

The Kalida Board of Education met in regular session on the 11th day of March, 2015 at 7:00 p.m. in the administrative building board room.

The meeting was called to order by the President and the following members were: Mrs. Gerdeman, present; Mrs. Niemeyer, present; Mrs. Peck, present; Mr. von der Embse, present; Mr. Vorst, present.

The Pledge of Allegiance was said at this time followed by an invocation given by the Board President.

APPROVAL OF MINUTES 2015-033

Mrs. Gerdeman motioned to approve the minutes of the February 11, 2015 regular meeting as presented by the Treasurer. Mrs. Niemeyer seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

APPROVAL OF BILLS 2015-034

Mr. von der Embse motioned to approve the bills paid during the month of February 2015 as presented by the Treasurer. Mrs. Peck seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

In public participation, Lincoln Bramlage spoke to the board, requesting them to read the resolutions that other schools have passed regarding the Common Core State Standards Initiative and the Support of Local Control of Education.

Glenn Karhoff asked the board to consider passing a resolution of their own at the next board meeting, after they have had a chance to review the examples.

Virginia Mack spoke on the psychometric testing, the over testing of school children, and the forwarding of these test results to third parties without parental consent.

Michele Doepker stated the importance of teachers knowing what is on these tests, including the audio tests.

Dee Luersman stated she is very happy with the school system but much against Common Core and PARRC testing.

CONSENT AGENDA ITEMS 2015-035

Mrs. Niemeyer motioned to approve the following consent agenda items:

2015-16 OPEN ENROLLMENT POLICY – Approve to continue the inter-district open enrollment policy that permits the enrollment of students from any district in Ohio for the 2015-16 school year.

UNPAID LEAVE OF ABSENCE (DOCK DAYS) – RICHARD HOFFMAN – Approve five (5) unpaid (salary & benefits) leave of absence days (dock days) for Richard Hoffman March 16-20, 2015.

UNPAID LEAVE OF ABSENCE (DOCK DAYS) – BILL SCHULTE – Approve one-half (1/2) unpaid (salary & benefits) leave of absence day (dock day) for Bill Schulte on April 2, 2015; and Approve one-half (1/2) unpaid (salary & benefits) leave of absence day (dock day) for Bill Schulte on April 17, 2015

UNPAID LEAVE OF ABSENCE (DOCK DAYS) – BETH BIRKEMEIER – Approve one-half (1/2) unpaid (salary & benefits) leave of absence day (dock day) for Beth Birkemeier on February 27, 2015.

EXTRA-CURRICULAR ACTIVITIES CODE OF CONDUCT – Approve the Kalida Junior High and High School Extra-Curricular Activities Code of Conduct for the 2015-16 school year as presented by Principal Pfahler.

Mrs. Gerdeman seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

CONTRACT – MARY LOU HOFFMAN – VICTORY LAP 2015-036

Mrs. Peck motioned to award a one (1) year school employee's limited contract to Mary Lou Hoffman for the 2015-16 school year. This is her Victory Lap. Mr. von der Embse seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

At Mr. Pothast's request, his resignation for retirement purposes, was tabled (not voted on) by the Board.

RESIGNATION FOR RETIREMENT PURPOSES – KARL LAMMERS, SUPERINTENDENT 2015-037

Mrs. Gerdeman motioned to accept the resignation of Superintendent Karl Lammers, effective June 30, 2015, for retirement purposes. Mrs. Peck seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

CONTRACT – KARL LAMMERS 2015-038

Mrs. Niemeyer motioned to award a five (5) year administrator's contract to Karl Lammers, as Superintendent of Schools, for the 2015-16, 2016-17, 2017-18, 2018-19 and 2019-20 school years. This is a retire-rehire contract. Mr. Vorst seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

CLASSIFIED SALARY SCHEDULE UPDATE 2015-039

Mrs. Gerdeman motioned to approve the revised classified salary schedule as follows:

Classified Personnel's
Salary Schedule
2015-2016

	Class I	Class I	Class I	Class I	Class I	Class II	Class II	Class III	Class IV	Class V
	Level V HS Tech Asst/Media	Level IV Maintenance PP-BS	Level III El Tech Asst/Media Maintenance PP-AS	Level II Maintenance	Level I Secretary Maintenance PP-Cert	Level II Custodian	Level I Janitor	Lead Cook	Cafe Worker Libr. Aide SH Monitor	Teacher Aide
INDEX SALARY 0	2,3400 20.17	2,0500 17.67	1,9000 16.38	1,7500 15.09	1,6000 13.79	1,4250 12.28	1,3438 11.58	1,2625 10.88	1,0950 9.44	1,0000 8.62
INDEX SALARY 1	2,3650 20.39	2,0750 17.89	1,9250 16.59	1,7750 15.30	1,6250 14.01	1,4500 12.50	1,3688 11.80	1,2875 11.10	1,1200 9.65	1,0250 8.84
INDEX SALARY 2	2,3900 20.60	2,1000 18.10	1,9500 16.81	1,8000 15.52	1,6500 14.22	1,4750 12.71	1,3938 12.01	1,3125 11.31	1,1450 9.87	1,0500 9.05
INDEX SALARY 3	2,4150 20.82	2,1250 18.32	1,9750 17.02	1,8250 15.73	1,6750 14.44	1,5000 12.93	1,4188 12.23	1,3375 11.53	1,1700 10.09	1,0750 9.27
INDEX SALARY 4	2,4400 21.03	2,1500 18.53	2,0000 17.24	1,8500 15.95	1,7000 14.65	1,5250 13.15	1,4438 12.45	1,3625 11.74	1,1950 10.30	1,1000 9.48
INDEX SALARY 5	2,4650 21.25	2,1750 18.75	2,0250 17.46	1,8750 16.16	1,7250 14.87	1,5500 13.36	1,4688 12.66	1,3875 11.96	1,2200 10.52	1,1250 9.70
INDEX SALARY 6	2,4900 21.46	2,2000 18.96	2,0500 17.67	1,9000 16.38	1,7500 15.09	1,5750 13.58	1,4938 12.88	1,4125 12.18	1,2450 10.73	1,1500 9.91
INDEX SALARY 7	2,5150 21.68	2,2250 19.18	2,0750 17.89	1,9250 16.59	1,7750 15.30	1,6000 13.79	1,5188 13.09	1,4375 12.39	1,2700 10.95	1,1750 10.13
INDEX SALARY 8	2,5400 21.89	2,2500 19.40	2,1000 18.10	1,9500 16.81	1,8000 15.52	1,6250 14.01	1,5438 13.31	1,4625 12.61	1,2950 11.16	1,2000 10.34
INDEX SALARY 9	2,5650 22.11	2,2750 19.61	2,1250 18.32	1,9750 17.02	1,8250 15.73	1,6500 14.22	1,5688 13.52	1,4875 12.82	1,3200 11.38	1,2250 10.56
INDEX SALARY 10	2,5900 22.33	2,3000 19.83	2,1500 18.53	2,0000 17.24	1,8500 15.95	1,6750 14.44	1,5938 13.74	1,5125 13.04	1,3450 11.59	1,2500 10.78
INDEX SALARY 11	2,6150 22.54	2,3250 20.04	2,1750 18.75	2,0250 17.46	1,8750 16.16	1,7000 14.65	1,6188 13.95	1,5375 13.25	1,3700 11.81	1,2750 10.99
INDEX SALARY 12	2,6400 22.76	2,3500 20.26	2,2000 18.96	2,0500 17.67	1,9000 16.38	1,7250 14.87	1,6438 14.17	1,5625 13.47	1,3950 12.02	1,3000 11.21
INDEX SALARY 13	2,6650 22.97	2,3750 20.47	2,2250 19.18	2,0750 17.89	1,9250 16.59	1,7500 15.09	1,6688 14.38	1,5875 13.68	1,4200 12.24	1,3250 11.42
INDEX SALARY 14	2,6650 22.97	2,3750 20.47	2,2250 19.18	2,0750 17.89	1,9250 16.59	1,7500 15.09	1,6688 14.38	1,5875 13.68	1,4200 12.24	1,3250 11.42
INDEX SALARY 15	2,6650 22.97	2,3750 20.47	2,2250 19.18	2,0750 17.89	1,9250 16.59	1,7500 15.09	1,6688 14.38	1,5875 13.68	1,4200 12.24	1,3250 11.42
INDEX SALARY 16	2,6900 23.19	2,4000 20.69	2,2500 19.40	2,1000 18.10	1,9500 16.81	1,7750 15.30	1,6938 14.60	1,6125 13.90	1,4450 12.46	1,3500 11.64
INDEX SALARY 17	2,6900 23.19	2,4000 20.69	2,2500 19.40	2,1000 18.10	1,9500 16.81	1,7750 15.30	1,6938 14.60	1,6125 13.90	1,4450 12.46	1,3500 11.64
INDEX SALARY 18	2,6900 23.19	2,4000 20.69	2,2500 19.40	2,1000 18.10	1,9500 16.81	1,7750 15.30	1,6938 14.60	1,6125 13.90	1,4450 12.46	1,3500 11.64
INDEX SALARY 19	2,6900 23.19	2,4000 20.69	2,2500 19.40	2,1000 18.10	1,9500 16.81	1,7750 15.30	1,6938 14.60	1,6125 13.90	1,4450 12.46	1,3500 11.64
INDEX SALARY 20	2,7150 23.40	2,4250 20.90	2,2750 19.61	2,1250 18.32	1,9750 17.02	1,8000 15.52	1,7188 14.82	1,6375 14.12	1,4700 12.67	1,3750 11.85
INDEX SALARY 21	2,7150 23.40	2,4250 20.90	2,2750 19.61	2,1250 18.32	1,9750 17.02	1,8000 15.52	1,7188 14.82	1,6375 14.12	1,4700 12.67	1,3750 11.85
INDEX SALARY 22	2,7150 23.40	2,4250 20.90	2,2750 19.61	2,1250 18.32	1,9750 17.02	1,8000 15.52	1,7188 14.82	1,6375 14.12	1,4700 12.67	1,3750 11.85
INDEX SALARY 23	2,7150 23.40	2,4250 20.90	2,2750 19.61	2,1250 18.32	1,9750 17.02	1,8000 15.52	1,7188 14.82	1,6375 14.12	1,4700 12.67	1,3750 11.85
INDEX SALARY 24	2,7150 23.40	2,4250 20.90	2,2750 19.61	2,1250 18.32	1,9750 17.02	1,8000 15.52	1,7188 14.82	1,6375 14.12	1,4700 12.67	1,3750 11.85
INDEX SALARY 25	2,7150 23.40	2,4250 20.90	2,2750 19.61	2,1250 18.32	1,9750 17.02	1,8000 15.52	1,7188 14.82	1,6375 14.12	1,4700 12.67	1,3750 11.85
INDEX SALARY 26	2,7525 23.73	2,4625 21.23	2,3125 19.93	2,1625 18.64	2,0125 17.35	1,8375 15.84	1,7563 15.14	1,6750 14.44	1,5075 12.99	1,4125 12.18
INDEX SALARY 27	2,7525 23.73	2,4625 21.23	2,3125 19.93	2,1625 18.64	2,0125 17.35	1,8375 15.84	1,7563 15.14	1,6750 14.44	1,5075 12.99	1,4125 12.18
INDEX SALARY 28	2,7525 23.73	2,4625 21.23	2,3125 19.93	2,1625 18.64	2,0125 17.35	1,8375 15.84	1,7563 15.14	1,6750 14.44	1,5075 12.99	1,4125 12.18
INDEX SALARY 29	2,7525 23.73	2,4625 21.23	2,3125 19.93	2,1625 18.64	2,0125 17.35	1,8375 15.84	1,7563 15.14	1,6750 14.44	1,5075 12.99	1,4125 12.18
INDEX SALARY 30	2,7525 23.73	2,4625 21.23	2,3125 19.93	2,1625 18.64	2,0125 17.35	1,8375 15.84	1,7563 15.14	1,6750 14.44	1,5075 12.99	1,4125 12.18

Classified Personnel's
Salary Schedule
2016-2017

	Class I	Class I	Class I	Class I	Class I	Class II	Class II	Class III	Class IV	Class V
	Level V HS Tech Asst/Media	Level IV Maintenance PP-BS	Level III Ei Tech Asst/Media Maintenance PP-AS	Level II Maintenance	Level I Secretary Maintenance PP-Cert	Level II Custodian	Level I Janitor	Lead Cook	Cafe Worker Libr. Aide SH Monitor	Teacher Aide
INDEX SALARY 0	2.3400 20.57	2.0500 18.02	1.9000 16.70	1.7500 15.38	1.6000 14.06	1.4250 12.53	1.3438 11.81	1.2625 11.10	1.0950 9.63	1.0000 8.79
INDEX SALARY 1	2.3650 20.79	2.0750 18.24	1.9250 16.92	1.7750 15.60	1.6250 14.28	1.4500 12.75	1.3688 12.03	1.2875 11.32	1.1200 9.84	1.0250 9.01
INDEX SALARY 2	2.3900 21.01	2.1000 18.46	1.9500 17.14	1.8000 15.82	1.6500 14.50	1.4750 12.97	1.3938 12.25	1.3125 11.54	1.1450 10.06	1.0500 9.23
INDEX SALARY 3	2.4150 21.23	2.1250 18.68	1.9750 17.36	1.8250 16.04	1.6750 14.72	1.5000 13.19	1.4188 12.47	1.3375 11.76	1.1700 10.28	1.0750 9.45
INDEX SALARY 4	2.4400 21.45	2.1500 18.90	2.0000 17.58	1.8500 16.26	1.7000 14.94	1.5250 13.40	1.4438 12.69	1.3625 11.98	1.1950 10.50	1.1000 9.67
INDEX SALARY 5	2.4650 21.67	2.1750 19.12	2.0250 17.80	1.8750 16.48	1.7250 15.16	1.5500 13.62	1.4688 12.91	1.3875 12.20	1.2200 10.72	1.1250 9.89
INDEX SALARY 6	2.4900 21.89	2.2000 19.34	2.0500 18.02	1.9000 16.70	1.7500 15.38	1.5750 13.84	1.4938 13.13	1.4125 12.42	1.2450 10.94	1.1500 10.11
INDEX SALARY 7	2.5150 22.11	2.2250 19.56	2.0750 18.24	1.9250 16.92	1.7750 15.60	1.6000 14.06	1.5188 13.35	1.4375 12.64	1.2700 11.16	1.1750 10.33
INDEX SALARY 8	2.5400 22.33	2.2500 19.78	2.1000 18.46	1.9500 17.14	1.8000 15.82	1.6250 14.28	1.5438 13.57	1.4625 12.86	1.2950 11.38	1.2000 10.55
INDEX SALARY 9	2.5650 22.55	2.2750 20.00	2.1250 18.68	1.9750 17.36	1.8250 16.04	1.6500 14.50	1.5688 13.79	1.4875 13.08	1.3200 11.60	1.2250 10.77
INDEX SALARY 10	2.5900 22.77	2.3000 20.22	2.1500 18.90	2.0000 17.58	1.8500 16.26	1.6750 14.72	1.5938 14.01	1.5125 13.29	1.3450 11.82	1.2500 10.99
INDEX SALARY 11	2.6150 22.99	2.3250 20.44	2.1750 19.12	2.0250 17.80	1.8750 16.48	1.7000 14.94	1.6188 14.23	1.5375 13.51	1.3700 12.04	1.2750 11.21
INDEX SALARY 12	2.6400 23.21	2.3500 20.66	2.2000 19.34	2.0500 18.02	1.9000 16.70	1.7250 15.16	1.6438 14.45	1.5625 13.73	1.3950 12.26	1.3000 11.43
INDEX SALARY 13	2.6650 23.43	2.3750 20.88	2.2250 19.56	2.0750 18.24	1.9250 16.92	1.7500 15.38	1.6688 14.67	1.5875 13.95	1.4200 12.48	1.3250 11.65
INDEX SALARY 14	2.6650 23.43	2.3750 20.88	2.2250 19.56	2.0750 18.24	1.9250 16.92	1.7500 15.38	1.6688 14.67	1.5875 13.95	1.4200 12.48	1.3250 11.65
INDEX SALARY 15	2.6650 23.43	2.3750 20.88	2.2250 19.56	2.0750 18.24	1.9250 16.92	1.7500 15.38	1.6688 14.67	1.5875 13.95	1.4200 12.48	1.3250 11.65
INDEX SALARY 16	2.6900 23.65	2.4000 21.10	2.2500 19.78	2.1000 18.46	1.9500 17.14	1.7750 15.60	1.6938 14.89	1.6125 14.17	1.4450 12.70	1.3500 11.87
INDEX SALARY 17	2.6900 23.65	2.4000 21.10	2.2500 19.78	2.1000 18.46	1.9500 17.14	1.7750 15.60	1.6938 14.89	1.6125 14.17	1.4450 12.70	1.3500 11.87
INDEX SALARY 18	2.6900 23.65	2.4000 21.10	2.2500 19.78	2.1000 18.46	1.9500 17.14	1.7750 15.60	1.6938 14.89	1.6125 14.17	1.4450 12.70	1.3500 11.87
INDEX SALARY 19	2.6900 23.65	2.4000 21.10	2.2500 19.78	2.1000 18.46	1.9500 17.14	1.7750 15.60	1.6938 14.89	1.6125 14.17	1.4450 12.70	1.3500 11.87
INDEX SALARY 20	2.7150 23.86	2.4250 21.32	2.2750 20.00	2.1250 18.68	1.9750 17.36	1.8000 15.82	1.7188 15.11	1.6375 14.39	1.4700 12.92	1.3750 12.09
INDEX SALARY 21	2.7150 23.86	2.4250 21.32	2.2750 20.00	2.1250 18.68	1.9750 17.36	1.8000 15.82	1.7188 15.11	1.6375 14.39	1.4700 12.92	1.3750 12.09
INDEX SALARY 22	2.7150 23.86	2.4250 21.32	2.2750 20.00	2.1250 18.68	1.9750 17.36	1.8000 15.82	1.7188 15.11	1.6375 14.39	1.4700 12.92	1.3750 12.09
INDEX SALARY 23	2.7150 23.86	2.4250 21.32	2.2750 20.00	2.1250 18.68	1.9750 17.36	1.8000 15.82	1.7188 15.11	1.6375 14.39	1.4700 12.92	1.3750 12.09
INDEX SALARY 24	2.7150 23.86	2.4250 21.32	2.2750 20.00	2.1250 18.68	1.9750 17.36	1.8000 15.82	1.7188 15.11	1.6375 14.39	1.4700 12.92	1.3750 12.09
INDEX SALARY 25	2.7150 23.86	2.4250 21.32	2.2750 20.00	2.1250 18.68	1.9750 17.36	1.8000 15.82	1.7188 15.11	1.6375 14.39	1.4700 12.92	1.3750 12.09
INDEX SALARY 26	2.7525 24.19	2.4625 21.65	2.3125 20.33	2.1625 19.01	2.0125 17.69	1.8375 16.15	1.7563 15.44	1.6750 14.72	1.5075 13.25	1.4125 12.42
INDEX SALARY 27	2.7525 24.19	2.4625 21.65	2.3125 20.33	2.1625 19.01	2.0125 17.69	1.8375 16.15	1.7563 15.44	1.6750 14.72	1.5075 13.25	1.4125 12.42
INDEX SALARY 28	2.7525 24.19	2.4625 21.65	2.3125 20.33	2.1625 19.01	2.0125 17.69	1.8375 16.15	1.7563 15.44	1.6750 14.72	1.5075 13.25	1.4125 12.42
INDEX SALARY 29	2.7525 24.19	2.4625 21.65	2.3125 20.33	2.1625 19.01	2.0125 17.69	1.8375 16.15	1.7563 15.44	1.6750 14.72	1.5075 13.25	1.4125 12.42
INDEX SALARY 30	2.7525 24.19	2.4625 21.65	2.3125 20.33	2.1625 19.01	2.0125 17.69	1.8375 16.15	1.7563 15.44	1.6750 14.72	1.5075 13.25	1.4125 12.42

Mrs. Peck seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

CONTRACT – DENISE SCHERER 2015-040

Mr. von der Embse motioned to award a one (1) year school employee's limited contract to Denise Scherer as the High School Technology Assistant/Media Center Supervisor for the 2015-16 school year. Mrs. Niemeyer seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

Discussions during the Superintendent's report:

- The vantage All Board Dinner Meeting will be held April 9, 2015
- A company called Health Life Screening will be on site March 30, 2015 to perform cardiovascular screenings for any employee and/or spouse who would like them. This is part of our wellness program and the Putnam County Insurance Consortium will pay for ½ of the cost of the screening.
- Staffing for the 2015-16 school year will remain at 2 sections for the 2nd grade, however the part-time elementary physical education teacher may be used as a paraprofessional at that grade level as additional help.

ACCEPT DONATIONS 2015-041

Mr. von der Embse motioned to accept donations to Kalida schools totaling \$713.82 for the month of February 2015 as presented by the treasurer. Mrs. Gerdeman seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

ADJOURNMENT 2015-042

There being no further business, at 7:51 p.m. Mrs. Peck motioned and Mrs. Niemeyer seconded the motion to adjourn the meeting. When roll was called for its adoption all members were in favor. Vote unanimous. Motion carried.

Board President

In Attendance:
Karl Lammers
Chris Pfahler
Kathy Verhoff
Cindy Webken
Julie Recker
Deb Kahle
Pat Broecker
Mary Grote
Lincoln Bramlage
Glenn Karhoff
Virginia Mack
Dee Luersman
Michele Doepker
Sherry Unverferth
Jill Recker

Board Treasurer