

**RECORD OF BOARD PROCEEDINGS
(MINUTES)**

Russell County Auditorium/Natatorium
(Meeting will be held in the Auditorium)
April 19, 2021

April 19, 2021 with the following members:

Attendance Taken at 5:02 PM:

Present Board Members:

Mr. Gerald Murray
Ms. Joy Wilson
Mrs. Brenda Higginbotham
Mrs. Sheila Wicker

Absent Board Members:

Mr. Richard Kazsuk

A sign in sheet was available for the public.

1. Pledge of Allegiance/Prayer

2. Call to Order

Rationale:

The Chair calls the Regular Board Meeting to order at 5:00 P.M.

3. Roll Call

Rationale:

This action is taken by calling each board member's name, with the board member answering present.

4. Adoption of Agenda

Rationale:

Meeting agenda is provided for your review.

Order #8876 - Motion Passed: If there are no corrections or amendments, I recommend the agenda be approved as presented- passed with a motion by Mrs. Brenda Higginbotham and a second by Ms. Joy Wilson.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Absent
Mrs. Sheila Wicker	Yes

5. Public Comment

6. Russell County Education Association (RCEA) Certified Employee Recognition:
Mrs. Amy O'Dell

7. Consent Agenda

Rationale:

A. Meeting Minutes

- B. Payment of Bills
- C. Construction Funds
- D. School Activity Fund Reports
- E. Financial Report
- F. Field Trips

Order #8877 - Motion Passed: If there are no changes or amendments I recommend approval of consent agenda items. passed with a motion by Ms. Joy Wilson and a second by Mrs. Brenda Higginbotham.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Absent
Mrs. Sheila Wicker	Yes

8. Elementary and Secondary School Emergency Relief (ESSER) Fund Update

Rationale:

Superintendent Ford is going to provide an update on the ESSER Stimulus Funds. Listed below are the allocations with the date the funds must be expended by.

ESSER I Allocation: \$1,303,638 September 30, 2022

ESSER II Allocation: \$4,326,980 September 30, 2023

ESSER III Allocation: \$9,717,783 September 30, 2024

(We have not received guidance yet or the official award notification yet).

A guidance document from the Kentucky Department of Education is attached along with a funding matrix that details what is allowable

9. Approve ESSER II Assurances

Rationale:

The attached ESSER II funds are to be approved before expenditure of ESSER II funds. The assurances also include the provision of ESSER II State Set Aside Fund of an additional \$75 per pupil providing that the district spend 85% of the allocated ESSER II funds on direct services to students and offer 12 or more hours each week of in-person instruction (Russell County is already providing that).

Order #8878 - Motion Passed: I recommend the ESSER II assurances be approved as presented including participation in the ESSER II State Set Aside Fund - passed with a motion by Ms. Joy Wilson and a second by Mr. Gerald Murray.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Absent
Mrs. Sheila Wicker	Yes

10. Amend Previously Approved BG1 for Russell Springs Elementary School Exterior Freezer

Rationale:

At the March 2021 meeting of the Russell County Board of Education a BG 1 was approved for the addition of a new exterior freezer at Russell Springs Elementary School. The amended BG1 is simply to change the funding source from ESSER II funds to Capital Outlay Funds.

Order #8879 - Motion Passed: I recommend the revised BG1 for the exterior freezer at Russell Springs Elementary School be approved as presented - passed with a motion by Mrs. Brenda Higginbotham and a second by Ms. Joy Wilson.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Absent
Mrs. Sheila Wicker	Yes

11. FY-22 Salary & Extra Service Salary Schedules

Rationale:

The Russell County Board of Education shall annually establish schedules for salaries and benefits for all classified and certified personnel.

Russell County Board of Education Policy #03.22, KRS 160.290(1) & KRS 160.390(2)

The Russell County Board of Education shall also annually establish a schedule of compensation for extra services, hazardous duty supplements and supervision. Payments for those services shall be included in the employee's regular salary. Extended employment positions shall be established in position job description, funded in the district budget, and specified in an addendum to the employee's contract.

Order #8880 - Motion Passed: I recommend adoption of the attached salary and extra service salary schedules as presented- passed with a motion by Ms. Joy Wilson and a second by Mr. Gerald Murray.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Absent
Mrs. Sheila Wicker	Yes

12. 2021-2022 District Staffing and SBDM Allocation Policy

Rationale:

The Russell County Board of Education shall notify each council of the school's final staffing and SBDM allocation for the next fiscal year (school year 2021-2022) by May 1.

Order #8881 - Motion Passed: I recommend the approval of the final staffing formula, SBDM allocations and the staffing and allocation policy for the 2021-2022 school year and that the formula becomes part of the minutes- passed with a motion by Mrs. Brenda Higginbotham and a second by Ms. Joy Wilson.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Absent
Mrs. Sheila Wicker	Yes

13. Additional Primary Instructional Assistants

Rationale:

Adding additional instructional assistants at the primary grade levels would afford students' extra assistance to help recover learning loss due to COVID-19. With board authorization, Russell County Schools can employ additional instructional assistants using ESSER II stimulus funds. I suggest employing additional instructional assistants for the primary grades equal to the number of each 1st grade classes.

Russell Springs Elementary: 4

Salem Elementary: 3

Jamestown Elementary: 3

Total: 10

NOTE: School Year 2021-2022 only

Order #8882 - Motion Passed: Using ESSER II stimulus funds, I recommend that each elementary school be allocated additional instructional assistants for use in the primary grades equal to the number of 1st grade classes per school for school year 2021-2022- passed with a motion by Ms. Joy Wilson and a second by Mrs. Brenda Higginbotham.

Mr. Gerald Murray	Yes
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Ms. Joy Wilson	Yes
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Mrs. Brenda Higginbotham	Yes
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Mr. Richard Kzsuk	Absent
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Mrs. Sheila Wicker	Yes
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14. Change Orders - Lake Cumberland Regional College & Workforce Center

Rationale:

The two attached change orders allow the contractor to withdraw their bid. When the bid was submitted only one floor of furniture was accounted for instead of both levels for the collaborative spaces.

KDA Office Furniture: \$28,390.05 (deduct)

Daniel Group, LLC \$1,430.00 (deduct)

Order #8883 - Motion Passed: I recommend the two attached changed orders for KDA Office Furniture and Daniel Group, LLC be approved as presented - passed with a motion by Mrs. Brenda Higginbotham and a second by Mrs. Sheila Wicker.

Mr. Gerald Murray	Yes
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Ms. Joy Wilson	Yes
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Mrs. Brenda Higginbotham	Yes
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Mr. Richard Kzsuk	Absent
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Mrs. Sheila Wicker	Yes
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15. Proposal Requests 23-27 - Lake Cumberland Regional College & Workforce Center

Rationale:

Proposal Requests (PR) 23-27 for the Lake Cumberland Regional College & Workforce Center are attached for your review:

PR No. 23: Add a required Air Compressor Dyer Circuit (\$1,011.20)

PR No. 24: Add fence at main sidewalk entrance (\$5,199.96)

PR No. 25: Added Diffusers (\$819.55)

PR No. 26: Add Required Check Valves (\$7,541.15)

PR No. 27: * Pyles Excavating-Additional Rock for Back Slope of Parking Area (\$2,325.00)

* Branscum Construction-Added Sidewalk at lower parking lot (\$4,445.00), added hardware on exterior doors (\$1,697.00) & guard posts at windows in automotive shop (\$2,303.00)

* McKinney Painting-Painting (8) Guard Posts at windows in automotive shop (\$600.00)

* Fayette Electric-added switches for overhead door (\$539.46) & Add (25) Pair Telephone Lines (\$2,976.45) (PR 27 Total: \$14,885.91, CM Fee (2%) - Total: \$15,183.63

Order #8884 - Motion Passed: I recommend that proposal requests 23-27 for the Lake Cumberland Regional College & Workforce Center be approved as presented and authorize Superintendent Ford to complete the necessary change order paperwork - passed with a motion by Mrs. Brenda Higginbotham and a second by Ms. Joy Wilson.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Absent
Mrs. Sheila Wicker	Yes

16. Contracts/Memorandums of Agreement

Rationale:

The following contracts/memorandums of agreement are attached for your review.

- A. Russell County Public Library-Russell County Dolly Parton Imagination Library
- B. Somerset Community College- 2021-2022 Dual Credit

Order #8885 - Motion Passed: I recommend approval of the contracts/memorandum of agreements that has been approved by the board attorney- passed with a motion by Ms. Joy Wilson and a second by Mr. Gerald Murray.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Absent
Mrs. Sheila Wicker	Yes

17. Over Night and/or Out of State Trips

Rationale:

The following groups has received approval from the Superintendent for the following over night and/or out of state trips:

Russell County High School:

April 23-24, 2021	RC Baseball Tournament	Owensboro, KY
December 26-30, 2021	RC Boys Basketball	Pensacola, FL
	Innisfree Holiday Basketball Tournament	

At last months board meeting the previously approved overnight baseball trip to Harrison Co. on April 23-24, 2021 has been cancelled.

Order #8886 - Motion Passed: I recommend approval of the over night and/or out of state trips- passed with a motion by Ms. Joy Wilson and a second by Mrs. Brenda Higginbotham.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Absent
Mrs. Sheila Wicker	Yes

18. Educational Leave of Absence

Rationale:

Halie Dudgeon is requesting an Educational Leave of Absence, without pay, effective August 18, 2021 and will continue for 75 days to allow her to complete her student teaching during the Fall 2021 semester. Barring no weather closures, or other unforeseen school closings, her time will conclude December 9, 2021.

Order #8887 - Motion Passed: I recommend that the Russell County Board of Education grant Halie Dudgeon an Educational Leave of Absence, without pay, effective August 18, 2021 for 75 days to conclude December 9, 2021 passed with a motion by Mrs. Brenda Higginbotham and a second by Ms. Joy Wilson.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Absent
Mrs. Sheila Wicker	Yes

19. Fundraiser

Rationale:

The following group has received approval from the superintendent for the listed fundraiser:

Jamestown Elementary:

April 12-23, 2021

Krispy Kreme Doughnuts

Order #8888 - Motion Passed: I recommend approval of the school wide fundraiser- passed with a motion by Ms. Joy Wilson and a second by Mr. Gerald Murray.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Absent
Mrs. Sheila Wicker	Yes

20. Accept/Reject Bids: 16' Gooseneck Trailer

Rationale:

The sealed bids received were opened and tabulated by Central Office Staff on April 15 @ 9:00 am.

Nick Coppage \$655.00

Order #8889 - Motion Passed: I recommend approval of the bid received from Nick Coppage on the 16' Gooseneck Trailer passed with a motion by Mr. Gerald Murray and a second by Ms. Joy Wilson.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Absent
Mrs. Sheila Wicker	Yes

21. Purchase of Three (3) New School Buses

Rationale:

Russell County Schools would like to purchase three school buses through Kentucky State contract price procedure.

One (1) 52 passenger bus: \$107,559.00

It will cost additional \$3,625.00 to install Provision MSC surveillance system, for a total cost of \$111,184.00

Two (2) 72passenger buses: \$107,890.00 ea

It will cost additional \$3,895.00 to install Provision MSC surveillance system, for a total cost of \$111,785.00 ea

Order #8890 - Motion Passed: I recommend approval of the purchase of three (3) school buses equipped with Provision MSC surveillance system through the Kentucky State contract with a cost of \$334,754.00- passed with a motion by Ms. Joy Wilson and a second by Mr. Gerald Murray.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Absent
Mrs. Sheila Wicker	Yes

22. Russell County School's Continuation of Learning Plan

Rationale:

The attached Continuation of Learning Plan for Districts is attached for your review and approval. This is Russell County Schools' plan for a continuation of learning during times when nontraditional instruction (NTI) may need to be implemented. This plan will also supplement our district improvement plan.

Order #8891 - Motion Passed: I recommend that the Russell County Schools Phase Four: Continuation of Learning Plan for Districts be approved as presented - passed with a motion by Mrs. Brenda Higginbotham and a second by Ms. Joy Wilson.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Absent
Mrs. Sheila Wicker	Yes

23. Personnel Reports

Steven Kinder

Retiring-Effective June 30, 2021

Clifton Bunch	moved from Standby Driver to Substitute Bus Driver
Dustin Carroll	moved from Substitute Bus Driver to Standby Bus Driver
Zachary McFall	Hired- Substitute Teacher
Kerri Adkins	Resigning-End of 2020-2021 SY
Macy Johnson	Resigning-Effective October 30, 2020
Megan Tarter	End of Year 6-30-2021/Non-Renewal
Dalton Robertson	End of Year 6-30-2021/Non-Renewal

24. Adjournment

Order #8892 - Motion Passed: Adjournment of the meeting passed with a motion by Mrs. Brenda Higginbotham and a second by Mr. Gerald Murray.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Absent
Mrs. Sheila Wicker	Yes

Chairperson

Superintendent

Russell County Schools Extra Service Salary Schedule

FY 22

Superintendent:	Salary Negotiated by the Board of Education
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Administrative Positions

Assistant Superintendent:	Central Office Supervisor + \$5,000						
District Finance Officer:	Central Office Supervisor + \$5,000						
Central Office Supervisor:	\$10,000 Extra Service Pay for 240 Days of Employment (Pro-Rated per Day for Less than 240 Days)						
High School Principal:	Base Pay + 55 Extended Days + \$12,000						
Middle School Principal:	Base Pay + 55 Extended Days + \$10,000						
Other District Principals:	Base Pay + Extended Days + Extra Service based on Enrollment						
	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 40%;">Enrollment of 550+</td> <td>\$10,000 Extra Service</td> </tr> <tr> <td>300-550</td> <td>\$8,500 Extra Service</td> </tr> <tr> <td>100-299</td> <td>\$6,000 Extra Service</td> </tr> </table>	Enrollment of 550+	\$10,000 Extra Service	300-550	\$8,500 Extra Service	100-299	\$6,000 Extra Service
Enrollment of 550+	\$10,000 Extra Service						
300-550	\$8,500 Extra Service						
100-299	\$6,000 Extra Service						
Assistant Principals:	Base Pay + Extended Days + \$4,000 Extra Service						
Supervisors of Programs:	Certified/Classified Supervisors* \$5,000-\$8,000 * Single program to Multi-programs						
School Safety Director:	240 Days + \$5,000 Extra Service						
Counselors:	Base Pay + Extended Days (as assigned by SBDM)						

Other Certified Staff

Librarians:	Base Pay + Extended Days (as assigned by SBDM)
Vocational Teachers:	Base Pay + Extended Days (as assigned by SBDM)
Teachers:	Base Pay + Extra Service for Other Assigned Duties (as assigned by SBDM)
Employee Trainer	Employee's Normal Daily Rate (these days are above normal contracted days)

Proposed April 19, 2021

Russell County Schools Extra Service Pay Schedule

	Years of Experience			
Level	0-3	4-9	10-14	15-20+
1	\$ 5,000	\$6,000	\$8,000	\$10,000
2	\$3,500	\$4,500	\$5,500	\$6,500
3	\$3,000	\$3,500	\$4,000	\$4,500
4	\$2,000	\$2,500	\$3,000	\$3,500
5	\$1,500	\$2,000	\$2,500	\$3,000
6	\$500	\$750	\$1,000	\$1,500
7	Hourly Work—Certified Staff will be paid \$25.00 per hour for extended teaching service Classified Staff will be paid their regular hourly rate when completing additional work of their normal job duties. Different job duties will be paid according to appropriate hourly rate for the job. (Ex. Custodial duties paid at custodial rate, etc.) Gate/Ticket Sales for Athletic Events—\$15.00 per hour Bus Driver Training Instructor—\$20.00 per hour Lifeguard—\$10.00 per hour			

DAILY RATE FOR STIPEND IS \$75.00

Level	Extra Service Duties
1	Head Band Director, 55 Days
1	District Athletic Director, 20 Days
1	Varsity Coach—Football, Basketball (Girls~Boys)
2	Assistant Band Director, 20 Days
2	Assistant Varsity Coach Basketball (Girls~Boys)
2	Offensive and Defensive Coordinator—Football
2	Head Baseball Coach
2	Head Softball Coach
2	Cheerleading Sponsor—High School
2	Assistant District Athletic Director
3	Academic Advisors—High School & Middle School
3	Assistant Coaches—Football
3	Volleyball Head Coach
3	Middle School Head Football
3	Middle School Head Basketball (Girls~Boys)
3	Youth League Coordinators
3	Volleyball Coach—High School
3	Seasonal Band Assistants
4	Academic Head Coach—Elementary School
4	Middle School Baseball or Middle School Volleyball
4	Track (Girls~Boys)
4	High School or Middle School Soccer Head Coach (Girls~Boys)

Level	Extra Service Duties
5	Assistant Coaches—Baseball, Softball, Soccer & Track
5	Assistant Academic Advisor—High School, Middle School & Elementary
5	Tennis (Girls~Boys)
5	Golf (Girls~Boys)
5	Assistant Cheerleader Coach
5	Middle School Assistant Coaches—All Sports Programs
5	Bass Fishing Coach
5	Dance Coach
5	Bowling Coach
5	eMeeting Coordinator
6	Building Support/Team Leader or Special Ed Department Head
6	Building Technology Coordinators
6	Assistant Dance Coach
6	Assistant Bowling Coach
7	Building or District After School Activities

Proposed April 19, 2021

**Russell County Schools
Certified Salary Schedule
FY 22 (0% Increase) 185 Days**

Years of Experience	Rank I Yearly Daily		Rank II Yearly Daily		Rank III Yearly Daily		Rank IV Yearly Daily		Rank V Yearly Daily	
0-3	\$ 43,858.00	\$ 237.07	\$ 39,806.00	\$ 215.17	\$ 35,714.00	\$ 193.05	\$ 30,188.00	\$ 163.18	\$ 30,188.00	\$ 163.18
4-9	\$ 47,940.00	\$ 259.14	\$ 43,858.00	\$ 237.07	\$ 39,806.00	\$ 215.17	\$ 30,188.00	\$ 163.18	\$ 30,188.00	\$ 163.18
10-14	\$ 53,364.00	\$ 288.45	\$ 49,149.00	\$ 265.67	\$ 44,997.00	\$ 243.23	\$ 30,188.00	\$ 163.18	\$ 30,188.00	\$ 163.18
15-19	\$ 54,957.00	\$ 297.06	\$ 50,759.00	\$ 274.37	\$ 46,561.00	\$ 251.68	\$ 30,188.00	\$ 163.18	\$ 30,188.00	\$ 163.18
20-23	\$ 55,739.00	\$ 301.29	\$ 51,546.00	\$ 278.63	\$ 47,317.00	\$ 255.77	\$ 30,188.00	\$ 163.18	\$ 30,188.00	\$ 163.18
24+	\$ 56,529.00	\$ 305.56	\$ 52,272.00	\$ 282.55	\$ 47,977.00	\$ 259.34	\$ 30,188.00	\$ 163.18	\$ 30,188.00	\$ 163.18

All rounded up to next whole dollar.

Proposed April 19, 2021.

Russell County Schools
Classified Employees
FY22 (0% Increase)
For School Year 2021-22

HOURLY RATES PER YEARS EXPERIENCE								
JOB CLASS	JOB TITLE	MUNIS CLASS Grade	0-3	4-8	9-14	15-19	20-24	25+
7212	Cook (Head Cook) 189 days @8hrs	78	\$ 12.82	\$ 13.39	\$ 13.95	\$ 14.51	\$ 15.07	\$ 15.64
7241	Cook/Cashier 184 days @7hrs	79	\$ 10.12	\$ 10.70	\$ 11.26	\$ 11.82	\$ 12.39	\$ 12.95
7765	District Admin. Assistant	72	\$ 14.48	\$ 15.01	\$ 15.55	\$ 16.08	\$ 16.62	\$ 17.15
7163	District Admin. Bookkeeper	73	\$ 14.74	\$ 15.27	\$ 15.81	\$ 16.34	\$ 16.89	\$ 17.42
7192	District Admin. Finance	75	\$ 15.01	\$ 15.55	\$ 16.08	\$ 16.62	\$ 17.15	\$ 17.69
7665	Employee Benefits Specialist	102	\$ 18.60	\$ 19.14	\$ 19.68	\$ 20.22	\$ 20.76	\$ 21.30
7164	School Based Bookkeeper	74	\$ 11.94	\$ 12.42	\$ 13.03	\$ 13.58	\$ 14.17	\$ 14.55
7862	Attendance Clerk	96	\$ 11.94	\$ 12.42	\$ 13.03	\$ 13.58	\$ 14.17	\$ 14.55
7885	Registrar	98	\$ 11.94	\$ 12.42	\$ 13.03	\$ 13.58	\$ 14.17	\$ 14.55
7165	School Based Admin. Assistant 170 days or assigned	92	\$ 11.83	\$ 12.41	\$ 12.92	\$ 13.49	\$ 14.08	\$ 14.55
7271	District Nurse RN 200 days @7.5 hrs	70	\$ 18.54	\$ 19.71	\$ 20.87	\$ 22.03	\$ 24.35	\$ 26.66
7262	School Nurse RN 184 days @7.5 hrs	94	\$ 17.38	\$ 18.54	\$ 19.71	\$ 20.87	\$ 23.19	\$ 25.50
7263	School Nurse LPN 184 days@7.5 hrs	91	\$ 12.79	\$ 13.80	\$ 14.79	\$ 15.80	\$ 16.71	\$ 17.04
7318	Instructional Assistant	71	\$ 10.84	\$ 11.21	\$ 11.83	\$ 12.00	\$ 12.12	\$ 12.24
7320	Instructional Assistant	71	\$ 10.84	\$ 11.21	\$ 11.83	\$ 12.00	\$ 12.12	\$ 12.24
7326	Child Care Worker (Grant Funded)	88	\$ 9.27	\$ 9.89	\$ 10.24	\$ 10.26	\$ 10.36	\$ 10.46
7335	FR/YSC Assistant 220 days@7.5 hrs	87	\$ 12.74	\$ 13.13	\$ 13.53	\$ 13.94	\$ 13.94	\$ 13.94
7342	Community Education	89	\$ 12.74	\$ 13.13	\$ 13.53	\$ 13.94	\$ 13.94	\$ 13.94
7872	Employment Training Specialist	100	\$ 14.48	\$ 15.01	\$ 15.55	\$ 16.08	\$ 16.62	\$ 17.15
7435	Maintenance Supervisor 240 days@8hrs	97	\$ 17.40	\$ 18.52	\$ 19.64	\$ 20.77	\$ 21.89	\$ 23.01
7445	Maintenance 240 days@8hrs	80	\$ 13.51	\$ 14.64	\$ 16.89	\$ 18.01	\$ 19.14	\$ 19.70
7605	Custodian (Head) 240 days@8hrs	84	\$ 11.44	\$ 11.73	\$ 12.01	\$ 12.30	\$ 12.43	\$ 12.73
7609	Custodian	85	\$ 9.62	\$ 10.58	\$ 11.55	\$ 11.90	\$ 12.25	\$ 12.37
7821	School Safety Director 240 days@8hrs	93	\$ 23.89	\$ 24.71	\$ 25.53	\$ 26.35	\$ 27.18	\$ 28.00
7824	School Resource Officer	90	\$ 14.48	\$ 15.01	\$ 15.55	\$ 16.08	\$ 16.62	\$ 17.15
7825	School Security Officer	95	\$ 12.45	\$ 13.34	\$ 14.22	\$ 15.12	\$ 15.61	\$ 15.78
7902	Transportation Director 240 days@8hrs	83	\$ 18.83	\$ 19.75	\$ 20.74	\$ 22.04	\$ 22.72	\$ 22.95
7941	Bus Driver (Based on a 4 hr. day) ** Amended 11/16/15	76	\$ 17.06	\$ 17.61	\$ 18.14	\$ 18.69	\$ 19.05	\$ 19.71
7942	Bus Monitor 4hrs/day	77	\$ 10.19	\$ 10.60	\$ 11.06	\$ 11.50	\$ 11.64	\$ 11.75
7904	Assistant-Bus Garage/Transporation 240 days @8hrs	99	\$ 11.94	\$ 12.42	\$ 13.03	\$ 13.58	\$ 14.17	\$ 14.55
7914	Head Mechanic 240 days@8hrs	101	\$ 14.51	\$ 15.64	\$ 17.89	\$ 19.01	\$ 20.14	\$ 20.70
7915	Mechanic 240 days@8hrs	82	\$ 13.51	\$ 14.64	\$ 16.89	\$ 18.01	\$ 19.14	\$ 19.70
7525	Technology Assistant 240 days@8hrs	86	\$ 18.83	\$ 19.75	\$ 20.74	\$ 22.04	\$ 22.72	\$ 22.95
7292	Therapy Assistant	81	\$ 26.80	\$ 27.58	\$ 28.37	\$ 29.16	\$ 29.95	\$ 30.74

* Notes to the above schedule:

** Specialized routes will be paid according to time, travel, etc. (Ex. Double Runs, Jabez, KSD Routes)

* Classified substitute pay for each job class will be paid at the rate for 0-3 years of experience. (Ex. Substitute cook would be paid \$10.12 per hour.)

* Standby Bus Drivers (Based on 4 hr. day) are paid minimum wage for standby time. Driving time paid as substitute driver according to scale.

* All Classified Substitutes are considered temporary employees.

Substitute Teacher Salary Schedule

Rank I	\$102.00
Rank II	\$97.00
Rank III	\$92.00
Rank IV	\$87.00

**Russell County Schools
FRYSC Salary Schedule
FY 22 240 Days**

Years of Experience	Bachelor's Degree	Daily	Master's Degree	Daily
0-3	\$ 33,836.00	\$ 140.98	\$ 42,527.00	\$ 177.20
4-9	\$ 36,896.00	\$ 153.73	\$ 45,587.00	\$ 189.95
10-14	\$ 39,956.00	\$ 166.48	\$ 48,647.00	\$ 202.70
15-19	\$ 43,016.00	\$ 179.23	\$ 51,707.00	\$ 215.45
20-23	\$ 46,076.00	\$ 191.98	\$ 54,767.00	\$ 228.20
24+	\$ 49,136.00	\$ 204.73	\$ 57,827.00	\$ 240.95

*Proposed April 19, 2021.

Russell County Schools
Mental Health Specialist Salary Schedule
FY 22 205 Days

Years of Experience	Bachelor's Degree	Daily	Master's Degree	Daily
0-3	\$ 33,500.00	\$ 163.41	\$ 37,500.00	\$ 182.93
4-9	\$ 35,500.00	\$ 173.17	\$ 39,500.00	\$ 192.68
10-14	\$ 37,500.00	\$ 182.93	\$ 41,500.00	\$ 202.44
15-19	\$ 39,500.00	\$ 192.68	\$ 43,500.00	\$ 212.20
20-23	\$ 41,500.00	\$ 202.44	\$ 45,500.00	\$ 221.95
24+	\$ 43,500.00	\$ 212.20	\$ 47,500.00	\$ 231.71

*Proposed April 19, 2021.

Russell County Schools
Occupational Therapist Salary Schedule
FY 22 195 Days

Years of Experience	Bachelor's Degree	Daily	Master's Degree	Daily
0-3	\$ 42,126.00	\$ 216.03	\$ 46,229.00	\$ 237.07
4-9	\$ 46,395.00	\$ 237.92	\$ 50,531.00	\$ 259.13
10-14	\$ 51,667.00	\$ 264.96	\$ 56,248.00	\$ 288.45
15-19	\$ 53,159.00	\$ 272.61	\$ 57,927.00	\$ 297.06
20-23	\$ 53,988.00	\$ 276.86	\$ 58,752.00	\$ 301.29
24+	\$ 54,754.00	\$ 280.79	\$ 59,585.00	\$ 305.56

* Stipend for Orientation & Mobility National Certification: \$4,000

** Stipend for Certification of Completion of Autism Training: \$4,000

***Proposed April 19, 2021.

Russell County Schools

Staffing & Allocation Policy

2021-22 School Year

<p>Management Team: High School: 1 Principal 2 Assistant Principals 2 Counselors 1 Media Specialist</p> <p>Middle School: 1 Principal 2 Assistant Principals 1 Counselors 1 Media Specialist</p> <p>Russell Springs: 1 Principal 1 Assistant Principal 1 Counselor 1 Media Specialist</p> <p>Jamestown: 1 Principal 1 Assistant Principal* 1 Counselor 1 Media Specialist</p> <p>Salem: 1 Principal 1 Assistant Principal* 1 Counselor 1 Media Specialist</p> <p>*3 days JES, 2 days SES</p>	<p>Contracted Days:</p> <p>Management Team: Principal: 240 days Assistant Principal: 210 days Counselors: 205 days Media Specialist: 205 days</p> <p>Management Support: Bookkeeper (High School): 200 days Bookkeeper (Elementary and Middle): 195 days Attendance Clerks: 190 days Registrar: 200 days Administrative Assistant (Elementary and Middle): 174 days Administrative Assistant (High School): 180 days</p> <p>Teacher Support: All Instructional Assistants: 174 days</p>
<p>Teacher Allocation (Ratio of Students to Regular Teachers): Tentative Allocation based on cumulative ADM as of January 31. Final Allocation based on cumulative ADM as of March 31. Kindergarten enrollment is an average of ADM for the three prior school years.</p> <p>Kindergarten: 24 students to 1 regular teacher Grades 1-3: 24 students to 1 regular teacher Grade 4: 28 students to 1 regular teacher Grade 5-6: 29 students to 1 regular teacher Grades 7-12: 25 students to 1 regular teacher (31:1 ratio, plus requirement of no more than 150 pupil hours per day per KRS 157.360)</p> <p>NOTE: If staffing allocation comes out at 0.2 to 0.5, round up to nearest half teacher. If staffing allocation comes out at 0.7 or more, round up to next whole teacher. If staffing allocation comes out at 0.1 or 0.6, round down to nearest whole or half teacher.</p> <p>Teacher Support (Instructional Assistants): As required for Special Education, Kindergarten, and Preschool classes. Kindergarten classroom assistants will be provided at a 24:1 ratio.</p> <p>NOTE: Teachers and instructional assistants for Special Education, Preschool, EL, Migrant, Gifted and Talented, Title programs, and other programs that affect District operations and educational programs that are supervised by the District (supervisors) do not come under this formula.</p> <p>Physical Education, Art, Elementary Music, Band, In-School Suspension and any other specialty staff for daily instruction are included in the staffing allocation formula for teachers.</p> <p>Alternative School: 2 Teachers & 1 Instructional Assistant Laker Success Academy: 1 Teacher, 1 Special Ed. Teacher & 1 Instructional Asst. Homebound: 1 Teacher</p>	<p>Custodians:</p> <p>Number of Hours per Day and Days Beyond 170 Day School Term:</p> <p>High School: 2 custodians, 8 hours, 70 days 3 custodian, 8 hours, 10 days *includes athletics & NJROTC buildings</p> <p>Middle School: 3 custodians, 8 hours, 70 days 1 custodian, 7 hours, 70 days 1 custodian, 6 hours, 35 days</p> <p>Russell Springs: 3 custodians, 8 hours, 70 days +2.5 hours per day</p> <p>Jamestown: 2 custodians, 8 hours, 70 days 1 custodian, 6 hours, 10 days</p> <p>Salem: 2 custodians, 8 hours, 70 days 1 custodian, 6 hours, 35 days</p>

Staffing Allocation Worksheet for Elementary School Grades

Name of School: Jamestown Elementary

Section 1: Required Certified Positions

Principal	1.0
Media Librarian	1.0
Total	2.0

Section 5: Total Allocated Staff

Total Certified Allocated	18.7
Total Classified Allocated	2.9
Total Staff Allocated	21.7

Section 2: Certified Teachers

	# of students	ratio	certified teachers allocated	
Primary (P1-P5)	289.95	24	12.1	number of students/24
Fourth Grade	61.98	28	2.2	number of students/28
Fifth Grade	71.00	29	2.4	number of students/29
Total Certified Allocated			16.7	

Section 3: Additional Certified Staff (not required)

Assistant Principal	0.6
Guidance Counselor	1.0
Discretionary Certified (Art, PE, Music)	0.4
Additional Classroom Teachers	0.0
Total Additional Certified	2.0

Section 4: Classified Assistants

	# of students	ratio	classified staff allocated	
Kindergarten	69.83	24	2.9	number of FTE Kindergarten students/ 24
Other (not required)	0	0	0	
Total Classified Allocated			2.9	

Section 6: Supply Money

Per Pupil

ADA	395.53	\$140.00	\$ 55,375.00
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Staffing Allocation Worksheet for Elementary School Grades

Name of School: Russell Springs Elementary

Section 1: Required Certified Positions

Principal	1.0
Media Librarian	1.0
Total	2.0

Section 5: Total Allocated Staff

Total Certified Allocated	26.7
Total Classified Allocated	4.4
Total Staff Allocated	31.1

Section 2: Certified Teachers

	# of students	ratio	certified teachers allocated	
Primary (P1-P5)	413.82	24	17.2	number of students/24
Fourth Grade	105.89	28	3.8	number of students/28
Fifth Grade	95.45	29	3.3	number of students/29
Total Certified Allocated			24.3	

Section 3: Additional Certified Staff (not required)

Assistant Principal	1.0
Guidance Counselor	1.0
Discretionary Certified (Art, PE, Music)	0.4
Additional Classroom Teachers	0.0
Total Additional Certified	2.4

Section 4: Classified Assistants

	# of students	ratio	classified staff allocated	
Kindergarten	104.54	24	4.4	number of FTE Kindergarten students/ 24
Other (not required)	0	0	0	
Total Classified Allocated			4.4	

Section 6: Supply Money

Per Pupil

ADA	579.43	\$140.00	\$ 81,121.00
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Staffing Allocation Worksheet for Elementary School Grades

Name of School: Salem Elementary

Section 1: Required Certified Positions

Principal	1.0
Media Librarian	1.0
Total	2.0

Section 5: Total Allocated Staff

Total Certified Allocated	14.6
Total Classified Allocated	2.5
Total Staff Allocated	17.1

Section 2: Certified Teachers

	# of students	ratio	certified teachers allocated	
Primary (P1-P5)	223.15	24	9.3	number of students/24
Fourth Grade	50.87	28	1.8	number of students/28
Fifth Grade	54.28	29	1.9	number of students/29
Total Certified Allocated			13.0	

Section 3: Additional Certified Staff (not required)

Assistant Principal	0.4
Guidance Counselor	1.0
Discretionary Certified (Art, PE, Music)	0.2
Additional Classroom Teachers	0.0
Total Additional Certified	1.6

Section 4: Classified Assistants

	# of students	ratio	classified staff allocated	
Kindergarten	59.98	24	2.5	number of FTE Kindergarten students/ 24
Other (not required)	0	0	0	
Total Classified Allocated			2.5	

Section 6: Supply Money

Per Pupil

ADA	322.54	\$140.00	\$ 45,156.00
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Staffing Allocation Worksheet for Middle School Grades

Name of School: Russell County Middle School

Section 1: Required Certified Positions

Principal	1.0
Media Librarian	1.0
Total	2.0

Section 5: Total Allocated Staff

Total Certified Allocated	29.8
Total Classified Allocated	0.0
Total Staff Allocated	29.8

Section 2: Certified Teachers

	# of students	ratio	certified teachers allocated	
Sixth Grade	230	29	7.9	number of students/29
Seventh Grade	239.01	25	9.6	number of students/25
Eighth Grade	233.82	25	9.4	number of students/25
Total Certified Allocated			26.8	

Section 3: Additional Certified Staff (not required)

Assistant Principal	2.0
Guidance Counselor	1.0
Discretionary Certified (Art, PE, Music)	0.0
Additional Classroom Teachers	0.0
Total Additional Certified	3.0

Section 4: Classified Assistants

	# of students	ratio	classified staff allocated
Other (not required)	0	0	
Total Classified Allocated			0.0

Section 6: Supply Money

Per Pupil

ADA	653.84	\$140.00	\$ 91,538.00
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Staffing Allocation Worksheet for High School Grades

Name of School: Russell County High School

Section 1: Required Certified Positions

Principal	1.0
Media Librarian	1.0
Total	2.0

Section 5: Total Allocated Staff

Total Certified Allocated	38.1
Total Classified Allocated	0.0
Total Staff Allocated	38.1

Section 2: Certified Teachers

	# of students	ratio	certified teachers allocated	
Ninth Grade	219.86	25	8.8	number of students/25
Tenth Grade	226.66	25	9.1	number of students/25
Eleventh Grade	209.21	25	8.4	number of students/25
Twelveth Grade	196.64	25	7.9	number of students/25
Total Certified Allocated			34.1	

Section 3: Additional Certified Staff (not required)

Assistant Principal	2.0
Guidance Counselor	2.0
Discretionary Certified (Art, PE, Music)	0.0
Additional Classroom Teachers	0.0
Total Additional Certified	4.0

Section 4: Classified Assistants

	# of students	ratio	classified staff allocated
Other (not required)	0	0	
Total Classified Allocated			0.0

Section 6: Supply Money

Per Pupil

ADA	793.87	\$140.00	\$ 111,142.00
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May FY21 Compared to May FY22			Final May FY22 Compared to March FY22		
Section 2: Certified Teachers			Section 2: Certified Teachers		
	May FY21	May FY22		May FY22	March FY22
JES	17.3	16.7	JES	16.7	16.6
RSES	24.7	24.3	RSES	24.3	24.3
SES	13.7	13.0	SES	13	13.0
RCMS	26.6	26.8	RCMS	26.8	26.8
RCHS	34.2	34.1	RCHS	34.1	34.2
Final May FY22 Compared to May FY21					
Section 6: Supply Money					
	May FY22	Final FY21			
JES	\$ 55,375.00	\$ 49,941.00			
RSES	\$ 81,121.00	\$ 70,956.00			
SES	\$ 45,156.00	\$ 39,192.00			
RCMS	\$ 91,538.00	\$ 79,450.00			
RCHS	\$ 111,142.00	\$ 94,780.00			
*FY21 Allocation was increased in September 2020 to \$120 from the initial \$100 allocation given in May.					
**FY22 Allocation at full \$140.					