

DETAILED AGENDA

March 18, 2025

I. Call to Order

II. Roll Call

Mr. Mike Hood _____	Vacant _____
Mrs. Jennifer Musson _____	Mrs. Diane Smith _____
Mrs. Antwillla Davis _____	Mrs. Katie Fitzgerald _____
Mrs. Priscilla Rushing _____	

III. Approval and Signing of Minutes

The "Record of Proceedings" for the regular meeting held on February 18 , 2025 were found to be correct.

_____ made and _____ seconded a motion approving same. Upon roll call, the vote was recorded as follows:

Mr. Mike Hood _____	Vacant _____
Mrs. Jennifer Musson _____	Mrs. Diane Smith _____
Mrs. Antwillla Davis _____	Mrs. Katie Fitzgerald _____
Mrs. Priscilla Rushing _____	

IV. Approval and Signing of the February, 2025 Expenditure and Payroll Reports.

_____ made and _____ seconded a motion to approve the expenditure and payroll reports for February, 2025. Upon roll call, the vote was recorded as follows:

Mr. Mike Hood _____	Vacant _____
Mrs. Jennifer Musson _____	Mrs. Diane Smith _____
Mrs. Antwillla Davis _____	Mrs. Katie Fitzgerald _____
Mrs. Priscilla Rushing _____	

V. General Information

A. Upcoming Events, Retirements, New Hires

a. March is DD Awareness Month.

i. There will be a DD Awareness Breakfast 8:30 AM on March 28 in the

- school gym. We have lots of speakers lined up and a full breakfast.
- ii. The DD Awareness committee made yard signs and placed them in yards and businesses around the county.
- iii. Tiffany Mustain and Andy spoke at the Lions Club meeting on March 5.
- b. Kari Eckard was hired as our new Business Manager
- c. The Special Olympics Swim Team competed at the state tournaments on March 7. Several from our team made the podium.
- d. FUN-E events - March 22 5:00 - 8:00 PM Rock & Bowl at Hillcrest Lanes. More upcoming events include a Summer Picnic June 14, Luau Swim Party this summer, Halloween Bash October 18, and a Christmas party on December 6.
- e. On March 27th the Ridgemont FFA kids are coming to meet with Preschool and School Age students to discuss FFA. They are bringing small animals.
- f. We will be hosting a Technology Open House TechHub on April 8th from 12-2 PM. There will be adaptive equipment and new and emerging technology products. It is open to everyone. Individuals, providers, and schools are specifically invited.
- g. There is a Mental Health Awareness Scavenger Hunt event on May 5 from 5-7 p.m. at Wharton Park. We will have a table at the event.

- B. SSA Director's Report (Appendix 25-3-01)
- C. Monthly MUI Summary (Appendix 25-3-02)
- D. Monthly EI Summary (Appendix 25-3-03)
- E. Superintendent's Report (Appendix 25-3-04)

VI. Old Business

A. Special Olympics Information Appendix 25-3-05)

Most other counties hire their Special Olympics Coordinator as a full time position. Some have other responsibilities. Some do not. They are similar in size to Hardin's program. I recommend that we increase the coordinator stipend to \$12,000 for the 2024-2025 Special Olympics Competition Year. This is basically just over 60 hours per month at \$19.49/hour. I think we should re-evaluate if this position should look different in the future.

_____ made and _____ seconded a motion to increase the Special Olympics Coordinator stipend to \$12,000 retroactive to the beginning of the current stipend agreement. Upon roll call, the vote was recorded as follows:

Mr. Mike Hood	_____	Vacant	_____
Mrs. Jennifer Musson	_____	Mrs. Diane Smith	_____
Mrs. Antwillia Davis	_____	Mrs. Katie Fitzgerald	_____

Mrs. Priscilla Rushing _____

B. Follow up on business office functions

Last month, we had a lengthy discussion about Business Manager functions, bill payments, and the efficiency of these processes. After some reflection, I think it would help to clarify a couple of areas. First, what we call a business manager is similar to what school districts call a school treasurer. The responsibilities are similar. We also discussed the small contract we have for bill payment. Historically we contracted with the person from Logan County for these functions because we did not have someone internally to address this need. Joanne Longbrake has offered to help with bill payment and is now providing these 10 hours per week. It is important to note that in January of 2022, our secretary, Carla Harbison, retired. Rather than replace her position, Jen Kipker moved from her LPN position to the secretary position. Jen acts as our backup nurse when necessary. We eliminated a full time position in this decision which saved us about \$35,000 per year plus benefits. Our 10 hour per week contract costs about \$8,800 per year. This is still a savings of \$26,200 per year.

VII. New Business

A. Hiring classroom aid in the position of classroom IS teacher

As you know, we chose not to fill the empty intervention specialist preschool position. This means that our two classroom teachers are also responsible for writing IEPs, holding IEP meetings, and managing the IEP process. I am proposing that we eliminate this position and create an additional classroom assistant position in its place. This person would be eligible to work as a substitute teacher and a classroom assistant. As a classroom assistant, the person can act as an additional pair of hands when needed by floating between classrooms or “substitute” for a regular classroom assistant when one is off. It would also allow for teachers to work on IEP related tasks out of the classroom when required and this position would act as a substitute teacher. We would reduce the amount we spend on subs, and students would have increased consistency by having the same people in the room more often.

_____ made and _____ seconded a motion to abolish the Intervention Specialist position and approve an additional Classroom Assistant position. Upon roll call, the vote was recorded as follows:

Mr. Mike Hood	_____	Vacant	_____
Mrs. Jennifer Musson	_____	Mrs. Diane Smith	_____
Mrs. Antwillia Davis	_____	Mrs. Katie Fitzgerald	_____

Mrs. Priscilla Rushing _____

B. Amendment to Shared Services Agreement (Appendix 2025-3-06)

The previous shared services agreement specifically referenced Jen Frail as our shared business manager. This is an amended version that just reflects a shared business manager position.

_____ made and _____ seconded a motion to approve the amended Shared Services Agreement with Logan County. Upon roll call, the vote was recorded as follows:

Mr. Mike Hood _____	Vacant _____
Mrs. Jennifer Musson _____	Mrs. Diane Smith _____
Mrs. Antwillia Davis _____	Mrs. Katie Fitzgerald _____
Mrs. Priscilla Rushing _____	

C. Compensation (Appendix 2025-3-07)

As you continue to explore some succession planning I want to explain how we address our compensation plan. Our decisions are based on salary surveys conducted by Bolton, comparison to other county boards through the OACB Salary Survey, and through comparison with local school districts for our educational positions. For example, when we have a teacher that has been here 30 years, our pay structure is very similar to the six school districts in the county. This information is in Appendix 2025-3-07. Manager contracts have also come up. We have three manager positions that are on contract. Contracts are for those with supervision responsibilities and are for one year. They also include health insurance covered by the Board. These positions carry more risk in decision making and are not civil service making employment more vulnerable.

D. Current Union County Board of DD Financial Situation

I want to make everyone aware of the situation we are currently facing in Union County because it is out in the public and you may hear about it. Similar to HCBDD, UCBDD passed a new money levy last November. UCBDD asked for a 1.1 mil levy. During the planning for this levy, I used the budget numbers the board has approved for 2024. Last January and again this past July, two different waiver rate increases went into effect. The total impact of these statewide increases was 30% across all waiver services. In Union County this resulted in a \$4 million increase in our waiver match obligation between the end of 2023 and today. I did not have these numbers in my levy projections. I failed to go back to our team and ask for updated numbers last May before the board approved the levy ask. UCBDD now has a \$6 million shortfall and needs to ask for new money again in November. I have been forthcoming about my error with the Union County Board,

staff, and news media. Andy, Ron, and I have checked, double checked, and rechecked Hardin County's numbers and do not see this same kind of drastic increase.

VIII. MUI/UI Training

VIII. Comments from Guests

IX. Enter Executive Session

A. Enter into Executive Session

_____ made and _____ seconded a motion to enter into executive session at _____ pm for the purpose outlined in ORC 121.22 (G)(1) "To consider the compensation of a public employee..." Upon roll call, the vote was recorded as follows:

Mr. Mike Hood _____	Dr. Hui Shen _____
Mrs. Jennifer Musson _____	Mrs. Diane Smith _____
Mrs. Antwillia Davis _____	Mrs. Katie Fitzgerald _____
Mrs. Priscilla Rushing _____	

B. Exit Executive Session

_____ made and _____ seconded a motion to exit executive session at _____ pm. Upon roll call, the vote was recorded as follows:

Mr. Mike Hood _____	Dr. Hui Shen _____
Mrs. Jennifer Musson _____	Mrs. Diane Smith _____
Mrs. Antwillia Davis _____	Mrs. Katie Fitzgerald _____
Mrs. Priscilla Rushing _____	

X. Adjournment

_____ moved and _____ seconded a motion to adjourn. Upon roll call, the vote was recorded as follows:

Mr. Mike Hood _____	Vacant _____
Mrs. Jennifer Musson _____	Mrs. Diane Smith _____
Mrs. Antwillia Davis _____	Mrs. Katie Fitzgerald _____
Mrs. Priscilla Rushing _____	

Record of Proceedings

February 18, 2025

Guests: Mrs. Ciera Badertscher, Ms. LeNora Prichard, Mr. Andy Diller and Commissioner, Fred Rush

I. Call to Order - 6:07 PM

II. Roll Call

Mr. Mike Hood	Present	Vacant	_____
Mrs. Jennifer Musson	Absent	Mrs. Diane Smith	Present
Mrs. Antwillla Davis	Present	Mrs. Katie Fitzgerald	Present
Mrs. Priscilla Rushing	Present		

III. Approval and Signing of Minutes

The "Record of Proceedings" for the regular meeting held on January 21, 2025 were found to be correct. (Appendix 25-2-01)

Mr. Mike Hood made and Mrs. Diane Smith seconded a motion approving same. Upon roll call, the vote was recorded as follows:

Mr. Mike Hood	Yes	Vacant	_____
Mrs. Jennifer Musson	Excused	Mrs. Diane Smith	Yes
Mrs. Antwillla Davis	Yes	Mrs. Katie Fitzgerald	Yes
Mrs. Priscilla Rushing	Yes		

IV. Approval and Signing of the November, 2024, December, 2024 and January, 2025 Expenditure and Payroll Reports. (Appendix 25-2-02)

Mr. Mike Hood made and Mrs. Priscilla Rushing seconded a motion to approve the expenditure and payroll reports for November and December, 2024 and January, 2025. Upon roll call, the vote was recorded as follows:

Mr. Mike Hood	Yes	Vacant	_____
Mrs. Jennifer Musson	Excused	Mrs. Diane Smith	Yes
Mrs. Antwillla Davis	Yes	Mrs. Katie Fitzgerald	Yes
Mrs. Priscilla Rushing	Yes		

V. General Information

A. Upcoming Events, Retirements, New Hires

- a. DD Awareness Month Breakfast 8:30 on March 28 in the school gym.
- b. Special Olympics
 - i. Basketball tournament results - the Pioneers beat the Morrow County Board 41-27 at home in the first round, but lost to Henry County in the next round 30-39 at Van Buren.
 - ii. Swimming - Regionals were held in Oak Harbor last month. We had several swimmers place in various events. 6 people will be going to the state meet on March 7-8 in Columbus.
 - iii. Bowling practice starts on February 18th.
- c. Business Manager Jennifer Frail passed away on January 26.
- d. Birdie Cox passed away on January 25. She had received services since she moved here from Cincinnati in 1974. She worked for over 20 years at K-Mart. Birdie, whose full legal name was Birdie Mary Clementine Cox, was a friend to everyone and will be missed by us all.
- e. Two classes of freshman engineering students from Ohio Northern University toured Simon Kenton School on January 28 and 30th.

B. SSA Director's Report (Appendix 25-2-03)

C. Monthly MUI Summary (Appendix 25-2-04)

D. Monthly EI Summary (Appendix 25-2-05)

E. Superintendent's Report (Appendix 25-2-06)

Katie called John Trunk, he is coming to speak at the May Board Meeting. He will do training on succession planning.

VI. Old Business

A. Board Training Plan (Appendix 25-2-07)

Mrs. Diane Smith made and Mrs. Priscilla Rushing seconded a motion to approve the 2025 Hardin DD Board Training Plan as attached. Upon roll call, the vote was recorded as follows:

Mr. Mike Hood	Yes	Vacant	
Mrs. Jennifer Musson	Excused	Mrs. Diane Smith	Yes
Mrs. Antwillia Davis	Yes	Mrs. Katie Fitzgerald	Yes
Mrs. Priscilla Rushing	Yes		

VII. New Business

A. Special Olympics Presentation (Board Training 30 Minutes)-Lenora Pritchard

B. Explanation of Business Manager, Director of Operations, and Bill Pay positions and functions (Board Training 30 Minutes)

C. Agreement with MRESC to run our SKS School Age Program (Appendix 25-2-08)

Mrs. Antwillia Davis made and Mrs. Priscilla Rushing seconded a motion to authorize the superintendent to enter into an agreement with the MRESC for the provision of school age services at Simon Kenton School as attached. Upon roll call, the vote was recorded as follows:

Mr. Mike Hood	Yes	Vacant	_____
Mrs. Jennifer Musson	Excused	Mrs. Diane Smith	Yes
Mrs. Antwillia Davis	Yes	Mrs. Katie Fitzgerald	Yes
Mrs. Priscilla Rushing	Yes		

D. Approval of Special Education Policies (Appendix 25-2-09)

Mrs. Priscilla Rushing made and Mrs. Diane Smith seconded a motion to approve the Special Education Policies and Procedures as attached. Upon roll call, the vote was recorded as follows:

Mr. Mike Hood	Yes	Vacant	_____
Mrs. Jennifer Musson	Excused	Mrs. Diane Smith	Yes
Mrs. Antwillia Davis	Yes	Mrs. Katie Fitzgerald	Yes
Mrs. Priscilla Rushing	Yes		

E. Approval of Personnel Policies (Appendices 25-2-10 and 25-2-11)

Mrs. Diane Smith made and Mrs. Priscilla Rushing seconded a motion to approve Personnel Policies P-5 and P-6 as attached. Upon roll call, the vote was recorded as follows:

Mr. Mike Hood	Yes	Vacant	_____
Mrs. Jennifer Musson	Excused	Mrs. Diane Smith	Yes
Mrs. Antwillia Davis	Yes	Mrs. Katie Fitzgerald	Yes
Mrs. Priscilla Rushing	Yes		

F. Approval of 25-26 Simon Kenton School Calendar

Mrs. Priscilla Rushing made and Mr. Mike Hood seconded a motion to approve the 25-26 Simon Kenton School Calendar as attached. Upon roll call, the vote was recorded as follows:

Mr. Mike Hood	Yes	Vacant	_____
Mrs. Jennifer Musson	Excused	Mrs. Diane Smith	Yes
Mrs. Antwillia Davis	Yes	Mrs. Katie Fitzgerald	Yes
Mrs. Priscilla Rushing	Yes		

VIII. Comments from Guests - Andy spoke with Josh Gammon and he has decided to become a Board Member. He was sick and unable to attend this meeting.

IX. Adjournment

Mrs. Priscilla Rushing made and Mrs. Diane Smith seconded a motion to adjourn. Upon roll call, the vote was recorded as follows:

Mr. Mike Hood	Yes	Vacant	_____
Mrs. Jennifer Musson	Excused	Mrs. Diane Smith	Yes
Mrs. Antwillia Davis	Yes	Mrs. Katie Fitzgerald	Yes
Mrs. Priscilla Rushing	Yes		

Exp...itures Hardin County Board of DD FEBRUARY	2025 Budget	M-T-D	Y-T-D	% Spent
Salaries	\$ 1,961,170.00	\$ 174,533	\$ 382,772	19.52%
Supplies	\$ 41,556.35	\$ 3,548	\$ 28,219	67.90%
Equipment	\$ 42,250.00	\$ 2,038	\$ 22,231	52.62%
After School/Summer Grant	\$ -	\$ -	\$ -	0.00%
Contract Services	\$ 1,296,740.70	\$ 686,623	\$ 788,550	60.81%
Travel	\$ 47,916.08	\$ 3,313	\$ 4,360	9.10%
PERS/STRS/Medicare	\$ 303,001.00	\$ 21,583	\$ 45,775	15.11%
Other	\$ 71,653.00	\$ 8,308	\$ 9,599	13.40%
Insurances	\$ 532,896.00	\$ 37,163	\$ 37,163	6.97%
Auditor/Treasurer Fees	\$ 50,000	\$ -	\$ -	0.00%
Cap. Imp.	\$ -	\$ -	\$ -	0.00%
Totals	\$ 4,347,183	\$ 937,108	\$ 1,318,669	30.33%

Notes:

Classroom supplies, stamps, plumbing parts
bus seat, medical equipment

bus fuel, copier lease, Aunalytics, Britico, HVAC contract, Cellphones, ESC, WestCON, Logan County, Snow Remove
EI and SC Travel

OACB Membership Dues and Food License

Revenue Hardin County Board of DD FEBRUARY	2025 Budget	M-T-D	Y-T-D	% Received
Spec. Education Units	\$ 200,000.00	\$ 21,184	\$ 55,888	28%
Preschool Grant	\$ 8,000.00	\$ -	\$ -	0%
After School/Summer Grant	\$ -	\$ -	\$ 359,556	0%
Targeted Case Mgmt.	\$ 140,000.00	\$ 9,347	\$ 9,347	7%
Title XX	\$ 15,000.00	\$ -	\$ -	0%
Refunds, Reimbursements	\$ 100,000.00	\$ 2,285	\$ 221,118	221%
Tuition-Typical	\$ 12,000.00	\$ 1,413	\$ 3,248	27%
Other	\$ 5,000.00	\$ -	\$ -	0%
Real Estate Taxes/State Rollbac	\$ 2,680,277.00	\$ -	\$ -	0%
Trailer Taxes	\$ 4,000.00	\$ -	\$ -	0%
MAC	\$ 100,000.00	\$ -	\$ -	0%
Pilot	\$ 331,000.00	\$ -	\$ -	0%
Capital	\$ -	\$ -	\$ -	0%
Totals	\$ 3,595,277	\$ 34,228	\$ 649,157	18.06%

FRS & Nursing Services

Service and Support Administration Report

Activity

I attended the MIDD Task Force Meeting on January 29. This group is made up of representatives from Allen, Auglaize, Putnam and Hardin DD boards, and the Mental Health Board of Allen, Auglaize and Hardin County as well as Putnam County's Mental Health Board. This group has been in existence for 20+ years and was born out of these agencies realizing that things work a lot smoother when DD boards and mental health boards get along, and are knowledgeable about what each other can and can't do. This group also oversees the DDIT, or Dual Diagnosis Intervention Team, where county boards and mental health can make referrals and discuss strategies for difficult to serve individuals who are involved in both systems. It's also a way for our agencies to share costs on serving individuals. The MIDD Task Force also hosts information breakfasts annually and periodically puts on conferences on relevant issues like Trauma Informed Care, DSM V, technology, and behavior support. The group is currently looking at possible topics to host another conference.

I also attended the Family Children First Council, MIDD Task Force meeting for Allen Auglaize and Hardin County, Statewide SSA Director Meeting, Human Rights Committee for Union, Wyandot and Hardin County, Samaritan Partners of Hardin County, and our weekly Leadership Team meeting and SSA meeting.

Housing Board

10 housing board houses are full. One home is being rebuilt and will be ready for occupancy next month.

Family Support Services

\$ 9,942.55 has been spent through March 11, 2025.

Waivers		Caseload Size	
ICF Diversion	2	5 SSAs	
Level One	31	Adults with an assigned SSA	86
IO	44	Transition Age Youth (16-22)	11
SELF	2	Children (ages 3-16)	185
TDD Conversion	1		

Transfers	2025	2024	OEDI (Age 16+)	2025	2024
Transfers into county	1	7	Eligible	0	9
Transfers out of county	0	4	Not-Eligible	1	6
			In-process/Undecided/Appeal	1	1
PASRR	2025	2024	COEDI (Age 6-16)	2025	2024
PASRRs completed	1	3	Eligible	0	4
			Not-Eligible	0	4
			In-process/Undecided/Appeal	0	0

**Monthly MUI Report
2025**

	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Alleged Physical Abuse													
Alleged Sexual Abuse													
Alleged Verbal Abuse													
Attempted Suicide													
Exploitation													
Failure to Report													
Failure to Report (Registry)													
Significant injury													
Unknown Injury													
Law Enforcement													
Medical Emergency													
Misappropriation													
Missing Individual													
Neglect													
Peer to Peer acts													
Prohibited Sexual Relations													
Rights Code Violation													
Unapproved Behavioral Support													
Unanticipated Hospitalization		2											
Accidental or Suspicious Death													
Death Not Accident or Suspicious													
Monthly Total	0	2											
Yearly Total of Filed MUIs	0	2											2

*Filed MUI's can have more than one category

3-10-2025 Early Intervention Board Report

Number of referrals	Jan. 2025 = 10	Feb. 2025 = 7
Number of evaluations completed	Jan. 2025 = 7	Feb. 2025 = 2
Number of referrals enrolled	Jan. 2025 = 2	Feb. 2025 = 4
Number of exits	Jan. 2025 = 3	Feb. 2025 = 8
Total enrolled	Jan. 2025 = 51	Feb. 2025 = 57

Exits	Met outcomes	Turned age 3, IEP eligible	Other
Totals	Jan. 2025 = 1 Feb. 2025 = 0	Jan. 2025 = 1 Feb. 2025 = 3	Jan. 2025 = 1, age 3 Part B eligibility not identified Feb. 2025 = 5

Current open referrals - 16

Activities - In February, we held a Playtime with EI and had 14 children attend with their families. We have playtime scheduled for March 21st 10 - 11am.

Other information - We currently have a large number of open referrals for our county. We continue to reschedule evaluations with families due to illnesses and this causes our referrals to be open for longer. Caseloads continue to be manageable at this time for providers and service coordinators.

Superintendent's Report

March 18, 2025

Statewide Update

I continue to participate on the Waiver Modernization workgroup at the state level. There is nothing new to report on this work.

OTHER:

Involvement Outside of HCBDD (as the "face" of the organization)

- Region 2 Superintendent Meeting as Region 2 rep for the state
- Statewide Superintendent Meeting
- Superintendent's State Executive Committee meeting
- Waiver Redesign Weekly Meetings
- Business Manager interviews

Staff Engagement

- SSA Interviews
- Leadership Team meetings (weekly)
- Monthly meeting with Preschool teachers

Much of my time during the last month has been spent gathering information for Special Olympics, reviewing financial information, and assisting staff with day to day issues. I was also sick for a week.

Special Olympics Coordinator Comparison

Appendix 25-3-05

County	Employed or contracted	# sport	# athlete	salary	# years employed	Other
Hancock	Employed	12	189	\$72,000	26 years	management employee on salary
Sandusky	Employed	6	120	\$40,539	30 years	\$19.49/hr to start. Position is SO and Self Advocacy
Madison	Director	12	150	\$74,042	25 years	Also runs rec program like dances, weekly events and outings
	Coordinator			\$44,638	8 years	2 FTEs
Union	Contracted	8-10		\$22,080	1 year	after hours position at \$1840 per month (he is a FT teacher at local district)
Wyandot	Neither					\$7500 grant to help pay for state games. SO is its own nonprofit chapter of SO
Darke	Neither					Own non-profit separate from CB.
Mercer	Employed (30 hrs per week)	9	70+	\$55,000	5 years	Also runs small group activities like movie nights,
Miami	Employed	8	130	\$16-\$22		arts crafts nights, etc. Funds for SO activities are all donated Multiple staff run it. Licensed Coordinator is also the Manager of Community Connections 20-30 hours/ week across 4 staff

3/1/25 AMENDMENT TO AGREEMENT FOR SHARED SERVICES

1. This amendment (the "Amendment") is entered into by and between the LOGAN COUNTY BOARD OF DEVELOPMENTAL DISABILITIES and the HARDIN COUNTY BOARD OF DEVELOPMENTAL DISABILITIES to the Shared Services Agreement dated July 1, 2024 (the "Agreement").

2. The parties mutually agree to amend the Agreement as follows:

§2. Position of Business Director *This Agreement is contingent upon each of the parties successfully negotiating and entering into an Employment Contract for a Business Director. If either party is not able to successfully negotiate such an Employment Contract with a Business Director, that party shall immediately notify the other party of that circumstance.*

§3 Compensation, expenses, and benefits of Business Director.

. . . Vacation leave balances shall be maintained by the Logan County Board. The Business Manager will accrue vacation according to employment contract with each board. Upon resignation of the Business Director, the Hardin County Board agrees to reimburse the Logan County Board one half (1/2) of the vacation payout and one half of sick leave payout as allowed per policy. The Logan County Superintendent shall make decisions on all requests for vacation leave by the Business Director. The Business Director shall be entitled to 4.6 hours of sick leave for each completed eighty (80) hours of service to the parties. Each party shall provide personal leave to the Business Director pursuant to the individual contract . . .

3. This Amendment shall take effect on March 17, 2025.

4. Except as set forth in this Amendment, the Agreement is unaffected and shall continue in full force and effect in accordance with its terms. If there is conflict between this Amendment and the Agreement or any earlier amendment, the terms of this Amendment shall prevail.

This Amendment and each party's obligations shall be binding on the respective party and its representatives, assigns, and successors. Each party has signed this Amendment through its authorized representative.

By: Logan County Board of DD

Title: Board President

Printed Name: Valerie Robb

Signature: Valerie Robb

Dated: 3-16-2025

By: Hardin County Board of DD

Title: Board President

Printed Name: Katie Fitzgerald

Signature: _____

Dated: _____

School District	Insurance	STERS	Salary
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Ada	88.5%/11.5%	matches employee contribution beyond districts required contribution	18 years of experience MA+30=\$80,297 MA=\$76,179
Kenton City	90%/10%	matches employee contribution beyond districts required contribution	30 years of experience MA+30=\$86,243 MA=\$79,658
Hardin Northern	85%/15% HSA \$1250/\$2500	matches employee contribution beyond districts required contribution	30 years of experience MA+15=\$82,764 MA=79,024
USV	80%/20% HSA \$1300 family	matches employee contribution beyond districts required contribution	20 years of experience MA+15= \$77,345 MA = \$76,971
Ridgemoont	83%/17% HSA Family \$1500	matches employee contribution beyond districts required contribution	27 Years experience MA+30 = \$77,440

Match employees
HSA Contribution
up to an
additional \$500

MA+15 = \$73,356

HCBDD

No contribution to
STRS other than what
is required

75%/25%
No HSA Contribution

KD MA = \$84,953
CB BA = \$49,790