

## SCHOOL BOARD MINUTES

- (1) The Board of School Directors of the Lebanon School District met in regular session on Monday, September 16, 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) President Anne V. Dall called the meeting to order at 7:00 p.m. Everyone participated in the Pledge of Allegiance to the Flag.
- (3) President Dall called for a Moment of Silence to mourn the loss of life in Washington DC.
- (4) On roll call by the secretary, the following board members were present: Mrs. Debra L. Bowman, Dr. Anne Dall, Ms. Vanessa Fischer, 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. Also present were Dr. Marianne T. Bartley, superintendent of schools; Mrs. Mary A. Harrell, board secretary; Mrs. Kelly Herr, assistant business manager; and Mr. Harry W. Reed, solicitor.
- (5) Also present were Mr. Chris Danz, assistant to the superintendent for human resources and pupil services; Mr. Mike Murphy, assistant to the superintendent for assessment & accountability; Mr. Fred Shattls, director of ESL; Mr. Brian Hartman, director of buildings and grounds; Mr. Ted Graeff, chief information officer; Mr. Joshua Coatsworth, director of special education; Mr. Brian Hartman, assistant director of buildings and grounds; Mr. Adam Steckbeck, head custodian; Attorney Michael Winfield; and Mr. John Latimer of the Lebanon Daily News.
- (6) The following 2014 PSBA election results were recorded:

President-elect	- Mr. Mark B. Miller
Vice-President	- Mr. Charles H. Ballard
Treasurer	- Mr. Otto W. Voit, III
At-large Representative (Central)	- Ms. Kathy K. Swope
- (7) RESOLUTION #15034 – The minutes of the committee meeting held on August 19, 2013 were offered for consideration. It was moved by Mr. Schaffer and seconded by Mrs. Kotay that the minutes be approved. All members voiced consent and so ordered.
- (8) Dr. Bartley reminded everyone about the high school open house and rededication on Sunday, September 22 from 2 to 4 PM. A ribbon cutting is planned and students will be available to assist with self-guided tours of the facility.
- (9) Dr. Bartley shared that the Highmark Foundation awarded the district \$2,500 for promoting student health and wellness. The money may be used at the discretion of the school district with no restrictions. It may be used for elementary, middle or

high school. A suggested use may be to increase efforts in improving student health and wellness including obesity.

- (10) Dr. Bartley shared that our Rotary Students of the Month for September are Mark Pyles and Emily Gilbert. Both students and their parents were invited to join Dr. Bartley at a Rotary luncheon on Tuesday, September 17, 2013 at Hebron Banquet facility.
- (11) Dr. Bartley invited the Board to submit nominations to the Cedar Foundation for the 2013 Distinguished Alumni recognition and for Friends of Education. A special luncheon will be held on Friday November 22, 2013 at noon.
- (12) Dr. Bartley encouraged everyone to attend the first Family Night Out on Wednesday, September 18 at 5:30 at Lebanon High School. Topics for the night include a tour of LHS, administrative and technology updates.
- (13) Next, the Board and Dr. Bartley discussed the Race to the Top grant and what impact a grant that size would have on the district.

Race to the Top is a \$4.35 billion U.S. Department of Education competitive grant program funded in 2009 as part of the American Recovery and Reinvestment Act to stimulate the economy. Three of four rounds of grants have already been awarded to dozens of schools selected for their innovative approaches to reforming public education.

Dr. Bartley made it clear that receiving the grant would be a long shot. But, if we were awarded the grant we would receive \$10 million to \$20 million to be spent in a three-year period.

Dr. Bartley shared that she is proposing that we create career tracks for students that would begin at the elementary level.

We were notified of the grant in July and received specifics about it in August. It must be submitted by the beginning of October. We have time crunch as administration puts together details of the application. Dr. Bartley already discussed the application with members of the Parent Advisory Council and they were very much in favor of what we are proposing.

Dr. Bartley cautioned that the application proposal is still in its infancy. Tentatively, it would give students at the elementary level an option to receive a curriculum that was weighted toward their interest - science and math, civics and world cultures, entrepreneurship and the arts. As students advance into middle and high school, the curriculum would continue to be tailored toward that interest. As the proposal is now designed, each elementary school would specialize in a career curriculum.

Mrs. Kotay asked if the Race to the Top grant has the same flexibility as the SIG grant. Dr. Bartley was not sure.

Mr. Topping shared that he feels that we are going to lose some kids in the shuffle. Dr. Bartley acknowledged these were issues that are being considered as the final grant proposal takes shape, but she added the changes would benefit kids without strong family influence. She feels that we are going to save kids, not lose them.

Mrs. Kotay raised some concern about receiving this news just last week. She feels that from the board's perspective, they will have to take responsibility for this, but have had the least input. Dr. Bartley replied that, should the district receive the grant when the awards are announced in December, the board and parents would have input on many of the specifics that still must be determined before it is implemented.

When asked about the cost of sustaining such a program, Dr. Bartley said she felt it would require some additional temporary positions at the outset, but they would be absorbed once it was established.

If the grant is funded, it has to be sustainable. Lebanon applied for the grant last year and was rejected. Dr. Bartley said she is using feedback from that experience and talking with those familiar with the selection process to develop the latest application. Improvements include adding details about the school's existing programs, including dual enrollment and college in the high school, and adding a public component into the curriculum by partnering with organizations like the Lebanon Valley Chamber of Commerce.

Dr. Bartley noted that this is a competitive grant and we have a slim chance to get this. But if we would get this grant it could be something very good, something extraordinary for us.

Ms. Fischer shared that she feels it is better to try and fail than to never try. Mr. Pyles agreed with Ms. Fischer. He stated that it is difficult to absorb with the shortness in time but we have been placed in a position with a short window of time to get this done.

Mr. Kuhn feels that it is better to try and fail than to not try at all. He supports the concept. He feels that if we have an opportunity to receive more funding we should take it in a fair and equitable manner.

Mr. Wilson wants kids to have a voice.

Dr. Bartley invited the board to a meeting on Wednesday that will involve principals, administration, teachers and others. She said that if this meeting is not productive we are not going to move forward with this grant application.

- (14) RESOLUTION #15035 – The treasurer's report for the month of August 2013, was presented for consideration. Mrs. Bowman 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.

- (15) RESOLUTION #15036 – 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 August 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 #15037 – A motion was made by Mr. Schaffer and seconded by Mr. Topping to accept the student activity fund report, scholarship fund, Cedar Foundation, food service, and Phillips Copy Center report for August 2013 as presented. All members answered aye and the motion passed.
- (17) There was no communications and no solicitor’s report.
- (18) RESOLUTION #15038 – Mrs. Bowman made a motion, seconded by Mr. Kuhn to grant permission to apply for the Race to the Top Grant. The motion passed with a unanimous vote.
- (19) RESOLUTION #15039 – Mr. Schaffer made a motion, seconded by Mrs. Kotay, to grant permission to administer flu shots to employees on a voluntary basis for a \$20.00 fee per employee. All members answered aye and the motion passed.
- (20) RESOLUTION #15040– A motion was made by Mr. Schaffer and seconded by Mrs. Kotay to grant approval to pay Invoice #63, in the amount of \$1,959.19, to Beers & Hoffman, Ltd, for professional services from June 30, 2013 to August 02, 2013, for the Lebanon High School Renovation Project. The motion passed with a unanimous vote.
- (21) RESOLUTION #15041 – Mr. Schaffer made a motion, seconded by Mrs. Kotay to grant approval to pay Invoice #3123, in the amount of \$4,853.60, to Fairchild Services, Inc., for services rendered in connection with the Lebanon High School Renovation Project Close Out and Auditorium Renovation. All members answered aye and the motion passed.
- (22) RESOLUTION #15042 - 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 as follows:

**1. RETIREMENT RESIGNATIONS**

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

B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG-TERM SUBSTITUTE

C. CLERICAL

D. FOOD SERVICE

E. MAINTENANCE

Leibold, Leon	LMS Head Custodian 32.5 years	Retirement	3/1/2014
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President Dall congratulated Mr. Leon Leibold for his many years of dedicated service to the Lebanon School District.

F. PARAPROFESSIONAL

G. SECURITY

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

C. CLERICAL

D. FOOD SERVICE

E. MAINTENANCE

F. PARAPROFESSIONAL

Morales, Carmen	NW Personal Care Assistant	Personal	8/13/2013
Morales, Lisandra	NW Personal Care Assistant	Personal	8/21/2013
Sementelli, Sara	LHS ESOL Teaching Assistant	Personal	8/16/2013
Zombro, Laura	NW Personal Care Assistant	Personal	8/16/2013

G. 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>Effective Date</u>
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A. ADMINISTRATIVE

B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG TERM SUBSTITUTE

Benn, Lydia	HD LTS Guidance	N	R	\$45,041/yr. prorated for the number of days worked	8/19/2013 11/15/2013	-
Morasco, Sarah	HH LTS Life Skills	N	R	\$45,041/yr. prorated for the number of days worked	8/23/2013 11/15/2013	-

C. CLERICAL

D. FOOD SERVICE

E. MAINTENANCE

F. PARAPROFESSIONAL

Keeny, Amanda	LHS ESOL Teaching Assistant 7 hrs/day	N	R	\$15.00/hr.	9/5/2013	
Mendoza, Ezequiel	NW Personal Care Assistant 6.5 hrs/day	N	R	\$9.50/hr.	9/3/2013	
Snyder, Kathy	HD Cafeteria Paraprofessional 3 hrs/day	N	Y	\$9.50/hr.	8/28/2013	
Troxel, Melissa	HH Personal Care	N	N	\$9.50/hr.	9/3/2013	

Assistant  
6.5 hrs/day

G. SECURITY

H. OTHER

Fake, Scott    Technology Associate    N    N    \$16.75/hr.    9/17/2013  
8 hrs/day

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				
Bailey, Ashley	HD Grade 5	HD Grade 4	No Change	8/19/2013
Brown, Kimberly	HD Grade 2	HD Grade 3	No Change	8/19/2013
Dasher, Barbara	HD Grade 4	HD Grade 5	No Change	8/19/2013
Deeb, Tracy	HD Grade 3	HD Grade 2	No Change	8/19/2013
Eberly, Stacy	HD Grade 4	HD Grade 5	No Change	8/19/2013
Foster, Rachel	HD Grade 2	HD Grade 3	No Change	8/19/2013
Frederick, Ryan	HD Grade 5	HD Grade 4	No Change	8/19/2013
Gibson, Lindsay	HD Grade 4	HD Grade 5	No Change	8/19/2013
Groff, Cynthia	HD Grade 3	HD Grade 2	No Change	8/19/2013
Hamilton, Michelle	SW Bridges	SW Grade 5	No Change	8/19/2013
Hauenstein, Jill	NW Reading Intervention Specialist	NW Grade 5	No Change	8/19/2013

Haverstick, Rachael	HD K5	HD/NW Reading	No Change	9/16/2013
Herling, Charles	HD Grade 3	HD Grade 2	No Change	8/19/2013
Kaley, David	HD Grade 3	HD Grade 2	No Change	8/19/2013
Peck, Wendy	HD Grade 2	HD Grade 3	No Change	8/19/2013
Stouch, Kendra	NW Grade 5	NW Learning Support	No Change	8/19/2013
Wenrich, Christa	NW Grade 2	NW Grade 3	No Change	8/19/2013

C. CLERICAL

D. FOOD SERVICE

E. MAINTENANCE

F. PARAPROFESSIONAL

Hain, Susan	HD Personal Care Assistant 6.5 hrs/day	LMS Personal Care Assistant 6.5 hrs/day	No Change	8/19/2013
Nunez, Naomi	NW ESOL Paraprofessional 6.5 hrs/day	NW Autistic Support Paraprofessional 6.5 hrs/day	No Change	8/19/2013
Schies, Ryan	NW Personal Care Assistant 6.5 hrs/day	LMS Personal Care Assistant 6.5 hrs/day	No Change	8/19/2013
Tricoche, Jeanette	NW Autistic Support Paraprofessional 6.5 hrs/day	SE ESOL Paraprofessional 6.5 hrs/day	No Change	8/19/2013

G. SECURITY

Lampkin, Sabrina	LMS Security Guard 7.5 hrs/day	LHS Security Guard 7.5 hrs/day	No Change	9/3/2013
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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>Rate</u>	<u>Effective Date</u>
A. ADMINISTRATIVE				
B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG-TERM SUBSTITUTE				
Staudt, Lindsey	Day-to-Day Substitute	HD K5	\$45,041/yr.	9/16/2013
Miller, Stewart	LMS LTS	LMS Itinerant	\$48,461/yr.	8/19/2013
	Itinerant Learning Support	Learning Support		
C. CLERICAL				
D. FOOD SERVICE				
E. MAINTENANCE				
F. PARAPROFESSIONAL				
Henry, Kelsey	Day-to-Day Substitute	LMS Personal Care Assistant 6.5 hrs/day	\$9.50/hr.	8/30/2013
Rutter, Rebecca	Day-to-Day Substitute	LMS Personal Care Assistant 6.5 hrs/day	\$9.50/hr.	9/9/2013
G. SECURITY				
Fontanez, Roberto	Day-to-Day substitute	LHS Security Guard 7.5 hrs/day	\$9.75/hr.	9/30/2013
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>
Danielewicz, Susan	HH Teacher	Consecutive	8/19/2013 – 8/23/2013
Musser, Zachary	LHS Teacher	Consecutive	10/3/2013 – 10/18/2013
Rodriguez, Sonia	NW 245- Day Secretary	Consecutive	8/19/2013 – 8/23/2013
Rodriguez, Sonia	NW 245-Day Secretary	Intermittent	8/24/2013 – 8/18/2014

**11. OTHER PERSONNEL RECOMMENDATIONS**

- A. Approve Hershey Medical Center Community Outreach to perform health screenings for students during the 2013-2014 school year at no cost to the district.
- B. Approve to pay a \$100 daily stipend via timesheet to the following persons for time worked during the 2013 summer to prepare for looping at Harding Elementary. Paid by Harding Elementary Building Funds - See Exhibit A.
- C. Approve the creation of a Speech & Language Division Level Coordinator position at a stipend of \$500/yr.
- D. Approve Robin Lerch to work an additional 10 work days as a Guidance Counselor.
- E. Approve Kathryn Grove as a new teacher mentor at a stipend of \$750 per mentee.
- F. Approve tenure for the following professional employees - See Exhibit B.

- G. Approve the following persons as 2013-2014 ESOL Tutors in the 2013-2014 Title III After-School Tutoring Program to work as needed at the rate of \$30/hr. effective 9/10/2013 - See Exhibit C.
- H. Approve Amanda Keeny to work in the 2013-2014 Title III After-School Tutoring Program as an ESOL Teaching Assistant as needed at the rate of \$15/hr.
- I. Appoint the following persons to the 2013-2014 21<sup>st</sup> Century Program at the position indicated. The rate is determined as following: teachers at \$30/hr., paraprofessionals at his/her 2013-2014 hourly rate - See Exhibit D.
- J. Appoint the following persons as 2013-2014 Site Coordinators for the 21<sup>st</sup> Century Program at the school and stipend indicated:

<u>Name</u>	<u>School</u>	<u>Stipend</u>
Brenner, Kelly	HH	\$1,000/yr.
Ditzler, Bradley	SE	\$500/yr.
Dunkelberger, David	LMS	\$1,000/yr.
Funk, Kurtis	HD	\$1,000/yr.
Mumma, Faith	SE	\$500/yr.
Spangler, Lisa	SW	\$1,000/yr.
Travis, Kenneth	NW	\$1,000/yr.

- K. Appoint the following persons as volunteers under the Lebanon School District Policy #916 Community Volunteers, pending receipt of all required documents - See Exhibit E.
- L. 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 F.
- M. Appoint the following persons as Intervention Teachers at Harding Elementary School for 1.5 hrs/day at \$30/hr. from 10/15/2013-4/16/2014, payable through School Improvement Funds:

Name  
 Krall, Kathleen  
 Stanley, Pamela  
 Progin, Amanda

- N. Appoint Emily Weiler as an Intervention Teacher at Harding Elementary School for 3 hrs/day at \$30/hr. from 9/3/2013-4/16/2014, payable through School Improvement Funds.

- O. Appoint Terese Johnston and Jennifer Nordall as 2013-2014 National Honor Society Co-Advisors at a stipend of \$286.50/each.
- P. Appoint Jenna Palumbo as a teacher in the 2013-2014 LMS AEOP Program at a rate of \$30/hr.
- Q. Appoint the following persons at the established rate of \$100.00 per day, as day-to-day substitute teachers, subject to assignment by the superintendent and pending receipt of all required documentation:

<u>Name</u>	<u>Effective Date</u>
Battistelli, Midge	9/9/2013
Benn, Lydia	11/16/2013
Brandt, Greg	8/19/2013
Bucks, Robert	9/16/2013
Colon De Mendoza, Annette	9/1/2013
Curtis, Aaron	8/19/2013
Deichert, Lynne	8/19/2013
Inch, Kristen	8/19/2013
Patches, Kendra	9/16/2013
Rassouli, Francine	9/1/2013

- R. 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>
Bruno, Marielena	Paraprofessional	\$9.00/hr.	9/9/2013
Bruno, Marielena	Security Guard	\$9.00/hr.	9/9/2013
Hartpence, Karen	Paraprofessional	\$9.00/hr.	9/9/2013
Reich, Irivette	Paraprofessional	\$9.00/hr.	9/16/2013
Rhoads, Craig	Nurse Asst LPN	\$12.50/hr.	10/1/2013
Schlegel, Adam	Security Guard	\$9.00/hr.	8/28/2013
Schmidt, Michelle	Nurse Asst LPN	\$12.50/hr.	8/19/2013
Stine, Edward Michael	Security Guard	\$9.00/hr.	8/26/2013
Szagal, Beverly	Nurse Asst LPN	\$12.50/hr	9/16/2013
Torres, Jaime	Paraprofessional	\$9.00/hr.	9/13/2013

- S. Transfer the Northwest ESOL Paraprofessional position to Southeast Elementary.
- T. Rescind the appointment of Devin Leffler as a HH LTS Life Skills teacher from 8/19/2013 – 11/22/2013.
- U. Rescind the appointment of Kelsey Nash as Co-Head Junior High Cheerleading Coach.

V. Rescind the appointment of Joy Brown as dental hygienist (teaching preventative dental care) effective 7/1/2013.

W. Remove the following substitutes effective as listed:

<u>Name</u>	<u>Effective Date</u>
Coughlin, Laura	9/10/2013
Fessler, Lorraine	9/1/2013
Fox, Caitlyn	9/1/2013
Leffler, Devin	8/21/2013
McLoughlin II, James	8/19/2013
Miner, Aaron	8/19/2013
Richardson, Rachel	9/1/2013
Shellenhamer, Adam	9/1/2013
Thomason, Levana	9/10/2013
Zaami, Fatiha	8/28/2013

## 12. AMEND THE FOLLOWING

- A. Amend Jamie Crowe to the 2013-2014 Head Junior High Cheerleading Coach at a stipend of \$2,976/yr.
- B. Amend Todd Gingrich from the 2013-2014 Assistant Varsity Boys Soccer Coach to the 2013-2014 Head JV Boys Soccer Coach.
- C. Amend Christopher Hall's resignation date to 9/26/2013.
- D. Amend Brandon Swords' leave of absence start date to 9/19/2013.

The motion passed with a unanimous vote.

- (23) RESOLUTION #15043 – Mr. Schaffer made a motion, seconded by Mr. Topping, to grant approval of revised 2013-2014 school calendar to make adjustments for K4 students. The motion passed with a unanimous vote.
- (24) RESOLUTION #15044 – Mr. Schaffer made a motion, seconded by Mrs. Bowman, to grant approval to administer the Pennsylvania Youth Survey. PAYS is a voluntary survey of youth in 6<sup>th</sup>, 8<sup>th</sup>, 10<sup>th</sup>, and 12<sup>th</sup> grades that assess their behaviors, attitudes and knowledge concerning alcohol, tobacco, other drugs, and violence, and is at no cost to the district. Parents have the right to review the survey. Parent passive permission forms will be sent home. This is in conjunction with the Community Health Council for Lebanon County. The motion passed with a unanimous vote.
- (25) RESOLUTION #15045 – Mr. Schaffer made a motion, seconded by Mrs. Kotay, to grant approval to administer the Social Norms survey on a voluntary basis to middle school students. Parents have the right to review the survey. Parent passive

permission forms will be sent home. This is in conjunction with the Community Health Council for Lebanon County. The motion passed with a unanimous vote.

- (26) RESOLUTION #15046 - Mr. Schaffer made a motion, seconded by Mr. Topping, to grant permission to take students from the Honors Biodiversity Ecology Course on a field study to Dover and Lewes, Delaware. Students will survey the natural resources and ecological parameters of the St. Jones River, Canary Creek Marsh and Delaware Bay Estuary. Students will leave Saturday, September 21, 2013 and return on Sunday, September 22, 2013. Accommodations will be arranged at the Mallard Lodge in Smyrna, Delaware. The only cost to students will be for food supplies at Mallard Lodge. Students will be traveling in school vans. The motion passed with a unanimous vote.
- (27) RESOLUTION #15047 - Mr. Schaffer made a motion, seconded by Mrs. Kotay, to grant approval of second reading of revised Board Policy #213, Grading of Student Progress. The motion passed with a unanimous vote.
- (28) The president requested board members to remain for an executive session to discuss a legal matter.
- (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 Dall declared the meeting adjourned at 8:22 p.m.

Respectfully submitted,

Mary A. Harrell  
Secretary of the Board

**Exhibit A**  
**Harding Looping Teacher Stipend**  
**September 16, 2013**

**Name**

Bailey, Ashley  
Bechtel, Rachel  
Brown, Kimberly  
Dasher, Barbara  
Deeb, Tracy  
Eberly, Stacy  
Foster, Rachel  
Frederick, Ryan  
Gibson, Lindsay  
Groff, Cynthia  
Haverstick, Rachael  
Herling, Charles  
Kaley, David  
Kegerise, Molly  
Kelly, Ragna  
Kline, Christopher  
Matarazzi, Amanda  
Morgenstern, Kelly  
Mowery, Jessica  
Peck, Wendy  
Williams, Lauren

**Exhibit B  
Tenure  
September 16, 2013**

**Name**

Albright, Amanda  
Allen, Erica  
Autenrieth, Sara  
Cooper, Neil  
DeMario, Kathleen  
Dundore, David  
Dunkelberger, David  
Fairbanks, Christopher  
Forgotch, Rachel  
Fox, Andrea  
Funk, Kurtis  
Groff, Cynthia  
Haitos, Karen  
Hicks, Stephanie  
Horner, Attie  
Klinikowski, Marie  
Lash, Matthew  
Livering, Allison  
Mehl, Timothy  
Miller, Judy  
Monk II, Robert  
Mowery, Jessica  
Naimoli, Mark  
Neuin, Kelly  
Orenstein, Molly  
Ramirez, Sabrina  
Reich, Jenna  
Swavely, Bradley  
Uzar, Cathy  
Williams, Lauren  
Winters, Kristin

**Exhibit C  
ESOL Tutors**



September 16, 2013

Name

Binner, Angela  
Citko, Anna  
De Mackiewicz, Kristie  
Dochterman, Dean  
Doerrman, Susan  
Gross, Tarah  
Horstick, Linda  
Kennedy, Nicholas  
Kern, Stephanie  
Lane, Amber  
Ohl, Debra  
Rivera, Diana  
Shucker, Lisa  
Siegrist, Kathryn  
Strauser, Rachel  
Swavely, Bradley  
Umbenhauer, Jeremy  
Via, Devon  
Warlow, Stephanie

Exhibit D  
21<sup>st</sup> Century Program - September 16, 2013

<b><u>Name</u></b>	<b><u>Position</u></b>	<b><u>Name</u></b>	<b><u>Position</u></b>
Arnt, Angela	Paraprofessional	Patches, Kendra	Teacher
Batchler, Caroline	Teacher	Pennypacker, Helen	Teacher
Beare, Cathy	Teacher	Perez, Wanda	Teacher
Bucy, Jacob	Teacher	Richards, Carolyn	Teacher
Bucy, Kelly	Teacher	Rittle, Charlotte	Paraprofessional
Connors, Tammy	Teacher	Rule, Jody	Teacher
Cruz, Natasha	Paraprofessional	Ryan, Jonathan	Paraprofessional
Dailey, Susan	Teacher	Shay, Laurie	Teacher
Dasher, Barbara	Teacher	Shrefler, Joan	Teacher
Davis, Jean	Paraprofessional	Shucker, Lisa	Teacher
Day, Kaitlyn	Teacher	Siegrist, Kathryn	Teacher
Delahunt, Suzanne	Teacher	Van Vleet, Susan	Teacher
DiBetta, Jodi	Teacher	Walton, Jamie	Teacher
Engle, Barbara	Paraprofessional	Wenrich, Christa	Teacher
Williams, Lauren	Teacher		
Fink, Alexandra	Paraprofessional	Worrell, Carl	Teacher
Fitzgerald, Joan	Paraprofessional	Zimmerman, Carol	Paraprofessional
Forgotch, Rachel	Teacher	Neuin, Kelly	Teacher
Fouch, Lindsey	Teacher	O'Neil, Ginny	Paraprofessional
Geesey, Albert	Paraprofessional	Omar, Mohamed	Paraprofessional
Getch, Jodi	Paraprofessional	Paine, Stephanie	Teacher
Gonzalez, Tiffani	Teacher	Palardy, Danielle	Teacher
Groff, Cynthia	Teacher		
Gross, Tarah	Teacher		
Harned, Vanessa-Ann	Teacher		
Hauenstein, Timothy	Teacher		
Heagy, Jodi	Paraprofessional		
Heckard, Elizabeth	Teacher		
Itzen, Erik	Teacher		
Krick, Tabitha	Paraprofessional		
Lane, Amber	Teacher		
Lane, Kim	Paraprofessional		
Lawrence, Dawn	Teacher		
Lingle, Erin	Teacher		
Livering, Allison	Teacher		
Marker, Danielle	Teacher		
Maulfair, Tracey	Teacher		
Miller, Debra	Paraprofessional		
Miller, Judy	Teacher		
Minnich, Kathryn	Paraprofessional		
Moore, Kara	Teacher		

**Exhibit E  
Volunteers  
September 16, 2013**

Name

Bailey, Alexis M.  
Cooper, Jennifer F.  
Cooper Jr., Robert H.  
Cordero-Cruz, Isalane  
Eckhart, Glen A.  
Felix, Melissa O.  
Fleming, Kelli L.  
George Jr., Delvin  
George, Pamela E.  
Gonzalez, Gabrielle N.  
Greiner, Christina M.  
Hall, Cindy A.  
Landes, Holly N.  
Lopez, Jessica P.  
Lopez, Jesus A.  
Morales, Dana N.  
Moreno-Disla, Lourdes  
Nace, Winter M.  
Roth, Alison G.  
Vazquez, Joanna M.

**Exhibit F  
Coaches  
September 16, 2013**

**Track & Field**

Comp, Chadd	Assistant Junior High Track & Field Coach	\$1,431/yr.
Kern, Stephanie	Assistant Varsity Track & Field Coach	\$1,860/yr.
Peck, Kathleen	Assistant Varsity Track & Field Coach	\$1,860/yr.
Rhinier, Amanda	Assistant Junior High Track & Field Coach	\$1,431/yr.
Lucas, Aaron	Head Junior High Track & Field Coach	\$3,720/yr.
Monk II, Robert	Assistant Junior High Track & Field Coach	\$2,862/yr.
Rau, Daniel	Assistant Varsity Track & Field Coach	\$3,720/yr.
Richards, Stephen	Assistant Varsity Track & Field Coach	\$3,720/yr.
Robinson, Matthew	Volunteer Assistant Track & Field Coach	
Shucker, Lisa	Assistant Varsity Track & Field Coach	\$3,720/yr.
Watt, Nicholas	Head Track & Field Coach	\$5,723/yr.

### **Baseball**

Eisenhower, Randy	Volunteer Assistant Varsity Baseball Coach	
Gonzalez, Frederick	Assistant Varsity Baseball Coach	\$2,976/yr.
Nelson, Dale	Assistant JV Baseball Coach	\$2,976/yr.
Nordall, Robert	Head Baseball Coach	\$4,751/yr.

### **Boys Tennis**

Haitos, Karen	Volunteer Assistant Varsity Boys Tennis Coach	
Shott, John	Volunteer Assistant Varsity Boys Tennis Coach	
Uzar, Cathy	Head Boys Tennis Coach	\$3,434/yr.

### **Boys Volleyball**

Albright, Jeffrey	Head Boys Volleyball Coach	\$4,578/yr.
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### **Girls Volleyball**

Capellan, Angel	Volunteer Girls Volleyball Coach	
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### **Softball**

Crater, Angela	Assistant Varsity Softball Coach	\$2,976/yr.
Hower, William	Head Softball Coach	\$4,578/yr.
Kortright, Danielle	Assistant Junior Varsity Softball Coach	\$2,289/yr.
Norman, Michelle	Head Junior Varsity Softball Coach	\$2,976/yr.

### **Cheerleading**

Olan, Shanice	Assistant Junior High Cheerleading Coach	\$2,289/yr.
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### **Wrestling**

Black, Vaughn	Head Wrestling Coach	\$5,723/yr.
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### **Basketball**

Wenrich, Christa	Head Junior High Girls Basketball Coach	\$1,711/yr.
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