

**MADISON LOCAL BOARD OF EDUCATION
REGULAR MEETING
May 8, 2018
6:00 P.M.**

The Board of Education of the Madison Local School District met in regular session on Tuesday, May 8, 2018 in the Madison Board of Education conference room with the following members present: Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency.

APPROVAL OF AGENDA

#65-18

Agenda

Michelle Hayes moved and Jean Sency seconded that the Board adopt the agenda as presented and with such modifications made by the Superintendent.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

APPROVAL OF MINUTES

#66-18

Minutes

A. Michael Haury moved and Larry Armstrong seconded that the Board approve the minutes of the Regular meeting, April 10, 2018.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

B. Jean Sency moved and Michael Haury seconded that the Board approve the minutes of the Regular meeting, April 16, 2018.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

BOARD MEMEBERS REPORTS

Michelle Hayes discussed Clean Streaks.

REPORTS AND RECOMMENDATIONS OF THE TREASURER

Mike Vaccariello discussed the following items:

The decommissioning of a school bus being replaced using a grant from the Ohio EPA.

First Energy Solutions bankruptcy filing and its effects on the cost of electricity.

The timing of the resolutions for the renewal of the permanent improvement levy.

The new shared service agreement for technology with Brookfield Local Schools.

The changes in the May update of the five-year forecast.

#67-18

Financials

A. Larry Armstrong moved and Michelle Hayes seconded to engage in the following actions as listed below; provided, however, that should any item included within this motion be declared by a court of competent jurisdiction to be void or illegal, all remaining items within this motion shall remain in full force and effect, notwithstanding the status of the voided item.

- ▶ to approve the financial reports for all funds, Fund to Fund Transfer Report and the Check Payment Register for April, 2018.

- ▶ to approve the Five-Year Forecast FY2018-2022 (May Update), as presented and found on file in the Treasurer's office.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

#68-18

Donations

B. Jean Sency moved and Michelle Hayes seconded to accept the following donations:

- a generous donation of \$100 from Gary Skoch to North Elementary School to be used to purchase medals and ribbons for their reading program awards.
- a generous anonymous donation of \$100 to North Elementary School to be used to purchase medals and ribbons for their reading program awards.
- a generous donation of \$500 from Brighter Horizons Residential Services, Inc. to North Elementary School to be used to purchase medals and ribbons for their reading program awards.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

REPORTS OF THE ADMINISTRATIVE TEAM

Grace Cassidy addressed the Board on her experience at the "We the Young" rally in Columbus.

Brett Tomko gave the Board an update on the Madison Band Program.

Mrs. Smith discussed Prom, awards programs, teacher appreciation week, testing. Aligning Opportunities in Northeast Ohio. safety audits, and softball fields.

Mr. Bull talked about the new hires in the district and the Literacy Grant at North Elementary School.

RECOMMENDATIONS OF THE SUPERINTENDENT

#69-18

Personnel

- A. Larry Armstrong moved and Michelle Hayes seconded to engage in the following personnel actions as listed below; provided, however, that should any item included within this motion be declared by a court of competent jurisdiction to be void or illegal, all remaining items within this motion shall remain in full force and effect notwithstanding the status of the voided item.

(1) The Board entered into the following employment contracts:

- ▶ to employ William Mayer under a two-year administrator's contract as North Elementary School Principal, effective August 1, 2018 through July 31, 2020 at a rate of compensation of \$86,818 for 220 annual days of service, and under other terms and conditions of employment provided by the Board, pursuant to ORC §3319.01 and Board policy 1520.
- ▶ to employ Eric Head as an Art Teacher for Madison High School under a one-year limited contract effective the 2018-2019 contract year, at the rate of compensation of

\$46,511 (BA, Step 4) and fringe benefits as approved by the Board pursuant to ORC §3319.08 and Board policy 3120.

- ▶ to employ Diane Coe under a one-year limited contract as a second shift Custodian at Madison High School, effective April 30, 2018 at a rate of compensation of \$16.48 for 8 hours per day per ORC §§109.57 and Article 7 of the OAPSE Master Contract.
- ▶ to employ Gregory Platt under a one-year limited contract as a Bus Mechanic effective May 21, 2018 at a rate of compensation of \$22.00 per hour for eight hours per day, pursuant to ORC §§109.57 and 3319.08 and Article 7 of the OAPSE Master Contract
- ▶ the following substitute teacher as approved by the Lake County Educational Service Center and/or the Madison Local School District's Superintendent under a one-year limited substitute teacher contract for the 2017-2018 school year, pursuant to ORC §§109.57, 3319.10 and 3319.39.

Alexandria Brown

- ▶ the following persons, each as casual, day-to-day substitutes and at the Board-approved rate of compensation effective the remainder of the 2017-2018 school year pursuant to ORC §4117.01 (C)(13) and Board policy 4120.04.

Jim Cohagan Chris Girton Wendy Horvath Cindy McKibben Zach Watren

- ▶ the support staff listed in Appendix A, each under a two-year limited contract in the position and at the rate of compensation, as noted, effective July 1, 2018 through June 30, 2020, pursuant to ORC §3319.08.
- ▶ the support staff listed in Appendix B, each under a new continuing contract in the position and at the rate of compensation, as noted, effective July 1, 2018, pursuant to ORC §3319.08.
- ▶ the following non-certificated person under a one-year personal service contract for the 2017-2018 school year for the position and at the rate of compensation listed below, pursuant to ORC §3319.08 and Appendix B of the MEA Negotiated Agreement, and Board policy 4120.08. The Board certifies that it has complied with the provisions of ORC §3313.53 prior to and in this employment offer; further, that this contract will automatically non-renew at the end of the contract year with no further notification being sent by the Treasurer.

Eric Cottrell MHS Freshman Softball Coach .12 0 yrs. \$4,556

(2) The Board is authorizing annual salary notices to be sent as follows:

- ▶ to: [1] authorize and direct the Treasurer, pursuant to ORC §3319.082 and 3319.12, to send an annual salary notice for the 2018-2019 contract year by June 30, 2018 to [A] all support staff currently employed under a continuing contract, as listed in Appendix C; [C] all support staff currently employed under a two-year limited contract, as listed in Appendix D; and all certificated and non-certificated administrative and supervisory personnel, including the Treasurer and all Board office and other school district personnel who are not members of a collective bargaining unit, as found in Appendix E; and [2] authorize and direct the Treasurer to include in the FY19 appropriations sufficient amounts to meet the combined value of all annual salary notices issued under authority of this motion in its entirety, pursuant to Board policies 6231.

(3) The Board approved the following transfers:

- ▶ transfer Joanne McGill from a 6.5 hour Kitchen Manager Helper at North Elementary School to a 7 hour Kitchen Manager at North Elementary school, effective August 13, 2018.
- ▶ transfer Megan Pribula from a 3 hour Pre-K Special Needs Assistant to a 6 hour Pre-K Special Needs Assistant, effective April 9, 2018
- ▶ to transfer Heather Parsons from a 2.5 hour Kitchen Helper at North Elementary School to a 2 hour Educational Assistant/Cafeteria at South Elementary School, effective April 30, 2018.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

#70-18

Agreements

B. Jean Sency moved and Michelle Hayes seconded to approve the following agreements:

- ▶ Approve the Technology Services Agreement Between the Madison Local School District and Brookfield Local School District beginning April 1, 2018. Brookfield shall pay Madison a total of \$30,000 per annum for services provided.
- ▶ Approve a Supplemental Limited Contract for Robert Cireddu effective April 1, 2018 for work to be performed under the Agreement for Technology Personal Services between the Madison Local School District and the Auburn Vocational School District at a monthly rate of \$833.33.
- ▶ Approve a Supplemental Limited Contract for Anthony Slepko effective April 1, 2018 for work to be performed under the Agreement for Technology Personal Services between the Madison Local School District and the Auburn Vocational School District at a monthly rate of \$500.00.
- ▶ Approve a Supplemental Limited Contract for Ashley Medwig effective April 1, 2018 for work to be performed under the Agreement for Technology Personal Services between the Madison Local School District and the Auburn Vocational School District at a monthly rate of \$250.00.
- ▶ Approve a Supplemental Limited Contract for Andrew Grybos effective April 1, 2018 for work to be performed under the Agreement for Technology Personal Services between the Madison Local School District and the Auburn Vocational School District at a monthly rate of \$250.00.
- ▶ Approve a Supplemental Limited Contract for Robert Cireddu effective April 1, 2018 for work to be performed under the Agreement for Technology Personal Services between the Madison Local School District and the Brookfield Local School District at a monthly rate of \$416.67.
- ▶ Approve a Supplemental Limited Contract for Anthony Slepko effective April 1, 2018 for work to be performed under the Agreement for Technology Personal Services between the Madison Local School District and the Brookfield Local School District at a monthly rate of \$250.00.
- ▶ Approve a Supplemental Limited Contract for Ashley Medwig effective April 1, 2018 for work to be performed under the Agreement for Technology Personal Services

between the Madison Local School District and the Brookfield Local School District at a monthly rate of \$167.67.

- ▶ Approve a Supplemental Limited Contract for Andrew Grybos effective April 1, 2018 for work to be performed under the Agreement for Technology Personal Services between the Madison Local School District and the Brookfield Local School District at a monthly rate of \$167.67.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

#71-18

Graduation

- C. Jean Sency moved and Larry Armstrong seconded to approve the list of seniors for graduation from Madison High School on May 19, 2018, as found in Appendix F. The Board grants the administration the authority to remove from the list the name of any student who does not meet the graduation requirements established in Board policy 5460 or who has excessive absence and/or unexcused absences or tardies as defined in Board policy 5200; or who demonstrates improper behavior as defined by Board policy 5500.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

#72-18

OHSAA

Resolution

- D. Michelle Hayes moved and Jean Sency seconded to adopt the following resolution:

**RESOLUTION AUTHORIZING 2018-2019 MEMBERSHIP IN
OHIO HIGH SCHOOL ATHLETIC ASSOCIATION**

WHEREAS the Madison Local Board of Education of Lake County, Ohio, has satisfied all the requirements for membership in the Ohio High School Athletic Association, a voluntary not for profit association; and

WHEREAS the Board of Education and its administration desire for the schools with one or more grades at the 7-12 grade level under their jurisdiction to be voluntary members of the OHSAA.

NOW THEREFORE BE IT RESOLVED by the Board of Education that Madison High School and Madison Middle School shall be members of the OHSAA and that the Constitution, Bylaws and Sports Regulations of the OHSAA shall be approved and adopted by this Board of Education for its own minimum student eligibility standards. The Board of Education reserves the right to raise the eligibility standards as the Board deems appropriate.

BE IT FURTHER RESOLVED that the schools under this Board's jurisdiction agree to conduct their athletic programs in accordance with the Constitution, Bylaws, Regulations, Interpretations and decisions of the Ohio High School Athletic Association. Furthermore, the schools under this Board's jurisdiction agree to be primary enforcers of the Constitution, Bylaws and Sports Regulations and their interpretations.

BE IT FURTHER RESOLVED that this resolution shall remain in full force and effect for the 2018-2019 school year.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

#73-18

Resolutions

E. Michelle Hayes moved and Jean Sency seconded to adopt the following resolutions:

RESOLUTION

WHEREAS Sally Jo Rogus has been a dedicated and faithful teacher in the Madison Local School District and has positively affected the lives of hundreds of students for the past 51 years; and

WHEREAS Sally has shown the highest degree of professionalism in caring for our students.

NOW THEREFORE BE IT RESOLVED that the Madison Local Board of Education recognizes, with deep appreciation, Sally's contributions to our community and its young people and wishes Sally well in her retirement.

BE IT FURTHER RESOLVED that an official copy of this resolution be presented on behalf of the Board to Sally Jo Rogus.

RESOLUTION

WHEREAS Michael Smith has been a dedicated and faithful teacher in the Madison Local School District and has positively affected the lives of hundreds of students for the past 29 years; and

WHEREAS Mike has shown the highest degree of professionalism in caring for our students.

NOW THEREFORE BE IT RESOLVED that the Madison Local Board of Education recognizes, with deep appreciation, Mike's contributions to our community and its young people and wishes Mike well in his retirement.

BE IT FURTHER RESOLVED that an official copy of this resolution be presented on behalf of the Board to Michael Smith.

RESOLUTION

WHEREAS Melissa Holl has been a dedicated and faithful teacher in the Madison Local School District and has positively affected the lives of hundreds of students for the past 18 years; and

WHEREAS Melissa has shown the highest degree of professionalism in caring for our students.

NOW THEREFORE BE IT RESOLVED that the Madison Local Board of Education recognizes, with deep appreciation, Melissa's contributions to our community and its young people and wishes Melissa well in her retirement.

BE IT FURTHER RESOLVED that an official copy of this resolution be presented on behalf of the Board to Melissa Holl.

RESOLUTION

WHEREAS Deloris “Lori” Cameron has been a dedicated employee of the Madison Local School District for the past 32 years; and

WHEREAS Lori has provided great service to our school district and care for our students and facilities through her exemplary performance of her duties.

NOW THEREFORE BE IT RESOLVED that the Madison Local Board of Education recognizes, with appreciation, her contributions to our community and its young people and wishes Lori well upon her retirement.

BE IT FURTHER RESOLVED that an official copy of this resolution be presented to Deloris “Lori” Cameron on behalf of the Board.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted “Yes.” Vote: 5-0.

CONSENT CALENDAR

#74-18
Calendar

A member of the Board or the Superintendent may request that any item be removed from the consent calendar and voted upon separately.

Larry Armstrong moved and Jean Sency seconded that all of the following items which appear in this portion of the agenda constitute the consent calendar and are hereby adopted by this one single motion; provided, however, that should any item included within this motion be declared by a court of competent jurisdiction to be void or illegal, all remaining items within this motion shall remain in full force and effect notwithstanding the status of the voided item.

- to set the following Preschool Program tuition rates including the sliding tuition fee schedule for the 2018-2019 school year, effective August 14, 2018, pursuant to Board policy 6152.

Regular Rates for 2-Day, 3-Day and 4-Day Per Week Program
(Rates for families with income above the Federal Poverty Guidelines)

<u>2-Day</u>	<u>3-Day</u>	<u>4-Day</u>	<u>5-Day</u>
\$80 per month	\$90 per month	\$100 per month	\$125 per month
Program Fee:	\$20 per year		
Late Fee:	\$5 (Tuition payments received after the 5 th of the month)		

Sliding Fee Scale for Grant Program

<u>Family Income</u>	<u>Tuition</u>
Poverty Level or Below	\$ 0/month (5 days/week program)
101%-125% of Poverty Level	\$55/month (5 days/week program)
126%-150% of Poverty Level	\$58/month (5 days/week program)
151%-200% of Poverty Level	\$60/month (5 days/week program)

Program Fee	\$20 per year
Late Fee	\$5 (Tuition payments received after the 5th of the month)

- to approve the Interdistrict Service Agreement between Madison Local Schools and the Lake County Educational Service Center for the 2018-2019 school year, per the terms and conditions as found on file in the Board office.
- to approve the Interagency Agreement between Madison Local Schools and the Lake County DD/Broadmoor School for the 2018-2019 school year, per the terms and conditions as found on file in the Board office.
- to approve an agreement between Madison Local Schools and the Lake County Educational Service Center to participate in Lake County Service Center Programs effective July 1, 2018 through June 30, 2019 per the terms and conditions as found on file in the Board office.
- to approve the cost of \$1,500 for an Independent Educational Evaluation for a Madison Local Schools student with Galvin Therapy Center.
- to enter into a consultant services contract between Natella Askerova and Madison Local Schools to provide Music Director services for the MHS Spring Musical, effective March 1, 2018 through May 12, 2018 at a cost not to exceed \$1,500.
- to approve the following persons as volunteer coaches:

Tom Stenger – Softball	Austin Kent – Baseball	Mike Morgan – Baseball
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- to approve a Basketball Youth Camp for Madison students from May 29, 2018 through June 1, 2018 at a cost of \$70.00 per participant.
- to approve a Boys Basketball Perry summer league at a cost of \$40.00 per player from June 4, 2018 through July 27, 2018.
- to approve a Baseball Youth Camp for Madison students from May 29, 2018 through June 1, 2018 at a cost of \$40.00 per participant.
- to approve the Jeff Jordan State Wrestling Champ Camp at Graham High School in Paris, Ohio from June 3-7, 2018 at a cost of \$100 per participant.
- to approve participation of the Madison High School wrestling team at the Defiance Duals June 9 & 10, 2018.
- to approve a Madison Middle School Youth Wrestling Camp from June 12-14, 2018 at a cost of \$50.00 per participant.
- to approve the John Carroll Wrestling Camp for Madison High School wrestlers from June 17-20, 2018 at John Carroll University at a cost of \$125 per participant.
- to approve Volleyball Summer Camp from July 16-19, 2018 at a cost of \$60.00 per participant.

- to approve the student enrichment trip for Madison High School cross country runners and Spanish class participants to travel to Costa Rica during the summer of 2019 accompanied by their chaperones, Becky Barton and Christine Chandler, pursuant to Board Policy 2340, and to authorize that all student participation fees will be imposed on participating students, pursuant to Board policy 6152; and to authorize entering into an agreement with EF Educational Tours, a student travel company based in Cambridge, Massachusetts, to provide carrier and related services for the trip, subject to the limitations of ORC §3301-83-16(E). In acting on behalf of the Board, the superintendent or designee shall condition signature on any agreement upon the availability of funds for the trip from sources other than the school district's general fund, and final approval for the trip upon a demonstrated interest by a reasonable number of participating selected students.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

#75-18
Executive
Session

Larry Armstrong moved and Michael Haury seconded to enter into executive session for the purpose(s) as outlined below, pursuant to ORC § 121.22.

- [1] the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of public employees or regulated individuals, or the investigation of charges or complaints against a public employee or regulated individual unless such person requests a public hearing;
- [4] preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees;

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

Reconvened from executive session with a roll call

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency present.

ADJOURNMENT

Jean Sency moved and Larry Armstrong seconded that the Board adjourn the meeting.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

The audio recording of the public sessions of this meeting can be found on file in the Treasurers Office.


President


Treasurer

Appendix A

2018-2019 SUPPORT STAFF TWO-YEAR NEW CONTRACTS

CAFÉ PERSONNEL	BERWALD	SHANNON	STEP 1	\$11.16
CAFÉ PERSONNEL	MCGILL	ROBERT	STEP 1	\$11.87
CUSTODIAL PERSONNEL	COE	DIANNE	STEP 4	\$16.48
EDUC. ASST/CAFÉ	LANNING	AMANDA	STEP 1	\$10.69
EDUC. ASST/CAFÉ	WHITE	ALLISON	STEP 0	\$9.76
EDUC. ASST/CLASS	HERGETT	GUADALUPE	STEP 1	\$10.69
EDUC. ASST/PLAYGROUND	ALLEY	KAREN	STEP 1	\$10.69
EDUC. ASST/PLAYGROUND	MOORE	APRIL	STEP 1	\$10.69
SPEC ED ASST/ SPEC NEEDS	PRIBULA	MEGAN	STEP 0	\$9.76
EXEMPTED STAFF	REVIER	LEANNA	STEP 1	\$13.99
EXEMPTED STAFF	RHODES	MATTHEW	STEP 1	\$10.00
MECHANIC	WHITE	JOSEPH	STEP 11	\$22.45
MECHANIC	PLATT	GREGORY	STEP 10	\$22.00

Appendix B

Appendix B2018-2019 SUPPORT STAFF NEW CONTINUING CONTRACTS

CAFÉ PERSONNEL	CELL	MICHELLE	STEP 4	\$14.66
EXEMPTED STAFF	ROSENCRANS	LAURA	STEP 3	\$20.47
SECRETARIAL PERSONNEL	FLEISCHER	ANN	STEP 3	\$15.38
SECRETARIAL PERSONNEL	MOMINEY	GERILYNN	STEP 2	\$15.07
EDUC. ASST/CLASS	GUTIERREZ	JULIO	STEP 3	\$12.48
SPEC ED ASST/ ED ASST/ED	ELLIOTT	JESSICA	STEP 2	\$13.51
SPEC ED ASST/ SPEC NEEDS	BARNICOAT	CHERIE	STEP 2	\$12.29
SPEC ED ASST/ SPEC NEEDS	MORAN	HEATHER	STEP 2	\$12.29
SPEC ED ASST/ SPEC NEEDS	POWELL	SARAH	STEP 2	\$12.29

Appendix C

Appendix C2018-19 SUPPORT STAFF SALARY NOTICES

CAFÉ PERSONNEL	HEJDUK	LOUISE	STEP 32	\$18.60
CAFÉ PERSONNEL	MCGILL	JOANN	STEP 16	\$17.52
CAFÉ PERSONNEL	REIDL	CHERYL	STEP 30	\$18.12
CAFÉ PERSONNEL	REINKE	MELANIE	STEP 11	\$16.27
CAFÉ PERSONNEL	SNYDER	SHEILA	STEP 14	\$14.77
CAFÉ PERSONNEL	SWARTZ	PEG	STEP 26	\$16.71
CAFÉ PERSONNEL	TEPLEY	KATHY	STEP 20	\$16.55
CAFÉ PERSONNEL	WAY	LILLIAN	STEP 11	\$15.98
CAFÉ PERSONNEL	WHITE	MANDY	STEP 12	\$16.34
CAFÉ PERSONNEL	WOLLSCHLEGER	TAMMIE	STEP 17	\$18.59
CUSTODIAL PERSONNEL	BARBINA	LYNDA	STEP 21	\$23.68
CUSTODIAL PERSONNEL	CHICARELL	SUSAN	STEP 25	\$23.50
CUSTODIAL PERSONNEL	HALE-ELLIOTT	DANISE	STEP 20	\$23.68
CUSTODIAL PERSONNEL	HAWKINS	DON	STEP 21	\$20.18
CUSTODIAL PERSONNEL	JONES	DAWN	STEP 15	\$19.83
CUSTODIAL PERSONNEL	LONG	COLLEEN	STEP 23	\$20.35
CUSTODIAL PERSONNEL	MILLER	DIANNA	STEP 14	\$19.61
CUSTODIAL PERSONNEL	POWELL	TRACEY	STEP 21	\$20.18
CUSTODIAL PERSONNEL	SAMUELS	MIKE	STEP 24	\$20.35
CUSTODIAL PERSONNEL	SHORT	JILL	STEP 17	\$19.96
CUSTODIAL PERSONNEL	STRUMBLY	JACKIE	STEP 17	\$19.96
CUSTODIAL PERSONNEL	SWARTZLANDER	PATRICIA	STEP 18	\$23.05
CUSTODIAL PERSONNEL	VANEK	RON	STEP 24	\$23.50
EDUC. ASST/CAFE	HENDRICKS	SYLVIA	STEP 15	\$14.95
EDUC. ASST/CAFETERIA	PARSONS	HEATHER	STEP 4	\$13.11
EDUC. ASST/PLAYGROUND	COLLINS	THERESA	STEP 10	\$14.27
EDUC. ASST/PLAYGROUND	KEESLER	CHRISTINE	STEP 5	\$13.25
EXEMPTED STAFF	BENDER	MARY	STEP 17	\$18.05
EXEMPTED STAFF	BRANDT	MARTY	STEP 13	\$12.88
EXEMPTED STAFF	BRUMBAUGH	DONNA	STEP 3	\$18.16
EXEMPTED STAFF	LASPINA	LYNN	STEP 6	\$19.50
EXEMPTED STAFF	QUAYLE	SUSAN	STEP 25	\$22.41
EXEMPTED STAFF	RICHARDSON	DEBRA	STEP 14	\$19.19
EXEMPTED STAFF	SILL	KELLY	STEP 10	\$14.67
LIBRARY ASST	CURTINDALE	HELEN	STEP 22	\$20.64
LIBRARY ASST	MOORE	CYNTHIA	STEP 15	\$20.00
LIBRARY ASST	OSHABEN	TERESA	STEP 16	\$20.17
LIBRARY ASST	WHITELY	TAMMY	STEP 20	\$20.37

Appendix C con't

MAINTENANCE PERSONNEL	DRAGON	DENNIS	STEP 26	\$27.31
MAINTENANCE PERSONNEL	HAYCOX	GREG	STEP 16	\$25.18
MAINTENANCE PERSONNEL	TITMAN	BRIAN	STEP 26	\$27.31
MECHANIC	BETTS	MICHAEL	STEP 32	\$27.31
SECRETARIAL PERSONNEL	ALBERT	JANINE	STEP 10	\$18.43
SECRETARIAL PERSONNEL	DAVIS	PATTY	STEP 13	\$19.50
SECRETARIAL PERSONNEL	GOULD	KATHY	STEP 23	\$20.64
SECRETARIAL PERSONNEL	KEENER	KIM	STEP 6	\$17.02
SECRETARIAL PERSONNEL	KIPER	CONNIE	STEP 18	\$20.37
SECRETARIAL PERSONNEL	LEONARD	MARY	STEP 28	\$20.64
SECRETARIAL PERSONNEL	SANFORD	DEBBIE	STEP 18	\$20.37
SECRETARIAL PERSONNEL	WATTS	PEGGY	STEP 20	\$20.37
SPEC ED ASST/ ED ASST/ED	GLUVNA	DARLA	STEP 15	\$16.30
SPEC ED ASST/ ED ASST/ED	KEREZSI	TANYA	STEP 4	\$14.37
SPEC ED ASST/ SPEC NEEDS	CHURCH	SUSAN	STEP 14	\$14.80
SPEC ED ASST/ SPEC NEEDS	CLINE	MELISSA	STEP 13	\$14.69
SPEC ED ASST/ SPEC NEEDS	CRAMB	MICHELLE	STEP 4	\$13.11
SPEC ED ASST/ SPEC NEEDS	DODD	TAMMY	STEP 23	\$15.09
SPEC ED ASST/ SPEC NEEDS	FERRA	SHAWN	STEP 10	\$14.27
SPEC ED ASST/ SPEC NEEDS	GROSS	LINDA	STEP 18	\$14.95
SPEC ED ASST/ SPEC NEEDS	HUFFMAN	VIOLA	STEP 27	\$15.24
SPEC ED ASST/ SPEC NEEDS	LAMB	DENISE	STEP 17	\$14.95
SPEC ED ASST/ SPEC NEEDS	LAWRENCE	RENEE	STEP 4	\$13.11
SPEC ED ASST/ SPEC NEEDS	LUSZCAK	DONNA	STEP 11	\$14.51
SPEC ED ASST/ SPEC NEEDS	MURPHY	GEORGIA	STEP 15	\$14.95
SPEC ED ASST/ SPEC NEEDS	NIEDERKORN	CONNIE	STEP 23	\$15.09
SPEC ED ASST/ SPEC NEEDS	PHILLIPS	LAURA	STEP 18	\$14.95
SPEC ED ASST/ SPEC NEEDS	POWELL	JENNIFER	STEP 7	\$13.76
SPEC ED ASST/ SPEC NEEDS	SIRCELJ	LISA	STEP 7	\$13.76
SPEC ED ASST/ SPEC NEEDS	STONEMAN	STACEY	STEP 7	\$13.76
SPEC ED ASST/ SPEC NEEDS	VEST	DIANE	STEP 16	\$14.95
SPEC ED ASST/ SPEC NEEDS	ZEIGLER	MICHELLE	STEP 7	\$13.76
SPEC ED ASST/AUTISM	BRITTON	SUE	STEP 22	\$16.46
SPEC ED ASST/AUTISM	HART	DEBORAH	STEP 17	\$16.30
SPEC ED ASST/AUTISM	IZZARELLI	CHERI	STEP 19	\$16.30
SPEC ED ASST/AUTISM	UJCIC	KAREN	STEP 15	\$16.30

Appendix D

2018-2019 SUPPORT STAFF TWO YEAR NOTICES

CAFÉ PERSONNEL	ACIERNO	NINA	STEP 2	\$13.61
EDUC. ASST/CAFE	FEENEY	ANNETTE	STEP 2	\$12.29
EDUC. ASST/PLAYGROUND	KANITH	KELLY	STEP 2	\$12.29
EDUC. ASST/PLAYGROUND	MEHLS	VICKY	STEP 2	\$12.29
SPEC ED ASST/ SPEC NEEDS	GORTZ	TRACY	STEP 2	\$12.29
SPEC ED ASST/ SPEC NEEDS	WHITE	MARY	STEP 1	\$10.69

Appendix E

Appendix E2018-2019 ADM, SUPV, AND EXEMPT SALARY NOTICESEXEMPTED EMPLOYEE SALARY NOTICES

QUAYLE	SUSAN	\$22.41
BRUMBAUGH	DONNA	\$18.16
LASPINA	LYNN	\$19.50
ROSENCRANS	LAURA	\$20.47
REVIER	LEANNA	\$13.99
SILL	KELLY	\$14.67
BENDER	MARY	\$18.05
RICHARDSON	DEBRA	\$19.19
RHODES	MATTHEW	\$10.00
BRANDT	MARTY	\$12.88

SUPERVISORY SALARY NOTICES

VACCARIELLO	MIKE	\$106,968.24
CIREDDU	ROBERT	\$82,618.00
GRYBOS	ANDREW	\$32,825.00
MEDWIG	ASHLEY	\$36,243.85
SLEPKO	ANTHONY	\$49,767.75
SMITH	PATRICK	\$57,699.64
MAURER	JANET	\$43,311.65

ADMINISTRATIVE SALARY NOTICES

SMITH	ANGELA	\$113,877.50
BULL	DAVID	\$104,870.83
LIEBHARDT	PATRICIA	\$86,095.53
HILTUNEN	JOVETTE	\$80,000.00
MARKIJOHN	AMY	\$71,247.14
FISHER	BILL	\$87,809.06
CATANESE-GRIMES	JENNIFER	\$68,000.00
WHALEY	JACK	\$73,874.41
BRADY	THOMAS	\$90,319.45
THOMAS	ERIC	\$65,650.00
KRIEGMONT	SHANNON	\$83,896.66
HARTMANN	SETH	\$70,000.00
MAYER	WILLIAM	\$86,818.00

Appendix F

Christian Adkins
 Griffin Albert
 Nicholas Amos
 Hannah Andrews
 Trevor Baker
 Alyssa Barbian
 Alexandra Berry
 Corey Berzins
 Rosemary Bias
 James Bish
 Ireland Bittner-Ford
 Gabrielle Blackford
 Abigail Bottar
 Matthew Bowen
 Morgan Breedlove
 Andrew Brenizer
 Justin Brewer
 Amelia Brichford
 Jeffery Brichford
 Jenna Brickman
 David Buchan
 Emily Bukvic
 Emma Burkholder
 Colin Byers
 Cameron Caito
 Lane Calvert
 Richard Camp III
 Emily Carroll
 D'Javan Casanova
 Scarlett Casper
 Grace Cassidy
 Rio Caya
 Skylar Channel
 Robert Cilenti
 Morgan Clapacs
 Isaiah Clark
 Kenneth Cline
 Rachel Collins
 Tyelen Colon
 Gavin Corey
 Alexis Cornell
 Arianna Corrado
 Hayley Cota
 Marissa Cottrell
 Cassandra Craft
 Jeri Cudnik
 Summer Cummins
 Josie Dean
 Nicholas Deneen
 Caroline Denning
 Gillian Derus

Taylor Doland
 Alexander Dory
 Ryan Doyle
 Jordan Ellis
 Tayler Ellis
 Maranda English
 Zane Erich
 Richard Ernst
 Nathan Fawver
 Paige Fellows
 Caleb Fiorello
 Ryan Fiorello-
 Richardson
 Heidi Fletcher
 Amanda Fox
 McKayla Francis
 Garrett Franczek
 Callahan Galovic
 Hava Gasi
 Jessica Gething
 Sophie Giffin
 Alexis Gonzalez
 Tanner Gortz
 Kyle Grafton
 Abigail Green
 Cheyenne Greer
 Taylor Guerrieri
 Kathryn Hager
 Conner Hahn
 Thomas Haught
 Brionna Havens
 Mikayla Heinz
 Laurel Heise
 Cole Hejduk
 David Herbst
 Joseph Hersh
 Joseph Hertrick
 Alexis Hess
 Logan Hooper
 Hannah Howell
 Shane Huber
 Sierra Hulderman
 Emily Johnston
 Edward Jones
 Nathyn Juist
 James Kadas
 Victoria Kamsingh
 Dylan Kankula
 Tessa Karran
 Shane Keener
 Kenton Keller

Maxwell Kensinger
 Bradley Kerr
 Kamryn Kincaid
 Ashley Kistler
 Kalee Kless
 Courtney Koleno
 Vincent Koman
 Christopher Kosek
 Makenzie Kovatch
 Stephen Kovatch
 Margaret Kukla
 Christina Kurilec
 Jonathan Latine
 Matthew Latine
 Alexis Lavdis
 Shyenne Ledford
 Gavin Leffel
 Ethan Lehotsky
 Ryan Lethotsky
 David Linville
 Gabriella Lovejoy
 Cameron Luster
 Frank Marcelli
 Nadia Marino
 Josh McDermitt
 Taylor McDuffee
 Ashley McFadden
 Janae McFarland
 Alec McGinnis
 Matthew McGrath
 Danielle Milligan
 Emily Morris
 Makenna Murphy
 Matthew Myers
 Owen Myers
 Emily Nagle
 Tristan Neuhofs
 Mya Norris
 Catherine Otterman
 Patrick Pachay
 Robert Passaflume
 Gina Petrizzo
 Destiny Petrowski
 Payton Pierce
 Liam Podpadec
 Paige Potter
 Mark Primer
 Pearl Purkey
 Anthony Qualey
 Sherlly Ramos
 Tyler Randall

Ravenna Rebol	Iszabelle Vlieg
Angelina Renko	Brooke Vollman
Alec Richards	Noah Wagoner
Alexandra Richardson	Cade Wakim
Bailey Rieck	Isaac Warren
Mason Riehl	Kaley Warren
Jared Rohl	Jeffery Waterman
Veronica Rollins	Cheyenne White
Alyssa Rose	Delaney White
Diana Ruiz Diaz	Katelyn White
Noah Sample	Madeline Williams
Thea Sopic	Ryan Wilson
Logan Satterfield	Cameron Woleben
Sean Schafer	Olivia Wortman
Andrew Schill	Lexis Zapp
Seth Schrock	Tyrese Zborowski
Jack Seibert	Brandi Zehe
Gabriel Champay	Logan Zembower
Sarah Shirer	Zachary Zembower
Jason Short	Justin Zepeda
Gavin Sill	
Clay Smith	
Joseph Smith	
Alayna Solly	
Nicole Spragg	
John Spriggs	
Southern Stephey	
Abigail Stepp	
Karah Stettenfeld	
Corey Stewart	
Jared Stewart	
Michael Stislow	
Jorden Stopiak	
Jordan Stuper	
Zachary Sutton-Wolfe	
Haley Swallow	
Matthew Tackett	
Emma Talcott	
Jonathan Thomas	
Skylar Thorsen	
Summer Torok	
Deziree Toth	
Danielle Trumble	
Hallie Trumbull	
Haley Turner	
Ryan Tuttle	
Justin Tweedy	
Caden Usko	
Annaliese Vanio	
Ji Yun Varga	
Collin Visel	