

SCHOOL BOARD MINUTES

- (1) The Board of School Directors of the Lebanon School District met in regular session on Monday, August 17, 2015, at 7:00 p.m. in the board conference room of the senior high school as advertised in the Daily News on December 3, 2014.
- (2) President Peter N. Pyles, Jr., called the meeting to order at 7:00 p.m. Everyone participated in the Pledge of Allegiance to the Flag.
- (3) On roll call by the secretary, the following board members were present: Mrs. Debra L. Bowman, Dr. Anne V. Dall, Mrs. Rose Marie R. Kotay, Mr. Michael J. Kuhn, Mr. Peter N. Pyles, Jr., Mr. Thomas L. Schaffer, Mr. Paul Topping and Mr. Cornell Wilson. Mr. Joshua Golgowski was absent. Also present were Dr. Marianne T. Bartley, superintendent of schools, Mrs. Mary A. Harrell, secretary; and Mr. Curtis O. Richards, business manager and treasurer; and Mr. Michael Bechtold, solicitor.
- (4) Also present were Dr. Chris Danz, assistant to the superintendent for HR and pupil services; Mr. Michael Murphy, assistant to the superintendent for assessment & accountability; Shawn Canady, chief information officer; Mr. Dustin Nikles, director of technology; Mr. Brian Hartman, director of buildings and grounds; Mr. Josh Coatsworth, coordinator of special education; Mr. Fred Shattls, director of ESOL; Mr. George Horn, community member; Mr. John Latimer of the Lebanon Daily News and Laura LeBeau from WLBR.
- (5) RESOLUTION #15237 - The minutes of the regular meeting held on July 20, 2015 were offered for consideration. It was moved by Mr. Schaffer and seconded by Mr. Topping, that the minutes be approved. All members voiced consent and so ordered.
- (5) Mrs. Kotay announced that board members would find in their packet a hearing report for the following recently conducted disciplinary hearing:

Case 2014/2015 - #72
- (6) Mrs. Kotay stated that a recommendation is included from the committee on suspension and expulsion of students on the hearing report. A copy of the hearing report is included with these minutes.
- (7) RESOLUTION #15238 - It was moved by Mr. Schaffer and seconded by Mr. Topping to accept the committee's recommendation as set forth in the hearing report. The motion passed with a unanimous vote.

(8) In updating the Board about the budget, Dr. Bartley stated that we are aware that the State Budget has not passed yet. Thanks to the prudent management of our Board and Administration, we are in good fiscal shape to get us through the next few months without borrowing.

(9) Dr. Bartley shared the following 2015-2016 School Year Goal:

Student achievement is our goal. Our number one indicator is for all of our students to have the necessary experiences to develop the knowledge and skills for their chosen career path.

How do we get there?

We get there by fostering relationships with our students to the degree that we can customize our learning environment to support their strengths, needs, and interests.

To achieve this end, we will:

- Create and maintain a safe and healthy learning environment that supports social and emotional wellness.
- Utilize an aligned curriculum to ensure students experience relevance and meaning in mastering the PA Core Standards.
- Research, implement, and refine best teaching practices to personalize and accelerate learning.
- Analyze data to monitor our progress and adjust our strategies to ensure all of our students make a minimum of one year's growth annually.
- Use our resources efficiently and effectively towards achieving our goal.

(10) In updating the Board about Northwest Elementary School, Dr. Bartley stated that administration, our architect, and our plant manager met with Jim Vogel at PDE to discuss PlanCon and PDE approval for the new Northwest building. The following events are tentatively scheduled to happen:

- September 21 – Act 34 Hearing and Land Acquisition meeting.
- November 9 – Approval of Parts D & E
- December 7 – Approval of Part F

(11) Dr. Bartley reminded shared that the new scoreboard has arrived. Everything should be in place by the first football game. The press box received a major overhaul. The CEDARS are ready for a great upcoming year! **Thank you** to our donors:

1. Lebanon Athletic Booster Association
2. RJ Sells Towing & Recovery
3. Lebanon Federal Credit Union
4. Class of 2014 and 2015

- (12) Dr. Bartley shared that the Board would find on tonight's agenda approval of a first reading of the Resolution directing the City Treasurer of the City of Lebanon, Pennsylvania to collect school taxes upon real estate in the area of the Lebanon School District and the City of Lebanon from the certain territory comprised of the intersection between Greystone Crossing and Fairview Heights, effective immediately. Approximately 19 new homes are being built here, within the district boundaries.
- (13) The Board will be asked to select from the 2016 PSBA candidate list. A list has been shared with the Board and next month they will be asked to cast a collective vote.
- (14) Dr. Bartley shared that we are monitoring our elementary class size to make sure that our students are provided the best education. If needed, we will add long-term substitute teachers to our staff to keep our class sizes manageable.
- (15) Dr. Bartley informed the Board that she has been meeting with members of the Class of 2016, to discuss their future aspirations.
- (16) Our 1st PAC/PTA meeting will be held on Thursday, August 20 at 6 PM in the board room. All parents are welcome and encouraged to attend.
- (17) Our perfect attendance recognitions will be held on Monday, September 14, 2015, in the Starr Auditorium
- (18) RESOLUTION #15239 - The treasurer's report for the month of July, 2015, was presented for consideration. Mr. Schaffer made a motion, seconded by Mrs. Kotay, that the board approves the treasurer's report and records it as a part of the minutes. All members answered aye and the motion carried.
- (19) RESOLUTION #15240 - Acting upon certification of the treasurer, a motion was made by Mr. Schaffer and seconded by Mrs. Kotay, that the board approves the payment of bills payable for July, 2015 as listed, ratify the payment of invoices mentioned in the letter of certification, and take care of all other matters regarding the payment of invoices, including acceptance of the letter of certification, and record the financial statements as a part of the minutes of this meeting. All members answered aye and the motion carried.
- (20) RESOLUTION #15241 - A motion was made by Mr. Schaffer and seconded by Dr. Dall to accept the Cedar Foundation report for July, 2015; the student activity fund report for July, 2015; the scholarship fund report for July, 2015; the food service report for July, 2015; and Phillips Copy Center report for July, 2015 as presented. All members answered aye and the motion passed.

(21) There were no communications no solicitors report and no Federal Programs report.

(22) RESOLUTION #15242 - Mr. Schaffer made a motion, seconded by Mrs. Kotay to grant approval of the first reading of the Resolution directing the City Treasurer of the City of Lebanon, Pennsylvania to collect school taxes upon real estate in the area of the Lebanon School District and the City of Lebanon from the certain territory comprised of the intersection between Greystone Crossing and Fairview Heights, effective immediately.

DIRECTING CITY TREASURER OF THE CITY OF LEBANON, LEBANON COUNTY, PENNSYLVANIA TO COLLECT CERTAIN SCHOOL TAXES LEVIED AND ASSESSED UPON REAL ESTATE WITHIN THE AREA OF THIS SCHOOL DISTRICT OF THE CITY OF LEBANON, LEBANON COUNTY, PENNSYLVANIA AND PER CAPITA SCHOOL TAXES UPON CERTAIN RESIDENTS OF THE SCHOOL DISTRICT OF THE CITY OF LEBANON, LEBANON COUNTY, PENNSYLVANIA,

WHEREAS, effective January 1, 1952, a City Ordinance became effective annexing a certain territory generally known as Fairview Heights to the City of Lebanon; and

WHEREAS, the current residents of the south-western-most two-thirds portion of a certain territory generally known as Fairview Heights were exonerated from paying school taxes to the School District of the City of Lebanon, Lebanon County, Pennsylvania and were permitted to remain in their then current school district and pay school taxes to what is now the Cornwall-Lebanon School District; and

WHEREAS, the north-eastern-most third portion of a certain territory generally known as Fairview Heights was exempt from all school taxes from any school district; and

WHEREAS, a new development of previously undeveloped parcels is undergoing division and construction and intersects with a portion of a certain territory generally known as Fairview Heights, said new development being generally known as Greystone Crossing; and

WHEREAS, certain parcels of the territory generally known as Greystone Crossing are located within the City of Lebanon on property of a certain territory generally known as Fairview Heights, that was previously exempt from all school taxes from any school district;

NOW THEREFORE, BE IT HEREBY RESOLVED, that the Board of School Directors of the School District of the City of Lebanon, Lebanon County, Pennsylvania, does hereby direct the City Treasurer of the City of Lebanon, Lebanon County, Pennsylvania, Tax Collector for the School District of the City of Lebanon, Lebanon County, Pennsylvania, to commence collection of School Real Estate taxes and the collection of School Per Capita taxes, Occupation Flat taxes, Earned Income taxes, and Real Estate Transfer taxes, effective immediately, from the property

owners and the residents of the territory generally known as Greystone Crossing whose parcels are located within the City of Lebanon.

AND BE IT FURTHER RESOLVED that the Secretary of the Board of School Directors of the School District of the City of Lebanon, Lebanon County, Pennsylvania, be directed to furnish the City Treasurer of the City of Lebanon, Lebanon County, Pennsylvania, with a properly certified copy of this Resolution which shall constitute proper direction of the City Treasurer to collect such taxes, all of the above in accordance with the appropriate Acts of Assembly in such case made and provided. All members answered aye and the motion passed.

(23) RESOLUTION #15243 – Mr. Schaffer made a motion, seconded by Mrs. Kotay to grant approval to enter into a Contract of Service with PA-Educator to accept employment applications by Professional and Non-Certificated employees through a web site provided by the Clearinghouse. The user fee will be \$2,430.00 and cover the time period, July 1, 2015, through June 30, 2016. All members answered aye and the motion passed.

(24) RESOLUTION #15244 – A motion was made by Mr. Schaffer and seconded by Mrs. Kotay for the Board of School Directors to accept the following personnel items for discussion and action as listed on the agenda:

1. RETIREMENT RESIGNATIONS

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
A. ADMINISTRATIVE		
B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG-TERM SUBSTITUTE		
C. CLERICAL		
D. FOOD SERVICE		
E. MAINTENANCE		
F. PARAPROFESSIONAL		
Kohr, Monica	LMS Special Needs Building Paraprofessional	Retirement 15 years 6/4/2015
G. SECURITY		
Reppert, Glenn	HH Security Guard 7.5 hours/day	Retirement 8 years 7/20/2015

H. OTHER

2. RESIGNATIONS

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>	<u>Effective Date</u>
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A. ADMINISTRATIVE

B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG-TERM SUBSTITUTE

Bullock, Allison	LMS Language Arts, Grade 8	Personal	8/13/2015
Martin, Rebecca	NW ESOL	Personal	11/1/2015

C. CLERICAL

D. FOOD SERVICE

E. MAINTENANCE

F. PARAPROFESSIONAL

Faust, Vicki	LMS Personal Care Assistant 6.5 hours/day	Personal	8/10/2015
Houck, Angela	HH K4 Paraprofessional 6.5 hours/day	Personal	8/31/2015
Keener, Kim	NW K5 Paraprofessional 6.5 hours/day	Personal	9/1/2015

G. SECURITY

H. OTHER

3. NON-ACCEPTANCE

4. APPOINTMENTS

Subject to assignment by the superintendent

<u>Name</u>	<u>Assignment</u>	Prev Emp <u>in LSD</u>	New/ <u>Replace</u>	Proposed <u>Rate</u>	Effective <u>Date</u>
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A. ADMINISTRATIVE

Nikles, Dustin	Director of	N	R	\$80,668/yr.	10/15/2015
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Technology

B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG TERM SUBSTITUTE

Shay, Collen	LHS LTS Itinerant Learning Support	N	R	\$46,241/yr. prorated for the number of days worked	8/24/2015 - 12/4/2015
Wealand, Paige	NW LTS K4	N	R	\$46,241/yr. prorated for the number of days worked	8/24/2015 - 1/20/2016
Xu, Yuping	LHS/LMS LTS Chinese	N	R	\$38,124/yr.	8/24/2015- 6/7/2016

C. CLERICAL

D. FOOD SERVICE

E. MAINTENANCE

F. PARAPROFESSIONAL

Hawryluk, Heather	LHS Emotional Support Paraprofessional 6.5 hours/day	N	R	\$15.25/hr.	8/24/2015
Miller, Sara	LHS ESOL Teaching Assistant 7 hours/day	N	R	\$15.25/hr.	8/24/2015
Sassani, Michael	HD Personal Care Assistant 6.5 hours/day	N	R	\$9.75/hr.	8/24/2015
Stetson, Hannah	LHS ESOL Teaching Assistant 7 hours/day	N	N	\$15.25/hr.	8/24/2015

G. SECURITY

Roth, Dale	LHS	N	R	\$10.05/hr.	8/20/2015
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Security Guard
7.5 hours/day

H. OTHER

5. RE-APPOINTMENTS

A. ADMINISTRATIVE

B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG TERM SUBSTITUTE

C. CLERICAL

D. FOOD SERVICE

E. MAINTENANCE

F. PARAPROFESSIONAL

G. SECURITY

H. OTHER

6. CHANGE OF ASSIGNMENT

Subject to assignment by the superintendent.

<u>Name</u>		<u>From</u>	<u>To</u>	<u>Rate</u>	<u>Effective Date</u>
A. ADMINISTRATIVE					
Canady, Shawn	Director of Technology		Chief Information Officer	\$102,340/yr.	9/11/2015
B. PROFESSIONAL					
Herb, Michael	SE Grade 4		SE Grade 5	No Change	8/24/2015
Monk, Melanie	SE Grade 5		SE Grade 4	No Change	8/24/2015
C. CLERICAL					
D. FOOD SERVICE					
E. MAINTENANCE					
F. PARAPROFESSIONAL					

Yeagley, Charmaine	HD Personal Care Assistant 6.5 hours/day	LHS Personal Care Assistant for hearing Impaired 6.5 hours/day	\$18.15/hr.	8/24/2015
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G. SECURITY

Schwalm, Larry	LHS Security Guard 7.5 hours/day	HH Security Guard 7.5 hours/day	No Change	8/24/2015
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H. OTHER

7. CHANGE OF STATUS

Subject to assignment by the superintendent.

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Rate</u>	<u>Effective Date</u>
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A. ADMINISTRATIVE

B. PROFESSIONAL, TEMPORARY	Fenstermaker, Susan	Day-to- Day Substitute	PROFESSIONAL, LONG-TERM SW LTS K4	\$46,241/yr. prorated for the number of days worked	8/24/2015 - 1/6/2016
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Miller, Amanda	Day-to-Day Substitute	District LTS Elementary Art	\$46,241/yr. prorated for the number of days worked	8/24/2015 - 12/4/2015
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C. CLERICAL

D. FOOD SERVICE

E. MAINTENANCE

F. PARAPROFESSIONAL

Bord, Johnna	Day-to- Day Substitute	HH K4 Paraprofess ional 6.5	\$11.25/hr.	8/24/2015
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Moreno, Lourdes	Day-to-day substitute	HH Building Paraprofessional 6.5 hours/day	\$15.25/hr.	8/24/2015
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G. SECURITY

H. OTHER

8. EXTRA PAY FOR EXTRA DUTY

<u>Name</u>	<u>Assignment</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
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A. RESIGNATION

B. DELETION

C. APPOINTMENT

D. REVISION

9. INCOME PROTECTION

10. LEAVE OF ABSENCE WITH APPROVAL

<u>Name</u>	<u>Assignment</u>	<u>Type</u>	<u>Date</u>
Gahres, Erin	District Art Teacher	Consecutive	8/24/2015 – 11/20/2015
Kemmerling, Kurt	District Maintenance	Consecutive	7/1/2015 – 7/24/2015
Sellers, Wendy	SW Paraprofessional	Consecutive	8/24/2015 – 11/24/2015

11. OTHER PERSONNEL RECOMMENDATIONS

- A. Accept the resignation of Patricia Nash for athletic event coverage as a trainer.
- B. Appoint Nicole Frey, Danielle Long and Lynnette Musser for athletic event coverage as trainers as needed at a rate of \$30/hr.
- C. Appoint Melissa Kahler as the 2015-2016 ESOL (K-5) Division Level Coordinator at a stipend of \$500/yr.
- D. Appoint Emily Weiler as an Intervention Teacher for 3 hours/day at Harding Elementary School at a rate of \$30/hr. from 10/5/2015-4/22/2016

- E. Approve a sabbatical for Tiffany Bare from 8/24/2015 – 1/20/2016
- F. Appoint Barbara Beitler as an interpreter/translator at the rate of \$25/hr., as needed, effective August 18, 2015
- G. Appoint the following persons as interpreters at the rate of \$25/hr., as needed (outside their regular work hours)

<u>Name</u>	<u>Effective Date</u>
Miller, Sara	8/24/2015
Rovnak, Phillip	8/18/2015

- H. Appoint the following persons at the established rate of \$110 per day, as a day-to-day substitute teacher, effective, subject to assignment by the superintendent and pending receipt of all required documentation

Name
 Cabrera, Guillermo
 Kleinfelter, Stephanie
 Ilgenfritz, Elizabeth
 Livering, Ashley
 Shott, Linda
 Sunderland, Mara

- I. Appoint the following substitute support staff, as indicated, subject to assignment and pending the required documentation, effective

<u>Name</u>	<u>Assignment</u>	<u>Rate</u>
Jaegggers, Jessica	Paraprofessional	\$9.30/hr.
Pagan, Marileen	Secretary	\$10.30/hr.

- J. Appoint Nicholas Watt as the 2015-2016 Speed & Agility Training Coach at a rate of \$30/hr.
- K. Appoint Emily Villafane as the 2015-2016 Assistant Junior High Cheerleading Coach at a stipend of \$2,429/yr.
- L. Appoint Tricia Guth as the 2015-2016 SW Student Council Co-Advisor at a stipend of \$303.50/yr.
- M. Appoint the following persons as new teacher mentors at a stipend of \$750/mentee

Name
 Heckard, Elizabeth
 Nash, Patricia
 Speraw, Timothy
 Stouch, Kendra

- N. Appoint Tyler Herman as the 2015-2016 LMS Special Education Co-Division Level Coordinator at a rate of \$500/yr.
- O. Appoint Staci O’Byle as the 2015-2016 LHS Special Education Co-Division Level Coordinator at a rate of \$500/yr.
- P. Appoint Michelle Norman as the 2015-2016 21st Century Director at a stipend of \$7,500/yr.
- Q. Appoint Samuel Elias as the Athletic Director for the term beginning on July 1, 2015 through June 30, 2017
- R. Appoint Emily Villafane as a 2015-2016 Volunteer Assistant Varsity Girls Soccer Coach
- S. Appoint Frank Discuillo, Jr. as the 2015-2016 Head JV Boys Basketball Coach at a stipend of \$5,131/yr.
- T. Approve Jennifer Nordall to work additional days as authorized by the principal and district administration at the administrator per diem rate
- U. Approve Dawn Lawrence as a Driver’s Education Instructor (outside of the school day) at a rate of \$30/hr.
- V. Approve the Good Samaritan Family Practice to provide physical examinations for students in the Lebanon School District during the 2015-2016 school year at a rate of \$50/hr.
- W. Approve to pay Charmaine Yeagley \$12.65/hr. when she is not working with a hearing impaired student effective 8/24/2015
- X. Approve Erin Gahres to work and receive compensation for inservice dates 10/8/2015 and 10/9/2015 during her approved uncompensated leave
- Y. Approve the following paraprofessionals to work an additional one half hour, as needed, during the 2015-2016 school year, due to additional responsibilities at the school indicated – See Exhibit A
- Z. Remove the following substitute staff as indicated - See Exhibit B
- AA. Rescind the appointment of Caislin Carr and Phillip Rovnak as LHS ESOL Teaching Assistants effective August 3, 2015
- BB. Rescind the appointment of Jocelyn Jaworski as the 2015-2016 Assistant Junior High Cheerleading Coach

12. AMEND THE FOLLOWING

- A. Amend Annette Colon Salgado's classification to 195-Day Secretary as the district interpreter/translator
- B. Amend Tamara Collin's start date to 8/24/2015
- C. Amend the approved leave of absence dates for Jasmine Miller to 8/24/2015 – 6/7/2015
- D. Amend the approved leave of absence dates for Kelly Bucy to 8/26/2015 – 11/13/2015
- E. Amend the approved leave of absence dates for Kelly Newswanger to 4/6/2015 – 4/17/2015
- F. Amend Kelly Neuin's stipend as the 2015-2016 SW Student Co-Advisor to \$303.50/yr.
- G. Amend the stipend for Michael McGuigan as the 2015-2016 LMS Special Education Co-Division Level Coordinator to \$500/yr.
- H. Amend the stipend for Kelly Bucy as the 2015-2016 LHS Special Education Co-Division Level Coordinator to \$500/yr.
- I. Amend the approval of Gregory Danz and Nicholas Bullock to work additional days as authorized by the principal to include the requirement of district administrative approval.

The motion passed with a unanimous vote.

(25) RESOLUTION #15245 – A motion was made by Mr. Schaffer and seconded by Mrs. Kotay to grant appoint Dr. Anne V. Dall and Mr. Mike Kuhn as voting delegates to participate in the PSBA Legislative Policy Council meeting to be held on Tuesday, October 13, 2015, during the School Leadership Conference 2015 in Hershey. The motion passed with a unanimous vote.

(26) RESOLUTION #15246 – A motion was made by Mr. Schaffer and seconded by Dr. Dall to grant permission for Kari Jost (NW Autistic Support Teacher) to conduct a Graduate School study, through Penn State Harrisburg, looking at peer modeling and reinforcement to increase fruit and vegetable intake in children with autism. With parent permissions, Miss Jost plans to implement new healthy food alternatives and accompany them with positive reinforcement. The study will be conducted for approximately 6-8 weeks and will be supervised by Dr. Keith Williams, Ph.D, BCBA (Director of the Hershey Pediatric Feeding Clinic). No identifiable data will be published. The motion passed with a unanimous vote.

(27) RESOLUTION #15247 – A motion was made by Mr. Schaffer and seconded by Dr. Dall to grant permission for Edwin Montijo, M.Ed., to conduct dissertation study at Lebanon High School regarding the use of two different graphing calculators. With parent permissions, Mr. Montijo plans to survey

students to find out how the Desmos graphing calculator, a free APP on the iPad, impacts student beliefs concerning their ability to solve math problems when compared to the TI-83 PLUS. Surveys will be given electronically and all data collected would remain anonymous. The motion passed with a unanimous vote.

- (28) RESOLUTION #15248 - A motion was made by Mr. Schaffer and seconded by Mrs. Kotay to grant approval of First Reading of Revised Board Policy #302 - Employment of Superintendent; First Reading of Revised Board Policy #404 - Employment of Professional Employees; First Reading of Revised Board Policy #504 - Employment of Classified Employees; and First Reading of Revised Board Policy #916 - Volunteers. The motion passed with a unanimous vote.
- (29) With no further business to come before the board at this time, a motion was made by Mr. Schaffer and seconded by Mr. Topping that the meeting adjourn. All members voiced consent and President Pyles declared the meeting adjourned at 7:29 p.m.

Respectfully submitted,

Mary A. Harrell
Secretary of the Board

Exhibit A
2015-2016 Extra Hours for Support Staff
August 17, 2015

<u>Name</u>	<u>School</u>
Adams, Denise	HD
Allwein, Debra	NW
Arnt, Angela	SW
Bair, Luona	HH
Bankey, Dolores	SE
Batchler, Caroline	HD
Capello, Cathy	HD
Cruz, Belkys	HH
Cruz, Natasha	HD
Cummins, Kathy	SE
DeHart, Brenda	NW
Dundore, Renee	HD
Eiceman, JoAnn	HD
Elzek, Ereny	NW
Engle, Barbara	SW
Galebach, Marilyn	SE
Getch, Jodi	SW
Gibson, Wanda	NW
Granger, Dawn	HD
Gurdus, Patricia	NW
Hoke, Beverly	SW
Johnson, Sheri	NW
Keener, Kim	NW
Killian, Rheta	HD
Kuilan, Suzanne	HD
Lane, Kim	SW
Leffler, Suzanne	NW
McAllister, Andrea	HH
Migliaccio, Tina	SE
Miller, Donna	SW
Moreno, Lourdes	HH
O'Neal, Ginny	SW
Olivencia, Lissette	HD
Petruska, Patricia	HH
Pflueger, Melissa	NW
Phillips, Paige	SE

Rine, Mary Ann	HD
Rodriguez, Jennifer	NW
Ruiz, Elizabeth	SE
Ruiz de Porras, Yvette	SW
Sellers, Wendy	SW
Shucker, Ivy	SE
Troain, Dongene	SE
Williams, Dawn	HD
Yocum, Susan	NW
Zimmerman, Carolyn	NW

Exhibit B
Removal of Substitutes
August 17, 2015

<u>Name</u>	<u>Effective Date</u>
Angelatos, Maria	2/6/2015
Arnold, Charlene	11/4/2013
Becker, Elizabeth	4/25/2013
Behling, Carole	1/8/2014
Bordner, Sara	5/9/2014
Brandt, Greg	2/22/2014
Colbert, Juergen	5/22/2014
Conzelmann, Ashley	5/8/2013
Deichert, Lynne	5/23/2014
Detweiler, Candace	5/7/2013
Donnachie, Rachel	5/24/2013
Gladysz, Lisa	5/21/2013
Hemperly, Rebecca	6/5/2013
Hummer, Kristen	6/8/2015
Kerkeslager, Heather	6/8/2015
Moussa, Salwa	3/26/2015
Saylor, Kelly	6/8/2015
Stoltzfus, Jamie	5/2/2014
Stouch, Gail	4/11/2013
Walsh, Kaitlin	6/1/2015