

# Legacy Schools

## Special Call Meeting

Amended on May 13, 2022 at 7:41 AM CDT

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### Date and Time

Friday May 13, 2022 at 8:00 AM CDT

### Location

3871 PINE LANE  
BESSEMER, AL 35022

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### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>8:00 AM</b>
A. Record Attendance			1 m
B. Call the Meeting to Order			
C. Approve Agenda	Vote		1 m
<b>II. School Update</b>			<b>8:02 AM</b>
A. New Hires 2022 - 2023	Vote		5 m
B. 3OAKS	Vote		5 m
<b>III. Governance: Executive Director/Head of School Search</b>			<b>8:12 AM</b>
A. Executive Director/Head of School Search	Vote	Ruqayyah Abdullah	60 m
<b>IV. Closing Items</b>			<b>9:12 AM</b>
A. Adjourn Meeting	Vote		

# Coversheet

## New Hires 2022 - 2023

<b>Section:</b>	II. School Update
<b>Item:</b>	A. New Hires 2022 - 2023
<b>Purpose:</b>	Vote
<b>Submitted by:</b>	
<b>Related Material:</b>	2022-2023 Salary Schedule (1) (1).pdf



**Legacy**  
**PREP**

**SALARY SCHEDULE**  
**FY 2022**

Board Approved:  
November 9, 2021



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## 9 MONTH SALARY SCHEDULE



Salary Schedule  
FY 2022  
**9 Months / 187 Days**  
**Classroom Guide & Learning Specialist**

STEP	Bachelor's Degree	Master's Degree	6 YR Certificate	Doctoral Degree
0	41,690	47,941	51,695	56,034
1	41,888	47,941	51,741	56,330
2	46,224	52,733	51,741	61,635
3	46,573	52,834	56,860	61,932
4	46,894	53,485	57,988	62,576
5	48,949	55,734	60,373	65,095
6	49,585	56,372	61,011	65,733
7	50,275	57,061	61,700	66,425
8	50,911	57,697	62,334	67,061
9	51,572	58,359	62,997	67,726
10	52,212	59,050	63,689	68,419
11	53,161	59,974	64,635	69,382
12	53,161	59,974	64,635	69,382
13	53,161	59,974	64,635	69,382
14	53,667	60,548	65,255	70,047
15	53,667	60,548	65,255	70,047
16-23	54,272	61,153	65,860	70,653
24	54,272	61,153	66,857	70,653
25	54,272	61,153	66,857	70,653
26	54,878	61,757	66,857	71,257
27+	54,878	61,757	68,194	71,257



Salary Schedule  
 FY 2022  
**9 Months / 187 Days**  
**Aide**

STEP	Teacher Aide
1	20,962
2	21,475
3	21,989
4	22,501
5	23,014
6	23,399
7	23,784
8	24,168
9	24,553
10	24,938
11	25,322
12	25,724
13	26,127
14	26,531
15	26,934
16+	27,339



Salary Schedule  
FY 2022  
**9 months / 187 days**  
**Social Worker**

STEP	Bachelor's Degree	Master's Degree	AA Certificate	Doctoral Degree
1	41,517	47,170	51,354	55,936
2	41,778	47,467	51,650	56,230
3	46,140	52,450	57,025	61,529
4	46,427	52,740	57,235	61,823
5	46,427	53,390	57,884	62,464
6	48,863	55,634	60,265	64,981
7	49,509	56,271	60,903	65,618
8	50,187	56,959	61,591	66,354
9	50,823	57,595	62,224	66,943
10	51,482	58,255	62,886	67,605
11	52,120	58,946	63,575	68,297
12	53,064	59,868	64,520	69,260
13	53,064	59,868	64,520	69,260
14	53,064	59,868	64,520	69,260
15	53,573	60,440	65,137	69,923
16+	53,573	60,440	65,137	69,923





Salary Schedule  
FY 2022  
**182 days**  
**Nurse**

STEP	LPN Nurse Associate's Degree	Registered Nurse Bachelor's Degree	Registered Nurse Master's Degree
1	36,025	45,371	51,552
2	36,441	45,694	51,877
3	36,843	50,425	57,321
4	37,247	50,828	57,661
5	37,652	51,179	58,370
6	38,418	52,075	60,823
7	38,459	54,115	61,522
8	38,863	54,868	62,272
9	39,268	55,564	62,970
10	39,673	56,287	63,695
11	40,076	56,983	64,447
12	40,480	58,016	65,453
13	40,480	58,016	65,453
14	40,480	58,016	65,453
15	40,883	58,573	66,080
16+	40,883	58,573	66,080



**Legacy**  
**PREP**

## **10 MONTH SALARY SCHEDULE**



Salary Schedule  
FY 2022  
**10 Months / 204 Days**  
**CNP Worker**

[Supplemental pay available for additional summer hours worked]

STEP	CNP Worker 6 Hours Per Day	CNP Worker 6.5 Hours Per Day	CNP Worker 7 Hours Per Day
1	15,576	16,675	17,775
2	15,922	17,052	18,183
3	16,270	17,428	18,618
4	16,617	17,805	19,052
5	16,965	18,183	19,485
6	17,313	18,587	19,918
7	17,659	18,990	20,353
8	18,008	19,391	20,785
9	18,369	19,794	21,218
10	18,742	20,197	21,654
11	19,113	20,600	22,087
12	19,853	21,405	22,954
13	20,600	22,210	23,821
14	21,343	23,016	24,688
15	22,086	23,821	25,554
16+	22,829	24,626	26,422



Salary Schedule  
FY 2022  
**Dean of Teaching and Learning / Librarian / Counselor**  
**10 Months / 204 Days**

STEP	Bachelor's Degree	Master's Degree	Ed.S / AA Certificate	Doctoral Degree
1	45,371	51,552	56,120	61,128
2	45,694	51,877	56,444	61,128
3	50,425	57,321	61,915	67,238
4	50,828	57,661	62,577	67,592
5	51,179	58,370	63,286	68,292
6	52,075	60,823	65,889	71,045
7	54,115	61,522	66,586	71,741
8	54,868	62,272	67,340	72,496
9	55,564	62,970	68,029	73,189
10	56,287	63,690	68,753	73,911
11	56,983	64,447	69,507	74,669
12	58,016	65,453	70,541	75,722
13	58,016	65,453	70,541	75,722
14	58,016	65,453	70,541	75,722
15	58,573	66,080	71,215	76,446
16-23	58,573	66,080	71,215	76,446
24	59,178	66,685	71,819	77,052
25	59,178	66,685	71,819	77,052
26	59,178	66,685	71,819	77,052
27+	59,782	67,290	72,424	77,656



## Salary Schedule

FY 2022

**10 months / 204 days****Program [Gifted / Special Education] Specialist****[ ] = Part Time at 20 hours per week**

Other part-time contracted hours will be based on years of experience and negotiation with the Superintendent.

STEP	Bachelor's Degree	Master's Degree	Ed.S / AA Certificate	Doctoral Degree
1	58,180 [29,090]	63,739 [31,870]	68,585 [34,292]	73,015 [36,507]
2	58,517 [29,259]	64,317 [32,159]	69,165 [34,582]	73,591 [36,795]
3	58,854 [29,427]	64,894 [32,447]	69,743 [34,871]	74,169 [37,084]
4	59,190 [29,595]	65,473 [32,736]	70,320 [35,160]	74,747 [37,373]
5	59,527 [29,764]	66,050 [33,025]	70,899 [35,449]	75,326 [37,663]
6	59,865 [29,932]	68,605 [34,302]	70,899 [35,449]	78,158 [39,079]
7	60,200 [30,100]	69,203 [34,601]	74,194 [37,097]	78,753 [39,376]
8	60,537 [30,269]	69,797 [34,898]	74,817 [37,408]	79,347 [39,673]
9	60,873 [30,436]	70,394 [35,197]	75,385 [37,692]	79,942 [39,971]
10	61,210 [30,605]	70,989 [35,494]	75,980 [37,990]	80,536 [40,268]
11	61,546 [30,773]	70,989 [35,494]	75,980 [37,990]	80,536 [40,268]
12	61,884 [30,942]	71,329 [35,664]	76,343 [38,171]	80,923 [40,461]
13	61,884 [30,942]	71,329 [35,664]	76,343 [38,171]	80,923 [40,461]
14	61,884 [30,942]	71,329 [35,664]	76,343 [38,171]	80,923 [40,461]
15	62,221 [31,110]	72,010 [36,005]	77,074 [38,537]	81,698 [40,849]
16+	62,221 [31,110]	72,010 [36,005]	77,074 [38,537]	81,698 [40,849]



Salary Schedule  
FY 2022  
**10 months / 204 days**  
**Assistant Director of School Operations**

STEP	Assistant Director of School Operations
1	49,085
2	50,465
3	50,960
4	51,713
5	52,466
6	53,219
7	53,972
8	54,725
9	55,478
10	56,231
11	56,984
12	57,737
13	58,490
14	59,243
15+	60,000



**Legacy**  
**PREP**

## **12 MONTH SALARY SCHEDULE**



Salary Schedule  
FY 2022  
**12 Months/240 Days**  
**Child Nutrition Area Supervisor**

STEP	CNP Area Supervisor Master's Degree	CNP Area Supervisor Bachelor's Degree
1	57,616	51,075
2	58,471	52,097
3	60,186	53,138
4	61,893	54,201
5	63,614	55,286
6	65,325	56,392
7	67,033	57,519
8	68,742	58,669
9	72,169	59,843
10	73,881	61,039
11	75,594	62,261
12	77,304	63,505
13	79,017	64,777
14	80,519	66,071
15	83,081	67,393
16+	85,014	68,740





Salary Schedule  
FY 2022  
**12 months / 240 days**  
**Operations and Finance**

STEP	Technology Specialist	Executive Coordinator	Financial Assistant
1	51,983	40,068	40,933
2	53,206	40,868	42,014
3	54,466	41,668	43,102
4	55,667	42,468	44,175
5	56,889	43,268	45,317
6	58,139	44,068	46,426
7	59,354	44,868	47,537
8	60,592	45,668	48,656
9	61,000	46,468	49,240
10	61,408	47,268	49,831
11	61,885	48,068	50,033
12	62,363	48,868	50,235
13	62,838	49,668	50,870
14	63,315	50,468	51,073
15	63,792	51,268	51,275
16+	64,270	52,068	51,920



**Salary Schedule**  
**FY 2022**  
**12 months / 240 days**  
**Chief Officer / School Leader / Director**

Chief Officer	School Leader	Director
\$85,000 minimum	Master's Range: \$88,691-\$103,104	\$75,289
[Negotiable with Board based on experience]	Ed.S / AA Certification: \$90,908-\$107,538	
	Doctoral Range: \$94,234-\$110,864	



# SUPPLEMENTAL SALARY SCHEDULE



Salary Schedule  
FY 2022

<b>Position Title</b>	<b>Stipend/Supplemental Amount</b>
Summer Enrichment Teacher	\$30.00 per hour
After-Hour Duties/Planning Period Usage	\$25.00 per hour
Tutoring	\$25.00 per hour

# Coversheet

## 3OAKS

**Section:** II. School Update  
**Item:** B. 3OAKS  
**Purpose:** Vote  
**Submitted by:**  
**Related Material:**  
Payment Agreement (Legacy and 3Oaks Resource Group Intl) 4866-2250-8574 v.2 - vRED.pdf

## PAYMENT AGREEMENT

**THIS PAYMENT AGREEMENT** (this “**Agreement**”) is entered into and dated effective as of March 8, 2022 (the “**Effective Date**”), by and between **LEGACY SCHOOLS**, an Alabama nonprofit corporation doing business as Legacy Prep (“**Legacy**”) and **3OAKS RESOURCE GROUP INTL** (“**3OAKS**”/“**3Oaks**”) and together with Legacy, each a “**Party**” and collectively, the “**Parties**”).

**WHEREAS**, the Parties are parties to that certain invoicing, dated as of August 2, 2021 (as amended, the “**Payment Agreement Invoice**”), and

**WHEREAS**, the Parties mutually desire to ~~(i)~~ compromise the fees payable under the **Payment Agreement Invoice** subject to the terms and conditions of this Agreement.

**NOW, THEREFORE**, in consideration of the premises, the mutual covenants and agreements set forth herein, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged by each Party, the Parties, intending to be legally bound, agree as follows:

### 1. Compromise Fee; Acknowledgement.

~~2. Compromise Fee; Acknowledgement~~(a) Compromise Fee. The Parties agree that in lieu of the payment of any and all fees or other sums or payments due from Legacy to 3Oaks under the ~~Invoice Agreement~~, Legacy shall pay 3Oaks the sum of One-Hundred ~~and~~Forty-Four Thousand Four Hundred ~~and~~Twelve and ~~52~~~~/100~~~~/100~~ Dollars (\$144,412.52) (~~the~~~~The~~ “**Compromise Fee**”), which shall be payable in the manner, and on or before the dates, specified in ~~the attached Exhibit A~~ this Section 1.

(b) Manner of Payment. Each installment payment of the Compromise Fee from Legacy to 3Oaks shall be made in immediately available funds by ACH deposit or check payable to 3 Oaks Resources Group International at PO Box 565492, Pinecrest, Florida 33256.

(c) Payment Schedule. Installments of the Compromise Fee shall be paid in the manner provided in Section 1(b), in the amounts, and on or before the dates, set forth in the table below in this Section 1(c):

<u>Payment Due Date</u>	<u>Payment Amount</u>
<u>April 31, 2022</u>	<u>\$15,000.00</u>
<u>May 30, 2022</u>	<u>\$5,000.00</u>
<u>June 30, 2022</u>	<u>\$5,000.00</u>
<u>July 31, 2022</u>	<u>\$5,000.00</u>
<u>August 31, 2022</u>	<u>\$5,000.00</u>
<u>September 30, 2022</u>	<u>\$5,000.00</u>
<u>October 31, 2022</u>	<u>\$5,000.00</u>
<u>November 30, 2022</u>	<u>\$5,000.00</u>
<u>December 31, 2022</u>	<u>\$5,000.00</u>
<u>January 31, 2023</u>	<u>\$89,412.52 or Total remaining balance DUE</u>
<u>TOTAL</u>	<u>\$144,412.52</u>

4866-2250-8574v1030722

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limit the rights of Legacy to utilize the **materials**<sup>3</sup> (as defined in the Invoice ~~Agreement~~) with respect to the **Furniture**<sup>4</sup> (as defined in the Invoice ~~Agreement~~).

4. **Binding Effect.** This Agreement shall be binding upon and shall inure to the benefit of the Parties and their respective successors and permitted assigns.

5. **Entire Agreement.** This Agreement constitutes the entire agreement and understanding of the Parties with respect to the subject matter hereof and supersedes all prior agreements and understandings (whether written or oral) relating to the subject matter hereof, and there are no agreements, understandings, warranties, representations, or covenants of the Parties hereof other than those set forth in this Agreement.

6. **Governing Law.** This Agreement shall be governed by, construed in accordance with, and enforced under the laws of the State of Alabama, without giving effect to conflict of laws principles.

7. **Further Assurances; Necessary Actions.** The Parties agree to sign, execute, and deliver, or cause to be signed, executed, and delivered, and to do or make, or cause to be done and made, upon the written request of the other Party, any and all agreements, instruments, papers, documents, waivers, acts, or things, supplemental, confirming, or otherwise, as may be reasonable requested to effect the purpose and intent of this Agreement.

8. **Severability.** If any term or provision of this Agreement or the application thereof under certain circumstances is declared invalid, illegal, or unenforceable by a court of competent jurisdiction, such invalidity, illegality, or unenforceability shall not affect any other term or provision of this Agreement or any other application thereof.

9. **Headings and Captions.** The headings and captions set forth in this Agreement are for convenience and reference only and shall not be used in interpreting or construing this Agreement.

10. **Recitals.** The recitals to this Agreement are incorporated in, and made a part of, this Agreement.

11. **Counterparts; Facsimile Execution.** This Agreement may be executed in two or more counterparts, each of which shall be deemed an original, but all of which taken together shall constitute one and the same instrument. Counterparts may be delivered via facsimile, electronic mail (including, .pdf), or other transmission method and any counterpart so delivered shall be deemed to have been duly and validly delivered and shall be valid and effective for all purposes.

[Signatures appear on the following pages]

[Remainder of this page intentionally left blank]

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<sup>3</sup> [Note to Draft: Does the Invoice actually define "materials"?](#)

<sup>4</sup> [Note to Draft: Does the Invoice actually define "furniture"?](#)

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**IN WITNESS WHEREOF**, the Parties have mutually executed and delivered this Agreement to be effective as of the Effective Date.

**LEGACY:**

**LEGACY SCHOOLS**

By: \_\_\_\_\_  
 Name: \_\_\_\_\_  
 Title: \_\_\_\_\_

**3OAKS:**

**3OAKS RESOURCE GROUP INTL**

By: \_\_\_\_\_  
 Name: \_\_\_\_\_  
 Title: \_\_\_\_\_

**Exhibit A**

**Compromise Fee**

<b><u>Payment Due Date</u></b>	<b><u>Payment Amount</u></b>
April 31, 2022	\$15,000.00
May 30, 2022	\$5,000.00
June 30, 2022	\$5,000.00
July 31, 2022	\$5,000.00
August 31, 2022	\$5,000.00
September 30, 2022	\$5,000.00
October 31, 2022	\$5,000.00
November 30, 2022	\$5,000.00
December 31, 2022	\$5,000.00
January 31, 2023*	\$89,412.52 or Total remaining balance DUE
<b><u>TOTAL</u></b>	<b><u>\$144,412.52</u></b>

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**\*Interest fees and late payments will begin to accrue on balance after this date. The total remaining balance of contract will be due.**

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