

May 15, 2013

The Washington Local Board of Education met in regular session pursuant to the rules in the Administration Building, 3505 West Lincolnshire Boulevard on May 15, 2013, at 6:00 p.m. The following members were present:

Mr. John Adler	Also, Mr. Patrick Hickey, Superintendent,
Mr. Frank Erme	Mr. Dave Bringman, Director of Business Services,
Mr. Dave Hunter	and Mr. Jeffery Fouke, Treasurer.
Mr. Tom Ilstrup	
Mr. Steve Zuber	

Board Delegations: Ryan Brown of 2007 Reinwood, 43613 introduced himself along with his family as the new boys' head basketball coach, pending Board approval.

Board
Delegations

Superintendent Hickey recognized the Congressional Art Show winners and honored first place winner, Dana Richards. The team of junior high students shared their Leadership with Swagger presentation, a University of Toledo program focusing on mentoring youth. Mr. Punsalan presented the Whitmer Film Project, "Love on Hold", a short musical film, which received multiple awards at the Sylvania Tree City Film Festival. The broomball team was honored for their second straight League Championship in the Greater Toledo Broomball League.

Recognitions
and
Presentations

It was moved by Mr. Ilstrup and seconded by Mr. Erme to accept the Treasurer's recommendation to approve the minutes of the regular meeting of April 10 and the special meeting of May 2, 2013 as presented.

Minutes
652-5/13

Yes: Mr. Erme, Mr. Ilstrup, Mr. Adler, Mr. Hunter, Mr. Zuber (5)

The Board of Education was presented with the following reports for the month of April:

1. Summary of Cash Balances, Revenue, General Fund Revenue Detail and Expenses for the Month
2. Cash Report of All Funds
3. Schedule of Checks Written
4. Summary of Investments and Earnings

Financial
Report and
Investments
653-5/13

It was moved by Mr. Ilstrup and seconded by Mr. Zuber to accept the Treasurer's recommendation to approve the financial report and investments as presented.

Yes: Mr. Ilstrup, Mr. Adler, Mr. Hunter, Mr. Zuber, Mr. Erme (5)

It was moved by Mr. Erme and seconded by Mr. Hunter to accept the Treasurer's recommendation to approve payment of legal fees billed by Bricker & Eckler in the amount of \$4,839.50 and Spengler Nathanson in the amount of \$3,332.08

Legal Fees
654-5/13

Yes: Mr. Adler, Mr. Hunter, Mr. Zuber, Mr. Erme, Mr. Ilstrup (5)

Purchases
over \$25,000
655-5/13

It was moved by Mr. Zuber and seconded by Mr. Ilstrup to accept the Treasurer's recommendation to approve the following request for purchases over \$25,000 per Policy 6320 as presented:

- A. Request from John Bettis, Transportation Supervisor
Brahier Oil: Fleet Fuel Purchase
Purchase Total.....Not to Exceed \$25,200
(Actual w/ delivery \$24,827.60)

- B. Request from Dave Bringman, Business Manager
Tom Sexton & Associates: Furniture Order
Purchase Total.....\$68,816.00

Yes: Mr. Hunter, Mr. Zuber, Mr. Erme, Mr. Ilstrup, Mr. Adler (5)

Adoption of
the Five Year
Forecast
656-5/13

It was moved by Mr. Hunter and seconded by Mr. Zuber to accept the Treasurer's recommendation to approve the adoption of the Five Year Forecast as presented.

(See pages 13714 – 13721)

Yes: Mr. Zuber, Mr. Erme, Mr. Ilstrup, Mr. Adler, Mr. Hunter (5)

Resolution
for Staff
Appreciation
657-5/13

It was moved by Mr. Zuber and seconded by Mr. Ilstrup to accept the Superintendent's recommendation to adopt the Resolution for Staff Appreciation as presented:

WASHINGTON LOCAL SCHOOLS' STAFF APPRECIATION

WHEREAS, Washington Local employees exemplify high standards both personally and professionally and unparalleled interest in and concern for the district's students, families, staff, and community; and,

WHEREAS, Washington Local employees are committed to loving and lifting up our kids, and helping each child find his or her purpose in life; and

WHEREAS, Washington Local employees embrace our core values of courage, dedication, dignity, excellence, gratitude, honesty, loyalty, respect, responsibility, service, teamwork, and trust; and,

WHEREAS, Washington Local employees deserve the gratitude and respect of all members of the school community;

NOW, THEREFORE, BE IT RESOLVED, that the Washington Local Board of Education hereby acknowledges with pride the enormous contributions made by administrative, certified, and classified employees of this district;

BE IT FURTHER RESOLVED, that the Washington Local Board of Education does hereby express its gratitude to all employees for their outstanding commitment to our students, families and the Washington Local community;

BE IT FURTHER RESOLVED, that the Washington Local Board of Education hereby extends sincere best wishes to all employees for good health and happiness now and in the future.

Yes: Mr. Erme, Mr. Ilstrup, Mr. Adler, Mr. Hunter, Mr. Zuber (5)

It was moved by Mr. Erme and seconded by Mr. Ilstrup to approve the Superintendent's recommendation to accept the gifts and donations as presented:

Gifts and
Donations:
658-5/13

A. Start's Auto Parts

Tom Start

8012 Lewis Ave., Temperance, Michigan 48182

- Donation of a tool cart and starter set of tools to the Automotive Technology Program for the Students Tool Scholarship

B. Whitmer Film Project

c/o Gary O'Connor

413 E. Dudley, Maumee, Ohio 43537

- Donation of \$100 from the Spirit of Sylvania award won at the Sylvania Tree City Film Festival to the Infinite Opportunity Olympics.

C. Costco Wholesale

Jessica Nowaczyk

3405 W. Central Avenue, Toledo, Ohio 43606

- Donation of \$25 Costco gift card to the Infinite Opportunity Olympics.

D. The Kroger Company

Bruce Umbleby, District Manager

7545 Sylvania Avenue, Sylvania, Ohio 43560

- Donation of \$30 Kroger gift card to the Infinite Opportunity Olympics.

Yes: Mr. Ilstrup, Mr. Adler, Mr. Hunter, Mr. Zuber, Mr. Erme (5)

It was moved by Mr. Ilstrup and seconded by Mr. Zuber to waive the first reading of the on the Board of Education Policy as presented.

Waive First
Reading
659-5/13

A. 5200 — Attendance (REVISED)

Yes: Mr. Adler, Mr. Hunter, Mr. Zuber, Mr. Erme, Mr. Ilstrup (5)

Board
Policy
Revision
660-5/13

It was moved by Mr. Ilstrup and seconded by Mr. Erme to accept the Superintendent's recommendation to approve the Board of Education policy as presented.

A. 5200 — Attendance (REVISED)

Yes: Mr. Adler, Mr. Hunter, Mr. Zuber, Mr. Erme, Mr. Ilstrup (5)

Resolution
Authorizing
2013-2014
Membership
in OHSAA
661-5/13

It was moved by Mr. Erme and seconded by Mr. Zuber to accept the Superintendent's recommendation to approve the resolution authorizing 2013-2014 membership in the Ohio High School Athletic Association as presented:

**RESOLUTION AUTHORIZING 2013-2014 MEMBERSHIP IN
OHIO HIGH SCHOOL ATHLETIC ASSOCIATION**

WHEREAS, the Washington Local School District of 3505 W. Lincolnshire Boulevard, Lucas 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/Governing Board ("Board") 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/GOVERNING BOARD, that Whitmer High School, Jefferson Junior High School, and Washington Junior High School hereby voluntarily renew their membership in the OHSAA and that in doing so, the Constitution and Bylaws of the OHSAA are hereby adopted by their Board as and for its own minimum student-athlete eligibility requirements. Notwithstanding the foregoing, the Board does reserve the right to raise the student-athlete eligibility standards as the Board deems appropriate for the schools and students under its jurisdiction; and

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 OHSAA and to cooperate fully and timely with the Commissioner's Office of the OHSAA in all matters related to the interscholastic athletic programs of the schools. Furthermore, the schools under this Board's jurisdiction shall be the primary enforcers of the OHSAA Constitution, Bylaws and Sports Regulations and the interpretations and rulings rendered by the Commissioner's Office. The administrative heads of these schools understand that failure to discharge the duty of primary enforcement may result in fines, removal from tournaments, suspension from membership and/or other such penalties as prescribed in Bylaw 11.

Yes: Mr. Hunter, Mr. Erme, Mr. Ilstrup, Mr. Adler (4)
No: Mr. Zuber (1)

It was moved by Mr. Ilstrup and seconded by Mr. Zuber to accept the Superintendent's recommendation to approve payment for parental contracts in lieu of school bus transportation in the amount of \$240.66 per child, as determined by the State Department of Education for the 2012-2013 school year as presented:

Parental
Contracts
662-5/13

Aurora Academy
Wagner, Lily

Bennett Venture Academy

Bresler, Abigail
Bresler, Jillian
Bresler, Liam
Carter, Terrance
Carter, Terrionna
Cierniak, Jacqueline
Cierniak, Joseph
Coffey, Mariah
Conner, Nicholas
Crammond, Tyler
Davis, Shanya
DeAnda, Joshua
Flick, Daniel
Flick, Robert
Furry, Nolan
Garza, Jordan
Garza, Justin
Garza, Reyna
Garza, Savonah
Garza, Vincent
Guthrie, Corey
Harper, Ka'Von
Harrington, Rylee
Maix, Kaitlynn
Moore, Donte
Portela, Juan
Portela, Nicholas
Purifie, Ka'Nya
Staples, Alexandria
Stewart-Munoz, Alexandria
Taylor-Willis, Sa'niyah
Zamora, Sarah

Blessed Sacrament

Gonzales, Veronica
Wagoner, Meghan
Warren, Nicholas

**Bridge & Central
Academy**

Abdou, Ahmed
Abdou, Christina
Abdrabbo, Mohamed
Abdrabbo, Yousef
Badran, Hussein
Badran, Nahla

Chouaib, Ali
Chouaib, Mustafa
Gomaa, Sara
Gomaa, Soha
Hamze, Ali
Helo, Dalal
Helo, Zeinab
Ismail, Ali
Ismail, Hilda
Ismail, Sara
Nasser, Ali
Nasser, Jawad
Nasser, Khalil

Christ the King

Peters, Quinton
Wesley, Evelyn
Wesley, Jack

Gesu

Kellers, Elle
Williamson, Daniel
Williamson, John

Horizon Science Academy

Hamernik, Jalieanna
Hamernik, Maya
Zamora, Wayne

Lial Catholic School

Boyd, Lauren
Boyd, Parker
Boyd, Taylor

Maumee Valley Country

Day
King, Tristan
Littlehale, Griffith
Swartzell, Kendall

**Monclova Christian
Academy**

Ackerman, Brianna
Exton, Charles

Regina Coeli

Bronikowski, Jared
Brown, Cecilia
Brown, Joseph
Brown, Olivia

Dierks, Brandon
Dierks, Hannah
Link, Heidi
Wester, Josephine

St. Catherine

Borer, Emma
Borer, Sydney
Gregg, Cameron
Gregg, Ciera
Gregg, Mariah

St. John's

Abouahmed, Hussein
Abouahmed, Mohammad
Birchfield, Ronald
Jomaa, Ahmad
Malkoski, III, John
Neely, Dalvin
O'Donnell, Kevin
Peatee, Andrew
Resendez, Cain
Rutowski, Joshua
Rutowski, Trevor
Townsend, Je'fon
Warren, Alex

St. John the Baptist

Krzyston, Gregory

St. Joseph's Sylvania

Douglas, Angelique
Douglas, Jay
Douglas, Sean
Howell, Paige
Howell, Rylie

St. Pius

Bartsch, Ava
Berning, Samantha
Berning, Thaddeus
Esparza, Anthony
Lewis, Ahnna
Lowe, Andrew
Mclennan, Kaiden
Miller, Grace
Rose, Tyler
Self, Aubrey
Warga, Gabbey
Welsh, Annabell

Parental
Contracts
Continued

Summit Academy
 Campbell, Vincent
 Sekelsky, Skylar
 Young, Paul

Toledo Christian
 Hanely, Gabriel
 Langdon, Madisyn
 Northrop, Alexander
 Wehrle, Hannah

Toledo Islamic Academy
 Abdessalem, Doraia
 Abdessalem, Jasmine
 Elkhechen, Fatima
 Farhan, Abduraheem
 Farhan, Muna
 Hamdah, Sabreen
 Hamdah, Salahdeen
 Hamdah, Yasmeen
 Kareem, Sara
 Osoble, Mohamed
 Rahal, Hamza
 Rahal, Suha
 Smidi, Ahmad
 Smidi, Ibraheem
 Smidi, Ismael
 Smidi, Sarah
 Smidi, Yousef

Toledo Jr. Academy
 Harris, Jessyka
 Singh, Nandra
 Singh, Shiven

Toledo School for the Arts
 Aricchi, Gabriella
 Bachtel, Zachary
 Bell, Alexis
 Bragg, Azaria
 Bringman, Jordyn
 Cochenour, Madison
 Crane, Melanie
 Edwards, Chelyan
 Fleniken, Drew
 Fleniken, Maegan

Fuller, Victoria
 Hyndman, Courtney
 Johnson, Lauren
 Keller, Pyper
 Kempf, Spencer
 Kimura, Amy
 King, Lillian
 Korecki, Morgan
 Kunzler, Alexandria
 Langdon, James
 Littin, Emma
 Littin, Madison
 Livecchi, McKenzie
 Lukasik, Carly
 McConnell, Breanna
 McConnell, Danielle
 McConnell, Morgan
 Newson, Halle
 Newson, Keely
 Petersen, Kiersten
 Richardson, Diamond
 Rybarczyk, Julia
 Stockman, Darby
 Warner, Jordan
 Young, Brandon

West Side Montessori
Center
 Bernhardt, Brantley
 Bernhardt, Gerald
 Bernhardt, Mary Kathryn
 Krichbaum, Sailer

Yes: Mr. Zuber, Mr. Erme, Mr. Ilstrup, Mr. Adler, Mr. Hunter (5)

It was moved by Mr. Ilstrup and seconded by Mr. Erme to accept the Superintendent's recommendation to approve lunch prices for the 2013-2014 school year, which reflects no increase from the 2012-2013 school year, as presented:

- Elementary: \$2.50
- Junior High: \$2.75
- High School: \$2.75

Yes: Mr. Erme, Mr. Ilstrup, Mr. Adler, Mr. Hunter, Mr. Zuber (5)

It was moved by Mr. Ilstrup and seconded by Mr. Zuber to accept the Superintendent's recommendation to declare an urgent necessity and approve employment for the Whitmer science wing asbestos removal and renovations as presented:

- A. Stough & Stough Architects
 - Seven percent (7%) of the construction cost
 - Preparation of specifications, bid documents, and legal advertising for the repairs to the Whitmer science wing.
- B. DMD Environmental
 - \$17,500.00
 - Preparation of specifications, bid documents, and legal advertising for the asbestos removal in the Whitmer science wing.

Yes: Mr. Ilstrup, Mr. Adler, Mr. Hunter, Mr. Zuber, Mr. Erme (5)

It was moved by Mr. Hunter and seconded by Mr. Ilstrup to accept the Superintendent's recommendation to declare an urgent necessity and award a contract for the Whitmer science wing asbestos removal project as presented:

- A. Global Green Services Group, LLC
 - \$292,950.00

Yes: Mr. Adler, Mr. Hunter, Mr. Zuber, Mr. Erme, Mr. Ilstrup (5)

It was moved by Mr. Ilstrup and seconded by Mr. Erme to accept the Superintendent's recommendation to approve the following requests for purchases over \$25,000 per policy 6320:

- A. Request from Cherie Mourlam, Assistant Superintendent
 - Ron Clark Academy
 - \$40,320.00
 - Professional development registration

Lunch Prices
2013-2014
663-5/13

Urgent
Necessity:
Asbestos
Removal
1 of 2
664-5/13

Urgent
Necessity:
Asbestos
Removal
2 of 2
665-5/13

Purchases
over \$25,000
666-5/13

- B. Request from Neil Rochotte, Director of Student Services
- Healthcare Processing Consulting, Inc. (HPC)
 - \$26,500
 - Management assistance to WLS for the Ohio Medicaid School Program for July 1, 2013 through June 30, 2014.
- C. Request from Bob Gulick, Director of Technology
- Northwest Ohio Computer Association (NWOCA)
 - \$66,390.00
 - Phase I Core Network Upgrade
- D. Request from Deb Heban, Director of CTC
- Start's Auto Parts
 - \$25,197.00
 - Alignment lift for the Whitmer Career & Technology Automotive Technology program

Yes: Mr. Hunter, Mr. Zuber, Mr. Erme, Mr. Ilstrup, Mr. Adler (5)

Substitute
Employee
Rate of Pay
667-5/13

It was moved by Mr. Erme and seconded by Mr. Ilstrup to accept the Superintendent's recommendation to approve the hourly rate of pay for classified substitute employees and daily rate of pay for certified substitute employees as presented:

- A. Hourly rates of pay for classified substitute personnel effective August 12, 2013.

POSITION	PRESENT RATE	RECOMMENDED RATE
Bus Driver	\$15.25	\$15.25
Bus Monitor	\$ 8.50	\$ 8.50
Cafeteria Worker	\$ 8.25	\$ 8.25
Classroom Aide	\$ 8.50	\$ 8.50
Custodian	\$ 9.50	\$ 9.50
Fireman	\$11.35	\$11.35
Library/Media Clerk	\$ 8.25	\$ 8.25
Maintenance	\$11.35	\$11.35
Printer	\$ 9.50	\$ 9.50
Safety Aide	\$ 8.75	\$ 8.75
Secretary	\$10.00	\$10.00
Treasurer's Office	\$19.00	\$19.00

- B. Substitute classified long term rate to begin after 30 days.

C. The daily rate for certified substitute employees effective August 19, 2013 is:

	Days 1-60	Beginning 61 st day
Daily Rate	\$98.00	
¾ Day Rate	\$79.00	
½ Day	\$49.00	
¼ Day Rate	\$30.00	
		BA step 0

Yes: Mr. Zuber, Mr. Erme, Mr. Ilstrup, Mr. Adler, Mr. Hunter (5)

It was moved by Mr. Hunter and seconded by Mr. Zuber to waive the first reading on the job descriptions as presented:

- A. Secretary – High School Bookkeeper (REVISED)
- B. Secretary – Assistant Superintendent (REVISED)
- C. Athletic Supervisor (REVISED)
- D. Coach – Head (REPLACEMENT)
- E. Coach – Associate, Freshman, Junior High (REPLACEMENT)

Waive First
Reading
of Job
Descriptions
668-5/13

Yes: Mr. Erme, Mr. Ilstrup, Mr. Adler, Mr. Hunter, Mr. Zuber (5)

It was moved by Mr. Ilstrup and seconded by Mr. Zuber to accept the Superintendent's recommendation to approve the job descriptions as presented:

- A. Secretary – High School Bookkeeper (REVISED)
- B. Secretary – Assistant Superintendent (REVISED)
- C. Athletic Supervisor (REVISED)
- D. Coach – Head (REPLACEMENT)
- E. Coach – Associate, Freshman, Junior High (REPLACEMENT)

Job
Descriptions
669-5/13

Yes: Mr. Erme, Mr. Ilstrup, Mr. Adler, Mr. Hunter, Mr. Zuber (5)

It was moved by Mr. Erme and seconded by Mr. Zuber to accept the Superintendent's recommendation to approve a retirement incentive for David Bringman as presented:

Retirement
Incentive:
Bringman
670-5/13

**2013 Severance Incentive Agreement
between
Washington Local Schools and David Bringman**

In recognition of the 5-year budget forecast which projects an annual increase in expenditures over revenue and the elimination of the entire cash balance in Fiscal 2016, the Superintendent and Board of Education continue to plan proactively to implement budget reductions to maintain high quality educational programs and services for all students. Unfortunately, the financial reality necessitates reductions in teaching, classified and administrative positions. Efforts are made to reduce positions through attrition and incentives when possible.

Retirement
Incentive:
Bringman
Continued

The Board of Education hereby authorizes an incentive for the resignation of David Bringman from his position of Director of Business Services effective December 31, 2013 as presented:

1. Mr. Bringman will receive Severance Pay for his unused sick days. (Section 3.5, SAAWLS Handbook).
2. Mr. Bringman will receive an additional Severance Incentive Stipend equal to 30% of his 2013-14 annual base salary, including any qualifying education stipend. The offer of a Severance Incentive Stipend is a one-time offer that is not precedent setting.
3. Mr. Bringman will continue to be entitled to any other payout of compensation or other benefits to which any member is normally entitled under the specifications in the SAAWLS Handbook. Such payment will be made on or before January 31, 2014.
4. If Mr. Bringman completes his duties through December 31, 2013, but dies before receiving the Severance Incentive Stipend, the Stipend shall be paid to the member's estate.
5. If Mr. Bringman's employment in the district is terminated prior to December 31, 2013, due to his resignation or as a result of termination for good and just cause, this Severance Incentive Agreement is void.
6. The Severance Incentive Stipend shall be paid in one payment with 100% of the Severance Incentive Stipend paid on or before December 31, 2013.
7. The parties hereby release each other, and the officers, employees, and agents of the other, past and present, from any and all claims which they now have or could have asserted arising from or connected with the employment of Mr. Bringman in the Washington Local School District.
8. Mr. Bringman understands that it is the Board's recommendation that he consult with an attorney before signing this Agreement, and that he has the right to revoke this Agreement within seven (7) calendar days after signing it. In order for such revocation to be effective, written notice must be received by the Board no later than the close of business on the seventh day after he has signed the Agreement.

Mr. Bringman also understands that by law, he is allowed at least twenty-one (21) calendar days to review this Agreement before signing it.

Mr. Bringman specifically WAIVES AND RELEASES any claims that provisions of this Agreement, or the circumstances giving rise to this Agreement, constitute a violation of any laws relating to age discrimination, including but not limited to the federal Age Discrimination in Employment Act of 1967 (ADEA), Title 29 U.S. Code Section 621 and following.

9. In acceptance of this agreement, Mr. Bringman hereby submits his resignation from Washington Local Schools effective on December 31, 2013.

Yes: Mr. Ilstrup, Mr. Adler, Mr. Hunter, Mr. Zuber, Mr. Erme (5)

It was moved by Mr. Ilstrup and seconded by Mr. Zuber to accept the Superintendent's recommendation to approve, via consent motion, personnel item one of four as presented:

Personnel
1 of 4:
671-5/13

1. RESIGNATIONS

A. Certified Personnel

- | | | |
|----------------------|-----------------------------|---------------------------|
| 1. Megan Fitzpatrick | Music
Whitmer/Washington | 08/10/2013
Resignation |
|----------------------|-----------------------------|---------------------------|

B. Classified Personnel

- | | | |
|-----------------|--------------------------------------|--------------------------|
| 1. Donald Kohli | High Pressure Fireman
Maintenance | 06/30/2013
Retirement |
|-----------------|--------------------------------------|--------------------------|

C. Extra Duty Personnel

- | | | |
|------------------------|---------------------------------------|------------|
| 1. Anthony Blank | #101L-12a Elem After School Act-Mdvl | 06/30/2013 |
| 2. Anthony Blank | #101L-12b Elem After School Act-Mdvl | 06/30/2013 |
| 3. Paige Dusseau | #101L-15b Elem After School Act-Shrld | 06/30/2013 |
| 4. Jeremie Forche | #101L-15a Elem After School Act-Shrld | 06/30/2013 |
| 5. Bryce Graven** | #8-3b Football-Assoc Coach (40%) | 06/30/2013 |
| 6. Katherine James | #141L-12 Activities Director-Mdvl | 06/30/2013 |
| 7. Kelly Larsen | #101L-15c Elem After School Act-Shrld | 06/30/2013 |
| 8. Megan Fitzpatrick | #113-1 Jr. High Orchestra | 06/30/2013 |
| 9. Megan Fitzpatrick | #117-1 Whitmer Orchestra | 06/30/2013 |
| 10. Jeffery Skelding** | #21 Wrestling Club-Director | 06/30/2013 |

**Consultants

2. LEAVE OF ABSENCE

A. Certified Personnel

- | | | |
|-------------------|-----------------|-------------------------|
| 1. Kristie Gage | Maternity Leave | 05/24/2013 – 06/05/2013 |
| 2. Bethany Petras | Personal Leave | 2013/14 school year |
| 3. Erin Popovich | Maternity Leave | 05/13/2013 – 06/04/2013 |

B. Classified Personnel

- | | | |
|-----------------|--------------------|-------------------------|
| 1. Brenda Brown | Ext. Medical Leave | 04/15/2013 – 04/23/2013 |
| 2. Jerry Brown | Ext. Medical Leave | 04/22/2013 – 05/14/2013 |
| 3. Monica Saba | Medical Leave | 04/15/2013 – 05/03/2013 |

C. Workers Compensation

- | | | |
|------------------|-------------------|-------------------------|
| 1. Idella Halley | Ext. Unpaid Leave | 04/30/2013 – 08/16/2013 |
|------------------|-------------------|-------------------------|

3. NOMINATIONS – 2012/13

A. Administrative Personnel

1. Cassandra Studnicha-Kusic Elementary Principal – Hiawatha
 (If days worked between June 17, 2013 –
 July 31, 2013) Partial Limited Contract to be
 figured on per diem @ 210 days
 (\$420.39/day)
 Sched. 2, Step 4 @ \$84,681 + Educational
 Stipend \$3,600 (MA +36) = \$88,281

B. Classified Personnel

- | | | | |
|---|-------------------|--|------------|
| 1. | John Casto | Safety Aide – Wernert
3 Hrs. 15 mins./day
Sched. K, step 0 @ \$14.13/hr. | 05/16/2013 |
| 2. | Seth Ellis | Nutrition Service Worker – Jefferson
2.5 Hrs./day
Sched. O, step 0 @ \$12.51/hr. | 05/16/2013 |
| 3. | Theresa Gronbach* | Nutrition Service Worker – Monac
2 Hrs./day
Sched. O, step 0 @ \$12.51/hr. | 05/16/2013 |
| *Currently employed as a Bus Driver, making her a two (2) position employee | | | |
| 4. | Norma Halsey | Nutrition Service Worker – Hiawatha
2 Hrs./day
Sched. O, step 0 @ \$12.51/hr. | 05/16/2013 |
| 5. | Angelina Montez | Nutrition Service Worker – Washington
2 Hrs./day
Sched. O, step 0 @ \$12.51/hr. | 05/16/2013 |
| 6. | Linda Ohms | Nutrition Service Worker – Shoreland
2 Hrs./day
Sched. O, step 0 @ \$12.51/hr. | 05/16/2013 |
| 7. | Deana Parks | Nutrition Service Worker – Whitmer
2 Hrs./day
Sched. O, step 0 @ \$12.51/hr. | 05/16/2013 |
| 8. | Timothy Rubino | Classroom Aide – Washington
4 Hrs./day
Sched. J, step 0 @ \$13.74/hr. | 05/16/2013 |

9. Charles Toles, III Computer Technician – CTC 05/20/2013
 8 Hrs./day
 Sched. P, step 0 @ \$19.42/hr.

Personnel
1 of 4
Continued

C. Substitute Certified Personnel

- | | |
|--------------------|---------------------|
| 1. Lyman Hall | 3. Lorainne Simmers |
| 2. Megan Klonowski | 4. Elizabeth Willis |

D. Substitute Classified Personnel

- | | |
|----------------------|----------------------|
| 1. Robert Arnett, II | 4. Kathy Rachuba |
| 2. James Busch | 5. Michael Stockdale |
| 3. Michael Owens | 6. Eda Thompson |

E. Extra Duty Index Personnel

- | | | |
|-----------------------|-----------------------------------|-------------|
| 1. Cherilyn Schober | #69L-1a Junior High Yearbook-Jeff | \$ 508.00 |
| 2. Wendy Stainbrook** | #105L Piano Accompanist | \$ 1,015.00 |
- **Consultant

F. Substitute for Administrative/Treasurer's Office

- | | | |
|-------------------|-------------|------------|
| 1. Carol Michalak | \$19.00/hr. | 05/01/2013 |
|-------------------|-------------|------------|

G. Career Passport Project Leadership @ \$2,100.00 Perkins Grant

1. Angela Hetrick-Goff

H. Physical Education Program @ \$100.00 per program

- | | |
|--|------------|
| 1. Craig Aman | Wernert |
| Hot Shot Competition, Hot Shot Finals, 6 th Grade Volleyball Tournament | |
| 2. Gradon Goa | Meadowvale |
| Hot Shot Competition, Hot Shot Finals, 6 th Grade Volleyball Tournament | |
| 3. Chad Pennywitt | McGregor |
| Hot Shot Competition, Hot Shot Finals, 6 th Grade Volleyball Tournament | |

I. Tech Prep Summer Camp @ \$480.00 each June 10 and 11, 2013

1. Michael DuShane

Personnel
1 of 4
Continued

J. O.G.T. Tutors and Test Proctors @ \$25.56/hr.
June 11 – June 21, 2013

- | | |
|---------------------|--------------------|
| 1. Joshua Adams | 4. Mark Jakubowski |
| 2. Regina Chadwick | 5. Matthew Mullan |
| 3. Jodi Fryman-Reed | 6. Jordan Simmons |

K. Elementary Music Program

- | | | | |
|--------------------|----------|----------------|-----------|
| 1. Beverly Fandrey | Hiawatha | April 18, 2013 | \$ 200.00 |
|--------------------|----------|----------------|-----------|

L. Golf Chair Stipends

- | | | |
|--------------------|---------------------|-------------|
| 1. Richard Merritt | Golf Co-Chairperson | \$ 1,100.00 |
| 2. HUGHANA WILKIE | Golf Co-Chairperson | \$ 1,100.00 |

M. Elementary Summer School Administrator

- | | |
|-----------------------|-------------|
| 1. Christine Williams | \$ 2,000.00 |
|-----------------------|-------------|

N. Elementary Summer School Secretary

- | | |
|----------------|------------------------|
| 1. Laura Pedro | Contracted Rate of Pay |
|----------------|------------------------|

O. Elementary Summer School Certified Positions

\$25.56/hr. through June 30, 2013

\$25.56/hr. effective July 1, 2013

As Needed Basis

- | | |
|-----------------------|----------------------------|
| 1. Madeline Byers | 13. Jolaine McCall |
| 2. Toni Czajka | 14. Beth Oyler |
| 3. Jaclyn Dobrzanski | 15. Kristen Perchinske |
| 4. Stephanie Eyre | 16. Heidi Rhodes |
| 5. Carrie Frey | 17. Sarah Ropeik |
| 6. Sarah Frost | 18. Gina Schell |
| 7. Gabrielle Hinshaw | 19. Courtney Siebenaller |
| 8. Samantha Kasparian | 20. Judith Thomaswick |
| 9. Danielle Kessler | 21. Tracey Wasielewski |
| 10. Lindsay Kinsey | 22. Christina Wilson-Gautz |
| 11. Sue Krecioch | 23. Kimberly Winzenried |
| 12. Nicole Louks | |

P. Classified Summer Help (As Needed Basis)

Bus Cleaning/Seat Repair @ \$9.50/hr.

Computer Services Help @ \$9.50/hr.

Custodian @ \$9.50/hr.

Lawn Crew @ \$9.50/hr.

- | | |
|------------------|----------------------|
| 1. Julie Adams | 3. Pamela Appleman |
| 2. April Anthony | 4. Robert Arnett, II |

5. Debra Babel-Pounds
6. Evan Back
7. Jay Balogh
8. Brendalee Bojarski
9. Matthew Boyd
10. Brian Brooks
11. Tina Bundy
12. Lisa Burkett
13. Marissa Caputo
14. John Casto
15. Dawn Cherry
16. Doris Cluckey
17. Catherine Cooper
18. Debra Cornwell Liacopoulos
19. Gail Cousino
20. Amy Cox
21. Jill Dale
22. Jennifer DeLong
23. Ericka Dickason
24. Jack Dickason, Jr.
25. Stephanie Downey
26. Kimberley Dye
27. Seth Ellis
28. Dennis Fall
29. Mercedeis Filas
30. Robert Fletcher
31. Robert Freeman
32. Kenneth Friess
33. Samantha Fugate
34. Robert Futey
35. Tiffany Gable
36. Marcus Gaines, Jr.
37. Kelly Genson
38. Michael Gillespie
39. Misty Gilliam
40. Jennifer Good
41. Jay Grzechowiak
42. Rebecca Heminger
43. Bethany Henry
44. Victoria Hetherington
45. Phyllis Hinkle
46. Mary Hutson
47. Kenneth Kania, Jr.
48. Brian Kaser
49. Julie Kaser
50. Monica Keener
51. Brett Keller
52. Toni Koder
53. Alicia Laney
54. Cari Lawecki
55. Mary Lawecki
56. Mary Lewandowski
57. Jennifer Loomis
58. Denise Mack
59. Dennis Madlinski, Sr.
60. Katherine Mahoney
61. Renee Meinert
62. Cynthia Millward
63. Donald Molloy
64. Minette Nadolny
65. Kathryn Onnenga
66. Deana Parks
67. Amy Redfox
68. Bernard Rachuba
69. Kathy Rachuba
70. Robert Reinhart
71. Pamela Reynolds
72. Kenneth Richards
73. Alex Ricica
74. Erica Roos
75. Becky Runckel
76. John Rybarczyk
77. Kimberly Schmitt
78. Michele Schneider
79. Randy Scott
80. Lisa Sgro
81. Laura Sharp
82. Jordan Simmons
83. Austin Snook
84. Carol Sommers
85. Cosette Stalker
86. Jenna Steele
87. Michael Stockdale
88. Michael Sugg
89. Laura Tabb
90. Bonnie Varnes
91. Barbara Weber
92. Andrea Whitenburg
93. Kelsey Whitenburg
94. Laura Windsor
95. Kurtis Winzenried

Q. Student Services Summer Help (As Needed Basis)

1. Christine Arvay Contracted Rate of Pay

R. High School Summer School Program

\$25.56/hr. through June 30, 2013

\$25.56/hr. effective July 1, 2013

As Needed Basis

- | | |
|---------------------|------------------|
| 1. Heather Densmore | 4. Joshua Scholl |
| 2. Jodi Fryman-Reed | 5. Leland Snyder |
| 3. Michael Punsalan | 6. Heather Steer |

S. Special Education Summer School

\$25.56/hr. through June 30, 2013

\$25.56/hr. effective July 1, 2013

As Needed Basis

- | | |
|-----------------------|-------------------------|
| 1. Marc Berryman | 6. Joy Krajewski |
| 2. Kimberly Blankerts | 7. Matthew LaPoint |
| 3. Sarah Boudouris | 8. James Nino |
| 4. Regina Chadwick | 9. Terri Smith |
| 5. Joni King | 10. Kenneth Steinmiller |

T. Physical Education Summer School Program

\$25.56/hr. through June 30, 2013

\$25.56/hr. effective July 1, 2013

As Needed Basis

1. Joshua Scholl

U. Professional Support Governing Board @ \$25.56/hr.

1. Christopher Hodnicki

V. Nutrition Services Summer Help

June 10, 2013 – August 13, 2013

- | | |
|-----------------|------------------------|
| 1. Jerry Friess | Contracted Rate of Pay |
| 2. Karen Miller | Contracted Rate of Pay |

4. NOMINATIONS – EFFECTIVE 2013/14

A. Certified Personnel

- | | | |
|------------------------|---|--------------|
| 1. Colleen Aiken | Math Coach – Meadowvale
Step 5, Trng. (B.A.) 4 | \$ 43,996.00 |
| 2. Donna Kolodziejczyk | Literacy Coach – Wernert
Step 8, Trng. (M.A.) 5 | \$ 54,149.00 |
| 3. Kathryn Robertson | 5 th Grade – Jackman
Step 5, Trng. (B.A.) 4 | \$ 43,996.00 |

B. Extra Duty Personnel

POSITION	APPOINTEE	SALARY
1. Athletic Supervisor/Whitmer		
1-a	Thomaswick, Richard**	\$ 3,312
1-b	Young, Rhea	\$ 3,312 5% \$ 3,478
2. Athletic Director/Jr. High		
		\$ 5,577 \$ 5,577
3. Equipment Manager		
3-a	Bartolet, Daniel**	\$ 2,000 \$ 2,000
3-b	Garverick, Kevin**	\$ 600 \$ 600
3-c	Open	\$ 2,280 \$ 2,280
6. Ticket Manager		
	Donati, Carma	\$ 4,183 5% \$ 4,392
7. Football - Head Coach		
	Bell, Gerald	\$ 8,366 15% \$ 9,621
8. Football - Associate Coach		
8-1	100% Hartman, Curt	\$ 5,926 5% \$ 6,222
8-2a	71% Bannister, Irshad**	\$ 4,207 \$ 4,207
8-2b	19% Open	\$ 1,126 \$ 1,126
8-2c	10% Puffenberger, Eric	\$ 593 \$ 593
8-3a	60% Simmons, Jordan**	\$ 3,556 \$ 3,556
8-3b	40% Kahl, Brian	\$ 2,370 5% \$ 2,489
8-4a	80% Williams, Michael**	\$ 4,741 \$ 4,741
8-4b	20% Open	\$ 1,185 \$ 1,185
8-5	100% Densmore, Bradley	\$ 5,926 5% \$ 6,222
8-6	100% Keller, Justin	\$ 5,926 10% \$ 6,519
8-7	100% Winters, Kenneth	\$ 5,926 10% \$ 6,519
9. Football - Freshman Coach		
9-1a	50% Laser, David**	\$ 2,266 \$ 2,266
9-1b	50% Puffenberger, Eric	\$ 2,266 \$ 2,266
9-2a	70% Meinen, Stanley	\$ 3,172 10% \$ 3,489
9-2b	10% O'Connor, Gary	\$ 453 10% \$ 498
9-2c	20% Hills, Wondell**	\$ 907 \$ 907
9-3a	15% Jacobs, Nicholas**	\$ 680 \$ 680
9-3b	40% LaPoint, Thomas	\$ 1,813 \$ 1,813
9-3c	25% LaPoint, Matthew	\$ 1,133 \$ 1,133
9-3d	20% Keller, Brett**	\$ 906 \$ 906
9-4a	50% Brown, Eric**	\$ 2,266 \$ 2,266
9-4b	50% Missler, Rodney	\$ 2,266 15% \$ 2,606

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10. Football - Jr. High Coach

10-1a	50%	Snodgrass, Harry R.	\$	2,266	5%	\$	2,379
10-1b	50%	Maier, Jamie**	\$	2,266		\$	2,266
10-2a	60%		\$	2,720		\$	2,720
10-2b	20%	Riddle, III, James**	\$	906		\$	906
10-2c	20%	Martin, John**	\$	906		\$	906
10-3a	20%	Open	\$	906		\$	906
10-3b	30%	Kruthaup, Matthew**	\$	1,360		\$	1,360
10-3c	40%	Hyttenhove, Michael**	\$	1,813		\$	1,813
10-3d	10%	Stickels, Robert**	\$	453		\$	453
10-4a	15%	Coombs, Marty**	\$	680		\$	680
10-4b	15%	Specht, Nicholas**	\$	680		\$	680
10-4c	15%	Ickes, Ed**	\$	680		\$	680
10-4d	30%	Hills, Wondell**	\$	1,359		\$	1,359
10-4e	25%	Parker, Michael**	\$	1,133		\$	1,133

11. Football - Operations Manager

11-1a	75%	Heigel, David	\$	2,353		\$	2,353
11-1b	25%	Skorich, Brian**	\$	784		\$	784

16. Basketball - Elementary Coordinator

16-1 Boys		Ewing, Russell**	\$	1,394		\$	1,394
16-2 Girls		Ewing, Russell**	\$	1,394		\$	1,394

17. Basketball - Head Coach

17-1 Boys		Brown, Ryan	\$	8,366		\$	8,366
17-2a Girls	93%	Flemmings, Sean	\$	7,780	5%	\$	8,169
17-2b Girls	7%	Eidson, Desiree	\$	586	5%	\$	615

18. Basketball - Associate Coach

18-1a Girls	75%	Heigel, David	\$	4,444	5%	\$	4,666
18-1b Girls	25%	Eidson, Desiree	\$	1,482	5%	\$	1,556
18-2a Girls	75%	Bosch, Brandon	\$	4,444		\$	4,444
18-2b Girls	25%	Eidson, Desiree	\$	1,482	5%	\$	1,556
18-3 Boys			\$	5,926		\$	5,926
18-4 Boys			\$	5,926		\$	5,926

19. Basketball - Freshman Coach

19-1a Girls	80%	Mohn, John	\$	3,626	15%	\$	4,170
19-1b Girls	20%	Eidson, Desiree	\$	906	5%	\$	951
19-2 Boys			\$	4,532		\$	4,532

20. Basketball - Jr. High Coach

20-1a Girls	75%	Mohn, Kenneth**	\$	3,399		\$	3,399
20-1b Girls	25%	Meinen, Stanley	\$	1,133	10%	\$	1,246
20-2a Girls	75%	Koprowski, Tiffany	\$	3,399	5%	\$	3,569
20-2b Girls	25%	Meinen, Stanley	\$	1,133	10%	\$	1,246
20-3a Girls	75%	Black, Bridget**	\$	3,399		\$	3,399

	20-3b	Girls	25%	Meinen, Stanley	\$	1,133	10%	\$	1,246
	20-4a	Girls	75%	Caputo, Marissa**	\$	3,399		\$	3,399
	20-4b	Girls	25%	Blood, James**	\$	1,133		\$	1,133
	20-5	Boys			\$	4,532		\$	4,532
	20-6	Boys			\$	4,532		\$	4,532
	20-7	Boys			\$	4,532		\$	4,532
	20-8	Boys			\$	4,532		\$	4,532
21. Basketball - Elementary Coach									
Hiawatha	21-6a			Shively, Khristopher**	\$	349		\$	349
	21-6b			Pait, Regina**	\$	349		\$	349
Jackman	21-9a				\$	349		\$	349
	21-9b			Sutherland, Belinda**	\$	349		\$	349
McGregor	21-11a			Johnson, Douglas**	\$	349		\$	349
	21-11b			Johnson, Douglas**	\$	349		\$	349
Meadowvale	21-12a			Wietrzykowski, Thomas**	\$	349		\$	349
	21-12b			Wray, Casey**	\$	349		\$	349
Monac	21-13a			St. Julian, Jim**	\$	349		\$	349
	21-13b			St. Julian, Jim**	\$	349		\$	349
Greenwood	21-14a			Avenelle, Peter**	\$	349		\$	349
	21-14b			Avenelle, Peter**	\$	349		\$	349
Shoreland	21-15a			Wert, Ken**	\$	349		\$	349
	21-15b			Wert, Ken**	\$	349		\$	349
ternert	21-17a			Brill, Shannon**	\$	349		\$	349
	21-17b			Brill, Ronald**	\$	349		\$	349
26. Wrestling - Head Coach					\$	6,972	5%	\$	7,321
27. Wrestling - Associate Coach					\$	4,880		\$	4,880
28. Wrestling - Freshman Coach									
	28-1				\$	4,532		\$	4,532
	28-2				\$	4,532		\$	4,532
29. Wrestling - Jr. High Coach									
	29-1				\$	4,532		\$	4,532
	29-2				\$	4,532		\$	4,532
	29-3				\$	4,532		\$	4,532
	29-4				\$	4,532		\$	4,532
30. Wrestling Club - Director					\$	837		\$	837
31. Wrestling Club - Coach									
	31-1				\$	418		\$	418
	31-2				\$	418		\$	418
34. Bowling					\$	697		\$	697

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36. Broomball - Head Coach				\$	697		\$	697
39. Track - Head Coach								
	39-1	Boys	Elliott, Jeremy	\$	6,972	10%	\$	7,669
	39-2	Girls	Hoel, Lucas	\$	6,972	5%	\$	7,321
40. Track - Associate Coach								
	40-1			\$	5,229		\$	5,229
	40-2			\$	5,229		\$	5,229
	40-3			\$	5,229		\$	5,229
	40-4			\$	5,229		\$	5,229
	40-5			\$	5,229		\$	5,229
	40-6			\$	5,229		\$	5,229
41. Track - Jr. High Coach								
	41-1			\$	4,532		\$	4,532
	41-2			\$	4,532		\$	4,532
	41-3			\$	4,532		\$	4,532
	41-4			\$	4,532		\$	4,532
	41-5			\$	4,532		\$	4,532
	41-6			\$	4,532		\$	4,532
	41-7			\$	4,532		\$	4,532
	41-8			\$	4,532		\$	4,532
45. Cross Country - Elementary Coordinator				\$	1,394		\$	1,394
46. Cross Country - Head Coach								
	46-1 Boys		Smith, Michael**	\$	5,926		\$	5,926
	46-2 Girls		Baidel, Reis	\$	5,926	5%	\$	6,222
47. Cross Country - Jr. High Coach								
	47-1			\$	4,532		\$	4,532
	47-2			\$	4,532		\$	4,532
48. Cross Country - Elementary Coach								
	48-1			\$	349		\$	349
	48-2			\$	349		\$	349
	48-3			\$	349		\$	349
	48-4			\$	349		\$	349
	48-5			\$	349		\$	349
	48-6			\$	349		\$	349
	48-7			\$	349		\$	349
	48-8			\$	349		\$	349
52. Baseball - Head Coach			O'Connor, Gary	\$	6,274	20%	\$	7,529

53. Baseball - Associate Coach							
53-1				\$	4,880		\$ 4,880
53-2				\$	4,880		\$ 4,880
53-3				\$	4,880		\$ 4,880
54. Baseball - Freshman Coach				\$	4,532		\$ 4,532
58. Softball - Head Coach			Figliomeni, Mark	\$	6,274	15%	\$ 7,215
59. Softball - Associate Coach							
59-1				\$	4,880		\$ 4,880
59-2				\$	4,880		\$ 4,880
59-3				\$	4,880		\$ 4,880
60. Softball - Freshman Coach				\$	4,532		\$ 4,532
63. Golf - Head Coach							
63-1	Boys		Black, Casey**	\$	5,229		\$ 5,229
63-2	Girls		Palmer, Cynthia	\$	5,229	15%	\$ 6,013
64. Golf - Associate Coach							
64-1	Boys		Koprowski, Kevin**	\$	3,486		\$ 3,486
64-2a	Girls		Kluczynski, Gary**	\$	1,743		\$ 1,743
64-2b	Girls		Breier, Beth**	\$	1,743		\$ 1,743
67. Hockey - Head Coach			Waddell, Mark**	\$	5,926		\$ 5,926
68. Hockey - Associate Coach				\$	4,532		\$ 4,532
71. Tennis - Head Coach							
71-1 Boys			Black, Casey**	\$	4,532		\$ 4,532
71-2 Girls			Kubiak, Myriam**	\$	4,532		\$ 4,532
74. Soccer - Head Coach							
74-1	Boys		Zampardo, Stephen	\$	5,926	5%	\$ 6,222
74-2	Girls		Wolfe, Marisa	\$	5,926	5%	\$ 6,222
75. Soccer - Associate Coach							
75-1	Boys		Bosch, Brandon	\$	4,532		\$ 4,532
75-2a	Boys		Bush, Tyler**	\$	2,266		\$ 2,266
75-2b	Boys		Open	\$	2,266		\$ 2,266
75-3				\$	4,532		\$ 4,532
75-4				\$	4,532		\$ 4,532
79. Gymnastics - Head Coach			Costanzo, Dustin**	\$	5,926		\$ 5,926
80. Gymnastics - Associate Coach				\$	4,532		\$ 4,532

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83. Volleyball - Head Coach	Hinds, Katherine**	\$	5,926		\$	5,926
84. Volleyball - Associate Coach		\$	4,532		\$	4,532
85. Volleyball - Freshman Coach		\$	3,486		\$	3,486
86. Volleyball - Jr. High Coach						
86-1		\$	2,091		\$	2,091
86-2		\$	2,091		\$	2,091
86-3		\$	2,091		\$	2,091
86-4		\$	2,091		\$	2,091
89. Weight Room Advisor						
89-1 Summer 2013	Bell, Gerald	\$	2,440		\$	2,440
89-2 1st Sem 13/14	O'Connor, Gary	\$	2,440		\$	2,440
89-3 2nd Sem 13/14	Winters, Kenneth	\$	2,440	5%	\$	2,562
92. Cheerleader - Varsity Coach	Steele, Kelly **	\$	3,486		\$	3,486
93. Cheerleader - Jr Varsity Coach		\$	2,091		\$	2,091
94. Cheerleader - Freshman Coach		\$	2,091		\$	2,091
95. Cheerleader - Jr. High Coach						
95-1		\$	2,091		\$	2,091
95-2		\$	2,091		\$	2,091

EXTRACURRICULAR ACTIVITIES**"L" denotes positions which are eligible for longevity**

101L. Activities Coord/Whitmer	Berryman Branyan, Laura	\$	5,229	5%	\$	5,490
104L. Auditorium Manager	Worstell, R. Eric	\$	4,183	15%	\$	4,810
107L. Speech Team - Head Coach		\$	5,229		\$	5,229
108L. Speech Team - Assoc Coach		\$	3,486		\$	3,486
109L. Speech Team - Asst Coach		\$	2,789		\$	2,789
110L. Speech Team - Asst Coach		\$	2,789		\$	2,789
113L. Pantheon Advisor	Mohn, John	\$	1,046	10%	\$	1,151
114. Whitmer Newspaper		\$	2,440		\$	2,440
115. Whitmer Yearbook	Donati, Carma	\$	2,789		\$	2,789

116L. Junior High Yearbook					
116-1a	Schober, Cheryl	\$ 523		\$ 523	
116-1b	Andryzcik, Beth**	\$ 523		\$ 523	
116-2	Brown, Danielle	\$ 1,046		\$ 1,046	
119L. Permanent Class Advisor	Donati, Carma	\$ 2,440	15%	\$ 2,806	
*120L. Student Council Asst. Advisor					
120-1		\$ 1,917		\$ 1,917	
120-2	Knaggs, Amber	\$ 1,917		\$ 1,917	
*121L. Student Council Asst. Advisor					
121-1		\$ 1,917		\$ 1,917	
121-2	Hodnicki, Christopher	\$ 1,917	5%	\$ 2,013	
*122L. Student Council Asst. Advisor					
122-1		\$ 1,917		\$ 1,917	
122-2		\$ 1,917		\$ 1,917	
*123L. Student Council Asst. Advisor					
123-1	Kosakowski, Amanda	\$ 1,917		\$ 1,917	
123-2		\$ 1,917		\$ 1,917	
124L. Student Council - Whitmer	Kehres, Alexa	\$ 3,834	5%	\$ 4,026	
125L. Student Council - Jr. High					
125-1a Jefferson	Warren, Janette	\$ 1,046		\$ 1,046	
125-1b Jefferson	Sharp, Kari	\$ 1,046		\$ 1,046	
125-2 Washington	Swartz, Judith	\$ 2,091		\$ 2,091	
129L. Career-Tech Student Org.					
Chapter Advisor					
129-1a	Johnson, Justin	\$ 1,194		\$ 1,194	
129-1b	Kruthaup, Paul	\$ 200	5%	\$ 210	
129-2	Kruthaup, Paul	\$ 1,394	5%	\$ 1,464	
129-3	Hetrick-Goff, Angela	\$ 1,394	5%	\$ 1,464	
129-4	Ulrich, Laura	\$ 1,394	5%	\$ 1,464	
129-5	Tolly, Bradley	\$ 1,394		\$ 1,394	
129-6	DuShane, Michael	\$ 1,394		\$ 1,394	
130. Career-Tech Student Org.					
Club Advisor					
130-1	Farnham, Kimberlee	\$ 697	k	\$ 697	
130-2	Coci, Cynthia	\$ 697	k	\$ 697	
130-3	Stadniczuk, Tadek	\$ 697	k	\$ 697	
130-4	Anderson, Brian	\$ 697	k	\$ 697	
130-5	Johnson, Justin	\$ 697	k	\$ 697	
130-6	Palmer, Donald	\$ 697	k	\$ 697	

130-7	Donnell, Craig	\$ 697	k	\$ 697
130-8	Tucker, Jodie	\$ 697	k	\$ 697
130-9	White, Mark	\$ 697	k	\$ 697
130-10	Tolly, Bradley	\$ 697	k	\$ 697
130-11	O'Sullivan, Karon	\$ 697	k	\$ 697
130-12	Blochowski, Kristin	\$ 697	k	\$ 697
130-13	Kraus, Philip	\$ 697	k	\$ 697
130-14	Squibb, Jamie	\$ 697	k	\$ 697
130-15	Crozier, Teresa	\$ 697	k	\$ 697
130-16	Kruthaup, Paul	\$ 697	k	\$ 697
130-17	Pickard, Adam	\$ 697	k	\$ 697
133. National Tech Honor Society	Squibb, Jamie	\$ 1,046		\$ 1,046
134L. National Honor Society				
134-a	Fitzgerald, Melissa	\$ 697		\$ 697
134-b	Hovest, Tracy	\$ 697		\$ 697
135L. Jr. High National Honor Soc				
7th Grade	Bosch, Lori	\$ 1,046	5%	\$ 1,098
136L. Jr. High National Honor Soc				
8th Grade	Adduci, Tammie	\$ 1,394	5%	\$ 1,464
140L. Chess	Baughman, Randy	\$ 2,091	10%	\$ 2,300
141L. Art Club				
141-1	Squibb, Matthew	\$ 1,046		\$ 1,046
141-2	Drake, Charley	\$ 1,046		\$ 1,046
142L. French Club	Dimitroff, Kathy	\$ 1,046		\$ 1,046
143L. French Honorary	Dimitroff, Kathy	\$ 1,046		\$ 1,046
144L. German Club	Balwinski, Krista	\$ 1,046	5%	\$ 1,098
145L. German Honorary	Balwinski, Krista	\$ 1,046	5%	\$ 1,098
146L. Spanish Club	Loesel, Jill	\$ 1,046		\$ 1,046
147L. Spanish Honorary	Benge, Nancy	\$ 1,046	5%	\$ 1,098
148. Latino Club	Sheehan, Aida	\$ 1,046		\$ 1,046
149L. Math Honorary Club				
149-a	Graves, Andrea	\$ 523	5%	\$ 549
149-b	Squibb, Jamie	\$ 523	5%	\$ 549
150L. Science Club	MacKenzie, Jeffrey	\$ 1,046		\$ 1,046
151L. Social Studies Club	Punsalan, Michael	\$ 1,046		\$ 1,046

152.	Book Club	Ziegler, Elizabeth	\$ 697		\$ 697
153.	Diversity Club		\$ 697		\$ 697
154L.	Thespian/Drama Club Adv.	Schreiner, Andrea**	\$ 1,046		\$ 1,046
155L.	Quiz Bowl Advisor	Mullan, Matthew	\$ 1,743		\$ 1,743
159L.	Public Forum/Mock Trial		\$ 1,046		\$ 1,046
160L.	Youth to Youth				
	160-1a	Baumgartner, Jennifer	\$ 697	10%	\$ 767
	160-1b	Nakashima, Michelle	\$ 697		\$ 697
	160-2a	Terry, James	\$ 697	15%	\$ 802
	160-2b	Elliott, Amy	\$ 697		\$ 697
	160-3a	Dake, Christina	\$ 697	5%	\$ 732
	160-3b	Swisher, Rebecca	\$ 697	5%	\$ 732
161L.	Panther Dance Team	Katafiasz, Angela**	\$ 2,266		\$ 2,266
163L.	Secret Spirits	Squibb, Jamie	\$ 1,743		\$ 1,743
165L.	Pep Club				
	165-a	Kehres, Alexa	\$ 523		\$ 523
	165-b	Mazzurco, Lynda**	\$ 523		\$ 523
169L.	Elementary-After School Activities				
	169-6a Hiawatha	Black, Casey**	\$ 1,743		\$ 1,743
	169-6b		\$ 1,743		\$ 1,743
	169-9a Jackman		\$ 1,743		\$ 1,743
	169-9b		\$ 1,743		\$ 1,743
	169-11a McGregor	Pennywitt, Chad	\$ 1,743		\$ 1,743
	169-11b	Stack, Renee	\$ 1,743		\$ 1,743
	169-12a Meadowvale	Manley, Ann	\$ 1,743		\$ 1,743
	169-12b	Manley, Ann	\$ 1,743		\$ 1,743
	169-13a Monac	Fleischman, Polly	\$ 1,743		\$ 1,743
	169-13b	Fleischman, Polly	\$ 1,743		\$ 1,743
	169-14a Greenwood	Coy, Cal	\$ 872		\$ 872
	169-14b	Taylor, Jill	\$ 872		\$ 872
	169-14c		\$ 872		\$ 872
	169-14d	Rhodes, Heidi	\$ 872		\$ 872
	169-15a Shoreland		\$ 1,743		\$ 1,743
	169-15b		\$ 1,743		\$ 1,743
	169-17a Wernert	LeFevers, Douglas	\$ 1,743		\$ 1,743
	169-17b	LeFevers, Douglas	\$ 1,743		\$ 1,743

170L. Activities Director

170-6	Hiawatha	Lopez, Kelly	\$ 697	5%	\$ 732
170-9	Jackman	Sattler, Sharon	\$ 697	5%	\$ 732
170-11	McGregor	Darling, Danielle	\$ 697		\$ 697
170-12	Meadowvale	Aiken, Colleen	\$ 697		\$ 697
170-13	Monac	Frindt, Kari	\$ 697		\$ 697
170-14	Greenwood	Moore, Stephanie	\$ 697		\$ 697
170-15a	Shoreland	Baumberger, Kelly	\$ 349		\$ 349
170-15b		Allsbrooks, Carrie	\$ 349		\$ 349
170-17	Wernert	Mueller, Molly	\$ 697		\$ 697
170-18	Jefferson	Boyd, Rhett	\$ 697		\$ 697
170-19	Washington	Gent, Jennifer	\$ 697	5%	\$ 732
170-20	Jefferson	Puffenberger, Eric	\$ 697		\$ 697
170-21	Washington	Gent, Jennifer	\$ 697	5%	\$ 732

171L. Safety Patrol Coordinator

171-6	Hiawatha	Lopez, Kelly	\$ 2,091	5%	\$ 2,196
171-9a	Jackman	Vellequette, Jennifer	\$ 1,046	5%	\$ 1,098
171-9b		Glessner, Carissa	\$ 1,046	5%	\$ 1,098
171-11	McGregor	Ward, Tina	\$ 2,091	5%	\$ 2,196
171-12a	Meadowvale	Dillon, Joann	\$ 1,046		\$ 1,046
171-12b		Frey, Carrie	\$ 1,046		\$ 1,046
171-13a	Monac	Morrin, Sarah	\$ 1,046	5%	\$ 1,098
171-13b		Marti, Janice	\$ 1,046		\$ 1,046
171-14	Greenwood	Coy, Cal	\$ 2,091	15%	\$ 2,405
171-15	Shoreland	Jager, Lynn	\$ 2,091	10%	\$ 2,300
171-17	Wernert	LeFevers, Douglas	\$ 2,091	5%	\$ 2,196

WHITMER MUSICAL AND PLAYS

172L. Coordinator		Schreiner, Andrea**	\$ 4,183		\$ 4,183
173L. Orchestra Director		Novak, Raymond	\$ 2,091	15%	\$ 2,405
174L. Vocal Director		Baughman, Randy	\$ 1,743	10%	\$ 1,917
176L. Set Design		Worstell, R. Eric	\$ 1,743	10%	\$ 1,917
177L. Choreographer		Katafiasz, Angela**	\$ 1,046		\$ 1,046
178L. Lighting		Motter, Halie**	\$ 697		\$ 697
179L. Program/Tickets		Worstell, Julia	\$ 697		\$ 697
181L. Winter Play		Baughman, Randy	\$ 1,743	10%	\$ 1,917
182L. Fall Play		Schreiner, Andrea**	\$ 3,486		\$ 3,486

183L. Set Const/Design/Per Play					
183-1	Pickard, Adam	\$ 1,394	5%		\$ 1,464
183-2	Worstell, R. Eric	\$ 1,394	10%		\$ 1,533
186L. Junior High Musical Director		\$ 2,789			2789
<u>DIRECTOR</u>					
188. Jr. High Concert Band					
188-1	Maroon, Kylene	\$ 697			\$ 697
188-2	Rhoades, Justin	\$ 697			\$ 697
188-3	Novak, Raymond	\$ 697			\$ 697
188-4	Augustin, Ann	\$ 697			\$ 697
189. Jr. High Concert Choir					
189-1	Cicerella, Diana	\$ 1,394	+		\$ 1,394
189-2					
189-3	Baughman, Randy	\$ 1,394	+		\$ 1,394
189-4					
+ Four positions split two ways					
190. Jr. High Orchestra					
190-1		\$ 697			\$ 697
190-2	Gibson, Sara	\$ 697			\$ 697
191. Whitmer Concert Band					
191-1	Novak, Raymond	\$ 1,394			\$ 1,394
191-2	Maroon, Kylene	\$ 1,394			\$ 1,394
192. Whitmer Concert Choir	Baughman, Randy	\$ 1,394			\$ 1,394
193. Whitmer Stage Band	Rhoades, Justin	\$ 1,046			\$ 1,046
194. Whitmer Orchestra					
194-1		\$ 1,394			\$ 1,394
194-2	Gibson, Sara	\$ 1,394			\$ 1,394
195L. Show Choir	Baughman, Randy	\$ 1,046	10%		\$ 1,151
196L. Chor/Show Choir	Katafiasz, Angela**	\$ 697			\$ 697
197. Accompanist/Show Choir	Sommerfield, Vivienne**	\$ 15.23/hr.	h		\$ 15.23/hr.
198. Accompanist/Chorale	Sommerfield, Vivienne**	\$ 15.23/hr.	h		\$ 15.23/hr.
199L. Piano Accompanist		\$ 15.23/hr.	h		\$ 15.23/hr.

200L. High School Chorale	Baughman, Randy	\$ 1,046	10%	\$ 1,151
201L. Head Marching Band	Novak, Raymond	\$ 5,577	f 15%	\$ 6,414
202L. Associate Marching Band	Rhoades, Justin	\$ 4,880	f 10%	\$ 5,368
203L. Reserve Marching Band	Maroon, Kyleene	\$ 3,137	d 5%	\$ 3,294
204L. Flag Corps Advisor	Katafiasz, Angela**	\$ 1,046		\$ 1,046
205L. Pep Band	Rhoades, Justin	\$ 1,394	10%	\$ 1,533
206 Pep Band Associate	Maran, Samuel**	\$ 697		\$ 697

SUPERVISORY AND/OR INSTRUCTIONAL RESPONSIBILITIES

210. Department Chairman - Whitmer

210-1 English	Mohn, John	\$ 4,532	d	\$ 4,532
210-2 Foreign Lang.		\$ 4,532	d	\$ 4,532
210-3 Science	Fryman-Reed, Jodi	\$ 4,532	d	\$ 4,532
210-4 Math	Edmonds, Dana	\$ 4,532	d	\$ 4,532
210-5 CTC	Hetrick-Goff, Angela	\$ 4,532	d	\$ 4,532
210-6 Social Studies	Berman, Matthew	\$ 4,532	d	\$ 4,532
210-7 Spec Ed	Smith, Terri	\$ 4,532	d	\$ 4,532
210-8 Business	Tucker, Jodie	\$ 4,532	d	\$ 4,532
210-9 Spec Ed	Nino, James	\$ 4,532	d	\$ 4,532

211. Department Chairman - Art Curry, David \$ 4,532 d \$ 4,532

212. Department Chairman - Music Gibson, Sara \$ 4,532 d \$ 4,532

213. Department Chairman - P.E. Palmer, Cynthia \$ 4,532 d \$ 4,532

214. K-12 Lib/Media Spec Chair Ziegler, Elizabeth \$ 4,532 d \$ 4,532

215L. Jr. High Curriculum Facilitator-Jefferson

215-1 English	Cornachione, Katie	\$ 3,834	b 5%	\$ 4,026
215-2 Math	Sharp, Gayle	\$ 3,834	b 5%	\$ 4,026
215-3 Science	Terry, James	\$ 3,834	b 5%	\$ 4,026
215-4 Social Studies	Bell, Gerald	\$ 3,834	b	\$ 3,834
215-5 Special Ed.	Ledzianowski, Sara	\$ 3,834	b 5%	\$ 4,026

216L. Jr. High Curriculum Facilitator-Washington

216-1 English	Bosch, Lori	\$ 3,834	b 10%	\$ 4,217
216-2 Math	Jakubowski, Mark	\$ 3,834	b	\$ 3,834
216-3 Science	Toney, Trevor	\$ 3,834	b 5%	\$ 4,026
216-4 Social Studies	Durham, Matthew	\$ 3,834	b 5%	\$ 4,026
216-5 Special Ed.	Berryman, Marc	\$ 3,834	b 5%	\$ 4,026

217L. Elementary Department Chairman

217-6a	Hiawatha	Calmes, Joyce	\$ 3,486	b	20%	\$ 4,183
217-9a	Jackman	Flemmings, Wendy	\$ 3,486	b		\$ 3,486
217-9b		Kimmey, Christine	\$ 3,486	b	5%	\$ 3,660
217-11a	McGregor	Spencer, Martha	\$ 1,743	b	5%	\$ 1,830
217-11b		Darling, Danielle	\$ 1,743	b		\$ 1,743
217-12a	Meadowvale	Twiggs, Shannon	\$ 3,486	b		\$ 3,486
217-12b			\$ 3,486	b		\$ 3,486
217-13a	Monac	King, Kimberley	\$ 3,486	b		\$ 3,486
217-13b		Bushrow, Ronald	\$ 3,486	b	5%	\$ 3,660
217-14a	Greenwood	Scott, Nancy	\$ 3,486	b	10%	\$ 3,835
217-14b		Rutkowski, Debra	\$ 3,486	b	5%	\$ 3,660
217-15a	Shoreland	Jackson, Erika	\$ 3,486	b		\$ 3,486
217-15b		Huebner, Gregory	\$ 3,486	b	5%	\$ 3,660
217-17a	Wernert	Sager, Amy	\$ 1,162	b	5%	\$ 1,220
217-17b		Jordan, James	\$ 1,162	b	5%	\$ 1,220
217-17c		Vaughan, Cathryn	\$ 1,162	b		\$ 1,162

218L. Elementary Head Teacher

218-6	Hiawatha	Osborn, Sarah	\$ 3,486	b		\$ 3,486
218-9	Jackman	Glessner, Carissa	\$ 3,486	b	5%	\$ 3,660
218-11a	McGregor	Black, Carolyn	\$ 1,743	b		\$ 1,743
218-11b		Wagner, Laurie	\$ 1,743	b		\$ 1,743
218-12	Meadowvale	Hetzel, Michelle	\$ 3,486	b	10%	\$ 3,835
218-13	Monac	Facey, Brenda	\$ 3,486	b	10%	\$ 3,835
218-14	Greenwood	Lindsey, Sheri	\$ 3,486	b		\$ 3,486
218-15	Shoreland	Buehrer, Julie	\$ 3,486	b		\$ 3,486
218-17a	Wernert	Vaughan, Cathryn	\$ 1,162	b		\$ 1,162
218-17b		Sager, Amy	\$ 1,162	b		\$ 1,162
218-17c		Jordan, James	\$ 1,162	b		\$ 1,162

222. Building Technology Facilitator

222-6	Hiawatha	Gladieux, Tracy	\$ 4,183			\$ 4,183
222-9a	Jackman	Burgess, Darcy	\$ 2,092			\$ 2,092
222-9b		Brunkhorst, Michelle	\$ 2,092			\$ 2,092
222-11	McGregor	Kessler, Stacey	\$ 4,183			\$ 4,183
222-12	Meadowvale	Scott, Tony	\$ 4,183			\$ 4,183
222-13a	Monac	Bushrow, Ronald	\$ 2,092			\$ 2,092
222-13b		Marti, Janice	\$ 2,092			\$ 2,092
222-14	Greenwood	Coy, Cal	\$ 4,183			\$ 4,183
222-15a	Shoreland	Conlan, Tammera	\$ 2,092			\$ 2,092
222-15b		Buehrer, Julie	\$ 2,092			\$ 2,092
222-17	Wernert	LeFevers, Douglas	\$ 4,183			\$ 4,183

223. Building Technology Facilitator - Jr. High

223-1	Jefferson		\$ 349			\$ 349
223-2	Washington	Morse, Courtney	\$ 349			\$ 349

226. Guidance Counselor				
226-8	Scowden, Donna	\$ 3,312	c	\$ 3,312
227. Deans				
227-1	Hays, David	\$ 5,229		\$ 5,229
227-2	Berryman Branyan, Laura	\$ 5,229		\$ 5,229
227-3	Young, Rhea	\$ 5,229		\$ 5,229
228. Special Education				
228-1	Blankerts, Kimberly	\$ 2,440	i/n	\$ 2,440
228-2	Rao, Heidi	\$ 2,440	i/n	\$ 2,440
228-11	Foster, Nancy	\$ 1,940	i/n	\$ 1,940
228-13	Elendt, Leslie	\$ 2,440	i/n	\$ 2,440
228-14	Smith, Terri	\$ 2,440	i/n	\$ 2,440
 <u>MISCELLANEOUS</u>				
230. KIA Chairperson				
230-1		\$ 1,394		\$ 1,394
230-2		\$ 1,394		\$ 1,394
231. Challenge Day Coordinator		\$ 697		\$ 697
232. Website Maintainer	Tucker, Jodie	\$ 25.56/hr.		\$ 25.56/hr.
234. LPDC Member				
234-1	Tate, Mari	\$ 1,394		\$ 1,394
234-2	Bosch, Lori	\$ 1,394		\$ 1,394
234-3	Mohn, John	\$ 1,394		\$ 1,394
237. Summer School Teachers		\$25.56/hr.		
238. Nurses - Summer Work		\$26.33/hr.	m	
239. Home Instruction Teachers		\$25.56/hr.		
240. Night School Teachers		\$25.56/hr.		
241. After School Detention Monitor 7-12		\$15.23/hr		
242. After School Academic Intervention K-6		\$25.56/hr.	j	

ADDITIONAL STIPENDS

- 1S. Elementary Music Program - \$200 per performance/performance must be beyond the regularly scheduled school day/ max. \$400 per school year per building
- 2S. KIA Building Representative - \$300 per building
- 3S. Professional Support - Entry Year Mentor /PACE - \$325 per semester
- 4S. Elementary P.E. programs - \$200 per performance/performance must be beyond the regularly scheduled school day/ max. \$600 per school year per building
- 5S. KIA Elementary Music Coordinator - \$200
- 6S. Overnight stipend for supervision - CTSO Chapter Advisors - \$75.00/night-max of 5 nights
- 7S. Overnight stipend for supervision - Outdoor Education - \$75.00/night-max of 5 nights

EXTENDED TIME KEY

- b. Includes 3 days extended time. Also refer to Appendix G.
- c. Grandfather persons holding positions through academic year 1995/96. Delete stipend for persons new to position thereafter. Refer to Appendix H.
- d. Includes 10 days extended time
- f. Includes 15 days extended time
- h. Max \$1,014
- i. Grandfather persons holding positions through 6/9/93. Delete stipend for persons new to position thereafter.
- j. Establish a district-pool, minimum of 1,728 hours to be used for K-6
 - after school detention as assigned by building principal @ \$15.23/hr.
 - after school academic intervention @ \$25.56/hr.
- k. To qualify for a stipend the program must have functioning, dues-paying student groups that have activities outside the school day.
- m. Nurses - Each nurse will be allocated up to 35 hours for work during the summer. A portion of these hours will be reserved for kindergarten summer assessment and will be assigned equally to all nurses. Should a nurse decline kindergarten summer assessment, the hours will be deducted from that person's allocation (35) and given to a nurse willing to work kindergarten

summer assessment. In the event that all nurses decline, kindergarten summer assessment hours will be equally divided and all nurses will be required to work.

- n. Each special education teacher (K-12) shall be provided ten hours per semester for special education responsibilities and all current grandfathered special education teachers shall have a one-time option:

- to freeze their stipends at \$1,940 and receive the ten hours per year for special education responsibilities **OR**
- only receive the increase in the stipend as tied to the base. These teachers will NOT receive the ten hours per year.

* Considered for longevity as one position

** Consultant

C. Extended Time

1. Laura Berryman Branyan	Dean	2 Days	\$ 734.65
2. Jennifer Bronikowski	Counselor	7 Days	\$ 2,728.68
3. Seth Ewearitt	Counselor	7 Days	\$ 2,413.83
4. Tamara Harris	Counselor	7 Days	\$ 2,335.10
5. David Hays	Dean	2 Days	\$ 869.58
6. Sara Hoffman	Counselor	7 Days	\$ 2,571.26
7. April McNamara	Counselor	7 Days	\$ 1,547.98
8. Stephanie Moore	Counselor	7 Days	\$ 2,098.98
9. Molly Mueller	Counselor	7 Days	\$ 2,335.10
10. Marissa Rex	Counselor	7 Days	\$ 1,784.14
11. Melanie Robinson	Counselor	7 Days	\$ 1,862.83
12. Nicole Ryan	Counselor	7 Days	\$ 2,020.25
13. Susan Schneider	Counselor	7 Days	\$ 2,886.11
14. Donna Scowden	Counselor	7 Days	\$ 3,122.23
15. Stacie Shively	Counselor	7 Days	\$ 2,335.10
16. Laura Snyder	Counselor	7 Days	\$ 2,964.80
17. Renee Stack	Counselor	7 Days	\$ 1,705.40
18. Barbara Swartz	Counselor	7 Days	\$ 2,964.80
19. Rebecca Swisher	Social Worker	10 Days	\$ 4,123.01
20. Rhea Young	Dean	2 Days	\$ 869.58

D. One-Fifth Additional Salary – Entire 2013/14 school year

1. Craig Donnell	Welding	\$ 14,082.60
2. Stephen Zampardo	Culinary Arts	\$ 14,082.60

E. One-Tenth Additional Salary – One semester only

1. Jamie Squibb	Engineering/Math	\$ 6,413.90
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F. Extra Duty Index Volunteers
Accepting Services for Coaching

- | | |
|-------------------|----------|
| 1. Robert Branyan | Football |
| 2. Joseph Krum | Golf |
| 3. Beth Snell | Golf |

G. Production of Various Video/Audio/Artistic Services
Not to exceed \$3,000.00

1. Gary O'Connor
2. Michael Punsalan

H. District Wellness Chairperson @ \$15.23/hr.
Not to exceed 100 hours

1. Christina Dake

5. RE-EMPLOYMENT OF PERSONNEL – 2013/14
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A. Substitute Certified Personnel

- | | |
|-------------------------|--------------------------|
| 1. Jessica Allan | 31. William Dailey, IV |
| 2. Danuta Ames | 32. Annette Davidson |
| 3. Charity Anderson | 33. Beatriz De Las Casas |
| 4. Crystal Anderson | 34. Joanna Deck |
| 5. Andrea Areddy | 35. Katherine DeMars |
| 6. Pon Bon Ashley | 36. Maralee Demorest |
| 7. Laurie Aulls | 37. Douglas DeSloover |
| 8. Donna Bacon | 38. Jaclyn Dobrzanski |
| 9. Thomas Ball | 39. Benjamin Dougherty |
| 10. Sheena Bartlett | 40. Kerri Drabek |
| 11. Jennifer Beery | 41. Mark Drozdowicz |
| 12. Jessica Besterman | 42. Chad Dubendorfer |
| 13. Bradley Bigelow | 43. Susan Dubendorfer |
| 14. Bridget Black | 44. Nathaniel Durkin |
| 15. Casey Black | 45. Martha Duty |
| 16. Angela Boren | 46. Cassondra Eaton |
| 17. Sarah Boudouris | 47. Sara Ellet |
| 18. Joseph Brower | 48. Joanne Elliott |
| 19. Marissa Caputo | 49. Jamie Ellis |
| 20. Cynthia Champer | 50. Sean Enck |
| 21. Matthew Clark | 51. Katie Exton |
| 22. Michelle Clayton | 52. Stephanie Eyre |
| 23. Christine Contreras | 53. Lucas Fannin |
| 24. Marty Coombs, Sr. | 54. Kevin Fansler |
| 25. Kristen Craft | 55. Richard Feller |
| 26. Stephanie Crooks | 56. Kasey Fenton |
| 27. Jessica Crossfield | 57. James Foos |
| 28. Heather Crum | 58. Donald Freeborn, III |
| 29. Beverly Curson | 59. Darlene Freels |
| 30. Toni Czajka | 60. Diana Gadus |

Personnel
1 of 4
Continued

61. Diane Garn
62. Eric Garn
63. Jessica Geysler
64. Holli Glance
65. Kristina Green-Hill
66. Carmella Gulick
67. Lyman Hall
68. Theresa Hall
69. Cheryl Hannigan
70. Rannae Hansen
71. Nancy Harris
72. Shayne Hays
73. William Hill
74. Gabrielle Hinshaw
75. David Hodulik
76. Samantha Holzemer
77. Michael Hyttenhove
78. Derek Ide
79. Kathleen Inderbitzin
80. William Irving
81. Lynne Jacobson
82. Kathleen Jensen
83. Katherine Johnson
84. Julianne Judge
85. Cheri Kaintz
86. Jamee Karabinus
87. Patricia Keene
88. Jessica Kelly
89. Debra Kemp
90. Katie Kent
91. Jeffrey Kern
92. Danielle Kessler
93. Lindsay Kinsey
94. Carrie Kitzmiller
95. Ashley Klima
96. Megan Klonowski
97. Diane Knepper
98. Jane Konz
99. Kimberly Krieger
100. Rochelle Krolak
101. Jaime LaPoint
102. Cynthia Leffler
103. Jasmine Levesque-Neal
104. Jenny Lewis
105. Theresa Lewis
106. Monica Linares
107. Gary Loeffler
108. Nathan Logan
109. Delia Longthorne
110. Kristine Loret
111. Nicole Louks
112. Andrew Lusher
113. Jessica Mahaney
114. Shannon Mallendick
115. Joseph Mascazine
116. Michele Mawer
117. Jolaine McCall
118. Tina McClain
119. Ann McIlhargey-Kontur
120. Kyle McKinch
121. John Meade
122. Dawn Mericle
123. Tabitha Meridieth
124. Andrea Mihalko
125. Jamie Miller
126. Nicholas Monica
127. Lorraine Moran
128. Courtney Naveken
129. Barbara Niemiec
130. Carol Norton
131. Jennifer Nowak
132. Kristin Okluski
133. Kathryn Onnenga
134. Whitney Osborne
135. Martha Osnowitz
136. Melissa Owens
137. Beth Oyler
138. Kelsey Pacholski
139. Andrew Page
140. Felicia Page
141. Benjamin Palicki
142. Hope Pawlaczyk
143. Kristen Perchinske
144. Nicole Perry
145. Nicole Pozzie
146. Nichole Purcel
147. Julia Radwanski
148. Howard Reash
149. Robert Redd
150. Amy Reed-Pennywitt
151. Nancy Reineck
152. Megan Reinsel
153. Wendy Riggleman
154. Kelly Robb
155. Seth Roberts
156. Brenda Robinson
157. Heather Rodriguez
158. Sarah Ropeik
159. David Roshong
160. Christy Rospert
161. Suzanne Saggese
162. Diana Sampson

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|---------------------------|-----------------------------|
| 163. Georgina Sanecki | 191. Lynn Townsend |
| 164. Kasey Sanecki | 192. Susan Townsend |
| 165. Amanda Sattler | 193. Stacy Tresize |
| 166. Stacie Scharer | 194. Linda Trumbull |
| 167. Gina Schell | 195. Mary Twining |
| 168. Rachael Schmidt | 196. Maureen VanDePutte |
| 169. Shannon Schoen | 197. Winfield Vernier |
| 170. Stephanie Schwind | 198. Mark Vrooman |
| 171. Michael Scroggs | 199. Marlene Wainer |
| 172. Judith Sengstock | 200. Marie Walmsley |
| 173. Sara Shaner | 201. Karen Walton |
| 174. Brandi Sharlow | 202. Tracey Wasielewski |
| 175. Courtney Siebenaller | 203. Barbara Weber |
| 176. Lorainne Simmers | 204. Kay Weprin |
| 177. Jordan Simmons | 205. Christie Wilkins |
| 178. Andrea Simpson | 206. Diana Williams |
| 179. Mary Smith | 207. Elizabeth Willis |
| 180. Michael Smith | 208. Christina Wilson-Gautz |
| 181. Donald Sroczyński | 209. Laura Windsor |
| 182. Jenna Steele | 210. Kimberly Winzenried |
| 183. Terri Stevens | 211. Jeremy Wright |
| 184. Jan Stewart | 212. Sarah Wurth |
| 185. Karen Stoffel | 213. Rebecca Yglesias |
| 186. Ella Stoller | 214. Lisa Yost |
| 187. Terrie Stong | 215. Danielle Zielinski |
| 188. Kelda Strasbourg | 216. Donald Zierolf |
| 189. Ann Szymanski | |
| 190. Rachel Thoma | |

B. Substitute Classified Personnel

- | | |
|----------------------|--------------------------------|
| 1. Janet Albright | 21. Patrick Carmean |
| 2. Brenda Allen | 22. John Casto |
| 3. April Anthony | 23. Michael Cecil |
| 4. Pamela Appleman | 24. Tamara Clemons-Ellis |
| 5. Robert Arnett, II | 25. Rachel Colon |
| 6. Christine Arvay | 26. Mary Cook |
| 7. Evan Back | 27. Debra Cornwell Liacopoulos |
| 8. Aldean Baer | 28. Gail Cousino |
| 9. Richard Ball | 29. Amy Cox |
| 10. Nicole Barth | 30. Ericka Dickason |
| 11. Christian Battle | 31. Jack Dickason, Jr. |
| 12. Diana Beazley | 32. Theresa Doremus |
| 13. Barbara Bernhard | 33. Seth Ellis |
| 14. Ruth Ann Bowser | 34. Stephanie Ewing |
| 15. Matthew Boyd | 35. Dennis Fall |
| 16. Brian Brooks | 36. Harold Fern |
| 17. Linda Burge | 37. Mercedes Filas |
| 18. Lisa Burkett | 38. Alida Forshaw |
| 19. James Busch | 39. Robert Freeman |
| 20. Mary Byram | 40. Kenneth Friess |

Personnel
1 of 4
Continued

41. Samantha Fugate
42. Robert Futey
43. Tiffany Gable
44. Marcus Gaines, Jr.
45. Therese Geiner
46. Michael Gillespie
47. Christopher Glass
48. Jennifer Good
49. Grant Gose
50. Amy Gresham
51. Ruth Hall
52. Norma Halsey
53. Cheryl Hannigan
54. Teresa Harris
55. Karen Harrison
56. Kristine Hasty
57. Jane Helfer
58. Robert Helminski
59. Victoria Hetherington
60. Todd Hill
61. Gabrielle Hinshaw
62. Samantha Holzemer
63. Linda Kalucki
64. Kenneth Kania, Jr.
65. Kristy Kasch
66. Julie Kaser
67. Monica Keener
68. Brett Keller
69. Angela Kintner
70. Judith Kiser
71. Ashley Klima
72. Renee Kluczynski
73. Laura Kneip
74. Toni Koder
75. Linda Krenk
76. Susan Kutz
77. Alicia Laney
78. Marilyn Mack
79. Dennis Madlinski, Sr.
80. Christopher Marquis, Jr.
81. Elizabeth Maybee
82. Steven Mayo
83. Renee Meinert
84. Carol Michalak
85. Joyce Michalak
86. Tammi Mills
87. Cynthia Millward
88. Donald Molloy
89. Ronald Monhollen
90. Angelina Montez
91. Carol Norton
92. Linda Ohms
93. Judith Omey
94. Nancy Onubogu
95. Michael Owens
96. Deana Parks
97. Caroline Phillips
98. Kristin Phillips
99. Diane Pietrowski
100. Tony Pollauf
101. Jamie Purvis
102. Bernard Rachuba
103. Kathy Rachuba
104. Julia Radwanski
105. Amy Redfox
106. Robert Reinhart
107. Pamela Reynolds
108. Kenneth Richards
109. Alexander Ricica
110. Karen Ricica
111. Lisa Roe
112. Timothy Rubino
113. John Rybarczyk
114. Monica Saba
115. Robin Samples
116. Stacie Scharer
117. Timothy Schloz
118. Marilyn Schnapp
119. Sandy Schultz
120. Randy Scott
121. Lisa Sgro
122. Kayla Smith
123. Patricia Snare
124. Jeanne Sparks
125. Janet St. Julian
126. Cosette Stalker
127. Carol Steele
128. Jaime Steele
129. Jason Steele
130. Jodi Stickler
131. Michael Stockdale
132. Michael Sugg
133. Debra Sumner
134. Laura Tabb
135. Lisa Thoman
136. Eda Thompson
137. Aubrey VonAlmen
138. Karen Walton
139. Barbara Weber
140. Ingrid Wenman
141. Diana Wenzel
142. Kelsey Whitenburg

- 143. Ryan Whitenburg
- 144. Courtney Whitney
- 145. Judith Williams
- 146. Jamie Wilson

- 147. Arthur Winzenried
- 148. Julia Wormley
- 149. Ava Yates
- 150. Linda Zmudzinski

Personnel
1 of 4
Continued

C. Home Instruction Personnel @ \$25.56/hr.

- | | |
|---------------------------------|-------------------------------|
| 1. Kimberly Blankerts | 22. Douglas LeFevers |
| 2. Angel Bollinger | 23. Wendy McCall |
| 3. Molly Brown | 24. Jennifer Mayo |
| 4. Sara Burditt | 25. Scott Michaelis |
| 5. Madeline Byers | 26. Nicole Peer |
| 6. Regina Chadwick | 27. Heidi Rao |
| 7. Bradley Densmore | 28. Catherine Riker |
| 8. Heather Densmore | 29. Seth Roberts |
| 9. Michele Falor-Trost | 30. Tracy Rodriguez-Michaelis |
| 10. Jodi Fryman-Reed | 31. Kari Sharp |
| 11. Heidi Hartman | 32. Phyllis Siedlecki |
| 12. Kelly Heintz | 33. Felicia Singleton |
| 13. Amy Hymore | 34. KaSandra Spain |
| 14. John Kazmaier | 35. Linda Szymczak |
| 15. Christine Kimmey | 36. Shannon Twigg |
| 16. Joni King | 37. Cathryn Vaughn |
| 17. Janet (Sister Marcia) Kiser | 38. Roxanne Ward |
| 18. Marya Knuth | 39. Marci Watson |
| 19. Stephanie Kosakowski | 40. Marie Wetzell |
| 20. Susan Krecioch | 41. Karen Wilhelm |
| 21. Sara Ledzianowski | 42. Marisa Wolfe |

6. CHANGE OF CONTRACT

A. Administrative Personnel

1. Cassandra Studnicha-Kusic From Special Education Case Manager (200 days), Sched. 1, step 10 @ \$82,594 + \$3,600 (M.A.+36) Educational Stipend = \$86,194 to Elementary Principal – Hiawatha (210 days), Sched. 2, step 4 @ \$84,681 + \$3,600 (M.A.+36) Educational Stipend = \$88,281
Effective: August 1, 2013
2 yr. Contract

B. Certified Personnel

1. Rachel Geha Shoreland
From 4.5 yrs. Trng. (B.A.+18),
Step 5 @ \$46,026 to 5 yrs. Trng.
(M.A.), step 5 @ \$48,057
Effective: 2nd Semester

C. Proficiency Tutor – One Year Limited Contract

- | | |
|----------------------|---|
| 1. Bridget Black | Jackman
Days worked changed from
09/04/2012 – 05/10/2013
To 09/04/2012 – 05/31/2013 |
| 2. Casey Black | Hiawatha
Days worked changed from
09/04/2012 – 05/10/2013
To 09/04/2012 – 05/31/2013 |
| 3. Kerri Drabek | Meadowvale
Days worked changed from
09/04/2012 – 05/10/2013
To 09/04/2012 – 05/29/2013 |
| 4. Martha Duty | Meadowvale
Days worked changed from
09/04/2012 – 05/10/2013
To 09/04/2012 – 05/16/2013 |
| 5. Darlene Freels | Jackman
Days worked changed from
09/04/2012 – 05/10/2013
To 09/04/2012 – 05/31/2013 |
| 6. Kathryn Robertson | Jackman
Days worked changed from
09/04/2012 – 05/10/2013
To 09/04/2012 – 05/31/2013 |
| 7. Diana Sampson | Hiawatha
Days worked changed from
09/04/2012 – 05/10/2013
To 09/04/2012 – 05/31/2013 |

D. Classified Personnel

- | | |
|-------------------|---|
| 1. Lynda Mazzurco | From Classroom Aide – Jefferson
(7 hrs./day), Sched. J, step 0 @ \$13.74/hr. to
Secretary – Whitmer (8 hrs./day) – 200
Work days, Sched. C, step 0 @ \$18.63/hr.
Effective: April 25, 2013 |
|-------------------|---|

Yes: Mr. Adler, Mr. Hunter, Mr. Zuber, Mr. Erme, Mr. Ilstrup (5)

It was moved by Mr. Erme and seconded by Mr. Zuber to accept the Superintendent's recommendation to approve, via consent motion, personnel item two of four as presented:

Personnel
2 of 4
672 – 5/13

1. NOMINATIONS – EFFECTIVE 2013/14

A. Certified Personnel

- | | | |
|------------------|--|--------------|
| 1. Daniel Hunter | 5 th Grade – Meadowvale
Step 1, Trng. (B.A.) 4 | \$ 35,874.00 |
|------------------|--|--------------|

B. Extra Duty Personnel

- | | | |
|------------------|-------------------------------------|-------------|
| 1. Robert Hunter | #10-2a Football-Jr High Coach (60%) | \$ 2,992.00 |
|------------------|-------------------------------------|-------------|

2. RE-EMPLOYMENT OF PERSONNEL – 2013/14

A. Substitute Certified Personnel

1. Shauna Hunter

3. CHANGE OF CONTRACT

A. Proficiency Tutor – One Year Limited Contract

- | | |
|------------------|---|
| 1. Daniel Hunter | Meadowvale
Days worked changed from
09/04/2012 – 05/10/2013
To 09/04/2012 – 05/16/2013 |
|------------------|---|

Yes: Mr. Zuber, Mr. Erme, Mr. Ilstrup, Mr. Adler (4)
Abstain: Mr. Hunter (1)

It was moved by Mr. Zuber and seconded by Mr. Erme to accept the Superintendent's recommendation to approve the personnel item three of four as presented:

Personnel
3 of 4
673 – 5/13

1. RE-EMPLOYMENT OF PERSONNEL – 2013/14

A. Substitute Certified Personnel

1. Kristian Ilstrup

Yes: Mr. Zuber, Mr. Erme, Mr. Adler, Mr. Hunter (4)
Abstain: Mr. Ilstrup (1)

Personnel
4 of 4
674 – 5/13

It was moved by Mr. Zuber and seconded by Mr. Ilstrup to accept the Treasurer's recommendation to approve the personnel item four of four as presented:

1. NOMINATIONS – 2012/13

A. Classified Summer Help (As Needed Basis)

Bus Cleaning/Seat Repair @ \$9.50/hr.
Computer Services Help @ \$9.50/hr.
Custodian @ \$9.50/hr.
Lawn Crew @ \$9.50/hr.

1. Luke Hickey

Yes: Mr. Erme, Mr. Ilstrup, Mr. Adler, Mr. Hunter, Mr. Zuber (5)

Executive
Session
675 – 5/13

It was moved by Mr. Zuber and seconded by Mr. Hunter to accept the Superintendent's recommendation to enter into Executive Session to consider the demotion of a public employee or official, to consider the compensation of a public employee or official, to review negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of employment, to consider matters required to be kept confidential by federal law or regulations or state statutes, and to discuss details relative to the security arrangements and emergency response protocols for the Board of Education.

Yes: Mr. Ilstrup, Mr. Adler, Mr. Hunter, Mr. Zuber, Mr. Erme (5)

The Board entered into Executive Session at 8:17 p.m. The meeting was reconvened at 8:52 p.m. and did, in fact, consider the compensation of a public employee or official, review negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of employment, and consider matters required to be kept confidential by federal law or regulations or state statutes. All five board members are still in attendance.

Master
Agreement /
TAWLS
676 – 5/13

It was moved by Mr. Zuber and seconded by Mr. Ilstrup to accept the Superintendent's recommendation to approve the Master Agreement with the Teachers' Association of Washington Local Schools (TAWLS) effective July 1, 2013 through June 30, 2015 as presented. Mr. Hunter noted his thanks for both unions for their cooperation in the negotiation process.

Yes: Mr. Adler, Mr. Hunter, Mr. Zuber, Mr. Erme, Mr. Ilstrup (5)

Master
Agreement /
OAPSE
677 – 5/13

It was moved by Mr. Zuber and seconded by Mr. Erme to accept the Superintendent's recommendation to approve the Master Agreement with the Ohio Association of Public School Employees Local 279 (OAPSE) effective July 1, 2013 through June 30, 2015 as presented.

Yes: Mr. Hunter, Mr. Zuber, Mr. Erme, Mr. Ilstrup, Mr. Adler (5)

It was moved by Mr. Zuber and seconded by Mr. Ilstrup that this meeting be adjourned at 8:58 p.m.

Adjournment
678 – 5/13

Yes: Mr. Zuber, Mr. Erme, Mr. Ilstrup, Mr. Adler, Mr. Hunter (5)

Let the record show that an audio recording of this meeting has been made and is on file in the Office of the Treasurer.

Approved: _____
(President)

Attest: _____
(Treasurer)

**WASHINGTON LOCAL SCHOOL DISTRICT
FIVE-YEAR FORECAST – MAY 2013 - ASSUMPTIONS**

REVENUE

Real Estate Taxes

2013 and future years does reflect an entire year's collection from the November 2011 levy. However in calendar year 2012 (for calendar year 2013 tax collections) the six-year county-wide appraisal took place. **Our residential valuation decreased by 19% and our commercial valuation decreased by 4%. Previously, in 2009, residential valuation was decreased by 15% and commercial valuation was unchanged.**

We received \$30.9 million in 2010, \$31.1 million in 2011, and \$33.0 million in 2012. 2012 real estate revenue reflects one-half year's collection of the 4.9 mill property tax passed in November 2011. We are forecasting \$34.0 million in 2013, \$32.8 million in 2014 and future years.

Another concern going forward is the significant number of foreclosed properties and delinquent taxpayers which may reduce the real estate tax revenue and property valuation even further. Generally delinquent taxes are paid through County collection efforts or when the property is sold. The estimating of delinquent taxes to be paid is difficult to forecast and payments will fluctuate year to year. Washington Local is still experiencing successful commercial tax appeals.

Our total assessed valuation has decreased from \$1.25 billion in calendar year 2006 to \$908 million in calendar year 2011 to \$778 million in calendar year 2012. **This not only reduces our annual real estate tax revenue but also will require an increase in future millage requests to raise the same amount of revenue that our previous levy requests raised.** Assessed valuations continue to decline throughout Lucas County and our region.

Personal Property Taxes

Personal property tax revenue was \$11.8 million in 2005, \$10 million in 2006, \$8.9 million in 2007, \$7.3 million in 2008, \$3.3 million in 2009, \$119,000 in 2010, \$136,000 in 2011, \$8,833 in 2012, and **\$197** in 2013. The significant decline in personal property tax payments is directly due to the affects of HB 66. Companies paid only 75 percent of taxes owed in June 2006, 50 percent in June 2007 and paid 25 percent of taxes owed in June 2008. In 2011 personal property revenue was received from the telecommunication businesses, personal property taxes due (last current payments expected), and delinquent personal property tax payments. We are projecting \$0 in 2014 and future years for delinquent personal property tax collections.

Property Tax Allocation

Property tax allocation includes the personal property tax loss (hold harmless) payments being made to the district from the State. These payments are **only partially** replacing the personal property taxes we would have been receiving prior to HB 66. These personal property tax loss payments are based on the calendar year 2004 personal property tax values. Any personal property put in use in calendar year 2005 or later is not taxable and personal property tax revenue and personal property tax loss payments will not be received for these purchases. As our personal property tax revenue was significant, the personal property tax loss payments are also significant. We received \$6.4 million in 2009, \$8.8 million in 2010, and \$8.7 million in 2011. HB 1 extended the hold harmless provisions of HB 66 until 2013 and we were expected to receive \$8.7 million in 2012 and 2013. **However, due to legislative changes, these payments were reduced to \$7.4 million in 2012 and \$6.1 million in 2013. This was an unexpected reduction of \$3.9 over the two years (2012 and 2013).** New proposed legislation will maintain these payments at current levels. However, these payments may be changed (likely lowered) again by future state legislatures. Current state budget forecasts have frozen these payments at the 2013 amount of \$6.1 million and we have maintained our payments at \$6.1 million throughout the forecast.

Homestead exemption and rollback is also receipted in Property Tax Allocation. The homestead and rollback in 2012 was \$3.9 million, increasing to \$4.1 million (higher homestead offset the decline in rollback) in 2013 (full year of new tax levy) and maintained at \$4.1 million in 2014 and all future years.

State Aid

Our ADM increased the past three years; increasing from 6,569 in 2010, to 6,669 in 2011, 6,738 in 2012, and will increase again in 2013. We expect our ADM to be approximately 6,835 students in 2013.

Under past school funding legislation, these additional students combined with the decreasing assessed valuation would have resulted in a significant increase in state aid revenue. Current legislation froze the assessed valuation and established our per pupil amount from the State at only \$2,949 for new students. The state aid per pupil then is reduced by \$100 (was \$130 at the October forecast) due to the fact that state funding for all districts exceeds the State's appropriation for education this year and the state aid per pupil is being reduced across the State. There will be a new school funding formula in 2014 for public schools in Ohio; however that is not expected to be approved until late June.

Our unrestricted state aid/poverty based assistance was \$20.9 million in 2009. In 2010 and future years the poverty based assistance was eliminated and a new school funding system was in effect for 2010 and

2011. In 2010 and 2011 our state aid was also subsidized by federal funds. These federal funds were called state fiscal subsidy funds and were \$1.3 million in 2010 and \$1.6 million in 2011. **These state fiscal subsidy funds were eliminated in 2012.** Our combined state aid/state fiscal subsidy funds were \$21.1 million in 2010, \$20.5 million in 2011, and \$20.8 million in 2012.

In 2013 we are forecasting to receive \$20.6 million in state aid and \$123,500 for our excellent rating subsidy. Therefore our total state aid in 2013 is forecasted to be \$20.7 million.

As the State is expected to return to a formula based funding system we are expecting an increase in state funding in 2014 and 2015. This is due to our actual enrollment increasing by over 250 students and our assessed valuation decreasing by over \$140 million (15%) since 2010. The exact increase in our state funding cannot yet be determined. We are utilizing the HB 59 simulations to forecast our state aid. HB 59 simulations are forecasting \$21.6 million in 2014 and \$22.9 million in 2015. As the state's budget is only for two years and we will have a general election, we have maintained our forecasted state aid at \$22.9 million in 2016 and future years.

Education Jobs –Federal Funds

These are funds provided by the federal government similar to Title I and IDEIA grants. However, unlike those major grants, this grant may be and was used to supplant General Fund expenditures. We received \$1,038,830 in 2012 and these funds were fully expended in 2012.

Other Revenue

Abatement Revenue

Due to the elimination of the personal property tax, abatement revenue pertaining to personal property was also eliminated. Abatement revenue was \$3.3 million (\$1.9 million from DaimlerChrysler) in 2005, \$2.7 million (\$1.7 million from DaimlerChrysler) in 2006, \$1.8 (\$1.2 million from DaimlerChrysler) in 2007, \$1.1 million in 2008, \$646,000 in 2009, \$404,000 in 2010, \$297,000 in 2011, and \$430,000 in 2012. In 2012 we did receive an \$180,000 delinquent payment. Abatement revenue is forecasted to be \$228,000 in 2013, and \$224,000 in 2014 and future years. The majority of abatement payments we received were previously based on personal property. As the personal property tax has been eliminated, less abatement payments are being made. **The State is not reimbursing for these lost abatement payments.**

Tax Increment Financing (TIF) Payments

We receive payments for the DaimlerChrysler plant expansion and Westfield Franklin Park Mall for Tax Increment Financing (TIF) abatements. We received \$3.2 million in 2009 and 2010. In 2011 we received \$3.4 (back payment of new parcel) and received \$3.5 million in 2012 (new levy – half year) and forecasting \$3.75 million in 2013 (new levy - full year) and \$3.8 million in 2014 and future years.

Casino Revenue

Two casinos began operating in Ohio in the spring of 2012, another casino began operating in October 2012, and the fourth casino began operation in March 2013. The public school districts' share of this revenue will be distributed in January and August of each year, with the first payment being made in January 2013. The payment is based on the public school's enrollment. Until all four casinos are in operation for a length of time, it is difficult to forecast the exact payment will be for each public school student.

We received casino revenue of \$143,330 in 2013 and are forecasting \$350,000 in 2014 and future years based on estimates that we have recently received. Again, this revenue is very difficult to forecast and is expecting to fluctuate until the casino market matures. Racinos (new casinos at race tracks) and internet sweepstakes cafes will affect the casino revenue in future years. New racinos will begin operations in future year which will reduce the casino revenue. However there is discussion that the internet sweepstakes cafes will be eliminated in future years.

EXPENDITURES

We are projecting to expend or encumber nearly **97 percent** of our forecasted expenditures (budget) in 2013 and 100 percent in future years. Our past experience indicates we do not expend 100 percent of our budget each year. It is normally expected that we would expend 97-99 percent of our budget each year. However, as we continue to review all expenditures during the fiscal year we have recently been expending a lower percentage than expected.

We have estimated encumbrances outstanding on June 30, 2013 at \$950,000 and unchanged in future years.

We continue to make reductions in personnel and non-personnel budgets to reflect our decline in revenue and forecasted budget deficits. In 2011 we closed Trilby Elementary which resulted in the reduction of a principal, certified and classified staff. We have annually reduced purchased services, supplies, and capital outlay and continue to monitor and reduce further throughout the year. **In fact, the 2011 expenditures were less than the 2010 expenditures and the 2012 expenditures were**

even lower than the 2011 expenditures. It also appears our 2013 expenditures will be less than the 2012 expenditures.

Personal Services

2013 is based on current payroll which included a 0.0% wage increase per the current negotiated agreement. In 2014 we are forecasting an increase of 5.5%, which includes include a 3.00% wage increase and a 2.5% step increase. 2015 Personal Services includes a 2.5% increase (0% wage increase and a 2.5% step increase). Also in 2015, OAPSE members will receive a one-time stipend of \$250 (\$75,000). 2016 and future years include a 3.75% increase (1.25% wage increase a step increase of 2.5%).

We are forecasting a decrease in General Fund staffing for the elimination of one junior high teaching team in 2014 (4 certified staff members) and one junior high teaching team in 2015 (4 certified staff members).

Benefits

Healthcare costs were stable the past few years; however in 2013, we had a 6.5 percent increase in healthcare. We are forecasting a 10 percent increase in 2014 and in 2015, and 7.5 percent increase in 2016 and for future years.

We incurred a 10 percent increase in dental premiums for 2013 and forecasting an increase of 20 percent in 2014 and 5 percent in 2015 and future years. The Workers' Compensation projected expenditures had a significant decrease in 2013 from our retrospective paid claims. Our paid claims were \$218,000 in 2012, \$232,000 in 2011, and were \$366,163 in 2010. In 2013 our paid claims were \$75,000. We have been very proactive with our workers' compensation in the past few years and our efforts are beginning to show savings.

The premiums paid to Bureau of Workers' Compensation was been steadily declining the past years. Also the Governor has announced a possible rebate for all employers. It is not yet known when (or if) this payment will be made but is expected to be \$137,000.

School Employee Retirement System (SERS) charges were always paid in arrears. Beginning in 2011 and for the next six years, SERS will have the arrears brought to current levels. This annual payment is estimated to be approximately an additional \$136,000.

Purchased Services

Our charter school costs, which are deducted from our state aid, were \$2.3 million in 2009, 2010 and in 2011. Charter school expenditures were \$2.4 million in 2012 and we are forecasting charter school expenditures to be

\$2.5 million in 2013. We forecasted charter school expenditures to be \$2.6 million in 2014 and increasing \$100,000 each year thereafter.

Electric and natural gas charges were \$1.9 million in 2009, \$1.4 million in 2010, \$1.1 million in 2011, and \$1.0 million in 2012. We are forecasting electric and natural gas charges of \$1.1 million in 2013, \$1.4 million in 2014, and \$1.65 million in 2015 and future years.

Supplies

We continue to reduce our budgets each year. In 2013 we reduced our budgets again and continue to expend less of these budgets each year. Our instructional supplies were \$746,000 in 2010, \$627,000 in 2011, and \$544,000 in 2012. Our software expenditures were \$362,000 in 2010, \$182,000 in 2011, and \$179,000 in 2012. Our maintenance supplies were \$746,000 in 2010, \$743,000 in 2011, and \$714,000 in 2012. Bus maintenance and bus fuel was \$420,000 in 2010, \$521,000 in 2011, and \$577,000 in 2012. Our textbooks were \$449,000 in 2010, \$162,000 in 2011, and \$75,000 in 2012. In 2013 we are forecasting our textbook expenditures to be \$530,000.

Capital Outlay

Capital outlay expenditures are used for technology equipment, career-technical equipment, buses, and motor vehicles. As buses were not purchased in 2010, capital outlay in 2010 included classroom furniture and other equipment. Our capital outlay was \$911,000 in 2010, \$792,000 in 2011, and \$690,000 in 2012. We have forecasted \$550,000 in 2013.

Due to the current and future projected budget deficits, buses, motor vehicles, and all other equipment purchases in 2011 were moved to the Permanent Improvement Fund. In 2012 and future years, capital outlay will still include technology and career-tech equipment. These capital outlay expenditures are being monitored and may be moved to the Permanent Improvement Fund in future years due to our budget deficits and declining fund balance. In previous years, all building and site improvements were moved to our Permanent Improvement Fund. **The movement of capital outlay (buses, vehicles, and equipment) from the General Fund to the Permanent Improvement Fund reduced the amount of funds available for district building projects and site improvements.** Our district does not have bonded debt and we have been improving and repairing our buildings instead of replacing them. We did borrow \$10 million in FY 2013 for the replacement of the Whitmer High School HVAC system. The debt service on this debt will be repaid from the Permanent Improvement Fund.

Other Objects

These are mainly Lucas County auditor/treasurer fees and Lake Erie West Educational Service Center charges deducted from our foundation payments.

Our auditor/treasurer fees were \$563,000 in 2010, \$596,000 in 2011, and \$648,000 in 2012 (new levy – half year), and \$623,000 in 2013. We have forecasted that these fees will be \$625,000 in 2013 and future years.

The Education Service Center of Lake Erie West charges were \$2.4 million in 2010, \$2.3 million in 2011, and \$2.1 million in 2012. We have forecasted that these charges will be \$2.1 million in 2013, \$2.35 million in 2014, and \$2.5 million in 2015 and future years. The Education Service Center charges may be significantly impacted by the next State school funding budget.

Other Financing Uses

The Food Service Fund was previously experiencing annual losses but appears the Food Service Fund's finances have stabilized. In the past we have made annual advances (loan) of \$150,000 from the General Fund to the Food Service Fund. Based on the increase in food service revenue, due to the significant increase in free and reduced lunches being served (reimbursed by the Federal Government), we were able to reduce that advance to \$75,000 in 2013. Although not currently forecasted, we may in future years be able to eliminate the advance to the Food Service Fund.

We also make advances to Grant Funds to maintain a positive fund balance in these funds.

Budget Reserve (Rainy Day Fund)

The Board of Education has previously authorized a Budget Reserve in the amount of \$1,800,000. After the passage of our November 2011 levy, the Board increased the Budget Reserve to \$3,450,000 in 2012. This Budget Reserve is maintained for all future years.

WASHINGTON LOCAL SCHOOL DISTRICT

LUCAS COUNTY

13721

Schedule of Revenues, Expenditures and Changes in Fund Balances
For the Fiscal Years Ended June 30, 2010, 2011 and 2012 Actual;
Forecasted Fiscal Years Ending June 30, 2013 Through 2017

	Actual				Forecasted				
	Fiscal Year 2010	Fiscal Year 2011	Fiscal Year 2012	Average Change	Fiscal Year 2013	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017
Revenues									
General Property Tax (Real Estate)	\$30,887,179	\$31,087,889	\$32,967,712	3.3%	\$34,027,089	\$32,765,000	\$32,765,000	\$32,765,000	\$32,765,000
Tangible Personal Property Tax	119,319	135,982	8,833	-39.8%	197				
Income Tax									
Unrestricted State Grants-in-Aid	19,801,595	18,901,235	19,773,503	0.0%	20,700,000	21,646,676	22,944,629	22,944,629	22,944,629
Restricted State Grants-in-Aid	519,171	525,257	515,736	-0.3%	530,000	530,000	530,000	530,000	530,000
Restricted Federal Grants-in-Aid - SFSF	1,295,937	1,619,145	1,038,830	-5.5%					
Property Tax Allocation	12,337,263	12,339,380	11,321,224	-4.1%	10,282,487	10,214,455	10,214,455	10,214,455	10,214,455
All Other Revenues	1,504,289	2,103,474	1,514,084	5.9%	1,247,405	1,469,726	1,469,726	1,469,726	1,469,726
Total Revenues	66,464,753	66,712,362	67,139,922	0.5%	66,787,178	66,625,057	67,923,810	67,923,810	67,923,810
Other Financing Sources									
Proceeds from Sale of Notes									
State Emergency Loans and Advancements (Approved)									
Operating Transfers-In									
Advances-In	510,000	500,000	550,000	4.0%	485,000	400,000	400,000	400,000	400,000
All Other Financing Sources	3,567,184	3,678,663	3,938,123	5.1%	3,974,070	4,024,000	4,024,000	4,024,000	4,024,000
Total Other Financing Sources	4,077,184	4,178,663	4,488,123	4.9%	4,459,070	4,424,000	4,424,000	4,424,000	4,424,000
Total Revenues and Other Financing Sources	70,541,937	70,891,025	71,628,045	0.8%	71,246,248	71,049,057	72,347,810	72,347,810	72,347,810
Expenditures									
Personal Services	41,411,597	41,885,692	42,057,010	0.8%	42,051,014	43,335,027	43,984,990	45,496,746	46,542,377
Employees' Retirement/Insurance Benefits	15,098,008	15,370,919	14,916,998	-0.6%	14,958,199	16,047,678	16,948,005	17,823,233	17,955,768
Purchased Services	8,436,704	7,980,729	8,081,937	-2.1%	7,885,486	9,154,000	9,549,000	9,574,000	9,574,000
Supplies and Materials	3,071,613	2,579,999	2,499,864	-9.6%	2,633,736	3,008,000	3,158,000	3,058,000	3,058,000
Capital Outlay	910,615	791,595	689,880	-13.0%	549,777	622,000	622,000	622,000	622,000
Intergovernmental									
Debt Service:									
Principal-All (Historical Only)									
Principal-Notes									
Principal-State Loans									
Principal-State Advancements									
Principal-HB 264 Loans									
Principal-Other									
Interest and Fiscal Charges									
Other Objects	3,173,430	3,075,357	2,913,032	-4.2%	2,955,060	3,199,500	3,367,500	3,349,500	3,349,500
Total Expenditures	72,101,967	71,684,291	71,158,721	-0.7%	71,133,292	75,366,205	77,629,495	79,923,479	81,101,645
Other Financing Uses									
Operating Transfers-Out	59,000	33,000	33,000	-22.0%	46,000	50,000	50,000	50,000	50,000
Advances-Out	510,000	485,000	485,000	-2.5%	465,000	400,000	400,000	400,000	400,000
All Other Financing Uses	189,675								
Total Other Financing Uses	758,675	518,000	518,000	-15.9%	511,000	450,000	450,000	450,000	450,000
Total Expenditures and Other Financing Uses	72,860,642	72,202,291	71,676,721	-0.8%	71,644,292	75,816,205	78,079,495	80,373,479	81,551,645
Excess of Revenues and Other Financing Sources over (under) Expenditures and Other Financing Uses	2,318,705-	1,311,266-	48,676-	-69.9%	398,044-	4,767,148-	5,731,685-	6,025,669-	9,203,835-
Cash Balance July 1 - Excluding Proposed Renewal/Replacement and New Levies	36,683,731	34,365,026	33,053,760	-5.1%	33,005,084	32,607,040	27,839,892	22,108,207	14,082,538
Cash Balance June 30	34,365,026	33,053,760	33,005,084	-2.0%	32,607,040	27,839,892	22,108,207	14,082,538	4,878,703
Estimated Encumbrances June 30	1,225,817	1,086,647	963,396	-11.3%	950,000	950,000	950,000	950,000	950,000
Reservation of Fund Balance									
Textbooks and Instructional Materials									
Capital Improvements									
Budget Reserve	1,800,000	1,800,000	3,450,000	45.8%	3,450,000	3,450,000	3,450,000	3,450,000	3,450,000
PBA									
Fiscal Stabilization									
Debt Service									
Property Tax Advancements									
Bus Purchases									
Subtotal	1,800,000	1,800,000	3,450,000	45.8%	3,450,000	3,450,000	3,450,000	3,450,000	3,450,000
Fund Balance June 30 for Certification of Appropriations	31,339,209	30,167,113	28,591,688	-4.5%	28,207,040	23,439,892	17,708,207	9,682,538	478,703
Revenue from Replacement/Renewal Levies									
Income Tax - Renewal									
Property Tax - Renewal or Replacement									
Cumulative Balance of Replacement/Renewal Levies									
Fund Balance June 30 for Certification of Contracts, Salary Schedules and Other Obligations	31,339,209	30,167,113	28,591,688	-4.5%	28,207,040	23,439,892	17,708,207	9,682,538	478,703
Revenue from New Levies									
Income Tax - New									
Property Tax - New									
Cumulative Balance of New Levies									
Revenue from Future State Advancements									
Unreserved Fund Balance June 30	31,339,209	30,167,113	28,591,688	-4.5%	28,207,040	23,439,892	17,708,207	9,682,538	478,703
ADM Forecasts									
Kindergarten - October Count	475	524	539	6.6%	572	572	572	572	572
Grades 1-12 - October Count	6,094	6,145	6,199	0.9%	6,264	6,264	6,264	6,264	6,264
State Fiscal Stabilization Funds									
Personal Services SFSF									
Employees Retirement/Insurance Benefits SFSF									
Purchased Services SFSF	1,295,937	1,367,725		-47.2%					
Supplies and Materials SFSF		251,420							
Capital Outlay SFSF									
Total Expenditures - SFSF	1,295,937	1,619,145		-37.5%					

See accompanying summary of significant forecast assumptions and accounting policies includes: General fund, Emergency Levy fund, DPIA fund, Textbook fund and any portion of Debt Service fund related to General fund debt

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