

## SCHOOL BOARD MINUTES

- (1) The Board of School Directors of the Lebanon School District met in regular session on Monday, September 17, 2012, at 7:00 p.m. in the board conference room of the senior high school as advertised in the Daily News on December 15, 2011.
- (2) President Thomas L. Schaffer called the meeting to order at 7:02 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 Dall, Mrs. Rose Marie R. Kotay, Mr. Michael J. Kuhn, Mr. Richard Mase, Sr., Mr. Thomas L. Schaffer, Mr. Paul Topping, and Mr. Cornell Wilson. Mrs. Eveira Prados has resigned from the Lebanon School District Board of School Directors effective August 20, 2012 to accept a teaching position within the district. Also present were Dr. Marianne T. Bartley, superintendent of schools; Mrs. Mary A. Harrell, board secretary; and Mr. Curtis O. Richards, business manager and treasurer; and Mr. Harry W. Reed, solicitor.
- (4) 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. Craig Boltz, 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. Skip Wolfe and Mr. George Horn, district residents; and Mr. John Latimer of the Lebanon Daily News.
- (5) Before beginning the election process for the vacancy on the Board of School Directors, Mr. Schaffer reviewed the list of candidates which is as follows and called for a nomination:

Ms. Vanessa Fischer	511 Cumberland Street
Mr. Randy Granger	33 South 4 <sup>th</sup> Street
Mrs. Lora Lebo	1510 Miller Street
Mr. Peter N. Pyles, Jr.	124 East Locust Street
Mr. Larry Sweigart	513 N. 7th Street
- (6) RESOLUTION #14787 - Mr. Mase made a motion to nominate all five candidates; Mr. Topping seconded the nomination. Mrs. Kotay moved that the nominations be closed, and Mr. Topping seconded that motion. All members replied aye to both motions.
- (7) The secretary called the roll for Ballot #1.
- (8) Mrs. Bowman voted for Mr. Peter Pyles  
Dr. Dall voted for Ms. Vanessa Fischer.  
Mrs. Kotay voted for Mr. Peter Pyles.

Mr. Kuhn voted for Mr. Peter Pyles.  
Mr. Mase voted for Mr. Larry Sweigart.  
Mr. Schaffer voted for Mr. Peter Pyles.  
Mr. Topping voted for Mr. Peter Pyles.  
Mr. Wilson voted for Ms. Vanessa Fischer

- (9) The secretary announced the results of Ballot #1. Mr. Pyles received five votes; Ms. Fischer received two votes; Mr. Sweigart received one vote.
- (10) President Schaffer congratulated and welcomed Peter N. Pyles back. On behalf of the entire board, President Schaffer thanked the other candidates for their interest in the position of school board member.
- (11) RESOLUTION #14788 – The minutes of the committee meeting held on August 20, 2012 were offered for consideration. It was moved by Mrs. Bowman and seconded by Mr. Kuhn that the minutes be approved. All members voiced consent and so ordered.
- (12) Dr. Bartley reminded everyone that American Education Week would be celebrated the week of November 12 through November 16, 2012. In honor of AEW, the Friends of Education luncheon will be held on Friday, November 16. Nomination forms for Distinguished Alumnus and Friends of Education are available. Dr. Bartley distributed forms to each board member.
- (13) Dr. Bartley congratulated Laura Cramer, Class of 2013, on being named a Semifinalist in the 2013 National Merit Scholarship Program. She has the opportunity to continue in the National Merit Scholarship competition.
- (14) Dr. Bartley mentioned that our Rotary Students of the Month are Laura Cramer and Rigoberto Colon. Both students and their parents are invited to join Dr. Bartley at a Rotary luncheon on Tuesday, September 18, 2012 at Marabelle's Restaurant.
- (15) Dr. Bartley encouraged everyone to attend the first Family Night Out on Wednesday, September 19 at 5:30 at Lebanon Middle School. Ruben Nazario will be the speaker.
- (16) Dr. Bartley announced that an Open House for Northwest and Harding Elementary Schools is scheduled for September 29 at 6 PM.
- (17) RESOLUTION #14789 – The treasurer's report for the month of August 2012, was presented for consideration. Mr. Kuhn 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.
- (18) RESOLUTION #14790 – Acting upon certification of the treasurer, a motion was made by Dr. Dall and seconded by Mr. Mase, that the board approves the payment of bills payable for August 2012 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.

- (19) RESOLUTION #14791 – A motion was made by Mrs. Kotay and seconded by Dr. Dall to accept the student activity fund report, scholarship fund, Cedar Foundation, food service, and Phillips Copy Center report for August 2012 as presented. All members answered aye and the motion passed.
- (20) There was no communications and no solicitor’s report.
- (21) RESOLUTION #14792 – Mr. Mase made a motion, seconded by Mrs. Bowman, to grant permission to apply for the Race to the Top Grant. The motion passed with a unanimous vote.
- (22) RESOLUTION #14793 – Mr. Topping made a motion, seconded by Mr. Kuhn, to grant approval to correct the proposal submitted by Hess Piano Company for the Steinway Piano Refurbishing from a total cost of \$32,240 to a total cost of \$34,240. All members answered aye and the motion passed.
- (23) RESOLUTION #14794– A motion was made by Dr. Dall and seconded by Mr. Wilson to grant approval of the 2012 District Wide Facility Study. The date of the facility study is September 2012. The motion passed with a unanimous vote.
- (24) RESOLUTION #14795 – Mr. Mase made a motion, seconded by Mr. Wilson to grant approval of PlanCon Part A & Part B prepared by Beers and Hoffman, for Northwest Elementary School and authorize Beers and Hoffman to submit those documents to PDE. All members answered aye and the motion passed.
- (25) RESOLUTION #14796 – A motion was made by Mr. Kuhn and seconded by Dr. Dall to grant approval of payment to Beers and Hoffman for additional auditorium design work completed in the amount of \$2,430. 44. The members answered aye and the motion passed.
- (26) RESOLUTION #14797 – A motion was made by Mr. Topping and seconded by Mrs. Bowman to grant permission to acknowledge receipt of PlanCon Part I: Interim Reporting for Project 3528 Lebanon High School/District Administration Office Additions/Alterations for Change Orders approved in May, June and July, 2012. The members answered aye and the motion passed.
- (27) RESOLUTION #14798 – A motion was made by Mr. Topping and seconded by Mr. Mase to grant permission to acknowledge receipt of PlanCon Part I: Interim Reporting for Project 3528 Lebanon High School/District Administration Office Additions/Alterations for Change Orders approved in August, 2012. The members answered aye and the motion passed.

- (28) RESOLUTION #14799 – A motion was made by Mr. Kuhn and seconded by Mr. Topping to grant approval of the enclosed high school change orders for September in the amount of \$72,185.

This approval of change orders over \$10,000 is contingent upon their submission to and approval from the Pennsylvania Department of Education through the “Part I: Interim Reporting Board Transmittal” in which the board certifies that the attached materials were approved for submission to the Pennsylvania Department of Education prior to entering into contract for the attached change order(s)/supplemental Contract(s) by board action.

The members answered aye and the motion passed.

- (29) RESOLUTION #14800 – A motion was made by Mr. Mase and seconded by Mrs. Kotay to grant permission to administer flu shots to employees on a voluntary basis for a \$20.00 fee per employee. The members answered aye and the motion passed.

- (30) RESOLUTION #14801 - A motion was made by Mr. Kuhn 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>
A. ADMINISTRATIVE		
B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG-TERM SUBSTITUTE		
C. CLERICAL		
D. FOOD SERVICE		
E. MAINTENANCE		
F. PARAPROFESSIONAL		
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			

Freas, Sherri	HD K4	Personal	6/1/2012
Johnson, Jessica	NW Music	Personal	9/7/2012

C. CLERICAL

E. FOOD SERVICE

F. MAINTENANCE

G. PARAPROFESSIONAL

Gonzalez, Ninochka	HH Personal Care Assistant	Personal	8/31/2012
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H. SECURITY

I. OTHER

3. NON-ACCEPTANCE

A. Approve Jennifer Hornberger's non-acceptance of the SE LTS Gifted position

4. APPOINTMENTS

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

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

B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG TERM SUBSTITUTE

Ashworth, Jessica	HH LTS K5	N	N	\$43,286/yr. prorated for the number of days worked	08/29/2012-End of the 1 <sup>st</sup> Semester of the 2012-2013 School Year
MacNeil, John Paul	LMS LTS SAFE	N	R	\$43,286/yr. prorated for the number of days	9/24/2012-End of the 1 <sup>st</sup> Semester of 2012-2013

Morgan, Michele	HD K4	Y R	worked \$43,286/yr.	School Year 8/27/2012
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C. CLERICAL

Klinger, Jeffrey	ESOL Program Assistant	N R	\$16.00/hr.	8/27/2012
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D. FOOD SERVICE

E. MAINTENANCE

F. PARAPROFESSIONAL

Omar, Mohamed	HH LTS Grade 1 Paraprofessional	Y N	\$11.50/hr.	9/17/2012 -6/5/2013
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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>
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A. ADMINISTRATIVE

B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG-TERM SUBSTITUTE

Adams, Gregory	SE Grade 4	LMS Instructional Technology K-12	No Change	8/27/2012
Hurst, Andrew	LMS LTS SAFE	LMS LTS Special Education (Supplemental Science)	No Change	8/27/2012

C. CLERICAL

D. PARAPROFESSIONAL

Morales, Lisandra	LHS Personal Care Assistant	NW Personal Care Assistant	No Change	9/10/2012
Ruiz de Porras, Yvette	HH Personal Care Assistant	HH LTS K5 Paraprofessional	\$10.50/hr.	9/17/2012 -6/5/2013
Sellers, Wendy	SW K5 Paraprofessional	SW Grade 1 Paraprofessional	No Change	8/28/2012

E. SECURITY

Arnold, Michael	LHS Security Guard	LMS Security Guard	No Change	09/07/2012
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F. MAINTENANCE

G. OTHER

Marrero, Jescenia	Nurse Assistant Floater	NW Nurse Assistant	No Change	8/28/2012
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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>
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A. ADMINISTRATIVE

B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG-TERM SUBSTITUTE

Eisenhauer, Keely	Day-to-Day Substitute	LMS LTS Social Studies	\$43,286/yr. prorated for the number of days worked	9/4/2012- 11/30/2012
Fenstermaker, Susan	Day-to- Day Substitute	NW LTS Music	\$43,286/yr. prorated for the number of days worked	9/4/2012 - 11/9/2012
Harned, Vanessa	Day-to- Day Substitute	SE Grade 4	\$43,286/yr.	8/27/2012
Wells, Melanie	Day-to-	LHS	\$43,286/yr.	8/29/2012-

Day Substitute	LTS Physical Education	prorated for the number of days worked	11/30/2012
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C. CLERICAL

D. FOOD SERVICE

E. MAINTENANCE

Ferretti, Venetia	Day-to-Day Substitute	LHS 2 <sup>nd</sup> Shift Custodian	\$14.29/hr.	9/17/2012
Kercher, Michael	Day-to-Day Substitute	LHS 2 <sup>nd</sup> Shift Custodian	\$14.29/hr.	9/17/2012

F. PARAPROFESSIONAL

Conner, Jennifer	Day-to-day Substitute	HH Personal Care Assistant	\$9.00/hr.	9/17/2012
Zombro, Laura	Day-to-day Substitute	NW Personal Care Assistant	\$9.00/hr.	8/28/2012

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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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>
Blair, Kimberly	SW Security	Consecutive	8/31/2012-10/12/2012



Britto, Kristen	HH Teacher	Consecutive	10/22/2012 – 12/21/2012
Daubert, Rebekah	LMS Teacher	Consecutive	9/4/2012- 11/26/2012
Davis, Jean	HH Paraprofessional	Consecutive	8/28/2012- 10/19/2012
Herr, Kelly	District Assistant Business Manager	Consecutive	8/24/2012- 9/24/2012
Hurley, Kristen	HD School Psychologist	Consecutive	2/20/2013- 5/10/2013
Keaton, Elizabeth	HD Speech	Consecutive	8/27/2012- 11/5/2012
Laudermilch, Angela	LHS Paraprofessional	Consecutive	12/19/2012- 1/13/2013
Snook, Kerri	NW Teacher	Consecutive	11/19/2012 – 2/15/2013
Stevenson, Adrianna	NW Teacher	Consecutive	11/4/2012- 12/21/2012
Sweigart, Alissa	LMS Assistant Principal	Consecutive	9/4/2012- 6/30/2013

**11. OTHER PERSONNEL RECOMMENDATIONS**

- A. Appoint Jeffrey Klinger as interpreter/translator at the rate of \$25/hour (outside regular work hours) effective 8/27/2012
- B. Appoint the following persons to the 2012-2013 marching band in the position and stipend indicated:

<u>Name</u>	<u>Position</u>	<u>Stipend</u>
Chinnici, Kristin	Assistant Band Director	\$3,778
Umberhauer, Jeremy	Head Drill Instructor	\$2,232
Hartman, Kristopher	Assistant Drill Instructor	\$1,112
Meashey, Samantha	Head Color Guard Instructor	\$2,232
Brandecker, Allison	Assistant Color Guard Instructor	\$1,112
Meashey, Chester	Co-Head Percussion Instructor	\$1,116
Keath, Ryker	Co-Head Percussion Instructor	\$1,116

- C. Appoint the following persons as mentors to new teachers for the 2012-2013 school year at a stipend of \$750/yr. and at the school indicated:

<u>Name</u>	<u>School</u>
Brown, Marsha	SE
Damiano, Elizabeth	SW
Flory, Pamela	HD

- D. Approve the following persons as After-School ESL Tutors at the school indicated, effective 9/17/2012 for the 2012-2013 school year, at the rate of \$30/hr. to be funded by Title III; hours not to exceed the funding appropriated:

<u>Name</u>	<u>School</u>
Bensing, Kyle	LHS
Brubaker, Anne	LMS
Dochterman, Dean	LHS
Doerrmann, Susan	LHS
Montijo, Edwin	LHS
Ohl, Debra	LHS
Rivera, Diana	LHS
Sementelli, Sara	LHS
Sunkel, Wanda	LMS
Umbenhauer, Jeremy	LHS
Via, Devon	LHS
Warlow, Stephanie	LHS

- E. Approve Sara Sementelli as an After-School ESL Placement Testing Proctor, effective 9/17/2012 for the 2012-2013 school year, at the rate of \$30/hr., to be funded by Title III; hours not to exceed the funding appropriated.
- F. Approve Erik Itzen as a NW Intervention Paraprofessional, effective 9/17/2012 for the 2012-2013 school year, at the rate of \$14.50/hr., to be funded by School Improvement Funds; hours not to exceed the funding appropriated.
- G. Approve the following persons as Intervention Tutors at the school indicated, effective 9/17/2012 for the 2012-2013 school year, at the rate of \$30/hr., pending receipt of all required documentation, and to be funded by School Improvement Funds; hours not to exceed funding appropriated:

<u>Name</u>	<u>School</u>
Hall, Tracy	NW
Leggat, Judy	HH
Marsh, Rachel	SW
Shank, Lisa	HD
Stanley, Pam	HD
Weidman, Kaitlyn	SE
Weiler, Emily	HD

- H. Appoint Christy Zerfing as the 2012-2013 LHS Commencement Speech Advisor at a stipend of \$556/yr.
- I. Appoint John Copenhaver as the 2012-2013 Elementary Spring Concert Advisor at a stipend of \$556/yr.

- J. Appoint the following persons to the 2012-2013 21<sup>st</sup> Century Program at the position, school and rate indicated-See Exhibit A.
- K. Appoint the following persons as volunteers under the Lebanon School District Policy #916 Community Volunteers, pending receipt of all required documents:

Name

Brossman, Noelle D.  
 Cecil, Jamie N.  
 Drupp, Susan A.  
 Drupp, Thomas, A.  
 Hummel, Vicki B.  
 Kirchner, Jamie L.  
 Nazario, Ruben  
 Shaak, George K.

- L. 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, effective 9/17/2012:

Name

Beare, Cathy  
 Boyer, Dianne  
 Carmichael, Seamus  
 Johnson, Steven  
 Kerkeslager, Heather  
 Smith, Holly  
 Shipkowski, Anthony  
 Verhagen, Jennifer

- M. 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>
Miller, Jayne	Security	\$8.50/hr.	9/1/2012
Victor, Harold	Security	\$8.50/hr.	9/1/2012

- N. Approve Susan Fenstermaker as the 2012-2013 NW Handbell Choir Instructor at a stipend of \$1,112/yr.
- O. Approve tenure for the following professional employees-See Exhibit B.
- P. Approve the following persons as Site Coordinators for the 2012-2013 21<sup>st</sup> Century Program at the school and stipend indicated:

<u>Name</u>	<u>School</u>	<u>Stipend</u>
Davis, Jean	HH	\$500/yr.
Ditzler, Bradley	SE	\$500/yr.
Dunkelberger, David	LMS	\$1,000/yr.
Funk, Kurtis	HD	\$1,000/yr.
Heckard, Elizabeth	LMS	\$1,000/yr.
Kohr, Earletta	HH	\$500/yr.
Mumma, Faith	SE	\$500/yr.
Spangler, Lisa	SW	\$1,000/yr.
Wenrich, Christa	NW	\$1,000/yr.

- Q. Approve a stipend in the amount of \$3,000 to Jeffrey Klinger for translations pro-rated for the number of days worked.
- R. Approve Brenda DeHart and Patricia Gurdus for one half hour of breakfast duty on approved student days as needed.
- S. Approve the following paraprofessionals to work 2012-2013 Family Night Out functions at their current hourly rate:

Name  
Laudermilch, Angela  
Lenich, Jacqueline  
Rivera, Elizabeth

- T. Rescind the appointment of Jessica Johnson as the 2012-2013 NW Handbell Choir Instructor.
- U. Rescind the appointment of Margaret Heefner as the 2012-2013 LHS Commencement Speech Advisor.
- V. Remove the following substitutes effective 9/1/2012:

Name  
Damore, Lisa  
Ebur, Marci  
Folk, Christina  
Hartman, Robert  
Perez-Acosta, Abdiel  
Rumpf, Dori  
Vaitl, Heidi  
Werner, Kara

**12. AMEND THE FOLLOWING**

- A. Amend Melissa Pflueger's hourly rate to \$12.25/hr. effective 8/28/2012.
- B. Amend Sara Sementelli's start date to 8/27/2012.

- C. Amend Michelle Emerich's LTS end date to 1/22/2012.
- D. Amend Shawn Henry's return to work date to 9/17/2012.
- E. Amend Keith Varney's starting salary to \$48,704/yr. effective 8/6/2012.
- F. Amend the end date for Rosalie Burgos to 6/5/2012.
- G. Rescind the removal of the following substitutes:

Name  
Brandt, Linda R.  
Denlinger, Nannette  
Hummel, Vicki  
Leahy, Pamela  
Rife, Elaine  
Sweinhart, Joan

The motion passed with a unanimous vote.

- (31) RESOLUTION #14802 – Mr. Topping made a motion, seconded by Dr. Dall, to grant approval of revised 2012-2013 school calendar which includes adjustments to the K4 student attendance days so that all requirements for Pre-K Counts and Headstart are met to ensure funding. The motion passed with a unanimous vote.
- (32) RESOLUTION #14803 – Mr. Mase made a motion, seconded by Mrs. Kotay, to grant approval of second reading of new Board Policy #123.1, Concussion Management. The motion passed with a unanimous vote.
- (33) The president requested board members to remain for an executive session to discuss personnel matters.
- (34) With no further business to come before the board at this time, a motion was made by Mr. Mase and seconded by Mrs. Kotay that the meeting adjourn. All members voiced consent and President Schaffer declared the meeting adjourned at 7:17 p.m.

Respectfully submitted,

Mary A. Harrell  
Secretary of the Board

Exhibit A  
2012-2013 21<sup>st</sup> Century Program  
September 17, 2012

**Teachers at an hourly rate of \$30/hr.**

<u>Name</u>	<u>School</u>
Bechtel, Rachel	HD
Evans, Ashley	HH
Fairbanks, Christopher	HD
Funk, Kurtis	HD
Morgenstern, Kelly	HD
Palardy, Danielle	HD
Slovak, Gloria	HD
Williams, Lauren	HD
Heck, Kendra	HH
Hummel, Vicki	HH
Kohr, Earletta	HH
Rule, Jody	HH
Shanaman, Rebekah	HH
Shanfelder, Heather	HH
Shrefler, Joan	HH
Van Vleet, Susan	HH
Brown, Tammy	NW
Bucy, Jacob	NW
George, Erin	NW
Itzen, Erik	NW
Sadd, Judy	NW
Shay, Laurie	NW
Swavely, Bradley	NW
Wenrich, Christa	NW
Worrell, Carl	NW
Ditzler, Bradley	SE
Harned, Vanessa	SE
Monk, Melanie	SE
Mumma, Faith	SE
Siegrist, Kathryn	SE
Weidman, Kaitlyn	SE
Burgess, Ellen	SW
Connors, Tammy	SW
Damiano, Elizabeth	SW
Maulfair, Tracey	SW
Neuin, Kelly	SW
Paine, Stephanie	SW
Rife, Elaine	SW
Spangler, Lisa	SW
Adams, Gregory	LMS
Allen, Erica	LMS

Bardo, Matthew	LMS
Boris, Bobbi	LMS
Celaschi, Stephen	LMS
Comp, Chadd	LMS
Crater, Angela	LMS
Dunkelberger, David	LMS
Ernst, Joel	LMS
Henry, Nikole	LMS
Henry, Shawn	LMS
Hufnagle, Eric	LMS
Kubicek, Jamie	LMS
Mason, Douglas	LMS
Monk II, Robert	LMS
Richards, Carolyn	LMS
Schnoke, Elizabeth	LMS
Toomey, Michael	LMS
Bucy, Kelly	LHS
Heckard, Elizabeth	LHS
Peachey, Danielle	LHS
Shucker, Lisa	LHS
Uzar, Cathy	LHS
Behney, Erin	Substitute
Brenner, Kelly	Substitute
Dailey, Susan	Substitute
Daubert, Rebekah	Substitute
Figueroa, Kate	Substitute
Forry, Joshua	Substitute
Fouch, Lindsey	Substitute
Kegerise, Molly	Substitute
Kubicek, Jamie	Substitute

**Paraprofessionals at current hourly rate**

<u>Name</u>	<u>School</u>
Eiceman, JoAnn	HD
Elzek, Ereny	HD
Davis, Jean	HH
Fitzgerald, Joan	HH
Miller, Debra	HH
Rittle, Charlotte	HH
Maldonado, Margarita	NW
Vicente, Sandra	NW
Warner, Melanie	SE
Arnt, Angela	SW
Engle, Barbara	SW
Getch, Jodi	SW
Lane, Kim	SW
Maya, Andrew	LMS
Monroe, Linda	LMS

Sherk, Alison	LHS
Rodriguez, Sonia	Substitute
Shockley, Sheila	Substitute
Stichler, LuAnn	Substitute
Warnick, Melanie	Substitute



**Exhibit B  
Tenure  
September 17, 2012**

Name

Bardo, Matthew  
Burton, Donald  
Hain, Jayne  
Haitos, Karen  
Henning, Antoinette  
Hufnagle, Eric  
Kerwin, Veronica  
Klinikowski, Marie  
Kubicek, Jamie  
Lash, Matthew  
Nash, Patricia  
Palardy, Danielle  
Rhinier, Amanda  
Richards, Carolyn  
Rivera, Diana  
Sadd, Judy  
Shucker, Lisa  
Thomas, Chad