

**CLEARVIEW BOARD OF EDUCATION
REGULAR MEETING
NOVEMBER 18, 2019
6:30 P.M.**

I. CALL TO ORDER

II. PLEDGE OF ALLEGIANCE

III. ROLL CALL

Adkins _____ Baker _____ Koziura _____ Mielcarek _____ Kokinda _____

IV. APPROVAL OF AGENDA

A. RESOLUTION 2019 - 115

That the Board approve the November agenda, as presented.

Moved _____ Seconded _____

Adkins _____ Baker _____ Koziura _____ Mielcarek _____ Kokinda _____

Passed _____ Defeated _____

**V. RECOGNITION OF VISITORS AND HEARING OF THE PUBLIC ON AGENDA
ITEMS ONLY. (Please see Public Participation at Board Meetings.)**

VI. APPROVAL OF THE MINUTES

A. RESOLUTION 2019 – 116

That the minutes of the Regular Board Meeting held on October 14, 2019, at 6:30 p.m. be approved as submitted.

Moved _____ Seconded _____

Adkins _____ Baker _____ Koziura _____ Mielcarek _____ Kokinda _____

Passed _____ Defeated _____

VIII. COMMUNICATIONS

IX. BOARD MEMBER REPORTS

- a. President's Club – Kokinda, Mielcarek
- b. Delegate to OSBA – Kokinda, Alternate; Koziura
- c. J.V.S. Board Member – Marcucci
- d. Educational Foundation - Adkins
- e. Curriculum – Adkins, Kokinda

X. OLD BUSINESS

A. RESOLUTION 2019 - 118

That the Board amend Resolution **2019-102** to remove **JULIA FEICKS** in receiving the Special Education Supplemental for the 2019-2020 school year.

Moved _____ Seconded _____

Adkins _____ Baker _____ Koziura _____ Mielcarek _____ Kokinda _____

Passed _____ Defeated _____

XI. NEW BUSINESS

A. RESOLUTION 2019 – 119

That the Board approve the following Certified and Classified personnel actions for the 2019-2020 school year, in accordance with Board policy and/or the negotiated agreements as recommended by the Superintendent.

CERTIFIED

Reinstate Teaching License

WENDY LACHMAN, effective 10/9/19

Certified Teacher

MOLLY KLONK, effective 11/12/19 with a one year limited contract

Supplemental

TONY DIMACCHIA, Basketball Girls Assistant Coach (.67)

ROBERT CRUZ, Basketball Girls Assistant Coach (.67)

KATLYNNE BAKER, Basketball Girls Assistant Coach (.67)

MARK MAJORAS, MS Head 7th Grade Boys Basketball Coach

ROGER ENGLE, MS Head 8th Grade Boys Basketball Coach

ROBIN DAHMAN, MS Head 8th Grade Girls Basketball

KELLIE ALSTON, MS Head 7th Grade Girls Basketball

After School Detentions

The following teachers to be paid at the curriculum rate: **DEBORAH HENDERSON, SCOTT SLOBODA, and JOSEPH STRADER** (all as substitutes)

Clearview Academy

The following to be paid at the tutor rate: **ALICIA HOWARD, SCOTT SLOBODA, and JOSEPH STRADER** (all as substitutes)

CLASSIFIED

Employ

JENNIER KOONS, "As Needed", One-Year Limited Contract as a Teacher's Aide, Vincent Elementary School, 7.5 hrs. per day, on a 178 day calendar, Step "0", on the negotiated salary schedule, effective 10/22/19

Substitute Workers on an as needed basis:

TONIA CHANEY SEABURN

Retirement

WILSON MELENDEZ, effective 12/1/19

TAMMY BOWEN, Head Cook at Durling Middle School, effective 3/1/20

Supplemental

ERIC LAHETTA, Baseball HS Head Coach

DAVID COOPER, Wrestling HS Assistant Coach

JESSICA GONZALEZ, VB HS Assistant Coach (.67)

LAUREN GONZALEZ, MS Head 7th Grade Volleyball

Continuing Contract

NORMA MUNIZ, Latchkey Monitor (p.m.), Vincent Elementary, 2.0 hrs. per day, effective 12/5/19

Moved _____ Seconded _____

Adkins _____ Baker _____ Koziura _____ Mielcarek _____ Kokinda _____

Passed _____ Defeated _____

B. RESOLUTION 2019 - 120

That the Board approve the following Administrative personnel action for the 2019-2020 school year, in accordance with Board policy as recommended by the Superintendent.

Contract Notification

That the Board President be authorized under ORC 3319.02, to give written notice to **MARY ANN NOWAK**, Treasurer, whose contract will expire July 31, 2020, and she may request a meeting with the Board of Education by giving the Board President written notice at least 24 hours before the Board's regular meeting to be held in February 2020.

Moved _____ Seconded _____

Adkins _____ Baker _____ Koziura _____ Mielcarek _____ Kokinda _____

Passed _____ Defeated _____

C. RESOLUTION 2019 - 121

That the Board approve the following Administrative personnel actions for the 2019-2020 school year, in accordance with Board policy as recommended by the Superintendent.

Contract Notification

That the Treasurer be authorized under ORC 3319.02, to give written notice to the following administrators, whose contracts will expire July 31, 2020, and he/she may request a meeting with the Board of Education by giving the Treasurer written notice at least 24 hours before the Board's regular meeting to be held in March 2020.

- PAUL KISH**, Director of Curriculum
- LAURA MANNING**, Principal, Durling Middle School
- MICHAEL NEWMAN**, Assistant Principal, Clearview High School
- MARK SMARSH**, Maintenance Supervisor
- LYNNE STARK**, Principal, Vincent Elementary

Moved _____ Seconded _____

Adkins _____ Baker _____ Koziura _____ Mielcarek _____ Kokinda _____

Passed _____ Defeated _____

D. RESOLUTION 2019 – 122

That the Board approve the following resolutions recommended by the Superintendent and/or Treasurer, as follows:

1. Accept following donations/gifts as listed:

- a) Donor's Choose, 20 headphones and a giant classroom timer, for Sally Roule's classroom, value \$166.50.
- b) Reading Education, \$677.00, toward Vincent Elementary Reading Program.
- c) Seventy-five gift cards, of \$10.00 denomination, from 1-888-Ohio Comp to the Clearview student council for their annual food drive.
- d) Homewood Suites by Hilton, donated 96 tubes of toothpaste towards the Veteran's Day collection.

Moved _____ Seconded _____

Adkins _____ Baker _____ Koziura _____ Mielcarek _____ Kokinda _____

Passed _____ Defeated _____

E. RESOLUTION 2019 – 123

That the Board accept and approve the Clearview Educational Foundation Grant Committees' recommendations regarding the Clearview Local Schools Foundation Grants. **EXHIBIT**

Moved _____ Seconded _____

Adkins _____ Baker _____ Koziura _____ Mielcarek _____ Kokinda _____

Passed _____ Defeated _____

XII. SUPERINTENDENT'S REPORT

XIII. COMMENTS AND QUESTIONS FROM THE BOARD

XIV. CLEARVIEW EDUCATION ASSOCIATION

XV. HEARING OF THE PUBLIC ON NONAGENDA ITEMS

(Please see Public Participation at Board Meetings)

XVI. EXECUTIVE SESSION

A. RESOLUTION 2019 - 124

Pursuant to Ohio Revised Code Section 121.22 (G)(1), that the Board enter into Executive Session for the purpose of discussing the purchase of real property. Superintendent and Treasurer to attend. Board action to be taken.

Moved _____ Seconded _____

Adkins _____ Baker _____ Koziura _____ Mielcarek _____ Kokinda _____

Passed _____ Defeated _____

That the Board exit the Executive Session.

XVII. ADJOURNMENT

A. RESOLUTION 2019 - 125

That the regular meeting of November 18, 2019 be adjourned.

Moved _____ Seconded _____

Adkins _____ Baker _____ Koziura _____ Mielcarek _____ Kokinda _____

Passed _____ Defeated _____

Clearview Local School District – IRN 048132
FIVE YEAR FORECAST ASSUMPTIONS – November 18, 2019

REVENUE ASSUMPTIONS

Property Taxes

Property taxes are levied and collected on a calendar year basis in contrast to a District's fiscal year which runs from July 1st to June 30th of each year. Compounding the complexity of forecasting tax collection revenues both the effective millage rate and the total assessed valuation change from year to year. School Districts receive property tax revenues from two different calendar years resulting in different assessed values. The assessed values can change as a result of new construction, reappraisal, tax appeals received by the county and levies newly approved by voters.

Property tax revenue estimates are based upon historic growth patterns, including collections, scheduled updates are reappraisals, and are substantiated by information provided for the upcoming fiscal year from the Lorain County Auditor. Clearview LSD property valuation has increased however, tax valuation appeals reduced the overall increase, as a result, the collection on the inside millage can change accordingly. Inside millage is the unvoted property tax authorized by the Ohio Constitution and established by the General Assembly which may not exceed ten mills in any taxing district.

Lorain County reappraises all real property. This process is required to be performed every six years with reappraisal performed on a triennial basis per Ohio Revised Code Section 5715.33. The last reappraisal was performed in 2018 and became effective in 2019.

House Bill 920 effectively freezes revenue for the vast majority of real property tax millage that is collected by the School District to the amount that was calculated at the time the millage was approved by the voters. Clearview LSD will not see an increase in millage due to the adjustments in property tax value for earlier approved levies. Property taxes will increase for the unvoted, inside millage which does increase with property tax valuations. Property taxes can conversely decrease with a decrease in valuation for the inside millage.

10% Homestead and 2.5% rollback are not included in the property taxes line. Both are included in the Property Tax Allocation (1.050). The homestead reduction applies to residential owned property. The rollback reduction applies to owner-occupied residential properties only. The State of Ohio reimburses the District for the lost revenue.

In 2007, state leaders expanded the homestead exemption to make property tax relief available to more than a half million additional senior citizens and permanently and totally disabled Ohioans. The homestead exemption dates back to 1971 and has long offered those who qualify the chance to shield part of their "homestead" — a dwelling and up to one acre — from property taxation. But for years, most senior citizens and disabled Ohioans were excluded because of income. The redesigned exemption offers all eligible homeowners, regardless of income, the opportunity to shield up to \$25,000 of the market value of their homestead from property taxation. The reduction in property value reduces property tax revenue.

Unrestricted Grant-in-Aid

Revenues from unrestricted grant-in-aid is projected to remain flat based on the current State formula, anticipated growth and based on historical patterns.

Litigation has been pending in Ohio courts since 1991 questioning the constitutionality of Ohio's system of funding and compliance with constitutional requirements that have the State provide a "thorough and efficient system of common schools". On December 11, 2002, the Ohio Supreme Court, in a 4-3 decision on a motion to reconsider its own decision rendered in September 2001, concluded (as it had in 1997 and 2000) that the State did not comply with that requirement, even after again noting and crediting significant State steps in recent years. The Court directed the General Assembly "to enact a school-funding scheme that is thorough and efficient, as explained in its prior 1997 and 2000 decisions and the accompanying consequences.

In its prior decisions, the Court had stated as general base threshold requirements that every school district have:

- Enough funds to operate
- An ample number of teachers
- Sound and safe buildings
- Equipment sufficient for all students to be afforded an educational opportunity.

With particular respect to the funding sources, the Supreme Court had concluded in 1997 and 2000 decisions, and one concurring Justice stated again in the recent decision, that property taxes no longer may be the primary means of school funding in Ohio.

The State funding for schools is based on several factors of which are subject to deliberations and approval of the Ohio General Assembly. Due to the economic conditions within the State and anticipated short fall in tax revenues in the next biannual budget, the level at which the State will fund schools is uncertain. This has culminated in a negative impact to the General Fund balance beginning in fiscal year 2013 and thereafter.

Casino revenue also appears to be fairly flat-lined. Casino revenue is approximately \$50/student. The opening of additional casinos and along with a full year of operations is the reason for the increase from the original \$20/student. Casino revenue will be estimated at approximately \$85,000 for fiscal year 2020 moving forward. We have been assuming a reduction in the casino revenue due to the opening of the Rockcino at Northfield Park, Thistledown, River Downs and the new racino in Warren County. The Ohio Lottery Commission receives a share of the racino revenue which is not commingled with the casino revenue.

Restricted Grant-in-Aid

Revenue from restricted grant-in-aid should be decreased based upon historical inflationary rates or other indicators that may be introduced in any new legislation. Career Tech amounts are averaging about the same from year to year with slight fluctuations; FY20 forward are estimated conservatively. Increases and decreases have been negligible.

Restricted Federal Grant-in-Aid – SFSF

The State Fiscal Stabilization Fund program, line 1.045 also known as the State Fiscal Stabilization Fund, has long since been eliminated and will not provide any further revenue to the District. This program was a one-time appropriation of \$53.6 billion under the American Recovery and Reinvestment Act of 2009 [ARRA]. Of the amount appropriated, the U. S. Department of Education will award governors approximately \$48.6 billion by formula under the SFSF program in exchange for a commitment to advance essential education reforms to benefit students from early learning through post-secondary education, including: college- and career-ready standards and high-quality, valid and reliable assessments for all students; development and use of pre-K through post-secondary and career data systems; increasing teacher effectiveness and ensuring an equitable distribution of qualified teachers; and turning around the lowest-performing schools. Therefore, no revenue is forecasted over the next five years.

Tangible Property Tax Changes in H.B. 66

House Bill 66 phased out the tax on the tangible personal property of general businesses, telephone and telecommunication companies, and railroads. The tax on general business and railroad property was eliminated in 2009, and the tax on telephones and telecommunication property was eliminated in 2011, reducing the assessment rate on the property each year phases out the tax. At the same time, the bill replaces the revenue lost due to the phasing out of the tax.

Advances and Transfers

Revenues and advances are based on historical patterns. The advances are used for closing out the fiscal year-year grants, and then returned the following July to the proper account.

All Other Sources

Revenues from all other sources are based on historical patterns. This year and in the foreseeable future, interest rates will have improved over prior years. The number of students living in the District and attending Clearview Local Schools has decreased. As a result, the District has been accepting more open enrollment students. The October #2 foundation report projects \$3,912,610 open enrollment adjustment. The open enrollment estimate for 2020 through 2024 will remain relatively at this level.

EXPENDITURE ASSUMPTIONS

Personal Services and Employees' Benefits

Expenditures for personal services and employees' benefits are based on negotiated agreements and historical patterns and include medical premiums, pension payments, Medicare, workers compensation and unemployment insurance. Increases in salaries and wages result in the other benefits to increase at similar percentages. The current classified agreement is in effect until June 30, 2019; new contract negotiations continue to be underway. The current certified agreement is in effect until July 31, 2019; new contract negotiations are yet in progress as well.

A 2% increase on the base is assumed for each of the 3 forecasted years of the new contract; years 4 and 5 revert back to steep increases only.

Lake Erie Regional Council [LERC], the District's insurance consortium, met and agreed upon a 5.0% increase for insurance premiums for 2020 and a 5.0% increases for every year after has been built into the ongoing estimates. Union membership agreed to move to LERC standard plans effective January 1, 2015. Also, both unions have agreed to the LERC spousal language, providing savings to the District. A Memorandum of Understanding was agreed upon relative to allowing up to \$75.00 monthly payment to employees against the cost of their spousal insurance premium effective October 1, 2019 when spousal coverage is waived.

Severance Pay

In accordance with Article 24.03 of the Clearview Education Association, certificated bargaining unit members shall receive their severance pay in three equal installments beginning in February of the calendar year following the date of retirement and the following two Februarys thereafter. Bargaining unit members may elect to have their triennial severance payments deposited into a 457 Ohio Deferred Compensation Plan. These annual payments have typically been between \$75,000 and \$120,000.

Purchased Services

Expenditures for purchased services are based on historical patterns and other indicators included in new legislation. Indicators included in these assumptions include cost to other districts for special education instruction, tuition, utility costs, repairs, professional services, technical services and professional leave reimbursements. The District will be contracting with a firm for the purpose of hiring substitute certified and classified staff with the exception of bus drivers. In addition, District will not have to pay the substitute certified staff pension and Medicare costs. These costs will be shifted to contracted services provider. The District will pay an administrative fee for the substitute services based on the number of substitutes used. The District has a contract with Vinson, LLC, formerly Epiphany Group, for the purpose of technology maintenance and repair. The annual contract is approximately \$86,000. In this category, expenditures for FY19 totaled \$2,954,378. It is expected that more will be spent on professional services in anticipation of significant school improvement projects over the next five years.

Supplies and Materials

Expenditures for supplies and materials are based upon historical patterns and other indicators included in new legislation including textbooks adoptions, instructional supplies, office supplies, software, vehicle supplies, enrollment, and other programs. In fiscal year 2019, the District expended \$239,552 on supplies and materials. The District estimates that it will spend slightly more in fiscal year 2020.

Capital Outlay

Expenditure for capital outlays are based on historical patterns and other indicators included in new legislation including technology initiatives, bus replacement and copier replacements. The District has been investing in technology to be able to compete with neighboring districts. Most technology purchases are through CDW, Inc., recommended by Vinson, LLC. Technology purchases amounted to approximately \$100,000 in fiscal year 2019. In 2020, the following is anticipated: licensing cost = \$8,000, Laptops, monitors and cabling = \$50,000, projectors and cameras = \$10,000, speakers, mice keyboards switches and adaptors = \$2,500. Additionally, the District anticipates spending roughly \$500,000 - \$750,000 toward land improvements and land purchases. District infrastructure and building improvements are anticipated from 2020 through and including 2024 as capital assets are deteriorating and in need of refurbishment or replacement. HVAC systems are anticipated to be approximately \$500,000, Durling Middle School gymnasium floor replacement = \$100,000, stadium bleachers = 125,000 - \$130,000, roofing repair = 200,000, maintenance/transportation site improvements = \$1,800,000, athletic facility improvements = \$500,000 - \$600,000, parking lot repair = \$125,000, bus purchase = \$95,000/each, maintenance vehicle purchases = \$120,000. Over the next 5 years, it is anticipated that the District will spend approximately \$1,000,000 each year for various school improvement projects that would include the purchase of land, redesign of the athletic facility and fields, transportation facility and vehicles, maintenance facility and vehicles and HVAC and LED lighting projects.

Other Objects

Expenditures for other objects are based upon historical patterns and other indicators included in new legislation. Indicators such as Lorain County Auditor's fees, treasurer fees, banking fees, Lorain County ESC deductions, election fees and audit fees are included.

General Fund Debt

The District does not presently have any General Fund debt.

Advances and Transfers Out

Expenditures for advances and transfers are based upon historical patterns and other indicators included in new legislation.

Summary

The information provided above, combined with the information provided on the forecast are used as a tool to assist the District in determining short and long-term needs. The forecast and the assumptions directly affect each other. Assumptions positively or negatively affect the five-year forecast.

Current or passed pending legislation will have both positive and negative impacts to the ongoing financial health of the District. Some items that are reflected in the five-year forecast include:

- Reduced state funding for public schools
- Expansion of school voucher programs
- Increased medical contributions

- Increased contributions for employer and employee retirement

Sources for forecast include documentation from the Lorain County Auditor's office and the Ohio Department of Education, the Office of Budget and Management and District records.

CLEARVIEW LOCAL SCHOOL DISTRICT

LORAIN COUNTY

SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCES

FOR THE FISCAL YEARS ENDED JUNE 30, 2017, 2018 AND 2019 ACTUAL;

FORECASTED FISCAL YEARS ENDING JUNE 30, 2020 THROUGH 2024

Line Number		Fiscal Year	Fiscal Year	Fiscal Year
		2017	2018	2019
		Actual	Actual	Actual
	Revenues			
1.010	General Property Tax (Real Estate)	2,734,542	2,735,759	2,776,412
1.020	Tangible Personal Property Tax	0	0	0
1.030	Income Tax	0	0	0
1.035	Unrestricted State Grants-in-Aid (All 3100's except 3130)	9,859,354	9,789,772	10,163,129
1.040	Restricted State Grants-in-Aid (All 3200's)	1,039,889	1,180,246	1,085,225
1.045	Restricted Federal Grants-in-Aid - SFSF (4220)	0	0	0
1.050	Property Tax Allocation (3130)	411,584	404,733	395,988
1.060	All Other Revenues except 1931,1933,1940,1950,5100, 5200	4,147,210	4,332,605	4,731,087
1.070	<i>Total Revenues</i>	<u>18,192,579</u>	<u>18,443,115</u>	<u>19,151,841</u>
	Other Financing Sources			
2.010	Proceeds from Sale of Notes (1940)	0	0	0
2.020	State Emergency Loans and Advancements (Approved 1950)	0	0	0
2.040	Operating Transfers-In (5100)	42,540	74,831	5,713
2.050	Advances-In (5200)	22,440	0	10,500
2.060	All Other Financing Sources (including 1931 and 1933)	0	4,125	72,794
2.070	<i>Total Other Financing Sources</i>	<u>64,980</u>	<u>78,956</u>	<u>89,007</u>
2.080	<i>Total Revenues and Other Financing Sources</i>	<u>18,257,559</u>	<u>18,522,071</u>	<u>19,240,848</u>
	Expenditures			
3.010	Personal Services	8,166,015	8,329,674	8,681,150
3.020	Employees' Retirement/Insurance Benefits	2,988,262	3,024,922	3,255,236
3.030	Purchased Services	2,787,818	2,655,210	2,954,378
3.040	Supplies and Materials	289,405	212,093	239,552
3.050	Capital Outlay	265,200	636,092	334,067
3.060	Intergovernmental (7600 and 7700 functions)	0	0	0
	Debt Service:			
4.010	Principal-All (History Only)	0	0	0
4.020	Principal-Notes	0	0	0
4.030	Principal-State Loans	0	0	0
4.040	Principal-State Advancements	0	0	0
4.050	Principal-HB 264 Loans	0	0	0
4.055	Principal-Other	0	0	0
4.060	Interest and Fiscal Charges	0	0	0
4.300	Other Objects	174,247	170,834	172,751
4.500	<i>Total Expenditures</i>	<u>14,670,947</u>	<u>15,028,825</u>	<u>15,637,134</u>
	Other Financing Uses			
5.010	Operating Transfers-Out	43,040	97,689	40,713
5.020	Advances-Out	15,834	0	18,500
5.030	All Other Financing Uses	1,900	0	0
5.040	<i>Total Other Financing Uses</i>	<u>60,774</u>	<u>97,689</u>	<u>59,213</u>
5.050	<i>Total Expenditures and Other Financing Uses</i>	<u>14,731,721</u>	<u>15,126,514</u>	<u>15,696,347</u>
6.010	<i>Excess of Revenues and Other Financing Sources over (under) Expenditures and Other Financing Uses</i>	<u>3,525,838</u>	<u>3,395,557</u>	<u>3,544,501</u>
7.010	<i>Cash Balance July 1 - Excluding Proposed Renewal/ Replacement and New Levies</i>	<u>3,727,332</u>	<u>7,253,170</u>	<u>10,648,727</u>
7.020	<i>Cash Balance June 30</i>	<u>7,253,170</u>	<u>10,648,727</u>	<u>14,193,228</u>

Average Annual Percent of Change	Fiscal Year 2020 Forecasted	Fiscal Year 2021 Forecasted	Fiscal Year 2022 Forecasted	Fiscal Year 2023 Forecasted	Fiscal Year 2024 Forecasted
0.77%	2,803,538	2,850,000	2,850,000	2,850,000	2,850,000
0.00%	0	0	0	0	0
0.00%	0	0	0	0	0
1.55%	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000
2.72%	1,100,000	1,100,000	1,100,000	1,100,000	1,100,000
0.00%	0	0	0	0	0
-1.91%	395,000	395,000	395,000	395,000	395,000
6.83%	4,900,000	4,900,000	4,900,000	4,900,000	4,900,000
2.61%	19,198,538	19,245,000	19,245,000	19,245,000	19,245,000
0.00%	0	0	0	0	0
0.00%	0	0	0	0	0
-8.23%	0	0	0	0	0
-26.60%	18,500	8,500	10,000	10,000	10,000
0.00%	30,000	0	0	0	0
17.12%	48,500	8,500	10,000	10,000	10,000
2.66%	19,247,038	19,253,500	19,255,000	19,255,000	19,255,000
3.11%	9,477,090	9,835,041	10,283,539	10,541,656	10,806,251
4.42%	3,483,885	3,658,079	3,840,983	4,033,032	4,234,684
3.26%	3,419,930	3,556,727	3,698,996	3,846,956	4,000,834
-6.88%	298,258	313,171	328,829	345,271	362,534
46.19%	3,575,138	1,500,000	2,500,000	2,500,000	2,000,000
0.00%	0	0	0	0	0
0.00%	0	0	0	0	0
0.00%	0	0	0	0	0
0.00%	0	0	0	0	0
0.00%	0	0	0	0	0
0.00%	0	0	0	0	0
0.00%	0	0	0	0	0
-0.42%	189,031	183,941	183,941	183,941	183,941
3.24%	20,443,332	19,046,959	20,836,289	21,450,856	21,588,245
34.32%	35,000	100,000	40,000	100,000	40,000
8.42%	8,500	10,000	10,000	10,000	10,000
0.00%	0	0	0	0	0
10.68%	43,500	110,000	50,000	110,000	50,000
3.22%	20,486,832	19,156,959	20,886,289	21,560,856	21,638,245
0.35%	-1,239,794	96,541	-1,631,289	-2,305,856	-2,383,245
70.70%	14,193,228	12,953,434	13,049,975	11,418,686	9,112,829
40.05%	12,953,434	13,049,975	11,418,686	9,112,829	6,729,584

8.010	<i>Estimated Encumbrances June 30</i>	196,335	94,300	563,828
	Reservation of Fund Balance			
9.010	Textbooks and Instructional Materials	0	0	0
9.020	Capital Improvements	0	0	0
9.030	Budget Reserve	0	0	0
9.040	DPIA/PBA	0	0	0
9.045	SFSF	0	0	0
9.050	Debt Service	0	0	0
9.060	Property Tax Advances	0	0	0
9.070	Bus Purchases	0	0	0
9.080	<i>Subtotal</i>	0	0	0
	<i>Fund Balance June 30 for Certification</i>			
10.010	<i>of Appropriations</i>	7,056,835	10,554,427	13,629,400
	Revenue from Replacement/Renewal Levies			
11.010	Income Tax - Renewal	0	0	0
11.020	Property Tax - Renewal or Replacement	0	0	0
11.300	Cumulative Balance of Replacement/Renewal Levies	0	0	0
	<i>Fund Balance June 30 for Certification</i>			
12.010	<i>of Contracts, Salary Schedules and Other Obligations</i>	7,056,835	10,554,427	13,629,400
	Revenue from New Levies			
13.010	Income Tax - New	0	0	0
13.020	Property Tax - New	0	0	0
13.030	Cumulative Balance of New Levies	0	0	0
14.010	Revenue from Future State Advancements	0	0	0
15.010	<i>Unreserved Fund Balance June 30</i>	7,056,835	10,554,427	13,629,400
	See accompanying summary of significant forecast assumptions and accounting policies Includes: General fund, emergency levy fund, SDFSF, PBA fund, and any portion of debt service service fund related to general fund debt.			
21.010	Personal Services SFSF			
21.020	Employees Retirement/Insurance Benefits SFSF			
21.030	Purchased Services SFSF			
21.040	Supplies and Materials SFSF			
21.050	Capital Outlay SFSF			
21.060	Total Expenditures - SDFSF			

Benefit Package
Non-Union Personnel

Effective August 1, 2019 to July 31, 2022

Certificated/Licensed Administrators

Effective July 1, 2019 to June 30, 2022

Classified Administrators, Central Office Support Staff

CLEARVIEW SCHOOLS
Administrative, Supervisory, and Central Office
Compensation Plan

Benefits Provisions

The following benefit provisions apply to all individuals by the Board of Education who are classified as an administrator, supervisor, and/or central office employee.

I. **Administrators/Supervisors**

One of the primary goals with regard to salaries is to remain competitive with area school districts. In turn, this will enable the district to retain its personnel and maintain stability in its operations.

Educational Growth Stipend

Just as teachers receive additional pay on the negotiated salary schedule for obtaining graduate semester credit hours, masters, certified/licensed administrators will also receive a stipend for additional coursework. According to the following scale, administrators will receive the corresponding stipend to be paid in December of each year. The graduate hours earned for placement on the scale must be certified by October 1st of each year.

<u>Degree and Graduate Hours</u>	<u>Stipend</u>
M.A. + 9 – Semester Hours	\$1,000
M.A. + 18 – Semester Hours	\$1,250
M.A. + 27 – Semester Hours	\$1,500
M.A. + 36 – Semester Hours	\$1,750
M.A. + 45 – Semester Hours	\$2,000
Ed.S.	\$2,250
Ph.D./Ed.D	\$2,500

In addition, administrators will be reimbursed for the cost of graduate hours taken at a maximum of \$1,800 per year.

II. **Central Office Classified Employee Salaries**

The Central Office Classified Employee Salary Schedule is based upon a comparison of internal job classifications and responsibilities. Just as the high school secretary position carries an increased number of work days and wage scale over other building secretaries, so too do the central office staff positions demand different responsibilities beyond the high school secretary.

As such, the development of the salary schedule is based on the wage of the high school secretary. Each year, the salary schedule will be modified to coincide with the OAPSE negotiated scale for the high school secretary.

Placement on the salary schedule is not necessarily a reflection of years of service. Particularly for current employees, their placement was determined, in part, based on their present salary. For new employees, placement on the salary schedule will be determined by the Superintendent and/or Treasurer in conjunction with Board approval. Consideration should be given for experience in similar positions.

III. Administrators/Supervisors/Central Office – Other Benefits

A. Medical/Vision/Dental Coverage:

Administrators, Supervisors, Central Office

- See description of Medical Plan Design detailed below.

B. Life Insurance

Administrators, Supervisors, Central Office

- Twice their annual salary

C. Mileage Reimbursement

Administrators, Supervisors, Central Office

- At the IRS-approved per mile rate for use of a privately owned car for official school business.

D. Professional Meeting Reimbursement

Administrators, Supervisors, Central Office

- Appropriate reimbursement for lodging, travel, registration, food, and related expenses for approved meetings

E. Sick Leave

Administrators, Supervisors, Central Office

- Fifteen (15) days per year accumulative

F. Personal Business Leave

Administrators, Supervisors, Central Office

- Four (4) days per year – non-cumulative

G. Bereavement Leave

Administrators, Supervisors, Central Office

- Five (5) days per year – non-cumulative for death of immediate family member

H. Retirement

Administrators, Supervisors, Central Office

- Full Board-paid Employee share with pick-up in the appropriate STRS or SERS retirement plan
- Effective 7/1/2012, all current classified office staff will be grandfathered in regards to pick-up on the pick-up.

I. Holidays

All 260-day Administrators, Supervisors, Central Office:

- Eight (8) legal holidays plus (6) designated vacation holidays including Good Friday, the day before and after Thanksgiving, the day before and after Christmas, and the day before New Year's.

J. Vacation

All 260 day Administrators, Supervisors, Central Office as per the following schedule:

Central Office Staff

- Less than one year of service / 5 days per year
- 1 - 6 years of service / 10 days per year
- 7 – 13 years of service / 15 days per year
- 14+ years of service / 20 days per year

Central Office Administration

- Less than one year of service / 10 days per year
- 2+ years of service / 20 days per year

Maintenance Supervisor

- Less than one year of service / 8 days per year
- 1 – 10 years of service / 15 days per year
- 11+ years of service / 20 days per year

All employees – vacation time earned shall be cumulative for up to two (2) years or they may request to receive compensation or lose it.

K. Longevity Benefit

Classified Central Office Employee

<u>After Years of Service</u>		<u>Annual Increment</u>
• 10 years	additional	\$ 250.00
• 15 years	additional	\$ 400.00
• 20 years	additional	\$ 500.00
• 25 years	additional	\$ 600.00
• 30 years	additional	\$ 750.00
• 35 years	additional	\$1,000.00

L. Annuity

Administrators, Masters, Certified/License

- The administrator contracts \$500 per year accumulative after two (2) years of service in the Clearview Schools

M. Severance

Administrators, Supervisors, Central Office

- Payment upon retirement, for one fourth (1/4) of accumulated sick leave with the following limits:
- Building Administrators, Supervisors, Central Office, maximum days equal to 75 days
 - Treasurer – 150 days
 - Superintendent – 150 days

Upon retirement from the District into the SERS or STRS an employee with ten (10) or more years of experience in the Clearview Local School District shall be paid severance by the Board as set forth herein.

An employee shall be paid by the Board for one-fourth (1/4) of his/her accumulated sick leave up to a maximum of seventy-five (75) days. Payment shall be at the daily rate in effect at the last day of actual employment. Full severance pay will be paid at the time of death if the employee was eligible to retire and had worked for the District for ten (10) or more years. At the time of

death, if an employee is not eligible to retire and has ten (10) years of service or more, his/her estate will receive half of his/her severance pay.

Employees shall receive their severance pay in three (3) equal installments beginning in February of the calendar year following the date of retirement and the following two Februarys thereafter. The payments will be made within a week of the District receiving its County funds but under no circumstances later than the end of February. Employees may elect to have their triennial severance payments deposited into a 457 Ohio Deferred Compensation Plan and/or with a District approved 403b provider.

- N. Retirement Incentive
 - Not Applicable
- O. Association Memberships - Annual Board paid dues for the following:
 - Superintendent – BASA dues
 - Treasurer – OASBO dues
 - Building Administrators – OASSA, OAMSA, OAESA, LCAAA, OAPSA dues
 - Any other professional dues as approved by the Superintendent of Schools
- P. Any other benefits provided to the Superintendent and/or Treasurer, as negotiated with the Board, will be included with their signed contracts.
- Q. Any modifications, deletions, or additions to these outlined benefits for individual employees will be included with their signed contract.

HOSPITALIZATION – HEALTH MAINTENANCE

- 1. All Regular Employees working thirty (30) hours or more per work shall be entitled to the Hospitalization-Medical-Vision plan described below.
- 2. All Regular Employees who work at least fifteen (15) hours per week (but less than thirty (30) hours per week) for at least thirty-six (36) weeks shall be entitled to the Hospitalization-Medical-Vision plan described below, but the Board shall only provide one-half of single or family coverage to which the employee is entitled.

Hospitalization / Dental Coverage

- A. The Board shall provide hospitalization / major medical and dental coverage. Each employee may annually select one of the offered Health Benefit Plans (e.g., *Premium; Standard; Minimum Value*).
- B. Board Contribution to Coverage:

The Board shall pay ninety percent (90%) of the cost of the *Premium* and *Standard* coverages for full-time employees, and, for part-time employees, the Board shall pay ninety percent (90%) of that part of the total cost proportionate to the workload. The Board shall pay one hundred percent (100%) of the cost of the *Minimum Value* coverage for full-time employees.
- C. Working Spouse Mandatory Enrollment Rule

Any spouse that has single medical/prescription drug insurance coverage available through his/her employer, business, organization or retirement plan, that costs the spouse no more than 25% of the premium cost for the lowest cost plan, must enroll in that coverage and the Clearview Local School District's Health Plan will coordinate as secondary payer for any and all services provided.

It is the employee's responsibility to advise the Treasurer or designee immediately (i.e., within thirty (30) days after any change in eligibility) if the employee's spouse becomes eligible to participate in group medical/prescription drug insurance sponsored by his/her employer, business, organization, or retirement plan, or if the contribution for single coverage changes. Upon becoming eligible, the employee's spouse must enroll in single coverage under any group medical/prescription drug insurance sponsored by his/her employer, business, organization, or retirement plan unless he/she is exempt from this requirement because the spouse's cost for single coverage under the lowest cost plan is more than 25% of the premium cost.

Any spouse who fails to enroll in any group medical/prescription drug insurance coverage sponsored by his/her employer, business, organization, or any retirement plan, as required by this rule, shall be ineligible for benefits under such group insurance coverage sponsored by the Clearview Local School District.

Every employee whose spouse participates under the Clearview Local School District's medical/prescription drug insurance coverage shall complete and submit to the Treasurer or designee, upon request, a written certification verifying whether his/her spouse is eligible to participate in group medical/prescription drug insurance coverage sponsored by the spouse's employer, business, organization, or any retirement plan. If any employee fails to complete and submit the certification form by the required date, such employee's spouse will be removed immediately from all group medical/prescription drug insurance coverage sponsored by the Clearview Local School District. Additional documentation may be required.

If an employee knowingly or recklessly submits false information, or fails to promptly (i.e., within thirty (30) days after any change in eligibility) advise the Treasurer or designee of a change in his/her spouse's eligibility for employer (or business, organization, or retirement plan) sponsored group medical/prescription drug insurance, and such false information or such failure by the employee results in the District's Health Plan providing benefits to which the employee's spouse is not entitled, the employee will be personally liable to the District's Health Plan for reimbursement of benefits and expenses, including attorneys' fees and costs, incurred by the Plan. Any amount to be reimbursed by the employee may be deducted from the benefits to which the employee would otherwise be entitled. In addition, the employee's spouse will be terminated

immediately from group medical/prescription drug insurance coverage under the Plan. If any employee submits false information, he/she may be subject to disciplinary action, up to and including termination of employment.

Vision Care Plan

Vision Care benefits apply when a covered person incurs vision care charges for services recommended and approved by a Physician or Optometrist.

Vision Care charges are limited to the vision services and supplies shown in the Schedule of Benefits. Benefits for these charges are payable up to the maximum benefit amounts in accordance with the Schedule of Benefits.

Vision examinations are covered regardless of medical necessity. An exam includes the following:

1. Case History;
2. External examination of the eye and adnexa;
3. Ophthalmoscopic examination;
4. Determination of refractive status;
5. Binocular balance testing;
6. Tonometry, as needed;
7. Gross visual fields;
8. Color vision testing;
9. Summary findings; and
10. Recommendations including prescribing lenses.

Prescribed lenses and frames are covered in accordance with the Schedule of Benefits.

Coverage allows for the following services only when they are done to obtain the prescribed lenses and frames:

1. Facial measurements and determination of interpupillary distance;
2. Assistance in choosing frames;
3. Verification of lenses as prescribed; and
4. After-care for a reasonable period for fitting and adjustment.

Prescribed contact lenses as shown in the Schedule of Benefits.

Treatment for diseases involving the eye (glaucoma, cataracts, etc.) are covered under the medical portion of the Medical Plans.

LIMITATIONS AND EXCLUSIONS

The Plan does not cover the following services, supplies, or charges:

1. Services that are not received from a provider acting within the scope of his/her license.
2. Diagnostic services and drugs or medications not a part of a vision examination.
3. Services that, to any extent, are payable under the medical expenses benefits of the Medical Plans.
4. Services that the Plan determines are special or unusual, such as orthoptics, vision training, and low vision aids.
5. For the replacement of lenses and frames except as shown under the limitation of frequency in the Schedule of Benefits.
6. For any lenses that are not prescribed.
7. For safety glasses and safety goggles.
8. For any services or supplies for which benefits are payable under any worker's compensation law or under any governmental program.
9. For eye examinations that occurred before the covered person's effective date of employment.
10. For examinations or services incurred or received after the covered person's effective termination date.
11. For those services, supplies, or charges that are not specified under this Plan.

DEPENDENT AGE LIMIT

Coverage stops on the 26th birthday.

Section 125 Plan

- A. The Board shall provide a Section 125 Plan that is designed to allow employees who must make employee contributions for health care coverage to elect to do so on a pre-tax basis.
- B. The Section 125 Plan will be designed to meet the requirements of Internal Revenue Code ("IRC") Section 125 and applicable regulations. Accordingly, each employee will have an opportunity on an annual basis to enroll in the Plan. The election to participate must be submitted to the Treasurer during the month of September. Each newly hired employee may enroll in the Section 125 Plan within his/her first thirty (30) days of his/her contractual start date during his/her first year of employment only. The newly hired employee's Section 125 Plan year will begin the first of the month following the employee's election to participate and will end upon notification from the employee of his/her intent to no longer participate as may be submitted during the following September. The Section 125 Plan may not be revoked during the current plan year unless there is a change in the employee's circumstances that, in accordance with I.R.C. Section 125, permits the employee to change his/her election under the plan (e.g., divorce, death of spouse, change in employment status including

employment status affecting a spouse or dependent, birth or adoption of a child, a child losing eligibility for coverage, a court order requiring coverage, or other enrollment rights consistent with federal law). Details of the Section 125 Plan will be provided on an annual basis at the time of enrollment and will also be available through the Treasurer's office.

MEDICAL PLAN DESIGN

Annually, each bargaining unit member may select one of the following Health Benefit Plans.

The annual per person dental maximum shall be \$1,500.

<i>In-Network</i>	<i>Premium</i>	<i>Standard</i>	<i>Min. Value Based Design for ACA</i>
Deductible (In-network)	\$750/\$1,500	\$1,000/\$2,000	\$4,000/\$8,000
- Earned Incentive Award	<u>(\$250)/(\$500)</u>	<u>(\$250)/(\$500)</u>	<u>(\$250)/(\$500)</u>
Deductible (In-network)	\$500/\$1,000	\$750/\$1,500	\$3,750/\$7,500
Coinsurance	90%	80%	70%
Coinsurance Out-of-Pocket Max (does not include deductible)	\$1,500/\$3,000	\$2,000/\$4,000	\$6,250/\$12,500
Total Out-of-Pocket Max includes deductible and coinsurance) with wellness incentive	\$2,000/\$4,000	\$2,750/\$5,500	\$10,000/\$20,000
Total Out-of-Pocket Max includes deductible and coinsurance) without wellness incentive	\$2,250/\$4,500	\$3,000/\$6,000	\$10,250/\$20,500
Out-of-Network			
Deductible (Out-of-network)	\$1,500/\$3,000	\$2,000/\$4,000	\$4,000/\$8,000
Coinsurance	60%	60%	50%
Coinsurance Out-of-Pocket Max (does not include deductible)	\$3,000/\$6,000	\$4,000/\$8,000	\$10,000/\$20,000
Total Out-of-Pocket Max includes deductible and coinsurance)	\$6,600/\$13,200	\$6,000/\$12,000	\$14,000/\$28,000
Office and Emergency Visits			
OV Copay	\$25	\$30	\$50
Urgent Care Visit	\$40	\$45	\$100

Specialist Visit	\$40	\$45	\$100
ER Copay - Emergency	\$100	\$150	\$300
ER Copay - Non-Emergency	\$200	\$200	\$300
WELLNESS			
Immunizations	100% In-network	100% In-network	100% In-network
Routine Physical	100% In-network	100% In-network	100% In-network
Routine PSA	100% In-network	100% In-network	100% In-network
Endoscopies	100% In-network	100% In-network	100% In-network
Pap Test Exam	100% In-network	100% In-network	100% In-network
PPACA Expanded Wellness Svcs	100% In-network	100% In-network	100% In-network
Prescription Drug Benefit			
Retail Drug Card	\$10/\$25/\$50	\$15/\$30/\$60	Ded. then \$10/\$50/\$100
Mail Order	\$20/\$50/\$100	\$30/\$60/\$120	Ded. then \$20/\$100/\$200
Specialty Medications	\$60	\$100	Ded. then \$200
Step Therapy	YES	YES	YES
Mandatory Mail Order	YES	YES	YES
Maintenance Choice	YES	YES	YES

Services	EyeMed Access Network	Non-Network ¹
Dependent Age Limit	Determined by District	
Professional Services (One every 12 months) Spectacle Exam	\$15 copayment Any amount over spectacle exam	\$15 maximum
Contact Lens Fit & Follow-Up Standard Premium	(up to \$55) 10% off of Retail	Not Covered Not Covered
Frame (One every 12 months)	\$0 copayment (Up to \$100)+ 20% off amount over \$100	\$30 maximum
Lenses (Uncoated plastic) One pair every 12 months Single vision Bifocal Trifocal Lenticular	\$15 copayment \$15 copayment \$15 copayment \$15 copayment	\$10 maximum \$20 maximum \$30 maximum \$40 maximum
Contact Lenses (In lieu of lenses) (One pair every 12 months for Conventional or Medically necessary) Conventional	\$15 copayment (up to \$100) + 15% off of amount over \$100	\$40 maximum
Disposable	\$15 copayment (up to \$100)	\$40 maximum
Medically necessary	\$15 copayment (up to \$200)	\$75 maximum

Listed below are additional ways to save through the EyeMed Vision program.

Lens Options: Members also received fixed, discount prices on the lens options listed below when an EyeMed provider is used

Lens options	Discounted price	Lens options	Discounted price
Standard Progressive (no-line bifocal)	\$65 plus bifocal copay	Standard Anti-reflective coating	\$45
Polycarbonate	\$40	Solid tint or Gradient tint	\$15
Scratch-resistant coating	\$15	Photochromic	20% off retail price
Ultraviolet coating	\$15	Glass	20% off retail price
Other Add-Ons	20% off retail price		

Contact Lenses by Mail: After initial purchases, replacement contact lenses may be obtained via the Internet at substantial savings and mailed directly to the member. Details are available at www.eyemedvisioncare.com. The contact lens benefit allowance is not applicable to this service.

Additional Savings on Eyeglasses and Conventional Contact Lenses: After the funded benefit has been used, members save 40% off retail on complete pairs of eyeglasses and 15% off conventional contact lenses at an unlimited frequency.

Laser Vision Correction: Members also receive a 15% discount off regular price or 5% off the promotion price for LASIK or PRK from the US Laser Network, owned and Operated by LCA Vision.

The discounts listed above are available through the EyeMed Access network of providers only and are subject to change by EyeMed Vision Care.

This document is only a partial listing of benefits. This is not a contract of insurance. No person other than an officer of Medical Mutual may agree, orally or in writing, to change the benefits listed here. The contract or certificate will contain the complete listing of covered services. Benefit allowances provide no remaining balance for future use within the same benefit frequency. There are certain brand name Vision Materials in which the manufacturer imposes a no-discount practice. Limitations and exclusions apply.

¹ The non-network maximum is the amount a member receives for covered vision services received from a non-network provider.

SEVERANCE PAY

Administrators, Supervisors, Central Office

Upon retirement into STRS or SERS, as applicable), an employee with ten (10) or more continuous years of work experience in the Clearview Local School District shall be paid severance as set forth herein. Employees who elect to retire and meet the requirements of the applicable Retirement System shall be paid for one-fourth (1/4) of his/her accumulated sick leave up to a maximum of seventy-five (75) days [the Superintendent and Treasurer are paid to a maximum of eighty (150) days]. Payment shall be at the employee's daily rate in effect at the last day of actual employment, exclusive of overtime or supplemental pay.

The employee shall receive his/her severance pay in a lump sum payment in February of the calendar year following the date of retirement. The employee may elect to have his/her severance payment deposited into a 457 Ohio Deferred Compensation Plan.

Payment of sick leave on this basis shall be considered to eliminate all sick leave credit accrued by the employee. Such payment shall be made only once to any employee.

In the event of an employee's death, his/her spouse or child will receive the severance pay. The deceased employee must have been eligible for retirement/severance benefits, as determined by the Retirement System, at the time of death.

RETIREMENT INCENTIVE – CLASSIFIED CENTRAL SUPPORT PERSONNEL

1. Statement of Retirement Incentive Plan

The following Retirement Incentive Plan is effective July 1 and expires June 30. Participation in the plan is voluntary.

2. Eligibility for Benefits

A. The employee:

1. Shall become eligible between July 1 and June 30, for retirement by virtue of meeting all eligibility requirements under the Ohio School Employees Retirement System (S.E.R.S.).
2. Must have at least ten (10) or more full and continuous years of service with the Clearview Local School District.
3. Must submit an application for retirement benefits to the S.E.R.S. during his/her first year of eligibility for receipt of retirement benefits under the statutes and rules governing the S.E.R.S. An employee who does not apply for this buyout in his/her first year of eligibility, shall not be eligible for and will not be granted this buyout at any other time. Although, he/she may do so, any employee who meets the S.E.R.S. requirement of 25/55 or 25/60 (as applicable) is not obligated to retire to collect the retirement incentive at such time. Said employee remains eligible to collect the retirement incentive if he/she retires at the 30-years of service level.

4. Only employees who first become eligible for retirement under the rules and regulations of the S.E.R.S. during the school year may apply for this Retirement Incentive if they retire effective July 1.
- B. This Plan does not apply to:
 1. Those applying for and/or receiving disability retirement.
 2. Those terminated by the Board for cause or whose contracts are otherwise discontinued or suspended involuntarily (e.g., pursuant to a reduction in force).
 3. Those whose contracts are non-renewed.
 4. Those who do not submit an application for retirement to the S.E.R.S. in his/her (1st) year of eligibility for receipt of retirement benefits under the statute and rules governing the S.E.R.S.

3. Application for Retirement

- A. Those employees who seek to participate in the Retirement Incentive shall submit a letter of intent to the Board to retire on or before July 1 of the year they are eligible and intend to retire under the statute and the rules governing the S.E.R.S. Such letter must be submitted to the Board no later than March 1 of the calendar year of retirement.
- B. After receipt of the letter to retire from the employee seeking this Retirement Incentive, the Board will verify that the applicant meets all of the requirements of the plan and issue such notice within thirty (30) calendar days of application. Neither the Board nor the employee may withdraw from this action after the Board notifies the employee that he/she has met the requirements for this Retirement Incentive.

4. Payment Schedule

- A. The employee's payment under the Retirement Incentive Plan shall be made in one lump-sum payment in the second payroll of February of the calendar year following the date of retirement. Payments made under this plan shall not be incorporated into the calculation of employee salary and/or benefits for purposes of the School Employees Retirement System.
- B. Eligible employees whose requests for retirement between the aforementioned dates are approved by the Board shall receive a lump sum payment of 15% of their compensation that was received over the (12) months immediately preceding the effective date of their retirement.

RETIREMENT INCENTIVE – CERTIFICATED/LICENSED ADMINISTRATORS, TREASURER

1. Statement of Retirement Incentive Plan

The following Retirement Incentive is effective August 1 and expires July 31. Participation in the plan is voluntary.

2. Eligibility for Benefits

- A. The Certificated/Licensed Employee:

1. Shall become eligible between August 1 and July 31 for retirement by virtue of meeting all eligibility requirements under the Ohio State Teachers Retirement System (STRS) and State Employees Retirement System (SERS).
2. Must have at least ten (10) or more full and continuous years of service with the Clearview Local School District.
3. Must submit an application for retirement benefits to the STRS/SERS during his/her first year of eligibility for receipt of retirement benefits under the statutes and rules governing the STRS/SERS. An employee who does not apply for this incentive in his/her first year of eligibility, shall not be eligible for and will not be granted this incentive at any other time. Although he/she may do so, any teacher who meets the STRS/SERS requirement of 26/55 is not obligated to retire to collect the retirement incentive at such time. Said teacher remains eligible to collect the retirement incentive if he/she retires at the 35 years of service level.
4. All Administrators who first become eligible for retirement under the rules and regulations of the STRS/SERS during the school year may apply for this Retirement Incentive if they retire effective August 1.

B. This plan does not apply to:

1. Those applying for and/or receiving disability retirement.
2. Those terminated by the Board for cause or whose contracts are otherwise discontinued or suspended involuntarily (e.g., pursuant to a reduction in force).
3. Those whose contracts are non-renewed.
4. Those who do not submit an application for retirement to the STRS in his/her first (1st) year of eligibility for receipt of retirement benefits under the statute and rules governing the STRS/SERS.

3. Application for Retirement

- A. Those employees who seek to participate in the Retirement Incentive shall submit a letter of intent to the Board to retire effective August 1 of the year they are eligible and intend to retire under the statute and the rules governing the STRS. Such letter must be submitted to the Board no later than March 1 of the calendar year of retirement.
- B. After receipt of the letter of intent to retire from the certificated/licensed employee seeking this Retirement Incentive, the Board will verify that the applicant meets all of the requirements of the Plan and issue such notice within thirty (30) calendar days of application. Neither the Board nor the certificated/licensed employee may withdraw from this action after the Board notifies the employee that he/she has met the requirements for this Retirement Incentive.

4. Payment Schedule

- A. The employee's payment under the Retirement Incentive shall be made in three (3) equal lump-sum payments beginning in February of the calendar year following the date of retirement and the following two Februarys thereafter.

Payments made under this Plan shall not be incorporated into the calculation of employee salary and/or benefits for purposes of the STRS/SERS.

- B. Eligible employees whose requests for retirement between the aforementioned dates are approved by the Board shall receive seven hundred (\$700.00) for each year of STRS/SERS service to a maximum of thirty (35) years (\$21,700.00).
- C. Administrators may elect to have their triennial Retirement Incentive payments deposited into a 457 Ohio Deferred Compensation Plan.

Clearview Local Schools
ADMINISTRATIVE SALARY SCHEDULE
Certificated Schedule - HS Principals/260-day
Directors & Supervisors
13-Aug-18

	71400						
	BA	MA	MA+10	MA+20	MA+30	MA+40	PhD/EdD
0	67430 0.9444	71400 1.0000	75370 1.0556	79333 1.1111	81910 1.1472	84980 1.1902	88593 1.2408
1	69458 0.9728	73542 1.0300	77626 1.0872	81717 1.1445	84366 1.1816	87536 1.2260	91256 1.2781
2	71543 1.0020	75748 1.0609	79961 1.1199	84166 1.1788	86901 1.2171	90157 1.2627	93991 1.3164
3	73685 1.0320	78019 1.0927	82353 1.1534	86694 1.2142	89507 1.2536	92863 1.3006	96811 1.3559
4	75898 1.0630	80361 1.1255	84830 1.1881	89293 1.2506	92192 1.2912	95647 1.3396	99717 1.3966
5	78176 1.0949	82774 1.1593	87372 1.2237	91970 1.2881	94955 1.3299	98518 1.3798	102709 1.4385
6	80518 1.1277	85259 1.1941	89993 1.2604	94726 1.3267	97811 1.3699	101474 1.4212	105786 1.4816
7	87329 1.2231	87815 1.2299	92691 1.2982	97568 1.3665	100745 1.4110	104522 1.4639	108964 1.5261
8	85423 1.1964	90450 1.2668	95476 1.3372	100496 1.4075	103766 1.4533	107657 1.5078	112234 1.5719
9	87986 1.2323	93163 1.3048	98339 1.3773	103516 1.4498	106879 1.4969	110884 1.5530	115597 1.6190
10	90628 1.2693	95954 1.3439	101288 1.4186	106614 1.4932	110085 1.5418	114211 1.5996	119067 1.6676

Clearview Local Schools
ADMINISTRATIVE SALARY SCHEDULE
Certificated Schedule – Elementary & Middle
School Principals
23-July-18

		64500					
	BA	MA	MA+10	MA+20	MA+30	MA+40	PhD/EdD
0	60914 0.9444	64500 1.0000	68086 1.0556	71666 1.1111	73994 1.1472	76768 1.1902	80032 1.2408
1	62746 0.9728	66435 1.0300	70124 1.0872	73820 1.1445	76213 1.1816	79077 1.2260	82437 1.2781
2	64629 1.0020	68428 1.0609	72234 1.1199	76033 1.1788	78503 1.2171	81444 1.2627	84908 1.3164
3	66564 1.0320	70479 1.0927	74394 1.1534	78316 1.2142	80857 1.2536	83889 1.3006	87456 1.3559
4	68564 1.0630	72595 1.1255	76632 1.1881	80664 1.2506	83282 1.2912	86404 1.3396	90081 1.3966
5	70621 1.0949	74775 1.1593	78929 1.2237	83082 1.2881	85779 1.3299	88997 1.3798	92783 1.4385
6	72737 1.1277	77019 1.1941	81296 1.2604	85572 1.3267	88359 1.3699	91667 1.4212	95563 1.4816
7	78890 1.2231	79329 1.2299	83734 1.2982	88139 1.3665	91010 1.4110	94422 1.4639	98433 1.5261
8	77168 1.1964	81709 1.2668	86249 1.3372	90784 1.4075	93738 1.4533	97253 1.5078	101388 1.5719
9	79483 1.2323	84160 1.3048	88836 1.3773	93512 1.4498	96550 1.4969	100169 1.5530	104426 1.6190
10	81870 1.2693	86682 1.3439	91500 1.4186	96311 1.4932	99446 1.5418	103174 1.5996	107560 1.6676

Clearview Local Schools
ADMINISTRATIVE SALARY SCHEDULE
Certificated Schedule – Directors & Supervisors
14-May-18

	54632						
	BA	MA	MA+10	MA+20	MA+30	MA+40	PhD/EdD
0	51594 0.9444	54632 1.0000	57670 1.0556	60702 1.1111	62674 1.1472	65023 1.1902	67787 1.2408
1	53146 0.9728	56271 1.0300	59396 1.0872	62526 1.1445	64553 1.1816	66979 1.2260	69825 1.2781
2	54741 1.0020	57959 1.0609	61182 1.1199	64400 1.1788	66493 1.2171	68984 1.2627	71918 1.3164
3	56380 1.0320	59696 1.0927	63013 1.1534	66334 1.2142	68487 1.2536	71054 1.3006	74076 1.3559
4	58074 1.0630	61488 1.1255	64908 1.1881	68323 1.2506	70541 1.2912	73185 1.3396	76299 1.3966
5	59817 1.0949	63335 1.1593	66853 1.2237	70371 1.2881	72655 1.3299	75381 1.3798	78588 1.4385
6	61609 1.1277	65236 1.1941	68858 1.2604	72480 1.3267	74840 1.3699	77643 1.4212	80943 1.4816
7	66820 1.2231	67192 1.2299	70923 1.2982	74655 1.3665	77086 1.4110	79976 1.4639	83374 1.5261
8	65362 1.1964	69208 1.2668	73054 1.3372	76895 1.4075	79397 1.4533	82374 1.5078	85876 1.5719
9	67323 1.2323	71284 1.3048	75245 1.3773	79205 1.4498	81779 1.4969	84843 1.5530	88449 1.6190
10	69344 1.2693	73420 1.3439	77501 1.4186	81577 1.4932	84232 1.5418	87389 1.5996	91104 1.6676

Clearview Local Schools
ADMINISTRATIVE SALARY SCHEDULE
Classified Schedule - Supervisors
14-May-18

	44498						
	<BA	BA	MA	MA+10	MA+20	MA+30	PhD/EdD
0	42024 0.9444	44498 1.0000	46972 1.0556	49442 1.1111	51048 1.1472	52962 1.1902	55213 1.2408
1	43288 0.9728	45833 1.0300	48378 1.0872	50928 1.1445	52579 1.1816	54555 1.2260	56873 1.2781
2	44587 1.0020	47208 1.0609	49833 1.1199	52454 1.1788	54159 1.2171	56188 1.2627	58577 1.3164
3	45922 1.0320	48623 1.0927	51324 1.1534	54029 1.2142	55783 1.2536	57874 1.3006	60335 1.3559
4	47301 1.0630	50082 1.1255	52868 1.1881	55649 1.2506	57456 1.2912	59610 1.3396	62146 1.3966
5	48721 1.0949	51587 1.1593	54452 1.2237	57318 1.2881	59178 1.3299	61398 1.3798	64010 1.4385
6	50180 1.1277	53135 1.1941	56085 1.2604	59035 1.3267	60958 1.3699	63241 1.4212	65928 1.4816
7	54426 1.2231	54728 1.2299	57767 1.2982	60807 1.3665	62787 1.4110	65141 1.4639	67908 1.5261
8	53237 1.1964	56370 1.2668	59503 1.3372	62631 1.4075	64669 1.4533	67094 1.5078	69946 1.5719
9	54835 1.2323	58061 1.3048	61287 1.3773	64513 1.4498	66609 1.4969	69105 1.5530	72042 1.6190
10	56481 1.2693	59801 1.3439	63125 1.4186	66444 1.4932	68607 1.5418	71179 1.5996	74205 1.6676

**Clearview Local Schools
CENTRAL OFFICE CLASSIFIED EMPLOYEE SALARY SCHEDULE**

2018-2019

	Administrative Secretarial Assistant	EMIS Coordinator	Financial Analyst Registrar Secretary	Payroll Manager	Assistant to the Treasurer	Superintendent Secretary
Step						
0	17.07					
1	17.58					
2	18.10	18.10	18.10			
3	18.79	18.79	18.79			
4	19.52	19.52	19.52	19.52	19.52	19.52
5	19.98	19.98	19.98	19.98	19.98	19.98
6	20.89	20.89	20.89	20.89	20.89	20.89
7	21.60	21.60	21.60	21.60	21.60	21.60
8	22.33	22.33	22.33	22.33	22.33	22.33
9	23.11	23.11	23.11	23.11	23.11	23.11
10	23.93	23.93	23.93	23.93	23.93	23.93
11		24.77	24.77	24.77	24.77	24.77
12				25.65	25.65	25.65
13				26.51	26.51	26.51
14						27.46

	REQUEST	TEACHER	SCHOOL	GEN	NORD	F.A.	DISP
1	Academic Behavior	Dimacchia	C	600 (1200)			P
2	Learning History through Art	Strader	C	256 (255.56)			Y
3	The Retirement of Berth & Beulah	Smercina	C	4450			Y
4	Real Men Read	Sloboda	C	325			Y
5	Diesel with Dahman	Dahman	C		600		Y
6	Honors Art Program	Thurston	D			500	Y
7	One School One Book	Manning	D			2900 (3900)	p
8	Clippers are Coding	Streator	D			1132 (1697.99)	P
9	Kindles for Kids	Cooper/Rios	D	340 (475.86)			P
10	Student of the Month	6 th Grade	D	560			N
11	Westside Market	McMillon	D			314 (313.20)	Y
12	Flexible Seating in Room 124	McMillon	D	676 (1916.28)			p*
13	Touch Math	Darby	V	1598			Y
14	COSI on Wheels	Dodson	V	992			Y
15	Flip Grid	Lewis	V	1049.35			N
16	4 th Grade Recorders	Hoff	V			600	Y
17	Drums Alive	Hoff	V	1196 (1902)			P
18	The Ron Clark Academy Experience	Roule	V		900		N
19	Classroom Magnetic Letter Kits	Groboske	V	120			Y
20	Collaborative Spaces	Stambol	V	352 (1085.47)			p*
21	Arts Sampler Field Trip	Stambol/4 th grade	V	1170 (1838)			p
22	Classroom Audio Technology	Dane	V	200 (199.99)			p

TOTAL REQUESTS	GENERAL	NORD	F.A.
	17967.51	1500.00	7011.19
AVAILABLE	12753.87	996.63	5497.63
GRANTED	12275.00	600.00	5446.00

12. Desk and three floor seats

20. Two desks