

Shawnee State University

Digital Commons @ Shawnee State University

Minutes of the Board of Trustees Meetings

Board of Trustees

1-18-1982

January 18, 1982 Meeting Minutes

Shawnee State University

Follow this and additional works at: <https://digitalcommons.shawnee.edu/botmeetings>

Recommended Citation

Shawnee State University, "January 18, 1982 Meeting Minutes" (1982). *Minutes of the Board of Trustees Meetings*. 217.

<https://digitalcommons.shawnee.edu/botmeetings/217>

This Board of Trustee Minutes is brought to you for free and open access by the Board of Trustees at Digital Commons @ Shawnee State University. It has been accepted for inclusion in Minutes of the Board of Trustees Meetings by an authorized administrator of Digital Commons @ Shawnee State University. For more information, please contact svarney@shawnee.edu.

M I N U T E S
SHAWNEE STATE COMMUNITY COLLEGE
Board of Trustees Meeting
Monday, January 18, 1982

The meeting was called to order by Chairman Brown.

ROLL CALL

Members Present: Mrs. Kennedy, Mr. Morgan, Mr. Rittenour, Mr. Baxter,
Dr. Carson, Mr. Jenkins, Mr. Brown

Members Absent: Mr. Hyland, Mr. Vetter

APPROVAL OF MINUTES

Mr. Jenkins moved and Dr. Carson seconded the motion to approve the minutes of the November 16, 1981 meeting and approve Resolutions 32-81 and 33-81.

The minutes were accepted by a unanimous aye vote.

ELECTION OF OFFICERS

Mr. Morgan, chairman of the nominating committee, presented the following slate of officers for election:

Dr. Raymond Carson, Chairman
Mr. F. D. Hyland, Vice Chairman
Mr. R. Neil Hawk, Secretary

Mr. Jenkins moved and Mr. Rittenour seconded the motion to accept this slate of officers for 1982.

Ayes: Mrs. Kennedy, Mr. Rittenour, Mr. Baxter, Dr. Carson, Mr. Jenkins,
Mr. Morgan, Mr. Brown

Nays: None

Mr. Brown congratulated Dr. Carson on his election to the post of Chairman of the Board of Trustees and passed the gavel to Dr. Carson.

Dr. Carson accepted the chairmanship and indicated that he would fulfill his responsibilities to the best of his ability.

Mr. Morgan moved and Mr. Rittenour seconded the motion to establish the third Monday of each month at 7:30 p.m. as the regularly scheduled meeting date, unless otherwise notified. This is the same time that the Board has been meeting and it was felt that the established time should not be changed.

This motion was adopted by a unanimous aye vote.

At this time Mr. Baxter expressed a concern that the minutes should contain appropriate comments made by various Board members as they relate to the agenda items and not simply the resolutions. Various ideas and methods were discussed concerning implementation of this request with the consensus being that when a Board member speaks they could request that their comments be included in the minutes.

PRESIDENT'S REPORT

Mr. Taylor began his report with the information concerning staff resignations. Mr. Golji, Director of the Medical Technology Program, will be leaving at the end of Spring Quarter. Ron Reed, instructor in data processing has resigned. Mike Gampp has been employed to pick up the classes of Mr. Reed. Mr. Gampp has been hired on a quarterly part-time basis to fill the vacancy for winter quarter. Carolyn King, instructor in the Practical Nursing Program, resigned and has been replaced on a full-time basis by Mary Lynd. Mr. John Kennedy, instructor in the Radiology Technology Program is resigning as of January 26, 1982. Mr. Foti will begin the process of advertising and interviewing to replace Mr. Golji and Mr. Kennedy.

Continuing his report Mr. Taylor announced Shawnee State's first retiree is Mrs. Louise Elliott and that she has retired as of December 31, 1981. Mr. Brown made a motion and Mr. Jenkins seconded the motion to send a letter of appreciation to Mrs. Elliott and that it be signed by the Board members.

Ayes: Mrs. Kennedy, Mr. Rittenour, Mr. Baxter, Mr. Jenkins, Mr. Morgan,
Mr. Brown, Dr. Carson

Nays: None

Mr. Taylor introduced Mr. Dan Evans, Director of Continuing Education, to talk about the Winter Enrichment Program. The students selected for this program were selected by the schools, the guidelines being, students of high caliber, capable of doing quality work. The program is basically an extension of the Summer Academy Program that was held on the campus this past summer. The program will provide areas of study to students that are not covered in their day to day classes at their respective schools. Mr. Evans said that they anticipated approximately 240 students enrolling. They were overwhelmed with over 700 students applying (grades 1 through 12) as participants. Unfortunately only 700 of the students applying could be accepted and many subsequently had to be turned away. Students were chosen on a first come first serve basis. There will be 50 actual classes. Classes will be held on Saturday for six consecutive weeks with morning sessions from 9 a.m. to noon, and afternoon sessions from 1 p.m. to 3:30 p.m. Tuition is \$25.00 for each student, paid by their parents and parents are responsible for transportation.

Mr. Evans informed Board members that enough booklets outlining the program, were given to the schools to cover about 20% of the schools population. The question was asked if students from counties, other than Scioto, had been invited to participate. Mr. Evans stated that they had not. Mr. Taylor remarked that perhaps the program could be enlarged in the future to include Lawrence and Pike Counties.

As stated before the Winter Enrichment Program is the result of the Summer Academy which was funded by the Pixley Estate through the Area Foundation. Mr. Baxter, a member of the Foundation, stated that this was the manner in which the foundation hoped programs would work, that is, the Foundation would support the initial program and then the program would be self-supporting.

Mr. Taylor continued his report by stating that he had met with Mr. Riffe concerning the State budget cuts. Mr. Riffe stated that it was unbelievable that 60 days ago a budget was passed and now the state budget is one billion dollars short. There is no way to increase taxes at this time, so therefore, there will be budget cuts. The magnitude of these cuts are not final, only speculative (15-20%) at this time. Mr. Taylor stated that Shawnee State had already included a 3% budget cut in the revised budget estimate and that on Sunday and Monday (January 17 and 18) the administrative staff had met and cut Shawnee's budget another 8.6%. On Friday the administrators will meet with Faculty and Staff to discuss the budget crisis and solicit recommendations from these groups for other possible areas for reductions.

Mr. Taylor stated that capital improvements monies are not included in the general budget, therefore, the new buildings that are being constructed on the campus will in no way reflect on the crisis of the State's current budget. If we do not build the buildings the money would not be returned to the General Fund.

TREASURER'S REPORT

Mr. Hawk gave the Board members a schedule of investments as of December 31, 1981. This schedule is attached to the minutes. Mr. Hawk answered several questions. The college has \$793,000 invested at this time. All investments are invested for no longer than a 90 day term. Most investments are made through Vercor, Inc. and are secured investments. He stated that under the Ohio Revised Code, the College could not make long term investments without Board approval, and that these investments would have to be advertised.

BUILDINGS AND GROUNDS COMMITTEE REPORT

Dr. Carson, Chairman of the Buildings and Grounds Committee, reported that his committee members and other Board members met with eight architects on January 13, and January 14 to review presentations for the projects to be constructed with capital improvements monies. Dr. Carson stated that the Board members were very enthused with the caliber of the companies represented. They met on Wednesday with architects that were giving presentations for the Student Center Addition and Renovation of Massie Hall, these firms were:

Coke and Harpham, Inc. of Columbus, Ohio
Robert Dalton, Architect of Chesapeake, Ohio
William W. Gilfillen, Architect, of Columbus, Ohio
Hayes, Donaldson, Wittenmyer and Partners of Portsmouth, Ohio

On Thursday the Trustees met with the architects that are to design our natatorium, the firms were:

Gartner, Burdick, Bauer-Nilsen, Inc. of Cincinnati
Feinknopf, Macioce and Schappa, of Columbus, Ohio
Wandel and Schnell, Architects, of Columbus, Ohio
P D T & Company of Cincinnati, Ohio

Dr. Carson said that all of these firms had great ideas and felt that any one of them would do an excellent job.

At this time Mr. Morgan moved that the Board of Trustees go into executive session, Mr. Jenkins seconded the motion and the Board adjourned at 8:15 p.m. to executive session.

The Board of Trustees reconvened their regular meeting at 9:10 p.m.

NEW BUSINESS

Mrs. Kennedy, Chairman of the Educational Policies Committee, reported that the Committee had met and discussed approving the College's Student Handbook; College Catalog; Safety Rules and Regulations for Engineering and Industrial Technologies; Purchasing Manual; and Dental Hygiene Manual. Mrs. Kennedy moved the adoption of Resolution 1-82, motion was seconded by Mr. Morgan.

Ayes: Mrs. Kennedy, Mr. Rittenour, Mr. Baxter, Mr. Jenkins, Mr. Brown, Mr. Morgan, Dr. Carson

Nays: None

Continuing the Educational Policies Committee report, Mrs. Kennedy stated that the Committee recommended the adoption of Resolution 2-82, changing the title of the Deans, and the Controller/Treasurer to Vice President.

Vice President of Finance/Treasurer
Vice President of Academic Programs
Vice President of Technical Programs
Vice President of Student Services

Mrs. Kennedy moved the adoption of Resolution 2-82 and Mr. Jenkins seconded the motion.

Ayes: Mrs. Kennedy, Mr. Rittenour, Mr. Baxter, Mr. Jenkins, Mr. Brown, Mr. Morgan, Dr. Carson

Nays: None

The Evaluation of the President was tabled until the February meeting by a unanimous vote of the Trustees.

FINANCE COMMITTEE REPORT

In the absence of Mr. Vetter, Chairman of the Finance Committee, Mr. Morgan reported that the Finance Committee had met with Mr. Taylor and Mr. Hawk. The proposed Administrative Salary System was reviewed at this time. As a result of some concern in regards to the system and the possibility of alternatives, Mr. Morgan requested that Resolution 3-82 (Administrative Salary Schedule) be tabled until the February meeting.

Prior to the February 1981 regular meeting the Finance Committee is to meet with Mr. Taylor and his cabinet to have questions concerning the salary schedule answered and/or to examine other alternatives. The Board as a whole will then meet at 6:00 p.m. to hear and discuss the Finance Committee report concerning the Administrative Salary System.

RESOLUTION 4-82 OHIO PUBLIC FACILITIES COMMISSION

Resolution 4-82, is in compliance with the state law to approve the President or the Treasurer to sign vouchers and all other forms necessary for the expenditure of the capital improvement monies for the construction projects at Shawnee.

Mr. Brown moved and Mr. Morgan seconded the motion to approve Resolution 4-82.

Ayes: Mrs. Kennedy, Mr. Rittenour, Mr. Baxter, Mr. Jenkins, Mr. Brown, Mr. Morgan, Dr. Carson

Nays: None

SELECTION OF ARCHITECTS

Mr. Baxter moved and Mr. Jenkins seconded the motion to name the architectural firm of Hayes, Donaldson, Wittenmyer and Partners for the Massie Hall Renovation and Student Center Addition projects.

Mr. Rittenour stated that while Hayes, Donaldson, Wittenmyer and Partners had cooperated when asked to redo drawings on the last building phase, and that he felt that they did excellent work, he does feel that they should be practical in their design of space. Mr. Rittenour stated that practicality does not take away from beauty.

Mr. Baxter stated that his recommendation of Hayes, Donaldson, Wittenmyer, and Partners was based upon the fact they they designed both Massie Hall and the commons building to which the student union building will be attached and this might less complicate the adjoining of the buildings. Also, the renovation of Massie Hall may be aided by the fact the Hayes, Donaldson, Wittenmyer and Partners know the structure and thus what may or may not be accomplished via renovations. Thus Mr. Baxter felt that the recommendation of this firm was the most logical choice.

Ayes: Mrs. Kennedy, Mr. Baxter, Mr. Jenkins, Mr. Brown, Dr. Carson.

Abstain: Mr. Morgan (possible conflict of interest); Mr. Rittenour (did not meet with architects)

Nays: None

Mr. Morgan moved and Mr. Baxter seconded the motion to name the architectural firm of P D T & Company of Cincinnati to design the natatorium.

Dr. Carson stated that all of the four firms presented good ideas, plans, and thoughts, and that he felt any of the four would do a good job. Mr. Jenkins commented that he felt that PDT had done their homework, and Mr. Baxter stated that he felt their ideas were more original and that they had had experience with in-door pools.

Ayes: Mrs. Kennedy, Mr. Baxter, Mr. Jenkins, Mr. Brown, Mr. Morgan, Dr. Carson.

Abstain: Mr. Rittenour (did not meet with architects)

Nays: None

Mr. Taylor stated that Hayes, Donaldson, Wittenmyer and Partners, have completed plans and designs (under the previous capital improvement bill) for the nursing addition and parking lots and have thus been assigned by the State Architects for this project.

Mr. Brown moved and Mr. Jenkins seconded the motion to confirm this assignment and accept Hayes, Donaldson, Wittenmyer and Partners as the associate architects for the nursing addition and parking lot project.

Ayes: Mrs. Kennedy, Mr. Rittenour, Mr. Baxter, Mr. Jenkins, Mr. Brown, Dr. Carson.

Abstain: Mr. Morgan (possible conflict of interest)

Nays: None

SELECTION OF ATTORNEY

Based on a question of conflict of interest Mr. Baxter made a motion to table the selection of an attorney to handle the purchasing of property to be made with the money included in the capital improvements bill. Concerns were stated that this motion would delay the beginning phase of the property purchasing program. The motion was defeated.

Ayes: Mr. Baxter

Nays: Mrs. Kennedy, Mr. Rittenour, Mr. Morgan, Mr. Brown, Mr. Jenkins, Dr. Carson.

Mr. Jenkins moved that Mr. McCurdy and Mr. McKenzie be selected to handle property purchases under the capital improvements bill on the basis that legal fees be divided fifty-fifty. If either attorney should have a conflict of interest, then the other attorney would handle all the property purchases. If both should have a conflict there will be a special meeting called. Mr. Rittenour seconded the motion.

Ayes: Mrs. Kennedy, Mr. Rittenour, Mr. Morgan, Mr. Brown, Mr. Jenkins, Mr. Baxter, Dr. Carson

Nays: None

Mr. Taylor will check on the concern for conflict of interest with both attorneys.

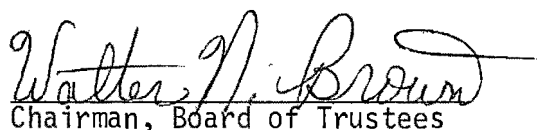
OTHER BUSINESS

Dr. Carson asked if there was any other business to be brought before the Board. There being none; Dr. Carson thanked Mr. Brown for serving as chairman this past year and said he hoped he could do so as well. He stated that he was enthusiastic about the new building projects and tickled to death about what is happening at Shawnee State. He appreciated the opportunity to serve as Chairman of the Board and will give the job all he has. Dr. Carson indicated that committee assignments would be mailed to the Board members with the minutes.

Mr. Morgan made a closing remark, stating that he hoped the new Vice Presidents would live up to whatever it is that is expected of Vice Presidents.

Mr. Morgan moved that the meeting be adjourned. Mr. Brown seconded the motion.

The meeting was adjourned with a unanimous aye vote.


Chairman, Board of Trustees


Secretary, Board of Trustees

RESOLUTION 32-81

Whereas, Carolyn King, instructor in the Practical Nursing Program resigned, and

Whereas Mr. Foti has advertised, screened, and interviewed for a replacement, and

Whereas, Mr. Foti recommends the employment of Mary E. Lynd,

Therefore, be it resolved that the Board of Trustees of Shawnee State Community College appoints Ms. Lynd as a Senior Instructor in the Practical Nursing Program at a salary of \$15,894, prorated to \$10,596 for contract period January 5, to June 20, 1982.

RESOLUTION 33-81

Whereas Brenda Horr has been on an approved leave of absence, and

Whereas Ms. Horr is returning to her duties as an instructor in the Practical Nursing Program,

Be it resolved that the Board of Trustees approves the reactivation of Ms. Horr's contract at a prorated salary of \$12,504, said contract to run from January 5, through July 27, 1982.

RESOLUTION 1-82

Whereas the College Catalog, the Shawnee State Student Handbook, The Safety Rules and Regulations for Engineering and Industrial Technologies, The Purchasing Policies and Procedures, and the Dental Hygiene Policies and Procedures Manual have been developed, and implemented, but have not been approved by the Board, and,

Whereas it has been brought to our attention that such brochures should be adopted by the Board,

Therefore, be it resolved that the Board of Trustees of Shawnee State Community College does adopt the above mentioned rules, regulations, and policies of the College where appropriate.

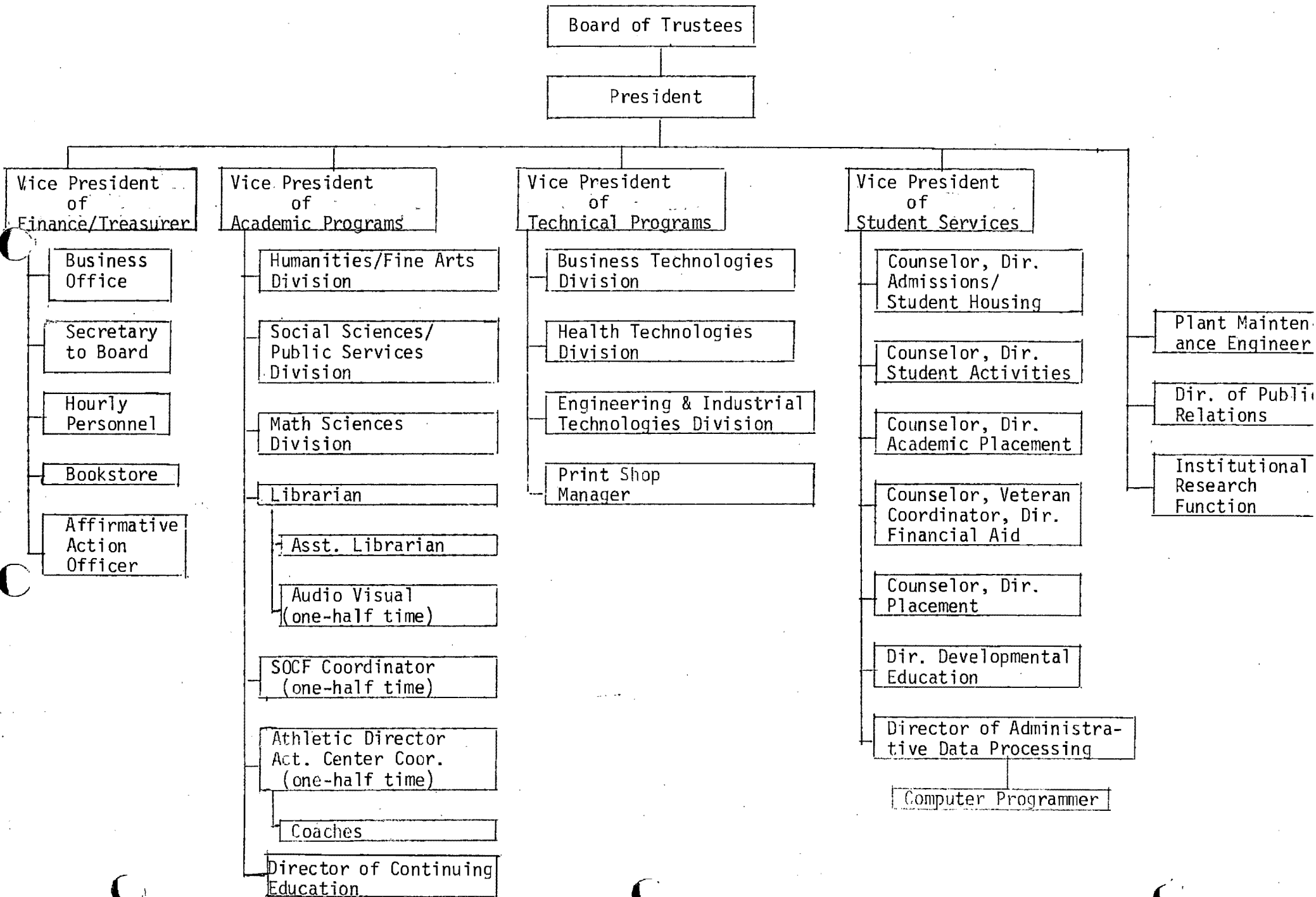
RESOLUTION 2-82

Whereas the President met with the Educational Policies Committee and suggested a change in title for the Deans and the Treasurer/Controller to Vice President of Academic Programs, Vice President of Technical Programs, Vice President of Student Services, and Vice President of Finance/Treasurer, and

Whereas the Committee concurs with the suggestion and recommends the same,

Therefore, be it resolved that the Board of Trustees of Shawnee State Community College hereby approves these title changes, and the necessary adjustments of the organizational chart effective immediately.

ORGANIZATION OF THE COLLEGE



RESOLUTION 4-82

Pertaining to Facilities to be Financed
by the Ohio Public Facilities Commission

Be it resolved by the Board of Trustees of Shawnee State Community College as, follows:

Section 1. The President or the Treasurer of Shawnee State Community College is hereby authorized to complete and sign, on behalf of the College, Ohio Public Facilities Commission forms Nos. 101 and 101-A.

For any or all of the projects for the State Community College provided by or pursuant to the appropriation made under Section 11 of Amended Substitute H.B. No. 552 enacted by the 114th General Assembly and such projects provided for by or pursuant to appropriations made in future enactments of the Ohio General Assemblies.

Section 2. This Board of Trustees agrees to permit the Ohio Public Facilities Commission to use the sites for the purpose of said projects, the boundaries of which are shown in the plans for such projects, for so long as the respective notes, if any, and bonds issued to finance such projects shall be outstanding.

Section 3. The State Community College District, and this Board of Trustees in its behalf, agrees to undertake performance of the functions and responsibilities of a using governmental agency, and of a designated governmental agency to the extent it is such, as provided in the Regulations of the Ohio Public Facilities Commission and any applicable leases, agreements or rules of the Commission, with respect to the aforesaid projects.

Sheet No. _____ of _____

Project Account No. _____

Project Identification:

Plans Prepared by:

Project Plan Dates: First _____ Last _____

Project Account No. _____

Project Identification:

Plans Prepared By:

Project Plan Dates: First _____ Last _____

Project Account No. _____

Project Identification:

Plans Prepared by:

Project Plan Dates: First _____ Last _____

Dated: _____

(Name of Using Governmental Agency)

(Signature of Authorized Officer)

(Officer's Title)

To: Ohio Public Facilities Commission
c/o Director of Office of Budget Management
Columbus, Ohio

Pursuant to Chapter 154 of the Ohio Revised Code and the Regulations of the Ohio Public Facilities Commission, the below designated using governmental agency does hereby confirm, agree and certify as follows with respect to the projects identified on the attached sheet(s):

I. It has approved the plans and specifications for such Projects, the dates of such plans being indicated on the attached by designation of the first and the last date (where available) appearing on such plans.

II. It agrees to undertake the performance of the functions and responsibilities of such using governmental agency, and of a designated governmental agency to the extent it is such, as provided in the Regulations of the Ohio Public Facilities Commission and any applicable leases, agreements or rules of the commission.

III. It agrees to permit the Ohio Public Facilities Commission to use land under the control of this using governmental agency for the Projects identified on the attached sheets, the boundaries of such land as to each such Project being those shown on the respective plans, identified on the attached sheets, for such Project. The permission so granted shall expire as to each Project when all of the obligations, including bonds anticipated by notes, issued by the Commission the proceeds from which are applied to pay any costs of the Project are no longer outstanding under the terms of the applicable bond proceedings; and thereupon the Commission shall have no further right with respect to such land or such Projects and the using governmental agency shall have all rights with respect thereto in accordance with laws applicable to such agency.

IV. Its officer signing below and on the attached sheet(s) is duly authorized to sign the same on behalf of the using governmental agency.

Dated: _____

(Legal name of using governmental agency)

By _____
(Signature of Authorized Officer)

(Officer's Title)

RECEIPT OF CERTIFICATE

The foregoing writing and attached sheet(s) have been received by the Ohio Public Facilities Commission, and said Commission has acquired or has had made available to it in accordance with law the necessary site(s) for each Project identified on the attached sheet(s).

OHIO PUBLIC FACILITIES COMMISSION

Dated: _____

Bv 

ADMINISTRATIVE SALARY SYSTEM

The provisions of the administrative salary system shall apply equally to all administrative employees. An administrator is defined as those employees who (1.) are on twelve (12) month Presidential contracts and/or (2.) spend more than seventy-five percent (75%) of their time engaged in administrative duties.

Each administrative position has been assigned a class and responsibility factor with a corresponding salary range.

<u>Class</u>	<u>Positions Included</u>	<u>Responsibility Factor</u>
I	Administrative Data Processing Programmer	1.0
II	Directors of Associate Degree Nursing, Licensed Practical Nursing, Medical Technology, Respiratory Technology, Radiology Technology, Emergency Medical Technology, Learning Laboratory, Administrative Data Processing, Continuing Education, Physical Plant, Financial Aids, Assistant Librarian, Director of Athletics, and Counselors/Directors	1.35
III	Director of Library	1.5
IV	Director of Dental Hygiene	1.6
V	Vice President Academic Programs, Vice President Technical Programs, Vice President Student Services and Vice President Administrative Services/Treasurer	1.8
VI	President	2.2

The salary ranges are determined by the following formula:
 Current faculty base X 1.35 X responsibility factor
 X the index numbers for the class

Whereas the ranges are based on a factor of the faculty base the ranges will fluxuate in direct proportion to the faculty base.

<u>Class</u>		<u>Salary Ranges</u>	
		<u>Low</u>	<u>High</u>
I	Index Number Salary	.87 13,000	1.35 20,200
II	Index Number Salary	.87 17,624	1.5 30,385
III	Index Number Salary	1.0 22,507	1.5 33,761
IV	Index Number Salary	1.0 24,008	1.5 36,008
V	Index Number Salary	1.0 27,009	1.5 40,509
VI	Index Number Salary	1.0 33,011	1.5 49,516



A. Salary Determination (Initial Employment)

The class is automatically determined by the position title and its inclusion in the classification system and therefore the salary range is predetermined.

The administrator with responsibility over the position in question shall recommend to the President the initial salary by considering the following factors:

- (1.) Highest degree held
- (2.) Years of work experience in higher education
- (3.) Years of work experience directly related to the position description.

However, never shall the salary recommended be at a rate higher than a person currently employed with comparable work experience and education.

B. Salary Determination (Continuing Employees)

This group of employees shall have their new salary calculated by multiplying the employee's current yearly salary by one plus the average faculty percentage increase (including promotions).

Should this calculation result in a salary greater than the highest dollar amount within a salary range then that employee's salary will be the top of the same range.

C. Administrators on contracts for a period of less than twelve months shall have their salary ranges reduced by one-twelfth for each month of non-assignable time. Example; for a ten-month contract, the salary range for a position within class II would be:

<u>Class</u>		<u>Low</u>	<u>High</u>
II	Index number	.87	1.5
	Salary	14,687	25,321

D. This system will be subject to review by the Administrative Cabinet at the end of a three-year period commencing with the date of adoption.

How The System Works

Examples depicting the manner in which the system will operate:

Assumptions:

- (1.) An increase of 400 in the faculty base (\$11,200 to 11,600)
- (2.) The increased base yeilds an average percentage salary increase of 8%.

Effect:

- (1.) Salary Ranges:

Class I salary range would change from \$13,000 - 20,200
to 13,624 - 21,141

Class III salary range would change from \$22,507 - 33,761
to 23,490 - 35,235

Class V salary range would change from \$27,009 - 40,509
to 28,188 - 42,282

- (2.) Salaries:

	Salary	
Class II	1982	1983
Welch	20,710	22,367
Abel	27,699	29,915
Class V		
Foti	32,760	35,381

SHAWNEE STATE COMMUNITY COLLEGE

Schedule of Investments
As of December 31, 1981

<u>Date</u>	<u>Investment</u>	<u>Amount</u>	<u>Annualized Rate %</u>	<u>Due</u>	<u>Interest Earned As of Maturity</u>
10-16-81	CD - Citi Bank	\$200,000.00	16.25%	4-14-82	\$16,250.00
10-23-81	CD - State Saving	102,889.24	17.25	2-12-82	5,521.72
10-30-81	CD - State Saving	100,000.00	17.00	1-8-82	3,305.56
12-2-81	CD - State Saving	135,000.00	13.00	1-15-82	2,145.00
12-30-81	RP - First Pennsylvania	255,746.86	11.875	1-5-82	506.17

ADMINISTRATIVE SALARY SYSTEM

Class I		Class II		Class III		Class IV	
<u>Range</u>	<u>Salaries</u>	<u>Range</u>	<u>Salaries</u>	<u>Range</u>	<u>Salaries</u>	<u>Range</u>	<u>Salaries</u>
Bottom:	\$13,000	\$13,000	Morrison	\$17,624	\$16,903 Scott 17,715 Sykes 18,000 Evans 18,760 Midkiff 20,000 Dawson 20,710 Welch 20,885 Thomas 22,860 Robinson 23,295 Wilson 23,917 Weinbrecht 23,957 Wolfe 24,655 Crabtree 24,987 Fluty 25,828 Davidson 26,388 Chrisman 26,773 Golji 27,699 Abel	\$22,507	\$24,008
					\$27,187 Williams		\$29,464 Kadel
Top:	\$20,200			\$30,385		\$33,761	\$36,008