

**UPPER ST. CLAIR BOARD OF SCHOOL DIRECTORS
REGULAR BOARD MEETING**

**MONDAY, OCTOBER 26, 2015 - 7:00 P.M.
CENTRAL OFFICE BOARD ROOM**



Customizing Learning,
Nurturing Potential...
Delivering Excellence

6:30 PM - EXECUTIVE SESSION - PERSONNEL MATTERS

Notice having been advertised and posted and members duly notified, the regular meeting of the Board of School Directors was held on October 26, 2015 in the Central Office Board Room.

School Board Members in attendance:

Mr. Frank J. Kerber, President
Mrs. Buffy Z. Hasco, Vice President
Mrs. Amy L. Billerbeck
Mrs. Barbara L. Bolas
Mr. Harry F. Kunselman
Mr. Louis P. Mafrice, Jr.
Mrs. Angela B. Petersen
Mrs. Rebecca A. Stern

School personnel in attendance:

Dr. Patrick O'Toole, Superintendent of Schools
Dr. Sharon Suritsky, Assistant/Deputy Superintendent
Dr. John Rozzo, Assistant Superintendent
Ms. Frosina C. Cordisco, Director of Business & Finance
Ms. Judith Bulazo, Director of Curriculum & Professional Development
Mr. Raymond Berrott, Director of Technology
Ms. Eloise Stoehr, Supervisor of Pupil Services
Ms. Melissa Garvin, Supervisor of Special Education
Mrs. Mary Ann Stabile, Stenographer
Mr. Robert Prorok, Solicitor

CALL TO ORDER/PLEDGE OF ALLEGIANCE (Kerber)

Mr. Kerber called the meeting to order at approximately 7:00 p.m.

STAR SPANGLED BANNER (Ben Nadler)

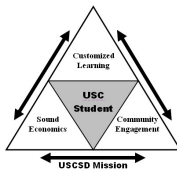
Ben Nadler, High School student, sang the Star Spangled Banner.

BOARD INVITATION TO ATTEND MADRIGAL DINNER (Ben Nadler and Kellie Kaufman)

High School students Ben Nadler and Kellie Kaufman presented invitations to Board members to attend the Madrigal Dinner on Saturday, November 21, at 5:00 p.m. at Westminster Presbyterian Church.

READING OF THE MISSION

Mrs. Billerbeck read the following School District Mission Statement:



Developing lifelong learners and responsible citizens for a global society is the mission of the Upper St. Clair School District, served by a responsive and innovative staff who in partnership with the community provides learning experiences that nurture the uniqueness of each child and promotes happiness and success.

SHARED BELIEF STATEMENT #15 FROM STRATEGIC PLAN

Mr. Kunselman read the following Shared Belief Statement #15 from the Strategic Plan:

We believe that:

interaction and collaboration with people of diverse backgrounds and character encourages tolerance, open-mindedness, and appreciation for others.

RESIDENTS' COMMENTS (REGARDING AGENDA ITEMS ONLY)

There were no residents' comments at this time.

APPROVAL OF AGENDA (Kerber)

MOTION: By Bolas: I move that the Board approve the agenda as presented. Seconded by Hasco, and carried on unanimous voice vote.

REPORT FROM STUDENT BOARD REPRESENTATIVES (Allie Ryave)

Allie Ryave, Student Board Representative, reported on various activities at the High School.

RECOGNITION OF BAKER ELEMENTARY SCHOOL FOR EARNING SECOND NATIONAL BLUE RIBBON AWARD (O'Toole)

Dr. O'Toole and the Board recognized Dr. Patrick McClintock-Comeaux, Baker Elementary School Principal, and his staff for earning the 2015 National Blue Ribbon Award. Baker was one of 335 schools nationally to earn this distinction.

The 2015 National Blue Ribbon Award is the second received by Baker Elementary School, having earned this distinction in 1998-99. Previously, Upper St. Clair High School earned three and Fort Couch Middle School earned four National Blue Ribbon Awards. Boyce Middle School and Eisenhower and Streams Elementary Schools have each earned one National Blue Ribbon Award.

Dr. O'Toole presented Dr. McClintock-Comeaux with a Commendation Certificate, USC iPad Portfolio, and USC fleece blanket. Dr. O'Toole noted that all members of the Baker staff would be receiving a USC iPad Portfolio.

Dr. McClintock-Comeaux introduced his staff members in attendance and thanked Dr. O'Toole and the Board for the recognition. He explained that the National Blue Ribbon Schools Program honors public and private elementary, middle, and high schools where students either achieve very high learning standards or are making notable improvements in closing the achievement gap. The award plaque affirms the hard work of students, educators, families and communities in creating safe and welcoming schools where students master challenging content, and the award flag gracing a school's building is a widely recognized symbol of exemplary teaching and learning.

9. RECOGNITION OF SERVICE

DONNA HILL, BUS DRIVER (Hired December 1999)

Dr. O'Toole recognized Donna Hill, Bus Driver, for her 15-1/2 years of dedicated service with the School District. Ms. Hill began her tenure as a substitute Bus Driver in December 1999, became a fulltime Bus Driver in August 2000, and retired on August 31.

Dr. O'Toole presented Ms. Hill with a Retirement Certificate, USC iPad Portfolio, and engraved paperweight.

ESTELLE LUCK, HIGH SCHOOL ART TEACHER (Hired August 1988)

Dr. O'Toole recognized Estelle Luck, High School Art Teacher, for her 28 years of dedicated service with the School District. Mrs. Luck began her tenure as a long-term substitute art teacher at Baker and Streams Elementary Schools during the 1984-85 school year. In August 1988, she was hired as an Art Teacher at the High School, served as the High School Art Club Sponsor, and retired in June 2015.

Dr. O'Toole presented Mrs. Luck with a Retirement Certificate, USC iPad Portfolio, and engraved paperweight.

APPROVAL OF MINUTES

MOTION: By Mafrice: I move that the Board approve the minutes of the September 21, 2015 Board meeting. Seconded by Bolas, and carried on unanimous voice vote.

SUPERINTENDENT'S REPORT (O'Toole)

Dr. O'Toole welcomed guests from Duquesne University. Dr. Fran Serenka, Program Director of Educational Administration and Supervision at Duquesne University, and two students working on their Superintendent certifications, Dan Beck and Stephanie McHugh, attended the meeting to observe and experience a voting meeting of a school board.

APPROVAL OF COMMENDATIONS & RECOGNITIONS - ATTACHED

Dr. Suritsky read the Commendations & Recognitions.

MOTION: By Hasco: I move that the Board approve the Commendations & Recognitions AS ATTACHED. Seconded by Billerbeck, and carried on unanimous voice vote.

APPROVAL TO BID CAPITAL PROJECTS

MOTION: By Petersen: I move that the Board authorize the School District to request bid proposals for the following Capital Projects. Seconded by Stern, and carried on unanimous roll call vote.

High School Athletic Complex Turf Replacement
Streams Elementary School Paving
High School Panther Pass Paving

APPROVAL OF CONSENT AGENDA

MOTION: By Stern: The Committee recommends and I move that the Board approve the following Consent Agenda items. Seconded by Mafrice, and carried on unanimous roll call vote.

a. APPROVAL OF PERSONNEL LISTINGS - ATTACHED

Approve the Personnel Listings, pending receipt of all paperwork and required clearances, AS ATTACHED.

b. APPROVAL OF ADMINISTRATIVE SALARY PLAN FOR 2015-16

Approve retroactive to July 1, 2015 an amount of not more than \$44,000 to be expended for merit increases and \$8,000 to be expended for market adjustments for the 2015-16 school year, and the Superintendent be authorized to allocate such funds among the school administrators for increases and adjustments to their gross compensation.

c. APPROVAL OF RENEWAL OF ACT 93 AGREEMENTS

Approve the renewal of the following Act 93 Agreements AS ATTACHED TO THE PERMANENT RECORD OF THE MINUTES OF THIS MEETING.

- Curriculum Leaders
- Security
- Transportation

d. APPROVAL OF STAFFING RESOLUTION

Approve the following resolutions regarding staffing:

The District staff be decreased by the following position effective January 1, 2016:

1.00 - Supervisor of Pupil Personnel Services

The District staff be increased by the following position effective January 1, 2016:

1.00 - Director of Student Support Services

e. APPROVAL OF RENEWAL OF BOARD STENOGRAPHER AND RIGHT TO KNOW COORDINATOR AGREEMENT

Approve the renewal of the Board Stenographer and Right to Know Coordinator Agreement AS ATTACHED TO THE PERMANENT RECORD OF THE MINUTES OF THIS MEETING.

Mr. Kerber acknowledged and thanked Mrs. Stabile for the work she does on behalf of the Board.

f. APPROVAL TO ACCEPT ANNUAL AUDIT FOR YEAR ENDED JUNE 30, 2015

Accept the Annual Audit for the year ended June 30, 2015 prepared by Maher Duessel AS ATTACHED TO THE PERMANENT RECORD OF THE MINUTES OF THIS MEETING.

**g. APPROVAL OF TREASURER'S REPORT - 10-12-15
INCLUDING SUPPLEMENTAL REPORT - 10-26-15**

Approve the Treasurer's Report AS ATTACHED TO THE PERMANENT RECORD OF THE MINUTES OF THIS MEETING, including approved total of Bill List and Check File Listing as follows:

Fund 10 (General Fund) - \$1,695,837.72
Fund 31 (Capital Reserve Fund) - \$20,177.84

h. RECOGNITION OF BOOSTER ORGANIZATIONS AND CLUB SPORTS CONTINGENT UPON COMPLIANCE WITH BOARD POLICIES AND REGULATIONS

Recognize the list of booster groups and sports clubs for the 2015-16 school year AS ATTACHED TO THE PERMANENT RECORD OF THE MINUTES OF THIS MEETING contingent upon compliance with Board policies and regulations. Non-compliance with Board policies and regulations may result in removal from such approved list. In addition, the Athletic Director is approved to serve as the District liaison.

i. APPROVAL TO DECLARE ITEMS SURPLUS

In accordance with Policy #3006 - Sale of Surplus Furniture, Equipment and Other Tangible Personal Property, that the Board declare equipment surplus AS ATTACHED TO THE PERMANENT RECORD OF THE MINUTES OF THIS MEETING and that the administration be authorized to bid the sale of the items, donate the items, dispose of the items as appropriate or advertise via public Internet auction.

COMMITTEE REPORTS

Mr. Kunselman reported that he attended the Pennsylvania School Boards Association (PSBA) Conference, along with a number of individuals from the School District who attended and presented. He explained that he participated as a voting delegate for the School District at the Delegate Assembly and noted that the approved legislative priorities are available on the PSBA website. Mr. Kunselman spoke about an educational session that he attended and stated that he emailed a link to information regarding the session about the use of robots in helping to educate homebound children.

Mrs. Bolas also reported regarding the PSBA Conference and a number of the sessions that she attended. She noted that she would share the information with Board members.

ANNOUNCEMENT REGARDING EXECUTIVE SESSIONS

Mr. Kerber announced that Executive Sessions were held on the following dates:

October 12, 2015 – Personnel Matters
October 26, 2015 – Personnel Matters

MATTERS OF INFORMATION - SUPERINTENDENT & ADMINISTRATION

REPORT FROM PRESENTATION & EXCELLENCE FAIR AT PSBA CONFERENCE

Dr. O'Toole reported that he was proud to present a workshop at the PSBA Conference with Mrs. Bolas and Brad Wilson, Supervisor of Customized & On-Line Learning, regarding the District's 1:1 Learning Initiative from a leadership perspective, focusing on learning and not technology.

Dr. O'Toole stated that the SHOP@USC program was chosen to participate in the PSBA Excellence Fair, which gives attendees an opportunity to see what the program entails and ask questions. He noted that Michelle Zirngibl, Special Education Department Chairperson, and Stephen Stroyne, High School STEM Teacher, represented the School District to share the SHOP@USC program.

Mrs. Bolas shared a story regarding her dream early in her career as an educator that children would someday be able to learn at their own pace and the way that they preferred to learn.

REPORT FROM HALLS OF FAME INDUCTION - OCTOBER 16

Dr. O'Toole reported that the Halls of Fame Induction was held on Friday, October 16. He explained that a wonderful ceremony was conducted honoring the inductees who all held a sense of pride from being connected to the School District.

Dr. O'Toole congratulated the following inductees:

Athletic Hall of Fame: Cameron Griffin, Jeffrey A. Rudolph, and Aly Walker
Arts Hall of Fame: Tim Federle, Lisa Wunderlich Wetzel, and Denise Wunderlich
Academic Hall of Fame: Jonathan Bayat, Barbara Spatz Johnson, Bill Maher, Michael Rees, and Jeffrey A. Rudolph

REPORT FROM STRATEGIC PLAN STEERING COMMITTEE MEETING - OCTOBER 19

Dr. O'Toole stated that a Strategic Plan Steering Committee Meeting was held on Monday, October 19. He explained that work that was completed and the outcomes from the spring Steering Committee meetings were shared. Dr. O'Toole noted that these outcomes will be the new direction for the Strategic Plan that will be presented to the Board in November.

PARENT TEACHER COUNCIL SUPERINTENDENT'S OPEN MIKE - NOVEMBER 2 @ 7:00 PM (BOYCE THEATRE)

Dr. O'Toole announced that the Parent Teacher Council would host a Superintendent's Open Mike on November 2 at 7:00 p.m. in the Boyce Theatre. Topics that will be presented include the Strategic Plan, 1:1 Learning Initiative, Safety/Security, and state of the District.

BOARD BREAKFAST WORKSHOP & RECOGNITION OF NATIONAL MERIT SEMI-FINALISTS & COMMENDED STUDENTS - NOVEMBER 5 @ 7:30 AM

Dr. O'Toole announced that the next Board Breakfast Workshop would be held on Thursday, November 5, at 7:30 a.m. at the High School. He noted that the students who were named National Merit Semi-Finalists and Commended Students have been invited to the Workshop to be recognized by the Board and to also participate in the program.

VETERANS DAY OBSERVANCE @ USC VETERANS PARK - NOVEMBER 11 @ 9:30 AM

Dr. O'Toole announced that a Veterans Day observance would be held at the USC Veterans Park on Wednesday, November 11 at 9:30 a.m.

Mr. Kunselman noted that Mr. Dan Zelenski, High School Social Studies Teacher, organizes an assembly for the High School students to honor veterans. Two identical assemblies will be held in the High School Theatre on November 9, one from 7:40-8:55 am and a second from 9:20-10:35 am.

REPORT FROM ADMINISTRATIVE IN-SERVICE – OCTOBER 26

Dr. O’Toole stated that an administrative in-service was held on October 26 to review the supervision and evaluation requirements for the new teacher effectiveness system. He explained that the Pennsylvania Association of Elementary and Secondary School Principals offers the training session that helps to fulfill the Act 45 continuing education credits that certificated administrators are required to complete over a five-year period.

ADJOURNMENT

It was moved, seconded, and carried on unanimous voice vote that the meeting adjourn at approximately 8:02 p.m.

Frank J. Kerber, President
BOARD OF SCHOOL DIRECTORS

Frosina C. Cordisco, Secretary
BOARD OF SCHOOL DIRECTORS

Submitted by: Mary Ann L. Stabile
School Board Stenographer

COMMENDATIONS AND RECOGNITIONS
OCTOBER 2015

High School

Congratulations are extended to the following National Merit 2016 Semifinalist Students:

Christopher L. Adamo
Gaurav Bhushan
Zian Chen
Jacob C. Heilman
Emily R. Hobart
Hunter D. Lantzman
Sarina J. Mak
Yein Park
Joseph D. Paul
Akshay Prasad
Mohammad H. Rahman
Hannah T. Tyger
Steven R. Wagner
Ryan P. Whyte

Congratulations are extended to the following National Merit 2016 Commended Students:

Hannah E. Cafaro
Zachary R. Christiansen
Charles D. Hendrix
Abdul K. Khan
Meghan V. Matheny
Liam M. McClelland
John C. Miller
Amanda C. Mittelman
Thomas A. Mologne
Michael L. Nastac
Geet V. Punjabi
Pedro D. Quiroga
Ajinkya Rai
Cara Ravasio
Mariya A. Savinov
Vidhi K. Shah
John Shea
Bennett H. Sneath
Rachel P. VanRyzin
Hannah Wilding
Braedon Wong

Upper St. Clair High School string and band members recently earned high rankings in competitive musical auditions for the upcoming Pennsylvania Music Educators Association (PMEA) Honors String Orchestra and Honors Band Festivals held on September 21. Samuel Ding (Violin I) and James Boston (String Bass) successfully auditioned for participation in the festivals. Both are members of the USC High School Orchestra, directed by Ms. Sarah Shoemaker, and will participate in the PMEA Honors String Orchestra Festival held on November 7-8 at the Chartiers Valley High School.

Several USC band members are commended for outstanding achievement at the PMEA Honors Band auditions held on October 5 at South Fayette High School. The following musicians will perform in the annual festival concert on November 22 at Bethel Park High School:

Alexa Drecnik - Flute II
Meghan Johnson - Clarinet III
Steven Fontanella - Cornet I - first chair
James Boston - Trumpet II
Matt Higgs - Percussion - first chair

In addition, Allie Ryave was named first alternate for the oboe section. The band members are students of Mr. Don Pickell and Mr. Frank Eisenreich.

Congratulations to the following students on their acceptance into PMEA Honors Choir:

Jordan Smith
Izzy Tarcson
Chase Banton
Sammy Cancilla
Patrick Glover
Jonah Glunt
Jonah Manalo
Jacob Ross

Congratulations are extended to the USC Marching Band on earning 2nd Place at the Tournament of Bands Western Regional at Baldwin High School on October 3, 2015.

High School senior Lauren Hamel was recognized at the first home football game on September 4 as the 84 Lumber Scholar Athlete for Week 1 of Friday Night Rivals. Lauren was presented with a commemorative plaque and a chance to win a scholarship of \$5,000 to the college of her choice.

Elementary

Congratulations are extended to the staff and students of Baker Elementary School for earning a 2015 National Blue Ribbon Award. Baker Principal, Dr. McClintock-Comeaux and Mrs. Pamela Dillie, Elementary Teacher/Science Curriculum Leader, will travel to Washington, D.C. where the U.S. Department of Education will honor the National Blue Ribbon Schools with a plaque and flag as symbols of their recognized status. The 2015 National Blue Ribbon Award is the second received by Baker Elementary School, having first earned this distinction in 1998-99.

PERSONNEL LISTINGS

DATE: October 26, 2015

Board Meeting

Administrative Staff – Change of Status (Leaves)

| Name | Location | Assignment | From | To |
|----------------------|-------------|---------------------|---|---|
| Mussomeli, Christine | High School | Associate Principal | Personal Leave Anticipated leave dates 6-22-15 through 10-23-15 | Personal Leave 6-22-15 through 10-23-15 |

Professional Staff – Elections

| Name | Location | Assignment | Effective | Salary |
|-----------------|------------|--|-----------|----------------------|
| Herbay, Heather | Streams | Elementary Teacher (Long Term Substitute for Angela Stevenson retroactively from 8-20-15 through 12-1-15) | 8-20-15 | \$45,600 (Pro-rated) |
| Giannuzzi, Lisa | Fort Couch | Science Teacher (Long Term Substitute for Kelsey Monyok) retroactively from 8-20-15 through end of the 2015-2016 School Year | 8-20-15 | \$47,200 (Pro-rated) |
| Vuono, Jennafer | Eisenhower | Elementary Teacher (Long Term Substitute for Kellie Bodamer) anticipated dates 10-27-15 through 3-11-16 | 10-27-15 | \$45,600 (Pro-rated) |

Professional Staff – Change of Status (Long-term Assignment Dates)

| Name | Location | From | To |
|--------------------|----------|--|--|
| Garofalo, Nicholas | Streams | Elementary Teacher (Long Term Substitute for Emily LaSalle anticipated dates 8-17-15 through 12-16-15) | Elementary Teacher (Long Term Substitute for Emily LaSalle 8-17-15 through 12-18-15) |
| Latorre, Courtney | Streams | Elementary Teacher (Long Term Substitute for Kathryn McIntyre anticipated dates 8-17-15 through 12-18-15) | Elementary Teacher (Long Term Substitute for Kathryn McIntyre 8-17-15 through 12-18-15) |

Professional Staff – Leave of Absence

| Name | Location | Assignment | Type of Leave | Leave Dates |
|-----------------|--------------------------------|--------------------|----------------|--|
| Bodamer, Kellie | Eisenhower | Elementary Teacher | Personal Leave | Anticipated leave dates 10-27-15 through 3-11-16 |
| Krizner, Helen | .7 High School / .3 Eisenhower | ESL Teacher | Personal Leave | Beginning 10-12-15 |

Professional Staff – Change of Status (Leaves)

| Name | Location | Assignment | From | To |
|-------------------|----------|--------------------|--|---|
| McIntyre, Kathryn | Streams | Elementary Teacher | Anticipated leave dates 8-24-15 through 12-11-15 | 8-24-15 through 12-16-15 |
| Stevenson, Angela | Streams | Art Teacher | Personal Leave 8-20-15 through 10-23-15 | Personal Leave 8-20-15 through 11-25-15 |

Professional Staff – Resignation

| Name | Location | Assignment | Notification Date | Last Date Worked |
|----------------|------------|------------------------|-------------------|------------------|
| Thompson, Joel | Fort Couch | Social Studies Teacher | 9-22-15 | 10-27-15 |

Professional Staff – Retirement

| Name | Location | Assignment | Notification Date | Last Date Worked |
|--------------------|----------|-------------------------|-------------------|--|
| Falascino, Richard | Boyce | Industrial Arts Teacher | 10-1-15 | Last day of Teacher responsibility for the 2015-2016 school year |

Classified – Elections

| Name | Location | Assignment | Effective | Salary |
|-------------------|-------------|----------------------------|-----------|----------------------|
| Cottrill, Deana | Eisenhower | .5 Teacher Aide | 10-27-15 | \$17,080 (Pro-rated) |
| Culan, Verna | Boyce | Nutrition Center Worker | 10-27-15 | \$11.17/hour |
| Howard, Charleen | High School | 1.0 Teacher Aide | 11-9-15 | \$17,596 (Pro-rated) |
| Kearns, Michelle | High School | Nutrition Center Worker | 10-27-15 | \$11.17/hour |
| Krieger, David | High School | 1.0 Maintenance Technician | 11-9-15 | \$37,565 (Pro-rated) |
| McDonnell, Mary | Eisenhower | Nutrition Center Worker | 10-27-15 | \$11.17/hour |
| Mellor, Kathryn | Eisenhower | 1.0 Teacher Aide | 10-27-15 | \$17,596 (Pro-rated) |
| Nalitz, Emily | High School | 1.0 Teacher Aide | 11-2-15 | \$17,596 (Pro-rated) |
| Pomocki, Michelle | Streams | Nutrition Center Worker | 10-27-15 | \$11.17/hour |
| Witzel, Naomi | Eisenhower | Nutrition Center Worker | 10-27-15 | \$11.17/hour |

Classified Staff – Leave of Absence

| Name | Location | Assignment | Type of Leave | Leave Dates |
|-----------------|-------------|------------------------|----------------|-------------------------|
| Danko, Larry | Streams | Custodian | Personal Leave | 9-17-15 through 9-29-15 |
| McGlaughlin Rob | High School | Maintenance Technician | Personal Leave | Return to Work 10-12-15 |

Classified Staff – Resignation

| Name | Location | Assignment | Notification Date | Last Date Worked |
|----------------|----------------------|------------------|-------------------|------------------|
| Hardy, Heather | Eisenhower/Ft. Couch | Health Room Aide | 10-16-15 | 10-30-15 |

Classified Staff – Retirement

| Name | Location | Assignment | Notification Date | Last Date Worked |
|------------------|-------------|------------------------|-------------------|------------------|
| Kneier, Madeline | Eisenhower | Teacher Aide | 10-5-15 | 11-5-15 |
| Legacy, Roy | High School | Maintenance Technician | 9-29-15 | 9-15-15 |

Other – Elections

| Name | Location | Assignment | Effective | Salary |
|-------------------|------------|------------|-----------|--------------|
| Glikis, Leslie | Bus Garage | Bus Driver | 11-2-15 | \$19.85/hour |
| Goldschmidt, John | Bus Garage | Bus Driver | 10-1-15 | \$19.85/hour |

Other Staff – Leave of Absence

| Name | Location | Assignment | Type of Leave | Leave Dates |
|---------------|-------------|----------------|----------------|--------------------------|
| Powell, Jason | High School | Security Guard | Personal Leave | 10-1-15 through 10-16-15 |

District Substitute List – Additions

Professional:

| Name | Type of Substitute | Effective |
|--------------------|--|-----------|
| Cooney, Ian | Social Studies 7-12 | 10-27-15 |
| Franklin, Julie | Reading Specialist | 10-27-15 |
| Little, Jessica | PK – 4 | 10-27-15 |
| Lucas, Dorothy | PK-4; Special Education PK-8 | 10-13-15 |
| Monaco, Jessica | Elementary K-6; Early Childhood N-3; Enshish as a Second Language K-12 | 10-27-15 |
| Opperman, Jordan | Mathematics 7-12 | 10-27-15 |
| Sullivan, Jessica | Special Education PK – 8; PK – 4 | 10-27-15 |
| Trinkala, Kimberly | Elementary K – 6 | 10-27-15 |

| | | |
|-----------------------|--------------------|----------|
| Venturella, Elizabeth | Mathematics 7 – 12 | 10-27-15 |
| Vuono, Jennafer | PK - 4 | 10-15-15 |
| Zavadil, Angela | PK - 4 | 9-30-15 |
| Zuri, William | Mathematics 7-12 | 9-14-15 |

Classified:

| Name | Type of Substitute | Effective |
|----------------------|--------------------------|-----------|
| Crichton, Emily | Aide/Secretary/Attendant | 10-27-15 |
| Harkleroad, Marybeth | Aide/Secretary/Attendant | 9-1-15 |
| Manalo, Pamela | Nutrition Center Worker | 10-5-15 |
| Rhodes, Ann | Aide/Secretary/Attendant | 10-27-15 |
| Trainor, John | Custodian | 10-20-15 |
| Verma, Madhu | Aide/Secretary/Attendant | 10-27-15 |
| Wiles, Mary Ann | Nutrition Center Worker | 10-27-15 |
| Zavadil, Angela | Aide/Secretary/Attendant | 9-30-15 |
| Zigmond, Kelly | Custodian | 10-27-15 |

Other:

| Name | Type of Substitute | Effective |
|----------------|------------------------|-----------|
| Adams, Cynthia | Bus Driver | 10-13-15 |
| Colussy, Paula | Attendant | 10-13-15 |
| Fleeson, Teri | Administrative Support | 10-28-15 |

District Substitute List – Deletions

Professional:

| Name | Type of Substitute | Effective |
|------------------------|---------------------|-----------|
| Peters-Roberts, Ashlee | Social Studies 7-12 | 10-26-15 |
| Reon, Catherine | School Nurse | 10-26-15 |

Classified:

| Name | Type of Substitute | Effective |
|----------------------|-------------------------|-----------|
| Culan, Verna | Nutrition Center Worker | 10-26-15 |
| Harkleroad, Marybeth | Nutrition Center Worker | 9-1-15 |
| Kearns, Michelle | Nutrition Center Worker | 10-26-15 |
| McDonnell, Mary | Nutrition Center Worker | 10-26-15 |
| Pomocki, Michelle | Nutrition Center Worker | 10-26-15 |
| Witzel, Naomi | Nutrition Center Worker | 10-26-15 |

Other:

| Name | Type of Substitute | Effective |
|-------------------|--------------------|-----------|
| Glikis, Leslie | Bus Driver | 10-31-15 |
| Goldschmidt, John | Bus Driver | 9-30-15 |

Extra-Curricular Activities - Reappointments

| Name | Type of Substitute | Salary |
|--------------------|--|---------|
| Bennett, Bryan | High School Assistant Coach Boys' Basketball | \$4,200 |
| Cain, Lisa | Middle School Head Coach Girls' Basketball | \$2,000 |
| Del Re, Garrett | High School Assistant Coach Boys' Basketball | \$2,000 |
| De Mar, Joseph | Middle School Coach Boys' Basketball | \$2,000 |
| Dudley, Matthew | Middle School Coach Boys' Basketball | \$2,000 |
| Froelich, Keith | High School Assistant Coach-Boys' Basketball | \$3,300 |
| Frollini, Dominick | High School Assistant Coach Wrestling (JV) | \$2,400 |
| Gremba, Justin | Middle School Coach Boys' Basketball | \$2,000 |
| Gremba, Justin | Middle School Head Coach Girls' Basketball | \$2,000 |
| Halliwell, Andrew | High School Assistant Coach Swimming Diving | \$1,500 |
| Jackson, Terry | High School Indoor Track Coach | \$1,500 |

| | | |
|--------------------|--|---------|
| Kaylor, Kyra | High School Assistant Coach Girls' Basketball | \$4,200 |
| Kyle, David | Middle School Head Coach Wrestling | \$3,300 |
| Lesako, Kristen | High School Assistant Coach Girls' Basketball | \$3,600 |
| Logue, Ryan | High School Assistant Wrestling Coach Freshman | \$2,400 |
| O'Rourke, Sean | High School Head Coach Wrestling | \$5,400 |
| Palmer, Jace | Middle School Head Coach Girls' Basketball | \$2,000 |
| Palmer, Jace | Middle School Coach Basketball | \$2,000 |
| Palombine, Stephen | High School Assistant Coach Swimming | \$600 |
| Petrick, Douglas | High School Coach Indoor Track | \$1,500 |
| Powell, Jason | High School Head Rifle Coach | \$2,500 |
| Riesmeyer, Paul | High School Assistant Coach Swimming | \$1,000 |
| Rooney, Cynthia | Middle School Head Coach Girls' Basketball | \$2,000 |
| Sabram, Timothy | High School Assistant Coach Boys' Basketball | \$3,200 |
| Schraven, David | High School Head Coach Swimming | \$5,000 |
| Wagner, Gregory | High School Assistant Coach Girls' Basketball | \$3,300 |
| Toth, Zolton | Middle School Assistant Coach Wrestling | \$1,700 |
| Toth, Zolton | Middle School Coach Boys' Basketball | \$2,000 |

Extra-Curricular Activities – New Appointments

| Name | Type of Substitute | Salary |
|--------------------|--------------------------------------|---------------|
| Doetzer, Jason | High School Assistant Rifle Coach | \$2,000 |
| Geisler, Karl | Middle School Coach Basketball | \$2,000 |
| Ogden, Christopher | High School Assistant Coach Swimming | \$3,000 |

Extra-Curricular Activities - Resignation

| Name | Type of Substitute | Effective |
|----------------|---------------------------------------|------------------|
| Thompson, Joel | 1:1 Learning Facilitator - Fort Couch | 10-27-15 |