

May 21, 2014

The Washington Local Board of Education met in regular session pursuant to the rules in the Administration Building, 3505 West Lincolnshire Boulevard on May 21, 2014 at 6:02 p.m. The following members were present:

Mr. Eric Kiser	Also, Mr. Patrick Hickey, Superintendent,
Mrs. Patricia Carmean	Mrs. Cherie Mourlam, Assistant Superintendent,
Mr. David Hunter	and Mr. Jeffery Fouke, Treasurer.
Mr. Thomas Ilstrup	
Mr. James Langenderfer	

Mr. Hickey recognized the Whitmer High School Boys Track Team for their win at the Track Athletic Conference Championship, which was won for three straight years as well as four straight district titles. The Board also congratulated the team on their success.

Recognitions
& Presentation:

Mr. Ilstrup recognized Treasurer Fouke for his recent award received by Ohio School Board's Association for Excellent & Outstanding Leadership in Ohio. Mr. Ilstrup introduced Mr. Derek Merrin, Regional Liaison for the State Auditor's office, representing Auditor of State, Dave Yost. Mr. Merrin presented Treasurer Fouke with the Ohio Auditor of State Award for fiscal year 2013. Mr. Merrin recognized the District's long history of accounting excellence and Treasurer Fouke for his continued accomplishments and being a good steward of tax funds. The Board also commended Treasurer Fouke.

Kristie Martin and Cassie Studnicha-Kusic proposed a new band ranking system with GPA recognition for graduating seniors. It was moved by Mr. Hunter and seconded by Mr. Kiser to move forward, effective immediately, with the proposed band system ranking, utilizing GPA recognition.

Whitmer
Band
Ranking
System:
187-5/14

Yes: Mr. Kiser, Mrs. Carmean, Mr. Ilstrup, Mr. Hunter (4)

No: Mr. Langenderfer (1)

Discussion was held regarding the disbursement of Whitmer diplomas by Washington Local employees. It was moved by Mr. Hunter and seconded by Mr. Langenderfer effective for the 2014 graduation, to allow employees, part or full time but not including retirees, who are parents, step-parents, or guardian of graduating seniors of Whitmer High School to have the opportunity to present the diploma to their child.

Whitmer
Diplomas:
188-5/14

Yes: Mrs. Carmean, Mr. Ilstrup, Mr. Hunter, Mr. Langenderfer, Mr. Kiser (5)

Minutes:
189-5/14

It was moved by Mr. Langenderfer and seconded by Mrs. Carmean to accept the Treasurer's recommendation to approve the minutes of the regular meeting of April 14 and April 16 and the special meetings of April 21, April 23, April 24, and April 29, 2014 as presented.

Yes: Mr. Ilstrup, Mr. Hunter, Mr. Langenderfer, Mrs. Carmean (4)
Abstain: Mr. Kiser (1)

Financial Report and Investments
190-5/14

The Board 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

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

Yes: Mr. Hunter, Mr. Langenderfer, Mr. Kiser, Mrs. Carmean, Mr. Ilstrup (5)

Legal Fees
191-5/14

It was moved by Mr. Langenderfer and seconded by Mr. Kiser to accept the Treasurer's recommendation to approve payment of legal fees billed by Bricker & Eckler in the amount of \$6,315.00 and Spengler Nathanson in the amount of \$2,365.25.

Yes: Mr. Langenderfer, Mr. Kiser, Mrs. Carmean, Mr. Ilstrup, Mr. Hunter (5)

Purchases over \$25,000
192-5/14

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

- A. **Brahier Oil: Fleet Fuel Purchase**
Purchase Total..... \$26,053.54
- B. **Kellermeyer Co.: Summer Cleaning Supplies**
Purchase Total..... \$37,261.61

Yes: Mr. Kiser, Mrs. Carmean, Mr. Ilstrup, Mr. Hunter, Mr. Langenderfer (5)

Abatement Agreement:
193-5/14

It was moved by Mr. Langenderfer and seconded by Mrs. Carmean to accept the Treasurer's recommendation to adopt the following new construction Abatement Payment Agreement with Wurtec, Inc. for an office/warehouse addition as presented:

- 6200 Brent Drive, Toledo, OH 43611

Yes: Mrs. Carmean, Mr. Ilstrup, Mr. Hunter, Mr. Langenderfer, Mr. Kiser (5)

It was moved by Mr. Kiser and seconded by Mrs. Carmean to accept the Treasurer's recommendation to adopt the amended and restated Abatement Payment Agreement with Advanced Auto Parts for a change of property owner as presented.

Abatement Agreement:
194-5/14

Yes: Mr. Ilstrup, Mr. Hunter, Mr. Langenderfer, Mr. Kiser, Mrs. Carmean (5)

It was moved by Mr. Hunter and seconded by Mr. Langenderfer to accept the Treasurer's recommendation to approve the Scoreboard Advertising Agreement as presented:

Scoreboard Advertising Agreement:
195-5/14

The University of Toledo

- August 1, 2014 through July 31, 2019
- \$25,000 (five installments of \$5,000 per year)
- Installments to be deposited into the Permanent Improvement Fund

Yes: Mr. Hunter, Mr. Langenderfer, Mr. Kiser, Mrs. Carmean, Mr. Ilstrup (5)

It was moved by Mr. Langenderfer and seconded by Mrs. Carmean to accept the Treasurer's recommendation to appoint, Jill Laytart, Assistant to the Treasurer, to act as a designee to the Board to complete three (3) hours of public records training as approved by the Ohio Attorney General's office to maintain compliance with the Ohio Revised Code.

Public Records Designee:
196-5/14

Yes: Mr. Langenderfer, Mr. Kiser, Mrs. Carmean, Mr. Ilstrup, Mr. Hunter (5)

It was moved by Mr. Langenderfer and seconded by Mrs. Carmean to accept the Treasurer's recommendation to approve the FY 2014 Amended Appropriation Measure, at fund level, as presented:

Amended Appropriations:
197-5/14

		<u>CURRENT</u>	<u>AMENDED</u>
007	Special Trust	29,000	34,725
009	Uniform Supplies	194,218	194,512
018	Public School Support	121,704	124,704
022	District Agency	0	5,000
200	Student Managed Activity	325,810	349,075
300	District Managed Activity	773,875	781,375
401	Auxiliary Services	902,725	914,666
516	IDEA Part B	1,927,821	1,968,948
524	Carl D. Perkins	145,451	150,131
551	Limited English Proficiency	27,212	28,565
572	Title I Disadvantaged	2,194,221	2,225,836
590	Improving Teacher Quality	299,332	299,581

Yes: Mr. Kiser, Mrs. Carmean, Mr. Ilstrup, Mr. Hunter, Mr. Langenderfer (5)

Five Year
Forecast:
198-5/14

It was moved by Mr. Langenderfer and seconded by Mr. Kiser to accept the Treasurer's recommendation to approve the adoption of the May 2014 Five Year Forecast as presented.

(See pages: 14000 - 14008)

Yes: Mrs. Carmean, Mr. Ilstrup, Mr. Hunter, Mr. Langenderfer, Mr. Kiser (5)

Staff
Appreciation
Resolution:
199-5/14

It was moved by Mr. Hunter and seconded by Mrs. Carmean 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 student, 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 of the 2014 Top Workplace for good health and happiness now and in the future.

Yes: Mr. Ilstrup, Mr. Hunter, Mr. Langenderfer, Mr. Kiser, Mrs. Carmean (5)

It was moved by Mr. Langenderfer and seconded by Mrs. Carmean to accept the Superintendent's recommendation to accept the gifts and donations as presented:

Gifts and Donations:
200-5/14

A. Robert Landis

5523 Gay Street, Toledo, OH 43613

- Donated a 1995 Chevrolet Lumina APV van to the Whitmer CTC Automotive Technology Program

B. Start's Auto Parts

Tom Start, 8012 Lewis Avenue, Temperance, Michigan 48182

- Donated a tool storage cart and a starter set of tools to the Whitmer CTC Automotive Technology Program for the Tool Scholarship

Yes: Mr. Hunter, Mr. Langenderfer, Mr. Kiser, Mrs. Carmean, Mr. Ilstrup (5)

It was moved by Mr. Langenderfer and seconded by Mrs. Carmean to accept the Superintendent's recommendation to hold second reading and approve the Board of Education policy as presented:

Board of Ed. Policy:
201-5/14

A. 7434 – Use of Tobacco on School Premises (Revised)

Yes: Mr. Hunter, Mr. Langenderfer, Mr. Kiser, Mrs. Carmean, Mr. Ilstrup (5)

It was moved by Mr. Kiser and seconded by Mr. Langenderfer to waive the first reading of the Board of Education policies as presented:

Waive First Reading:
202-5/14

- A. 5421 – Grading (Revised)
- B. 5430 – Class Rank (Revised)
- C. 5200 – Attendance (Revised)
- D. 0160 – Notice of Meeting – Board Bylaws (Revised)
- E. 5310 – Health Services – Students (Revised)
- F. 8900 – Anti-Fraud – Operations (New)

Yes: Mr. Langenderfer, Mr. Kiser, Mrs. Carmean, Mr. Ilstrup, Mr. Hunter (5)

It was moved by Mr. Kiser and seconded by Mr. Langenderfer to approve the Board of Education policies as presented:

Board of Ed. Policy:
203-5/14

- A. 5421 – Grading (Revised)
- B. 5430 – Class Rank (Revised)
- C. 5200 – Attendance (Revised)
- D. 0160 – Notice of Meeting – Board Bylaws (Revised)
- E. 5310 – Health Services – Students (Revised)
- F. 8900 – Anti-Fraud – Operations (New)

Yes: Mr. Langenderfer, Mr. Kiser, Mrs. Carmean, Mr. Ilstrup, Mr. Hunter (5)

Textbook
Adoption:
204-5/14

It was moved by Mr. Langenderfer and seconded by Mrs. Carmean to accept the Superintendent's recommendation to approve textbook adoptions as presented:

A. Pearson *Physics 1e, 2014 Edition*

- Author: James S. Walker
- Publisher: Pearson
- Copyright Date: 2014
- Courses: Physics and Honors Physics
- \$10,166.01

B. myWorld Social Studies, 2013 Ohio Edition

- Authors: Frank Karpel and Kathleen Krull
- Publisher: Pearson
- Copyright Date: 2013
- Course: Social Studies Grade 6
- \$40,934.25

C. Title: Pearson: Chemistry (Foundation Edition) 2012

- Author: Wilbraham, Staley, Matta & Waterman
- Publisher: Pearson/Prentice Hall
- Copyright Date: 2012
- Courses: Chemistry 1 & Honors Chemistry
- \$13,720.50

Yes: Mr. Kiser, Mrs. Carmean, Mr. Ilstrup, Mr. Hunter, Mr. Langenderfer (5)

Mr. Hunter left the meeting at 8:10 p.m.

Whitmer
Student
Parking
Guidelines -
Tabled:

It was moved by Mr. Langenderfer and seconded by Mrs. Carmean to accept the Superintendent's to approve the Whitmer High School student parking guidelines as presented.

Mr. Ilstrup tabled the discussion of the Whitmer High School Student Parking Guidelines until Mr. Hunter returned.

OHSAA
Membership:
205-5/14

It was moved by Mr. Langenderfer and seconded by Mrs. Carmean to accept the Superintendent's recommendation to approve the resolution authorizing 2014-2015 membership in the Ohio High School Athletic Association as presented:

**RESOLUTION AUTHORIZING 2014-2015 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

Yes: Mr. Ilstrup, Mr. Langenderfer, Mr. Kiser, Mrs. Carmean (4)
Absent: Mr. Hunter (0)

Mr. Hunter returned to the meeting at 8:12 p.m.

It was moved by Mr. Langenderfer and seconded by Mr. Kiser to accept the Superintendent's recommendation to approve payment for parental contracts in lieu of school bus transportation as presented:

- A. Payment for Micah Broughton in the amount of \$54.21 (\$1.39 per day for 39 days)
- B. Payment for the following students in the amount of \$250 per child, as determined by the State Department of Education for the 2013-2014 school year:

Parental
Contracts:
206-5/14

Parental
Contracts
Continued

Bennett Venture Academy

Bresler, Abigail
Bresler, Jillian
Bresler, Liam
Cierniak, Jacqueline
Cierniak, Joseph
Conner, Nicholas
Flick, Daniel
Flick, Robert
Garza, Jordan
Garza, Justin
Garza, Reyna
Garza, Savonah
Garza, Vincent
Moore, Donte
Ratkiewicz, Emily
Stewart-Munoz, Alexandria
Vanderstelt, Ramsey

Blessed Sacrament

Wagoner, Meghan

Bridge & Central Academy

Abdrabbo, Mohamed
Abdrabbo, Yousef

Christ the King

Wesley, Evelyn
Wesley, Jack

Franciscan Academy

Miller, Evan
Niese, Carter
Niese, Reagan

Hope Learning Academy

Tribett, Cameron

Horizon Science Academy

Hale, Luke
Zamora, Sarah
Zamora, Wayne

Lial Catholic School

Boyd, Lauren
Boyd, Parker
Boyd, Taylor

Maumee Valley Country Day

Leitner, Isaac
Littlehale, Griffith
Riddle, Grant
Swartzell, Kendall

Monclova Christian Academy

Ackerman, Brianna

Regina Coeli

Brown, Cecilia
Brown, Joseph
Brown, Olivia
Dierks, Brandon
Dierks, Hannah
Link, Heidi

Ragan, Deric
Ragan, Matthew

St. Catherine

Dowell, Carmel
Gregg, Cameron
Gregg, Mariah
McCrory, Logan

St. John the Baptist

Krzyston, Gregory

St. John's

Abouahmed, Hussein
Abouahmed, Mohammad
Jomaa, Ahmad
Malkoski, Ian
Malkoski, III, John
Neely, Dalvin
O'Donnell, Kevin
Peatee, Andrew
Rutowski, Trevor
Townsend, Je'fon

St. Joseph's Sylvania

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

St. Pius

Adler, Alexandra
Adler, Robert
Bartsch, Ava
Berning, Samantha
Esparza, Anthony
Gonzales, Veronica
Lewis, Ahnna
Lowe, Andrew
McLennan, Kaiden
Miller, Grace
Miller, Griffin
Moscrop, Matthew
Ritter, Alexander
Rose, Tyler
Self, Aubrey
Warga, Gabbey
Warga, Gannon
Welsh, Annabell

Summit Academy

Campbell, Vincent
Reil, Chandler
Young, Paul

Toledo Christian

Northrop, Alexander

Toledo Islamic Academy

Abdessalem, Doraia
Abdessalem, Jasmine
Farhan, Abdulaheem
Farhan, Muna
Hamdah, Sabreen
Hamdah, Salahedeem
Hamdah, Yasmeen
Kareem, Sara
Rahal, Hamza
Rahal, Suha
Smidi, Ahmad
Smidi, Ibraheem
Smidi, Ismael
Smidi, Sarah
Smidi, Yousef

Toledo Junior Academy

Petersen, Kendall

Toledo School for the Arts

Allen, Dasia
Aricchi, Gabriella
Bachtel, Zachary
Bell, Alexis
Bragg, Azaria
Bringman, Jordyn
Crane, Melanie
Edwards, Chelyan
Fleniken, Drew
Fleniken, Maegan
Fuller, Victoria
Johnson, Lauren
Johnson, Nolan
Keller, Pyper
Korecki, Morgan
Kunzler, Alexandria
Langdon, James
Littin, Emma
Littin, Madison
Martinez, Trinidad
McConnell, Breanna
McConnell, Danielle
McConnell, Morgan
Newson, Keely
Petersen, Kiersten
Richardson, Diamond
Rowland, Donald
Rybarczyk, Julia
Starbird, Heather
Starbird, Michael
Stockman, Darby
Warner, Jordan
Wheeler, Sarah
Young, Brandon
Young, Sheldon

University of Toledo

Michalak, Anastasia

West Side Montessori Center

Bernhardt, Gerald
Bernhardt, Mary Kathryn
Krichbaum, Sailer

Yes: Mr. Langenderfer, Mr. Kiser, Mrs. Carmean, Mr. Ilstrup (4)

Abstain: Mr. Hunter (1)

The motion for the Whitmer Student Parking Guidelines was brought back to the table for a vote.

Whitmer
Student
Parking
Guidelines:
207-5/14

Yes: Mrs. Carmean, Mr. Langenderfer (2)

No: Mr. Kiser, Mr. Ilstrup, Mr. Hunter (3)

It was moved by Mr. Langenderfer and seconded by Mrs. Carmean to accept the Superintendent's recommendation to award contracts as presented:

Award
Contracts:
208-5/14

- A. Midwest Environmental Control, Inc.
 - \$247,000.00
 - asbestos abatement project at the CTC
- B. Utopia Construction, Inc.
 - \$36,000
 - General Construction
 - 2014 Improvements to the Career Technology Center
- C. Sperling Heating & Ventilating Co., Inc.
 - \$33,375.00
 - Mechanical
 - 2014 Improvements to the Career Technology Center
- D. Laibe Electric/Technology
 - \$44,580.00
 - Electrical
 - 2014 Improvements to the Career Technology Center

Yes: Mr. Langenderfer, Mr. Kiser, Mrs. Carmean, Mr. Ilstrup, Mr. Hunter (5)

It was moved by Mr. Langenderfer and seconded by Mrs. Carmean to accept the Superintendent's recommendation to approve Change Orders for the HVAC Improvements at Whitmer High School as presented:

Approve
Change
Orders:
209-5/14

- A. Industrial Power Systems
 - \$6,062.51
- B. Lake Erie Electric
 - \$11,442.00

Yes: Mr. Kiser, Mrs. Carmean, Mr. Ilstrup, Mr. Hunter, Mr. Langenderfer (5)

Purchases
over
\$25,000:
210 -5/14

It was moved by Mr. Hunter and seconded by Mr. Kiser to accept the Superintendent's recommendation to approve the following requests for purchases over \$25,000:

A. Zones

- \$124,239.80
- 188 Lenovo ThinkCentre M73 computers with monitors

B. SchoolMessenger

- \$34,583.10
- Three year contract for Parent Notification System

C. NWOCA

- \$49,968.34
- Phase 2 Network Upgrade

D. Educational Service Center of Lake Erie West

- \$33,252.16
- 2015 Consortium Agreement for the Federal Early Childhood Special Education (ECSE) Grant

Yes: Mrs. Carmean, Mr. Ilstrup, Mr. Hunter, Mr. Langenderfer, Mr. Kiser (5)

Sub
Hourly
Rate:
211 -5/14

It was moved by Mr. Langenderfer and seconded by Mr. Hunter 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 11, 2014.

<i>POSITION</i>	<i>PRESENT RATE</i>	<i>RECOMMENDED RATE</i>
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
Daytime Campus Security	\$18.50	\$18.50
Afterschool & Night Security	\$19.50	\$19.50
(Approximately 3:00pm & later)		
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 18, 2014:

	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. Ilstrup, Mr. Hunter, Mr. Langenderfer, Mr. Kiser, Mrs. Carmean (5)

It was moved by Mr. Langenderfer and seconded by Mr. Hunter approve the Resolution of Necessity of Combined Operating and Permanent Improvement Levy as presented:

Necessity
of Levy
Resolution:
212-5/14

**RESOLUTION DECLARING IT NECESSARY TO LEVY
AN ADDITIONAL TAX IN EXCESS OF THE TEN-MILL LIMITATION**

(Ohio Revised Code Section 5705.217)
Operating and Permanent Improvement Levy

WHEREAS, the amount of taxes which may be raised within the ten-mill limitation will be insufficient to provide an adequate amount for the present and future requirements of the School District; and

WHEREAS, a resolution declaring the necessity of levying an additional tax outside the ten-mill limitation must be passed and certified to the County Auditor of Lucas County, Ohio (the "County Auditor") in order to permit the Board to consider the levy of such a tax and must request that the County Auditor certify to the Board the total current tax valuation of the School District and the dollar amount of revenue that would be generated by the tax levy;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Washington Local School District, Lucas County, Ohio, two-thirds of all of the members thereof concurring, that:

Section 1. It is necessary to levy an additional tax (the "Combined Levy") in excess of the ten-mill limitation for the purpose of providing funds for current operating expenses and for general permanent improvements for the School District.

Section 2. The question of the Combined Levy shall be submitted to the electors of the School District at the election to be held therein on November 4, 2014.

Section 3. The Combined Levy shall be at an annual rate not exceeding 4.90 mills for each one dollar of valuation, which amounts to \$0.49 for each one hundred dollars of valuation, for the purpose of providing funds for current operating expenses and for general permanent improvements for the School District.

The annual rate of the Combined Levy shall be apportioned as follows:

- (a) 4.30 mills shall be apportioned for current operating expenses; and
- (b) 0.60 mills shall be apportioned for general permanent improvements.

Section 4. The Combined Levy shall be levied for continuing period of time and shall be placed upon the tax list and duplicate for the current tax year (commencing in 2014, first due in calendar year 2015), if a majority of the electors voting thereon vote in favor thereof.

Section 5. The Treasurer of this Board is hereby authorized and directed to certify a copy of this Resolution to the County Auditor and the Board of Elections of Lucas County, Ohio. This Board hereby requests that the County Auditor certify to this Board the total current tax valuation of the School District and the dollar amount of revenue that would be generated by the Combined Levy if approved by the voters of the School District.

Section 6. It is hereby found and determined that all formal actions of this Board concerning and relating to the passage of this Resolution were adopted in an open meeting of this Board, and all deliberations of this Board and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Ohio Revised Code Section 121.22.

Yes: Mr. Hunter, Mr. Langenderfer, Mr. Kiser, Mrs. Carmean, Mr. Ilstrup (5)

Executive
Session:
213-5/14

It was moved by Mr. Langenderfer and seconded by Mr. Kiser to accept the Superintendent's recommendation to enter into Executive Session to consider the employment of a public employee or official, to prepare for negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of employment, and to review negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of employment.

The motion was modified to also include the consideration of the discipline of a public employee or official.

Yes: Mr. Langenderfer, Mr. Kiser, Mrs. Carmean, Mr. Ilstrup, Mr. Hunter (5)

The Board entered into Executive Session at 8:32 p.m. The meeting was reconvened at 9:17 p.m. and the Board did, in fact, consider the employment of a public employee or official, consider the discipline of a public employee or official, prepare for negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of employment, and review negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of employment. All five board members are still in attendance.

It was moved by Mr. Hunter and seconded by Mrs. Carmean 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, 2016 as presented.

TAWLS
Master
Agreement:
214-5/14

Yes: Mr. Kiser, Mrs. Carmean, Mr. Ilstrup, Mr. Hunter, Mr. Langenderfer (5)

It was moved by Mr. Langenderfer and seconded by Mrs. Carmean to accept the Superintendent's recommendation to approve changes to the Supervisors and Administrators of Washington Local Schools handbook as presented.

SAWLS
Master
Handbook:
215-5/14

Yes: Mrs. Carmean, Mr. Ilstrup, Mr. Hunter, Mr. Langenderfer, Mr. Kiser (5)

It was moved by Mr. Langenderfer and seconded by Mr. Hunter to accept the Superintendent's recommendation to approve, via consent motion, personnel item one (1) of six (6) as presented:

Personnel
1 of 6 :
216-5/14

1. RESIGNATIONS

A. Certified Personnel

1. Scott Michaelis	Special Education Hiawatha	08/10/2014 Resignation
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B. Classified Personnel

1. Frances Compton	Nutrition Service Worker Jackman	05/31/2014 Retirement 7 yrs.
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C. Extra Duty Personnel

1. Beth Brier**	#64-2b Golf Associate Coach-Girls	06/30/2014
2. Charley Drake	#141L-2 Art Club	06/30/2014
3. Holly Farthing	#86-3a Volleyball-Jr. High Coach	06/30/2014
4. John Frank**	#68-3 Hockey Associate Coach	06/30/2014
5. Carissa Glessner	#171L-9b Safety Patrol Coordinator	04/16/2014
6. Andrea Graves	#149L-a Math Honorary Club	06/30/2014
7. James Jordan	#170L-17a Activities Director-Wernert	06/30/2014

8. James Jordan	#217L-17b Elementary Dept Chair-Wernert	06/30/2014
9. James Jordan	#218L-17c Elementary Head Teacher-Wern	06/30/2014
10. Brian Kahl	#8-3b Football-Associate Coach (40%)	06/30/2014
11. Matthew LaPoint	#9-3c Football-Freshman Coach(25%)	06/30/2014
12. Thomas LaPoint	#9-3b Football-Freshman Coach(40%)	06/30/2014
13. Douglas LeFevers	#170L-17b Activities Director-Wernert	06/30/2014
14. Eric Puffenberger	#8-2c Football-Associate Coach(10%)	06/30/2014
15. Eric Puffenberger	#9-1b Football-Freshman Coach(50%)	06/30/2014
16. Amy Sager	#217L-17a Elementary Dept Chair-Wernert	06/30/2014
17. Cherilyn Schober	#116L-1a Jr. High Yearbook	06/30/2014
18. Troy Secrest**	#46-1 Cross Country-Head Coach-Boys	06/30/2014
19. Jamie Squibb	#149L-b Math Honorary Club	06/30/2014
20. Matthew Squibb	#141L-1 Art Club	06/30/2014
21. Cathryn Vaughan	#218L-17a Elementary Head Teacher-Wern	06/30/2014

**Consultants

2. LEAVES OF ABSENCE

A. Certified Personnel

1. Amy Adams	Maternity Leave	04/24/2014 – 05/13/2014
2. Tracey Wasielewski	Maternity Leave	04/08/2014 – 04/24/2014

B. Classified Personnel

1. Pamela Parker	Medical Leave	04/28/2014 – 05/16/2014
2. Kathy Sams	Medical Leave	04/11/2014 – 05/30/2014

3. NOMINATIONS – 2013/14

A. Classified Personnel

1. Jessica Cole	Nutrition Service Worker Monac (2Hrs./day) Sched. O, step 0 @ \$12.89/hr.	05/22/2014
2. Amy Gresham	Nutrition Service Worker Jackman (2Hrs./day) Sched. O, step 0 @ \$12.89/hr.	05/22/2014
3. Nickolas W. Hartman	Nutrition Service Worker Monac (2 Hrs./day) Sched. O, step 0 @ \$12.89/hr.	05/22/2014
4. Victoria Hetherington	Nutrition Service Worker McGregor (2 Hrs./day) Sched. O, step 0 @ \$12.89/hr.	05/22/2014

- | | | |
|---------------------|---|------------|
| 5. Phyllis Krego* | Nutrition Service Worker
Wernert (2 Hrs./day)
Sched. O, step 2 @ \$13.31/hr. | 05/12/2014 |
| 6. Holly Martin* | Safety Aide
Greenwood (2 Hrs./day)
Sched. K, step 0 @ \$14.55/hr. | 05/20/2014 |
| 7. Renee Meinert | Nutrition Service Worker
Wernert (2 Hrs./day)
Sched. O, step 0 @ \$12.89/hr. | 05/22/2014 |
| 8. Elizabeth Pohl** | Secretary (12 month) Central Office
Substitute Office (4 Hrs./day)
Sched. C, step 1 @ \$19.53/hr. | 04/30/2014 |
| 9. Wendy Pool | Nutrition Service Worker
Floater (2 Hrs./day)
Sched. O, step 0 @ \$12.89/hr. | 05/22/2014 |

*Currently employed as a Bus Driver, making her a two (2) position employee.

**Currently employed as Secretary (12 month) Student Services (4 hrs./day), making her a two (2) position employee.

B. Extra Duty Personnel

- | | |
|-------------------------|---|
| 1. Linda Sankovich** | #199L Piano Accompanist @ \$15.23/hr. (max \$1,014) |
| 2. Jennifer Vellequette | #171L-9b Safety Patrol Coordinator \$ 1,098.00 |
- **Consultant

C. Substitute Certified Personnel

- | | | |
|-----------------|-------------------|-----------------|
| 1. Bailey Parks | 2. Brianna Parton | 3. Carol Steele |
|-----------------|-------------------|-----------------|

D. Substitute Classified Personnel

- | | | |
|-----------------------|----------------------|---------------------|
| 1. Kelly Bell | 6. Travis Galloway | 11. Adam Swisher |
| 2. Katherine Benham | 7. Christian Krum | 12. Amanda Swisher |
| 3. Stephen Betcher | 8. Trisha Lohr | 13. Leslie Thomas |
| 4. Luke Christopher | 9. Miranda Rutkowski | 14. Shurell Tidwell |
| 5. Nicolette Dormaier | 10. Jordan Simmons | |

E. Long Term Substitute

- Combining 2 health assignments into one continuous long term substitute teacher position for Robert Stickels.

F. O.G.T. Tutors and Test Proctors @ \$25.56/hr.
June 9 – June 20, 2014

- | | | |
|---------------------|-------------------|-----------------------|
| 1. Jodi Fryman-Reed | 3. Matthew Mullan | 5. Nicholas Whetstone |
| 2. Brian Kaser | 4. Marie Wetzell | |

G. Tech Prep Summer Camp @ \$480.00 each
June 9 and 10, 2014

- | | | |
|-------------------|------------------------|-----------------|
| 1. Brian Anderson | 5. Michael DuShane | 9. Jodie Tucker |
| 2. Reis Baidel | 6. Angela Hetrick-Goff | 10. Mark White |
| 3. Cynthia Coci | 7. Philip Kraus | |
| 4. Teresa Crozier | 8. Tadek Stadniczuk | |

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

1. Angela Hetrick-Goff

I. Elementary Music Program

- | | | | | |
|--------------------|----------|----------------|----|--------|
| 1. Beverly Fandrey | McGregor | March 26, 2014 | \$ | 200.00 |
|--------------------|----------|----------------|----|--------|

J. Golf Chair Stipends

- | | | | |
|--------------------|---------------------|----|----------|
| 1. Keith Maly | Golf Co-Chairperson | \$ | 1,000.00 |
| 2. Richard Merritt | Golf Co-Chairperson | \$ | 1,100.00 |

K. Creation and Layout of Various Programs
2013 Hockey sports program
2014 Hockey sports program

- | | | |
|-----------------|----|--------|
| 1. Carma Donati | \$ | 207.59 |
|-----------------|----|--------|

L. Stagehands @ \$7.25/hr.

- | | |
|-----------------|-----------------|
| 1. Katie Palmer | 2. Megan Pelton |
|-----------------|-----------------|

M. Elementary Summer School Secretary

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

N. Elementary Summer School Certified Personnel
\$25.56/hr. through June 30, 2014
\$25.56/hr. effective July 1, 2014
As Needed Basis

- | | | |
|--------------------|-----------------------|-------------------------|
| 1. Kimberly Arnold | 6. Stephanie Eyre | 11. Donna Kolodziejczyk |
| 2. Madeline Byers | 7. Carrie Frey | 12. Joyce Kosakowski |
| 3. Cynthia Champer | 8. Mindi Hazuda | 13. Susan Krecioch |
| 4. Heather Crum | 9. Molly Henry | 14. Jenny Lewis |
| 5. Sherry Ely | 10. Gabrielle Hinshaw | 15. Nicole Louks |

- | | | |
|---------------------------|-----------------------|------------------------|
| 16. Ann Manley | 21. Beth Oyler | 26. Tracey Wasielewski |
| 17. Tamara Marckel | 22. Amy Sylak | 27. Jennifer Welch |
| 18. Michele Mawer | 23. Gina Schell | 28. Karen Wilhelm |
| 19. Jolaine McCall | 24. Sarah Snell | |
| 20. Ann McIlhargey-Kontur | 25. Judith Thomaswick | |

O. 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 | 31. Jessica Guntsch | 61. Bernard Rachuba |
| 2. Pamela Appleman | 32. Nickolas W. Hartman | 62. Robert Reinhart |
| 3. Debra Babel-Pounds | 33. Kenneth Hayes | 63. Pamela Reynolds |
| 4. Jay Balogh | 34. Bethany Henry | 64. Alexander Ricica |
| 5. David Bauman | 35. Ronald Hetherington | 65. Kenneth Richards |
| 6. Stephen Betcher | 36. Victoria Hetherington | 66. Rhonda Riebe |
| 7. Cindy Bobak | 37. Phyllis Hinkle | 67. Erica Roos |
| 8. Matthew Bodeman | 38. Mary Hutson | 68. Miranda Rutkowski |
| 9. Kevin Borysiak | 39. Kenneth Kania, Jr. | 69. John Rybarezyk |
| 10. Brian Brooks | 40. Kristy Kasch | 70. Timothy Schloz |
| 11. Sheri Caddarette | 41. Monica Keener | 71. Michelle Schneider |
| 12. John Casto | 42. Brett Keller | 72. Randy Scott |
| 13. Luke Christopher | 43. Pamela Kimmins | 73. Lisa Sgro |
| 14. Doris Cluckey | 44. Toni Koder | 74. Michael Skotynsky, II |
| 15. Gail Cousino | 45. David Kraft | 75. Austin Snook |
| 16. Jennifer DeLong | 46. Christian Krum | 76. Carol Sommers |
| 17. Jack Dickason, Jr. | 47. Cari Lawecki | 77. Cosette Stalker |
| 18. Stephanie Downey | 48. Mary Lawecki | 78. Jenna Steele |
| 19. Kimberley Dye | 49. Mary Lewandowski | 79. Michael Stockdale |
| 20. Kaitlyn Ewing | 50. Debra Cornwell-
Liacopoulos | 80. Michael Sugg |
| 21. Stephanie Ewing | 51. Denise Mack | 81. Adam Swisher |
| 22. Dennis Fall | 52. Tammy Madlinski | 82. Amanda Swisher |
| 23. Mercedeis Filas | 53. William Magginis, III | 83. Laura Tabb |
| 24. Robert Freeman | 54. Katherine Mahoney | 84. Charles Townsend |
| 25. Kenneth Friess | 55. Renee Meinert | 85. Bonnie Varnes |
| 26. Samantha Fugate | 56. Cynthia Millward | 86. Andrea Whitenburg |
| 27. Tiffany Gable | 57. Minette Nadolny | 87. Kurtis Winzenried |
| 28. Kelly Genson | 58. Michael Owens | 88. Christine Wood |
| 29. Jennifer Good | 59. Deana Parks | 89. Hunter Worstell |
| 30. Jay Grzechowiak | 60. Wendy Pool | |

P. High School Summer School Program

\$25.56/hr. through June 30, 2014

\$25.56/hr. effective July 1, 2014

As Needed Basis

- | | | |
|---------------------|--------------------|-----------------------|
| 1. Cynthia Champer | 4. Brian Kaser | 7. Nicholas Whetstone |
| 2. Heather Densmore | 5. Vincent Maraugh | 8. Laura Windsor |
| 3. Jodi Fryman-Reed | 6. Leland Snyder | 9. Jeremy Wright |

Q. Special Education Summer School

\$25.56/hr. through June 30, 2014

\$25.56/hr. effective July 1, 2014

As Needed Basis

- | | | |
|--------------------|--------------------|------------------|
| 1. Marc Berryman | 4. Joni King | 7. Terri Smith |
| 2. Eric Brown | 5. Matthew LaPoint | 8. Karen Wilhelm |
| 3. Regina Chadwick | 6. James Nino | |

R. Physical Education Summer School Program

\$25.56/hr. through June 30, 2014

\$25.56/hr. effective July 1, 2014

As Needed Basis

1. Joshua Scholl

S. Registration Office Summer Help @ \$10.00/hr.

As Needed Basis

- | | | |
|------------------|------------------|------------------|
| 1. Randi Henning | 2. Nancy Onubogu | 3. Robin Samples |
|------------------|------------------|------------------|

T. All Certified employees for Fiscal Year 2013/14, serving as extra help during planning, are approved to be paid \$25.56/hr.

U. Bus Driver Recertification @ \$100.00

- | | |
|--------------------|-------------------|
| 1. Theresa Doremus | 2. Sandra Sabecki |
|--------------------|-------------------|

4. NOMINATIONS – EFFECTIVE 2014/15

A. ADMINISTRATIVE PERSONNEL

1. One-Year Contract

Schedule 2 - 214 Days

Name	Title	Step	Base	Stipend	Total
Colon, William	Elementary Principal	10	99,780	3,600	103,380
Dedo, Kimberly	Elementary Principal	10	99,780	3,600	103,380
Perry, Stephen	Elementary Principal	2	83,036	3,600	86,636

2. Two-Year Contract

Name	Title	Step	Base	Stipend	Total
<u>Schedule 2 - 214 Days</u>					
Williams, Christine	Elementary Principal	6	91,408	0	91,408

Schedule 3.2 - 214 Days

Kreft, Christopher	Associate Principal - JH	7	90,284	3,600	93,884
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Schedule 5.3 - 12 Months

Snook, Thomas	Associate Principal - HS	10	104,184	3,600	107,784
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Schedule 6.4 - 12 Months

Bernhardt, Albert	High School Principal - Curr.	6	107,824	3,600	111,424
Gulick, Robert	Dir Technology	4	103,638	5,000	108,638
Heban, Debra	Director of CTC	10	116,196	1,800	117,996
Novak, Rachael	Dir Human Resources	0	95,266	4,500	99,766

3. Annual Notice of Salary

Name	Title	Step	Base	Stipend	Total
<u>Schedule 1 - 204 Days</u>					
Leone, Suzanna	Special Ed. Case Manager	7	78,793	5,000	83,793
Sanderson, Gina	Special Ed. Case Manager	1	66,235	3,600	69,835

Schedule 2 - 214 Days

Buehrer, Julie	Elementary Principal	1	80,943	4,500	85,443
Franco, Amy	Elementary Principal	10	99,780	5,000	104,780
Magginis, Jr., William	Elementary Principal	10	99,780	3,600	103,380
Morse, Lisa	Elementary Principal	1	80,943	4,500	85,443

Schedule 3.2 - 214 Days

Wietrzykowski, Jenny	Associate Principal - JH	1	77,726	4,500	82,226
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Schedule 5.2 - 219 Days

Scharf, Scott	Junior High Principal	10	102,352	3,600	105,952
Spenthoff, Katherine	Junior High Principal	6	93,980	1,800	95,780

Schedule 5.3 - 12 Months

Studnicha-Kusic, Cassandra	Associate Principal - HS	7	97,905	3,600	101,505
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Schedule 6.4 - 12 Months

Davis, Brian	Dir Curriculum & Instr. K-12	6	107,824	3,600	111,424
Martin, Kristine	High School Principal - Head	9	114,103	3,600	117,703
Rochotte, Neil	Dir Student Services	6	107,824	4,500	112,324

Schedule 6.5 - 12 Months

Mourlam, Cheryl	Asst. Superintendent	10	120,678	4,500	125,178
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B. CLASSIFIED SUPERVISORY PERSONNEL**1. Two-Year Contract – 12 Months**

Name	Title	Schedule	Step	Stipend	Salary
Bettis, John	Transportation Supervisor	6.1.1	10		82,896
Fuller, Rebecca	Asst. Supervisor Transportation	6.2	8		68,772
Keller, Douglas	Asst. Supv of Facilities	6.2	10		72,958
Maly, Keith	Information Technology Manager	6.2	4		60,400
Merritt, Richard	Supv Facility/Tech Services	6.1.1	10		82,896
Williams, Judith	EMIS Coordinator	6.1.1	7	1,850	78,467

2. Annual Notice of Salary

Warren, Debra	Supv Nutrition Services	6.1	10		78,086
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C. DIRECTOR OF PUBLIC SAFETY AND SECURITY**1. Annual Notice of Salary**

Sehl, Randall	Dir of Public Safety & Security		7		73,496
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D. Certified Personnel

1. Rannae Hansen	3 rd Grade – Greenwood Step 2, Trng. (M.A.) 5	\$ 43,224.00
2. Kimberly Lehmann	1 st Grade – Greenwood Step 1, Trng. (B.A.) 4	\$ 36,949.00
3. Nicole Louks	Kindergarten – Jackman Step 5, Trng. (M.A.) 5	\$ 49,498.00

E. Certified Personnel – Limited Contracts

1. Joshua Adams	17. Joseph Delano	33. Katherine Hyttenhove
2. Amy Adams	18. Layla Diebert	34. Mark Jakubowski
3. Colleen Aiken	19. Carrie Dougherty	35. James Jordan
4. Crystal Anderson	20. Leslie Elendt	36. Brian Kaser
5. Deborah Arquette	21. Amy Elliott	37. Samantha Kasparian
6. Reis Baidel	22. Kristin Farmer	38. John Kazmaier
7. Marc Berryman	23. Kimberlee Farnham	39. Donna Kolodziejczyk
8. Amy Bettis	24. Katlyn Fritch	40. Philip Kraus
9. Jennifer Bicanovsky	25. Tracy Gladioux	41. Thomas LaPoint
10. Brittany Biegajski	26. Jodi Gordy	42. Kelly Larsen
11. Bridget Black	27. Gary Gorton, II	43. Sara Ledzianowski
12. Tiffany Blalock	28. Adam Graves	44. Douglas LeFevers
13. Charles Bott	29. Heidi Hartman	45. Dale Lehmann
14. Eric Brown	30. Amanda Heban	46. Amy Lesick
15. Cynthia Coci	31. Molly Henry	47. April McNamara
16. Tennille Darrow	32. Christopher Hoover	48. Laura Missler

- | | | |
|--------------------------|------------------------|-------------------------|
| 49. Laura Mohn | 63. Emily Schifko | 77. Tia Tebbe-Lett |
| 50. Judy Morse | 64. Dusty Selman | 78. Charles Townsend |
| 51. James Nino | 65. Colleen Sergent | 79. Megan Tuttle |
| 52. Kathy Offenburg | 66. Nicole Shadle | 80. Marissa Veronica |
| 53. Donald Palmer | 67. Amanda Sheets | 81. Deborah Vincent |
| 54. Hope Pawlaczyk | 68. Allison Sitter | 82. Lindsey Wagner |
| 55. Kate Peters | 69. Sarah Snell | 83. Nicholas Whetstone |
| 56. Adam Pickard | 70. Leland Snyder | 84. Mark White |
| 57. Lisa Raczkowski | 71. Lesley Snyder | 85. Amy Win-Szafarowicz |
| 58. Kathryn Robertson | 72. KaSandra Spain | 86. Kenneth Winters |
| 59. Melanie Robinson | 73. Renee Stack | 87. Karen Wolf |
| 60. Shelly Ruiz | 74. Tadek Stadniczuk | 88. Aaron Wolfe |
| 61. Nicole Ryan | 75. Derick Stoup | 89. Carrie Wray |
| 62. Friedrich Schermbeck | 76. Kimberly Stubleski | 90. Danielle Zielinski |

F. Certified Personnel – Continuing Contracts
(Receiving Tenure)

- | | | |
|---------------------|---------------------|--------------------|
| 1. Krista Balwinski | 5. Sara Burditt | 9. Justin Keller |
| 2. Matthew Berman | 6. Amy Hannan | 10. Judith Swartz |
| 3. Anthony Blank | 7. Tiffany Houghton | 11. Jennifer Welch |
| 4. Brandon Bosch | 8. Melissa Johnson | |

G. Extra Duty Personnel

1. Athletic Supervisor/Whitmer				
1-a		Thomaswick, Richard**	3,312	3,312
1-b		Kruthaup, Paul	3,312	3,312
2. Athletic Director/Jr. High		Smith, Brett	5,577	5,577
3. Equipment Manager				
3-a		Bartolet, Daniel**	2,000	2,000
3-b		Garverick, Kevin**	600	600
3-c		Kubicki, Gregory	2,280	20% 2,736
6. Ticket Manager			4,183	4,183
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%	Kubicki, Gregory	1,126	20% 1,351
8-2c	10%	Open	593	593
8-3a	60%	Simmons, Jordan**	3,556	3,556
8-3b	20%	Bates, Joshua**	1,185	1,185
8-3c	20%	Smith, Curtis**	1,185	1,185
8-4a	80%	Williams, Michael**	4,741	4,741
8-4b	20%	Kubicki, Gregory	1,185	20% 1,422
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%	Martin, John**	2,266		2,266
9-2a	70%	Meinen, Stanley	3,172	15%	3,648
9-2b	10%	O'Connor, Gary	453	10%	498
9-2c	20%	Hills, Wondell**	907		907
9-3a	20%	Jacobs, Nicholas**	907		907
9-3b	20%	Burgess, Adam**	907		907
9-3c	20%	Pfiefer, Scott**	907		907
9-3d	20%	Keller, Brett**	907		907
9-3e	20%	St. Julian, James**	907		907
9-4a	50%	Brown, Eric	2,266	5%	2,379
9-4b	50%	Missler, Rodney	2,266	20%	2,719

10. Football - Jr. High Coach

10-1a	50%	Snodgrass, Harry R.	2,266	5%	2,379
10-1b	50%	Maher, Jamie**	2,266		2,266
10-2a	30%	Parker, Michael**	1,360		1,360
10-2b	20%	Laser, David**	907		907
10-2c	20%	Close, Mark**	907		907
10-2d	30%	Open	1,360		1,360
10-3a	20%	Kubicki, Gregory	907	20%	1,088
10-3b	10%	Open	454		454
10-3c	20%	Sumner, Steve**	907		907
10-3d	20%	Coombs, Marty**	907		907
10-3e	20%	Bodeman, Matthew**	907		907
10-3f	10%	Open	454		454
10-4a	30%		1,360		1,360
10-4b	30%	Hills, Wondell**	1,360		1,360
10-4c	25%	Stickels, Robert**	1,133		1,133
10-4d	15%	Open	680		680

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	5%	8,784
17-2a	Girls	93% Flemmings, Sean	7,780	5%	8,169
17-2b	Girls	7% Eidson, Desiree	586	5%	615

18. Basketball - Associate Coach

18-1	Girls		5,926		5,926
18-2	Girls		5,926		5,926
18-3	Boys		5,926		5,926
18-4	Boys		5,926		5,926

19. Basketball - Freshman Coach

19-1	Girls		4,532		4,532
19-2	Boys		4,532		4,532

20. Basketball - Jr. High Coach				
	20-1	Girls	4,532	4,532
	20-2	Girls	4,532	4,532
	20-3	Girls	4,532	4,532
	20-4	Girls	4,532	4,532
	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, Christopher**	349	349
	21-6b	Pait, Regina**	349	349
Jackman	21-9a	Sutherland, Belinda**	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
Wernert	21-17a	Hopings, Marcus**	349	349
	21-17b	Hopings, Marcus**	349	349
26. Wrestling - Head Coach				
		Adams, Joshua	6,972	5% 7,321
27. Wrestling - Associate Coach				
	27-1		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				
		Murray, Steven**	697	697
36. Broomball - Head Coach				
			697	697

39. Track - Head Coach				
	39-1	Boys	6,972	6,972
	39-2	Girls	6,972	6,972
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	Elliott, Jeremy	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			6,274	6,274
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			6,274	6,274

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	Krum, Joe**	1,743		1,743
67. Hockey - Head Coach				5,926		5,926
68. Hockey - Associate Coach				4,532		4,532
71. Tennis - Head Coach						
	71-1	Boys		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	Crespo, Marisa	5,926	5%	6,222
75. Soccer - Associate Coach						
	75-1	Boys		4,532		4,532
	75-2	Boys		4,532		4,532
	75-3	Girls		4,532		4,532
	75-4	Girls		4,532		4,532
79. Gymnastics - Head Coach			Costanzo, Dustin**	5,926		5,926
80. Gymnastics - Associate Coach				4,532		4,532
83. Volleyball - Head Coach			Wagoner, Carrie**	5,926		5,926
84. Volleyball - Associate Coach						
	84-1		Antal, Evan**	2,000		2,000
	84-2		Keener, Caitlin**	2,532		2,532
85. Volleyball - Freshman Coach						
	85-1		Wiczinski, Heidi**	3,100		3,100
	85-2		Keener, Caitlin**	386		386
86. Volleyball - Jr. High Coach						
	86-1a		Fanfulik, Trey**	2,000		2,000
	86-1b		Keener, Caitlin**	91		91
	86-2a		Green, Kelsi**	1,800		1,800
	86-2b		Keener, Caitlin**	291		291

86-3a	Wlodarz, Brianna**	1,800		1,800
86-3b	Keener, Caitlin**	291		291
86-4a		1,800		1,800
86-4b	Keener, Caitlin**	291		291
89. Weight Room Advisor				
89-1 Summer 2014	Bell, Gerald	2,440		2,440
89-2 1st Sem 14/15	O'Connor, Gary	2,440	5%	2,562
89-3 2nd Sem 14/15	Winters, Kenneth	2,440	10%	2,684
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
<u>"L" denotes positions which are eligible for longevity</u>				
101L. Activities Coord/Whitmer	Kehres, Alexa	5,229		5,229
104L. Auditorium Manager	Worstell, R. Eric	4,183	15%	4,810
107L. Speech Team - Head Coach	Wetzel, Marie	5,229		5,229
108L. Speech Team - Assoc Coach	Hottman, Stephen**	3,486		3,486
109L. Speech Team - Asst Coach				
109-a (70%)	Fitzgerald, Melissa	1,952	5%	2,050
109-b (20%)	Jaco, Corinne	558		558
109-c (10%)	Gunther, Lisa	279		279
110L. Speech Team - Asst Coach				
110-a (40%)	Wenman, Jakob**	1,116		1,116
110-b (10%)		279		279
110-c (50%)		1,394		1,394
113L. Pantheon Advisor	Mohn, John	1,046	10%	1,151
114. Whitmer Newspaper	Schreiner, Jason	2,440		2,440
115. Whitmer Yearbook	Hovest, Tracy	2,789		2,789
116L. Junior High Yearbook				
116-1a		523		523
116-1b	Andryzcik, Beth**	523		523
116-2	Brown, Danielle	1,046		1,046
119L. Permanent Class Advisor		2,440		2,440
*120L. Student Council Asst. Advisor				
120-1	Scholl, Joshua	1,917		1,917
120-2	Knaggs, Amber	1,917	5%	2,013

*121L. Student Council Asst. Advisor				
121-1	Wolf, Karen	1,917		1,917
121-2	Hodnicki, Christopher	1,917	5%	2,013
*122L. Student Council Asst. Advisor				
122-1	Tucker, Jodie	1,917		1,917
122-2	Borkowski, Dona**	1,917		1,917
*123L. Student Council Asst. Advisor				
123-1	Kosakowski, Amanda	1,917		1,917
123-2	Swartz, Sherri**	1,917		1,917
124L. Student Council - Whitmer	Peters, Kate	3,834		3,834
125L. Student Council - Jr. High				
125-1a Jefferson	Warren, Janette	1,046		1,046
125-1b Jefferson	Hoover, Christopher	1,046		1,046
125-2 Washington	Swartz, Judith	2,091		2,091
129L. Career-Tech Student Org.				
Chapter Advisor				
129-1a	Stadniczuk, Tadek	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	Ulrich, Laura	1,046		1,046
134L. National Honor Society				
134-a	Karcsak, Melanie	697		697
134-b	Giovanoli, Paula	697		697
135L. Jr. High National Honor Soc				
7th Grade	Adduci, Tammie	1,046	10%	1,151

136L.	Jr. High National Honor Soc 8th Grade	Bosch, Lori	1,394	5%	1,464
140L.	Chess	Baughman, Randy	2,091	10%	2,300
141L.	Art Club				
	141-1	Johnson, Lorna	1,046		1,046
	141-2	Burkart, Ann	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	Eidson, Desiree	1,046		1,046
150L.	Science Club	MacKenzie, Jeffrey	1,046		1,046
151L.	Social Studies Club	Punsalan, Michael	1,046		1,046
152.	Book Club				
	152-a	Ziegler, Elizabeth	349		349
	152-b	Kornowa, Jean	349		349
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		523		523
	165-b	Mazzurco, Lynda**	523		523
169L.	Elementary-After School Activities				
	169-6a Hiawatha	Black, Casey**	1,743		1,743
	169-6b	Aman, Craig	1,743	15%	2,004

169-9a	Jackman	Townsend, Charles	1,743		1,743
169-9b		Townsend, Charles	1,743		1,743
169-11a	McGregor	Pennywitt, Chad	1,743	5%	1,830
169-11b		Pennywitt, Chad	1,743	5%	1,830
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	5%	916
169-14b		Arnold, Kimberly**	872		872
169-14c		Siebnaller, Courtney**	872		872
169-14d		Rhodes, Heidi	872		872
169-15a	Shoreland	Redd, Robert**	1,743		1,743
169-15b		Krecioch, Susan	872		872
169-15c			872		872
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
170-11a	McGregor	Ray, Amy	349	5%	366
170-11b		Sakowski, Tera	349		349
170-12	Meadowvale	Aiken, Colleen	697		697
170-13	Monac	Frindt, Kari	697	5%	732
170-14	Greenwood	Moore, Stephanie	697		697
170-15a	Shoreland	Baumberger, Kelly	349	5%	366
170-15b		Allsbrooks, Carrie	349		349
170-17	Wernert		697		697
170-18	Jefferson	Boyd, Rhett	697		697
170-19	Washington	Gent, Jennifer	697	10%	767
170-20	Jefferson		697		697
170-21	Washington	Gent, Jennifer	697	10%	767
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		Glesser, Carissa	1,046	5%	1,098
171-11	McGregor	Ward, Tina	2,091	5%	2,196
171-12	Meadowvale	Aiken, Colleen	2,091		2,091
171-13	Monac	Marti, Janice	2,091		2,091
171-14	Greenwood	Coy, Cal	2,091	15%	2,405
171-15a	Shoreland	Jager, Lynn	1,046	10%	1,151
171-15b		Mayo, Jennifer	1,046		1,046
171-17	Wernert	LeFevers, Douglas	2,091	5%	2,196
<u>WHITMER MUSICAL AND PLAYS</u>					
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	15%	2,004
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		2,789
<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		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, Kylene	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	Hammel, George**	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.	Balwinski, Krista	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	Drake, Charley	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
	215-4a Social Studies	Bell, Gerald	1,917	b		1,917
	215-4b Social Studies	Boyd, Rhett	1,917	b		1,917
	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	15%	4,409
	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	10%	3,835
	217-11a McGregor	Foster, Nancy	1,743	b		1,743
	217-11b	Darling, Danielle	1,743	b	5%	1,830
	217-12a Meadowvale	Twiggs, Shannon	3,486	b		3,486
	217-12b	Scott, Tony	3,486	b		3,486
	217-13a Monac	King, Kimberley	3,486	b	5%	3,660

217-13b		Bushrow, Ronald	3,486	b	5%	3,660
217-14a	Greenwood	Floyd, James	3,486	b		3,486
217-14b		Cloum, Alysia	3,486	b		3,486
217-15a	Shoreland	Allsbrook, Carrie	3,486	b		3,486
217-15b		Huebner, Gregory	3,486	b	5%	3,660
217-17	Wernert	Vaughan, Cathryn	3,486	b		3,486
218L. Elementary Head Teacher						
218-6	Hiawatha	Osborn, Sarah	3,486	b		3,486
218-9	Jackman	Brown, Molly	3,486	b		3,486
218-11a	McGregor	Black, Carolyn	1,743	b		1,743
218-11b		Wagner, Laurie	1,743	b	5%	1,830
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	Jackson, Erika	3,486	b	5%	3,660
218-17	Wernert	Sager, Amy	3,486	b		3,486
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
222-15	Shoreland	Conlan, Tammera	4,183			4,183
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						
		Geronimo-Riggs, Laura	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 Trip Supervisors except 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

H. Extra Duty Index Volunteers
Accepting Services for Coaching

- | | |
|----------------------|----------|
| 1. Robert Branyan | Football |
| 2. Randy Hauser | Football |
| 3. Thomas Nolan | Football |
| 4. James Riddle, III | Football |
| 5. Beth Snell | Golf |

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

- | | |
|------------------|---------------------|
| 1. Gary O'Connor | 2. Michael Punsalan |
|------------------|---------------------|

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

1. Christina Dake

K. English as Second Language (ESL) Instructors – One Year Limited Contract

- | | | |
|----------------------|--------|--------------|
| 1. Kristy Aeschliman | Step 4 | \$ 27.33/hr. |
| 2. Jayne Odeneal | Step 1 | \$ 26.58/hr. |

L. English as Second Language (ESL) Instructors – Continuing Contract

- | | | |
|----------------|--------|--------------|
| 1. Ruth Nastal | Step 4 | \$ 27.33/hr. |
|----------------|--------|--------------|

**M. American Sign Language Interpreter
Works Student Calendar**

1. Delta Covrett Step 0 \$ 26.33/hr.

N. District Public Safety and Security Personnel

1. Brian Meyer \$ 19.50/hr.

O. Extended Time

1. Laura Berryman Branyan	Dean	2 Days	\$ 757.13
2. Jennifer Bronikowski	Counselor	7 Days	\$ 2,807.38
3. Seth Ewearitt	Counselor	7 Days	\$ 2,492.53
4. Tamara Harris	Counselor	7 Days	\$ 2,413.83
5. David Hays	Dean	2 Days	\$ 869.58
6. Sara Hoffman	Counselor	7 Days	\$ 2,649.96
7. April McNamara	Counselor	7 Days	\$ 1,626.71
8. Stephanie Moore	Counselor	7 Days	\$ 2,177.68
9. Molly Mueller	Counselor	7 Days	\$ 2,413.83
10. Marissa Rex	Counselor	7 Days	\$ 1,862.83
11. Melanie Robinson	Counselor	7 Days	\$ 1,941.56
12. Nicole Ryan	Counselor	7 Days	\$ 2,098.99
13. Donna Scowden	Counselor	7 Days	\$ 3,122.23
14. Stacie Shively	Counselor	7 Days	\$ 2,413.83
15. Laura Snyder	Counselor	7 Days	\$ 2,964.80
16. Renee Stack	Counselor	7 Days	\$ 1,784.13
17. Kimberly Stubleski	Counselor	7 Days	\$ 1,547.98
18. Barbara Swartz	Counselor	7 Days	\$ 3,043.53
19. Rebecca Swisher	Social Worker	10 Days	\$ 4,235.43
20. Rhea Young	Dean	2 Days	\$ 869.58

P. One-Fifth Additional Salary – Entire 2014/15 School Year

1. Craig Donnell Welding \$ 14,082.60

5. RE-EMPLOYMENT OF PERSONNEL – 2014/15

A. Substitute Certified Personnel

1. Tessa Allard	11. Jennifer Beery	21. Marissa Caputo
2. Danuta Ames	12. Casey Black	22. Cynthia Champer
3. Charity Anderson	13. Angela Boren	23. Michelle Clayton
4. Kimberly Arnold	14. Sarah Boudouris	24. Laura Conley
5. Pon Bong Ashley	15. Meghan Boze	25. Christine Contreras
6. Laurie Aulls	16. Jennifer Brant	26. Marty Coombs, Sr.
7. Sargon Babona Pilipos	17. Joseph Brower	27. Delta Covrett
8. Donna Bacon	18. Steven Brown	28. William Cranston, III
9. Thomas Ball	19. Catherine Bunge	29. Jessica Crossfield
10. Katherine Barone	20. Jessica Burton	30. Heather Crum

31. Beverly Curson
32. Helena Darah
33. Annette Davidson
34. Beatriz De Las Casas
35. Joanna Deck
36. Katherine DeMars
37. Jaclyn Dobrzanski
38. Benjamin Dougherty
39. Kathy Driftmyer
40. Mark Drozdowicz
41. Chad Dubendorfer
42. Susan Dubendorfer
43. Nathaniel Durkin
44. Martha Duty
45. Cassandra Eaton
46. Joanne Elliott
47. Jamie Ellis
48. Sherry Ely
49. Stephanie Ewearitt
50. Katie Exton
51. Stephanie Eyre
52. Lucas Fannin
53. Richard Feller
54. Penni Fields
55. James Foos
56. Marsha Frank
57. Penny Ganchou
58. Diane Garn
59. Jessica Geysler
60. Sandra Giannetto
61. Brittany Glass
62. Cory Guenther
63. Carmella Gulick
64. David Hamen
65. Cheryl Hannigan
66. Nancy Harris
67. Kevin Heintschel
68. Karen Hightower
69. William Hill
70. Megan Hinojosa
71. Gabrielle Hinshaw
72. David Hodulik
73. Kathleen Hohenberger
74. James Hojnicky
75. Jeremy Holloway
76. Julie Howe
77. Kathleen Inderbitzin
78. William Irving
79. Sharon Jacobs
80. Lynne Jacobson
81. Kathleen Jensen
82. Tana Johnoff
83. Joel Johnson
84. Katherine Johnson
85. Patricia Keene
86. Jessica Kelly
87. Jeffrey Kern
88. Tiffany Kidd
89. Evelyn Kluczynski
90. Diane Knepper
91. Jane Konz
92. Rochelle Krolak
93. Cynthia Leffler
94. Jenny Lewis
95. Theresa Lewis
96. Andrew Lockard
97. Gary Loeffler
98. Nathan Logan
99. Mark Longley
100. Kristine Loret
101. Jessica Mahaney
102. Shannon Mallendick
103. Marc Malley
104. Tamara Marckel
105. Joseph Mascazine
106. Michele Mawer
107. Jolaine McCall
108. Laurie McCrary
109. Timothy McDaniel
110. Micah McGough
111. Ann McIlhargey-Kontur
112. John Meade
113. Tabitha Meridieth
114. Allison Meyer
115. Jamie Miller
116. Sandra Miller
117. Nicholas Monica
118. Adrienne Mullins
119. Courtney Naveken
120. Marla Nejvara
121. Barbara Niemiec
122. Thomas Nolan
123. Carol Norton
124. Kristin Okulski
125. Whitney Osborne
126. Martha Osnowitz
127. Melissa Owens
128. Beth Oyler
129. Andrew Page
130. Felicia Page
131. Benjamin Palicki
132. Bailey Parks
133. Brianna Parton
134. Emily Pelletier
135. Kristen Perchinske
136. Nicole Perry
137. Charles Pfeifer
138. Emily Plummer
139. Amanda Puckett
140. Sarah Rahn
141. Howard Reash
142. Robert Redd
143. Gina Richards
144. Austin Ritson
145. Kelly Robb
146. Sr. Antonia Rode
147. Lisa Roe
148. David Roshong
149. Christy Rospert
150. Nicole Rubin
151. Joyce Rush
152. Hannah Saar
153. John Saggese
154. Diana Sampson
155. Georgina Sanecki
156. Kasey Sanecki
157. Denise Sawan
158. Gina Schell
159. Shannon Schoen
160. Brandi Sharlow
161. Shawna Shope
162. Timothy Shroyer, Jr.
163. Courtney Siebenaller
164. Jordan Simmons
165. Andrea Simpson
166. Mary Smith
167. Sarah Smythe
168. Donald Sroczynski
169. Carol Steele
170. Jenna Steele
171. Terri Stevens
172. Robert Stickels
173. Terrie Stong
174. Rebecca Strand
175. Evaleigh Stroud
176. Rachael Szymanski
177. Brent Teall

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|-----------------------|-------------------------|------------------------|
| 178. Susan Townsend | 184. Tracey Wasielewski | 190. Mitzi Winzeler |
| 179. Michael Treon | 185. Patricia Weaver | 191. Kurtis Winzenried |
| 180. Mary Twining | 186. Barbara Weber | 192. Rebecca Yglesias |
| 181. Winfield Vernier | 187. Chase Welker | 193. Lisa Yost |
| 182. Marlene Wainer | 188. Diana Williams | |
| 183. Karen Walton | 189. Laura Windsor | |

B. Substitute Classified Personnel

- | | | |
|------------------------|------------------------------|------------------------|
| 1. Nicole Antoine | 42. Jennifer Good | 83. Steven Mayo |
| 2. Pamela Appleman | 43. Amy Gresham | 84. Renee Meinert |
| 3. Robert Arnett, II | 44. Barbara Gross | 85. Carol Michalak |
| 4. Christine Arvay | 45. Jay Grzechowiak | 86. Joyce Michalak |
| 5. Evan Back | 46. Ruth Hall | 87. Tammi Mills |
| 6. Aldean Baer | 47. Cheryl Hannigan | 88. Cynthia Millward |
| 7. David Bauman | 48. Wesley Harper | 89. David Mocek |
| 8. Kelly Bell | 49. Teresa Harris | 90. Donald Molloy |
| 9. Katherine Benham | 50. Karen Harrison | 91. Ronald Monhollen |
| 10. Barbara Bernhard | 51. Nickolas W. Hartman | 92. David Niezgoda |
| 11. Stephen Betcher | 52. Kenneth Hayes | 93. William Noon |
| 12. Matthew Bodeman | 53. Jane Helfer | 94. Chester Nowak |
| 13. Ruth Ann Bowser | 54. Randi Henning | 95. Joseph Nowicki |
| 14. Matthew Boyd | 55. Ronald Hetherington | 96. Judith Omev |
| 15. Amanda Brayton | 56. Victoria Hetherington | 97. Nancy Onubogu |
| 16. Michael Breeze | 57. Todd Hill | 98. Shelly Ottney |
| 17. Brian Brooks | 58. Gabrielle Hinshaw | 99. Michael Owens |
| 18. Linda Burge | 59. Jerry Hughes | 100. Alex Palicki |
| 19. Lisa Burkett | 60. Erika Ickes | 101. Diana Palicki |
| 20. James Busch | 61. Frederick Johnson | 102. Deana Parks |
| 21. John Casto | 62. Linda Kalucki | 103. Shawn Parra |
| 22. Luke Christopher | 63. Gale Karam | 104. Edward Petersen |
| 23. Harold Cilley | 64. Julie Kaser | 105. Caroline Phillips |
| 24. Jeffery Clark | 65. Monica Keener | 106. Kristin Phillips |
| 25. Gail Cousino | 66. Brett Keller | 107. Tony Pollauf |
| 26. Annette Davidson | 67. Donald Kerr, III | 108. Wendy Pool |
| 27. Ericka Dickason | 68. Judith Kiser | 109. Jerold Preston |
| 28. Jack Dickason, jr. | 69. Renee Kluczynski | 110. Jamie Purvis |
| 29. Theresa Doremus | 70. Toni Koder | 111. Bernard Rachuba |
| 30. Nicolette Dormaier | 71. David Koopmans | 112. Kathy Rachuba |
| 31. Donald Dubendorfer | 72. Linda Krenk | 113. Amy Redfox |
| 32. Lisa Duran | 73. Christian Krum | 114. Robert Reinhart |
| 33. John Eisenhauer | 74. Susan Kutz | 115. Pamela Reynolds |
| 34. Dennis Fall | 75. Jonathan Landis | 116. Kenneth Richards |
| 35. Mercedeis Filas | 76. Jeffrey Lepiarz | 117. Alexander Ricica |
| 36. Robert Freeman | 77. Trisha Lohr | 118. Karen Ricica |
| 37. Samantha Fugate | 78. Marilyn Mack | 119. Michael Ritson |
| 38. Robert Futey | 79. Katherine Mahoney | 120. Lisa Roe |
| 39. Tiffany Gable | 80. Christopher Marquis, Jr. | 121. Erica Roos |
| 40. Travis Galloway | 81. Robert Mattimoe | 122. Leslie Rose |
| 41. Amanda Gillepsie | 82. Elizabeth Maybee | 123. Miranda Rutkowski |

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|----------------------------|------------------------|------------------------|
| 124. John Rybarczyk | 137. Janet St. Julian | 150. Leslie Thomas |
| 125. Robin Samples | 138. Cosette Stalker | 151. Shurell Tidwell |
| 126. Marilyn Schnapp | 139. Carol Steele | 152. Karen Walton |
| 127. Michelle Schneider | 140. Jodi Stickler | 153. Ingrid Wenman |
| 128. Sandy Schultz | 141. Michael Stockdale | 154. William White |
| 129. Randy Scott | 142. Michael Sugg | 155. Courtney Whitney |
| 130. Lisa Sgro | 143. Debra Sumner | 156. Judith Williams |
| 131. Desiree Sharp | 144. Adam Swisher | 157. Arthur Winzenried |
| 132. Jordan Simmons | 145. Amanda Swisher | 158. Kerry Woodward |
| 133. Michael Skotynski | 146. Wendy Syroka | 159. Julia Wormley |
| 134. Michael Skotynski, II | 147. Laura Tabb | 160. Linda Zmudzinski |
| 135. Greg Smith | 148. Lisa Thoman | |
| 136. Austin Snook | 149. Gary Thomas | |

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

- | | | |
|-------------------------|-----------------------|-----------------------|
| 1. Kimberly Blankerts | 12. Lynne Jacobson | 23. Terrell Nodine |
| 2. Eric Brown | 13. Gina Kasper | 24. Heidi Rao |
| 3. Sara Burditt | 14. John Kazmaier | 25. Seth Roberts |
| 4. Madeline Byers | 15. Christine Kimmey | 26. Kari Sharp |
| 5. Regina Chadwick | 16. Joni King | 27. Phyllis Siedlecki |
| 6. Marisa Crespo | 17. Sr. Janet Kiser | 28. KaSandra Spain |
| 7. Bradley Densmore | 18. Marya Knuth | 29. Shannon Twiggs |
| 8. Michelle Falor-Trost | 19. Susan Krecioch | 30. Cathryn Vaughan |
| 9. Beverly Fandry | 20. Thomas LaPoint | 31. Roxanne Ward |
| 10. Kelly Heinl | 21. Sara Ledzianowski | 32. Karen Wilhelm |
| 11. Amy Hymore | 22. Douglas LeFevers | |

C. CHANGE OF CONTRACT

1. Classified Personnel

1. Peter Gramza

From High Pressure Fireman – Power Plant
(8 hrs./day), Sched. G, Step 7 @ \$22.95/hr.
+ Longevity \$1.40/hr. = \$24.35/hr. to
Fireman/Head Custodian – Meadowvale
(8 hrs./day), Sched. E, Step 6 @ \$21.95/hr.
+ Longevity \$1.40/hr. = \$23.35/hr.
Effective: May 12, 2014

Yes: Mr. Ilstrup, Mr. Hunter, Mr. Langenderfer, Mr. Kiser, Mrs. Carmean (5)

It was moved by Mr. Langenderfer and seconded by Mrs. Carmean to accept the Superintendent's recommendation to approve, via consent motion, personnel item two (2) of six (6) as presented:

Personnel
2 of 6:
217-5/14

1. NOMINATIONS – EFFECTIVE 2014/15

A. Certified Personnel – Limited Contracts

1. Daniel Hunter
2. Julie Hunter

B. Extra Duty Personnel

1. Daniel Hunter #10-4a Football-Jr High Coach(30%) \$ 1,360.00

2. RE-EMPLOYMENT OF PERSONNEL – 2014/15

A. Substitute Certified Personnel

1. Shauna Hunter

Yes: Mr. Langenderfer, Mr. Kiser, Mrs. Carmean, Mr. Ilstrup (4)
Abstain: Mr. Hunter (1)

It was moved by Mr. Hunter and seconded by Mrs. Carmean to accept the Superintendent's recommendation to approve, via consent motion, personnel item three (3) of six (6) as presented:

Personnel
3 of 6:
218-5/14

1. NOMINATIONS – EFFECTIVE 2014/15

A. Extra Duty Personnel

1. Wendy Kiser** #110L-b Speech Team-Asst Coach(10%) \$ 279.00
**Consultant

Yes: Mr. Langenderfer, Mrs. Carmean, Mr. Ilstrup, Mr. Hunter (4)
Abstain: Mr. Kiser (1)

Personnel
4 of 6 :
219-5/14

It was moved by Mr. Hunter and seconded by Mrs. Carmean to accept the Superintendent's recommendation to approve, via consent motion, personnel item four (4) of six (6) as presented:

1. RE-EMPLOYMENT OF PERSONNEL – 2014/15

A. Substitute Certified Personnel

1. Kristian Ilstrup

Yes: Mr. Kiser, Mrs. Carmean, Mr. Hunter, Mr. Langenderfer, (4)

Abstain: Mr. Ilstrup (1)

Personnel
5 of 6 :
220-5/14

It was moved by Mr. Ilstrup and seconded by Mr. Hunter to accept the Treasurer's recommendation to approve, via consent motion, personnel item fifth (5) of six (6) as presented:

1. NOMINATIONS – 2013/14

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: Mrs. Carmean, Mr. Ilstrup, Mr. Hunter, Mr. Langenderfer, Mr. Kiser (5)

Personnel
6 of 6 :
221-5/14

It was moved by Mr. Hunter and seconded by Mr. Kiser to accept the Superintendent's recommendation to approve, via consent motion, personnel item six (6) of six (6) as presented:

1. NOMINATIONS – 2013/14

A. Elementary Summer School Certified Personnel

\$25.56/hr. through June 30, 2014

\$25.56/hr. effective July 1, 2014

As Needed Basis

1. Danielle Kessler

2. NOMINATIONS – EFFECTIVE 2014/15

A. Certified Personnel

1. Danielle Kessler 3rd Grade – Meadowvale \$ 49,498.00
Step 7, Trng. (B.A.) 4

Yes: Mr. Ilstrup, Mr. Hunter, Mr. Kiser (3)

No: Mrs. Carmean, Mr. Langenderfer (2)

It was moved by Mr. Hunter and seconded by Mr. Langenderfer that this meeting be adjourned at 9:31 p.m.

Adjournment:
222-5/14

Yes: Mr. Hunter, Mr. Langenderfer, Mr. Kiser, Mrs. Carmean, Mr. Ilstrup (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 2014 - 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 \$31.1 million in 2011, \$33.0 million in 2012, and \$34.0 million in 2013. 2012 real estate revenue reflects one-half year's collection of the 4.9 mill property tax passed in November 2011. We are forecasting \$32.1 million in 2014, \$33.3 million in 2015 and future years. 2014 reflects a full year of tax collection of the valuation decrease from the 2012 reappraisal and in addition 2014 also reflects a larger than usual taxpayer refunds (\$1.0 million).

Another concern going forward is the significant number of foreclosed properties and delinquent taxpayers which reduces 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 significant successful commercial tax appeals. These successful tax appeals not only cause tax refunds but also lower future property tax collections.

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 and declined again to \$773 million in calendar year 2013. **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, \$30,870 in 2013, and we are forecasting \$25,000 in 2014. 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 in June 2008. In 2011 personal property revenue was received from the telecommunication businesses, personal property taxes due, and delinquent personal property tax payments. We are projecting \$0 in 2015 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 received 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 therefore 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 \$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 legislation will maintain these payments at current levels. However, these payments may be changed (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.** Therefore we will be receiving \$2.6 million less each year than what was previously received and promised by the legislature.

Homestead exemption and rollback receipts are recorded in Property Tax Allocation. The homestead and rollback in 2012 was \$3.9 million, \$4.1 million in 2013 (full year of new tax levy) and are forecasting \$4.2 million in 2014 and \$4.1 million in 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, 6,836 in 2013. We expect our ADM to be 6,851 in 2014.

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 for the past few years.** However, as the State was developing a new school funding model, our state aid was less than if a school funding formula was being utilized. There is a new school funding formula in 2014 for public schools in Ohio that recognizes our increasing enrollment and significant property valuation decreases. We have been provided estimates by the State for 2014 and 2015. However, the increase in our funding is capped at 6.25% in 2014 and 10.5% in 2015. **The effect of the cap in 2014 reduced our state aid by \$11.0 million from what we would have received in 2014 if there was not a cap.**

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 (SFSF) 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, and \$20.9 million in 2013 (includes casino revenue).

Unrestricted State Aid

In 2014, based on ODE's estimates and what we have received, we are forecasting to receive \$21.6 million in unrestricted state aid (includes casino revenue) and \$23.6 million in 2015 and all future years. Based on our steady or even increasing enrollment the past few years and the significant decline in WLS' property values, with the annual cap increases, **AND IF** the current funding systems continues, it is likely we will receive continual increases in our state aid in 2016 and future years. However, based on the newness of the new funding system (this is our first year of the new funding) and the cap that is in place, and without legislation in place for 2016 or future years, we have forecasted our state funding unchanged from 2015 in 2016 and future years. Also as there is a discussion of the personal property tax loss payments being phased out, any increases in state aid may be offset by the possible decrease in personal property tax loss payments. However, no adjustment has been made in the forecast to reflect possible changes in the personal property tax loss payments as this is only being discussed.

Casino revenue is also recorded as State aid. 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 is distributed in January and August of each year; the first payment was made in January 2013. The payment is based on the public school's enrollment. Until all four casinos are in operation for an extended length of time, it is difficult to forecast what the exact payment will be for each public school student.

We received casino revenue of \$143,330 in 2013, \$349,166 in 2014 and are forecasting \$350,000 in 2015 and future years based on estimates that we have received. Again, this revenue is very difficult to forecast and is expected to

fluctuate until the casino market matures. Racinos (new casinos at race tracks) will affect the casino revenue in future years. The racinos have begun operations in Ohio and will continue to expand in Ohio. These funds will not go directly to schools and may decrease casino revenue in future years.

Restricted State Aid

A new funding source has been created with the new state funding system. The economic disadvantaged funding is expected to be \$1.1 million in 2014 and future years. Our overall funding did not increase. **This additional funding just reduced our unrestricted state funding.**

This includes Career-Tech Funding of \$762,916 in 2014 and in all future years. This is an increase from 2013's Career Tech Funding of \$456,091. Our overall funding did not increase. Like the economic disadvantaged funding, this additional funding just reduced our unrestricted state funding.

Catastrophic Cost

This funding is for reimbursing the expenses for special education students that exceed a certain dollar amount threshold to educate each year, which is generally near \$30,000 per year. We received \$69,155 in 2011, \$59,645 in 2012, \$103,811 in 2013. These reimbursements were only a small percentage of what the actual costs were that we had incurred. In 2014, we have been notified that the State has increased the reimbursement significantly but were not provided an exact number. We were informed we may expect the catastrophic cost reimbursement to nearly double in 2014.

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 allowed 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, \$430,000 in 2012 and \$230,000 in 2013. In 2012 we did receive a delinquent payment of \$180,000. Abatement revenue is forecasted to be \$233,000 in 2014 and \$235,000 for all 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), \$3.75 million in 2013 (new levy - full year) and forecasting \$3.9 million in 2014 and future years.

Other Financing Sources

Transfers In

We had a self-funded health insurance fund with a balance of \$792,769. In order to self-fund our health insurance in 2014, these funds were required to be transferred from the self-funded health insurance fund to the General Fund and then transferred to the new self-funded health insurance fund that was established in 2014. This increased our revenue by \$792,769 and increased our expenditures by the same amount in 2014. This transfer-in and transfer-out had no effect on our fiscal year-end General Fund balance.

Advances

We annually make advances to the Food Service Fund (\$75,000) and the Federal Funds to maintain a positive fund balance. As these advances are loans, they are returned each year.

EXPENDITURES

We have estimated encumbrances outstanding on June 30, 2014 at \$900,000 and unchanged in future years. Any change in the June 30, 2014 outstanding encumbrances from \$900,000 will impact the deficit for 2013/2014, a higher encumbered amount will likely decrease the deficit and a lower encumbered amount will likely increase the deficit.

We continue to make annual 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. 2013 expenditures were slightly higher (\$317,000) than the 2012 expenditures. However, the personal services in 2013 were less than the personal services in 2012 (\$14,000).** We have maintained 2018 expenditures unchanged from 2017 based upon the difficulty of forecasting expenditures four years from 2014.

Personal Services

The 2012 and 2013 payroll included a 0.0% wage increase. 2014 is based on current payroll which included a 3.0% wage increase per the current negotiated agreement. In 2015 we are forecasting an increase of 2.5%, which includes include a 0.00% wage increase and a 2.5% step increase. In 2016 for certified staff we are forecasting an increase of 4.0%, which includes a base increase of 1.5% (change in insurance contributions) and a step increase of 2.5%. For the classified staff we are forecasting an increase of 3.75%, which includes a 1.25% wage increase (no change in insurance contribution), and a step increase of 2.5%.

In 2017 and 2018, 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).

In addition to this year's staff reductions that we made (4 junior high teachers), we are forecasting further decreases in General Fund staffing for 2015 with the elimination of 4 more junior high teachers, business manager, power plant operator, ½ secretary, and a reduction in classroom aides' hours (in 2016) from eight hours per day to seven hours per day.

However, due to the dramatic increase this year in ESC costs (\$1.8 million in 2013 to \$3.5 million in 2014); we will begin to administrator a few of the programs that are currently being administrated by the ESC. This will require us to hire 10 certified staff members (3 Multi-handicapped, 2.5 psychologists, and 4.5 speech therapists. We will also be required to hire 4 half-time classroom aides (2 FTE). These additional positions will be offset by a reduction in other objects' expenditures related to the ESC contract.

Benefits

Healthcare costs were stable the past few years; however in 2013, we had a 6.5 percent increase in healthcare and an increase in 2014 of 13.8 percent. Also in 2014 we became partially self-insured for our healthcare. In 2015 we will have an increase of 8.22 percent, and have forecasted an increase of 7.5 percent in 2016 and 2017. We are hopeful as we are seeing positive results by switching to self-funding in 2014, that the increases in 2016 and 2017 will be less than currently forecasted.

We incurred a 10 percent increase in dental premiums for 2013 and 20 percent increase in 2014, and are forecasting an increase of 5 percent in 2015 and future years. We are self-funded for dental insurance.

The Workers' Compensation projected expenditures had a significant decrease in 2013 for our retrospective paid claims. Our retrospective paid claims were \$218,000 in 2012, \$232,000 in 2011, and \$366,163 in 2010. In 2013 our paid claims were only \$75,000 and in 2014 were \$130,912. We have been very proactive with our workers' compensation in the past few years and it appears our efforts are beginning to show savings to the district.

The payments (premiums and paid claims) made to Bureau of Workers' Compensation have been steadily declining the past few years. Our total worker's compensation costs were \$804,676 in 2010, \$454,584 in 2011, \$427,302 in 2012, \$283,484 in 2013, and forecasted to be \$290,000 in 2014. We are forecasting our workers' compensation costs at \$350,000 in 2015 and future years. We also received \$153,298 (all funds) for a one-time rebate in 2014 for past workers' compensation costs. This has been recorded as other revenue.

School Employee Retirement System (SERS) charges were always paid in arrears. SERS will have the arrears brought to current over a six year period of time. This annual payment is estimated to be approximately an additional \$136,000 and will be completed in 2017.

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 \$2.6 million in 2013. We forecasted charter school expenditures to be \$2.7 million in 2014, \$2.95 million in 2015, and \$3.05 million in 2016 and \$3.1 million in future years.

Electric and natural gas charges were \$1.9 million in 2009, \$1.4 million in 2010, \$1.1 million in 2011, \$1.0 million in 2012, and \$950,000 in 2013. We are forecasting electric and natural gas charges of \$1.2 million in 2014, and increase to \$1.7 million in 2015 (high school air conditioning \$250,000 and rate increase), and future years.

Supplies

We continue to review and/or reduce our budgets each year which has resulted in lower actual expenditures in these budgets. 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, \$544,000 in 2012, and \$546,000 in 2013. Our software expenditures were \$362,000 in 2010, \$182,000 in 2011, \$179,000 in 2012, and \$144,000 in 2013. Our maintenance supplies were \$746,000 in 2010, \$743,000 in 2011, \$714,000 in 2012, and \$634,000 in 2013. Bus maintenance and bus fuel was \$420,000 in 2010, \$521,000 in 2011, \$577,000 in 2012, and \$539,000 in 2013. Our textbooks were \$449,000 in 2010, \$162,000 in 2011, \$75,000 in 2012, and \$496,000 in 2013. We are forecasting our textbook expenditures to be \$600,000 in 2015, and \$500,000 in 2016 and future years.

Capital Outlay

Capital outlay expenditures on this forecast are used for technology equipment and career-technical equipment. Our capital outlay was \$792,000 in 2011, \$690,000 in 2012, and \$558,000 in 2013. We have forecasted \$661,000 in 2014 and \$735,000 in 2015 and future years.

Due to the current and future projected budget deficits, buses, motor vehicles, and all other equipment purchases have been moved to the Permanent Improvement Fund. Current capital outlay expenditures are being monitored and may be moved to the Permanent Improvement Fund in future years due to our ongoing budget deficits and declining fund balance. In previous years, all building and site improvements were moved to our Permanent Improvement Fund. **The movement of other 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 our buildings. We did borrow \$10 million in FY 2013 for the replacement of the Whitmer High School HVAC system. The debt service on this debt is being paid from the Permanent Improvement Fund.

Other Objects

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

Our auditor/treasurer fees were \$563,000 in 2010, \$596,000 in 2011, \$648,000 in 2012 (new levy – half year), \$628,000 in 2013, and forecasted to be \$594,000 (decreased tax collection) in 2014. We have forecasted that these fees will be \$615,000 in 2015 and future years.

The Education Service Center charges were \$2.4 million in 2010, \$2.3 million in 2011, and \$2.1 million in 2012 and 2013. Based on changes in state funding that reduced the funding to all ESCs in Ohio, our ESC charges increased significantly in 2014. We are forecasting \$3.6 million in 2014. We have made a decision to employ our own personnel for psychologists, speech therapists, and 3 multi-handicapped units. We are also making other changes to the contract and are forecasting the ESC contract to be \$2.3 million in 2015, \$2.5 million in 2016, \$2.6 million in 2017 and future years. Administration is continuing to review the ESC charges and anticipates further changes in 2016 and future years.

Other Financing Uses

The Food Service Fund was previously experiencing annual losses but it appears the Food Service Fund's finances have stabilized even though they ended 2013 with a loss (\$53,000) but still maintained a fund balance of \$80,000. We anticipate a loss in 2014 based upon our 15 calamity days. 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 and kept it unchanged in 2014 and future years. We also make advances to Grant Funds to maintain a positive fund balance in these funds.

We annually make transfers to the high school activity funds and the employee recognition fund. These two transfers totaled \$43,000 for FY 2014. With the transfer of the self-funded insurance fund balance of \$792,769, this increased our revenue by \$792,769 and increased our expenditures by the same amount in 2014. This transfer-in and transfer-out had no effect on our fiscal year-end General Fund balance.

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

Schedule of Revenues, Expenditures and Changes in Fund Balances
For the Fiscal Years Ended June 30, 2011, 2012 and 2013 Actual;
Forecasted Fiscal Years Ending June 30, 2014 Through 2018

	Actual				Average Change	Forecasted				
	Fiscal Year 2011	Fiscal Year 2012	Fiscal Year 2013			Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018
Revenues										
1.010 General Property Tax (Real Estate)	\$31,087,889	\$32,967,712	\$34,027,089	4.6%	\$32,125,064	\$33,325,000	\$33,325,000	\$33,325,000	\$33,325,000	
1.020 Tangible Personal Property Tax	135,982	8,833	30,870	78.0%	25,000					
1.030 Income Tax										
1.035 Unrestricted State Grants-in-Aid	18,901,235	19,773,503	20,868,105	5.1%	21,590,123	23,618,346	23,616,346	23,616,346	23,616,346	
1.040 Restricted State Grants-in-Aid	525,257	515,738	559,902	3.4%	2,046,275	2,046,275	2,046,275	2,046,275	2,046,275	
1.045 Restricted Federal Grants-in-Aid - SFSF	1,619,145	1,038,830		-67.9%						
1.050 Property Tax Allocation	12,339,380	11,321,224	10,282,487	-8.7%	10,299,888	10,254,455	10,254,455	10,254,455	10,254,455	
1.060 All Other Revenues	2,103,474	1,514,084	1,105,421	-27.5%	1,449,504	1,236,726	1,236,726	1,236,726	1,236,726	
1.070 Total Revenues	66,712,362	67,139,922	66,873,875	0.1%	67,535,654	70,478,802	70,478,802	70,478,802	70,478,802	
Other Financing Sources										
2.010 Proceeds from Sale of Notes										
2.020 State Emergency Loans and Advancements (Approved)										
2.040 Operating Transfers-In					792,769					
2.050 Advances-In	500,000	550,000	485,000	-0.9%	400,000	400,000	400,000	400,000	400,000	
2.060 All Other Financing Sources	3,678,663	3,938,123	3,975,284	4.0%	4,102,084	4,155,000	4,155,000	4,155,000	4,155,000	
2.070 Total Other Financing Sources	4,178,663	4,488,123	4,460,284	3.4%	5,294,863	4,555,000	4,555,000	4,555,000	4,555,000	
2.080 Total Revenues and Other Financing Sources	70,891,025	71,628,045	71,334,159	0.3%	72,830,517	75,033,802	75,033,802	75,033,802	75,033,802	
Expenditures										
3.010 Personal Services	41,885,892	42,057,010	42,043,336	0.2%	43,249,824	44,124,657	45,403,331	47,020,802	47,020,802	
3.020 Employees' Retirement/Insurance Benefits	15,370,919	14,916,998	14,995,514	-1.2%	16,109,907	16,793,203	17,433,365	18,205,187	18,205,187	
3.030 Purchased Services	7,980,729	8,081,937	8,268,212	1.8%	8,416,468	9,378,240	9,450,240	9,544,270	9,544,270	
3.040 Supplies and Materials	2,579,999	2,498,864	2,723,511	2.9%	2,695,526	2,997,660	2,903,660	2,903,660	2,903,660	
3.050 Capital Outlay	791,595	689,880	557,781	-16.0%	660,938	735,000	735,000	735,000	735,000	
3.060 Intergovernmental										
Debt Service:										
4.010 Principal-All (Historical Only)										
4.020 Principal-Notes										
4.030 Principal-State Loans										
4.040 Principal-State Advancements										
4.050 Principal-HB 264 Loans										
4.055 Principal-Other										
4.060 Interest and Fiscal Charges										
4.300 Other Objects	3,075,357	2,913,032	2,887,064	-3.1%	4,362,111	3,180,500	3,338,500	3,438,500	3,438,500	
4.500 Total Expenditures	71,684,291	71,158,721	71,475,418	-0.1%	75,494,774	77,189,260	79,254,096	81,847,419	81,847,419	
Other Financing Uses										
5.010 Operating Transfers-Out	33,000	33,000	46,000	19.7%	835,769	50,000	50,000	50,000	50,000	
5.020 Advances-Out	485,000	485,000	465,000	-2.1%	400,000	400,000	400,000	400,000	400,000	
5.030 All Other Financing Uses										
5.040 Total Other Financing Uses	\$18,000	\$18,000	\$111,000	-0.7%	1,235,769	450,000	450,000	450,000	450,000	
5.050 Total Expenditures and Other Financing Uses	72,202,291	71,676,721	71,986,418	-0.1%	76,730,543	77,639,260	79,714,096	82,297,419	82,297,419	
6.010 Excess of Revenues and Other Financing Sources over (under) Expenditures and Other Financing Uses	1,311,266	48,676	652,259	571.9%	3,900,026	2,605,458	4,680,294	7,263,617	7,263,617	
7.010 Cash Balance July 1 - Excluding Proposed Renewal/Replacement and New Levies	34,365,026	33,053,760	33,005,084	-2.0%	32,352,825	28,452,799	25,847,341	21,167,047	13,903,430	
7.020 Cash Balance June 30	33,053,760	33,005,084	32,352,825	-1.1%	28,452,799	25,847,341	21,167,047	13,903,430	6,639,813	
8.010 Estimated Encumbrances June 30	1,086,647	963,396	967,492	-5.5%	900,000	900,000	900,000	900,000	900,000	
Reservation of Fund Balance										
9.010 Textbooks and Instructional Materials										
9.020 Capital Improvements										
9.030 Budget Reserve	1,800,000	3,450,000	3,450,000	45.8%	3,450,000	3,450,000	3,450,000	3,450,000	3,450,000	
9.040 PBA										
9.045 Fiscal Stabilization										
9.050 Debt Service										
9.060 Property Tax Advances										
9.070 Bus Purchases										
9.080 Subtotal	1,800,000	3,450,000	3,450,000	45.8%	3,450,000	3,450,000	3,450,000	3,450,000	3,450,000	
10.010 Fund Balance June 30 for Certification of Appropriations	30,167,113	28,591,688	27,935,333	-3.8%	24,102,799	21,497,341	16,817,047	9,553,430	2,289,813	
Revenue from Replacement/Renewal Levies										
11.010 Income Tax - Renewal										
11.020 Property Tax - Renewal or Replacement										
11.300 Cumulative Balance of Replacement/Renewal Levies										
12.010 Fund Balance June 30 for Certification of Contracts, Salary Schedules and Other Obligations	30,167,113	28,591,688	27,935,333	-3.8%	24,102,799	21,497,341	16,817,047	9,553,430	2,289,813	
Revenue from New Levies										
13.010 Income Tax - New										
13.020 Property Tax - New										
13.030 Cumulative Balance of New Levies										
14.010 Revenue from Future State Advancements										
15.010 Unreserved Fund Balance June 30	30,167,113	28,591,688	27,935,333	-3.8%	24,102,799	21,497,341	16,817,047	9,553,430	2,289,813	
ADM Forecasts										
20.010 Kindergarten - October Count	524	539	572	4.5%	524	524	524	524	524	
20.015 Grades 1-12 - October Count	6,145	6,199	6,264	1.0%	6,327	6,327	6,327	6,327	6,327	
State Fiscal Stabilization Funds										
21.010 Personal Services SFSF										
21.020 Employees Retirement/Insurance Benefits SFSF										
21.030 Purchased Services SFSF	1,367,725									
21.040 Supplies and Materials SFSF	251,420									
21.050 Capital Outlay SFSF										
21.060 Total Expenditures - SFSF	1,619,145									

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