

SCHOOL BOARD MINUTES

- (1) The Board of School Directors of the Lebanon School District met in regular session on Monday, June 17 2013, at 7:00 p.m. in the board conference room of the senior high school as advertised in the Daily News on December 5, 2012.
- (2) Vice-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, Mr. Michael J. Kuhn, Mr. Peter N. Pyles, Jr. Mr. Thomas L. Schaffer, Mr. Paul Topping and Mr. Cornell Wilson. As Dr. Anne Dall was unable to be physically present, she participated in Board deliberations and actions by teleconferencing, per Board Policy 006.1. Mary Harrell placed the call to Dr. Dall at the beginning of the meeting and Dr. Dall voted via roll call for each item listed on tonight's agenda. Ms. Vanessa Fischer and Mrs. Rose Marie R. Kotay were 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.
- (4) Also present were Mr. Chris Danz, assistant to the superintendent for HR and pupil services; Mr. Mike Murphy, assistant to the superintendent for assessment and accountability; Mr. Fred Shattls, director of ESL; Mr. Tim McCormick, director of technology; Mr. Craig Boltz, director of buildings and grounds; Mr. Brian Hartman, assistant director of buildings and grounds; Mr. Josh Coatsworth, coordinator of special education; Mr. Charlie Fairchild, Fairchild Services; Mr. Mike Bechtold, assistant solicitor; the following AFSCME representatives: Jim Mong, Luis Martinez, Kelly Miller, Andrea Grimes, and Mike Brubaker; Jo Waugh-Derk; and the following media representatives: Mr. Steve Snyder of the Lebanon Daily News.
- (5) RESOLUTION #14973 - The minutes of the committee meeting held on May 13, 2013, and the regular meeting held May 20, 2013, 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.
- (6) Mr. Pyles, announced that board members would find in their packet hearing reports for the following recently conducted disciplinary hearings:

Case 2012/2013 - #66
Case 2012/2013 - #67
Case 2012/2013 - #68

- (7) Mr. Pyles stated that a recommendation is included from the committee on suspension and expulsion of students on the hearing reports. Copies of the hearing reports are included with these minutes.
- (8) **RESOLUTION #14974** – It was moved by Mr. Kuhn and seconded by Mr. Schaffer to accept the committee’s recommendation as set forth in the hearing reports. The motion passed with a unanimous vote.
- (9) Dr. Bartley began her superintendent’s report by asking Attorney Bill Reed to explain the Agreement for Option to Purchase Real Estate, Stormwater Management Facility Easement and Pathway Easement Agreement with Aspens, Inc., at a rate of \$100 per year for 3 years. Attorney Reed shared a map of the area and stated that he feels this is a very reasonable agreement. This item is on the agenda for approval tonight.
- (10) Dr. Bartley stated that the AFSCME Agreement is on the agenda for approval tonight. She recognized the following AFSCME Representatives who were present:

President – Luis Martinez, LMS Head Custodian
 Vice-President – Jim Mong, District Maintenance
 Treasurer – Kelly Miller, LMS Cafeteria Manager
 Secretary – Andrea Grimes, HH Head Custodian

Dr. Bartley highlighted the following revisions to the Agreement:

Salary Increase	2013-2014 school year: 3.00% 2014-2015 school year: 2.73% 2015-2016 school year: 2.66% 2016-2017 school year: 2.59% Average: 2.75%
Medical/Dental insurance employee contribution	2013-2014 school year: 10% 2014-2015 school year: 11% 2015-2016 school year: 12% 2016-2017 school year: 12% <ul style="list-style-type: none"> • Unit employees eligible for district paid single medical coverage • Food service employees are responsible for 100% of the dental premium; custodian/maintenance employees are responsible for 50% of the single dental premium
Grandfathered employee annual two-party and family additional costs	<u>two-party/family</u> 2013-2014 school year: \$450/\$650 2014-2015 school year: \$650/\$850 2015-2016 school year: \$850/\$1,050 2016-2017 school year: \$850/\$1,050
Holiday Bonus	Eliminated (Except 12 grandfathered food service employees)

Hourly increases for longevity	Eliminated
Differentials established for promotions/demotions, as applicable	Custodian to Head Custodian \$ 1.25/hr. Custodian to Maintenance \$ 1.25/hr. Maintenance to Head Custodian \$ 0.25/hr. Maintenance to Maintenance Tech \$ 1.25/hr. Cafeteria Helper to Kitchen Manager \$ 1.25/hr. Cafeteria Helper to Head Baker/Cook \$ 0.75/hr.

- (11) During the renovation update, Mr. Charlie Fairchild stated that paving is scheduled to begin tomorrow. Everything should be completed by the end of the month.
- (12) Next, Dr. Bartley presented the 2013 inductees into the Lebanon High School Hall of Fame. An item approving the inductees appears on the evening's agenda. The prestigious list of inductees is as follows:
- Greg Adams – Class of 2002
 - Jon Arnold – class of 1995
 - Ron Brewer – class of 1966
 - Ray Granger – class of 1974
 - Terry Weik – Class of 1989
- They will be honored at the Hall of Fame luncheon in December.
- (13) Dr. Bartley reminded everyone that there would be no committee meetings in July and August. The business meeting dates are July 15 and August 19, 2013.
- (14) RESOLUTION #14975 - The treasurer's report for the month of May 2013, was presented for consideration. Mr. Schaffer made a motion, seconded by Mr. Kuhn, 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.
- (15) RESOLUTION #14976 - Acting upon certification of the treasurer, a motion was made by Mr. Schaffer and seconded by Mrs. Bowman, that the board approves the payment of bills payable for May 1, 2013 to May 31, 2013, 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.
- (16) RESOLUTION #14977 - A motion was made by Mr. Schaffer and seconded by Mrs. Bowman to accept the student activity fund report for

May, 2013, the Cedar Foundation report for May, 2013, the scholarship fund report for May, 2013, food service account for May, 2013, and the copy center activity report for May, 2013, as presented. All members answered aye and the motion passed.

- (17) There was no communications to report.
- (18) During the solicitor's report, Attorney Bill Reed shared that his fees have remained the same since July, 2006; the district pays an annual retainer of \$1,500.00, which includes attendance at twelve board business meetings and he is available for brief items; he receives \$125/hour for litigation or \$175/hour for complex litigation; his normal fee is \$125/hour.
- Attorney Reed shared that the contractor's claim is a statement of claim not yet in litigation. They are claiming that the district caused delays in performance of contract and loss wages --- basically it is a mixed bag of claims that they are saying we are liable for.
- (19) RESOLUTION #14978 - Mr. Schaffer made a motion, seconded by Mr. Topping, to grant approval to enter into an Agreement for Option to Purchase Real Estate, Stormwater Management Facility Easement and Pathway Easement Agreement with Aspens, Inc., at a rate of \$100 per year for 3 years. The motion passed with a unanimous vote.
- (20) RESOLUTION #14979 - A motion was made by Mr. Kuhn and seconded by Mrs. Bowman to grant approval for Harry W. Reed, Jr. to work in conjunction with Michael W. Winfield, in handling the claims of John R. Fullerton in the amount of \$372,320.98 and Frey Lutz Corporation in the amount of \$367,844.75. The total claims of \$740,165.73 were presented in the letter received from the contractor's legal counsel, Woolford Law PC. The hourly rate for Harry W. Reed is \$175.00 and the hourly rate for Michael W. Winfield is \$330.00. The motion passed with a unanimous vote.
- (21) RESOLUTION #14980 - A motion was made by Mr. Schaffer and seconded by Mrs. Bowman to grant permission to accept the Proposal from the Pennsylvania Economy League, Central PA, LLC to Undertake an Analysis of Demographics and Community Growth Patterns and Provide Projections of Public School Enrollments in the Lebanon School District, at a cost of \$12,500.00. The motion passed with a unanimous vote.
- (22) RESOLUTION #14981 - A motion was made by Mr. Schaffer and seconded by Mrs. Bowman to grant approval of Special Education Plan Report for July 1, 2013 through June 30, 2015. The motion passed with a unanimous vote.
- (23) RESOLUTION #14982 - Mr. Schaffer made a motion, seconded by Mr. Topping, to grant approval to have a summer program for Newcomer English Language Learners (ELL's) for the purpose of strengthening their English language communication skills in the areas of listening, speaking,

reading and writing, to eliminate summer regression, and equip newcomer ELL's for the beginning of the next school year. The program will be at no cost to the district since it will be paid by Title III Federal funds which must be specifically used for supplementary ESL services. An elementary program for students entering grades 2 through 5 will be conducted at the Northwest Elementary School from 10:00 to 12:00, Monday through Thursday, on the same days as the regular elementary summer program (July 15 to August 8, 2013). One teacher will be employed for 2.5 hours per day at \$30 per hour. Parents are also invited to learn English along with their children. A secondary program targeting Newcomer ELL's entering grades 6 through 12 will be held at Lebanon High School from 10:00 to 12:00 on Tuesdays, Wednesdays, and Thursdays from June 25 through August 15, 2013. One teacher will be employed for 2.5 hours per day at \$30 per hour. Parents are also invited to learn English along with their children. The motion passed with a unanimous vote.

- (24) RESOLUTION #14983 – Mr. Schaffer made a motion, seconded by Mr. Topping, to grant approval to establish 17.3506 mills as the 2013.2014 equivalent starting millage rate in accordance with the Lebanon County reassessment of taxable properties compared to the 2012.2013 real estate tax rate of 123.44 mills based upon the previous assessment values of the same taxable properties for the Lebanon School District. The millage rebalancing calculation is verified from the calculations in the Real Estate Tax Rate Report, which is part of the PDE 2028 Final General Fund Budget documents, which uses the most recent taxable assessed values as provided by the Lebanon County Tax Assessment Office. Pursuant to Act 1 of 2006 (53 P.S. Section 6926.37), this adjustment of the starting millage rate is revenue neutral on a district wide basis. The motion passed with a unanimous vote.

- (25) RESOLUTION #14984 – Mr. Kuhn made a motion, seconded by Mr. Schaffer, to grant approval of recommendation to renew the annual Package Insurance Policy with Ohio Casualty Program through Hoaster Gebhard & Company at an annual premium of \$98,038 – (last year's amount was \$78,554), effective July 1, 2013; grant approval of recommendation to renew the annual Auto Insurance Policy with Ohio Casualty through Hoaster Gebhard & Company at an annual premium of \$15,006 – (last year's amount was \$13,090, effective July 1, 2013; grant approval of recommendation to renew the annual Excess Liability-Occurrence Liability Coverage Insurance Policy with Old Republic through Hoaster Gebhard & Company at an annual rate \$7,921 – (last year's amount was \$7,201), effective July 1, 2013; grant approval of recommendation to renew the Annual School Leaders' Legal Liability Insurance Policy with Ohio Casualty through Hoaster Gebhard & Company at an annual premium of \$31,923 – (last year's amount was \$29,021), effective July 1, 2013; grant approval of recommendation to renew PSBA's Cyber Liability Insurance through Hoaster Gebhard & Company at an annual premium of \$9,628, (last year's amount was \$9,628) effective July 1, 2013; and grant approval of recommendation to renew the Interscholastic Sports Accident and Voluntary Student Accident Insurance Policy through Hoaster Gebhard & Company at an annual premium of

\$39,000 for the sports coverage with United States Fire Insurance Company and offer the student accident insurance at the rates of \$22.50 for School Time and \$90.00 24-hour coverage per student. Effective August 12, 2013 – (last year’s amount was \$18,870 for sports coverage and \$22.50 School Time and \$90.00 24-hour rates for student voluntary insurance.) The motion passed with a unanimous vote.

(26) RESOLUTION #14985 – Mr. Schaffer made a motion, seconded by Mr. Topping, to grant approval of recommendation to provide flood insurance for Henry Houck Elementary through Hoaster Gebhard & Company with Westfield Insurance Company at an annual premium of \$2,878, effective August 01, 2013 (new coverage due to exclusion by Ohio Casualty). The motion passed with a unanimous vote.

(27) RESOLUTION #14986 – A motion was made by Mr. Schaffer and seconded by Mr. Kuhn to grant approval of final adoption of the budget for the 2013-2014 School Year and the following resolution:

Resolved, that the Board of School Directors of the Lebanon School District receive the proposed budget for the 2013-2014 school year in the Expenditure amount of \$61,371,396 and that the board signify their intentions to empower the securing of the taxable revenue by levying a tax of 18.05 mills on the dollar for the total amount of the assessed valuation of all property taxable for school purposes in the Lebanon School District, as provided by Section 672 of the School Laws of Pennsylvania.

The proposed budget calls for continuation of the five dollar (\$5.00) per capita tax levied on all residents 18 years of age and over under Section 679 of the School Code and the following Section 511 taxes: school district share of an earned income tax of .5% on residents of the district 16 years of age and over, a per capita tax of five dollars (\$5.00) on all residents 18 years of age and over, an Local Services tax of five dollars (\$5.00), an occupational flat tax of five dollars (\$5.00), and a real estate transfer tax of 1% on real estate and real property transactions.

The following real estate tax payment schedule shall be employed during the 2013-2014 fiscal year:

Invoice date:
July 1, 2013 - With installment option

Discount (2%) payment period:
July 1, 2013, through August 31, 2013

Net payment period:
September 1, 2013, through October 31, 2013

Penalty (10%) payment period:

November 1, 2013, through December 31, 2013

All unpaid real estate taxes shall be turned over to the Tax Claims Bureau
January, 2014

The following per capita & occupational flat tax schedule shall be
employed during the 2013-14 school year:

Invoice date:
September 1, 2013

Discount (2%) payment period:
September 1, 2013, through October 31, 2013

Net payment period:
November 1, 2013, through December 31, 2013

Penalty (10%) payment period:
January 1, 2014, through February 28, 2014

All unpaid taxes shall be turned over to Powell, Rogers & Speaks

Approval of the following 2012 Farmstead/Homestead Exclusion
Resolution:

RESOLVED, by the Board of School Directors of Lebanon School
District, that homestead and farmstead exclusion real estate tax
assessment reductions are authorized for the school year beginning July
1, 2012, under the provisions of the Homestead Property Exclusion
Program Act (part of Act 50 of 1998) and the Taxpayer Relief Act (Act
1 of 2006), as follows:

1. **Aggregate amount available for homestead and
farmstead real estate tax reduction.** The following amounts are
available for homestead and farmstead real estate tax reduction for the
school year beginning July 1, 2013:

a. **Gambling tax funds.** The Pennsylvania Department of
Education (PDE) has notified the School District that PDE will pay to the
School District during the school year pursuant to Act 1, 53 P.S. §
6926.505(b), as a property tax reduction allocation funded by gambling
tax funds, the amount of \$1,765,950.64.

b. **Philadelphia tax credit reimbursement funds.** PDE has
notified the School District that PDE will pay to the School District during
the school year pursuant to Act 1, 53 P.S. § 6926.324(3), as
reimbursement for Philadelphia tax credits claimed against the School
District earned income tax by School District resident taxpayers, the
amount of \$1,847.80.

c. **Tax shifting funds – (N/A)**

d. **Other sources** – The School District will also utilize \$167.22 of unallocated gambling funds from prior year resulting from rounding to nearest dollar of assessed value

e. **Aggregate amount available.** Adding these amounts, the aggregate amount available during the school year for real estate tax reduction is \$1,767,965.66.

2. **Homestead/farmstead numbers.** Pursuant to Act 50, 54 Pa. C.S. § 8584(i), and Act 1, 53 P.S. § 6926.341(g)(3), the County has provided the School District with a certified report listing approved homesteads and approved farmsteads as follows:

a. **Homestead property number.** The number of approved homesteads within the School District is 4,344.

b. **Farmstead property number.** The number of approved farmsteads within the School District is 0.

c. **Homestead/farmstead combined number.** Adding these numbers, the aggregate number of approved homesteads and approved farmsteads is 4,344.

3. **Real estate tax reduction calculation.** The school board has decided that the homestead exclusion amount and the farmstead exclusion amount shall be equal. Dividing the paragraph 1(e) aggregate amount available during the school year for real estate tax reduction of \$1,767,965.66 by the paragraph 2(c) aggregate number of approved homesteads and approved farmsteads of 4,344. (before considering the assessed value of approved homesteads and approved farmsteads having an assessed value below the preliminary calculation of the maximum real estate assessed value reduction amount to be established as the homestead and farmstead exclusion amount), the preliminary calculation of the maximum real estate tax reduction amount applicable to each approved homestead and to each approved farmstead is \$406.99.

Based on calculations provided by the School District Business Office from the best available information and carefully evaluated by the School Board, considering the assessed value of approved homesteads and approved farmsteads having an assessed value below the preliminary calculation of the maximum real estate assessed value reduction amount to be established as the homestead exclusion and the farmstead exclusion amount, an additional aggregate amount of \$1,346.64 will be available during the school year for real estate tax reduction applicable to approximately 4,344 homesteads and farmsteads, resulting in an additional real estate tax reduction amount available for each homestead and farmstead of \$0.31. Adding this additional amount to the preliminary calculation of the maximum real estate tax reduction amount of \$406.99, the final maximum real estate tax reduction amount applicable to each approved homestead and to each approved farmstead is \$407.30.

4. **Homestead exclusion calculation.** Dividing the paragraph 3 maximum real estate tax reduction amount of \$407.30 by the School District real estate tax rate of 18.05 mills, the maximum real estate assessed value reduction to be reflected on tax notices as a homestead exclusion for each approved homestead is \$22,565, and the maximum real estate assessed value reduction to be reflected on tax notices as a farmstead exclusion for each approved farmstead is \$22,565.

5. **Homestead/farmstead exclusion authorization - July 1 tax bills.** The tax notice issued to the owner of each approved homestead within the School District shall reflect a homestead exclusion real estate assessed value reduction equal to the lesser of: (a) the County-established assessed value of the homestead, or (b) the paragraph 4 maximum real estate assessed value reduction of \$22,565. The tax notice issued to the owner of each approved farmstead within the School District shall reflect an additional farmstead exclusion real estate assessed value reduction equal to the lesser of: (a) the County-established assessed value of the farmstead, or (b) the paragraph 4 maximum real estate assessed value reduction of \$22,565. For purposes of this Resolution, "approved homestead" and "approved farmstead" shall mean homesteads and farmsteads listed in the report referred to in paragraph 2 above and received by the School District from the County Assessment Office on or before May 1 pursuant to Act 1, 53 P.S. § 6926.341(g)(3), based on homestead/farmstead applications filed with the County Assessment Office on or before March 1. This paragraph 5 will apply to tax notices issued based on the initial tax duplicate used in issuing initial real estate tax notices for the school year, which will be issued on or promptly after July 1, and will not apply to interim real estate tax bills.

6. **Homestead/farmstead exclusion authorization - interim real estate tax bills.** No homestead or farmstead exclusion will apply to any interim tax bill except an interim tax bill applicable to a property that includes an approved homestead or approved farmstead listed in the report received by the School District from the County Assessment Office on or before May 1, but not included in the tax assessment reflected in the July 1 tax bill for the property. In most cases, the assessment of approved homesteads and approved farmsteads will be reflected in July 1 tax bills. However, in any case when there is an approved homestead or an approved farmstead that is not included in the assessment reflected in the July 1 tax bill, and when an interim real estate tax notice is issued later based on an interim assessment including the approved homestead or approved farmstead, the interim tax notice shall reflect a homestead or farmstead exclusion real estate assessed value reduction calculated under paragraph 5, except that the paragraph 4 maximum real estate assessed value reduction will be prorated in the same manner as the real estate tax is pro rated. Assuming the interim tax notice reflects taxation as of July 1, as will occur in most such cases, the full amount of the paragraph 4 maximum real estate assessed value reduction will apply. In the extraordinary case where the new interim tax assessment is effective after July 1, the paragraph 4 maximum real

estate assessed value reduction will be pro rated in the same manner as the real estate tax reflected in the interim tax bill is pro rated

The following roll call vote was recorded:

Mrs. Bowman	Yes	Dr. Dall	Yes (via telephone)	
Mr. Kuhn	Yes	Mr. Pyles	Yes	Mr. Topping Yes
Mr. Schaffer	Yes	Mr. Wilson	No	

The motion passed with a vote of six to one; with two absent. A copy of the Budget for school year 2013-2014 is part of these minutes.

- (28) RESOLUTION #14987 – Mr. Schaffer made a motion, seconded by Mr. Kuhn, to grant approval of payment of invoice number 19 from Beers and Hoffman dated May 13, 2013, in the amount of \$198.00 for 2 hours of engineering services provided on the auditorium renovation during the time period between March 31 and April 26, 2013; and grant approval of payment of invoice number 60 from Beers and Hoffman dated May 13, 2013, in the amount of \$3,963.33 for 36 hours of architectural services and 10 hours of engineering services plus billable expenses for post HS renovation contract services during the time period between March 31, 2013 and April 26, 2013. The motion passed with a unanimous vote.
- (29) RESOLUTION #14988 – Mrs. Bowman made a motion, seconded by Mr. Kuhn, to grant permission to waive rental fee for use of the high school auditorium for the Lebanon County Community Concert Association for the following 2013-2014 concerts: September 15, October 13, November 10, March 30 and April 27. The motion passed with a unanimous vote.
- (30) RESOLUTION #14989 – Mrs. Bowman made a motion, seconded by Mr. Topping, to grant approval to enter into a three year contract with Northwest Evaluation Association for the purchase and subscription to the Measures of Academic Progress (MAP) diagnostic assessment at a cost of \$47,640 for 2013-2014; \$38,760 for 2014-2015; and \$38,760 for 2015-2015, including all necessary training. MAP will be used in kindergarten through 8th grades to help teachers determine specific areas of student need and plan interventions based on their data. MAP was selected by a committee of teachers and administrators from our elementary and middle schools. It will replace the 4Sight and SAT-10 assessments currently used. The motion passed with a unanimous vote.
- (31) RESOLUTION #14990 – Mrs. Schaffer made a motion, seconded by Mr. Topping, to grant approval for Extended School Year for Life Skills Support students from July 8 through August 1. ESY will be conducted Monday through Thursday from 8:30-11:30am at Lebanon High School. The instructors will be Elizabeth Heckard and Kelly Bucy. The motion passed with a unanimous vote.
- (32) RESOLUTION #14991 – Mr. Topping made a motion, seconded by Mr. Kuhn, to grant approval for Extended School Year for Autistic Support

students from June 25 through August 1. ESY will be conducted Tuesday through Thursday (with the exception of July 4th) from 8:30-11:30am at Northwest Elementary. The instructor will be Danielle Fisher. The motion passed with a unanimous vote.

- (33) RESOLUTION #14992 – A motion was made by Mr. Schaffer and seconded by Mr. Topping for the Board of School Directors to accept the following personnel items for discussion and action as listed on the agenda, Exhibit A, Exhibit B, Exhibit C, Exhibit D and Exhibit E:

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 | | |

Garrett, Malcolm	LHS Emotional Support Paraprofessional 5 years	Retirement	6/7/2013
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- G. SECURITY

2. RESIGNATIONS

- | <u>Name</u> | <u>Assignment</u> | <u>Reason</u> | <u>Effective Date</u> |
|---|-------------------|---------------|-----------------------|
| A. ADMINISTRATIVE | | | |
| B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG-TERM SUBSTITUTE | | | |
| C. CLERICAL | | | |
| D. FOOD SERVICE | | | |
| E. MAINTENANCE | | | |

Vargas, Gilberto	LHS 2 nd Shift Custodian	Terminated	5/20/2013
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- F. PARAPROFESSIONAL

Books, Mary Jane	HD K4 Paraprofessional	Furloughed	6/5/2013
Fayed, Ashraf	SW Personal Care Assistant	Terminated	5/20/2013
Schies, Ryan	NW Personal Care Assistant	Furloughed	6/5/2013
Serrano, Brenda	NW ESOL Paraprofessional	Considered to have resigned	6/5/2013

G. SECURITY

H. OTHER

3. NON-ACCEPTANCE

4. APPOINTMENTS

Subject to assignment by the superintendent and pending receipt of all required documentation.

<u>Name</u>	<u>Assignment</u>	<u>Prev Emp in LSD</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effect Date</u>
A. ADMINISTRATIVE					
B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG TERM SUBSTITUTE					
DeRosa, Christine	LMS LTS Speech	Y	R	\$48,461/yr. prorated for the number of days worked	8/19/2013- End of the 1 st Semester of the 2013-2014 school year
Jost, Karoline	NW Autistic Support	Y	N	\$45,041/yr.	8/19/2013
Kahler, Melissa	NW ESOL	N	R	\$48,461/yr.	8/19/2013
Lerch, Robin	HD LTS Guidance	Y	R	\$45,041/yr.	8/19/2013- 11/15/2013
Norman, Michelle	LHS LTS Humanities	Y	R	\$45,041/yr. Prorated for the number of days worked	8/19/2013- End of the 1 st Semester of the 2013-2014 school year
Yi, Yaqin	LHS/LMS LTS Chinese	Y	N	\$34,576/yr. prorated for the number of days	8/19/2013- End of the 1 st Semester of the 2013-

worked 2014 school year

- C. CLERICAL
 - D. FOOD SERVICE
 - E. MAINTENANCE
 - F. PARAPROFESSIONAL
 - G. SECURITY
 - H. OTHER
5. RE-APPOINTMENTS
6. CHANGE OF ASSIGNMENT

Subject to assignment by the superintendent and pending receipt of all required documentation.

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Rate</u>	<u>Effective Date</u>
A. ADMINISTRATIVE				
B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG-TERM SUBSTITUTE				
Bechtel, Rachel	HD Grade 1	HD K5	No Change	8/19/2013
Comp, Chadd	LMS Itinerant Learning Support	LMS Emotional Support	No Change	8/19/2013
Coomer, Hollis	SW Grade 4	SW Grade 5	No Change	8/19/2013
Dundore, David	LHS Business	LMS Business	No Change	8/19/2013
Haverstick, Rachael	HD Grade 1	HD K5	No Change	8/19/2013
Kelly, Ragna	HD K5	HD Grade 1	No Change	8/19/2013
Kline, Christopher	NW Grade 5	HD Grade 5	No Change	8/19/2013
Kohr, Earletta	HH Life Skills	HH Itinerant Learning Support	No Change	8/19/2013
Matarazzi, Amanda	HD Grade 1	HD K5	No Change	8/19/2013
Monk, Melanie	SE Grade 1	SE Grade 5	No Change	8/19/2013

Morgenstern, Kelly	HD K5	HD Grade 1	No Change	8/19/2013
Mowery, Jessica	HD K5	HD Grade 1	No Change	8/19/2013
Paine, Stephanie	SW Grade 4	SW Grade 5	No Change	8/19/2013
Siegrist, Kathryn	SE K4	SE Grade 1	No Change	8/19/2013
Williams, Lauren	HD K5	HD Grade 1	No Change	8/19/2013

C. CLERICAL

D. FOOD SERVICE

E. MAINTENANCE

F. PARAPROFESSIONAL

Cruz, Kiara	SW Personal Care Assistant	HH Personal Care Assistant	No Change	5/21/2013
Phillips, Paige	SE Grade 1 Paraprofessional	SE Temporary Intervention Paraprofessional SIP Funded	No Change	8/28/2013- End of the 2013-2014 School Year
Steffy, Beverly	SE Grade 1 Paraprofessional	SE Temporary Intervention Paraprofessional SIP Funded	No Change	8/28/2013- End of the 2013-2014 School Year

G. SECURITY

H. OTHER

7. CHANGE OF STATUS

Subject to assignment by the superintendent and pending receipt of all required documentation.

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

Wenger, Corey	LMS Interim Assistant Principal	LMS Assistant Principal	\$64,000/yr.	7/1/2013
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B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG-TERM SUBSTITUTE

Ashworth, Jessica	HH LTS K5	HH Grade 1	\$45,041/yr.	8/19/2013
Clark, Matthew	Day-to-Day Substitute	LMS LTS Grade 6 Science	\$45,041/yr. prorated for the number of days worked	8/19/2013 - 11/8/2013
Henry, Nikole	Day-to-Day Substitute	LMS LTS Grade 8 Language Arts	\$45,041/yr. prorated for the number of days worked	8/19/2013 - 1/3/2014
Sweigart, Alissa	LMS Assistant Principal	LHS Business	\$57,723/yr.	8/19/2013
Tobias, Jill	Day-to-Day Substitute	HH LTS Guidance	\$45,041/yr. prorated for the number of days worked	8/19/2013 - 11/1/2013
Walborn, Jaime	Day-to-Day Substitute	HH LTS Grade 3	\$45,041/yr. prorated for the number of days worked	8/19/2013- 11/15/2013

C. CLERICAL

D. FOOD SERVICE

E. MAINTENANCE

F. PARAPROFESSIONAL

G. SECURITY

8. EXTRA PAY FOR EXTRA DUTY

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

5. DELETION

6. APPOINTMENT

7. REVISION

9. INCOME PROTECTION

10. LEAVE OF ABSENCE WITH APPROVAL

<u>Name</u>	<u>Assignment</u>	<u>Type</u>	<u>Date</u>
Fedor, Deanna	LMS Teacher	Consecutive	9/10/2013- 11/1/2013
Gamon, Deanna	HH Teacher	Consecutive	8/19/2013- 11/8/2013
Kiessling, Lisa	SW Teacher	Consecutive	5/13/2013- 5/31/2013
Laudermilch, Angela	LHS Paraprofessional	Consecutive	5/20/2013- 5/24/2013
Mohl, Doug	LHS Maintenance	Intermittent	5/15/2013- 5/15/2014
Sanchez, Carlos	LHS Teacher	Consecutive	5/20/2013- 5/24/2013

11. OTHER PERSONNEL RECOMMENDATIONS

- A. Appoint Curtis O. Richards as Treasurer for the Board of School Directors for the 2013-2014 school year at a stipend of \$2,000/yr.
- B. Appoint Christopher M. Danz as the Title IX for the 2013-2014 school year
- C. Appoint Joshua Coatsworth as the Section 504 Coordinator for the 2013-2014 school year
- D. Appoint Brian Hartman as the Asbestos Program Manager and the Integrated Pest Management Coordinator effective 6/29/2013
- E. Appoint Karl Liedtka as the 2013-2014 K-12 Guidance Supervisor at a stipend of \$2,200/yr.
- F. Appoint Stephen Celaschi as the 2013-2014 Assistant Junior High Wrestling Coach at a stipend of \$2,862/yr.
- G. Appoint the following to the 2013 Summer School Program, at the position and rate indicated. The elementary program will be from 7/15/2013-8/8/2013, Monday-Thursday; the secondary program will be from 6/17/2013-7/18/2013 Monday-Thursday, subject to assignment by the superintendent -See Exhibit A
- H. Appoint Kenneth Travis as the 2013 Summer School Coordinator at a rate of \$30/hr.
- I. Appoint Frank Discuillo Jr. as the 2013-2014 Head Junior High Boys Basketball Coach at a stipend of \$4,837/yr.
- J. Appoint the following persons as volunteers under the Lebanon School District Policy #916 Community Volunteers, pending receipt of all required documents

Name

Brown, Dylan P.
Evans, Karen E.
Guzman, Bianca P.
Young, David L.
Young, Linda M.

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

<u>Name</u>	<u>Position</u>	<u>Rate</u>	<u>Effective Date</u>
Candelario, Charlie	Custodian	\$9.30/hr.	6/6/2013
Eiceman, JoAnn	Secretary	\$9.50/hr.	6/6/2013
Killian, Rheta	Secretary	\$9.50/hr.	6/6/2013
Schies, Ryan	Paraprofessional	\$8.50/hr.	8/26/2013
Simon, Dijon	Secretary	\$9.50/hr.	6/6/2013

- L. Appoint the following to the 2013 Extended School Year Program from 6/25/2013-8/12/2013 in the positions and rates as indicated

<u>Name</u>	<u>Position</u>	<u>Rate</u>
DeHart, Brenda	NW-Autistic Support Paraprofessional	\$11.50/hr.
Jones, Rosemary	LHS-Life Skills Paraprofessional	\$14.50/hr.
Morales, Carmen	NW-Autistic Support Paraprofessional	\$11.50/hr.

- M. Approve William Hower as the 2013-2014 Lodestone Advisor at a rate of \$30/hr., not to exceed 100 hours
- N. Approve the following persons as the 2013-2014 as Division Level Coordinators as indicated-See Exhibit B
- O. Approve the following persons to the Extracurricular activities as indicated for the 2013-2014 school year-See Exhibit C
- P. Appoint the following persons to the Extracurricular activities as indicated for the 2013-2014 school year, subject to assignment by the superintendent and pending receipt of all required documentation-See Exhibit E
- Q. Approve Dr. Jeffrey Yocum as the District Medical Director for the 2013-2014 school year effective 7/1/2013
- R. Approve the following security guards to work the summer of 2013 at his/her hourly rate

Name

Espada, Carmen
Firestone, Glenn
Firestone, Herbert
Lampkin, Jerry

Light, Steven
 Loeper, Lynda
 Montanez, Roberto
 Ortiz, Vicky
 Reppert, Glenn
 Ressler, Jacqueline
 Rodriguez, Rafael
 Schwalm, Larry
 Shirk, Scott

- S. Approve the Good Samaritan Family Practice to provide examinations for students in the Lebanon School District during the 2013-2014 school year, at a rate of \$50/hr.
- T. Approve the following non-collective bargaining employees' rate increases for the 2013-2014 school year:

<u>Name</u>	<u>Amount of Increase</u>
District Attendance Officer	3%
LMS Attendance Officer	\$0.75/hr.
Licensed Professional Counselor	3%
Technology Staff	\$1.00/hr.
Security Staff	\$0.75/hr.
Custodial Supervisor	3%
Athletic Director	3%

- U. Approve R. James Heverling to work as the Dual Enrollment Instructor for the 2013-2014 school year at a stipend of \$10,500/yr., paid in two installments
- V. Pay a stipend of \$1,000/each to Jessica Bahler and Betty Miller, Special Education Consultants for the 2013-2014 school year, in two equal installments for additional responsibilities
- W. Rescind the appointments for the following individuals in the positions indicated for the 2013-2014 school year

<u>Name</u>	<u>Position</u>
Lucas, Aaron	Assistant Jr. High Wrestling Coach
Discuillo Jr., Frank	Assistant Jr. High Boys Basketball Coach
Stellar, Magdeline	Assistant Jr. High Field Hockey Coach
Schwenk, Warren	Volunteer Assistant Jr. High Boys Basketball Coach

- X. Remove the following substitutes effective 6/1/2013

Name
 Ahlstrom, Anna
 Conzelmann, Rebecca
 McLoughlin, Alan
 Viozzi, Erin

12. AMEND THE FOLLOWING

- A. Amend Elizabeth Heck's end date to May 28, 2013
- B. Amend Julia Fern's end date to May 29, 2013
- C. Amend Jennifer Mullins' long-term substitute assignment end date to 6/5/2013
- D. Amend Michelle Emerich's long-term substitute assignment end date to 6/6/2013
- E. Amend Evelyn Caraballo's retirement date to January 14, 2014
- F. Amend Michael Kercher's intermittent leave of absence dates to 2/27/2013-6/4/2013
- G. Amend Doug Mohl's intermittent leave of absence end date to 5/14/2013

Mr. Kuhn abstained from voting to approve Good Samaritan Family Practice to provide examinations for students; Mrs. Bowman abstained from voting to appoint Robert Bowman as stage manager and approval of rate increase for District Attendance Officer. The motion passed.

- (34) RESOLUTION #14993 – A motion was made by Mr. Kuhn and seconded by Mr. Schaffer to grant approval the terms and conditions of the negotiated agreement between the American Federation of State, County & Municipal Employees (AFSCME) and the Lebanon School District Board of School Directors, effective 7/1/2013-6/30/2017-(See Exhibit D and enclosure). The motion passed with a unanimous vote.

On behalf of the entire Board, Mr. Pyles expressed appreciation to all AFSCME employees.

- (35) RESOLUTION #14994 – A motion was made by Mr. Schaffer and seconded by Mr. Topping to grant tentative adoption of the following new textbooks for the 2013-2014 school year for the high school:

Advanced Computer Technology: Microsoft Office 2010 Advanced.
(2011) Author or Editor: Shelly, Vermaat ((Shelly Cashman Series);
Publisher: Course Technology, Cengage Learning

Honors Accounting 2: Fundamental Accounting Principles
(2013) Author or Editor: Wild, Shaw, Chiappetta; Publisher:
McGraw Hill/Irwin

The motion passed with a unanimous vote.

- (36) RESOLUTION #14995 – A motion was made by Mr. Schaffer and seconded by Mrs. Bowman to grant approval of 2013-2014 District Assessment Schedule. The motion passed with a unanimous vote.

(37) RESOLUTION #14996 – A motion was made by Mr. Schaffer and seconded by Mr. Topping to grant approval of School Improvement Plans for Harding, Northwest, Southeast, Southwest and Lebanon Middle School, for July 1, 2013 to June 30, 2014. The motion passed with a unanimous vote.

(38) RESOLUTION #14997 – A motion was made by Mr. Schaffer and seconded by Mr. Kuhn to grant approval of the following 2013 Inductees into the Lebanon High School Athletic Hall of Fame:

Greg Adams - Class of 2002
Jon Arnold – Class of 1995
Ron Brewer – Class of 1966
Ray Granger – Class of 1974
Terry Weik – Class of 1989

The motion passed with a unanimous vote.

(39) 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 Vice-President Pyles declared the meeting adjourned at 7:41 p.m. Dr. Anne Dall remained connected via teleconference through the entire meeting. At this time Mrs. Harrell ended the teleconference with Dr. Anne Dall.

Respectfully submitted,

Mary A. Harrell
Secretary of the Board

Exhibit A Teachers - Elementary

\$30/hour

Harding

Bailey, Ashley
Dasher, Barbara
Herling, Charles

Moore, Kara
Nash, Kelsey
Wise, Amanda

Henry Houck

Ashworth, Jessica
Kohr, Earletta
Bucy, Jacob
Walborn, Jaime

Northwest

Brown, Tammy
Custer, Nicole
DiBetta, Jodi
Miller, Judy
Ramirez, Sabrina
Shay, Laurie
Stellar, Magdeline
Stevenson, Adrianna
Wenrich, Christa

Southeast

Gonzalez, Tiffani
Itzen, Valerie
Day, Kaitlyn
Ditzler, Bradley
Fouch, Lindsey
Horstick, Linda
Peters, Kelly
Sellers, Nolan

Southwest

Burgess, Ellen
Damiano, Elizabeth
Funk, Kurtis
Gross, Tarah
Maulfair, Tracey
Paine, Stephanie
Spangler, Lisa

Splitting position

Teachers – Middle School

\$30/hour

Rau, Daniel
Bardo, Matthew
Wettig, Shawn
Newswanger, Kelly
Dermes, Jason
Comp, Chadd

Teachers – High School

\$30/hour

All high school teachers will work every other day

Brewer, Benjamin
Grove, Timothy
Madison, Joel
Musser, Zachary
Nordall, Jennifer
Nordall, Robert
Ruppert, Jonathan
Sanchez, Carlos
Uzar, Cathy

Paraprofessionals

2013-2014 hourly rate

Harding

Cruz, Natasha
Elzek, Ereny

Henry Houck

Houck, Angela

Northwest

Plueger, Melissa
Zimmerman, Carolyn

Southeast

Ruiz, Elizabeth
Shucker, Ivy

Southwest

Engle, Barbara
Sellers, Wendy

Day-to-Day Substitute Paraprofessionals

2013-2014 hourly rate

Southwest

O'Neal, Ginny

Day-to-Day Substitutes as needed

2013-2014 hourly rate

Best-Biscotti, Melody
Conners, Tammy
Daugherty, Melinda
Groff, Cynthia
Harwick, Brenda
Hauenstein, Jill
Hauenstein, Timothy
Mumma, Faith
Neuin, Kelly
O'Byle, Amy
Reiner, Tiffany
Shucker, Lisa
Strauser, Rachel
Wells, Melanie

School Nurses

\$30/hour

Attig, Leslie
Burkhart, Sherri
Henning, Antoinette
Lawrence, Ellen
Renik, Katherine
Varela, Betti

Exhibit B – 2013-2014 Division Level Coordinators – June 17, 2013

<u>Name</u>	<u>Position</u>	<u>Stipend</u>
Fetzer, Megan	Art (K-12)	\$ 1,000.00
Haitos, Karen	Business (7-12)	\$ 500.00
Horner, Attie	Communications (6-8)	\$ 500.00
Newswanger, Kelly	Communications (6-8)	\$ 500.00
Musser, Zachary	Communications (9-12)	\$ 1,000.00
Ohl, Debra	ESOL (9-12)	\$ 500.00
Sunkel, Wanda	ESOL (6-8)	\$ 500.00
Horstick, Linda	ESOL (K-5)	\$ 500.00
Kidron, Susan	Grant Writing (K-12)	\$ 1,000.00
Henning, Antoinette	Health Services (K-12)	\$1,000.00
Norman, Robert	Industrial Technology	\$ 500.00
Kidron, Susan	Library (K-12)	\$ 1,000.00
Cabrera, Jessica	Mathematics (6-8)	\$ 500.00
Wettig, Shawn	Mathematics (6-8)	\$ 500.00
Speraw, Daniel	Mathematics (9-12)	\$ 1,000.00
Johnston, Terese	Physical Education (K-12)	\$1,000.00
Daddario, Angela	Science (6-8)	\$500.00
Burton, Donald	Science (6-8)	\$500.00
Bensing, Kyle	Science (9-12)	\$1,000.00
Rau, Daniel	Social Studies (6-8)	\$ 500.00
Thomas, Chad	Social Studies (6-8)	\$ 500.00
Grove, Timothy	Social Studies (9-12)	\$1,000.00
Richards, Carolyn	Special Education (6-8)	\$ 1,000.00
Benner, Elisa	Special Education (9-12)	\$ 1,000.00
Zipp-Trate, Jill	World Languages (9-12)	\$ 500.00

Exhibit C – 2013-2014 Extracurricular – June 17, 2013

<u>Name</u>	<u>Position</u>	<u>Stipend</u>
Heefner, Margaret	Cedar Times Advisor	\$573.00
Copenhaver, John	Elementary Spring Concert	\$573.00
Longo, Lindsey	HD Elementary Student Council Advisor	\$573.00
Fox, Kristen	HH Student Government Advisor	\$573.00
Figueroa, Daniel	Just Say No Advisor	\$573.00
Rau, Daniel	LDC Coordinator	\$1,000.00
Thomas, Chad	LDC Coordinator	\$1,000.00
Zerfing, Christy	LHS Commencement Speech Advisor	\$573.00
Norman, Michelle	LHS Fall Play Director	\$1,946.00
Haitos, Karen	LHS FBLA Advisor	\$573.00
Johnston, Terese	LHS Freshman Class Dean	\$1,602.00
Seyfert, Paul	LHS Interact Club	\$573.00
Clark, Laura	LHS Junior Class Dean	\$1,602.00
Johnston, Terese	LHS Key Club/Octagon Club	\$573.00
Heefner, Margaret	LHS Musical Drama Coach/Producer	\$1,946.00
Bowman, Robert	LHS Musical Sight and Sound	\$1,500.00
Speraw, Daniel	LHS Senior Class Dean	\$1,946.00
Hock, Stephanie	LHS Sophomore Class Dean	\$1,602.00
Bowman, Robert	LHS Stage Manager	\$3,891.00
Seyfert, Paul	LHS Student Government Advisor	\$744.00
Seyfert, Paul	LHS Youth & Government Advisor	\$2,299.00
Bulley, Corinne	LMS All-Star Singers	\$572.50
Yeagley, Nicole	LMS All-Star Singers	\$572.50
Bulley, Corinne	LMS Musical Director	\$1,945.50
Yeagley, Nicole	LMS Musical Director	\$1,945.50
Bulley, Corinne	LMS Musical Drama Coach/Producer	\$801.00
Yeagley, Nicole	LMS Musical Drama Coach/Producer	\$801.00
Newswanger, Kelly	LMS Newspaper Advisor	\$1,946.00
Barry, Bruce	LMS Musical Sight and Sound	\$750.00

Bulley, Corinne	LMS Stage Manager	\$801.00
Yeagley, Nicole	LMS Stage Manager	\$801.00
Rice, Roseanne	LMS Student Government Advisor	\$286.50
Palumbo, Jenna	LMS Student Government Advisor	\$286.50
Bulley, Corinne	LMS World Drummers	\$500.00
Yeagley, Nicole	LMS World Drummers	\$500.00
Boris, Bobbi	LMS Yearbook Advisor	\$372.00
Mason, Douglas	LMS Yearbook Advisor	\$372.00
Slovak, Gloria	NW Elementary Hand Bell Choir	\$1,145.00
Chinnici, Kristin	HH Elementary Hand Bell Choir	\$1,145.00
Ramirez, Sabrina	NW Elementary Student Council Advisor	\$286.50
Travis, Kenneth	NW Elementary Student Council Advisor	\$286.50
Cabrera, Jessica	Power Math Coordinator	\$1,000.00
Wettig, Shawn	Power Math Coordinator	\$1,000.00
Figueroa, Daniel	Quiz Bowl Advisor	\$573.00
Richards, Stephen	Reading Edge Coordinator	\$1,000.00
Herb, Michael	SE Elementary Student Council Advisor	\$286.50
Reigert, Francy	SE Elementary Student Council Advisor	\$286.50
Wertz, John	Speech Contests Advisor	\$573.00
Coomer, Hollis	SW Elementary Student Council Advisor	\$192.67
Maulfair, Tracey	SW Elementary Student Council Advisor	\$192.67
Paine, Stephanie	SW Elementary Student Council Advisor	\$192.67
Shucker, Lisa	Tri-Hi-Y	\$573.00

Exhibit D – AFSCME Agreement Highlights – June 17

Salary Increase	2013-2014 school year: 3.00% 2014-2015 school year: 2.73% 2015-2016 school year: 2.66% 2016-2017 school year: 2.59% Average: 2.75%												
Medical/Dental insurance employee contribution	2013-2014 school year: 10% 2014-2015 school year: 11% 2015-2016 school year: 12% 2016-2017 school year: 12% <ul style="list-style-type: none"> • Unit employees eligible for district paid single medical coverage • Food service employees are responsible for 100% of the dental premium; custodian/maintenance employees are responsible for 50% of the single dental premium 												
Grandfathered employee annual two-party and family additional costs	<p style="text-align: right;"><u>two-party/family</u></p> 2013-2014 school year: \$450/\$650 2014-2015 school year: \$650/\$850 2015-2016 school year: \$850/\$1,050 2016-2017 school year: \$850/\$1,050												
Holiday Bonus	Eliminated (Except 12 grandfathered food service employees)												
Hourly increases for longevity	Eliminated												
Differentials established for promotions/demotions, as applicable	<table style="width: 100%; border: none;"> <tr> <td style="width: 80%;">Custodian to Head Custodian</td> <td style="text-align: right;">\$ 1.25/hr.</td> </tr> <tr> <td>Custodian to Maintenance</td> <td style="text-align: right;">\$ 1.25/hr.</td> </tr> <tr> <td>Maintenance to Head Custodian</td> <td style="text-align: right;">\$ 0.25/hr.</td> </tr> <tr> <td>Maintenance to Maintenance Tech</td> <td style="text-align: right;">\$ 1.25/hr.</td> </tr> <tr> <td>Cafeteria Helper to Kitchen Manager</td> <td style="text-align: right;">\$ 1.25/hr.</td> </tr> <tr> <td>Cafeteria Helper to Head Baker/Cook</td> <td style="text-align: right;">\$ 0.75/hr.</td> </tr> </table>	Custodian to Head Custodian	\$ 1.25/hr.	Custodian to Maintenance	\$ 1.25/hr.	Maintenance to Head Custodian	\$ 0.25/hr.	Maintenance to Maintenance Tech	\$ 1.25/hr.	Cafeteria Helper to Kitchen Manager	\$ 1.25/hr.	Cafeteria Helper to Head Baker/Cook	\$ 0.75/hr.
Custodian to Head Custodian	\$ 1.25/hr.												
Custodian to Maintenance	\$ 1.25/hr.												
Maintenance to Head Custodian	\$ 0.25/hr.												
Maintenance to Maintenance Tech	\$ 1.25/hr.												
Cafeteria Helper to Kitchen Manager	\$ 1.25/hr.												
Cafeteria Helper to Head Baker/Cook	\$ 0.75/hr.												

Exhibit E – Fall & Winter Coaching Recommendations – June 17, 2013

Field Hockey

Simone, Emily	Assistant Jr. High Field Hockey Coach	\$2,862
Stellar, Magdeline	Head Jr. High Field Hockey Coach	\$3,720

Cross Country

Nordall, Jennifer	Volunteer Assistant Varsity Cross Country Coach	
Rhinier, Amanda	Co-Assistant Varsity Cross Country Coach	\$1,116

Boys Soccer

Brodlic, Eldin	Assistant Jr. High Boys Soccer Coach	\$2,289
Dornes, Andrew	Volunteer Assistant Boys Soccer Coach	
McShane, Susan	Volunteer Assistant Jr. High Boys Soccer Coach	
Omar, Mohammed	Assistant Varsity Boys Soccer Coach	\$2,976
Sandoval, Jesus	Head Jr. High Boys Soccer Coach	\$2,976

Boys Basketball

Discuillo Jr., Frank	Head Jr. High Boys Basketball Coach	\$4,837
Schwenk, Warren	Assistant Jr. High Boys Basketball Coach	\$3,720

Weight Training

Shucker, Lisa	Fall Weight Training Coach	\$1,209
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