 |
|                             | 23 | 24 | 25 | 26 | 27 |
|                             | 30 | 31 |    |    |    |
| <b>January '20</b>          |    |    |    |    |    |
| 1st - New Year's Day        |    |    | 1  | 2  | 3  |
|                             | 6  | 7  | 8  | 9  | 10 |
|                             | 13 | 14 | 15 | 16 | 17 |
| 20 - Martin Luther King Day | 20 | 21 | 22 | 23 | 24 |
|                             | 27 | 28 | 29 | 30 | 31 |
| <b>February '20</b>         |    |    |    |    |    |
|                             | 3  | 4  | 5  | 6  | 7  |
|                             | 10 | 11 | 12 | 13 | 14 |
| 17 - President's Day        | 17 | 18 | 19 | 20 | 21 |
|                             | 24 | 25 | 26 | 27 | 28 |
| <b>March '20</b>            |    |    |    |    |    |
|                             | 2  | 3  | 4  | 5  | 6  |
|                             | 9  | 10 | 11 | 12 | 13 |
|                             | 16 | 17 | 18 | 19 | 20 |
|                             | 23 | 24 | 25 | 26 | 27 |
|                             | 30 | 31 |    |    |    |
| <b>April '20</b>            |    |    |    |    |    |
|                             |    |    | 1  | 2  | 3  |
| 10 - Good Friday            | 6  | 7  | 8  | 9  | 10 |
| Spring Break                | 13 | 14 | 15 | 16 | 17 |
|                             | 20 | 21 | 22 | 23 | 24 |
|                             | 27 | 28 | 29 | 30 |    |
| <b>May '20</b>              |    |    |    |    |    |
|                             | 4  | 5  | 6  | 7  | 8  |
| 25 - Memorial Day           | 11 | 12 | 13 | 14 | 15 |
| 28 - Students' Last Day     | 18 | 19 | 20 | 21 | 22 |
| 29 - Teachers' Last Day     | 25 | 26 | 27 | 28 | 29 |
| <b>June '20</b>             |    |    |    |    |    |
|                             | 1  | 2  | 3  | 4  | 5  |
|                             | 8  | 9  | 10 | 11 | 12 |
| Summer School First Days    | 15 | 16 | 17 | 18 | 19 |
|                             | 22 | 23 | 24 | 25 | 26 |
|                             | 29 | 30 |    |    |    |
| <b>July '20</b>             |    |    |    |    |    |
| 3 - Independence Day Obs.   |    |    | 1  | 2  | 3  |
|                             | 6  | 7  | 8  | 9  | 10 |
|                             | 13 | 14 | 15 | 16 | 17 |
| Summer School Last Days     | 20 | 21 | 22 | 23 | 24 |
|                             | 27 | 28 | 29 | 30 | 31 |

**Key:**

- Non-paid day off for staff
- Holidays
- Vacation - No Classes
- First & Last Days For Teachers
- Teacher Professional Development - No Classes
- First & Last Days For Students



181 Student Days of School (sem. I & II)  
 185 Teacher Days of School (sem. I & II)  
 27 Student Days of Summer School  
 29 Teacher Days of Summer School  
 208 Student Days for 2019-20 Yr.  
 214 Total Teacher Days for 2019-20 Yr.

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f. To approve the 2019-2020 Pathways to Success school calendar:

**EXHIBIT "B"**

**Pathways To Success  
Staff School Year Calendar  
2019-2020**

| JULY 2019 |    |    |    |    |
|-----------|----|----|----|----|
| M         | T  | W  | TH | F  |
| 1         | 2  | 3  | 4  | 5  |
| 8         | 9  | 10 | 11 | 12 |
| 15        | 16 | 17 | 18 | 19 |
| 22        | 23 | 24 | 25 | 26 |
| 29        | 30 | 31 |    |    |

| AUGUST 2019 |    |    |    |    |
|-------------|----|----|----|----|
| M           | T  | W  | TH | F  |
|             |    |    | 1  | 2  |
| 5           | 6  | 7  | 8  | 9  |
| 12          | 13 | 14 | 15 | 16 |
| 19          | 20 | 21 | 22 | 23 |
| 26          | 27 | 28 | 29 | 30 |

| SEPTEMBER 2019 |    |    |    |    |
|----------------|----|----|----|----|
| M              | T  | W  | TH | F  |
| 2              | 3  | 4  | 5  | 6  |
| 9              | 10 | 11 | 12 | 13 |
| 16             | 17 | 18 | 19 | 20 |
| 23             | 24 | 25 | 26 | 27 |
| 30             |    |    |    |    |




| OCTOBER 2019 |    |    |    |    |
|--------------|----|----|----|----|
| M            | T  | W  | TH | F  |
|              |    |    |    |    |
| 7            | 8  | 9  | 10 | 11 |
| 14           | 15 | 16 | 17 | 18 |
| 21           | 22 | 23 | 24 | 25 |
| 28           | 29 | 30 | 31 |    |

| NOVEMBER 2019 |    |    |    |    |
|---------------|----|----|----|----|
| M             | T  | W  | TH | F  |
|               |    |    |    | 1  |
| 4             | 5  | 6  | 7  | 8  |
| 11            | 12 | 13 | 14 | 15 |
| 18            | 19 | 20 | 21 | 22 |
| 25            | 26 | 27 | 28 | 29 |

| DECEMBER 2019 |    |    |    |    |
|---------------|----|----|----|----|
| M             | T  | W  | TH | F  |
| 2             | 3  | 4  | 5  | 6  |
| 9             | 10 | 11 | 12 | 13 |
| 16            | 17 | 18 | 19 | 20 |
| 23            | 24 | 25 | 26 | 27 |
| 30            | 31 |    |    |    |

Aug. 7th: Office Staff's 1st Day  
 Aug. 16th: Teacher's 1st Day/ESC Staff Meeting  
 Aug. 27th: Student's 1st Day  
 Sept. 2nd: Labor Day  
 Sept. 27th: 1st Qtr. Interim Reports  
 Oct. 11th: NEOEA Day-No Classes  
 Nov. 1st: 1st Qtr. Report Cards/In-Service  
 Nov. 27th: Conferences-No classes  
 Nov. 28th: Thanksgiving Closed  
 Nov. 29th: Closed  
 Dec. 6th: 2nd Qtr. Interim Reports  
 Dec. 23rd thru Jan. 3rd: Winter Break  
 Jan. 17th: 2nd Qtr. Report Cards/ESC Meeting  
 Jan. 20th: Martin Luther King Day-Closed  
 Feb. 14th: 3rd Qtr. Interim Reports  
 Feb. 17th: President's Day-Closed  
 March 13th: 3rd Qtr. Report Cards/In-Service  
 April 9th: 4th Qtr. Interim Reports  
 April 10th thru 17th: Spring Break  
 May 15th: Transition Meetings-No Classes  
 May 22nd: Student's Last Day  
 May 25th: Memorial Day-Closed  
 June 1st: Teacher's Last Day  
 June 12th: Office Staff's Last Day

|                       |     |
|-----------------------|-----|
| 08/27-11/01: 1st Qtr. | 48  |
| 11/04-01/17: 2nd Qtr. | 41  |
| 01/20-03/13: 3rd Qtr. | 47  |
| 03/16-05/12: 4th Qtr. | 43  |
|                       | 167 |

 = No classes/Staff report  
 = Closed  
 = Teacher 185 days

| JANUARY 2020 |    |    |    |    |
|--------------|----|----|----|----|
| M            | T  | W  | TH | F  |
|              |    | 1  | 2  | 3  |
| 6            | 7  | 8  | 9  | 10 |
| 13           | 14 | 15 | 16 | 17 |
| 20           | 21 | 22 | 23 | 24 |
| 27           | 28 | 29 | 30 | 31 |

| FEBRUARY 2020 |    |    |    |    |
|---------------|----|----|----|----|
| M             | T  | W  | TH | F  |
|               |    |    |    |    |
| 3             | 4  | 5  | 6  | 7  |
| 10            | 11 | 12 | 13 | 14 |
| 17            | 18 | 19 | 20 | 21 |
| 24            | 25 | 26 | 27 | 28 |

| MARCH 2020 |    |    |    |    |
|------------|----|----|----|----|
| M          | T  | W  | TH | F  |
| 2          | 3  | 4  | 5  | 6  |
| 9          | 10 | 11 | 12 | 13 |
| 16         | 17 | 18 | 19 | 20 |
| 23         | 24 | 25 | 26 | 27 |
| 30         | 31 |    |    |    |

| APRIL 2020 |    |    |    |    |
|------------|----|----|----|----|
| M          | T  | W  | TH | F  |
|            |    |    |    |    |
| 6          | 7  | 8  | 9  | 10 |
| 13         | 14 | 15 | 16 | 17 |
| 20         | 21 | 22 | 23 | 24 |
| 27         | 28 | 29 | 30 |    |

| MAY 2020 |    |    |    |    |
|----------|----|----|----|----|
| M        | T  | W  | TH | F  |
|          |    |    |    | 1  |
| 4        | 5  | 6  | 7  | 8  |
| 11       | 12 | 13 | 14 | 15 |
| 18       | 19 | 20 | 21 | 22 |
| 25       |    |    |    |    |

| JUNE 2019 |    |    |    |    |
|-----------|----|----|----|----|
| M         | T  | W  | TH | F  |
|           |    |    |    |    |
|           | 2  | 3  | 4  | 5  |
| 8         | 9  | 10 | 11 | 12 |
| 15        | 16 | 17 | 18 | 19 |
| 22        | 23 | 24 | 25 | 26 |
| 29        | 30 |    |    |    |

Lois Von Gunten moved, seconded by Ken Kalina that foregoing recommendations be approved.

Roll Call: Barnhart=yes; Kalina=yes; Maldonado=yes; Von Gunten=yes  
 Absent: Sero  
 Motion Carried

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2. REDUCTION IN FORCE: 19-20

**WHEREAS**, ORC Section 3319.17 and Board Policy 3131 provides that a Governing Board of Educational Service Center may make a reduction in force of its teaching staff for "staff reorganization" and

**WHEREAS**, the Lorain County Juvenile Courts have reorganized their programs due to a decrease in enrollment and as a result a position has been eliminated at the Detention Home Facilities and

**WHEREAS**, current certification prohibits said teacher from any other teaching positions that are staffed by the Educational Service Center of Lorain County and

**WHEREAS**, it is necessary for the Board of Education to reduce its teaching staff for the 2019-20 school year at the Lorain County Detention Home pursuant to ORC Section 3319.17 and Board Policy 3131,

**NOW THEREFORE**, the Governing Board voting in the affirmative hereby adopts the following:

1. That pursuant to ORC 3319.17 it is necessary to reorganize the teaching staff at the Lorain County Detention Home Facilities and since no other programs have the same certification, said reduction is to take effect July 31, 2019.
2. That the Superintendent is directed to make a recall list for the teacher being reduced-in-force, if the teacher has continuing contract status with the Educational Service Center.
3. That the Treasurer is hereby directed to notify the Lorain County Detention Home Facility Teacher to be reduced of the Governing Board's action and to also provide said suspended teacher with the appropriate COBRA notice.

Effective July 31, 2019, **Catherine Cunningham**, teacher at the Lorain County Detention Home Facility is reduced in force.

Judy Maldonado moved, seconded by Lois Von Gunten that foregoing recommendations be approved.

Roll Call: Barnhart-yes; Kalina-yes; Maldonado-yes; Von-Gunten-yes  
Absent: Sero  
Motion Carried

3. PERSONNEL: 19-21

- a. To authorize the Treasurer to send salary notices to all appropriate classified personnel for the 2019-2020 school year.
- b. To reemploy board classified staff in the position indicated, for the contract period stipulated, as per the approved salary schedule, effective with the employees 2019-2020 contract year. All contracts are contingent upon school districts contracting with the Educational Service Center for services.

One-Year Contracts - August 1, 2019 through July 31, 2020

|                     |                             |        |                                   |
|---------------------|-----------------------------|--------|-----------------------------------|
| Bethanie Bayus      | Extended Care (ELC)         | Step 2 | hourly, not to exceed 24 hrs/week |
| Kendis Bender       | P.T. Parent Mentor          | N/A    | hourly, not to exceed 24 hrs/week |
| Stephanie Calhoun   | P.T. Secretary to Spec.Proj | N/A    | hourly, not to exceed 24 hrs/week |
| Stephanie Calhoun   | P.T. Fingerprinting         | N/A    | hourly, not to exceed 24 hrs/week |
| Theresa Davis       | P.T. Parent Mentor          | N/A    | hourly, not to exceed 24 hrs/week |
| Jana Fehlan         | Extended Care Sub (ELC)     | Step 2 | hourly, not to exceed 24 hrs/week |
| Hayley Garza        | Educational Aide (ELC)      | Step 0 | hourly, not to exceed 24 hrs/week |
| Hayley Garza        | Extended Care (ELC)         | Step 1 | hourly, not to exceed 24 hrs/week |
| Katherine Loos      | Clerk (St. Joseph)          | N/A    | 10 hrs/week                       |
| Stephanie Predovich | Educational Aide (Avon)     | Step 0 | hourly, not to exceed 24 hrs/week |
| Debra Sawicki       | P.T. Secy Speech Serv       | Step 7 | hourly, not to exceed 24 hrs/week |
| Susan Schneider     | Extended Care (ELC)         | Step 2 | hourly, not to exceed 24 hrs/week |
| Nicolas Silecky     | P.T. Comp.Tech (Sheffield)  | N/A    | hourly, not to exceed 24 hrs/week |
| Thilaga Sundar      | Educational Aide (ELC)      | Step 0 | hourly, not to exceed 24 hrs/week |

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One-Year Contracts - August 1, 2019 through July 31, 2020 cont'd.

|                       |                        |        |                                   |
|-----------------------|------------------------|--------|-----------------------------------|
| <b>Thilaga Sundar</b> | Extended Care (ELC)    | Step 2 | hourly, not to exceed 24 hrs/week |
| <b>Katy Tansey</b>    | Educational Aide (ELC) | Step 0 | hourly, not to exceed 24 hrs/week |

One-Year Contracts - July 1, 2019 through June 30, 2020

|                         |                         |        |                                   |
|-------------------------|-------------------------|--------|-----------------------------------|
| <b>Irene Dickerson</b>  | P.T. Treasurer's Office | N/A    | hourly, not to exceed 24 hrs/week |
| <b>Christine Finkel</b> | P.T. Custodian          | N/A    | hourly, not to exceed 24 hrs/week |
| <b>Lisha Nasipak</b>    | Insurance Supervisor    | Step 7 | 30 hrs/week                       |
| <b>Karen Thorne</b>     | P.T. DH/SS Data Clerk   | N/A    | hourly                            |

- c. To employ **Monique Fraley**, Educational Aide assigned to the Avon Early Learning Center, effective April 10 - June 6, 2019 for 4.5 hours per day/4 days per week to be paid \$11 per hour by submission of timesheets, not to exceed 18 hours per week. All costs to be paid by Avon Local Schools.
- d. To employ **Taylor Gershom**, Educational Audiologist assigned to Lorain City Schools, on a 10-month administrative contract at Step 3 of the General Ed Supervisor/Coordinator/Psychologist salary schedule plus doctorate, effective 08/01/19 - 07/31/20. All costs to be paid by Lorain City Schools.
- e. To employ **Chrystal Henry**, Regional Audiologist, on a 10-month administrative contract at Step 1 of the General Ed Supervisor/Coordinator/Psychologist salary schedule plus doctorate, effective 08/07/19 - 07/31/20.
- f. To employ **Kendis Bender**, Parent Mentor, effective April 17 - June 7, 2019 at \$13/hour, not to exceed 24 hours per week by submission of timesheets.
- g. To suspend the contract of **Kate Kalvitz**, Educational Aide assigned to the Avon Early Learning Center. Pursuant to ORC 3319.172 and Board Policy 4131, due to student enrollment numbers within the classrooms, effective July 31, 2019.
- h. To rescind resolution 19-15(a) employment of staff for the summer school at the Lorain County Juvenile Court Residential Facilities due to reorganization by the courts.
- i. To employ the following personnel as tutors on an as needed basis at various sites serving homeless children or children at the Lorain County Juvenile Court Residential Facilities attending the ESCLC Education Programs effective June 17 - July 26, 2019, to be paid at the hourly rate of \$18 by submission of timesheets:

**Catherine Cunningham**

**Justin Susanjar**

**Dan Zacharias**

- j. To revise resolution #18-49(bb) to approve an additional \$500 in travel expenses for **Barb Conrad**, Regional Speech/Language Supervisor, for the 2018-19 school year.
- k. To revise resolution #18-49(bb) to approve an additional \$1,000 in travel expenses for **Nancy Osko**, Early Literacy Consultant, for the 2018-19 school year.
- l. To approve FMLA for **Jane Hawks**, Special Education Supervisor assigned to Avon Lake City Schools, effective April 29 - June 4, 2019 due to personal illness. All accrued sick and personal leave will be used before an unpaid leave.
- m. To approve FMLA for **Kristen Kowalsick**, Project SEARCH Teacher, effective August 19 - November 1, 2019 due to maternity leave. All accrued sick and personal leave will be used before an unpaid leave.
- n. To accept the resignation of **Kyle Closen**, Transition Coordinator, effective July 31, 2019.
- o. To accept the resignation of **Daniel DeNicola**, Operations Manager assigned to Oberlin City Schools, effective June 30, 2019.
- p. To accept the resignation due to retirement of **Sue Gest**, Preschool Teacher assigned to the Early Learning Center, effective May 31, 2019.

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Held: Elyria, Ohio

Date: April 16, 2019

- q. To accept the resignation of **Heather Jocke**, Educational Aide assigned to the Early Learning Center, effective March 22, 2019.
- r. To accept the resignation of **Canda Papa**, part-time Parent Mentor, effective March 29, 2019.
- s. To accept the resignation of **Molly Westerheide**, Occupational Therapist, effective July 31, 2019.
- t. To approve the following insurance rates for the Educational Service Center of Lorain County, effective July 1, 2019 - June 30, 2020:

**Premium**

|                            | Rate        | Bd. Share   | Employee  |
|----------------------------|-------------|-------------|-----------|
| Medical & Prescription (S) | \$ 670.29   | \$ 569.75   | \$ 100.54 |
| Medical & Prescription (F) | \$ 1,675.71 | \$ 1,424.35 | \$ 251.36 |
| Dental (S)                 | \$ 34.53    | \$ 29.35    | \$ 5.18   |
| Dental (F)                 | \$ 91.51    | \$ 77.78    | \$ 13.73  |
| Vision (S)                 | \$ 4.67     | \$ 3.97     | \$ 0.70   |
| Vision (F)                 | \$ 12.38    | \$ 10.52    | \$ 1.86   |
| Total (S)                  | \$ 709.49   | \$ 603.07   | \$ 106.42 |
| Total (F)                  | \$ 1,779.60 | \$ 1,512.65 | \$ 266.95 |

**Minimum Value**

|                            | Rate        | Bd. Share   | Employee  |
|----------------------------|-------------|-------------|-----------|
| Medical & Prescription (S) | \$ 489.19   | \$ 415.81   | \$ 73.38  |
| Medical & Prescription (F) | \$ 1,222.98 | \$ 1,039.53 | \$ 183.45 |
| Dental (S)                 | \$ 34.53    | \$ 29.35    | \$ 5.18   |
| Dental (F)                 | \$ 91.51    | \$ 77.78    | \$ 13.73  |
| Vision (S)                 | \$ 4.67     | \$ 3.97     | \$ 0.70   |
| Vision (F)                 | \$ 12.38    | \$ 10.52    | \$ 1.86   |
| Total (S)                  | \$ 528.39   | \$ 449.13   | \$ 79.26  |
| Total (F)                  | \$ 1,326.87 | \$ 1,127.83 | \$ 199.04 |

- u. To approve the following salary schedules for the 2019-2020 contract year for the classified and certified staff:

**Salary Schedule 2019-2020**  
**Custodian**

| <u>STEP</u> | <u>12 MOS</u> | <u>STEP</u> | <u>12 MOS</u> |
|-------------|---------------|-------------|---------------|
| 0           | \$29,669      | 15          | \$45,112      |
| 1           | \$30,559      | 16          | \$46,240      |
| 2           | \$31,476      | 17          | \$47,396      |
| 3           | \$32,420      | 18          | \$48,581      |
| 4           | \$33,392      | 19          | \$49,795      |
| 5           | \$34,394      | 20          | \$51,040      |
| 6           | \$35,426      |             |               |
| 7           | \$36,489      |             |               |
| 8           | \$37,583      |             |               |
| 9           | \$38,711      |             |               |
| 10          | \$39,872      |             |               |
| 11          | \$40,869      |             |               |
| 12          | \$41,891      |             |               |
| 13          | \$42,938      |             |               |
| 14          | \$44,012      |             |               |

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**LONGEVITY**

10 YEARS WITH THE EDUCATIONAL SERVICE CENTER - \$300.00  
 15 YEARS WITH THE EDUCATIONAL SERVICE CENTER - \$400.00  
 20 YEARS WITH THE EDUCATIONAL SERVICE CENTER - \$500.00  
 25 YEARS WITH THE EDUCATIONAL SERVICE CENTER - \$750.00

**SALARY SCHEDULE A 2019-20 185 Days**

**TEACHERS AND SPEECH/LANGUAGE PATHOLOGISTS/PSYCHOLOGISTS  
 OCCUPATIONAL THERAPISTS/PHYSICAL THERAPISTS/SOCIAL WORKERS**  
 (Steps do not necessarily equal years of experience)

| <b><u>STEP</u></b> | <b><u>1 BA</u></b> | <b><u>2<br/>BA+15</u></b> | <b><u>3 MA</u></b> | <b><u>4<br/>MA+15</u></b> | <b><u>5<br/>MA+30</u></b> |
|--------------------|--------------------|---------------------------|--------------------|---------------------------|---------------------------|
| 0                  | 36,055             | 37,497                    | 39,001             | 40,558                    | 42,181                    |
| 1                  | 37,137             | 38,622                    | 40,171             | 41,775                    | 43,446                    |
| 2                  | 38,251             | 39,781                    | 41,376             | 43,028                    | 44,750                    |
| 3                  | 39,398             | 40,974                    | 42,617             | 44,319                    | 46,092                    |
| 4                  | 40,580             | 42,203                    | 43,896             | 45,649                    | 47,475                    |
| 5                  | 41,798             | 43,469                    | 45,212             | 47,018                    | 48,899                    |
| 6                  | 43,052             | 44,774                    | 46,569             | 48,429                    | 50,366                    |
| 7                  | 44,343             | 46,117                    | 47,966             | 49,882                    | 51,877                    |
| 8                  | 45,673             | 47,500                    | 49,405             | 51,378                    | 53,433                    |
| 9                  | 47,044             | 48,925                    | 50,887             | 52,919                    | 55,036                    |
| 10                 | 48,455             | 50,393                    | 52,414             | 54,507                    | 56,687                    |
| 11                 | 49,666             | 51,653                    | 53,724             | 55,870                    | 58,105                    |
| 12                 | 50,908             | 52,944                    | 55,067             | 57,266                    | 59,557                    |
| 13                 | 52,181             | 54,268                    | 56,444             | 58,698                    | 61,046                    |
| 14                 | 53,485             | 55,624                    | 57,855             | 60,165                    | 62,572                    |
| 15                 | 54,822             | 57,015                    | 59,301             | 61,670                    | 64,137                    |
| 16                 | 56,193             | 58,440                    | 60,784             | 63,211                    | 65,740                    |
| 17                 | 57,598             | 59,901                    | 62,303             | 64,792                    | 67,383                    |
| 18                 | 59,038             | 61,399                    | 63,861             | 66,411                    | 69,068                    |
| 19                 | 60,513             | 62,934                    | 65,457             | 68,072                    | 70,795                    |
| 20                 | 62,026             | 64,507                    | 67,094             | 69,773                    | 72,565                    |

**LONGEVITY**

10 YEARS WITH EDUCATIONAL SERVICE CENTER - \$300.00  
 15 YEARS WITH EDUCATIONAL SERVICE CENTER - \$400.00  
 20 YEARS WITH EDUCATIONAL SERVICE CENTER - \$500.00  
 25 YEARS WITH EDUCATIONAL SERVICE CENTER - \$750.00

**RECORD OF PROCEEDINGS**

Minutes of

Regular Meeting

Educational Service Center of Lorain County Governing Board

Held: Elyria, Ohio

Date: April 16, 2019

**SALARY SCHEDULE 2019-20  
SPECIAL ED SUPERVISORS  
PRE-SCHOOL SUPERVISOR  
SPEECH SUPERVISOR**

(Steps do not necessarily equal years of experience)

| <u>STEP</u> | <u>10 MOS</u> | <u>12 MOS</u> |
|-------------|---------------|---------------|
| 0           | 49,409        | 60,886        |
| 1           | 50,891        | 62,713        |
| 2           | 52,418        | 64,594        |
| 3           | 53,990        | 66,532        |
| 4           | 55,610        | 68,528        |
| 5           | 57,278        | 70,584        |
| 6           | 58,997        | 72,702        |
| 7           | 60,767        | 74,883        |
| 8           | 62,590        | 77,129        |
| 9           | 64,467        | 79,443        |
| 10          | 66,401        | 81,826        |
| 11          | 68,061        | 83,872        |
| 12          | 69,763        | 85,969        |
| 13          | 71,507        | 88,118        |
| 14          | 73,295        | 90,321        |
| 15          | 75,127        | 92,579        |
| 16          | 77,005        | 94,893        |
| 17          | 78,930        | 97,266        |
| 18          | 80,904        | 99,697        |
| 19          | 82,926        | 102,190       |
| 20          | 84,999        | 104,745       |

**LONGEVITY**

10 YEARS WITH EDUCATIONAL SERVICE CENTER - \$300  
 15 YEARS WITH EDUCATIONAL SERVICE CENTER - \$400  
 20 YEARS WITH EDUCATIONAL SERVICE CENTER - \$500  
 25 YEARS WITH EDUCATIONAL SERVICE CENTER - \$750

**SALARY SCHEDULE 2019-20  
NWSUPV**

**GENERAL ED SUPERVISORS/COORDINATORS/PSYCHOLOGISTS  
GIFTED SUPERVISOR and TRANSITION COORDINATORS**

(Steps do not necessarily equal years of experience)

| <u>STEP</u> | <u>10 MOS</u> | <u>12 MOS</u> |
|-------------|---------------|---------------|
| 0           | 46,263        | 57,010        |
| 1           | 47,651        | 58,720        |
| 2           | 49,081        | 60,482        |
| 3           | 50,553        | 62,296        |
| 4           | 52,070        | 64,165        |
| 5           | 53,632        | 66,090        |
| 6           | 55,241        | 68,073        |
| 7           | 56,898        | 70,115        |
| 8           | 58,605        | 72,219        |
| 9           | 60,363        | 74,385        |
| 10          | 62,174        | 76,617        |
| 11          | 63,728        | 78,532        |
| 12          | 65,321        | 80,495        |
| 13          | 66,954        | 82,508        |
| 14          | 68,628        | 84,571        |
| 15          | 70,344        | 86,685        |
| 16          | 72,103        | 88,852        |
| 17          | 73,905        | 91,073        |
| 18          | 75,753        | 93,350        |
| 19          | 77,647        | 95,684        |
| 20          | 79,588        | 98,076        |



**RECORD OF PROCEEDINGS**

Minutes of

Regular Meeting

Educational Service Center of Lorain County Governing Board

Held: Elyria, Ohio

Date: April 16, 2019

**LONGEVITY**

10 YEARS With EDUCATIONAL SERVICE CENTER - \$300  
 15 YEARS WITH EDUCATIONAL SERVICE CENTER - \$400  
 20 YEARS WITH EDUCATIONAL SERVICE CENTER - \$500  
 25 YEARS WITH EDUCATIONAL SERVICE CETNER - \$750

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 \$1,000.00 FOR AN EARNED PH.D.

\$500.00 FOR AN EARNED ED.S.

**SALARY SCHEDULE 2019-20****EXECUTIVE SECRETARY/ASST. TO THE TREASURER**

(Steps do not necessarily equal years of experience)

| <b><u>STEP</u></b> | <b><u>12 MOS.</u></b> |
|--------------------|-----------------------|
| 0                  | 31,285                |
| 1                  | 32,224                |
| 2                  | 33,191                |
| 3                  | 34,186                |
| 4                  | 35,212                |
| 5                  | 36,268                |
| 6                  | 37,356                |
| 7                  | 38,477                |
| 8                  | 39,631                |
| 9                  | 40,820                |
| 10                 | 42,045                |
| 11                 | 43,096                |
| 12                 | 44,174                |
| 13                 | 45,278                |
| 14                 | 46,410                |
| 15                 | 47,570                |
| 16                 | 48,759                |
| 17                 | 49,978                |
| 18                 | 51,228                |
| 19                 | 52,508                |
| 20                 | 53,821                |

**LONGEVITY**

10 YEARS WITH EDUCATIONAL SERVICE CENTER - \$300.00  
 15 YEARS WITH EDUCATIONAL SERVICE CENTER - \$400.00  
 20 YEARS WITH EDUCATIONAL SERVICE CENTER - \$500.00  
 25 YEARS WITH EDUCATIONAL SERVICE CENTER - \$750.00

**RECORD OF PROCEEDINGS**

Minutes of

Regular Meeting

Educational Service Center of Lorain County Governing Board

Held: Elyria, Ohio

Date: April 16, 2019

**SALARY SCHEDULE 2019-20  
CLASSIFIED EMPLOYEES/SECRETARY LEVEL  
1**

(Steps do not necessarily equal years of  
experience.)

| <u>STEP</u> | <u>10 MOS</u> | <u>12 MOS</u> |
|-------------|---------------|---------------|
| 0           | 21,520        | 26,519        |
| 1           | 22,166        | 27,315        |
| 2           | 22,831        | 28,134        |
| 3           | 23,515        | 28,978        |
| 4           | 24,221        | 29,847        |
| 5           | 24,948        | 30,743        |
| 6           | 25,696        | 31,665        |
| 7           | 26,467        | 32,615        |
| 8           | 27,261        | 33,594        |
| 9           | 28,079        | 34,601        |
| 10          | 28,921        | 35,639        |
| 11          | 29,644        | 36,530        |
| 12          | 30,385        | 37,444        |
| 13          | 31,145        | 38,380        |
| 14          | 31,923        | 39,339        |
| 15          | 32,721        | 40,323        |
| 16          | 33,540        | 41,331        |
| 17          | 34,378        | 42,364        |
| 18          | 35,237        | 43,423        |
| 19          | 36,118        | 44,509        |
| 20          | 37,021        | 45,621        |

**LONGEVITY**

10 YEARS WITH EDUCATIONAL SERVICE CENTER - \$300.00  
 15 YEARS WITH EDUCATIONAL SERVICE CENTER - \$400.00  
 20 YEARS WITH EDUCATIONAL SERVICE CENTER - \$500.00  
 25 YEARS WITH EDUCATIONAL SERVICE CENTER - \$750.00

**EDUCATIONAL AIDE  
SALARY SCHEDULE  
2019-2020**

(Steps do not necessarily equal years of experience)

| <u>STEP</u> | <u>INDEX</u> | <u>HOURLY RATE</u> |
|-------------|--------------|--------------------|
| 0           | 1            | 11.00              |
| 1           | 1.03         | 11.33              |
| 2           | 1.06         | 11.66              |
| 3           | 1.09         | 11.99              |
| 4           | 1.12         | 12.32              |
| 5           | 1.15         | 12.65              |
| 6           | 1.18         | 12.98              |
| 7           | 1.21         | 13.31              |
| 8           | 1.24         | 13.64              |
| 9           | 1.27         | 13.97              |
| 10          | 1.3          | 14.30              |
| 11          | 1.33         | 14.63              |
| 12          | 1.36         | 14.96              |
| 13          | 1.39         | 15.29              |
| 14          | 1.42         | 15.62              |
| 15          | 1.45         | 15.95              |
| 16          | 1.48         | 16.28              |
| 17          | 1.51         | 16.61              |
| 18          | 1.54         | 16.94              |
| 19          | 1.57         | 17.27              |
| 20          | 1.6          | 17.60              |

**RECORD OF PROCEEDINGS**

Minutes of

Regular Meeting

Educational Service Center of Lorain County Governing Board

Held: Elyria, Ohio

Date: April 16, 2019

**LONGEVITY**

10 YEARS WITH EDUCATIONAL SERVICE CENTER - \$300.00  
 15 YEARS WITH EDUCATIONAL SERVICE CENTER - \$400.00  
 20 YEARS WITH EDUCATIONAL SERVICE CENTER - \$500.00  
 25 YEARS WITH EDUCATIONAL SERVICE CENTER - \$750.00

**EXTENDED CARE  
 SALARY SCHEDULE  
 2019-2020**

(Steps do not necessarily equal years of experience)

| <b><u>STEP</u></b> |      | <b><u>HOURLY RATE</u></b> |
|--------------------|------|---------------------------|
| 0                  | 1    | 9.53                      |
| 1                  | 1.03 | 9.82                      |
| 2                  | 1.06 | 10.10                     |
| 3                  | 1.09 | 10.39                     |
| 4                  | 1.12 | 10.67                     |
| 5                  | 1.15 | 10.96                     |
| 6                  | 1.18 | 11.25                     |
| 7                  | 1.21 | 11.53                     |
| 8                  | 1.24 | 11.82                     |
| 9                  | 1.27 | 12.10                     |
| 10                 | 1.3  | 12.39                     |
| 11                 | 1.33 | 12.67                     |
| 12                 | 1.36 | 12.96                     |
| 13                 | 1.39 | 13.25                     |
| 14                 | 1.42 | 13.53                     |
| 15                 | 1.45 | 13.82                     |
| 16                 | 1.48 | 14.10                     |
| 17                 | 1.51 | 14.39                     |
| 18                 | 1.54 | 14.68                     |
| 19                 | 1.57 | 14.96                     |
| 20                 | 1.6  | 15.25                     |

**LONGEVITY**

10 YEARS WITH EDUCATIONAL SERVICE CENTER - \$300.00  
 15 YEARS WITH EDUCATIONAL SERVICE CENTER - \$400.00  
 20 YEARS WITH EDUCATIONAL SERVICE CENTER - \$500.00  
 25 YEARS WITH EDUCATIONAL SERVICE CENTER - \$750.00

**EDUCATIONAL AIDE  
 LORAIN COUNTY ACADEMY AIDE  
 2019-2020**

| <b><u>STEP</u></b> | <b><u>HOURLY RATE</u></b> |
|--------------------|---------------------------|
| 0                  | 13.97                     |
| 1                  | 14.39                     |
| 2                  | 14.83                     |
| 3                  | 15.27                     |
| 4                  | 15.73                     |
| 5                  | 16.20                     |
| 6                  | 16.69                     |
| 7                  | 17.19                     |
| 8                  | 17.70                     |
| 9                  | 18.23                     |
| 10                 | 18.78                     |
| 11                 | 19.25                     |
| 12                 | 19.73                     |
| 13                 | 20.22                     |

**RECORD OF PROCEEDINGS**

Minutes of

Regular Meeting

Educational Service Center of Lorain County Governing Board

Held: Elyria, Ohio

Date: April 16, 2019

|    |       |
|----|-------|
| 14 | 20.73 |
| 15 | 21.25 |
| 16 | 21.78 |
| 17 | 22.32 |
| 18 | 22.88 |
| 19 | 23.45 |
| 20 | 24.04 |

**LONGEVITY**

10 Years with Educational Service Center - \$300.00  
 15 Years with Educational Service Center - \$400.00  
 20 Years with Educational Service Center - \$500.00  
 25 Years with Educational Service Center - \$600.00

**COMPUTER TECHNICIANS/PROJECT COORDINATOR  
 SALARY SCHEDULE  
 2019-2020**

(Steps do not necessarily equal years of experience)

| <b><u>STEP</u></b> | <b><u>BACHELORS</u></b> | <b><u>ASSOCIATES</u></b> | <b><u>NON-DEGREE</u></b> | <b><u>10 MO.<br/>NON-<br/>DEGREE</u></b> |
|--------------------|-------------------------|--------------------------|--------------------------|--|
| 0                  | 38,234                  | 36,322                   | 34,410                   | 27,924                                   |
| 1                  | 39,381                  | 37,412                   | 35,443                   | 28,761                                   |
| 2                  | 40,562                  | 38,534                   | 36,506                   | 29,624                                   |
| 3                  | 41,779                  | 39,690                   | 37,601                   | 30,513                                   |
| 4                  | 43,032                  | 40,881                   | 38,729                   | 31,428                                   |
| 5                  | 44,323                  | 42,107                   | 39,891                   | 32,371                                   |
| 6                  | 45,653                  | 43,370                   | 41,088                   | 33,342                                   |
| 7                  | 47,023                  | 44,671                   | 42,320                   | 34,343                                   |
| 8                  | 48,433                  | 46,012                   | 43,590                   | 35,373                                   |
| 9                  | 49,886                  | 47,392                   | 44,898                   | 36,434                                   |
| 10                 | 51,383                  | 48,814                   | 46,245                   | 37,527                                   |
| 11                 | 52,667                  | 50,034                   | 47,401                   | 38,465                                   |
| 12                 | 53,984                  | 51,285                   | 48,586                   | 39,427                                   |
| 13                 | 55,334                  | 52,567                   | 49,800                   | 40,413                                   |
| 14                 | 56,717                  | 53,881                   | 51,045                   | 41,423                                   |
| 15                 | 58,135                  | 55,228                   | 52,321                   | 42,458                                   |
| 16                 | 59,588                  | 56,609                   | 53,630                   | 43,520                                   |
| 17                 | 61,078                  | 58,024                   | 54,970                   | 44,608                                   |
| 18                 | 62,605                  | 59,475                   | 56,345                   | 45,723                                   |
| 19                 | 64,170                  | 60,962                   | 57,753                   | 46,866                                   |
| 20                 | 65,774                  | 62,486                   | 59,197                   | 48,038                                   |

**LONGEVITY**

10 YEARS WITH EDUCATIONAL SERVICE CENTER - \$300.00  
 15 YEARS WITH EDUCATIONAL SERVICE CENTER - \$400.00  
 20 YEARS WITH EDUCATIONAL SERVICE CENTER - \$500.00  
 25 YEARS WITH EDUCATIONAL SERVICE CENTER - \$750.00

**RECORD OF PROCEEDINGS**

Minutes of

Educational Service Center of Lorain County Governing Board

Regular Meeting

Held: Elyria, Ohio

Date: April 16, 2019

**LERC**  
**SALARY SCHEDULE 2019-20**  
**INSURANCE AND WELLNESS COORDINATOR**  
 (Steps do not necessarily equal years of experience)

| <u>STEP</u> | <u>12 MOS</u> |
|-------------|---------------|
| 0           | 39,049        |
| 1           | 40,220        |
| 2           | 41,427        |
| 3           | 42,670        |
| 4           | 43,950        |
| 5           | 45,268        |
| 6           | 46,626        |
| 7           | 48,025        |
| 8           | 49,466        |
| 9           | 50,950        |
| 10          | 52,478        |
| 11          | 53,790        |
| 12          | 55,135        |
| 13          | 56,513        |
| 14          | 57,926        |
| 15          | 59,374        |
| 16          | 60,859        |
| 17          | 62,380        |
| 18          | 63,940        |
| 19          | 65,538        |
| 20          | 67,176        |

**LONGEVITY**

10 YEARS WITH EDUCATIONAL SERVICE CENTER - \$300.00  
 15 YEARS WITH EDUCATIONAL SERVICE CENTER - \$400.00  
 20 YEARS WITH EDUCATIONAL SERVICE CENTER - \$500.00  
 25 YEARS WITH EDUCATIONAL SERVICE CENTER - \$750.00

Ken Kalina moved, seconded by Judy Maldonado that foregoing recommendations be approved.

Roll Call: Barnhart-yes; Kalina-yes; Maldonado-yes; Von-Gunten-yes  
 Absent: Sero  
 Motion Carried

4. LERC BOARD OF DIRECTORS: 19-22

- a. To approve the minutes for the meeting of January 14, 2019.
- b. To approve the Fiscal Reports for the following Consortium Programs (January/February 2019):
 

|           |                |
|-----------|----------------|
| Insurance | Life Insurance |
|-----------|----------------|
- c. To approve the LERC Mission Statement and subsequent District Mission Statements as written.
- d. To approve the following, effective July 1, 2019:
 

|  |
|--|
| 5% rate increase to the medical/Rx premiums    |
| 4% rate increase to the dental premiums        |
| 1% rate increase to Eyemed                     |
| 0% rate increase to Medical Mutual vision plan |
- e. To employ **Lisha Nasipak** as the Health Insurance Benefits Administrator effective July 1, 2019 - June 30, 2020, for 30 hours per week at Step 7 of

**RECORD OF PROCEEDINGS**

Minutes of

Educational Service Center of Lorain County Governing Board

Regular Meeting

Held: Elyria, Ohio

Date: April 16, 2019

the Insurance Coordinator salary schedule with no supplemental hours contract.

Lois Von Gunten moved, seconded by Judy Maldonado that foregoing recommendations be approved.

Roll Call: Barnhart-yes; Kalina-yes; Maldonado-yes; Von Gunten-yes  
Absent: Sero  
Motion Carried

NEW BUSINESS:  
None.

ADJOURNMENT: 19-23

Judy Maldonado moved, seconded by Ken Kalina that the meeting be adjourned at 4:44 P.M.

Roll Call: Barnhart-yes; Kalina-yes; Maldonado-yes; Von Gunten-yes  
Absent: Sero  
Motion Carried

\_\_\_\_\_  
President

\_\_\_\_\_  
Treasurer