

Approved: B. Lawrence
Date

MINUTES OF THE SENATE COMMITTEE ON EDUCATION

The meeting was called to order by Chairperson Barbara Lawrence at 9:00 a.m. on March 6, 1997 in Room 123-S of the Capitol.

All members were present except: Senator Hensley

Committee staff present: Ben Barrett, Legislative Research Department
Avis Swartzman, Revisor of Statutes
Jackie Breymeyer, Committee Secretary

Conferees appearing before the committee: David Monicle, Executive Director, Governmental Relations, Washburn University
Robert Minchew, Superintendent USD 424 Mullinville
Deloyce "Dee" McKee, Director Ki-Com Special Education Coop
Dr. Morris Reeves, Assistant Superintendent for Business and Finance, USD 443 Dodge City
Senator Larry Salmans

Others attending: See attached list

Chairperson Lawrence called the meeting to order and called on David Monicle, Washburn University, to present his testimony. (Attachment 1)

Mr. Monicle stated that what was asked for in the bill was the flexibility to buy movable equipment. Right now, expenditures from this fund are limited to construction of permanent improvements on the campus and equipment housed within a particular structure. Permitting the purchase of all capitalized equipment, which would include proposals for the acquisition of expensive movable equipment such as the security vehicles, trucks and mowers, to compete with proposals for capital projects for funding in the priority and allocation process, would allow the University more than one method to meet its critical equipment needs.

Mr. Monicle directed attention to page 1, line 37 added words, "capitalized equipment" and page 2, lines 1 and 2 which read "permanent improvements or capitalized equipment" and stated these words will allow the University to make the expenditures.

The bill generated no controversy in the House, where it passed 122-0 and was placed on the Consent Calendar. With that Mr. Monicle ended his testimony and asked for the Committee's support for passage of the bill.

One of the Committee members asked Mr. Monicle how he would feel if this bill was used as a vehicle to give Washburn University a little more relief than this bill does.

Mr. Monicle replied that it would be a good vehicle. The University has felt for a number of years that it is appropriate for the state to assume a greater responsibility for funding Washburn University. Greater funding flexibility is the University's goal, either from the state or locally. He feels that ultimately the University will be integrated into the state system. He stated he also understood the constraints to the state general fund that face legislators.

A committee member pointed out that Washburn University is greatly constrained by state law as to what it can do to solve its funding situation - state imposed caps on things like the general fund mill levy that is capped at 7. This is not done with community colleges which range where they need to provide the funding - what the local people will support. Many things are spelled out in state statute of what the University can and cannot do. If Washburn University is not taken into the state system, it is only logical that it should be given the independence to run its institution. Every community college has a county-wide mill levy instead of out-district tuition like the University has outside the city of Topeka, but within the county of Shawnee. It is an important issue that perhaps the Community should consider.

The Chairperson closed the hearing on **HB 2095** and asked for action on the bill.

Senator Langworthy moved the bill favorably for passage. Senator Kerr gave a second to the motion. The motion carried.

CONTINUATION SHEET

MINUTES OF THE SENATE COMMITTEE ON EDUCATION, ROOM 123-S-Statehouse, at 9:00 a.m. on March 6, 1997.

Chairperson Lawrence directed the Committee's attention to **HB 2112--special education cooperatives**. She welcomed Robert Minchew, Superintendent, USD 424, Mullinville to the Committee (Attachment 2)

Mr. Minchew stated that currently they are operating under the structure of a special education cooperative. There is a sponsoring district that is one of the four district member cooperatives. The employees of the district are employees of the sponsoring district. Sponsoring district negotiations impact the cost to member districts with different salary structures, benefits, and number of contract days. The district has interpreted the statutes to mean that they have the authority to make unilateral decisions on anything that is recommended to them. They have the legal liability so they have decided they also have the ultimate authority. This makes it almost impossible to cause changes that can help provide and maintain quality programs for children while decreasing and/or flattening ever increasing costs.

Mr. Minchew told of attempts to change in his area and stated that one USD in nine rejected the efforts to merge two small cooperatives together last year. A year's work in comparing and developing a budget for the new cooperative was nullified by the vote of four board members of one district.

Mr. Minchew said if the statute is changed and a two-thirds vote is allowed for termination of cooperatives and interlocals, any change or proposal must meet the requirements of the Kansas State Board of Education. These stipulate there shall be no increase in costs and no decrease of services.

Dee McKee, Director, Di-Com Special Education Cooperative, spoke in favor of the bill. (Attachment 3) She related how the legislation was initiated following attempts to restructure two smaller special services cooperatives into one more stable and effective special educational cooperative. Costs would have been stabilized and the educational program would have been strengthened through the diverse talents of combined staffs.

Ms. McKee stated when the legislature made contracts perpetual, it also in effect gave extensive power to one board as a single 'no' vote controls the efforts of the majority. What is being asked for is language to allow that by agreement of two-thirds of the members of each participating cooperative school district, existing cooperative agreements can be changed.

Ms. McKee ended her testimony stating that this is a case where the law interferes with the local school improvement effort.

Ms. McKee also had letter to Senator Huelskamp in which she acknowledged the Dodge City FAX and asks to testify in favor of the bill and against the amendment which will be proposed by the Dodge City district. (Attachment 3a)

Dr. Morris Reeves, USD 443, appeared to provide testimony in support of an amendment that he would like to see on the bill. (Attachment 4) He stated the reason for the amendment is the deterioration of the level of cooperation and trust between Dodge City and the remainder of the districts. The district has been working to withdraw from Interlocal 613 for the past couple of years. The district is seeking legislative and judicial relief stemming from the State Board of Education's denial of the district's petition to withdraw from the Interlocal. After this denial, the board directed its legal counsel to file a petition in the district court of Shawnee County, Kansas to petition the court for a judicial review and requested relief of the action of the Kansas State Board of Education. The matter was heard by District Judge Franklin R. Theis. It will be approximately six months before he will render his decision.

Dr. Reeves has secured permission from his Board of Education to advise the Education Committee that if the amendment he is proposing is enacted, which will allow USD 443 to withdraw from the Interlocal, the Board will direct its counsel to file a petition for dismissal with Judge Theis.

It is Dr. Reeves' understanding that if the Judge finds in favor of the Dodge City petition and rescinds the State Board of Education decision and further finds that the statute which rescinded the termination of the Interlocal agreements and placed them into perpetuity is in violation of the United States Constitution, this action could very well place all the provisions of KSA72-8230 which **HB 2112** amends in jeopardy.

Dr. Reeves also distributed an "Analysis of Division" (Attachment 4a)

Testimony in support of **HB 2112** was submitted by Paul E. Conner, Superintendent of Schools, USD 474, Haviland, Kansas, and labeled (Attachment 5)

Due to time constraints, Senator Salmans, who was present to testify on the bill, was asked to return Monday, March 10.

The meeting was adjourned. The next meeting is scheduled for March 10, 1997.



WASHBURN UNIVERSITY

Testimony to
Senate Education Committee
regarding House Bill 2095

by
David G. Monical
Executive Director of Governmental Relations
Washburn University
March 6, 1997

Senator Lawrence, Members of the Committee:

Thank you for permitting me to appear on behalf of Washburn University of Topeka to testify on the provisions of House Bill 2095. If enacted, HB 2095 would amend the specific enabling statute intended for debt retirement and construction, K.S.A. 13-13a23, to permit the University to use those proceeds not only for the retirement of bonds issued for construction and/or renovation projects, but also for the acquisition of "capitalized equipment." "Capitalized equipment" is placed in the University's permanent inventory and reflected in the accounts, books and records of the institution.

Since its inception as a municipal university in 1941, Washburn University of Topeka has been able to levy a tax on the tangible taxable property within its taxing district to be used for the construction, re-construction or equipping of new or existing buildings, and for payment to retire bonded indebtedness for university construction projects. The levy is statutorily capped at 3 mills. The proposal made in this bill does not include an increase in the current mill levy limit.

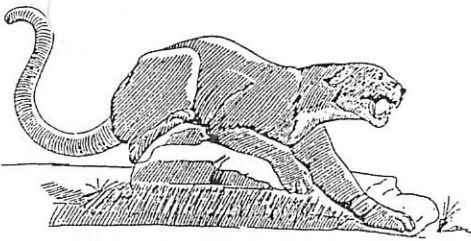
As K.S.A. 13-13a23 is presently worded, the University is prohibited from using any of the revenue from that source for equipment which is not intended for use in a specific building or buildings. It recites that the levy revenue can be used only for retiring the bonded indebtedness, for construction or renovation projects, for equipping of new or existing buildings or for permanent improvements. For instance, the revenue provided by the levy may be used to construct parking lots or to construct or repair streets, but may not be used for purchasing security vehicles, Physical Plant trucks which would be operated on those streets, nor for the tractors and mowers utilized for maintenance of the University's grounds.

The University is requesting the proposed amendments to K.S.A. 13-13a23 to expand the purposes to which the Debt Retirement and Construction Fund revenue can be put so that the University would have a greater degree of flexibility in the planning and budgeting process for purchasing equipment. Permitting the purchase of all capitalized equipment, which would include proposals for the acquisition of expensive movable equipment such as the security vehicles, trucks and mowers, to compete with proposals for capital projects for funding in the priority and allocation process. It would give the University more than one method to meet its critical equipment needs.

Thank you for your consideration of the requested amendments to K.S.A. 13-13a23.

Senate Education
3-6-97

Attachment 1



MULLINVILLE U.S.D. 424

Mullinville, Kansas 67109

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Treasurer

**Testimony
House Bill 2112
March 6, 1997**

Reference K.S.A. 72-968 & 72-8230

Presented to the Senate Education Committee

Chairperson Barbara Lawrence and members of the committee, I appreciate the opportunity to testify concerning House Bill 2112.

This language was placed in statute during the mid 80s to stop school districts from abandoning special education cooperatives and interlocals. Apparently there were some that jumped ship regardless of the consequences to the rest of the group. I can understand the reason for such restrictive language in the statute. It was designed to put a stop to that kind of irresponsible activity.

The referenced statutes have been interpreted by some to mean that any change in governance structure requires a unanimous vote of the member districts. This makes it almost impossible to cause changes that can help provide and maintain quality programs for children while decreasing and/or flattening ever increasing costs.

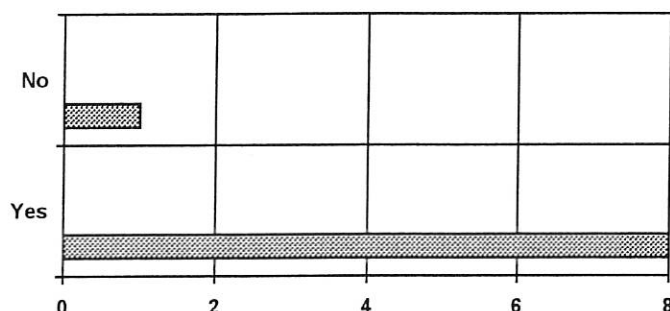
In the case of Cooperatives, sponsoring districts have an "unfair" amount of liability in the management of special education organizations. Efforts to change to an interlocal arrangement can meet much resistance because of fear of loss of control.

Sponsoring district negotiations impacts the cost to member districts with different salary structures, benefits, and number of contract days. Member districts desiring changes in contractual agreements have much difficulty with the unanimous vote provision.

*Senate Education
3-6-97
Attachment 2*

Attempts to change in our area has met much resistance. One USD in nine rejected the efforts to merge two small cooperatives together last year. A year's work in comparing and developing a budget for the new cooperative was nullified by the vote of four board members of one district.

Form new Sunflower Special Services Cooperative



Eight districts voted for the merger (56 board members)
 One district voted against the merger (a 4/3 vote)

This minority controlled the destiny of two special education cooperatives with nine districts represented.

As this graph shows, the majority did not determine what would happen for the children of Ki-Com and Tri-County Special Education Cooperatives.

If the statute is changed and a two-thirds vote is allowed for termination of cooperatives and interlocals, any change or proposal must meet the requirements of the Kansas State Board of Education. These stipulate that there shall be no increase in costs and no decrease of services.

Efforts to change the local Cooperative have followed these guidelines. The situation graphed above provided the same services for children as was being provided. The costs for all districts was to be leveled for 3-5 years. A slight increase had been built into the plan to cover anticipated cost increases through growth. Staff were assured of jobs with no loss in pay or benefits for at least the first year. The idea of

2-2

merging two small cooperatives into a larger one was to help spread the cost of special education over a broader base. In this way no one school or cooperative would have to take the hit of significant increases due to an unexpected influx of high cost students.

Another effort to reorganize is underway. The options are to join another Special Education provider which is an interlocal or reorganize as an interlocal among ourselves. An interlocal offers advantages that address some of our concerns. It removes the liability from one district (Sponsoring district) and places it with the interlocal. The interlocal operates as a separate entity. It is just like another school district in many ways. Negotiated agreements of member districts have no bearing on the interlocal. The everyday operations are under the control of the governing board of the interlocal rather than the sponsoring district's board of education. This reorganization effort has every intention of providing services to all member districts. Each existing member will have the option to be a participating member of the new interlocal; purchase services from the new interlocal; or seek membership in other special education provider organizations.

With the restrictions placed on district's budgets, superintendents and boards of education are trying to be creative in managing funds and controlling expenditures. One strategy is to control costs for special education services. Wise management by some special education provider organizations over the years has helped to keep costs under control. But small special education organizations must provide the full range of services to children and many of these come at a high cost. Speech Pathologists are difficult to find and costly to employ. More restrictive placements are becoming common and include higher than average costs. Physical Therapy services are becoming more a part of Individual Education Plans and are also costly services. All of us realize we can get into these high cost situations at any time and are looking for ways to spread that cost over a broad base.

Reasons given by one district in our cooperative to oppose restructuring:

* A fear of losing control and not being able to provide needed services for their geographically isolated district;

- * Personalities involved in districts with which a merger was attempted;
- * Staff fear of change and pressure on key board members to resist any attempt to change;
- * Distance that some staff would have to travel with additional districts involved in merger;
- * Fear that other cooperative involved in the merger was not providing the quality of service comparable to ours;
- * Fear that the new sponsoring district would veto efforts of the majority.

I ask that you imagine for a moment that you have to operate under the restriction of having to get a unanimous vote to affect change for the citizens and children of Kansas. If you can imagine this, you understand the frustrations we are having with this effort in our cooperative.

Thank you for your time and consideration of making this change.

Robert E. Minchew
Superintendent, Mullinville USD 424

**Senator Barbara Lawrence and
Members of the Senate Education Committee**

**-- Testimony in support of 2112
RE: KSA 72-968**

**Presented by
Deloyce (Dee) McKee, Director
Ki-Com Special Education Cooperative**

In the interest of representative fairness and functionality in local school administration, I would ask for your support of HB 2112. This modification to the existing statute was initiated following governance and management problems that occurred during 1995-96 consolidation attempts made by Ki-Com (Kiowa and Comanche County schools) , and Tri-County (Pawnee, Edwards, and Hodgeman County schools). The goal of the schools of those two cooperatives was to restructure two smaller special services cooperatives into one more stable and effective special educational cooperative, through a agreement of participating schools,

Costs were projected to stabilize, while the diverse talents of the combined staffs would have strengthened the educational program for all the children. As it turned out, the superintendents of all nine districts involved in the attempted restructure, as well as the individual school board members of eight of the nine districts involved, voted to proceed and signed the necessary legally prepared contractual agreements to make the governance change. Their request , had it passed, would have been presented to the State Board of Education for final approval.

The board members of eight of the nine schools who were considering the proposal voted in FAVOR of realigning through consolidation. However, due to the current provisions of KSA 72968 which by act of the legislature, locked all of the special educational into current agreements which require 'all member districts to agree to modifications'. When the three to five year contract renewal existed, all agreeing forced consensus, but after the legislature made contracts perpetual, it also in effect gave extensive power to one board as a single 'NO' vote now holds control of the efforts of the majority. We would ask and recommend that language changes in HB1221 to allow that by agreement of two thirds of the members of

*Senate Education
3-6-97
Attachment 3*

each participating cooperative school districts, that existing cooperative agreements can be changed. The dissenting members must still be provided an opportunity to receive quality special education services as offered by the newly restructured or created cooperative and at an equitable assessment rate because final approval remains in the hands of the state board. Law still requires changes to maintain required services to kids, and stability of costs. We submit that in other organizational situations, the action of the majority has power to redirect yet , as the current statute is worded, the position of even the single minority vote holds the majority virtually captive.

One more point, I have presented this legislative proposal to the members of the Kansas Association of Special Education Directors, a sub group of United School Administrators, and it has had discussion at our meetings. At this time, there is no stated opposition to the proposed change from our professional organization.

We would ask your favorable vote on HB1221 to modify this law as it will assist attempts to re -design the operation of effective, and efficient special education cooperatives. This, we believe, is a case where the law interferes with the local school improvement effort. If I can provide additional data or information, I would be happy to answer questions.

Respectfully submitted,

Dee McKee -- Director
KiCom Special Services
Box 455
Coldwater, Kansas

To: www.huelskamp.org

From: kee@idir.net

Subject: dodge city amendment hb2112 Attach to the testimony presented 3-6-97

Cc:

Bcc:

X-Attachments:

Dear Senator Huelskamp, (Tim)

Appreciate the fax of the Dodge request. As a patron of one of the school districts affected, (Spearville) I would ask you to reject the proposal as 1 Against the judgement and consideration of the state board of education who, after full hearing on the issues, previously ruled that the Dodge City exit would reduce services to kids and increase costs of operation.

2. that in addition, the proposal is attemptation to change the contractual agreement of how the monies are to be handled under the current local agreement which is taking extra ordinary advantage of the legislative process. 3. It is 180 degrees from the intent of the bill which supports majority rule and state department oversight for stability and structure of operation. .

I have followed these consolidation processes extensively (dissertation related) and would like, if possible, to testify when the hearings are finally scheduled, both in favor of 2112 and against the amendment. I have mentioned that to Senator Lawrence already, but would appreciate your assistance also to have that opportunity.

Dee McKee

*Senate Education
Attachment 3a
3/6/97*

Testimony to the Senate Education Committee

Madam Chairman, Members of the Committee:

I am here this morning on behalf of the Board of Education of USD 443 Dodge City to provide testimony in support of the proposed amendment to House Bill 2112. This amendment is very important to the Board of Education and the special education students in Dodge City. The district has been working to withdraw from Interlocal 613 for the past couple of years. This effort culminated with the decision of the State Board of Education last August when they denied the district's petition to withdraw from the Interlocal, thus exhausting our administrative remedies. Consequently we are seeking legislative and judicial relief. To convey the reasons why it is important for Dodge City to separate from the Interlocal, I must take a couple of minutes to explain the political demographics of the Interlocal. Interlocal 613 is composed of 16 school districts in southwest Kansas. The Interlocal is unique in that Dodge City is by far the largest district in their Interlocal with a total school enrollment of approximately 5,000. The next largest district is Kismet-Plains with a little under 700 students and the enrollments then drop to the smallest of around 70-75 students. The three major issues of concern to our Board of Education are 1) the quality of the education program, 2) the governance of the Interlocal and 3) the finance. These issues have been debated at length with the Board of Directors of the Interlocal, however, none of the issues have been resolved in a satisfactory manner. We have experienced over the past three years a continued deterioration of the level of cooperation and trust between Dodge City and the remainder of the districts. It is this hostile environment which forces Dodge City to seek legislative and judicial relief.

The Interlocal is governed by a 16 member Board of Directors with each district having one representative on the board and each vote is equal in weight. This places Dodge City

in the position of providing approximately 50% of the student participation and financing, but having only one vote in the governance of the Interlocal. Needless to say, over the past three to four years relations have deteriorated between Dodge City and the remaining districts to the point that the Interlocal relocated their offices and services from the administration building in Dodge City and established their headquarters in an abandoned school building in Ensign. The move necessitated a separate accounting system, all at additional expense to all the member districts including Dodge City.

To re-enforce my comments regarding the deterioration of the relationships, I would like to quote a brief portion of the testimony that former superintendent, Dr. Gene Young of Dodge City, gave before the State Board of Education. "At the time of my arrival in Dodge City, I remember hearing concerns about Interlocal 613 and the operation of the cooperative. Early on, I can remember expressing many of these concerns at a superintendent's council meeting and being told that I sounded just like the previous superintendent. I remember my response well. Until these problems are resolved, it won't make any difference who the superintendent is, the issues will be there. I advised them that if the issues weren't resolved they should take notes, as the superintendents following me will say the same thing. Over the course of the last three years, some resolution has been brought to some of the minor issues. Major issues, however, have not been resolved. The major issues are quality, governance and finance. Our inability to resolve these issues in a satisfactory manner to all has caused a fragile working relationship that I inherited in 1992 to further deteriorate."

Before the State Board of Education I presented a very detailed financial analysis the withdrawal of USD 443 from the Interlocal and the findings of the study indicated that there would be no additional cost to either USD 443 or the remaining districts in the Interlocal or to the State of Kansas. This testimony, however, was refuted by the other

side, however, it was not substantiated. Their premises was based on the assumption that Dodge City and the Interlocal would not be able to enter into any type of contractual arrangement for the sharing of staff to serve students with low incidence handicaps. We feel that simple economics will solve this issue.

In fairness to the dedicated teachers serving in Dodge City, I must inform you that we feel that we currently have a satisfactory special education program. Our children are being served, however we feel very strongly that if the program was under the control of USD 443 Board of Education, we would very soon have an exemplary special education program in Dodge City with the curriculum fully integrated with our regular education programs instead of administered from afar with no local identification.

The Board of Education has felt very strongly about this issue and following the denial of the withdrawal position by the Kansas State Board of Education, the board directed their legal counsel to file a petition in the district court of Shawnee County Kansas to petition the court for a judicial review and requested relief of the action of the Kansas State Board of Education. I have enclosed, with my handout materials, a copy of our counsels petition for judicial review. This matter was heard by the Honorable District Judge Franklin R. Theis on February 14. Following the hearing, the Honorable Judge advised district counsel that it would be approximately six months before he would render his decision.

I have secured permission from our Board of Education to advise this committee that if the amendment we are proposing to House Bill 2112 is enacted which will allow USD 443 to withdraw from the Interlocal, the Board of Education will direct its counsel to file a petition for dismissal with Judge Theis.

It is my understanding that if the Judge finds in favor of the Dodge City petition and rescinds the State Board of Education decision and further finds that the statute which rescinded the termination of the Interlocal agreements and placed them into perpetuity is in violation of the United States Constitution, that this action could very well place all the provisions of KSA72-8230 which House Bill 2112 amends in jeopardy. I thank you very much for your time and attention. I will be happy to answer any questions you may have on this subject.

Attachments

- A. Proposed Amendment
- B. Position Paper
- C. 1994 Proposal
- D. Weighted Formula Proposal
- E. Excess Cost Allocation 1996-97
- F. Petition To District Court

PROPOSED AMENDMENT TO HOUSE BILL NO. 2112

I move to amend HB 2112, on page 5, following line 38, by inserting a new sections as follows:

"New Sec. 3. (a) Notwithstanding any provision of law to the contrary, unified school district No. 443, Ford county, is authorized to withdraw from school district interlocal No. 613 after adoption of a resolution to that effect by the board of education of such school district and the submission, on or before August 1, 1997, of written notice of adoption of such resolution to the commissioner of education and to the boards of education of the other school districts party to the interlocal cooperation agreement by which school district interlocal No. 613 was established. The withdrawal of U.S.D. No. 443, Ford county, from school district interlocal No. 613, shall be effective on June 30, 1998. The division of property, including any unencumbered cash balances, of school district interlocal No. 613 upon effectuation of the withdrawal authorized by this section shall be proportional with the number of pupils of each of the party school districts being served by the interlocal on December 1, 1996.

(b) The provisions of this section shall expire on July 1, 1998.";

By renumbering sections 3 and 4 as sections 4 and 5, respectively

Position Paper Withdrawal From Special Education 613 Cooperative

The following are the major reasons why USD 443 is seeking withdrawal from Cooperative 613:

1. We have been unable to negotiate an equitable formula for sharing costs. We are paying more than our fair share. (See attached sheet)
2. Our costs went up 28% this year. We have to control costs. We see very little evidence of fiscal control in the Cooperative. We feel we can run the programs more cost effectively.
3. Control is a factor. We have proposed a weighted voting formula. Currently each of the sixteen districts has an equal vote. We have almost 50% of the children but only 6% of the vote. At current growth rates, we will soon have over 50% of the students. We have proposed that voting should be done on a one student/one vote basis. Decisions are made outside of board meetings at U.S.D. 443 expense. We are held captive to the smaller districts' desires. We are being held hostage against our will.
4. The Cooperative employs three administrators. They have been unwilling to assign one to Dodge City. One administrator would provide a much more consistent approach to special education in Dodge City. This is a quality issue.
5. With the move to Ensign, our staff members are no longer served locally. Because of this, our quality of service has gone down hill. Many of the Cooperative staff have always felt disenfranchised. The move to Ensign has made them feel a lesser part of either staff.
6. There has been and currently is considerable friction between other member districts and Dodge City. The "marriage" is not repairable at this point.
7. You are paying the cost of special educating students from other districts who attend school in Dodge City. You are required to build facilities, provide supervision, utilities, etc. without any reimbursement to U.S.D. 443.
8. Sixteen members on any board is an awkward number. Board members tend to rotate frequently causing lack of consistency. Meetings are poorly attended, frequently leaving a bare minimum for a quorum.
9. Other districts our size, such as Liberal and Garden City, are not members of a cooperative. Other states exempt districts our size.
10. When the State places caps on special education funding, we will be in a better position to respond to these caps.

If you have any specific questions, please do not hesitate to contact me.

/s/ Gene Young
Dr. Gene Young, Superintendent
Dodge City U.S.D. 443



Unified School District 443

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(316) 227-1620 • FAX (316) 227-1640

Dr. Gene Young
Superintendent

Dr. Rod Allen
Assistant Superintendent
for Curriculum and Instruction

Dr. Morris L. Reeves
Assistant Superintendent
for Business and Finance

Richard H. McVay
Director of Personnel
and Staff Development

December 13, 1994

Mr. Hamp Smith, Director
SWKACD 613
1000 Second Avenue
Dodge City, KS 67801

Dear Mr. Smith:

Your board has requested that USD 443 submit a written proposal outlining 443 requests for amendments or possible withdrawal from the Southwest Kansas Area Cooperative District. USD 443 feels the following adjustments should be made:

1. Written agreements should be made on all relationships.
2. Contributions to the Co-op should be made on a weighted FTE formula basis.
3. Voting should be based on a weighted FTE.
4. Office space and custodial services should be recognized and paid for at approximately \$8 to \$9 per square foot per year for both USD 303 and USD 443.
5. USD 443 should be reimbursed for maintenance of 613 vehicles.
6. USD 443 should provide their own bus. All districts should account for special education mileage expenses in the same manner.
7. SWKACD 613 should provide its own copy and office expenses.
8. SWKACD 613 should pay for business office support for time, equipment, maintenance and training.
9. SWKACD should assign one full-time administrator to 443.

All Will Learn

4-7

10. FTE count and state aid per pupil should be split evenly between the sending and receiving USD's.
11. Book and rental fees should be collected by the receiving district.

As noted earlier, it is USD 443's interest to work with the other districts and stay in the Cooperative for the 1995-96 school year. If we can be of help in explaining or interpreting this letter, please do not hesitate to contact me.

Sincerely,



Gene Young
Superintendent

GY/ja



Unified School District 443

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Superintendent

Dr. Rod Allen
Assistant Superintendent
for Curriculum and Instruction

Dr. Morris L. Reeves
Assistant Superintendent
for Business and Finance

Richard H. McVay
Director of Personnel
and Staff Development

DATE: February 14, 1996

TO: Board of Education

FROM: Morris L. Reeves, Ed.D.
Assistant Superintendent for Business and Finance

SUBJECT: Weighted Formula For Allocation of Excess Costs

When the Kansas Legislature enacted the Education Funding Reform Act of 1992, they made provisions to provide additional funding for districts with low enrollment. The rationale for this provision was that it is inherently more expensive to deliver educational services in areas of sparse population. In areas of sparsity, the school districts are required to maintain the basic instructional personnel services unit (certificated teacher with or without instructional aides) to very limited numbers of students. Districts serving larger populations have the ability to service more students with like handicapping conditions in larger classroom units with a certificated teacher and one or more paraprofessionals to assist.

The current funding scheme for the Southwest Kansas Area Cooperative District 613 requires all participating districts to share equally in the excess costs based upon the total student population of the district. This plan does not take into account the fact that the state provides the additional funding or "weighting" per FTE to the smaller districts. This places small districts in a position to have more ability to pay the excess costs of special education. For example, the Coop Interlocal 613 school districts are entitled to \$44,567,984 of unrestricted general fund budget authority for the 1995-96 fiscal year. Dodge City USD 443, accounts for 37.39% of the total unrestricted general fund budget authority of the Interlocal. Under the current funding formula USD 443 must pay 47.46% of the excess costs assessed by the Board of Directors of the Interlocal. There is an inherent unfairness to this allocation of excess costs which is contrary to the Legislative philosophy of providing additional resources to low enrollment districts. USD 443's share of the excess costs of the Interlocal should be 37.79% when based upon the "ability to pay" philosophy. Under the current formula, USD 443 is overcharged for excess costs of special education by approximately \$175,000.

Another way to look at the inequity of the present funding formula is to look at the percent of unrestricted general fund revenues which must be committed to the Interlocal.

USD 225, with 163 students, currently pays 3.23% of their unrestricted budget authority to the Interlocal for a total cost of \$37,058. USD 443, with 4,603 students, pays 5.21% of their unrestricted budget authority to the Interlocal for a total cost of \$849,148. Under this scheme, the smaller district makes a smaller commitment while enjoying the security of the collective resources of the Interlocal. USD 443, on the other hand, is forced by the governance structure of the Interlocal to make a greater commitment of resources while at the same time incurring the collective liability of the additional 15 school districts. To be fair, the smaller districts should be committing a larger portion of their discretionary resources for the security provided by the Interlocal.

The governance of Interlocal 613 is structured in such a manner that each entity, regardless of its size, has an equal voice in the governance of the Interlocal. The district with 75.5 FTE has the same voice as does the largest school district which has 4,604 FTE or 49.1% of the student enrollment.

The current formula for funding the Interlocal is consistent with their governance structure and, consequently, is unfair to the one large member of the organization. This is demonstrated by the Board of Directors votes on issues relating to the restructuring of both governance and finance to bring them in line with the state funding strategies which allow for additional resources to be allocated to areas of low enrollment and sparsity.

Another rationale for a weighted formula based upon "ability to pay" is embedded in the philosophy of an Interlocal. The smaller districts in an interlocal enjoy the support and resources of total body. For example, if an unusual case of a severely and profoundly involved student requiring private placement costing 80 to 100 thousand dollars per year occurs in a small district, the resources of the interlocal carry the burden. A large district can absorb this cost. In a small district this would constitute a financial crisis. Without the weighted funding formula the small districts with high revenue limits and low assessment are getting a free ride.

The State of Kansas faces the inevitable fact that sooner or later the Legislature will be forced to place caps or limits on the funding of instructional personnel units for special education. The current governance and funding structure of Interlocal 613 will not be in a position to respond to this upcoming restraint. When this event occurs, the burden of excess costs to local districts will be even greater. Large districts will be in a position to adjust to this, while small districts will not. Under Interlocal 613 governance and funding, USD 443 will be forced to bear 48% of the impact.

SOUTHWEST KANSAS AREA COOPERATIVE DISTRICT 613
 ALLOCATION OF EXCESS COSTS
 FISCAL YEAR 1996-97

DISTRICT	DIST NO	95/96 FTE	96-97 SHARE ASSESSMENT	PERCENT	LOW ENROL WEIGHT	TOTAL GF REVENUE	REVENUE PERCENT	WEIGHTED ASSESSMENT	CURRENT ASSESSMENT 1996-97	WEIGHTED PERCENT REVENUE	CURRENT PERCENT REVENUE
ASHLAND	220	251.8	\$57,590	2.87%	0.704752	\$1,565,928	3.48%	\$69,952	\$57,590	4.47%	3.68%
BAZINE	304	131.5	\$34,854	1.73%	1.042931	\$980,019	2.18%	\$43,779	\$34,854	4.47%	3.56%
BUCKLIN	459	379	\$81,631	4.06%	0.547592	\$2,139,688	4.76%	\$95,582	\$81,631	4.47%	3.82%
CIMARRON	102	635	\$130,015	6.47%	0.463071	\$3,389,175	7.53%	\$151,398	\$130,015	4.47%	3.84%
DIGHTON	482	375.6	\$80,988	4.03%	0.540006	\$2,110,099	4.69%	\$94,261	\$80,988	4.47%	3.84%
FOWLER	225	155.5	\$39,390	1.96%	0.992204	\$1,130,106	2.51%	\$50,483	\$39,390	4.47%	3.49%
INGALLS	477	170	\$42,130	2.10%	0.645569	\$1,020,516	2.27%	\$45,588	\$42,130	4.47%	4.13%
JETMORE	227	279	\$62,731	3.12%	0.594842	\$1,623,217	3.61%	\$72,511	\$62,731	4.47%	3.86%
MEADE	226	296.5	\$66,039	3.29%	0.532061	\$1,657,126	3.68%	\$74,026	\$66,039	4.47%	3.99%
MINNEOLA	219	421.5	\$89,664	4.46%	0.696296	\$2,608,279	5.80%	\$116,515	\$89,664	4.47%	3.44%
NESS CITY	303	279	\$62,731	3.12%	0.557344	\$1,585,052	3.52%	\$70,806	\$62,731	4.47%	3.96%
RANSOM	302	330.5	\$72,465	3.61%	0.879478	\$2,266,019	5.04%	\$101,226	\$72,465	4.47%	3.20%
KISMET/P	483	181	\$44,209	2.20%	0.464874	\$967,239	2.15%	\$43,208	\$44,209	4.47%	4.57%
SPEARVILLE	381	670.53	\$136,731	6.80%	0.575768	\$3,854,487	8.57%	\$172,185	\$136,731	4.47%	3.55%
UTICA	301	72.5	\$23,703	1.18%	1.141565	\$566,401	1.26%	\$25,302	\$23,703	4.47%	4.18%
DODGE	443	4760.4	\$984,716	49.00%	0.009031	\$17,522,771	38.95%	\$782,763	\$984,716	4.47%	5.62%
TOTALS		9375.1	\$2,009,584	100.00%		\$44,986,121	100.00%	\$2,009,584	\$2,009,584		

PER PUPIL= \$189
 DC BASE= \$85,000
 BASE= \$10,000
 FTE= \$3,648

Attachment E Page 1 of 1

4-11

**WILLIAMS, STROBEL,
MALONE, MASON & RALPH, P.A.**

ATTORNEYS AT LAW

BANK IV BUILDING P.O. BOX 39 PHONE (316) 225-4168 FAX (316) 225-7261
DODGE CITY, KANSAS 67801-0039

September 12, 1996

Joyce D. Reeves
Clerk of the District Court
Shawnee County Courthouse
200 SE 7th Street
Topeka, Kansas 66603

Re: Board of Education of Unified School
District No. 443, Ford County, Kansas, Petitioner
vs. Kansas State Board of Education, Respondent

Dear Ms. Reeves:

Enclosed you will find the original of a petition for judicial review which should be filed with the court. Also enclosed is our firm check representing the filing fee.

Should you have any questions concerning this matter, please feel free to contact me.

Yours very truly,

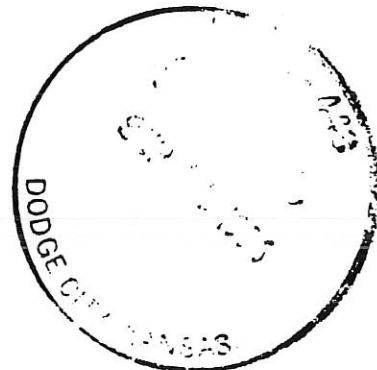


Ken W. Strobel
of WILLIAMS, STROBEL, MALONE,
MASON & RALPH, P.A.

KWS/sc

Enclosure

c: Kathleen White
Dan Biles
Andy Tompkins
Rod Bieker
Ward Loyd
Gene Young



4-12

Ken W. Strobel, #06249
WILLIAMS, STROBEL, MALONE,
MASON & RALPH, P.A.
P. O. Box 39, Dodge City, KS 67801-0039
T: (316) 225-4168 Fax: (316) 225-7261

IN THE DISTRICT COURT OF SHAWNEE COUNTY, KANSAS

BOARD OF EDUCATION OF)
UNIFIED SCHOOL DISTRICT NO. 443,)
FORD COUNTY, KANSAS)
)
Petitioner,)
)
vs.)
)
KANSAS STATE BOARD OF)
EDUCATION)
)
Respondent.)
_____)

Case No. _____

PETITION FOR JUDICIAL REVIEW

COMES NOW the Board of Education of Unified School District 443, Ford County, Kansas (USD 443), by and through its attorney, Ken W. Strobel, of Williams, Strobel, Malone, Mason & Ralph, P.A., of Dodge City, Kansas, and pursuant to the provisions of K.S.A. 77-601 *et seq.*, hereby petitions the above court for judicial review and requested relief from the action of the respondent, Kansas State Board of Education (State Board).

In support of its petition, USD 443 alleges and states:

1. The petitioner herein is the Board of Education of Unified School District 443, Ford County, Kansas, which has its principal offices located at 1000 Second Avenue, Dodge City, Kansas 67801; the Board of Education is represented by its legal counsel, Ken W. Strobel, of Williams, Strobel, Malone, Mason, & Ralph, P.A., P. O. Box 39, Dodge City, Kansas 67801;

2. The respondent, Kansas State Board of Education, has its principal offices at 120 SE 10th Avenue, Topeka, Kansas 66612-1182; the State

4-13

Board of Education is represented by its legal counsel, Dan Biles, of Gates, Biles, Shields & Ryan, P.A., 10990 Quivira, Suite 200, Overland Park, Kansas 66210.

3. On or about August 14, 1996, the State Board issued an order in response to USD 443's request to withdraw from the Southwest Kansas Area Cooperative District No. 613 (SKACD), an entity created by virtue of an interlocal agreement, pursuant to the provisions of K.S.A. 72-8230. The order issued by the State Board denied the requested withdrawal from the interlocal agreement by USD 443. A copy of the State Board's order of August 14, 1996, and the hearing panel's findings and recommendations which were adopted by said order are attached hereto, marked Exhibit A, and made a part hereof by this reference.

4. The only other parties to the State Board's action were the member districts of Southwest Kansas Area Cooperative District No. 613 agreement. Mr. Hamp Smith is the Executive Director of SKACD. His mailing address is: Box 70, Ensign, Kansas 67846. Mr. Ward Loyd is the attorney for SKACD member districts. Mr. Loyd's mailing address is: Ward Loyd Law Offices, LLC, 908 North Main Street, Box 834, Garden City, Kansas 67846-0834.

5. The State Board order issued August 14, 1996, constitutes a final agency action which is subject to review by this court pursuant to the provisions of K.S.A. 77-601 *et seq.* In accordance with the provisions of K.S.A. 77-607, USD 443 has standing to request such judicial review. USD 443 is the entity to which the agency action was directed and was a party to the agency proceedings as set forth in K.S.A. 77-611. USD 443 has properly exhausted all administrative remedies available to it in accordance with the provisions of

K.S.A. 72-8230. In addition, USD 443 petitioned the State Board for reconsideration of its August 14 order, although such request for reconsideration is not required by statute as a prerequisite to this request for judicial review. USD 443's request for reconsideration was denied by State Board action taken on September 11, 1996. USD 443 has filed this petition for judicial review within the time frame established by K.S.A. (1995) Supp. 77-613(c) in that the petition for reconsideration was denied on September 11, 1996, and this petition for judicial review is filed within thirty (30) days following such denial. In addition, this petition for judicial review is filed within thirty-three (33) days of the service of the Board's August 14th order.

6. USD 443 should be granted relief as requested herein by virtue of the following reasons:

(1) The provisions of K.S.A. 72-8230(a)(6) *et seq.* are unconstitutional in that said provisions are violative of the contract rights of USD 443 as established by the United States Constitution; and is unconstitutional on its face and in its application;

(2) The State Board has erroneously interpreted or applied Kansas law in that the State Board's decision is based solely on the possibility of increased costs to the member districts of SKACD and to USD 443 in the event of a withdrawal from the interlocal agreement by USD 443;

(3) The State Board's action denying USD 443's requested withdrawal is based on a determination of fact, made or implied by the agency, that is not supported by evidence that is substantial when reviewed in light of the record as a whole, which includes the agency record for judicial

review, supplemented by any additional evidence required by the court under this act;

(4) The action of the State Board of Education is otherwise unreasonable, arbitrary, or capricious in the following respects:

(a) The State Board's order is based solely on the possibility of increased costs to the school districts involved, which fact is not supported by substantial evidence, and by rendering a decision based solely on the possibility of increased costs, the State Board excluded from consideration other relevant factors related to the provision of special education services;

(b) The State Board order is based exclusively on the recommendations and findings of the hearing panel which were provided to the State Board without benefit of any response by USD 443; that USD 443's request for reconsideration by the State Board was arbitrarily denied, despite the fact that such reconsideration could have been provided in a timely fashion and without prejudice or harm to any of the party participants.

7. By its petition for judicial review, USD 443 seeks the following relief in accordance with the provisions of K.S.A. 77-622(b):

(a) That this court set aside the State Board order of August 14, 1996, and issue its order allowing USD 443 to withdraw as a member district of SKACD No. 613 interlocal agreement, effective July 1, 1997; or in the alternative,

(b) That the court set aside the State Board order of August 14, 1996, and direct the State Board to issue an order approving the requested withdrawal by USD 443, under such conditions as the State Board deems appropriate; or in the alternative,

(c) By declaratory judgment, determine that K.S.A. 72-8230(a)(6), as amended by the Kansas Legislature in 1987, is unconstitutional on its face and in its application, and that USD 443 may withdraw from the SKACD No. 613 interlocal agreement in accordance with the terms of that agreement by unilateral action of the Board of Education of USD 443; or in the alternative,

(d) The court remand this matter to the State Board for reconsideration in accordance with USD 443's request for reconsideration; or in the alternative,

(e) This court provide such other equitable or legal relief as the court deems appropriate in this matter.

WHEREFORE, USD 443 respectfully requests that this court grant its petition for judicial review and provide to USD 443 the relief sought herein, the costs of this action, and such other relief as the court might deem appropriate.

Respectfully submitted,
WILLIAMS, STROBEL, MALONE,
MASON & RALPH, P.A.
617 Second Avenue, Second Floor
P.O. Box 39
Dodge City, Kansas 67801-0039
Phone: (316) 225-4168

By _____



KEN W. STROBEL #06249
Attorneys for Board of Education
Unified School District 443
Ford County, KS

In the District Court of Shawnee County, Kansas
Board of Education of Unified School District 443,
Ford County, Kansas, Petitioner, vs. Kansas State
Board of Education, Respondent
Petition for Judicial Review/Page 6

CERTIFICATE OF SERVICE

I, Ken W. Strobel, do hereby certify that a true, correct and exact copy of the above and foregoing Petition for Judicial Review was served by depositing same in United State mail, postage prepaid and properly addressed, on the following:

Kathleen White, Chairperson
State Board of Education
120 SE 10th Avenue
Topeka, Kansas 66612-1182

and

Dan Biles
Gates, Biles, Shields & Ryan, P.A.
10990 Quivira Road, Suite 200
Overland Park, Kansas 66210
Attorney for Sate Board of Education

and

Andy Tompkins, Commissioner
Kansas State Board of Education
120 SE 10th Avenue
Topeka, Kansas 66612-1182

and

Rod Bieker, General Counsel
State Department of Education
120 SE 10th Avenue
Topeka, Kansas 66612-1182


and

Ward Loyd
Ward Loyd Law Offices, LLC
908 North Main Street
P. O. Box 834
Garden City, Kansas 67846-0834
Attorney for SKACD No. 613 Members

In the District Court of Shawnee County, Kansas
Board of Education of Unified School District 443,
Ford County, Kansas, Petitioner, vs. Kansas State
Board of Education, Respondent
Petition for Judicial Review/Page 7

and the original filed with the Clerk of the District Court, Joyce D. Reeves,
Shawnee County Courthouse, 200 SE 7th Street, Topeka, Kansas 66603, by
depositing the same in the United States mail, postage prepaid and properly
addressed, all on this 12th day of September, 1996.

By



KEN W. STROBEL

ANALYSIS OF DIVISION

DODGE CITY UNIFIED SCHOOL
DISTRICT 443 AND
SOUTHWEST KANSAS AREA
COOPERATIVE DISTRICT 613

*Senate Education
3-6-97
Attachment 4a*

42-2

DATE: February 12, 1996
TO: Members USD 443 Board of Education
Members Interlocal 613 Board of Education
FROM: Morris L. Reeves
SUBJECT: Analysis of the Logical Division of Staff

In order to analyze the impact of the proposed separation of Dodge City USD 443 from the Southwest Kansas Area Cooperative District 613, it is necessary to make certain assumptions and to calculate the salary and benefit cost for each entity based upon these assumptions. The following assumptions were made in the preparation of this report.

- 1) All salaries to be used for this analysis are current 1995-96 Coop salaries.
- 2) For the purposes of this analysis, all staff would remain with their current assignments.
- 3) In the event of reorganization, the Cooperative would reduce one administrative staff position.
- 4) In the event of reorganization, USD 443 would add one administrative staff member and one secretarial position.
- 5) All payroll data is derived from the December 1995 payroll as processed by USD 443 for the Coop.
- 6) Coop teaching staff will convert to USD 443 teachers salary schedule with no increase cost to USD 443 (See Exhibit B).
- 7) All non-payroll costs are projected at current year levels.
- 8) All initial costs of remodeling at Ensign and moving expenses have been deleted.

Questions regarding these materials should be directed to:

Dr. Morris L. Reeves
Assistant Superintendent for Business and Finance
Dodge City USD 443
316-227-1621

42-3

TABLE OF CONTENTS

	Page
Letter of introduction	i
Table of contents	ii
Distribution of Income	1
Distribution of Expense	2
Exhibit A	
Coop staff by position and location	1 - 8
Coop staff assigned to USD 443 locations by position	9 - 13
Coop staff assigned to districts other than USD 443 by position and location	14 - 17
Coop staff assigned centrally and prorated by current assignment	18
Paraprofessionals assigned to districts other than USD 443 by location	19 - 21
Paraprofessionals assigned to USD 443 by location	22 - 24
Professional staff assigned to districts other than USD 443 by location	25 - 26
Professional staff assigned to USD 443 by location	27 - 28
Exhibit B	
Comparison of USD 443 teacher salary schedule to Coop 613 teacher salary schedule	1

42-4

DISTRIBUTION OF INCOME
BETWEEN USD 443 AND
INTERLOCAL 613

State Aid	USD 443			COOP		
	Units	Rate @	Funding	Units	Rate @	Funding
Professional Staff	51.6	\$ 19,700	\$ 1,016,520	50.4	\$ 19,700	\$ 992,880
Paraprofessional Staff	78	\$ 7,890	\$ 615,420	71	\$ 7,890	\$ 560,190
Summer School			\$ 64,000			\$ 20,000
Transportation			\$ 60,000			\$ 70,000
Inservice			\$ 6,000			\$ 6,000
Federal Aid			\$ -			\$ -
PL 94-142	507	\$ 360	\$ 182,520	506	\$ 360	\$ 182,160
Preschool			\$ 45,500			\$ 45,500
Other Income			\$ -			\$ -
Arrowhead West			\$ 65,000			\$ -
Coop Services			\$ -			\$ 50,000
Totals			\$ 2,054,960			\$ 1,926,730

DISTRIBUTION OF EXPENSE
BETWEEN USD 443 AND
INTERLOCAL 613

5-1-96

	DODGE CITY USD 443	INTERLOCAL 613	TOTALS
INSTRUCTION/ADMINISTRATION	Costs	Costs	
Salary and Benefit Costs	\$2,785,410	\$2,543,516	\$5,328,926
Substitute/Homebound Costs	\$ 20,000	\$ 20,000	\$ 40,000
Tests	\$ 5,900	\$ 5,900	\$ 11,800
Audio Visual	\$ 1,000	\$ 1,000	\$ 2,000
Instructional Supplies	\$ 17,500	\$ 17,500	\$ 35,000
Tuition (Out of District)	\$ 12,500	\$ 37,500	\$ 50,000
Teacher Travel (Instruction)	\$ 5,000	\$ 70,000	\$ 75,000
Staff Inservice	\$ 12,000	\$ 12,000	\$ 24,000
Insurance (Property & Liability)	\$ 6,000	\$ 10,000	\$ 16,000
Accounting Services		\$ 1,000	\$ 1,000
Administrative Travel	\$ 2,400	\$ 10,000	\$ 12,400
Office Supplies	\$ 2,000	\$ 10,000	\$ 12,000
Telephone	\$ 2,000	\$ 14,000	\$ 16,000
Office Equipment	\$ 5,000	\$ 5,000	\$ 10,000
Regional Service Center		\$ 15,000	\$ 15,000
Computer Equipment/Supplies	\$ 1,000	\$ 3,000	\$ 4,000
			\$ -
			\$ -
MAINTENANCE OF PLANT			
Repair of Equipment	\$ 2,000	\$ 2,000	\$ 4,000
Rent/Repair of Buildings		\$ 4,000	\$ 4,000
Utilities		\$ 15,000	\$ 15,000
			\$ -
			\$ -
TRANSPORTATION			
Insurance (Vehicles)	\$ 1,500	\$ 1,500	\$ 3,000
Fuel	\$ 3,000	\$ 3,000	\$ 6,000
Parent Payments	\$ 10,000	\$ 20,000	\$ 30,000
TOTAL EXPENSE	<u>\$2,894,210</u>	<u>\$2,820,916</u>	<u>\$5,715,126</u>
TOTAL INCOME	<u>\$2,054,960</u>	<u>\$1,926,730</u>	<u>\$3,981,690</u>
EXCESS COSTS	<u>\$ 839,250</u>	<u>\$ 894,186</u>	<u>\$1,733,436</u>

COOP STAFF BY
POSITION AND LOCATION

District	Buildi	Loc	SS Number	Last Name	First Name	Position	Col/Rng	Step	Salary	Fringe	Total Cost	Cont
443	6699	20	512467020	DODGE	ADMIN	Y Y ADM		1	\$ 56,892		\$ 61,162	261
443	6699	15	510122427	HEFT	JIMMIE	Y Y BUS	DC BUS	1	\$ 14,014		\$ 15,100	207
443	6699	2	513681429	HEERSINK	JANICE	Y Y PARA		15	6 \$ 7,770		\$ 8,372	187
443	6699	15	509542441	TENNY	BETTY	Y Y PARA	NONE	1	\$ 6,452		\$ 6,951	187
443	6699	20	510846038	BRIGGS	TRACEE	Y Y PARAPSY		1	\$ 9,470		\$ 10,204	187
443	6699	20	511665608	POGUE	BRENDA	Y Y PARAPT		15	6 \$ 11,174		\$ 12,501	187
443	6699	3	507784621	PAULSON	PAMELA	Y Y PARASP		15	7 \$ 7,897		\$ 8,498	187
443	6699	20	514704786	POHLMAN	SONYA	Y Y PARASP	DEGRE	1	\$ 7,874		\$ 8,484	187
443	6699			DODGE	SECC		SECC	1	\$ 21,486		\$ 23,150	261
443	6699	20	515602920	LACY	MARGARE	Y Y SUMTCH	LACY	1	\$ 8,100		\$ 8,759	50
443	6699	20	514426650	WEST	JANICE	Y Y TEACHX	MS+15	15	\$ 42,796	\$ 2,220	\$ 48,192	209
613	9056	20	509508677	ENSIGN	ADMIN	Y Y ADM		1	\$ 58,080		\$ 62,747	261
613	9056	20	523666715	SMITH	HOWARD	Y Y ADM	HAMP	1	\$ 67,495		\$ 72,398	261
613	9056	20	512640044	BROWN	EVALYN	Y Y PARA		90	1 \$ 7,248		\$ 7,703	187
613	9056	21	440307946	NEWBY	LUCILLE	Y Y RETIRE	NEWBY	1	\$ 9,756		\$ 10,549	189
613	9056	21	514283525	REEVES	GLORIA	Y Y RETIRE	REEVES	1	\$ 6,864		\$ 7,422	189
613	9056	20	513526854	DOME	PATRICI	Y SECC		3	1 \$ 21,486		\$ 23,150	261
613	9056	20	511828818	GLEASON	JONI	Y Y SECC	SECH	2	\$ 15,675		\$ 16,889	207
613	9056	20	512409212	PATTON	PHYLLIS	Y Y SECC		6	1 \$ 29,323		\$ 31,558	260
613	9056	20	513481322	LOPP	PENNY	Y Y TEACH	MS	18	\$ 35,617	\$ 2,220	\$ 40,738	189
613	9056	21	514422853	CHEBULTZ	JO	Y Y TEACHX	MS+45	18	\$ 47,232	\$ 2,220	\$ 53,530	209
Arrowhead	6698	20	447487336	GIFFORD	HARVETT	Y Y PARA		60	8 \$ 8,374		\$ 9,023	187
Arrowhead	6698	20	509309892	TALBOT	SHIRLEY	Y Y PARA		90	10 \$ 8,998		\$ 9,695	187
Arrowhead	6698	21	514669158	HASTINGS	LINDA	Y Y SUMTCH	HASTIN	1	\$ 6,440		\$ 6,964	56
Arrowhead	6698	20	515424577	VOSS	BARBARA	Y Y SUMTCH	VOSS	1	\$ 7,616		\$ 8,235	56
Arrowhead	6698	20	512622236	WALDMAN	WANDA	Y Y SUMTCH	WALDM	1	\$ 9,632		\$ 10,415	56
Arrowhead	6698	20	510721224	CARMICHAEL	ANGELA	Y Y TEACH	MS	1	\$ 22,550	\$ 2,220	\$ 26,673	189
Arrowhead	6698	21	514669158	HASTINGS	LINDA	Y Y TEACH	MS	2	\$ 22,853	\$ 2,220	\$ 34,481	189
Arrowhead	6698	20	515424577	VOSS	BARBARA	Y Y TEACH	BA+30	9	\$ 28,662	\$ 2,220	\$ 33,044	189
Arrowhead	6698	20	512622236	WALDMAN	WANDA	Y Y TEACHX	MS+30	15	\$ 43,840	\$ 2,220	\$ 49,118	209
Ashland	550	21	481907455	BIDDLE	DEBORAH	Y Y PARA		15	2 \$ 7,298		\$ 7,864	187
Ashland	552	21	515808970	CARBERRY	CARRIE	Y Y PARA	NONE	1	\$ 6,627		\$ 7,141	187
Ashland	552	21	524781753	CARNEY	KAY	Y Y PARA	DEGRE	3	\$ 7,947		\$ 8,563	187
Ashland	550	21	516582164	MUELLER	CAROL	Y Y PARA		30	2 \$ 7,421		\$ 7,995	187
Ashland	550	21	449987797	RISMAN	SANDRA	Y Y PARA	DEGRE	1	\$ 7,237		\$ 7,797	187
Ashland	552	21	479986987	VANREE	CINDY	Y Y SUMTCH	VANREE	1	\$ 1,453		\$ 1,571	16
Ashland	550	21	509528032	GILLASPIE	BARBARA	Y Y TEACH	BA+30	13	\$ 31,613	\$ 2,220	\$ 36,419	189
Ashland	550	21	510866590	MCVICKER	JANIT	Y Y TEACH	BA+30	6	\$ 25,922	\$ 2,220	\$ 30,322	189
Ashland	552	21	479986987	VANREE	CINDY	Y Y TEACH	BA	3	\$ 22,340	\$ 2,220	\$ 26,250	189

42-6

COOP STAFF BY
POSITION AND LOCATION

District	Buildi	Loc	SS Number	Last Name	First Name	Position	Col/Rng	Step	Salary	Fringe	Total Cost	Cont	
Beeson	6687	6	515603304	EWY	GLYNIS	Y Y PARA	30	11	\$ 8,512		\$ 9,172	187	
Beeson	6687	6	510764589	FOSKUHL	SHAWNA	Y Y PARA	30	1	\$ 6,900		\$ 7,435	187	
Beeson	6687	6	509724342	ROGERS	CINDY	Y Y PARA	NONE	1	\$ 6,632		\$ 7,146	187	
Beeson	6687	6	515603795	SMITH	SARA	Y Y PARA	60	8	\$ 8,170		\$ 8,748	187	
Beeson	6687	6	509904436	STAUTH	ALISHA	Y Y PARA	60	2	\$ 7,455		\$ 8,032	187	
Beeson	6687	6	521154445	VALLES	LORIE	Y Y PARA	NONE	4	\$ 7,170		\$ 7,712	187	
Beeson	6687	6	512588733	SCHAEFER	ANGELA	Y Y SUMTCH	SCHAEF	1	\$ 5,474		\$ 5,919	189	
Beeson	6687	6	463552434	HOGAN	JAMI	Y Y TEACH	MS	4	\$ 24,658	\$ 2,220	\$ 30,749	189	
Beeson	6687	6	512588733	SCHAEFER	ANGELA	Y Y TEACH	BA+30	15	\$ 32,877	\$ 2,220	\$ 37,752	189	
Bucklin	7184	21	513609902	EVANS	ELAINE	Y Y PARA	DEGRE	1	\$ 7,237		\$ 7,798	187	
Bucklin	7184	21	509760409	HALL	STACI	Y Y PARA	DEGRE	2	\$ 7,968		\$ 8,575	187	
Bucklin	7184	21	511708098	KREUTZER	BEVERLY	Y Y PARA		15	5	\$ 7,677		\$ 8,056	187
Bucklin	7184	21	515742707	LEWALLEN	DONNA	Y Y PARA		60	11	\$ 8,450		\$ 9,116	187
Bucklin	7184	21	514622838	SHELDON	JAN	Y Y PARA		15	3	\$ 7,675		\$ 8,269	187
Bucklin	7184	21	515628224	STEGMAN	NANCY	Y Y PARA		30	9	\$ 7,969		\$ 8,587	187
Bucklin	7182	21	516925605	TOMPKINS	TAMI	Y Y PARA		90	2	\$ 7,854		\$ 8,462	187
Bucklin	7184	21	508988414	COVEY	MICHEL	Y Y TEACH	BA+15	1	\$ 21,707	\$ 2,220	\$ 25,429	189	
Bucklin	7184	21	509480649	WHITE	SHARON	Y Y TEACH	MS+45	11	\$ 32,456	\$ 2,220	\$ 37,157	189	
Bucklin	7184	21	514489414	WYATT	NANCY	Y Y TEACH	MS+15	12	\$ 32,245	\$ 2,220	\$ 37,141	189	
Central	6674	1	542621228	CHAMBERLIN	LOUISA	Y Y PARA		30	1	\$ 7,062		\$ 7,609	187
Central	6674	1	515404295	RING	KAREN	Y Y PARA		15	6	\$ 7,779		\$ 8,382	187
Central	6674	1	91423903	JONES	JULIA	Y Y TEACH	MS+15	18	\$ 36,671	\$ 2,220	\$ 41,825	189	
Central	6674	1	509569524	STRECKER	DEBRA	Y Y TEACH	MS	6	\$ 26,344	\$ 2,220	\$ 30,737	189	
Cimarron	124	21	509580691	KETZNER	MARY	Y Y PARA		5	11	\$ 8,361		\$ 9,008	187
Cimarron	124	21	509907878	MAI	JACQUEL	Y Y PARA	DEGRE	1	\$ 7,237		\$ 7,797	187	
Cimarron	124	21	515522549	MARKEL	KRISTIN	Y Y PARA		60	2	\$ 7,784		\$ 8,379	187
Cimarron	124	21	510445951	PHILLIPS	MARY	Y Y PARA		10	4	\$ 7,455		\$ 8,033	187
Cimarron	124	21	511606067	WALL	DEBRA	Y Y SUMTCH	WALL	1	\$ 1,910		\$ 2,065	10	
Cimarron	124	21	513707942	GLEASON	PAMELA	Y Y TEACH	MS+15	10	\$ 30,559	\$ 2,220	\$ 34,978	189	
Cimarron	124	21	511805588	JOHNSON	KRISTEN	Y Y TEACH	BA	2	\$ 21,707	\$ 2,220	\$ 25,605	189	
Cimarron	124	21	509540707	MEIER	KATHLEE	Y Y TEACH	MS+15	18	\$ 36,671	\$ 2,220	\$ 41,883	189	
Cimarron	124	21	480628602	SPEAKAR	JEAN	Y Y TEACH	MS	18	\$ 35,617	\$ 2,220	\$ 40,793	189	
Cimarron	124	21	511606067	WALL	DEBRA	Y Y TEACHX	MS+30	18	\$ 46,710	\$ 2,220	\$ 52,711	209	
DCHS	6686	11	514361455	BEASON	MARGARE	Y Y PARA		30	11	\$ 8,426		\$ 9,067	187
DCHS	6686	11	514583911	BLACK	MARILYN	Y Y PARA	DEGRE	2	\$ 8,042		\$ 8,665	187	
DCHS	6686	11	512408346	BURGHART	ANNETTE	Y Y PARA		30	9	\$ 8,200		\$ 8,836	187
DCHS	6686	21	509722420	DIRKS	CHEILA	Y Y PARA		60	2	\$ 7,326		\$ 7,883	187
DCHS	6686	11	509429731	GLEASON	JERRY	Y Y PARA		30	7	\$ 7,976		\$ 8,595	187
DCHS	6686	11	513564708	SHARPSTEEN	LINDA	Y Y PARA		30	11	\$ 8,426		\$ 9,067	187

40-7

COOP STAFF BY
POSITION AND LOCATION

District	Buildi	Loc	SS Number	Last Name	First Name	Position	Col/Rng	Step	Salary	Fringe	Total Cost	Cont	
DCHS	6686	20	65627888	GREEN	TERESA	Y Y SUMTCH	GREEN	1	\$ 2,760		\$ 2,984	20	
DCHS	6686	11	479584515	STEWART	RUBY	Y Y SUMTCH	STEWA	1	\$ 4,699		\$ 5,081	37	
DCHS	6686	11	514605226	ALBRIGHT	JOHN	Y Y TEACH	BA+30	16	\$ 33,509	\$ 2,220	\$ 38,608	189	
DCHS	6686	11	513564504	COHOON	DEBBY	Y Y TEACH	BA+15	4	\$ 23,815	\$ 2,220	\$ 28,052	189	
DCHS	6686	20	65627888	GREEN	TERESA	Y Y TEACH	BA+15	10	\$ 28,873	\$ 2,220	\$ 33,501	189	
DCHS	6686	11	512580467	LYGRISSE	LAURA	Y Y TEACH	BA+15	10	\$ 28,873	\$ 2,220	\$ 33,259	189	
DCHS	6686	11	510483205	ROBB	MARYALY	Y Y TEACH	BA+30	11	\$ 30,348	\$ 2,220	\$ 34,524	189	
DCHS	6686	11	479584515	STEWART	RUBY	Y Y TEACH	MS+45	18	\$ 38,146	\$ 2,220	\$ 43,251	189	
DCMS	6684	10	514883951	CECIL	BRENDA	Y Y PARA		30	1	\$ 7,328		\$ 7,435	187
DCMS	6684	10	514424653	DECKER	DOROTHY	Y Y PARA		60	11	\$ 8,537		\$ 9,173	187
DCMS	6684	10	512641869	EBELING	KAREN	Y Y PARA	NONE	1	\$ 6,711		\$ 7,231	187	
DCMS	6684	10	514840872	HUMBLE	TASHA	Y Y PARA		10	2	\$ 7,004		\$ 7,547	187
DCMS	6684	10	512540002	LITRELL	MARLENE	Y Y PARA	DEGRE	6	\$ 8,234		\$ 8,873	187	
DCMS	6684	20	510309257	MARTIN	MARY	Y Y PARA		90	11	\$ 9,106		\$ 9,137	187
DCMS	6684	10	458046772	MORRIS	JAMIE	Y Y PARA	NONE	4	\$ 7,238		\$ 7,799	187	
DCMS	6684	10	512708237	POLLARD	JANET	Y Y PARA	DEGRE	4	\$ 8,171		\$ 8,804	187	
DCMS	6684	10	509581953	POWELL	REGINA	Y Y PARA		10	5	\$ 7,555		\$ 8,141	187
DCMS	6684	10	512767833	WEST	TAMMIE	Y Y PARA		30	3	\$ 7,539		\$ 8,350	187
DCMS	6684	10	511703639	BATES	NANCY	Y Y TEACH	MS	4	\$ 24,658	\$ 2,220	\$ 31,777	189	
DCMS	6684	10	509521312	DEWALD	LUANN	Y Y TEACH	BA+30	18	\$ 34,985	\$ 2,220	\$ 39,855	189	
DCMS	6684	10	525157856	GARCIA	VICKI	Y Y TEACH	BA+30	3	\$ 23,393	\$ 2,220	\$ 27,569	189	
DCMS	6684	10	484427325	KLINGINSMI	TH	N Y Y TEACH	BA+30	18	\$ 34,985	\$ 2,220	\$ 40,037	189	
DCMS	6684	10	510668773	OSBORN	RITA	Y Y TEACH	MS	16	\$ 34,352	\$ 2,220	\$ 41,333	189	
Dighton	7778	21	515641928	ALBERS	LEISA	Y Y PARA	DEGRE	7	\$ 8,543		\$ 9,172	187	
Dighton	7778	21	512620650	DOWELL	DEBRA	Y Y PARA		30	5	\$ 7,981		\$ 8,562	187
Dighton	7778	21	512621589	KOEHN	JILL	Y Y PARA		60	5	\$ 7,873		\$ 8,343	187
Dighton	7778	21	509363233	METZKER	HELEN	Y Y PARA		30	2	\$ 7,425		\$ 8,000	187
Dighton	7778	21	511667264	MOOMAW	LISA	Y Y PARA		30	1	\$ 6,900		\$ 7,435	187
Dighton	7778	21	493765324	SCHMIED	TERESA	Y Y PARA		5	6	\$ 7,764		\$ 8,342	187
Dighton	7778	21	515629129	WAUGH	SALLY	Y Y PARA		60	6	\$ 7,996		\$ 8,512	187
Dighton	7778	21	510849519	WILSON	SUSAN	Y Y PARA		60	2	\$ 7,755		\$ 8,355	187
Dighton	7778	21	515447885	DEINES	GLENNA	Y Y TEACH	MS	4	\$ 24,658	\$ 2,220	\$ 28,753	189	
Dighton	7778	21	510502078	IRWIN	SUZANNE	Y Y TEACH	MS	10	\$ 30,137	\$ 2,220	\$ 34,860	189	
Dighton	7778	21	511485832	PROSE	JEAN	Y Y TEACH	MS	12	\$ 31,823	\$ 2,220	\$ 36,553	189	
Dighton	7778	21	514549660	ROBERTS	OPAL	Y Y TEACH	BA+30	7	\$ 26,765	\$ 2,220	\$ 31,230	189	
Dighton	7778	21	511561033	CAMPBELL	LISA	Y Y TEACHX	MS+15	18	\$ 36,324	\$ 2,220	\$ 41,045	209	
Fowler	684	21	510527246	MIDDLESWAR	T	GL Y Y PARA		10	7	\$ 7,908		\$ 8,521	187
Fowler	684	21	515563087	TALLENT	ALICE	Y Y TEACH	BA+15	10	\$ 28,873	\$ 2,220	\$ 33,441	189	
HS Hr	6670	20	512640295	BORTZER	ORPHA	Y Y BUS	DC BUS	1	\$ 14,013		\$ 15,090	187	

8-27

COOP STAFF BY
POSITION AND LOCATION

District	Buildi	Loc	SS Number	Last Name	First Name	Position	Col/Rng	Step	Salary	Fringe	Total Cost	Cont
Ingalls	7664	21	510727078	ALTHOUSE	SUSAN	Y Y PARA	60	3	\$ 7,513		\$ 8,095	187
Ingalls	7664	21	510508128	AYERS	LANA	Y Y PARA	DEGRE	7	\$ 8,062		\$ 9,135	187
Ingalls	7664	21	513566809	FRACK	CATHY	Y Y PARA		30	\$ 7,145		\$ 7,699	187
Ingalls	7664	21	446620617	NIELSEN	JACQUEL	Y Y PARA	NONE	1	\$ 6,451		\$ 6,951	187
Ingalls	7664	21	515941199	REIST	ANDREA	Y Y PARA		60	\$ 7,299		\$ 7,854	187
Ingalls	7664	21	513483401	FISHER	JAMES	Y Y TEACH	MS+30	9	\$ 30,348	\$ 2,220	\$ 34,932	189
Ingalls	7664	21	514388004	OBRIEN	PATRICI	Y Y TEACH	BA+30	10	\$ 29,505	\$ 2,220	\$ 34,181	189
Jetmore	722	21	515506182	WALTERS	CONNIE	Y Y PARA	DEGRE	6	\$ 8,451		\$ 9,106	187
Jetmore	722	21	512640407	WIDUP	DIANA	Y Y SUMTCH	WIDUP	1	\$ 5,014		\$ 5,422	46
Jetmore	722	21	512907277	BROWN	SHAWNA	Y Y TEACH	BA+15	1	\$ 21,707	\$ 2,220	\$ 25,780	189
Jetmore	724	21	213540436	BURKS	RUTH	Y Y TEACH	BA+30	3	\$ 23,393	\$ 2,220	\$ 27,007	189
Jetmore	722	21	515744228	LAWLOR	ELIZABE	Y Y TEACH	MS+15	11	\$ 31,402	\$ 2,220	\$ 36,069	189
Jetmore	722	21	512640407	WIDUP	DIANA	Y Y TEACH	BA	3	\$ 22,340	\$ 2,220	\$ 26,287	189
Kismet	7798	21	514767781	ARCHULETA	MARIA	Y Y PARA	NONE	2	\$ 6,828		\$ 7,357	187
Kismet	7800	21	513766735	HAFLIGER	CONNIE	Y Y PARA		30	\$ 6,900		\$ 7,435	187
Kismet	7800	21	490667292	KRAUSE	TAMMY	Y Y PARA	NONE	1	\$ 6,658		\$ 7,174	187
Kismet	7800	21	515647580	MERCER	RHONDA	Y Y PARA		30	\$ 7,044		\$ 7,590	187
Kismet	7798	21	509567795	STAPLES	SHIRLEY	Y Y PARA	NONE	1	\$ 6,667		\$ 7,184	187
Kismet	7800	21	513625636	WILLIAMS	ANGELA	Y Y PARA		10	\$ 7,362		\$ 7,819	187
Kismet	7800	21	514446313	AMERIN	BARBARA	Y Y TEACH	MS	15	\$ 33,720	\$ 2,220	\$ 38,531	189
Kismet	7798	21	486742719	FREDERICK	SUSAN	Y Y TEACH	BA	5	\$ 23,815	\$ 2,220	\$ 27,844	189
Kismet	7800	21	511540654	NEAL	SHARON	Y Y TEACH	MS	9	\$ 29,294	\$ 2,220	\$ 33,919	189
Kismet	7798	21	510502268	WEBB	MARILYN	Y Y TEACH	MS+15	10	\$ 30,559	\$ 2,220	\$ 35,173	189
Kismet	7800	21	509603859	DEVINE	LAURIE	Y Y TEACHX	MS+15	15	\$ 21,398	\$ 1,110	\$ 24,225	209
Linn	6688	6	460874130	BUCHANAN	IRMA	Y Y PARA	NONE	3	\$ 7,200		\$ 7,759	187
Linn	6688	6	461331569	BUSTOS	SYLVIA	Y Y PARA	NONE	2	\$ 6,968		\$ 7,509	187
Linn	6688	2	515625878	FORD	LAJUANA	Y Y PARA		5	\$ 7,148		\$ 7,699	187
Linn	6688	2	515563875	GREGG	JAN	Y Y PARA	DEGRE	1	\$ 7,472		\$ 8,043	187
Linn	6688	2	461333180	OHMES	JENNIFE	Y Y PARA	DEGRE	3	\$ 7,947		\$ 8,563	187
Linn	6688	2	514328565	PHILLIPS	STELLA	Y Y PARA		30	\$ 8,442		\$ 9,085	187
Linn	6688	2	513426011	RUIZ	JANICE	Y Y PARA		60	\$ 8,554		\$ 9,206	187
Linn	6688	2	511602201	EKUM	KRISTI	Y Y TEACH	MS+30	18	\$ 37,724	\$ 2,220	\$ 42,780	189
Linn	6688	6	508928509	FETTERS	DARLA	Y Y TEACH	BA	2	\$ 21,707	\$ 2,220	\$ 25,754	189
Linn	6688	2	458213251	SEYMORE	HELEN	Y Y TEACH	MS	9	\$ 29,294	\$ 2,220	\$ 33,955	189
Meade	700	21	510846582	ALEXANDER	MICHELL	Y Y PARA		60	\$ 7,364		\$ 7,935	187
Meade	700	21	509565114	BROWN	SHEILA	Y Y PARA		30	\$ 7,932		\$ 8,536	187
Meade	702	21	512640774	GLENN	DEDRE	Y Y PARA		60	\$ 7,013		\$ 7,556	187
Meade	702	21	509747835	HELLER	CINDY	Y Y PARA		60	\$ 7,013		\$ 7,536	187
Meade	700	21	511805983	JACKSON	JULIE	Y Y PARA	NONE	1	\$ 6,690		\$ 7,208	187

46-9

COOP STAFF BY
POSITION AND LOCATION

District	Buildi	Loc	SS Number	Last Name	Firist Name	Position	Col/Rng	Step	Salary	Fringe	Total Cost	Cont
Meade	700	21	511560167	KINGSLEY	LINDA	Y Y PARA	10	6	\$ 7,619		\$ 8,210	187
Meade	700	21	514569013	LOEWEN	DELLA	Y Y PARA	90	5	\$ 8,305		\$ 8,902	187
Meade	700	21	510489886	MEGGENBER	SUSAN	Y Y PARA	NONE	1	\$ 6,452		\$ 6,951	187
Meade	700	21	515683963	REMPEL	JAMIE	Y Y PARA	REMPEL	1	\$ 10,098		\$ 10,880	187
Meade	700	21	515649284	ROBERTS	LOLA	Y Y PARA	15	5	\$ 7,915		\$ 8,529	187
Meade	700	21	513427107	ROSS	BECKY	Y Y PARA	30	10	\$ 7,910		\$ 8,523	187
Meade	700	21	509480554	SIEMENS	ELEANOR	Y Y PARA	90	7	\$ 8,465		\$ 9,121	187
Meade	700	21	511601996	SPENCER	DONNA	Y Y PARA	DEGRE	2	\$ 7,678		\$ 8,273	187
Meade	702	21	510903044	WHITE	MICHELE	Y Y PARA	NONE	1	\$ 6,452		\$ 6,951	187
Meade	700	21	511606650	GOLDSBERRY	SHIRLEY	Y Y SUMTCH	GOLDS	1	\$ 2,880		\$ 3,114	15
Meade	700	21	515600833	LEIKER	PAMELA	Y Y SUMTCH	LEIKER	1	\$ 3,873		\$ 4,188	39
Meade	702	10	510543307	BROWN	BARBARA	Y Y TEACH	MS+45	18	\$ 38,146	\$ 2,220	\$ 43,516	189
Meade	700	21	446748703	COLE	CAROLE	Y Y TEACH	BA	1	\$ 21,075	\$ 2,220	\$ 24,869	189
Meade	700	21	515403572	CROWN	MILDRED	Y Y TEACH	MS+30	15	\$ 35,406	\$ 2,220	\$ 40,024	189
Meade	700	21	515600833	LEIKER	PAMELA	Y Y TEACH	MS+30	10	\$ 31,191	\$ 2,220	\$ 35,999	189
Miller	6678	3	555195713	AHUMADA	YVONNE	Y Y PARA	15	3	\$ 7,277		\$ 7,841	187
Miller	6678	3	515604694	DURAN	PATRICI	y Y PARA	NONE	2	\$ 7,112		\$ 7,663	187
Miller	6678	15	510929844	FIRA	CYNTHIA	Y Y PARA	15	2	\$ 7,024		\$ 7,568	187
Miller	6678	3	585422454	GRICE	SHARON	Y Y PARA	90	11	\$ 8,984		\$ 9,615	187
Miller	6678	3	511606473	HARRIS	MARGO	Y Y PARA	60	2	\$ 7,483		\$ 8,063	187
Miller	6678	3	512504032	KING	KARLA	Y Y PARA	30	7	\$ 8,132		\$ 8,761	187
Miller	6678	21	511743901	LODER	AMY	Y Y PARA	60	2	\$ 7,784		\$ 8,379	187
Miller	6678	3	517111116	LONEY	WILLOW	Y Y PARA	90	2	\$ 7,237		\$ 7,787	187
Miller	6678	3	511823402	RANKIN	DORIANE	Y Y PARA	90	4	\$ 7,631		\$ 8,223	187
Miller	6678	3	511606962	REBEIN	BERNICE	Y Y PARA	30	5	\$ 7,731		\$ 8,330	187
Miller	6678	15	509747171	STROUD	AMANDA	Y Y PARA	NONE	1	\$ 6,681		\$ 7,198	187
Miller	6678	3	512445326	TAYLOR	ROSA	Y Y PARA	DEGRE	11	\$ 8,999		\$ 9,697	187
Miller	6678	15	514528310	THIEL	CAROL	Y Y PARA	NONE	1	\$ 6,612		\$ 7,235	187
Miller	6678	3	514744886	HEATON-GAM	MON	Y Y SUMTCH	HEATO	1	\$ 1,974		\$ 2,135	21
Miller	6678	3	511781789	MCCOY	BRADLEY	Y Y SUMTCH	MCCOY	1	\$ 1,091		\$ 1,180	21
Miller	6678	3	491546507	NEAL	LILA	Y Y SUMTCH	NEAL L	1	\$ 3,332		\$ 3,603	21
Miller	6678	3	512609352	SNOW	LINDA	Y Y SUMTCH	SNOW	1	\$ 1,638		\$ 1,771	21
Miller	6678	3	515727692	DOAN	JULI	Y Y TEACH	MS	5	\$ 25,501	\$ 2,220	\$ 29,682	189
Miller	6678	3	514744886	HEATON-GAM	MON	Y Y TEACH	BA+30	10	\$ 29,505	\$ 2,220	\$ 33,781	189
Miller	6678	3	511781789	MCCOY	BRADLEY	Y Y TEACH	BA+30	8	\$ 27,608	\$ 2,220	\$ 34,116	189
Miller	6678	3	491546507	NEAL	LILA	Y Y TEACH	BA+30	12	\$ 30,980	\$ 2,220	\$ 35,520	189
Miller	6678	3	512609352	SNOW	LINDA	Y Y TEACH	BA+15	6	\$ 25,501	\$ 2,220	\$ 29,838	189
Minneola	538	21	509684660	ELSEY	LUANN	Y Y PARA	90	1	\$ 7,594		\$ 8,183	187
Minneola	536	21	512445065	FAULDS	JANICE	Y Y PARA	90	11	\$ 8,961		\$ 9,607	187

46-10

COOP STATE BY
POSITION AND LOCATION

District	Buildi	Loc	SS Number	Last Name	First Name		Position	Col/Rng	Step	Salary	Fringe	Total Cost	Cont
Minneola	538	21	510762425	JOHNSTON	DEANNA	Y Y	TEACH	MS+15	7	\$ 27,608	\$ 2,220	\$ 32,067	159
Ness City	2948	21	507135178	RICE	TRENA	Y Y	PARA	NONE	2	\$ 6,711		\$ 7,231	187
Ness City	2948	21	523728959	RUPP	LINDA	Y Y	PARA		30 11	\$ 8,418		\$ 9,070	187
Ness City	2948	21	513620307	HORCHEM	BRENDA	Y Y	TEACH	MS+15	14	\$ 33,720	\$ 2,220	\$ 38,334	189
Ness City	2948	21	509542405	SEKAVEC	RONALD	Y Y	TEACH	MS+15	18	\$ 36,671	\$ 2,220	\$ 43,907	189
Ness City	2948	21	512549950	REIFSCHNEI	DER	Y Y	TEACHX	MS+15	18	\$ 45,405	\$ 2,220	\$ 51,175	209
Ness City	2948	21	509540775	ROGERS	SHERYL	Y Y	TEACHX	MS+30	16	\$ 44,883	\$ 2,220	\$ 50,749	209
Ness City	2948	21	521585617	ECKELS	JAN	Y Y	PARA		30 11	\$ 8,778		\$ 9,458	187
Ness City	2948	21	510507073	CLOUSTON	MARYE	Y Y	SECC	SECH	3	\$ 15,318		\$ 16,504	207
Northwest	6680	11	512746620	ALLEN	CINDY	Y Y	PARA		30 1	\$ 7,464		\$ 9,570	40
Northwest	6680	4	512606563	DOUSSA	KATHY	Y Y	PARA	DEGRE	3	\$ 8,003		\$ 8,623	187
Northwest	6680	4	514287995	GUTIERRES	CLARA	Y Y	PARA		10 10	\$ 7,908		\$ 9,044	187
Northwest	6680	4	511700777	MCLAUGHLIN	DEBORAH	Y Y	PARA	NONE	1	\$ 6,452		\$ 6,951	187
Northwest	6680	4	514563241	STANLEY	CARLA	Y Y	PARA	DEGRE	2	\$ 7,975		\$ 8,593	187
Northwest	6680	4	512585962	TAYLOR	KATHY	Y Y	PARA		60 2	\$ 7,569		\$ 8,155	187
Northwest	6680	4	515309783	WINFREY	JEAN	Y Y	PARA		30 11	\$ 8,440		\$ 9,094	187
Northwest	6680	20	513609148	WOLFE	SUSAN	Y Y	PARA	DEGRE	5	\$ 8,362		\$ 8,902	187
Northwest	6680	4	512468749	BAMBERGER	DENISE	Y Y	SUMTCH	BAMBE	1	\$ 3,377		\$ 3,383	34
Northwest	6680	4	511742526	KINKELAAR	BRIDGET	Y Y	SUMTCH	BA + 30	1	\$ 3,300		\$ 3,568	35
Northwest	6680	4	512446456	WEBER	MARY	Y Y	SUMTCH	WEBER	1	\$ 2,119		\$ 2,291	17
Northwest	6680	4	512468749	BAMBERGER	DENISE	Y Y	TEACH	MS	11	\$ 30,980	\$ 2,220	\$ 35,223	189
Northwest	6680	4	511742526	KINKELAAR	BRIDGET	Y Y	TEACH	BA+30	9	\$ 28,662	\$ 2,220	\$ 33,239	189
Northwest	6680	4	512446456	WEBER	MARY	Y Y	TEACH	MS+15	18	\$ 36,671	\$ 2,220	\$ 41,912	189
Ransom	2926	21	510721068	CASEY	JACKOLY	Y Y	PARA	DEGRE	1	\$ 7,798		\$ 8,381	187
Ransom	2926	21	512466005	LUETTERS	JANIS	Y Y	PARA		30 9	\$ 8,019		\$ 8,640	187
Ransom	2926	21	471808038	NICKS	PATTY	Y Y	PARA		5 1	\$ 6,564		\$ 7,072	187
Ransom	2926	21	510761537	WELLMAN	MARION	Y Y	PARA		10 1	\$ 7,183		\$ 7,739	187
Ransom	2926	21	511664930	FLAX	DENICE	Y Y	TEACH	BA+15	10	\$ 28,873	\$ 2,220	\$ 33,467	189
Soule 6th	6689	9	512629858	ACKERMAN	JODIE	Y Y	PARA		30 2	\$ 7,409		\$ 7,984	187
Soule 6th	6689	9	515688417	BERRY	AMY	Y Y	PARA		30 1	\$ 7,468		\$ 8,047	187
Soule 6th	6689	9	515604227	BURNEY	BEVERLY	Y Y	PARA		15 6	\$ 7,790		\$ 8,392	187
Soule 6th	6689	9	511703165	COLE	LENA	Y Y	PARA		30 3	\$ 7,350		\$ 7,860	187
Soule 6th	6689	9	506746450	DIPBOYE	KELLY	Y Y	PARA		30 2	\$ 7,397		\$ 7,960	187
Soule 6th	6689	9	549403796	DYER	DONNA	Y Y	PARA		30 11	\$ 8,425		\$ 9,078	187
Soule 6th	6689	9	484707712	HART	EARLINE	Y Y	PARA	NONE	5	\$ 6,900		\$ 7,435	187
Soule 6th	6689	9	508087989	JOHNSON	KIMBERL	Y Y	PARA	DEGRE	1	\$ 7,640		\$ 8,233	187
Soule 6th	6689	9	515603169	NEWBY	ANN	Y Y	PARA		90 1	\$ 7,494		\$ 8,014	187
Soule 6th	6689	9	502646856	O'DRISCOLL	JODY	Y Y	PARA		90 1	\$ 7,444		\$ 8,018	187
Soule 6th	6689	9	515543696	STARECK	SHERYL	Y Y	PARA	NONE	1	\$ 6,653		\$ 7,169	187

11-27

COOP STAFF BY
POSITION AND LOCATION

42-12

District	Buildi	Loc	SS Number	Last Name	First Name	Position	Col/Rng	Step	Salary	Fringe	Total Cost	Cont
Soule 6th	6689	9	512622169	WARKENTIN	NANCY	Y Y PARA	NONE	1	\$ 6,657		\$ 7,172	187
Soule 6th	6689	9	510486295	STEPHENSON	STEPHAN	Y Y SUMTCH	STEPHE	1	\$ 2,584		\$ 2,794	34
Soule 6th	6689	9	512448552	DUNBAR	LINDA	Y Y TEACH	MS+15	18	\$ 36,671	\$ 2,220	\$ 41,410	189
Soule 6th	6689	9	515584329	KERBS	ELOISE	Y Y TEACH	BA+15	10	\$ 28,873	\$ 2,220	\$ 33,501	189
Soule 6th	6689	9	511640696	SOBER	MARIE	Y Y TEACH	BA+15	6	\$ 25,501	\$ 2,220	\$ 29,838	189
Soule 6th	6689	9	510486295	STEPHENSON	STEPHAN	Y Y TEACH	BA+30	4	\$ 24,236	\$ 2,220	\$ 28,505	189
Spearville	5058	20	513661423	HEEKE	DONITA	Y Y PARA		30	2	\$ 8,139	\$ 8,770	187
Spearville	5058	21	509589913	NAU	LAVONNE	Y Y PARA		5	4	\$ 7,613	\$ 8,194	187
Spearville	5058	21	510366405	SCHUETTE	BARBARA	Y Y PARA		10	2	\$ 7,263	\$ 7,818	187
Spearville	5058	21	510402572	TORLINE	MARY	Y Y PARA	DEGRE	11	\$ 8,359		\$ 9,007	187
Spearville	5058	21	515603178	ACKERMAN	KENNA	Y Y TEACH	BA+30	16	\$ 33,509	\$ 2,220	\$ 38,501	189
Spearville	5058	21	480660422	GALL	ESTHER	Y Y TEACH	BA+30	13	\$ 31,613	\$ 2,220	\$ 36,388	189
Sunnyside	6682	7	510884389	HAGER	KYLE	Y Y PARA		60	2	\$ 7,595	\$ 8,172	187
Sunnyside	6682	7	512729220	LACEY	TEDI	Y Y PARA	DEGRE	3	\$ 7,611		\$ 8,200	187
Sunnyside	6682	7	509569970	MORGISON	RHONDA	Y Y PARA		5	2	\$ 7,074	\$ 7,622	187
Sunnyside	6682	7	510925058	RAILSBACK	JASON	Y Y PARA	NONE	1	\$ 6,452		\$ 6,951	187
Sunnyside	6682	2	358387016	STONE	VICTORI	Y Y PARA		60	8	\$ 7,798	\$ 8,394	187
Sunnyside	6682	7	513684173	CARTER	DAWN	Y Y TEACH	BA	1	\$ 21,075	\$ 2,220	\$ 25,099	189
Sunnyside	6682	7	479542151	DEYOE	PAMELA	Y Y TEACH	MS	18	\$ 35,617	\$ 2,220	\$ 40,724	189
Utica	2906	21	510745074	SCHWINDT	CONNIE	Y Y PARA	NONE	3	\$ 6,733		\$ 7,255	187
Wilroads	6702	8	516721162	JONES	LAURA	Y Y PARA		10	1	\$ 6,832	\$ 7,353	187
Wilroads	6702	8	513722358	MEDINA	MARIANN	Y Y TEACH	MS+15	2	\$ 23,604	\$ 2,220	\$ 27,307	189
Youthville	6714	21	510646358	DECHANT	ROXANN	Y Y PARA	DEGRE	2	\$ 7,918		\$ 8,531	187
Youthville	6714	21	512743985	MASHAK	BARBARA	Y Y PARA		30	2	\$ 7,387	\$ 7,959	187
Youthville	6714	21	511560364	TRAYLOR	MARSHA	Y Y PARA		60	3	\$ 7,424	\$ 7,988	187
Youthville	6714	21	511665110	VANG	DEBRA	Y Y PARA	NONE	1	\$ 6,452		\$ 6,951	187
Youthville	6714	21	513565608	CHAPMAN	GREGORY	Y Y TEACH	MS	10	\$ 30,137	\$ 2,220	\$ 35,223	189
Youthville	6714	21	513609935	DOWLING	ROXANNE	Y Y TEACH	MS+15	16	\$ 35,195	\$ 2,220	\$ 40,024	189
Youthville	6714	21	510525796	KLEIN	JANICE	Y Y TEACH	BA+30	11	\$ 30,348	\$ 2,220	\$ 34,624	189
	9999	20	428234976	NEVELS	BOBBI	Y Y PARAVOC		15	5	\$ 7,603	\$ 8,192	187
	9999	20	515604312	BUDDY	CHARLES	Y Y SUMTCH	BUDDY	1	\$ 3,513		\$ 3,789	34
	9999	20	514561079	PHILLIPSON	BARBARA	Y Y SUMTCH	PHILLI	1	\$ 9,050		\$ 9,786	50
	9999	20	515604312	BUDDY	CHARLES	Y Y TEACH	MS	13	\$ 32,456	\$ 2,220	\$ 39,895	189
	9999	21	511606650	GOLDSBERRY	SHIRLEY	Y Y TEACH	MS+30	18	\$ 21,733	\$ 2,220	\$ 27,612	189
	9999	21	515446065	HILL	KATHRYN	Y Y TEACH	MS+15	18	\$ 36,671	\$ 2,220	\$ 41,956	189
	9999	21	513764349	SEBES	CHERON	Y Y TEACH	MS	1	\$ 27,922	\$ 2,220	\$ 32,593	189
	9999	20	511806565	DIERKING	MARILEE	Y Y TEACHOT	DIERK	1	\$ 22,631		\$ 24,308	181
	9999	20	515365768	FRALEY	JUDY	Y Y TEACHPT	FRALEY	2	\$ 49,000	\$ 2,220	\$ 53,922	189
	9999	20	416644979	WILLIAMSON	GLENNA	Y Y TFACHPT	WILLIA	1	\$ 43,918	\$ 2,220	\$ 49,670	189

COOP STAFF BY
POSITION AND LOCATION

District	Buildi	Loc	SS Number	Last Name	Firist Name	Position	Col/Rng	Step	Salary	Fringe	Total Cost	Cont
9999	20		379920590	BURSIAN	CHRISTO	TEACHX	MS	1	\$ 27,922	\$ 2,220	\$ 32,211	209
9999	20		442428247	COLVIN	JANICE	TEACHX	EDSP	18	\$ 47,754	\$ 2,220	\$ 54,003	209
9999	20		512546652	HAGLER	SHIRLEN	TEACHX	MS+45	18	\$ 47,232	\$ 2,220	\$ 53,087	209
9999	20		509523206	HORYNA	STANLEY	TEACHX	MS+30	18	\$ 46,710	\$ 2,220	\$ 52,808	209
9999	20		515602920	LACY	MARGARE	TEACHX	MS	14	\$ 40,969	\$ 2,220	\$ 46,555	209
9999	21		76488057	LAWLOR	JIM	TEACHX	MS+45	18	\$ 47,232	\$ 2,220	\$ 53,178	209
9999	20		515403167	LYGRISSE	FRANK	TEACHX	MS+15	16	\$ 43,579	\$ 2,220	\$ 49,324	209
9999	20		514561079	PHILLIPSON	BARBARA	TEACHX	MS	18	\$ 44,101	\$ 2,220	\$ 49,858	209
9999	20		370765818	UNRUH	SAUNDRA	TEACHX	EDSP	13	\$ 42,796	\$ 2,220	\$ 48,292	209
									\$ 4,719,873	\$ 216,450	\$ 5,328,926	

42-13

March 4, 1997

To: The Honorable Chairperson Senator Barbara Lawrence and Honorable Senate Education Committee Members.
Fr: Paul E. Conner, Superintendent of Schools, USD 474, Haviland
Re: HB 2112

We have an opportunity to add language to HB 2112 that would enhance the operation and control of cooperatives and interlocals by and between school districts. Without the minor change in language, a school district must have 100% of the member school districts of a cooperative or an interlocal to join or withdraw from the group. This is a good bill that will allow school districts to better serve the educational needs of communities and students across our great state. The addition of minimum language allowing decisions to be made with a 2/3 vote would resolve many issues that face our schools as we strive to offer appropriate, responsible education to students.

HB 2112 still maintains oversight and final approval outside the districts involved in the various cooperatives and interlocals. The original intent and integrity of the bill is maintained. With this in mind, we respectfully request that you give consideration to the minor changes that will retain the bill's integrity and at the same time enable districts to resolve issues in a reasonable manner and allow us more time to focus on students instead of issues. We yield to your wisdom and experience and ask that you consider carefully and vote your conviction on HB 2112.

Senate Education
3-6-97
Attachment 5