



Regular Meeting of
the Welch Board of
Education
Monday, June 29, 2026
5:30 PM

Delbert Lovelace High School
Multipurpose/Board Room
707 South Curtis
Welch, Oklahoma 74369

Agenda

NOTE: The Board of Education may discuss, vote to approve, vote to disapprove, vote to table, or decide not to discuss any item on the agenda. The Board of Education reserves the right to take up an agenda item in any order regardless of how items are listed below.

1. Call to Order and Declaration of a Quorum
2. Pledge of Allegiance
3. Public Participation
4. Superintendent's Report
5. Consent Agenda Items recommended for approval by a single vote. Items may be voted on separately at the request of any board member.
 - 5.A. Minutes of the June 8, 2026 Regular Board Meeting
 - 5.B. Treasurer's Report, Activity Fund Report, and status of all funds and investments
 - 5.C. FY26 Encumbrances/Purchase Orders
 - 5.D. FY26 Payments
 - 5.E. FY27 Encumbrances/Purchase Orders
 - General Fund - #1 - #180
 - Building Fund - #1 - #37
 - Insurance Loss Fund - #1 - #2
 - 5.F. School Rental Requests as listed, any others at hand
 - 5.G. Fundraising Activities Requests as listed, any others at hand
 - 5.H. SY26-27 AAVOR Drug Testing Agreement
 - 5.I. FY27 NEO Orthopedics & Rehabilitation LLC
6. Action Agenda - Individual items for discussion and action. The Board may choose to take action on any item listed including motion to approve, motion to not approve, make a specific motion, take no action, table an item, or concur no action required. Members may second a motion, cast a vote, or abstain.
 - 6.A. Discussion and action regarding approving an asphalt parking lot project with A to Z Asphalt & Construction for the FY26 PO amount to not exceed \$40,000.00
 - 6.B. Discussion and action regarding SY26-27 Cafeteria meal prices
 - 6.C. Discussion and action regarding the following FY27 salary and wage schedules:
 1. Certified Teacher Salary Schedule
 2. Athletic Extra-Duty Schedule
 3. Academic and Program Extra-Duty schedule

4. Administrative Salary Schedule
5. Custodian/Maintenance/Grounds Wage Schedule
6. ParaProfessional Wage Schedule
7. School Bus Wage Schedule
8. Building Secretary Wage Schedule
9. Child Nutrition Kitchen Wage Schedule
10. Child Nutrition Director Wage Schedule
11. Substitute and Adjunct Wage Schedule
7. Discussion, consideration, and possible action regarding convening in Executive Session pursuant to OKLA. STAT. Title 25 § 307 (B)(1), (Supp.2002), to discuss the employment, promotion, demotion, disciplining or resignation of any individual salaried public officer or employee:
 1. Employment: Corbin Wilkins, Agriculture/FFA Instructor
 2. Employment: Rebecca Barnard, Kitchen Manager
 3. Employment: Craig Hood, Social Studies Teacher, Coaching duties
 3. Resignations, Morgan Mills and Brandon Miller, any others at hand
8. Return to Open Session, President's Acknowledgement, Executive Session Minutes Compliance Announcement (Members Participating, Items Discussed, No Action Taken)
9. Discussion and action regarding employing Corbin Wilkins for SY26-27 as the Agricultural/FFA Teacher
10. Discussion and action regarding employing Craig Hood, Social Studies Teacher and Assistant Football Coach for SY26-27
11. Discussion and action regarding employing Rebecca Barnard for SY26-27 as a Kitchen Manager
12. Discussion and action regarding approving resignations from Morgan Mills and Brandon Miller and any other at hand
13. New Business
14. Adjournment

Posted the 26th day of June, 2026, at 4:00 PM at the front door of the Delbert Lovelace High School, 707 South Curtis Street, Welch, Oklahoma and WPS website, www.welchwildcats.net.

Signature: _____

Title: Superintendent



Regular Meeting of the
 Welch Board of Education
 Monday, June 8, 2026 5:30
 PM Central

Delbert Lovelace High School
 Multipurpose/Board Room
 707 South Curtis
 Welch, Oklahoma 74369

The Welch Board of Education of Independent School District I017 of Craig County, State of Oklahoma, met in regular session on Monday , June 8th, 2026, in the Multipurpose/Board Room in the Delbert Lovelace High School, 707 South Curtis Street, Welch, Oklahoma.

I, the undersigned Clerk of the Board of Education of Welch Public Schools, District I017 of Craig County, Oklahoma, do hereby certify that at least 24 hours prior to the meeting excluding Saturday, Sunday, and holidays, notices of date, time, place, and agenda of the meeting were posted in prominent public view at the location of the meeting.

 Shannon Walker, Clerk of the Board of Education

1. Call to Order and Declaration of a Quorum
 Attendance Taken at 5:30 PM.

Mr Jesse Highsmith: Present
 Rowdy Layton: Absent
 Shelby Miller: Present
 Brian Mooney: Absent
 Shannon Walker: Present

2. Pledge of Allegiance

3. Public Participation -No Public Participation.

4. Superintendent's Report

The school campus outside LED project is complete and we have used up the remainder of the Security funds. The end of June the flooring projects will be starting. We are up in our yearly collections by over \$100,000.00 at this point. We still have some added funds to come in.

Motion to approve Consent Agenda Items 5.A. Minutes of the May 18, 2026 Regular Board Meeting 5.B. Treasurer's Report, Activity Fund Report, and status of all funds and investments 5.C. FY26 Encumbrances/Purchase Orders, General Fund #238, Building Fund #45 5.D. FY26 Payments General Fund #1284 - #1314 Building Fund #68 - #75 Insurance Loss Fund #11, 5.E. Out of State Trips any others at hand, 5.F. Fundraising Activities Requests as listed, any others at hand, 5.G. FY27 Memberships and Agreements, OPSRC, OK Public School Resource Center, OROS, Organization of Rural OK Schools, OSAG, Workers' Compensation Insurance Quote

,Kellogg & Sovereign Consulting Fee Schedule - ERATE Services . This motion, made by Shannon Walker and seconded by Shelby Miller, passed.

Mr Jesse Highsmith: Yea, Rowdy Layton: Absent, Shelby Miller: Yea, Brian Mooney: Absent, Shannon Walker: Yea

Yea: 3, Nay: 0, Absent: 2

6.A. Discussion and action regarding a Resolution with OSIG for property and liability insurance coverage for FY27, presentation Matt McClaran

Motion to take action regarding a Resolution with OSIG for property and liability insurance coverage for FY27, presentation Matt McClaran. Mat let us know there was an eleven percent increase since last year, since we had completed the gym and added back in coverage for it.

Mr. Ramsey recommended to the board to raise the total proposal for coverage to Option #3, with a total policy of \$5 million. Mr. Ramsey also recommended the Purchase Order be in place in July for the insurance and to approve the resolution for July 2026. This motion, made by Shannon Walker and seconded by Shelby Miller, passed.

Mr Jesse Highsmith: Yea, Rowdy Layton: Absent, Shelby Miller: Yea, Brian Mooney: Absent, Shannon Walker: Yea

Yea: 3, Nay: 0, Absent: 2

6.B. Discussion and possible action regarding F27 Title III Part A Consortium Agreement between Commerce and Welch Public Schools

Action regarding F27 Title III Part A Consortium Agreement between Commerce and Welch Public Schools. Other schools needed to be added to the Consortium to be able to obtain the funds from the Federal government. This motion, made by Shannon Walker and seconded by Shelby Miller, passed. Mr Jesse Highsmith: Yea, Rowdy Layton: Absent, Shelby Miller: Yea, Brian Mooney: Absent, Shannon Walker: Yea

Yea: 3, Nay: 0, Absent: 2

6.C. Discussion and action regarding college and career pathways for HS graduation Class of 2030

Mrs. Ezell explained to the board how she and Mrs. April Miller had worked together to get the career pathways ready and in place for upcoming school year and how these opportunities would be so helpful to our students. This motion, made by Shannon Walker and seconded by Shelby Miller, passed.

Mr Jesse Highsmith: Yea, Rowdy Layton: Absent, Shelby Miller: Yea, Brian Mooney: Absent, Shannon Walker: Yea

Yea: 3, Nay: 0, Absent: 2

7. Discussion, consideration, and possible action regarding convening in Executive Session pursuant to OKLA. STAT. Title 25 § 307 (B)(1), (Supp.2002), to discuss the employment, promotion, demotion, disciplining or resignation of any individual salaried public officer or employee:

1. Employment, Amanda Herd, Certified Teacher, SY26-27
2. Resignations, any others at hand

No action was taken.

8. Return to Open Session, President's Acknowledgement, Executive Session Minutes
Compliance Announcement (Members Participating, Items Discussed, No Action Taken)

No action was taken.

9. Discussion and action regarding employment Amanda Herd, Certified Teacher for SY26-27

Mr. Ramsey recommended Amanda Herd, Certified Teacher for hire. This motion, made by Shannon Walker and seconded by Shelby Miller, passed.

Mr Jesse Highsmith: Yea, Rowdy Layton: Absent, Shelby Miller: Yea, Brian Mooney: Absent, Shannon Walker: Yea

Yea: 3, Nay: 0, Absent: 2

10. Discussion and action regarding resignations and any others at hand

No action taken, there were no resignations.

11. New Business

Motion for permission for Mr. Ramsey to spend up to \$25,000.00 with CDW for IT equipment funded through the Small Rural School grant. Shelby Miller second. This motion, made by Shannon Walker and seconded by Shelby Miller, passed.

Mr Jesse Highsmith: Yea, Rowdy Layton: Absent, Shelby Miller: Yea, Brian Mooney: Absent, Shannon Walker: Yea Yea: 3, Nay: 0, Absent: 2

A quote for \$24, 029.00 from CDW for IT equipment was presented that needs to be spent by June 30th. Shannon Walker made motion for permission for Mr. Ramsey to spend up to \$25,000.00 with CDW for IT equipment funded through the Small Rural School grant. Shelby Miller second.

12. Adjournment

The meeting was adjourned at 6:15 p.m.

Jesse Highsmith, President

Shannon Walker, Clerk

Rowdy Layton, Vice President

Brian Mooney, Deputy Clerk

Shelby Miller, Member

An official record of these minutes is on file in the Office of the Superintendent, 707 South Curtis Street, Welch, Oklahoma 74369.

Madonna Woolfolk, Board Minutes Clerk

YEARS EXPERIENCE	BACHELOR DEGREE	*BACHELOR DEGREE + NBCT	MASTER DEGREE	*MASTER DEGREE + NBCT	DOCTOR DEGREE	RETIREMENT ALLOWANCE	9 MONTH CODE	10 MONTH CODE	12 MONTH CODE	TR CODE	AMT	TO
0	42,821.00	43,979.00	44,211.00	43,369.00	45,601.00	1,000.00	EC	EF	EI	T20	5.01	60.15
1	43,255.00	44,413.00	44,645.00	43,803.00	46,035.00	1,000.00	EC	EF	EI	T21	8.62	103.41
2	43,689.00	44,848.00	45,079.00	44,238.00	46,469.00	1,000.00	EC	EF	EI	T22	12.14	145.65
3	44,124.00	45,282.00	45,514.00	44,672.00	46,904.00	1,000.00	EC	EF	EI	T23	15.68	188.15
4	44,558.00	45,716.00	45,948.00	45,106.00	47,338.00	1,000.00	EC	EF	EI	T24	19.44	233.33
5	46,030.00	47,188.00	47,420.00	46,578.00	48,810.00	1,300.00	EB	EE	EH	T25	23.23	278.76
6	46,493.00	47,652.00	47,883.00	47,042.00	49,274.00	1,300.00	EB	EE	EH	T26	27.1	325.26
7	46,957.00	48,115.00	48,347.00	47,505.00	49,737.00	1,300.00	EB	EE	EH	T27	31.07	372.82
8	47,420.00	48,578.00	48,810.00	47,969.00	50,200.00	1,300.00	EB	EE	EH	T28	35.12	421.44
9	47,883.00	49,042.00	49,274.00	48,432.00	50,664.00	1,300.00	EB	EE	EH	T29	39.26	471.12
10	49,904.00	51,064.00	51,788.00	50,948.00	54,165.00	1,600.00	EA	ED	EG	T30	43.49	521.87
11	50,397.00	51,556.00	52,281.00	51,441.00	54,658.00	1,600.00	EA	ED	EG	T31	47.8	573.67
12	50,890.00	52,049.00	52,774.00	51,933.00	55,151.00	1,600.00	EA	ED	EG	T32	52.21	626.54
13	51,382.00	52,542.00	53,267.00	52,426.00	55,644.00	1,600.00	EA	ED	EG	T33	56.71	680.48
14	51,875.00	53,035.00	54,759.00	52,919.00	56,136.00	1,600.00	EA	ED	EG	T34	61.29	735.47
15	53,387.00	54,547.00	55,272.00	54,432.00	57,650.00	1,600.00	EA	ED	EG	T35	65.96	791.53
16	53,880.00	55,040.00	55,765.00	54,925.00	58,143.00	1,600.00	EA	ED	EG	T36	70.72	848.65
17	54,373.00	55,533.00	56,258.00	55,418.00	58,636.00	1,600.00	EA	ED	EG	T37	75.57	906.83
18	54,866.00	56,026.00	56,751.00	55,911.00	59,129.00	1,600.00	EA	ED	EG	T38	80.5	966.07
19	55,359.00	56,519.00	57,244.00	56,404.00	59,622.00	1,600.00	EA	ED	EG	T39	85.53	1026.38
20	55,872.00	57,033.00	57,758.00	56,918.00	60,137.00	1,600.00	EA	ED	EG	T40	90.64	1087.75
21	56,365.00	57,526.00	58,251.00	57,412.00	60,630.00	1,600.00	EA	ED	EG	T41	95.85	1150.18
22	56,859.00	58,019.00	58,744.00	57,905.00	61,123.00	1,600.00	EA	ED	EG	T42	101.14	1213.68
23	57,352.00	58,512.00	59,238.00	58,398.00	61,617.00	1,600.00	EA	ED	EG	T43	106.52	1278.23
24	57,845.00	59,005.00	59,731.00	58,891.00	62,110.00	1,600.00	EA	ED	EG	T44	111.99	1343.85
25	59,269.00	60,452.00	61,191.00	60,373.00	63,615.00	1,600.00	EA	ED	EG	T45	117.54	1410.53
26	59,769.00	60,952.00	61,691.00	60,873.00	64,115.00	1,600.00	EA	ED	EG	T45	117.54	1410.53
27	60,296.00	61,452.00	62,191.00	61,373.00	64,615.00	1,600.00	EA	ED	EG	T45	117.54	1410.53
28	60,796.00	61,952.00	62,691.00	61,873.00	65,115.00	1,600.00	EA	ED	EG	T45	117.54	1410.53
29	61,296.00	62,452.00	63,191.00	62,373.00	65,615.00	1,600.00	EA	ED	EG	T45	117.54	1410.53
30	61,796.00	62,952.00	63,691.00	62,873.00	66,115.00	1,600.00	EA	ED	EG	T45	117.54	1410.53
31	62,221.00	63,404.00	64,143.00	63,325.00	66,567.00	1,600.00	EA	ED	EG	T45	117.54	1410.53
32	62,714.00	63,897.00	64,636.00	63,818.00	67,060.00	1,600.00	EA	ED	EG	T45	117.54	1410.53
33	63,207.00	64,390.00	65,129.00	64,311.00	67,553.00	1,600.00	EA	ED	EG	T45	117.54	1410.53
34	63,700.00	64,883.00	65,622.00	64,804.00	68,046.00	1,600.00	EA	ED	EG	T45	117.54	1410.53
35	64,193.00	65,376.00	66,115.00	65,297.00	68,539.00	1,600.00	EA	ED	EG	T45	117.54	1410.53

SB 201 \$2000.00 Teacher Pay Raise added to schedule, HS 1010xx \$1220 pay raise included in schedule
House Bill 1023xx: Increase in Minimum Salary Schedule
Senate Bill 1119: Increase in Minimum Salary Schedule
*National Board Certification columns are for teachers who applied for and/or received National Board Certification after June 30, 2013. Added 2/11/2014
Board approved 7-23-25



**WELCH PUBLIC SCHOOL
EXTRA DUTY ASSIGNMENT PAY
SCHEDULE
ATHLETIC DEPARTMENT**

26-27 DRAFT

<u>Season</u>	<u>Assignment</u>	<u>Code</u>	<u>25-26 Approved</u>
all	Athletic Director	A01	\$4,000.00
	Assistant Athletic Director	A02	\$2,000.00
Fall	Football – Head	A11	\$4,500.00
	Football – Assistant	A12	\$2,375.00
	Football – Head	A13	\$2,250.00
	Football – Assistant	A14	\$1,375.00
	Fast-Pitch Softball – Head	A51	\$3,500.00
	Fast-Pitch Softball – Assistant	A52	\$1,875.00
	Fast-Pitch Softball – Head	A53	\$1,500.00
	Fast-Pitch Softball – Assistant	A54	\$850.00
Winter	Basketball – Boys – Head	A21	\$4,500.00
	Basketball – Boys – Assistant	A22	\$2,000.00
	Basketball – Boys – Head	A25	\$2,000.00
	Basketball–Boys – Ass't	A31	\$875.00
	Basketball – Boys	A27	\$462.50
	Basketball – Girls	A27	\$462.50
	Basketball – Boys – Head	A28	\$925.00
	Basketball – Girls – Head	A23	\$4,500.00
	Basketball – Girls – Assistant	A24	\$2,000.00
	Basketball – Girls – Head	A26	\$2,000.00
	Basketball– Girls – Ass't	A36	\$875.00
	Basketball – Girls – Head	A30	\$925.00
	Powerlifting – Boys & Girls	A35	\$750.00
Spring	Slow-Pitch Softball – Head	A61	\$2,500.00
	Slow-Pitch Softball – Assistant	A62	\$1,000.00
	Track & Cross Country – Head	A32	\$2,500.00
	Baseball – Head	A41	\$3,500.00
	Baseball – Assistant	A42	\$1,875.00
	Baseball – Head	A43	\$1,500.00
	Baseball – Assistant	A44	\$850.00
Summer	Prep Baseball (June)	A71	\$700.00
	Softball (June)	A74	\$700.00
	Basketball – Boys (June)	A72	\$700.00
	Summer Pride - Boys (June)	A75	\$700.00
	Summer Pride – Girls (June)	A75	\$700.00
	Basketball – Girls (June)	A73	\$700.00
As Needed	Gate and Clock Duty		\$50.00
	Sporting Events		
As Needed	Basketball Concession Duty		\$75.00



26-27 DRAFT

Assignment	Code	Location	Amount	Personnel
Assistant Principal - Dean of Students		District	\$5,000.00	
Federal REAP & E-Rate	E39	District	\$1,200.00	
FFA Sponsor	E20	District	\$6,000.00	
Afterschool Tutor/Detention – Per Hour	E15	District	\$50.00	
Art Club	E17	High School	\$250.00	
Band & Vocal Music	E83	HS/MS	\$2,500.00	
Cheerleading-HS	E01	HS/MS	\$2,500.00	
Cheerleading-MS	E03	MS	\$1,000.00	
Junior Class Sponsor	E18	High School	\$1,500.00	
Junior Class Sponsor	E18	High School	\$1,500.00	
National Honor Society	E06	High School	\$1,000.00	750 to 1000
Newspaper	E11	High School	\$1,000.00	750 to 1000
Professional Development Chair	E13	District	\$900.00	
Gifted/Talented Coordinator	E61	District	\$1,500.00	
Gifted/Talented & Quiz Bowl	E64	Elementary	\$1,500.00	
Gifted/Talented & Quiz Bowl	E66	Middle School	\$1,500.00	
Gifted/Talented & Quiz Bowl	E67	High School	\$1,500.00	
Special Education Program Coordinator	E41	District	\$4,500.00	3750 to 4500
Sped % above contract for Severe/Profound		District	15%	
Sped % above contract for Mild/Moderate		District	10.00%	
Student Council	E04	High School	\$1,000.00	750 to 1000
Federal Program Coordinator	E45	District	\$3,500.00	3000 to 3500
Information Technology Director	E97	District	\$4,000.00	3000 to 4000
Speech/Debate Competitive	E21	High School	\$1,000.00	
Title III English/Second Lang. Coordinator	E37	District	\$0.00	
Johnson O' Malley (JOM) Coordinator		District	\$750.00	
Title VI Indian Education Coordinator	E38	District	\$0.00	
Website Administrator	E12	District	\$1,500.00	1000 to 1500
Yearbook	E07	High School	\$2,000.00	1500 to 2000



**WELCH PUBLIC SCHOOLS
ADMINISTRATIVE SALARY SCHEDULE
2026-2027**

SUPERINTENDENT SALARY: Benefits includes Teacher Retirement-7%; Teacher Retirement Offset; 2025-2026 CCOSA Dues* allowance; and Medical/Dental insurance – \$728.20* per month**. Contract will be 12 months. Allowed annually 15 vacation days, 12 sick days, and 3 personal days.

Base Salary.....\$ 114,991.10 plus benefits stated above

ELEMENTARY SCHOOL PRINCIPAL SALARY: Benefits includes Teacher Retirement-7%; Teacher Retirement Offset; 2025-2026 CCOSA Dues* allowance. Receives from State the Flex Benefit Allowance of 100% of a high option health premium or cash in lieu of benefits in the sum of \$836.52. Contract will be 12 months. Allowed annually 10 vacation days, 12 sick days, and 3 personal days.

Base Salary.....\$86,500.00 plus benefits stated above

MIDDLE SCHOOL / HIGH SCHOOL PRINCIPAL SALARY: Benefits includes Teacher Retirement-7%; Teacher Retirement Offset; 2025-2026 CCOSA Dues* allowance. Receives from State the Flex Benefit Allowance of 100% of a high option health premium or cash in lieu of benefits in the sum of \$836.52. Contract will be 12 months. Allowed annually, 10 vacation days, 12 sick days, and 3 personal days.

Base Salary.....\$81,500.00 plus benefits stated above

DISTRICT ENCUMBRANCE CLERK: Benefits includes Teacher Retirement-7%; Receives from State the Flex Benefit Allowance of 100% of a high option health premium or cash in lieu of benefits. Contract will be 12 months. Allowed annually 12 sick days, vacation days as per policy, and 3 personal days.

Base Salary.....\$52,083.20 plus benefits stated above

DISTRICT TREASURER/BOARD MINUTES CLERK: Benefits includes Teacher Retirement-7%; Receives from State the Flex Benefit Allowance of 100% of a high option health premium or cash in lieu of benefits. Contract will be 12 months. Allowed annually 12 sick days, vacation days as per policy, and 3 personal days.

Base Salary.....\$44,574.40 plus benefits stated above

*Subject to 2026-2027 rates

**Monthly benefit is based on current insurance rate
(health \$707.00*; dental \$48.58*) which may change in January, 2027

WELCH PUBLIC SCHOOLS
26-27 WAGE SCHEDULE DRAFT

CUSTODIAN/MAINTENANCE/GROUNDS KEEPER

Years of Experience	Hourly Rate M1	Hourly Rate M6
0	\$11.50	\$18.05
1	\$11.60	\$18.30
2	\$11.70	\$18.55
3	\$11.80	\$18.80
4	\$11.90	\$19.05
5	\$12.00	\$19.30
6	\$12.10	\$19.55
7	\$12.20	\$19.80
8	\$12.30	\$20.05
9	\$12.40	\$20.30
10	\$12.50	\$20.55
11	\$12.75	\$20.80
12	\$13.00	\$21.05
13	\$13.25	\$21.30
14	\$13.50	\$21.55
15	\$13.75	\$21.80
16	\$14.00	\$22.05
17	\$14.25	\$22.30
18	\$14.50	\$22.55
19	\$14.75	\$22.80
20	\$15.00	\$23.05
21	\$15.25	\$23.30
22	\$15.50	\$23.55
23	\$15.75	\$23.80
24	\$16.00	\$24.05
25+	\$16.25	\$24.30

260 DAYS – 8 HOURS PER DAY – Includes 9 holidays

M1 – Custodian/Maintenance/GroundsKeeper

M6 – Director of Operations and Transportation

WELCH PUBLIC SCHOOLS
26-27 WAGE SCHEDULE DRAFT

PARAPROFESSIONAL

Years of Experience	Hourly Rate P11	Hourly Rate P13	Hourly Rate P14	Hourly Rate P17	Hourly Rate P18
0	\$10.85	\$15.20	\$15.84	\$16.57	\$18.07
1	\$10.95	\$15.30	\$15.94	\$16.67	\$18.17
2	\$11.05	\$15.40	\$16.04	\$16.77	\$18.27
4	\$11.25	\$15.60	\$16.24	\$16.97	\$18.47
5	\$11.35	\$15.70	\$16.34	\$17.07	\$18.57
6	\$11.45	\$15.80	\$16.44	\$17.17	\$18.67
7	\$11.55	\$15.90	\$16.54	\$17.27	\$18.77
8	\$11.65	\$16.00	\$16.64	\$17.37	\$18.87
9	\$11.75	\$16.10	\$16.74	\$17.47	\$18.97
10	\$11.85	\$16.20	\$16.84	\$17.57	\$19.07
11	\$11.95	\$16.30	\$16.94	\$17.67	\$19.17
12	\$12.05	\$16.40	\$17.04	\$17.77	\$19.27
13	\$12.15	\$16.50	\$17.14	\$17.87	\$19.37
14	\$12.25	\$16.60	\$17.24	\$17.97	\$19.47
15	\$12.35	\$16.70	\$17.34	\$18.07	\$19.57
16	\$12.45	\$16.80	\$17.44	\$18.17	\$19.67
17	\$12.55	\$16.90	\$17.54	\$18.27	\$19.77
18	\$12.65	\$17.00	\$17.64	\$18.37	\$19.87
19	\$12.75	\$17.10	\$17.74	\$18.47	\$19.97
20	\$12.85	\$17.20	\$17.84	\$18.57	\$20.07
21	\$12.95	\$17.30	\$17.94	\$18.67	\$20.17
22	\$13.05	\$17.40	\$18.04	\$18.77	\$20.27
23	\$13.15	\$17.50	\$18.14	\$18.87	\$20.37
24	\$13.25	\$17.60	\$18.24	\$18.97	\$20.47
25+	\$13.35	\$17.70	\$18.34	\$19.07	\$20.57

168 DAYS – 7.0 HOURS PER DAY

P11 – Paraprofessional – Tier 1

P13 – Paraprofessional – Tier 2 – Special Education – High Needs Assignment

P14 – Paraprofessional – Tier 2 – Special Education – High Needs - Johnson-O'Malley Coordinator

P17 – Paraprofessional – Tier 2 – Bus Monitor – 7.75 hrs/day

P18 – Paraprofessional – Tier 2 – Bus – Computer Technician – 7.75 hrs/day

WELCH PUBLIC SCHOOLS
2025-2026 WAGE SCHEDULE DRAFT

BUS DRIVER

Years of Experience	Hourly Rate B3, B6
0	\$13.46
1	\$13.56
2	\$13.66
3	\$13.76
4	\$13.86
5	\$13.96
6	\$14.06
7	\$14.16
8	\$14.26
9	\$14.36
10	\$14.61
11	\$14.86
12	\$15.11
13	\$15.36
14	\$15.61
15	\$15.86
16	\$16.11
17	\$16.36
18	\$16.61
19	\$16.86
20	\$17.11
21	\$17.36
22	\$17.61
23	\$17.86
24	\$18.11
25+	\$18.36

WELCH PUBLIC SCHOOLS
26-27 WAGE SCHEDULE DRAFT

SECRETARY

Years of Experience	Hourly Rate C1	Hourly Rate C5
0	\$14.18	\$15.37
1	\$14.28	\$15.47
2	\$14.38	\$15.57
3	\$14.48	\$15.67
4	\$14.58	\$15.77
5	\$14.68	\$15.87
6	\$14.78	\$15.97
7	\$14.88	\$16.07
8	\$14.98	\$16.17
9	\$15.08	\$16.27
10	\$15.18	\$16.37
11	\$15.28	\$16.47
12	\$15.38	\$16.57
13	\$15.48	\$16.67
14	\$15.58	\$16.77
15	\$16.08	\$17.27
16	\$16.18	\$17.37
17	\$16.28	\$17.47
18	\$16.38	\$17.57
19	\$16.48	\$17.67
20	\$16.58	\$17.77
21	\$16.68	\$17.87
22	\$16.78	\$17.97
23	\$16.88	\$18.07
24	\$16.98	\$18.17
25+	\$17.08	\$18.27

11 MONTHS – 211 DAYS – 8.0 HOURS PER DAY (includes 8 Holidays)

C1 – Site Secretary

C5 – Site Secretary – Cafeteria Coordinator – Textbook Coordinator

Code 0.50 FTE (4 hours) – Site Secretary

Code 0.40 FTE (3.5 hours) – Cafeteria Coordinator

Code 0.10 FTE (0.5 hours) – Textbook Coordinator

WELCH PUBLIC SCHOOLS
2025-2026 WAGE SCHEDULE DRAFT

Child Nutrition

Years of Experience	Hourly Rate C1	Hourly Rate C2
0	\$13.00	\$12.00
1	\$13.10	\$12.10
2	\$13.20	\$12.20
3	\$13.30	\$12.30
4	\$13.40	\$12.40
5	\$13.50	\$12.50
6	\$13.60	\$12.60
7	\$13.70	\$12.70
8	\$13.80	\$12.80
9	\$13.90	\$12.90
10	\$14.00	\$13.00
11	\$14.10	\$13.10
12	\$14.20	\$13.20
13	\$14.30	\$13.30
14	\$14.40	\$13.40
15	\$14.50	\$13.50
16	\$14.60	\$13.60
17	\$14.70	\$13.70
18	\$14.80	\$13.80
19	\$14.90	\$13.90
20	\$15.00	\$14.00
21	\$15.10	\$14.10
22	\$15.20	\$14.20
23	\$15.30	\$14.30
24	\$15.40	\$14.40
25+	\$15.50	\$14.50

C1 – Kitchen Manager – Up to a 220 Day Contract as determined by the Superintendent

C2 – Kitchen Cook – Up to a 220 Day Contract as determined by the Superintendent

WELCH PUBLIC SCHOOLS
2026 – 2027 WAGE SCHEDULE

DIRECTOR OF CHILD NUTRITION

\$43,680.00

Benefits includes Teacher Retirement-7%; Receives from State the Flex Benefit Allowance of 100% of a high option health premium or cash in lieu of benefits in the sum of \$2,276.28. Contract will be 12 months, 260 days. Allowed annually 12 sick days, vacation days as per policy, and 3 personal days.

WELCH PUBLIC SCHOOLS
26-27 WAGE SCHEDULE DRAFT

Substitute and Adjunct Wage Schedule

Assignment	Hourly Rate C1
Certified Teacher Substitute - Per Day	\$85.00
Certified Teacher Substitute - Long Term >30	\$125.00
Certified Teacher Substitute-Life Skill Center	\$85.00
Non-Certified Teacher Substitute - Per Day	\$75.00
Non Tier Certified Paraprofesional Substitute 7hr Day	\$60.00
Tier II Certified Paraprofessional Substitute 7hr Day	\$70.00
Custodian - 8hr Day	\$60.00
Clerical - 8hr Day	\$60.00
Certified Tutor-Detention-Saturday school per hour	\$50.00
Cafeteria Kitchen Worker 7 hr Day	\$75.00
Bus Route Driver - Per Trip	\$40.00
Bus Driver for Extra-Curricular-off work hours	\$15 per hour
Non-Certified Adjunct Teacher - No degree	\$25.00
Non-Certified Adjunct Teacher - College Degree	0 Level Certified Salary Schedule