

May 20, 2015

The Washington Local Board of Education met in regular session pursuant to the rules in the Administration Building, 3505 West Lincolnshire Boulevard on May 20, 2015 at 5:00 p.m. The following members were present:

Mr. Eric Kiser
 Mrs. Patricia Carmean
 Mr. Thomas Ilstrup
 Mr. David Hunter
 Mr. James Langenderfer

Also, Mr. Patrick Hickey, Superintendent,
 Mrs. Cherie Mourlam, Assistant Superintendent,
 and Mr. Jeffery Fouke, Treasurer.

Mr. Ilstrup asks for a moment of silence in remembrance of Ken Bishop.

Moment of
Silence

It was moved by Mrs. Carmean and seconded by Mr. Langenderfer to accept the Treasurer's recommendation to approve the minutes of the regular meeting of April 22 and the special meeting of April 29, 2015 as presented.

Minutes:
184-5/15

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

The Board was presented with the following reports for April :

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

Financial
Report and
Investments:
185-5/15

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

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

It was moved by Mr. Kiser and seconded by Mrs. Carmean to accept the Treasurer's recommendation to approve payment of legal fees billed by Bricker & Eckler in the amount of \$8,543.50 and Spengler Nathanson in the amount of \$2,521.00.

Payment of
Legal Fees:
186-5/15

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

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

Purchases over
\$25,000:
187-5/15

A. Julian & Grube, Inc.

Financial Audit Proposal for July 1, 2014 – June 30, 2019 (Five Years)
 Purchase Total.....\$147,500.00

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

Five Year
Forecast:
88-5/15

It was moved by Mr. Langenderfer and seconded by Mr. Hunter to accept the Treasurer's recommendation to adopt the May 2015 Five Year Forecast as presented.

Five Year Forecast, see pages 14258-14267

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

Board Liaison
Report:

Mr. Kiser, as the alternate for Governmental Relations Liaison appointment, spoke of his meeting with an Ohio House of Representatives member, Teresa Fedor. Mr. Kiser also encouraged his fellow Board members to nominate Mr. Ilstrup as an Outstanding Board Member.

OHSAA
2015-2016
Membership
Resolution:
89-5/15

It was moved by Mr. Kiser and seconded by Mrs. Carmean to accept the Superintendent's recommendation to approve the resolution authorizing 2015-2016 membership in the Ohio High School Athletic Association as presented:

**RESOLUTION AUTHORIZING 2015-2016 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 do hereby voluntarily renew their membership in the OHSAA and that in doing so, the Constitution and Bylaws of the OHSAA are hereby adopted by this Board as and for its own minimum student-athlete eligibility requirements. Notwithstanding the foregoing, the Board does reserve the right to raise the student-athlete eligibility standards as the Board deems appropriate for the schools and students under its jurisdiction; and

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

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

It was moved by Mrs. Carmean and seconded by Mr. Kiser to approve the Superintendent's recommendation to approve Final Payment, including all change orders, for the Whitmer HVAC project as presented:

Final
Payment:
190-5/15

A. Industrial Power Systems

• \$173,367.82

Original Contract Sum	6,082,000.00
Net Change by Change Orders	186,216.05
Contract Sum to Date	6,268,216.05
Total Completed & Stored to Date	6,268,216.05
Retainage	173,367.22
Total Earned Less Retainage	6,268,216.05
Less Previous Certificates for Payment	6,094,848.23
Current Payment Due	173,367.82

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

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 Transportation for the following students in the amount of \$250 per child as determined by the State Department of Education for the 2014-2015 school year:

Parental
Contracts: Lieu
of
Transportation:
191-5/15

Abouahmed, Hussein; St. John's HS	Douglas, Sean; St. Joseph's Sylvania
Abouahmed, Mohammad; St. John's HS	Drenner, Dylan; Central Catholic HS
Aricchi, Gabriella; Toledo School for the Arts	Drenner, Taylor; Central Catholic HS
Axe, Alyssa; Central Catholic HS	Dudley Faith; Horizon Science Academy
Bartsch, Ava; St. Pius	Edwards, Chelyan; Toledo School for the Arts
Bell, Alexis; Toledo School for the Arts	Ehlert, Joshua; Central Catholic HS
Bernhardt, Gerald; West Side Montessori Center	Ehlert, Julia; Central Catholic HS
Bernhardt, Mary Kathryn; West Side Montessori Ctr	Ellis, Mariah; Toledo School for the Arts
Berning, Samantha; St. Pius	Esparza, Anthony; St. Pius
Bicanovsky, Spencer; Central Catholic HS	Esposito, Dominic; Cardinal Stritch HS
Boyd, Lauren; Lial Catholic School	Farhan, Abdulraheem; Toledo Islamic Academy
Boyd, Parker; Lial Catholic School	Farhan, Muna; Toledo Islamic Academy
Boyd, Taylor; Lial Catholic School	Finn, Ryan; Central Catholic HS
Bragg, Azaria; Toledo School for the Arts	Fleniken, Maegan; Toledo School for the Arts
Bresler, Abigail; Bennett Venture Academy	Flick, Daniel; Bennett Venture Academy
Bresler, Jillian; Bennett Venture Academy	Flick, Robert; Bennett Venture Academy
Bresler, Liam; Bennett Venture Academy	Flowers, Andrew; Cardinal Stritch HS
Bringman, Jordyn; Toledo School for the Arts	Folger, Karly; Toledo School for the Arts
Brooks, Breezy; Toledo School for the Arts	Franklin, Tori; Horizon Science Academy
Brown, Cecilia; Regina Coeli	Frey, Lillian; Toledo Christian
Brown, Joseph; Regina Coeli	Fust, Ava; Toledo Christian
Brown, Olivia; Regina Coeli	Garcia, Nevaeh; Queen of Apostles
Burkhardt, Meredith; Cardinal Stritch HS	Garza, Jordan; Bennett Venture Academy
Campbell, Vincent; Summit Academy - 2	Garza, Justin; Bennett Venture Academy
Conner, Nicholas; Bennett Venture Academy	Garza, Savonah; Bennett Venture Academy
Crane, Melanie; Toledo School for the Arts	Garza, Vincent; Bennett Venture Academy
Dierks, Brandon; Regina Coeli	Gomez, Aleyana; Hope Learning Academy
Dierks, Hannah; Regina Coeli	Gomez, Juan; Maritime Academy
Donovan, Joseph; Cardinal Stritch HS	Guardiola, Owen; St. Kateri Academy
Donovan, Sean; Cardinal Stritch HS	Hamdah, Yasmeen; Toledo Islamic Academy
Douglas, Angelique; St. Joseph's Sylvania	Hanely, Gabriel; Toledo Christian
Douglas, Jay; St. Joseph's Sylvania	Heer, Timothy; Central Catholic HS

ental
ntracts
tinued:

Howell, Paige; St. Joseph's Sylvania
 Howell, Parker; St. Joseph's Sylvania
 Howell, Rylie; St. Joseph's Sylvania
 Hunter, Ashley; Toledo School for the Arts
 Jankowski, Blake; Regina Coeli
 Jankowski, Kenley; Regina Coeli
 Jiang, Qinzhi (Bonnie); Cardinal Stritch HS
 Karalfa, Blake; St. Joseph's Sylvania
 Karalfa, Jarrett; St. John's HS
 Keller, Pyper; Toledo School for the Arts
 Koralewski, Megan; Central Catholic HS
 Korecki, Morgan; Toledo School for the Arts
 Krichbaum, Sailer; West Side Montessori Center
 Krzyston, Gregory; St. John the Baptist
 Kunzler, Alexandria; Toledo School for the Arts
 Kwasniak, III, David; Central Catholic HS
 Langdon, James; Toledo School for the Arts
 League-Stein, Mario; Central Catholic HS
 Lewis, Ahnna; St. Pius
 Littin, Emma; Toledo School for the Arts
 Loucks, Lauren; Cardinal Stritch HS
 Lowe, Andrew; St. Pius
 Lu, Xinwei (Daniel); Cardinal Stritch HS
 Malkoski, Ian; St. John's HS
 Malkoski, III, John; St. John's HS
 McConnell, Breanna; Toledo School for the Arts
 McConnell, Danielle; Toledo School for the Arts
 McConnell, Morgan; Toledo School for the Arts
 McGovern, Neva; Toledo School for the Arts
 Mehling, Adrienne; Central Catholic HS
 Meyer, Cameron; Cardinal Stritch HS
 Miller, Evan; St. John's HS
 Miller, Grace; St. Pius
 Miller, Griffin; St. Pius
 Moore, Donte; Bennett Venture Academy
 Newson, Keely; Toledo School for the Arts
 Pawloski, Payton; Wildwood Environmental
 Academy
 Peatee, Andrew; St. John's HS
 Petersen, Kendall; Toledo Junior Academy
 Petersen, Kiersten; Toledo School for the Arts
 Pietrzak, Joel; Central Catholic HS
 Pool, Jennifer; Central Catholic HS
 Przeniczny, Jacob; Central Catholic HS
 Przeniczny, Sydney; Central Catholic HS
 Rahal, Hamza; Toledo Islamic Academy
 Rahal, Suha; Toledo Islamic Academy
 Reil, Chandler; Summit Academy - 2
 Rhymes, Sarah; Summit Academy - 1
 Richardson, Diamond; Toledo School for the Arts
 Ritter, Alexander; St. Pius
 Robinson, Ethan; Regina Coeli
 Robinson, Jacob; Regina Coeli
 Rose, Tyler; Central Catholic HS
 Rowland, Donald; Toledo School for the Arts
 Russen, Bella; Wildwood Environmental Academy
 Rybarczyk, Julia; Toledo School for the Arts
 Sabecki, Hannah; Nexus Academy
 Sekelsky, Skylar; Summit Academy - 1
 Smidi, Ahmad; Toledo Islamic Academy
 Smidi, Ibraheem; Toledo Islamic Academy
 Smidi, Ismael; Toledo Islamic Academy
 Smidi, Sarah; Toledo Islamic Academy
 Smidi, Yousef; Toledo Islamic Academy
 Smidi, Zakariya; Toledo Islamic Academy
 Snyder, Violet; West Side Montessori Center
 Spencer, Samantha; Toledo School for the Arts
 Starbird, Heather; Nexus Academy
 Starbird, Michael; Nexus Academy
 Stewart-Munoz, Alexandria; Bennett Venture
 Academy
 Sugg, Nicholas; Central Catholic HS
 Swartz, Jordan; Central Catholic HS
 Swartz, Parker; Central Catholic HS
 Swartzell, Kendall; Maumee Valley Country Day
 Thomas, Conor; Central Catholic HS
 Thomas, Gretchen; Central Catholic HS
 Torres, Gustavo; St. Kateri Academy
 Tribett, Cameron; Hope Learning Academy
 Turski, Claire; Cardinal Stritch HS
 Vernoski, Hannah; Cardinal Stritch HS
 Wagner, Mackenzie; West Side Montessori Ctr
 Wagoner, Meghan; Central Catholic HS
 Walczak, Andrew; Summit Academy - 1
 Walker, Sophia; Trinity Lutheran
 Warga, Gabbey; St. Pius
 Warga, Gannon; St. Pius
 Weber, Kourtney; Central Catholic HS
 Wesley, Evelyn; Christ the King
 Wesley, Jack; Christ the King
 White, David Jr.; Cardinal Stritch HS
 White, Dominic; Cardinal Stritch HS
 White, Tessa; St. Kateri Academy
 Wolfe, Noah; Cardinal Stritch HS
 Young, Sheldon; Toledo School for the Arts
 Zamora, Sarah; Horizon Science Academy
 Zamora, Wayne; Horizon Science Academy
 Zeunen, Kaleb; Hope Learning Academy
 Zeunen, Kameron; Hope Learning Academy

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

It was moved by Mr. Hunter and seconded by Mr. Kiser to accept the Superintendent’s recommendation to approve, per Policy 6320, the following requests for purchases over \$25,000, as presented:

Purchases
over
\$25,000:
192-5/15

Request from Bob Gulick, Director of Technology

A. SCW

- \$53,966.48
- Chromebook; ChromeOS Management Service Only for EDU; Ergotron PowerShuttle Chromebook Charging Cart; Crucial Ballistix Sport Memory; ASUS G Series computer; Acer LED monitor; HP UltraSlim Docking Station; HP EliteBook computer

Request from Deb Heban, Director of CTC

B. T&S Tool & Supply Company – Uni-Hydro, Inc.

- \$34,000
- 3/8” x 96” Welding Shear

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

It was moved by Mr. Langenderfer and seconded by Mr. Kiser to accept the Superintendent’s recommendation to approve the Memorandum of Agreement between the Washington Local Schools Board of Education and the Teachers Association of Washington Local Schools as presented:

Memorandum
of Agreement/
TAWLS:
193-5/15

CURRICULUM CONSULTANTS

It is hereby mutually agreed between the Washington Local Board of Education and TAWLS that Curriculum Consultant positions that are not contracted through the Lake Erie West ESC, may be established at the discretion of the administration under the following conditions:

The position(s):

1. Will be a contracted teaching position subject to the collective bargaining agreement between TAWLS and the WLS Board of Education.
2. Be compensated per placement on the teacher salary schedule commensurate with the individual’s education and experience.
3. Will be filled on an “interview only” basis and shall be designated as a separate “teaching field” for purposes of reduction in force.
4. Upon mutual agreement between the Director of Curriculum and the Curriculum Consultants, the Curriculum Consultant will be permitted to work additional days beyond the regular teacher calendar.
 - a) The Curriculum Consultants may be required to work additional hours that extend past the typical teacher work day.
 - b) Compensation for days worked beyond the teacher calendar shall be at the regular per diem salary rate, prorated for the hours worked, if the duties are an extension of the curriculum specialists’ regular duties during the school year.
 - c) If the duties are outside the regular scope of the Curriculum Consultant’s duties, the rate of compensation will be based on the rates established by the TAWLS Master Agreement for that purpose.

- d) Upon mutual agreement of the Director of Curriculum and the Curriculum Consultants, compensatory time may be substituted for additional salary to be used at a mutually agreed time.

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 Superintendent's recommendation to enter into Executive Session to consider the employment of a public employee or official, to consider the compensation of a public employee or official, to consider the investigation of charges or complaints against a public employee, official, licensee, or student, to consider the sale of property at competitive bidding, and to discuss details relative to the security arrangements and emergency response protocols for the Board of Education.

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

The Board entered into Executive Session at 6:11 p.m. The meeting was reconvened at 7:14 p.m. and did, in fact, consider the employment of a public employee or official, consider the compensation of a public employee or official, consider the investigation of charges or complaints against a public employee, official, licensee, or student, consider the sale of property at competitive bidding, and discuss details relative to the security arrangements and emergency response protocols for the Board of Education. All five board members are still in attendance.

It was moved by Mr. Kiser and seconded by Mr. Langenderfer to have discussions pertaining to the Suder Lease agreement.

No vote taken.

It was moved by Mr. Hunter and seconded by Mr. Kiser for discussion and possible action to accept the Superintendent's recommendation to approve a one year extension with the Trilby Youth Sports Foundation. If baseball is not being played by June 1, 2016 on Suder, then lease is terminated. All other aspects of lease remain in force. Trilby Youth Sports Foundation will submit \$1 to the Treasurer of the Washington Local Schools for the one year extension.

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

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

Superintendent Hickey, stated there will be no action taken on item #14 of the agenda; OAPSE Release Time / Discussion.

It was moved by Mr. Hunter and seconded by Mr. Kiser to remove the name of Mrs. Moulam from the list in item one of four of personnel.

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

It was moved by Mr. Kiser and seconded by Mr. Hunter to accept the Superintendent's recommendation to approve, via consent motion, personnel items as amended:

1. RESIGNATIONS

A. Certified Personnel

- | | | |
|----------------|--|---------------------------|
| 1. Karen Dynda | Speech & Language Pathologist
Shoreland | 08/10/2015
Resignation |
|----------------|--|---------------------------|

Executive Session:
94-5/15

Suder Lease Discussion:

Suder Lease Agreement:
95-5/15

OAPSE Discussion:

Personnel:
196-5/15

Personnel List of 4:
197-5/15

B. Classified Personnel

- | | | |
|-------------------|---|---------------------------|
| 1. Phyllis Krego* | Nutrition Service Worker
Jackman | 04/17/2015
Resignation |
| 2. Susan Lewis | Bus Driver
Transportation
30 yrs. | 06/30/2015
Retirement |
| 3. Karen Remy | Library Media/Clerk
Wernert/Jackman
38 yrs. | 06/30/2015
Retirement |

Personnel
1 of 4
continued :

*Was a two (2) position employee. Only has the Bus Driver position remaining.

C. Extra Duty Personnel

- | | | |
|--------------------------|--------------------------------------|------------|
| 1. Joshua Bates** | #008-3b Football-Assoc. Coach (20%) | 06/30/2015 |
| 2. Matthew Berman | #210-6 Dept Chair-Whit-Soc Studies | 06/30/2015 |
| 3. Dona Borkowski | #006-b Ticket Manager (25%) | 06/30/2015 |
| 4. Carissa Glessner | #171L-09b Safety Patrol Coord-Jckman | 06/30/2015 |
| 5. Brian Greer** | #009-3e Football-Freshman Coach(20%) | 06/30/2015 |
| 6. Angela Hetrick-Goff | #129L-3 CTSO Chapter Advisor | 06/30/2015 |
| 7. Angela Hetrick-Goff | #210-5 Department Chair – CTC | 06/30/2015 |
| 8. Amy Sager | #218L-17 Elem Head Teacher-Wernert | 06/30/2015 |
| 9. Benjamin Southworth** | #169L-15a Elem After Sch Act-ShrInd | 06/30/2015 |
| 10. Sherri Swartz** | #123L-2 Student Council Asst. Adv. | 06/30/2015 |
| 11. Bradley Tolly | #130-10 CTSO Club Advisor | 06/30/2015 |
| 12. Jennifer Vellequette | #171L-09a Safety Patrol Coord-Jckman | 06/30/2015 |
| 13. Karen Wolf | #121L-1 Student Council Asst. Adv. | 06/30/2015 |

**Consultants

2. LEAVES OF ABSENCE

A. Classified Personnel

- | | | |
|---------------|--------------------|-------------------------|
| 1. Terri Bell | Ext. Medical Leave | 05/02/2015 – 06/30/2015 |
|---------------|--------------------|-------------------------|

3. NOMINATIONS – 2014/15

A. Extra Duty Personnel

- | | | |
|-------------------|---|--------------|
| 1. Mark Boze** | #068-1c Hockey – Associate Coach | \$ 1,000.00 |
| 2. Marya Knuth | #036 Broomball – Head Coach | \$ 697.00 |
| 3. Laurie Limes** | #197-a Accompanist/Show Choir(max\$760) | \$ 15.23/hr. |
| 4. Eric Smith** | #197-b Accompanist/Show Choir(max\$254) | \$ 15.23/hr. |

**Consultants

B. Substitute Certified Personnel

- | | | |
|------------------------|--------------------|--------------------------|
| 1. Verdell Billingsley | 2. Abigail Maraugh | 3. Donna Schroyer-Riesen |
|------------------------|--------------------|--------------------------|

C. Substitute Classified Personnel

- | | | |
|-----------------------|---------------------|-----------------------|
| 1. Alexander Caughorn | 3. Melanie Marquis | 5. Andrew Operacz |
| 2. Justin Korb | 4. Loretta McCaster | 6. Mickey Pfothenhaue |

D. Golf Chair Stipends

- | | | | |
|--------------------|---------------------|----|--------|
| 1. Melissa Cogar | Golf Co-Chairperson | \$ | 666.00 |
| 2. Rebecca Swisher | Golf Co-Chairperson | \$ | 666.00 |

E. Physical Education Program @ \$200.00 per program

- | | |
|--|-----------|
| 1. Craig Aman | Wernert |
| 6 th Grade Volleyball Tournament | |
| 2. Jeremie Forche | Shoreland |
| Hot Shot Competition, Hot Shot Finals, 6th Grade Volleyball Tournament | |
| 3. Chad Pennywitt | McGregor |
| Hot Shot Competition, Hot Shot Finals, 6th Grade Volleyball Tournament | |
| 4. Christine Rupp | Greenwood |
| Hot Shot Competition, Hot Shot Finals, 6th Grade Volleyball Tournament | |
| 5. Charles Townsend | Jackman |
| Hot Shot Competition, 6 th Grade Volleyball Tournament | |

F. Whitmer Softball and Baseball sectional tournament OHSAA games

- | | | |
|-----------------------|----------------|--------------|
| 1. Carma Donati | Ticket Manager | \$30.00/game |
| 2. Richard Thomaswick | Event Manager | \$30.00/game |

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

1. Dana Edmonds

H. Elementary Summer School Certified Personnel

June 12, 2015 – July 9, 2015

\$25.56/hr. through June 30, 2015

\$25.56/hr. effective July 1, 2015

As Needed Basis

- | | | |
|----------------------|----------------------|-----------------------|
| 1. Carrie Dougherty | 10. Joyce Kosakowski | 19. Courtney Naveken |
| 2. Stephanie Eyre | 11. Susan Krecioch | 20. Christy Rospert |
| 3. Marsha Frank | 12. Jaime LaPoint | 21. Hannah Saar |
| 4. Carrie Frey | 13. Nicole Louks | 22. Gina Schell |
| 5. Penny Ganchou | 14. Ann Manley | 23. Sarah Snell |
| 6. Mindi Hazuda | 15. Michele Mawer | 24. Donna Stacy |
| 7. Molly Henry | 16. Jennifer Mayo | 25. Jenna Steele |
| 8. Gabrielle Hinshaw | 17. Wendy Measles | 26. Judith Thomaswick |
| 9. Ahren Jacobs | 18. Emily Miller | 27. Jennifer Woerner |

I. High School Summer School Program

June 15, 2015 – July 24, 2015

\$25.56/hr. through June 30, 2015

\$25.56/hr. effective July 1, 2015

As Needed Basis

- | | | |
|---------------------|---------------------|-----------------------|
| 1. Cynthia Champer | 5. Brian Kaser | 9. Harry R. Snodgrass |
| 2. Heather Densmore | 6. Vincent Maraugh | 10. Leland Snyder |
| 3. Jodi Fryman-Reed | 7. Edward McCarthy | |
| 4. Brian Kahl | 8. Benjamin Palicki | |

J. Physical Education Summer School Program

June 15, 2015 – July 24, 2015

\$25.56/hr. through June 30, 2015

\$25.56/hr. effective July 1, 2015

As Needed Basis

1. Joshua Scholl

K. Special Education Summer School

June 15, 2015 – July 24, 2015

\$25.56/hr. through June 30, 2015

\$25.56/hr. effective July 1, 2015

As Needed Basis

- | | | |
|--------------------|--------------------|------------------------|
| 1. Marc Berryman | 5. Joy Krajewski | 9. Kenneth Steinmiller |
| 2. Eric Brown | 6. Matthew LaPoint | 10. Karen Wilhelm |
| 3. Regina Chadwick | 7. James Nino | |
| 4. Joni King | 8. Heidi Rao | |

L. Classified Summer Help (As Needed Basis)

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

Custodian @\$9.50/hr.

Lawn Crew @\$9.50/hr.

- | | | |
|------------------------|---------------------------|---------------------------|
| 1. Julie Adams | 30. Kimberly Dye | 60. Shaun Lohbauer |
| 2. April Anthony | 31. Carolyn Elekonich | 61. Denise Mack |
| 3. Pamela Appleman | 32. Robert Freeman | 62. Dennis Madlinski, Sr. |
| 4. Debra Babel-Pounds | 33. Kenneth Friess | 63. Tammy Madlinski |
| 5. Evan Back | 34. Kelly Genson | 64. Katherine Mahoney |
| 6. Jay Balogh | 35. Jennifer Good | 65. Melanie Marquis |
| 7. Nicole Barth | 36. Theresa Gronbach | 66. Carl Mazzurco, III |
| 8. David Bauman | 37. Jay Grzechowiak | 67. Kyle McClure |
| 9. Kelly Bell | 38. Bethany Hardin | 68. Wendy Measles |
| 10. Stephen Betcher | 39. Maranda Hartman | 69. Renee Meinert |
| 11. Cindy Bobak | 40. Randi Henning | 70. Cynthia Millward |
| 12. Kevin Borysiak | 41. Bethany Henry | 71. Minette Nadolny |
| 13. Megan Boze | 42. Ronald Hetherington | 72. Vicki Oehlers |
| 14. Brian Brooks | 43. Victoria Hetherington | 73. Andrew Operacz |
| 15. Lisa Burkett | 44. Phyllis Hinkle | 74. Michael Owens |
| 16. Sheri Caddarette | 45. Mary Hutson | 75. Kori Parker |
| 17. John Casto | 46. Steven Ingalsbe | 76. Deanna Parks |
| 18. Alexander Caughorn | 47. Demetria Johnson | 77. Tyler Parquette |
| 19. George Caughorn | 48. Kenneth Kania, Jr. | 78. Carrie Peart |
| 20. Dawn Chorney | 49. Kristy Kasch | 79. Kimberlee Peart |
| 21. Harold Cilley | 50. Monica Keener | 80. Wendy Pool |
| 22. Debra Cornwell | 51. Brett Keller | 81. Bernard Rachuba |
| Liacopoulos | 52. Tonya King | 82. Robert Reinhart |
| 23. Gail Cousino | 53. Tyler Klem | 83. Pamela Reynolds |
| 24. Doris Cluckey | 54. Toni Koder | 84. Dana Richards |
| 25. Jennifer DeLong | 55. Justin Korb | 85. Rhonda Riebe |
| 26. Jack Dickason | 56. Bradford Kotlarczyk | 86. Erica Roos |
| 27. Theresa Doremus | 57. Christian Krum | 87. Miranda Rutkowski |
| 28. Nicolette Dormaier | 58. Mary Lawecki | 88. John Rybarczyk |
| 29. Stephanie Downey | 59. Mary Lewandowski | 89. Michelle Schneider |

Personnel
1 of 4
continued :

- | | | |
|-----------------------|--------------------|------------------------|
| 90. Randy Scott | 97. Adam Swisher | 104. Bonnie Varnes |
| 91. Matthew Skotynsky | 98. Amanda Swisher | 105. Vern Watrol |
| 92. Carol Sommers | 99. Michael Sugg | 106. Luke Weaver |
| 93. Jordan Sparks | 100. Laura Tabb | 107. Andrea Whitenburg |
| 94. Cosette Stalker | 101. Leslie Talley | 108. Kurtis Winzenried |
| 95. Jenna Steele | 102. Wesley Vance | 109. Christine Wood |
| 96. Vicki Swartz | 103. Amy Varnes | 110. Nancy Zimmer |

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

As Needed Basis

- | | |
|---------------------|------------------|
| 1. Marnie Hutchison | 3. Sarah Rowland |
| 2. Kristin Phillips | 4. Robin Samples |

N. Adaptive Schools Training @ \$100.00 per day

June 10, 16, and 17, 2015

Reimbursed by ESC – Lake Erie West

- | | | |
|-------------------------|-------------------------|------------------------|
| 1. Matthew Berman | 7. Jodi Fryman-Reed | 13. Vincent Maraugh |
| 2. Jennifer Bronikowski | 8. Laura Geronimo-Riggs | 14. April McNamara |
| 3. Rebekah Castro | 9. Sara Gibson | 15. John Mohn |
| 4. Christina Dake | 10. Sara Hoffman | 16. Heather Noland |
| 5. Heather Densmore | 11. Brian Kahl | 17. Harry R. Snodgrass |
| 6. Charley Drake | 12. Alexa Kehres | 18. Rebecca Swisher |

O. SOS Tutors @ \$10.00 per session

- | | | |
|--------------------|--------------------------|---------------------|
| 1. Dasia Allen | 13. AJ Kurdys | 25. Gracie Siffer |
| 2. Bailey Baker | 14. Austin Letson | 26. Kailyn Simmons |
| 3. Darnell Cathey | 15. Briana Lowry | 27. Trevonn Smith |
| 4. Taylor Cook | 16. Alex Manders | 28. Kylie Stearns |
| 5. Alyssa Deiley | 17. Miranda Middlebrooks | 29. Morgan Tate |
| 6. Morgan Doty | 18. Micayla Moldenke | 30. Macy Theisen |
| 7. Natalie Feehan | 19. Alyssa Morgan | 31. Joe Vardaman |
| 8. Kaitlyn Gorrell | 20. Taylor Mundwiler | 32. Sherice Whyte |
| 9. Sabrina Gwin | 21. Alexis Nowak | 33. Andrew Williams |
| 10. Samantha Kiser | 22. Katie Palmer | 34. Madison Woerner |
| 11. Brian Knutson | 23. Allena Rose | |
| 12. Megan Krotzer | 24. Victoria Sanders | |

P. O.G.T. Tutors and Test Proctors @ \$25.56/hr.

June 9 – June 19, 2015

- | | |
|-----------------------------|---------------------------|
| 1. Tamara Kwiatkowski (Sub) | 4. Benjamin Palicki (Sub) |
| 2. Andrew Larsen (Sub) | 5. Marie Wetzal |
| 3. David Lenz (Sub) | |

4. NOMINATIONS – 2015/16

A. Administrative Personnel

1. TWO-YEAR CONTRACT

Schedule 1 - 204 Days

		Step	Base	Stipend	Total
Leone, Suzanna	Special Ed. Case Manager	8	81,896	5,000	86,896
Sanderson, Gina	Special Ed. Case Manager	2	69,182	3,600	72,782

<u>Schedule 2 - 214 Days</u>		Step	Base	Stipend	Total	Personnel 1 of 4 continued :
Buehrer, Julie	Elementary Principal	2	84,074	4,500	88,574	
Colon, William	Elementary Principal	10	101,026	3,600	104,626	
Dedo, Kimberly	Elementary Principal	10	101,026	3,600	104,626	
Franco, Amy	Elementary Principal	10	101,026	5,000	106,026	
Magginis, Jr., William	Elementary Principal	10	101,026	3,600	104,626	
Morse, Lisa	Elementary Principal	2	84,074	4,500	88,574	
Perry, Stephen	Elementary Principal	3	86,193	3,600	89,793	

<u>Schedule 3.2 - 214 Days</u>		Step	Base	Stipend	Total
Wietrzykowski, Jenny	Associate Principal - JH	2	80,817	4,500	85,317

<u>Schedule 5.2 - 219 Days</u>		Step	Base	Stipend	Total
Scharf, Scott	Junior High Principal	10	103,630	3,600	107,230
Spenthoff, Katherine	Junior High Principal	7	97,273	1,800	99,073

<u>Schedule 5.3 - 12 Months</u>		Step	Base	Stipend	Total
Studnicha-Kusic, Cassandra	Associate Principal - HS	8	101,247	3,600	104,847

<u>Schedule 6.4 - 12 Months</u>		Step	Base	Stipend	Total
Davis, Brian	Dir Curriculum & Instr. K-12	7	111,290	3,600	114,890
Martin, Kristine	High School Principal - Head	10	117,647	3,600	121,247
Rochotte, Neil	Dir Student Services	7	111,290	4,500	115,790

3. ANNUAL NOTICE OF SALARY

<u>Schedule 1 - 204 Days</u>		Step	Base	Stipend	Total
Twiggs, Shannon	Special Ed. Case Manager	2	69,182	0	69,182

<u>Schedule 2 - 214 Days</u>		Step	Base	Stipend	Total
Williams, Christine	Elementary Principal	7	94,669	0	94,669

<u>Schedule 3.2 - 214 Days</u>		Step	Base	Stipend	Total
Kreft, Christopher	Associate Principal - JH	8	93,531	3,600	97,131

<u>Schedule 5.3 - 12 Months</u>		Step	Base	Stipend	Total
Snook, Thomas	Associate Principal - HS	10	105,485	3,600	109,085

<u>Schedule 5.4 - 214 Days</u>		Step	Base	Stipend	Total
Berryman Branyan, Laura	Associate Principal - HS	1	80,893	3,600	84,493

<u>Schedule 6.4 - 12 Months</u>		Step	Base	Stipend	Total
Bernhardt, Albert	High School Principal - Curr.	7	111,290	3,600	114,890
Gulick, Robert	Dir Technology	5	107,052	5,000	112,052
Heban, Debra	Director of CTC	10	117,647	1,800	119,447
Novak, Rachael	Dir Human Resources	1	98,576	4,500	103,076

B. Classified Supervisory Personnel

<u>1. TWO-YEAR CONTRACT - 12 MONTHS</u>		Schedule	Step	Stipend	Total
Warren, Debra	Supv Nutrition Services	6.1	10		79,061

<u>2. ANNUAL NOTICE OF SALARY</u>		Schedule	Step	Stipend	Total
Bettis, John	Transportation Supervisor	6.1.1	10		83,931
Farley, Frank	Information Technology Manager	6.2	5	2,750	66,024
Fuller, Rebecca	Asst. Supervisor Transportation	6.2	9		71,750
Keller, Douglas	Asst. Supv of Facilities	6.2	10		73,869
Merritt, Richard	Supv Facility/Tech Services	6.1.1	10		83,931
Williams, Judith	EMIS Coordinator	6.1.1	8	2,750	82,443

C. Supervisor of Safety and Security – 210 Days

- | | | | |
|----|-------------|---|--------------|
| 1. | Brian Meyer | Supervisor of Safety and Security
Sched. 6.0, step 1 @ \$54,957
2 year limited contract
Effective: 2015/16 school year | \$ 54,957.00 |
|----|-------------|---|--------------|

D. Certified Personnel

- | | | | |
|----|---------------------|--|---------------|
| 1. | Mitchell Albright | Math – Whitmer
Step 1, Trng. (B.A.) 4 | \$ 37,504.00 |
| 2. | Elizabeth Baldwin | Math – Washington
Step 1, Trng. (M.A) 5 | \$ 41,750.00 |
| 3. | Verdell Billingsley | Math – Whitmer
Step 1, Trng. (B.A.) 4 | \$ 37,504.00 |
| 4. | Joseph Brower | Auto Technology – CTC
Step 8, Trng. (B.A.) 4 | \$ 52,364.00 |
| 5. | David Lenz | Math – Jefferson
Step 1, Trng. (B.A.) 4 | \$ 37,504.00 |
| 6. | Diane Pickering | Literacy Coach – Monac
*Retire/Rehire, will start
Sept. 1, 2015 and work 180 days
Step 1, Trng. (M.A.+18) 5.5 | \$ 42,456.77* |

E. Certified Personnel – Limited Contracts

- | | | | |
|-----|--------------------|--------------------------|--------------------------|
| 1. | Amy Adams | 27. Tracy Gladieux | 53. Nicole Louks |
| 2. | Joshua Adams | 28. Adrienne Goldberg | 54. Katie Maly |
| 3. | Colleen Aiken | 29. Jodi Gordy | 55. Jolaine McCall |
| 4. | Crystal Anderson | 30. Gary Gorton, II | 56. Edward McCarthy |
| 5. | Kimberly Arnold | 31. Rannae Hansen | 57. April McNamara |
| 6. | Deborah Arquette | 32. Amanda Heban | 58. Michelle McPeck |
| 7. | Reis Baidel | 33. Molly Henry | 59. Laura Missler |
| 8. | Marc Berryman | 34. Christopher Hoover | 60. Laura Mohn |
| 9. | Brittany Biegajski | 35. Katherine Hyttenhove | 61. Donald Molloy |
| 10. | Bridget Black | 36. Mark Jakubowski | 62. Kimberly Molnar |
| 11. | Tiffany Blalock | 37. James Jordan | 63. Judy Morse |
| 12. | Dona Borkowski | 38. Samantha Kasparian | 64. James Nino |
| 13. | Charles Bott | 39. John Kazmaier | 65. Beyea Nowakowski |
| 14. | Eric Brown | 40. Danielle Kessler | 66. Donald Palmer |
| 15. | Katherine Brown | 41. Andrea Kinsey | 67. Hope Pawlaczyk |
| 16. | Robin Bushmeyer | 42. Amy Kleinfelter | 68. Adam Pickard |
| 17. | Bridget Coulter | 43. Megan Kosakowski | 69. Stacy Pruitt |
| 18. | Joseph Delano | 44. Philip Kraus | 70. Lisa Raczkowski |
| 19. | Layla Diebert | 45. Thomas LaPoint | 71. Kathryn Robertson |
| 20. | Carrie Dougherty | 46. Kelly Larsen | 72. Shelly Ruiz |
| 21. | Leslie Elendt | 47. Sara Ledzianowski | 73. Nicole Ryan |
| 22. | Amy Elliott | 48. Douglas LeFevers | 74. Friedrich Schermbeck |
| 23. | Kristin Farmer | 49. Dale Lehmann | 75. Emily Schifko |
| 24. | Kimberlee Farnham | 50. Kimberly Lehmann | 76. Dusty Selman |
| 25. | Katlyn Fritch | 51. Amy Lesick | 77. Nicole Shadle |
| 26. | Laura Geer | 52. Angeliqne Lewis | 78. Jennifer Shamy |

- | | | |
|--------------------------|-----------------------|-------------------------|
| 79. Amanda Sheets | 87. Derick Stoup | 95. Lindsey Wagner |
| 80. Courtney Siebenaller | 88. Rachael Szymanski | 96. Nicholas Whetstone |
| 81. Sarah Snell | 89. Tia Tebbe-Lett | 97. Mark White |
| 82. Leland Snyder | 90. Theresa Torio | 98. Amy Win-Szafarowicz |
| 83. Lesley Snyder | 91. Charles Townsend | 99. Kenneth Winters |
| 84. KaSandra Spain | 92. Megan Tuttle | 100. Karen Wolf |
| 85. Donna Stacy | 93. Marissa Veronica | 101. Carrie Wray |
| 86. Tadek Stadniczuk | 94. Deborah Vincent | 102. Danielle Zielinski |

**F. Certified Personnel – Continuing Contracts
(Receiving Tenure)**

- | | | |
|------------------------|---------------------|--------------------|
| 1. Amy Bettis | 5. Brian Kaser | 9. Colleen Sergent |
| 2. Jennifer Bicanovsky | 6. Kate Peters | 10. Allison Sitter |
| 3. Tennille Darrow | 7. Melanie Robinson | 11. Aaron Wolfe |
| 4. Heidi Hartman | 8. Shannon Schoen | |

G. Extra Duty Personnel

	Pos#	Last Name	First Name	Contract	Long	Contract Total
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ATHLETIC ACTIVITIES

	Pos#	Last Name	First Name	Contract	Long	Contract Total
#1 Athletic Supervisor/Whitmer						
Athletic Supervisor/Whitmer	001-a	Thomaswick**	Richard	\$3,312	0%	\$3,312
Athletic Supervisor/Whitmer	001-b	Open		\$3,312	0%	\$3,312
#2 Athletic Director/Jr. High						
Athletic Director/Jr. High	002-	Smith	Brett	\$5,577	0%	\$5,577
#3 Equipment Manager						
Equipment Manager	003-a	Bartolet**	Daniel	\$2,000	0%	\$2,000
Equipment Manager	003-b	Kubicki	Gregory	\$2,280	20%	\$2,736
Equipment Manager	003-c	Open		\$600	0%	\$600
#6 Ticket Manager						
Ticket Manager	006-	Donati**	Carma	\$4,183	0%	\$4,183
#7 Football - Head Coach						
Football - Head Coach	007-	Bell	Gerald	\$8,366	15%	\$9,621
#8 Football - Associate Coach						
Football - Associate Coach	008-1	Hartman	Curt	\$5,926	5%	\$6,222
Football - Associate Coach (71%)	008-2a	Bannister**	Irshad	\$4,207	0%	\$4,207
Football - Associate Coach (19%)	008-2b	Kubicki	Gregory	\$1,126	20%	\$1,351
Football - Associate Coach (10%)	008-2c	Open		\$593	0%	\$593
Football - Associate Coach	008-3a	Maher**	Jamie	\$2,650	0%	\$2,650
Football - Associate Coach (20%)	008-3b	Jacobs**	Nicholas	\$1,185	0%	\$1,185
Football - Associate Coach (20%)	008-3c	Open		\$1,185	0%	\$1,185
Football - Associate Coach	008-3d	Brown	Eric	\$906	5%	\$951
Football - Associate Coach (80%)	008-4a	Williams**	Michael	\$4,741	0%	\$4,741
Football - Associate Coach (20%)	008-4b	Kubicki	Gregory	\$1,185	20%	\$1,422
Football - Associate Coach	008-5	Densmore	Bradley	\$5,926	5%	\$6,222
Football - Associate Coach	008-6	Keller	Justin	\$5,926	10%	\$6,519
Football - Associate Coach	008-7	Winters	Kenneth	\$5,926	10%	\$6,519
#9 Football - Freshman Coach						
Football - Freshman Coach (50%)	009-1a	Laser**	David	\$2,266	0%	\$2,266
Football - Freshman Coach (50%)	009-1b	Martin**	John	\$2,266	0%	\$2,266
Football - Freshman Coach (70%)	009-2a	Meinen	Stanley	\$3,172	15%	\$3,648
Football - Freshman Coach (10%)	009-2b	O'Connor	Gary	\$453	15%	\$521
Football - Freshman Coach (20%)	009-2c	Hills**	Wondell	\$907	0%	\$907

	Pos.	Last Name	First Name	Contract	Long	Contract Total
Football - Freshman Coach (40%)	009-3a	Open		\$1,813	0%	\$1,813
Football - Freshman Coach (40%)	009-3b	Molloy	Donald	\$1,813	5%	\$1,904
Football - Freshman Coach (20%)	009-3c	Keller**	Brett	\$907	0%	\$907
Football - Freshman Coach (50%)	009-4a	Brown	Eric	\$2,266	5%	\$2,379
Football - Freshman Coach (50%)	009-4b	Carter**	Brandon	\$2,266	0%	\$2,266
#10 Football - Jr. High Coach						
Football - Jr. High Coach (50%)	010-1a	Snodgrass	Harry R.	\$2,266	5%	\$2,379
Football - Jr. High Coach (50%)	010-1b	Parker**	Michael	\$2,266	0%	\$2,266
Football - Jr. High Coach (30%)	010-2a	Coombs**	Marty	\$1,360	0%	\$1,360
Football - Jr. High Coach (20%)	010-2b	Smith**	Curtis	\$907	0%	\$907
Football - Jr. High Coach (20%)	010-2c	Close**	Mark	\$907	0%	\$907
Football - Jr. High Coach (30%)	010-2d	Molloy	Donald	\$1,360	5%	\$1,428
Football - Jr. High Coach (20%)	010-3a	Kubicki	Gregory	\$907	20%	\$1,088
Football - Jr. High Coach (20%)	010-3b	Open		\$907	0%	\$907
Football - Jr. High Coach (20%)	010-3c	Sumner**	Steven	\$907	0%	\$907
Football - Jr. High Coach (20%)	010-3d	Schneider**	Tylor	\$907	0%	\$907
Football - Jr. High Coach (20%)	010-3e	Bodeman, Jr.**	Matthew	\$907	0%	\$907
Football - Jr. High Coach (30%)	010-4a			\$1,360	0%	\$1,360
Football - Jr. High Coach (30%)	010-4b	Hills**	Wondell	\$1,360	0%	\$1,360
Football - Jr. High Coach (25%)	010-4c	Stickels**	Robert	\$1,133	0%	\$1,133
Football - Jr. High Coach (15%)	010-4d	Williams, Jr.**	James	\$680	0%	\$680
#11 Football - Operations Manager						
Football - Operations Manager (75%)	011-1a	Heigel	David	\$2,353	0%	\$2,353
Football - Operations Manager (25%)	011-1b	Laser**	James	\$784	0%	\$784
#16 Basketball - Elementary Coordinator						
Basketball - Elem Coordinator - Boys	016-1	Ewing**	Russell	\$1,394	0%	\$1,394
Basketball - Elem Coordinator - Girls	016-2	Ewing**	Russell	\$1,394	0%	\$1,394
#17 Basketball - Head Coach						
Basketball - Head Coach - Boys	017-1	Brown	Ryan	\$8,366	5%	\$8,784
Basketball - Head Coach - Girls	017-2	Flemmings	Sean	\$8,366	10%	\$9,203
#18 Basketball - Associate Coach						
Basketball - Associate Coach - Girls	018-1	Open		\$5,926	0%	\$5,926
Basketball - Associate Coach - Girls	018-2	Open		\$5,926	0%	\$5,926
Basketball - Associate Coach - Boys	018-3	Open		\$5,926	0%	\$5,926
Basketball - Associate Coach - Boys	018-4	Open		\$5,926	0%	\$5,926
#19 Basketball - Freshman Coach						
Basketball - Freshman Coach - Girls	019-1	Open		\$4,532	0%	\$4,532
Basketball - Freshman Coach - Boys	019-2	Open		\$4,532	0%	\$4,532
#20 Basketball - Jr. High Coach						
Basketball - Jr. High Coach - Girls	020-1	Open		\$4,532	0%	\$4,532
Basketball - Jr. High Coach - Girls	020-2	Open		\$4,532	0%	\$4,532
Basketball - Jr. High Coach - Girls	020-3	Open		\$4,532	0%	\$4,532
Basketball - Jr. High Coach - Girls	020-4	Open		\$4,532	0%	\$4,532
Basketball - Jr. High Coach - Boys	020-5	Open		\$4,532	0%	\$4,532
Basketball - Jr. High Coach - Boys	020-6	Open		\$4,532	0%	\$4,532
Basketball - Jr. High Coach - Boys	020-7	Open		\$4,532	0%	\$4,532
Basketball - Jr. High Coach - Boys	020-8	Open		\$4,532	0%	\$4,532
#21 Basketball - Elementary Coach						
Basketball - Elementary Coach - Hiawatha	021-06a	Shively**	Khristopher	\$349	0%	\$349
Basketball - Elementary Coach - Hiawatha	021-06b	Pait**	Regina	\$349	0%	\$349
Basketball - Elementary Coach - Jackman	021-09a	Sutherland**	Belinda	\$349	0%	\$349

	Pos #	Last Name	First Name	Contract	Long	Contract Total
Basketball - Elementary Coach - Jackman	021-09b	Sutherland**	Belinda	\$349	0%	\$349
Basketball - Elementary Coach - McGregor	021-11a	Open		\$349	0%	\$349
Basketball - Elementary Coach - McGregor	021-11b	Open		\$349	0%	\$349
Basketball - Elementary Coach - Mdwvale	021-12a	Open		\$349	0%	\$349
Basketball - Elementary Coach - Mdwvale	021-12b	Wray**	Casey	\$349	0%	\$349
Basketball - Elementary Coach - Monac	021-13a	Open		\$349	0%	\$349
Basketball - Elementary Coach - Monac	021-13b	Open		\$349	0%	\$349
Basketball - Elementary Coach - Greenwood	021-14a	Avenelle**	Peter	\$349	0%	\$349
Basketball - Elementary Coach - Greenwood	021-14b	Avenelle**	Peter	\$349	0%	\$349
Basketball - Elementary Coach - Shoreland	021-15a	Ochmanek**	Ryan	\$349	0%	\$349
Basketball - Elementary Coach - Shoreland	021-15b	Wert**	Ken	\$349	0%	\$349
Basketball - Elementary Coach - Wernert	021-17a	Hopings**	Marcus	\$349	0%	\$349
Basketball - Elementary Coach - Wernert	021-17b	Hopings**	Marcus	\$349	0%	\$349
#26 Wrestling - Head Coach						
Wrestling - Head Coach	026-	Adams	Joshua	\$6,972	5%	\$7,321
#27 Wrestling - Associate Coach						
Wrestling-Associate Coach	027-1	Stoup	Derick	\$4,880	0%	\$4,880
#28 Wrestling - Freshman Coach						
Wrestling - Freshman Coach	028-1	Open		\$4,532	0%	\$4,532
Wrestling - Freshman Coach	028-2	Open		\$4,532	0%	\$4,532
#29 Wrestling - Jr. High Coach						
Wrestling - Jr. High Coach	029-1	Open		\$4,532	0%	\$4,532
Wrestling - Jr. High Coach	029-2	Open		\$4,532	0%	\$4,532
Wrestling - Jr. High Coach	029-3	Open		\$4,532	0%	\$4,532
Wrestling - Jr. High Coach	029-4	Open		\$4,532	0%	\$4,532
#30 Wrestling Club - Director/Whitmer						
Wrestling Club - Director/Whitmer	030-	Open		\$837	0%	\$837
#31 Wrestling Club - Coach/Whitmer						
Wrestling Club - Coach/Whitmer	031-1	Open		\$418	0%	\$418
Wrestling Club - Coach/Whitmer	031-2	Open		\$418	0%	\$418
#34 Bowling						
Bowling	034-	Murray**	Steven	\$697	0%	\$697
#36 Broomball - Head Coach						
Broomball - Head Coach	036-	Knuth	Marya	\$697	0%	\$697
#39 Track - Head Coach						
Track-Head Coach - Boys	039-1	Elliott	Jeremy	\$6,972	15%	\$8,018
Track - Head Coach - Girls	039-2	Hoel	Lucas	\$6,972	5%	\$7,321
#40 Track - Associate Coach						
Track - Associate Coach - Boys	040-1	Open		\$5,229	0%	\$5,229
Track - Associate Coach - Boys	040-2	Open		\$5,229	0%	\$5,229
Track - Associate Coach - Boys	040-3	Open		\$5,229	0%	\$5,229
Track - Associate Coach - Girls	040-4	Open		\$5,229	0%	\$5,229
Track - Associate Coach - Girls	040-5	Open		\$5,229	0%	\$5,229
Track - Associate Coach - Girls	040-6	Open		\$5,229	0%	\$5,229
#41 Track - Jr. High Coach						
Track - Jr. High Coach - Boys	041-1	Open		\$4,532	0%	\$4,532
Track - Jr. High Coach - Boys	041-2	Open		\$4,532	0%	\$4,532

	Pos#	Last Name	First Name	Contract	Long	Contract Total
Track - Jr. High Coach - Boys	041-3	Open		\$4,532	0%	\$4,532
Track - Jr. High Coach - Boys	041-4	Open		\$4,532	0%	\$4,532
Track - Jr. High Coach - Girls	041-5	Open		\$4,532	0%	\$4,532
Track - Jr. High Coach - Girls	041-6	Open		\$4,532	0%	\$4,532
Track - Jr. High Coach - Girls	041-7	Open		\$4,532	0%	\$4,532
Track - Jr. High Coach - Girls	041-8	Open		\$4,532	0%	\$4,532
#45 Cross Country - Elementary Coordinator						
Cross Country - Elem. Coordinator	045-	Open		\$1,394	0%	\$1,394
#46 Cross Country - Head Coach						
Cross Country - Head Coach - Boys	046-1	Elliott	Jeremy	\$5,926	0%	\$5,926
Cross Country - Head Coach - Girls	046-2	Baidel	Reis	\$5,926	5%	\$6,222
#47 Cross Country - Jr. High Coach						
Cross Country - Jr. High Coach	047-1	Open		\$4,532	0%	\$4,532
Cross Country - Jr. High Coach	047-2	Open		\$4,532	0%	\$4,532
#48 Cross Country - Elementary Coach						
Cross Country-Elem Coach-Greenwood	048-1	Open		\$349	0%	\$349
Cross Country-Elem Coach-Hiawatha	048-2	Open		\$349	0%	\$349
Cross Country-Elem Coach-Jackman	048-3	Open		\$349	0%	\$349
Cross Country - Elem Coach-McGregor	048-4	Open		\$349	0%	\$349
Cross Country-Elem Coach-Meadowvale	048-5	Open		\$349	0%	\$349
Cross Country-Elem Coach-Monac	048-6	Open		\$349	0%	\$349
Cross Country-Elem Coach-Shoreland	048-7	Open		\$349	0%	\$349
Cross Country-Elem Coach-Wernert	048-8	Open		\$349	0%	\$349
#52 Baseball - Head Coach						
Baseball - Head Coach	052-	O'Connor	Gary	\$6,274	20%	\$7,529
#53 Baseball - Associate Coach						
Baseball - Associate Coach	053-1	Open		\$4,880	0%	\$4,880
Baseball - Associate Coach	053-2	Open		\$4,880	0%	\$4,880
Baseball - Associate Coach	053-3	Open		\$4,880	0%	\$4,880
#54 Baseball - Freshman Coach						
Baseball - Freshman Coach	054-1	Open		\$4,532	0%	\$4,532
#58 Softball - Head Coach						
Softball - Head Coach	058-	Figliomeni	Mark	\$6,274	20%	\$7,529
#59 Softball - Associate Coach						
Softball - Associate Coach	059-1	Open		\$4,880	0%	\$4,880
Softball - Associate Coach	059-2	Open		\$4,880	0%	\$4,880
Softball - Associate Coach	059-3	Open		\$4,880	0%	\$4,880
#60 Softball - Freshman Coach						
Softball - Freshman Coach	060-1	Open		\$4,532	0%	\$4,532
#63 Golf - Head Coach						
Golf - Head Coach - Boys	063-1	Black**	Casey	\$5,229	0%	\$5,229
Golf - Head Coach - Girls	063-2	Open		\$5,229	0%	\$5,229
#64 Golf - Associate Coach						
Golf - Associate Coach - Boys	064-1	Open		\$3,486	0%	\$3,486
Golf - Associate Coach - Girls	064-2	Open		\$3,486	0%	\$3,486
#67 Hockey - Head Coach						
Hockey - Head Coach	067-	Boze**	Troy	\$5,926	0%	\$5,926
#68 Hockey - Associate Coach						
Hockey - Associate Coach	068-1	Open		\$4,532	0%	\$4,532
#71 Tennis - Head Coach						
Tennis - Head Coach - Boys	071-1	Black**	Casey	\$4,532	0%	\$4,532
Tennis - Head Coach - Girls	071-2	Open		\$4,532	0%	\$4,532

	Pos#	Last Name	First Name	Contract		Long	Contract Total
#74 Soccer - Head Coach							
Soccer - Head Coach - Boys	074-1	Zampardo	Stephen	\$5,926		5%	\$6,222
Soccer - Head Coach - Girls	074-2	Crespo	Marisa	\$5,926		5%	\$6,222
#75 Soccer - Associate Coach							
Soccer - Associate Coach - Boys	075-1	Open		\$4,532		0%	\$4,532
Soccer - Associate Coach - Boys	075-2	Open		\$4,532		0%	\$4,532
Soccer - Associate Coach - Girls	075-3	Open		\$4,532		0%	\$4,532
Soccer - Associate Coach - Girls	075-4	Open		\$4,532		0%	\$4,532
#79 Gymnastics - Head Coach							
Gymnastics - Head Coach	079-	Costanzo**	Dustin	\$5,926		0%	\$5,926
#80 Gymnastics - Associate Coach							
Gymnastics - Associate Coach	080-	Open		\$4,532		0%	\$4,532
#83 Volleyball - Head Coach							
Volleyball - Head Coach	083-	Open		\$5,926		0%	\$5,926
#84 Volleyball - Associate Coach							
Volleyball - Associate Coach	084-1	Open		\$4,532		0%	\$4,532
#85 Volleyball - Freshman Coach							
Volleyball - Freshman Coach	085-1	Open		\$3,486		0%	\$3,486
#86 Volleyball - Jr. High Coach							
Volleyball - Jr. High Coach	086-1	Open		\$2,091		0%	\$2,091
Volleyball - Jr. High Coach	086-2	Open		\$2,091		0%	\$2,091
Volleyball - Jr. High Coach	086-3	Open		\$2,091		0%	\$2,091
Volleyball - Jr. High Coach	086-4	Open		\$2,091		0%	\$2,091
#89 Weight Room Advisor							
Weight Room Advisor - Summer 2015	089-1	Bell	Gerald	\$2,440		0%	\$2,440
Weight Room Advisor - 1st Semester	089-2	Open		\$2,440		0%	\$2,440
Weight Room Advisor - 2nd Semester	089-3	Winters	Kenneth	\$2,440		10%	\$2,684
#92 Cheerleader - Varsity Coach							
Cheerleader - Varsity Coach	092-	Steele**	Kelly	\$3,486		0%	\$3,486
#93 Cheerleader - Jr. Varsity Coach							
Cheerleader - Jr. Varsity Coach	093-	Open		\$2,091		0%	\$2,091
#94 Cheerleader - Freshman Coach							
Cheerleader - Freshman Coach	094-	Open		\$2,091		0%	\$2,091
#95 Cheerleader - Jr. High Coach							
Cheerleader - Jr. High Coach	095-1	Open		\$2,091		0%	\$2,091
Cheerleader - Jr. High Coach	095-2	Open		\$2,091		0%	\$2,091

EXTRACURRICULAR ACTIVITIES

"L" denotes Longevity							
#101L Activities Coord/Whitmer							
Activities Coord/Whitmer	101L	Kehres	Alexa	\$5,229		0%	\$5,229
#104L Auditorium Manager							
Auditorium Manager	104L	Worstell	R. Eric	\$4,183		20%	\$5,020
107L Speech Team - Head Coach							
Speech Team - Head Coach	107L	Wetzel	Marie	\$5,229		0%	\$5,229
108L Speech Team - Assoc Coach							
Speech Team - Associate Coach	108L	Hottmann**	Stephen	\$3,486		0%	\$3,486
109L Speech Team - Asst Coach							
Speech Team Assistant Coach (30%)	109L-a	Oehlers**	Emily	\$837		0%	\$837
Speech Team - Asst. Coach (15%)	109L-b	Jaco	Corinne	\$418		0%	\$418

	Pos	Last Name	First Name	Contract		Long	Contract Total
Speech Team - Asst. Coach (8%)	109L-c	Gunther	Lisa	\$223		0%	\$223
Speech Team - Asst. Coach (47%)	109L-d	Open		\$1,311		0%	\$1,311
110L Speech Team - Asst Coach							
Speech Team-Asst Coach(32%)	110L-a	Wenman**	Jakob	\$892		0%	\$892
Speech Team - Asst. Coach (8%)	110L-b			\$223		0%	\$223
Speech Team - Asst. Coach (30%)	110L-c	Open		\$837		0%	\$837
Speech Team - Asst. Coach (30%)	110L-d	Wiseman**	Michael	\$837		0%	\$837
113L Pantheon Advisor							
Pantheon Advisor	113L	Mohn	John	\$1,046		15%	\$1,203
114 Whitmer Newspaper							
Whitmer Newspaper	114-	Schreiner	Jason	\$2,440		0%	\$2,440
115 Whitmer Yearbook							
Whitmer Yearbook	115-	Hovest	Tracy	\$2,789		0%	\$2,789
116L Junior High Yearbook							
Jr. High Yearbook - Jefferson (50%)	116L-1a	Open		\$523		0%	\$523
Jr. High Yearbook - Jefferson (50%)	116L-1b	Andryzeik**	Beth	\$523		0%	\$523
Jr. High Yearbook - Washington (50%)	116L-2a	Crahan**	Kathleen	\$523		0%	\$523
Jr. High Yearbook - Washington (50%)	116L-2b	Laser**	Theresa	\$523		0%	\$523
119L Permanent Class Advisor							
Permanent Class Advisor	119L	Open		\$2,440		0%	\$2,440
120L Student Council Asst Advisor							
Student Council Asst. Advisor	120L-1	Scholl	Joshua	\$1,917		0%	\$1,917
Student Council Asst. Advisor	120L-2	Knaggs	Amber	\$1,917		5%	\$2,013
121L Student Council Asst Advisor							
Student Council Asst. Advisor	121L-1	McNamara	April	\$1,917		0%	\$1,917
Student Council Asst. Advisor	121L-2	Hodnicki	Christopher	\$1,917		5%	\$2,013
122L Student Council Asst Advisor							
Student Council Asst. Advisor	122L-1	Tucker	Jodie	\$1,917		0%	\$1,917
Student Council Asst. Advisor	122L-2	Hieronimus	Melissa	\$1,917		0%	\$1,917
123L Student Council Asst Advisor							
Student Council Asst. Advisor	123L-1	Kosakowski	Amanda	\$1,917		5%	\$2,013
Student Council Asst. Advisor	123L-2	Rublely	Jason	\$1,917		0%	\$1,917
124L Student Council - Whitmer							
Student Council - Whitmer	124L	Peters	Kate	\$3,834		0%	\$3,834
125L Student Council - Jr. High							
Student Council - Jr. High - Jefferson	125L-1a	Warren	Janette	\$1,046		0%	\$1,046
Student Council - Jr. High - Jefferson	125L-1b	Hoover	Christopher	\$1,046		0%	\$1,046
Student Council - Jr. High - Washington	125L-2a	Mueller	Molly	\$1,046		0%	\$1,046
Student Council - Jr. High - Washington	125L-2b	Sharp	Kari	\$1,046		0%	\$1,046
129L Career-Tech Student Org. Chapter Advisors							
CTSO Chapter Advisor	129L-1	Stadniczuk	Tadek	\$1,394		0%	\$1,394
CTSO Chapter Advisor	129L-2	Tucker	Jodie	\$1,394		0%	\$1,394
CTSO Chapter Advisor	129L-3	Open		\$1,394		0%	\$1,394
CTSO Chapter Advisor	129L-4	Ulrich	Laura	\$1,394		5%	\$1,464
CTSO Chapter Advisor	129L-5	Tolly	Bradley	\$1,394		0%	\$1,394
CTSO Chapter Advisor	129L-6	DuShane	Michael	\$1,394		0%	\$1,394
130 Career-Tech Student Org. Club Advisor							
CTSO - Club Advisor	130-01	Farnham	Kimberlee	\$697		0%	\$697
CTSO Club Advisor	130-02	Open		\$697		0%	\$697
CTSO Club Advisor	130-03	Stadniczuk	Tadek	\$697		0%	\$697

	Pos#	Last Name	First Name	Contract	Long	Contract Total
CTSO Club Advisor	130-04	Anderson	Brian	\$697	0%	\$697
CTSO Club Advisor	130-05	Johnson	Justin	\$697	0%	\$697
CTSO Club Advisor	130-06	Palmer	Donald	\$697	0%	\$697
CTSO Club Advisor	130-07	Donnell	Craig	\$697	0%	\$697
CTSO Club Advisor	130-08	Open		\$697	0%	\$697
CTSO Club Advisor	130-09	White	Mark	\$697	0%	\$697
CTSO Club Advisor	130-10	O'Connor	Gary	\$697	0%	\$697
CTSO Club Advisor	130-11	O'Sullivan	Karon	\$697	0%	\$697
CTSO Club Advisor	130-12	Blochowski	Kristin	\$697	0%	\$697
CTSO Club Advisor	130-13	Kraus	Philip	\$697	0%	\$697
CTSO Club Advisor	130-14	Squibb	Jamie	\$697	0%	\$697
CTSO Club Advisor	130-15	Crozier	Teresa	\$697	0%	\$697
CTSO Club Advisor	130-16	Open		\$697	0%	\$697
CTSO Club Advisor	130-17	Pickard	Adam	\$697	0%	\$697
133 National Tech Honor Society						
National Tech Honor Society	133-	Ulrich	Laura	\$1,046	0%	\$1,046
134L National Honor Society						
National Honor Society	134L-a	Karcsak	Melanie	\$697	0%	\$697
National Honor Society	134L-b	Giovanoli	Paula	\$697	0%	\$697
135L Jr. High National Honor Society (7)						
Jr. High National Honor Society (7th Grade)	135L	Bosch	Lori	\$1,046	5%	\$1,098
136L Jr. High National Honor Society (8)						
Jr. High National Honor Society (8th Grade)	136L	Adduci	Tammie	\$1,394	10%	\$1,533
140L Chess Club						
Chess Club	140L	Baughman	Randy	\$2,091	10%	\$2,300
141L Art Club						
Art Club	141L-1	Johnson	Lorna	\$1,046	0%	\$1,046
Art Club	141L-2	Burkart	Ann	\$1,046	0%	\$1,046
142L French Club						
French Club	142L	Hetrick-Goff	Angela	\$1,046	5%	\$1,098
143L French Honorary						
French Honorary	143L	Hetrick-Goff	Angela	\$1,046	5%	\$1,098
144L German Club						
German Club	144L	Balwinski	Krista	\$1,046	5%	\$1,098
145L German Honorary						
German Honorary	145L	Balwinski	Krista	\$1,046	5%	\$1,098
146L Spanish Club						
Spanish Club	146L	Loesel	Jill	\$1,046	0%	\$1,046
147L Spanish Honorary						
Spanish Honorary	147L	Loesel	Jill	\$1,046	0%	\$1,046
148 Latino Club						
Latino Club	148-	Sheehan	Aida	\$1,046	0%	\$1,046
149L Math Honorary Club						
Math Honorary Club	149L-a	Whitacre	Jason	\$523	0%	\$523
Math Honorary Club	149L-b	Meyer	Derek	\$523	0%	\$523
150L Science Club						
Science Club	150L	MacKenzie	Jeffrey	\$1,046	0%	\$1,046
151L Social Studies Club						
Social Studies Club	151L	Punsalan	Michael	\$1,046	0%	\$1,046
152 Book Club						
Book Club	152-a	Ziegler	Elizabeth	\$349	0%	\$349
Book Club	152-b	Kuehnle**	Laurel	\$349	0%	\$349

	Pos#	Last Name	First Name	Contract	Long	Contract Total
153 Diversity Club						
Diversity Club	153-	Singleton	Felicia	\$697	0%	\$697
154L Thespian/Drama Club Advisor						
Thespian/Drama Club Advisor	154L	Schreiner**	Andrea	\$1,046	0%	\$1,046
155L Quiz Bowl Advisor						
Quiz Bowl Advisor	155L	Puffenberger	Eric	\$1,743	0%	\$1,743
159L Public Forum/Mock Trial						
Public Forum/Mock Trial	159L	Open		\$1,046	0%	\$1,046
160L Youth to Youth						
Youth to Youth	160L-1a	Baumgartner	Jennifer	\$697	10%	\$767
Youth to Youth	160L-1b	Open		\$697	0%	\$697
Youth to Youth	160L-2a	Open		\$697	0%	\$697
Youth to Youth	160L-2b	Smith	Kristin	\$697	0%	\$697
Youth to Youth	160L-3a	Dake	Christina	\$697	10%	\$767
Youth to Youth	160L-3b	Swisher	Rebecca	\$697	5%	\$732
161L Panther Dance Team						
Panther Dance Team	161L	Katafiasz**	Angela	\$2,266	0%	\$2,266
163L Secret Spirits						
Secret Spirits	163L-a	Ewing**	Laurie	\$872	0%	\$872
Secret Spirits	163L-b	Merritt**	Kelley	\$872	0%	\$872
165L Pep Club						
Pep Club	165L	Squibb	Matthew	\$1,046	0%	\$1,046
169L Elementary-After School Activities						
Elem. After School Activities - Hiawatha	169L-06a	Black**	Casey	\$1,743	0%	\$1,743
Elem. After School Activities - Hiawatha	169L-06b	Aman	Craig	\$1,743	15%	\$2,004
Elem. After School Activities - Jackman	169L-09a	Townsend	Charles	\$1,743	0%	\$1,743
Elem. After School Activities - Jackman	169L-09b	Townsend	Charles	\$1,743	0%	\$1,743
Elem. After School Activities - McGregor	169L-11a	Pennywitt	Chad	\$1,743	5%	\$1,830
Elem. After School Activities - McGregor	169L-11b	Evearitt	Theresa	\$1,743	0%	\$1,743
Elem. After School Activities - Meadowvale	169L-12a	Manley	Ann	\$1,743	0%	\$1,743
Elem. After School Activities - Meadowvale	169L-12b	Manley	Ann	\$1,743	0%	\$1,743
Elem. After School Activities - Monac	169L-13a	Open		\$1,743	0%	\$1,743
Elem. After School Activities - Monac	169L-13b	Open		\$1,743	0%	\$1,743
Elem. After School Activities - Greenwood	169L-14a	Coy	Cal	\$872	5%	\$916
Elem. After School Activities - Greenwood	169L-14b	Arnold	Kimberly	\$872	0%	\$872
Elem. After School Activities - Greenwood	169L-14c	Open		\$1,743	0%	\$1,743
Elem. After School Activities - Shoreland	169L-15a	Open		\$1,743	0%	\$1,743
Elem. After School Activities - Shoreland	169L-15b	Open		\$872	0%	\$872
Elem. After School Activities - Shoreland	169L-15c	Open		\$872	0%	\$872
Elem. After School Activities - Wernert	169L-17a	LeFevers	Douglas	\$1,743	0%	\$1,743
Elem. After School Activities - Wernert	169L-17b	LeFevers	Douglas	\$1,743	0%	\$1,743
170L Activities Director						
Activities Director - Hiawatha	170L-06	Lopez	Kelly	\$697	5%	\$732
Activities Director - Jackman	170L-09	Sattler	Sharon	\$697	5%	\$732
Activities Director - McGregor	170L-11a	Ray	Amy	\$349	5%	\$366
Activities Director - McGregor	170L-11b	Sakowski	Tera	\$349	0%	\$349
Activities Director - Meadowvale	170L-12	Aiken	Colleen	\$697	0%	\$697
Activities Director - Monac	170L-13	Frindt	Kari	\$697	5%	\$732
Activities Director - Greenwood	170L-14a	Hansen	Rannae	\$349	0%	\$349
Activities Director - Greenwood	170L-14b	Siebenaller	Courtney	\$349	0%	\$349
Activities Director - Shoreland	170L-15a	Baumberger	Kelly	\$349	5%	\$366
Activities Director - Shoreland	170L-15b	Allsbrooks	Carrie	\$349	0%	\$349

	Pos#	Last Name	First Name	Contract	Long	Contract Total
Activities Director - Wernert	170L-17	Open		\$697	0%	\$697
Activities Director - Jefferson	170L-18	Open		\$697	0%	\$697
Activities Director - Washington	170L-19	Gent	Jennifer	\$697	10%	\$767
Activities Director - Jefferson	170L-20	Open		\$697	0%	\$697
Activities Director - Washington	170L-21	Gent	Jennifer	\$697	10%	\$767
171L Safety Patrol Coordinator						
Safety Patrol Coordinator - Hiawatha	171L-06	Lopez	Kelly	\$2,091	5%	\$2,196
Safety Patrol Coordinator - Jackman	171L-09	Open		\$2,091	0%	\$2,091
Safety Patrol Coordinator - McGregor	171L-11	Ward	Tina	\$2,091	5%	\$2,196
Safety Patrol Coordinator-Meadowvale	171L-12	Aiken	Colleen	\$2,091	0%	\$2,091
Safety Patrol Coordinator-Monac	171L-13	Marti	Janice	\$2,091	0%	\$2,091
Safety Patrol Coordinator - Greenwood	171L-14	Coy	Cal	\$2,091	15%	\$2,405
Safety Patrol Coordinator - Shoreland	171L-15a	Jager	Lynn	\$1,046	10%	\$1,151
Safety Patrol Coordinator-Shoreland	171L-15b	Mayo	Jennifer	\$1,046	0%	\$1,046
Safety Patrol Coordinator - Wernert	171L-17	LeFevers	Douglas	\$2,091	5%	\$2,196

WHITMER MUSICAL and PLAYS

172L Coordinator						
Coordinator	172L	Schreiner**	Andrea	\$4,183	0%	\$4,183
173L Orchestra Director						
Orchestra Director	173L	Novak	Raymond	\$2,091	20%	\$2,509
174L Vocal Director						
Vocal Director	174L	Baughman	Randy	\$1,743	10%	\$1,917
176L Set Design						
Set Design	176L	Worstell	R. Eric	\$1,743	15%	\$2,004
177L Choreographer						
Choreographer	177L	Katafiasz**	Angela	\$1,046	0%	\$1,046
178L Lighting						
Lighting	178L	Motter**	Halie	\$697	0%	\$697
179L Program/Tickets						
Program/Tickets	179L	Worstell	Julia	\$697	0%	\$697
181L Winter Play						
Winter Play	181L	Baughman	Randy	\$1,743	10%	\$1,917
182L Fall Play						
Fall Play	182L	Schreiner**	Andrea	\$3,486	0%	\$3,486
183L Set Const/Design/Per Play						
Set Const/Design/Per Play	183L-1	Pickard	Adam	\$1,394	5%	\$1,464
Set Const/Design/Per Play	183L-2	Worstell	R. Eric	\$1,394	10%	\$1,533
186L Junior High Musical Director						
Jr. High Musical Director	186L	Open		\$2,789	0%	\$2,789

DIRECTOR

188 Jr. High Concert Band						
Jr. High Concert Band	188-1	Maroon	Kylene	\$697	0%	\$697
Jr. High Concert Band	188-2	Rhoades	Justin	\$697	0%	\$697
Jr. High Concert Band	188-3	Novak	Raymond	\$697	0%	\$697
Jr. High Concert Band	188-4	Open		\$697	0%	\$697
189 Jr. High Concert Choir						
4 Positions Split 2 Ways						
Jr. High Concert Choir	189-1	Cicerella	Diana	\$1,394	0%	\$1,394
Jr. High Concert Choir	189-2					
Jr. High Concert Choir	189-3	Baughman	Randy	\$1,394	0%	\$1,394
Jr. High Concert Choir	189-4					

	Pos #	Last Name	First Name	Contract		Long	Contract Total
190 Jr. High Orchestra							
Jr. High Orchestra	190-1	Gorton, II	Gary	\$697		0%	\$697
Jr. High Orchestra	190-2	Gibson	Sara	\$697		0%	\$697
191 Whitmer Concert Band							
Whitmer Concert Band	191-1	Novak	Raymond	\$1,394		0%	\$1,394
Whitmer Concert Band	191-2	Maroon	Kylene	\$1,394		0%	\$1,394
192 Whitmer Concert Choir							
Whitmer Concert Choir	192-	Baughman	Randy	\$1,394		0%	\$1,394
193 Whitmer Stage Band							
Whitmer Stage Band	193-	Rhoades	Justin	\$1,046		0%	\$1,046
194 Whitmer Orchestra							
Whitmer Orchestra	194-1	Gorton, II	Gary	\$1,394		0%	\$1,394
Whitmer Orchestra	194-2	Gibson	Sara	\$1,394		0%	\$1,394
195L Show Choir							
Whitmer Show Choir	195L	Baughman	Randy	\$1,046		10%	\$1,151
196L Chor/Show Choir							
Choreographer/Show Choir	196L	Katafiasz**	Angela	\$697		0%	\$697
197 Accompanist/Show Choir							
Accompanist/Show Choir	197	Open		\$15.23/hr.		0%	\$15.23/hr.
198 Accompanist/Chorale							
Accompanist/Chorale	198	Limes**	Laurie	\$15.23/hr.		0%	\$15.23/hr.
199L Piano Accompanist							
Piano Accompanist	199L	Sankovich**	Linda	\$15.23/hr.		0%	\$15.23/hr.
200L High School Chorale							
High School Chorale	200L	Baughman	Randy	\$1,046		10%	\$1,151
201L Head Marching Band							
Head Marching Band	201L	Novak	Raymond	\$5,577		20%	\$6,692
202L Associate Marching Band							
Associate Marching Band	202L	Rhoades	Justin	\$4,880		10%	\$5,368
203L Reserve Marching Band							
Reserve Marching Band	203L	Maroon	Kylene	\$3,137		5%	\$3,294
204L Flag Corps Advisor							
Flag Corps Advisor	204L	Katafiasz**	Angela	\$1,046		0%	\$1,046
205L Pep Band							
Pep Band	205L	Rhoades	Justin	\$1,394		10%	\$1,533
206 Pep Band Associate							
Pep Band Associate	206-	Linser**	Alexander	\$697		0%	\$697

SUPERVISORY AND /OR INSTRUCTIONAL RESPONSIBILITES

210 Department Chairman - Whitmer					d		
Department Chairman - Whitmer - English	210-1	Mohn	John	\$4,532		0%	\$4,532
Department Chair/Whitmer/Foreign Language	210-2	Balwinski	Krista	\$4,532		0%	\$4,532
Dept. Chairman/Whitmer - Science	210-3	Fryman-Reed	Jodi	\$4,532		0%	\$4,532
Department Chairman - Math	210-4	Edmonds	Dana	\$4,532		0%	\$4,532
Department Chairman - CTC	210-5	Kehres	Alexa	\$4,532		0%	\$4,532
Dept. Chairman - Whitmer - Social Studies	210-6	Kahl	Brian	\$4,532		0%	\$4,532
Department Chairman - Whitmer - Special Ed	210-7a	Spain	KaSandra	\$2,266		0%	\$2,266
Department Chairman - Whitmer - Special Ed	210-7b	Cowan	Kelly	\$2,266		0%	\$2,266
Dept Chair - Business	210-8	Tucker	Jodie	\$4,532		0%	\$4,532
Dept Chair - Spec. Ed.	210-9	Nino	James	\$4,532		0%	\$4,532

	Pos #	Last Name	First Name	Contract		Long	Contract Total
211 Department Chairman - Art							
Department Chairman - Art	211-	Drake	Charley	\$4,532		0%	\$4,532
212 Department Chairman - Music							
Department Chairman - Music	212-	Gibson	Sara	\$4,532		0%	\$4,532
213 Department Chairman - PE							
Department Chairman - PE	213-	Dake	Christina	\$4,532		0%	\$4,532
214 Department Chairman - K-12 Library/Media							
K-12 Lib/Media Spec Chair	214-	Ziegler	Elizabeth	\$4,532		0%	\$4,532
215L Jr. High Curr. Facilitators-Jefferson							
Jr. High Curr. Facilitator - English Jeff.	215L-1	Cornachione	Katie	\$3,834		5%	\$4,026
Jr. High Curr. Facilitator - Math Jeff	215L-2	Bosch	Brandon	\$3,834		0%	\$3,834
Jr. High Curr. Facilitator - Science Jeff	215L-3	Missler	Rodney	\$3,834		0%	\$3,834
Jr. High Curr. Facilitator - Soc. Studies Jeff	215L-4	Marciniak	Rodger	\$3,834		0%	\$3,834
Jr. High Curr. Facilitator - Spec Ed Jeff	215L-5	Ledzianowski	Sara	\$3,834		10%	\$4,217
216L Jr. High Curr. Facilitators-Washington							
Jr. High Curr. Facilitator - English Wash	216L-1	Bosch	Lori	\$3,834		15%	\$4,409
Jr. High Curr. Facilitator - Math Wash	216L-2	Jakubowski	Mark	\$3,834		5%	\$4,026
Jr. High Curr. Facilitator - Science Wash	216L-3	Toney	Trevor	\$3,834		5%	\$4,026
Jr. High Curr. Facilitator - Soc. Studies Wash	216L-4	Durham	Matthew	\$3,834		5%	\$4,026
Jr. High Curr. Facilitator - Spec Ed Wash	216L-5	Berryman	Marc	\$3,834		5%	\$4,026
217L Elementary Department Chairman							
Elem. Dept. Chair - McGregor	217L-11a	Foster	Nancy	\$1,743		0%	\$1,743
Elem. Dept. Chair - McGregor	217L-11b	Darling	Danielle	\$1,743		5%	\$1,830
Elem. Dept. Chair - Meadowvale	217L-12a	McCorkle	Kristin	\$3,486		0%	\$3,486
Elem. Dept. Chair - Meadowvale	217L-12b	Scott	Tony	\$3,486		0%	\$3,486
Elem. Dept. Chair - Monac	217L-13a	King	Kimberley	\$3,486		5%	\$3,660
Elem. Dept. Chair - Monac	217L-13b	Bushrow	Ronald	\$3,486		5%	\$3,660
Elem. Dept. Chair - Greenwood	217L-14a	Floyd	James	\$3,486		0%	\$3,486
Elem. Dept. Chair - Greenwood	217L-14b	Cloum	Alysia	\$3,486		0%	\$3,486
Elem. Dept. Chair - Shoreland	217L-15a	Allsbrooks	Carrie	\$3,486		0%	\$3,486
Elem. Dept. Chair - Shoreland	217L-15b	Huebner	Gregory	\$3,486		5%	\$3,660
Elem. Dept. Chair - Wernert	217L-17	Aman	Craig	\$3,486		0%	\$3,486
Elem. Dept. Chair - Hiawatha	217L-6a	Rex	Marissa	\$3,486		0%	\$3,486
Elem. Dept. Chair - Jackman	217L-9a	Flemmings	Wendy	\$3,486		5%	\$3,660
Elem. Dept. Chair - Jackman	217L-9b	Kimmey	Christine	\$3,486		10%	\$3,835
218L Elementary Head Teacher							
Elem. Head Teacher - McGregor	218L-11a	Black	Carolyn	\$1,743		0%	\$1,743
Elem. Head Teacher - McGregor	218L-11b	Wagner	Laurie	\$1,743		5%	\$1,830
Elem. Head Teacher - Meadowvale	218L-12	Hetzel	Michele	\$3,486		10%	\$3,835
Elem. Head Teacher - Monac	218L-13	Open		\$3,486		0%	\$3,486
Elem. Head Teacher - Greenwood	218L-14	Lindsey	Sheri	\$3,486		0%	\$3,486
Elem. Head Teacher - Shoreland	218L-15	Jackson	Erika	\$3,486		5%	\$3,660
Elem. Head Teacher - Wernert	218L-17			\$3,486		0%	\$3,486
Elem. Head Teacher - Hiawatha	218L-6	Osborn	Sarah	\$3,486		5%	\$3,660
Elem. Head Teacher-Jackman	218L-9	Brown	Molly	\$3,486		0%	\$3,486
222 Building Technology Facilitator							
Bldg. Tech. Facilitator - McGregor	222-11	Kessler	Stacey	\$4,183		0%	\$4,183
Bldg. Tech. Facilitator - Meadowvale	222-12	Scott	Tony	\$4,183		0%	\$4,183
Bldg. Tech. Facilitator - Monac	222-13a	Bushrow	Ronald	\$2,092		0%	\$2,092
Bldg. Tech. Facilitator - Monac	222-13b	Marti	Janice	\$2,092		0%	\$2,092
Bldg. Tech. Facilitator - Greenwood	222-14	Coy	Cal	\$4,183		0%	\$4,183

	Post#	Last Name	First Name	Contract		Long	Contract Total
Bldg. Tech. Facilitator - Shoreland	222-15	Conlan	Tammera	\$4,183		0%	\$4,183
Bldg. Tech. Facilitator - Wernert	222-17	LeFevers	Douglas	\$4,183		0%	\$4,183
Bldg. Tech. Facilitator - Hiawatha	222-6	Gladieux	Tracy	\$4,183		0%	\$4,183
Bldg. Tech. Facilitator - Jackman	222-9a	Burgess	Darcy	\$2,092		0%	\$2,092
Bldg. Tech. Facilitator - Jackman	222-9b	Brunkhorst	Michelle	\$2,092		0%	\$2,092
223 Building Technology Facilitator - Jr. High							
Bldg. Tech. Facilitator - Jefferson	223-1	Open		\$349		0%	\$349
Bldg. Tech. Facilitator - Washington	223-2	Morse	Courtney	\$349		0%	\$349
226 Guidance Counselor							
Guidance Counselor	226-8	Scowden	Donna	\$3,312		0%	\$3,312
227 Deans							
Deans	227-1	Hays	David	\$5,229		0%	\$5,229
Deans	227-2	Flemmings	Sean	\$5,229		0%	\$5,229
Deans	227-3	Young	Rhea	\$5,229		0%	\$5,229
Deans	227-4	Bell	Gerald	\$5,229		0%	\$5,229
228 Special Education							
Special Education	228-02	Rao	Heidi	\$2,440		0%	\$2,440
Special Education	228-11	Foster	Nancy	\$1,940		0%	\$1,940
Special Education	228-13	Elendt	Leslie	\$2,440		0%	\$2,440

MISCELLANEOUS

230 KIA Chairperson							
KIA Chairperson	230-1	Open		\$1,394		0%	\$1,394
KIA Chairperson	230-2	Open		\$1,394		0%	\$1,394
231 Challenge Day Coordinator							
Challenge Day Coordinator	231-	Geronimo-Riggs	Laura	\$697		0%	\$697
232 Website Maintainer							
Website Maintainer	232-	Tucker	Jodie	\$25.56/hr.		0%	\$25.56/hr.
234 LPDC Member							
LPDC Member	234-1	Tate	Mari	\$1,394		0%	\$1,394
LPDC Member	234-2	Bosch	Lori	\$1,394		0%	\$1,394
LPDC Member	234-3	Mohn	John	\$1,394		0%	\$1,394

- 37 Summer School Teachers
- 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

- 15 Elementary Music Program
- \$200 per performance/performance must be beyond the regularly scheduled school day
- Max. \$400 per school per building
- 25 KIA Building Representative
- \$300 per building
- 35 Professional Support – Entry Year Mentor/PACE
- \$325 per semester
- 45 Elementary P.E. Programs
- \$200 per performance/performance must be beyond the regularly scheduled school day
- Max \$600 per school year per building
- 55 KIA Elementary Music Coordinator
- \$200
- 65 Overnight Stipend for Supervision
- CTSO Trip Supervisors except Chapter Advisors \$75.00/night – max of 5 nights
- 75 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.

H. Proficiency Tutor – One Year Limited Contract
08/24/2015 – 06/09/2016

- 1. Andrew Lockard Jefferson (IRP) Step 0 \$ 26.72/hr.

I. Extra Duty Index Volunteers
Accepting Services for Coaching

- 1. Keith Belcik Baseball
- 2. April Costin Golf
- 3. Brian Greer Football

J. Production of Various Video/Audio/Artistic Services @ \$15.23/hr.

- 1. Gary O’Connor
- 2. Michael Punsalan

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

- 1. Christina Dake

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

- 1. Kristy Aeschliman Step 4 \$ 27.74/hr.
- 2. Jayne Odeneal Step 2 \$ 27.23/hr.

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

- 1. Ruth Nastal Step 4 \$ 27.74/hr.

N. Extended Time

- 1. Gerald Bell Dean 2 Days \$ 814.14
- 2. Dona Borkowski Counselor 7 Days \$ 1,571.24

Personnel
of 4
continued :

3. Jennifer Bronikowski	Counselor	7 Days	\$ 2,849.49
4. Seth Evaritt	Counselor	7 Days	\$ 2,609.83
5. Sean Flemmings	Dean	2 Days	\$ 768.49
6. Tamara Harris	Counselor	7 Days	\$ 2,529.94
7. David Hays	Dean	2 Days	\$ 882.62
8. Sara Hoffman	Counselor	7 Days	\$ 2,769.59
9. April McNamara	Counselor	7 Days	\$ 1,730.99
10. Michelle McPeck	Counselor	7 Days	\$ 1,730.99
11. Kimberly Molnar	Counselor	7 Days	\$ 1,651.10
12. Stephanie Moore	Counselor	7 Days	\$ 2,290.24
13. Molly Mueller	Counselor	7 Days	\$ 2,529.94
14. Marissa Rex	Counselor	7 Days	\$ 1,970.69
15. Melanie Robinson	Counselor	7 Days	\$ 2,050.59
16. Nicole Ryan	Conselor	7 Days	\$ 2,210.34
17. Donna Scowden	Counselor	7 Days	\$ 3,169.08
18. Stacie Shively	Counselor	7 Days	\$ 2,529.94
19. Barbara Swartz	Counselor	7 Days	\$ 3,089.18
20. Rebecca Swisher	Social Worker	10 Days	\$ 4,298.98
21. Rhea Young	Dean	2 Days	\$ 882.62

O. One-Fifth Additional Salary – Entire 2015/16 School Year

1. Craig Donnell	Welding	\$ 14,294.00
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P. Jump Start to Grade 3 Summer Reading Academy @ \$25.56/hr.

August 3 – August 19, 2015

As Needed Basis

1. Mindi Hazuda	4. Jessica Kelly	7. Jenna Steele
2. Molly Henry	5. Michele Mawer	8. Judith Thomaswick
3. Amy Hymore	6. Donna Stacy	

Q. Whitmer Athletic's Website Design and Maintenance @ \$15.23/hr.

Not to exceed \$1,500.00

1. Annette Hyttenhove

5. RE-EMPLOYMENT OF PERSONNEL – 2015/16

A. Substitute Certified Personnel

1. Tessa Allard	15. Thomas Bibish	30. Cynthia Champer
2. Danuta Ames	16. Casey Black	31. Kelsey Collins
3. Charity Anderson	17. Kathryn Bolles	32. Laura Conley
4. Pon Bong Ashley	18. Angela Boren	33. Kelly Cook
5. Laurie Aulls	19. Meghan Boze	34. Marty Coombs, Sr.
6. Stephen Babich	20. Tandy Bradford	35. Melanie Cox
7. Sargon Babona	21. Jennifer Brant	36. Jessica Crossfield
Pilipos	22. Ashley Brown	37. Beverly Curson
8. Evan Back	23. Robert Brown	38. Beatriz De Las Casas
9. Donna Bacon	24. Christopher Burkart	39. Joanna Deck
10. Constance Baidel	25. Christie Burnett	40. Dianne DeVault
11. Thomas Ball	26. Melanie Burns	41. Mark Drozdowicz
12. Nikki Barnett	27. Amy Burris	42. Chad Dubendorfer
13. Katherine Barone	28. Jessica Burton	43. Susan Dubendorfer
14. Tyler Bates	29. Nathan Chambers	44. Lisa Duran

- | | | |
|--------------------------|--------------------------------|--------------------------------|
| 45. Martha Duty | 96. Susan Leach | 145. Katie Powers |
| 46. Sherry Ely | 97. Cynthia Leffler | 146. Howard Reash |
| 47. Katie Exton | 98. Katherine Lehnert | 147. Mary Reisinger |
| 48. Stephanie Eyre | 99. Eric Leuthold | 148. Gina Richards |
| 49. Kevin Fansler | 100. Jenny Lewis | 149. Yolanda Richardson |
| 50. Richard Feller | 101. Amy Lingle | 150. Austin Ritson |
| 51. James Foos | 102. Nathan Logan | 151. Kelly Robb |
| 52. Marsha Frank | 103. Rebecca Long | 152. Sr. Antonia Rode |
| 53. Jami Frost | 104. Mark Longley | 153. Lisa Roe |
| 54. Penny Ganchou | 105. Kristine Loret | 154. David Roshong |
| 55. Diane Garn | 106. Thomas Madigan | 155. Christy Rospert |
| 56. Jessica Geyser | 107. Marc Malley | 156. Kerry Rubin |
| 57. Sandra Giannetto | 108. Mary Mallory | 157. Hannah Saar |
| 58. Nicole Gill | 109. Abigail Maraugh | 158. John Saggese |
| 59. Adrienne Goldberg | 110. Tamara Marckel | 159. Diana Sampson |
| 60. Cory Guenther | 111. Chris Matthy | 160. Denise Sawan |
| 61. Carmella Gulick | 112. Michele Mawer | 161. Gina Schell |
| 62. David Hamen | 113. Rebecca McClung | 162. Lisbeth Schmitt |
| 63. Cheryl Hannigan | 114. Ann McIlhargey-
Kontur | 163. Donna Schroyer-
Riesen |
| 64. Nancy Harris | 115. Wendy Measles | 164. Dayna Schultz |
| 65. Ashley Haubert | 116. Tabitha Meridieth | 165. Ashley Schwartz |
| 66. Cheri Heinecke | 117. Allison Meyer | 166. Tiffany Schwartz |
| 67. Jamie Hesselbein | 118. Lois Middlebrooks | 167. Shawna Shope |
| 68. William Hill | 119. Emily Miller | 168. Andrea Simpson |
| 69. Megan Hinojosa | 120. Jamie Miller | 169. Gwendolyn Smith |
| 70. Gabrielle Hinshaw | 121. Nicholas Miller | 170. Mary Smith |
| 71. Derek Hopkins | 122. Sandra Miller | 171. Sarah Smythe |
| 72. Jerra Huxford | 123. Shaun Mitchell | 172. Elizabeth Snell |
| 73. Kathleen Inderbitzin | 124. Naglaa Mohamed
Hassab | 173. Carol Steele |
| 74. William Irving | 125. Nicholas Monica | 174. Jenna Steele |
| 75. Sharon Jacobs | 126. Monica Mulac | 175. Terri Stevens |
| 76. Lynne Jacobson | 127. Courtney Naveken | 176. Jan Stewart |
| 77. Kathleen Jensen | 128. Marla Nejvara | 177. Robert Stickels |
| 78. Joel Johnson | 129. Barbara Niemiec | 178. Ella Stoller |
| 79. Patricia Keene | 130. Thomas Nolan | 179. Terrie Stong |
| 80. Jessica Kelly | 131. Carol Norton | 180. Heather Szymanski |
| 81. Tiffany Kidd | 132. Kristin Okulski | 181. Brent Teall |
| 82. Christina Kieper | 133. Whitney Osborne | 182. Lynn Townsend |
| 83. Linda King | 134. Martha Osnowitz | 183. Susan Townsend |
| 84. Ashley Klima | 135. Melissa Owens | 184. Linda Trumbull |
| 85. Evelyn Kluczynski | 136. Beth Oyler | 185. Mary Twining |
| 86. Diane Knepper | 137. Andrew Page | 186. Joanne Vail-Nixon |
| 87. Bernal Koch | 138. Carmen Paillie | 187. Mellisa Vardaman |
| 88. Jane Konz | 139. Benjamin Palicki | 188. Winfield Vernier |
| 89. Kimberly Krieger | 140. Bailey Parks | 189. Tara Vincent |
| 90. Rochelle Krolak | 141. Brianna Parton | 190. Marlene Wainer |
| 91. Jason Kubicki | 142. Kristen Perchinske | 191. Michelle Waller |
| 92. Tamara Kwiatkowski | 143. Charles Pfeifer | 192. Karen Walton |
| 93. Michelle Lake | 144. William Portteus | 193. Tracey Wasielewski |
| 94. Jaime LaPoint | | 194. Patricia Weaver |
| 95. Andrew Larsen | | |

Personnel
1 of 4
continued :

- | | | |
|-----------------------|--------------------------|--------------------|
| 195. Barbara Weber | 199. Troy Williamson, II | 203. Rachel Wolin |
| 196. Chad Whiting | 200. Mitzi Winzeler | 204. Kelly Yakelis |
| 197. Christie Wilkins | 201. Kurtis Winzenried | 205. Curt Zito |
| 198. Diana Williams | 202. Natalie Wolin | |

B. Substitute Classified Personnel

- | | | |
|--------------------------|--------------------------|-------------------------|
| 1. Brenda Allen | 45. Ruth Hall | 90. Allison Meyer |
| 2. Kristy Anson | 46. Craig Hanna | 91. Carol Michalak |
| 3. Pamela Appleman | 47. Bethany Hardin | 92. Joyce Michalak |
| 4. Christine Arvay | 48. Wesley Harper | 93. Tammi Mills |
| 5. Evan Back | 49. Teresa Harris | 94. Cynthia Millward |
| 6. Nicole Barth | 50. Maranda Hartman | 95. Angela Mingione |
| 7. David Bauman | 51. Nickolas W. Hartman | 96. Ronald Mulhollen |
| 8. Kelly Bell | 52. Jane Helfer | 97. Patrick Myslinski |
| 9. Barbara Bernhard | 53. Julie Henderson | 98. David Niezgodna |
| 10. Stephen Betcher | 54. Randi Henning | 99. William Noon |
| 11. Matthew Bodeman, Jr. | 55. Rachel Hill | 100. Chester Nowak |
| 12. Brian Brooks | 56. Gabrielle Hinshaw | 101. Joseph Nowicki |
| 13. Linda Burge | 57. Jerry Hughes | 102. Judith Omey |
| 14. Patricia Campbell | 58. Marnie Hutchison | 103. Andrew Operacz |
| 15. John Casto | 59. Steven Ingalsbe | 104. Shelly Ottney |
| 16. Alexander Caughhorn | 60. Jennifer Jagodzinski | 105. Michael Owens |
| 17. George Caughhorn | 61. Demetria Johnson | 106. Tyler Parquette |
| 18. Luke Christopher | 62. Frederick Johnson | 107. Angela Pedelose |
| 19. Harold Cilley | 63. Joseph Jones | 108. Edward Petersen |
| 20. Jeffery Clark | 64. Linda Kalucki | 109. Mickey Pfothenauer |
| 21. Tiffany Cole | 65. Gale Karam | 110. Caroline Phillips |
| 22. Debra Cornwell | 66. Monica Keener | 111. Kristin Philips |
| Liacopolous | 67. Brett Keller | 112. Tony Pollauf |
| 23. Gail Cousino | 68. Donald Kerr, III | 113. Wendy Pool |
| 24. Jack Dickason, Jr. | 69. Tonya King | 114. Jerold Preston |
| 25. Errick Dixon | 70. Judith Kiser | 115. Jamie Purvis |
| 26. Theresa Doremus | 71. Renee Kluczynski | 116. Bernard Rachuba |
| 27. Nicolette Dormaier | 72. Toni Koder | 117. Robert Reinhart |
| 28. Stephanie Downey | 73. Sandra Konz | 118. Pamela Reynolds |
| 29. Donald Dubendorfer | 74. David Koopmans | 119. Kenneth Richards |
| 30. Tiffany Duffy | 75. Justin Korb | 120. Alexander Ricica |
| 31. Lisa Duran | 76. Bradford Kotlarczyk | 121. Karen Ricica |
| 32. John Eisenhauer | 77. Linda Krenk | 122. Michael Ritson |
| 33. Trenton Ford | 78. Christian Krum | 123. Lisa Roe |
| 34. Robert Freeman | 79. Jennifer Kusz | 124. Randolph Roth |
| 35. Travis Galloway | 80. Hallie LaPoint | 125. Sarah Rowland |
| 36. Penny Ganchou | 81. Ashley Lipscomb | 126. Miranda Rutkowski |
| 37. Amanda Gillespie | 82. Shaun Lohbauer | 127. John Rybarczyk |
| 38. Susan Gladieux | 83. Jeffery Mack | 128. Robin Samples |
| 39. Jennifer Good | 84. Tricia Manner | 129. Marilyn Schnapp |
| 40. Ralph Green | 85. Melanie Marquis | 130. Michelle Schneider |
| 41. Amy Gresham | 86. Elizabeth Maybee | 131. Sue Schonter |
| 42. Barbara Gross | 87. Steven Mayo | 132. Sandy Schultz |
| 43. Jay Grzechowiak | 88. Carl Mazzurco, III | 133. Randy Scott |
| 44. Jessica Guntsch | 89. Loretta McCaster | 134. Lisa Sgro |

- | | | |
|------------------------|-----------------------|------------------------|
| 135. Desiree' Sharp | 147. Vicki Swartz | 159. Karen Walton |
| 136. Valarie Shuherk | 148. Adam Swisher | 160. Vern Watrol |
| 137. Matthew Skotynski | 149. Amanda Swisher | 161. Luke Weaver |
| 138. Michael Skotynski | 150. Wendy Syroka | 162. Ingrid Wenman |
| 139. Greg Smith | 151. Jerry Taylor | 163. William White |
| 140. Jordan Sparks | 152. Lisa Thoman | 164. Judith Williams |
| 141. Cosette Stalker | 153. Gary Thomas | 165. Arthur Winzenried |
| 142. Camille Stanfa | 154. Leslie Thomas | 166. Natalie Wolin |
| 143. Carol Steele | 155. Shurell Tidwell | 167. Ava Yates |
| 144. Delana Stickler | 156. Henry Tobler, IV | 168. Cortney Zenz |
| 145. Michael Sugg | 157. Wesley Vance | 169. Nancy Zimmel |
| 146. Debra Sumner | 158. Amelia Varnes | 170. Linda Zmudzinski |

Personnel
1 of 4
continued :

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

- | | | |
|-------------------------|-----------------------|-----------------------|
| 1. Denise Amirhamzeh | 13. Gina Kasper | 25. Nicole Peer |
| 2. Eric Brown | 14. John Kazmaier | 26. Heidi Rao |
| 3. Regina Chadwick | 15. Christine Kimmey | 27. Seth Roberts |
| 4. Jeffrey Christoffers | 16. Joni King | 28. Kari Sharp |
| 5. Marisa Crespo | 17. Janet Kiser | 29. Phyllis Siedlecki |
| 6. Bradley Densmore | 18. Marya Knuth | 30. Sarah Snell |
| 7. Dana Edmonds | 19. Susan Krecioch | 31. KaSandra Spain |
| 8. Michelle Falor-Trost | 20. Thomas LaPoint | 32. Cathryn Vaughan |
| 9. Beverly Fandry | 21. Sara Ledzianowski | 33. Roxanne Ward |
| 10. Kelly Heintl | 22. Douglas LeFevers | 34. Karen Wilhelm |
| 11. Amy Hymore | 23. Sarah Morrin | |
| 12. Lynne Jacobson | 24. Terrell Nodine | |

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

No: Mr. Langenderfer (1)

It was moved by Mrs. Carmean and seconded by Mr. Ilstrup to accept the Superintendent's recommendation to approve, via consent motion, two of four personnel items as presented:

Personnel
2 of 4:
198-5/15

1. NOMINATIONS - 2014/15

A. Golf Chair Stipends

- | | | |
|----------------|---------------------|-----------|
| 1. Wendy Kiser | Golf Co-Chairperson | \$ 666.00 |
|----------------|---------------------|-----------|

2. NOMINATIONS - 2015/16

A. Extra Duty Personnel

- | | | |
|------------------|-------------------------------------|-----------|
| 1. Wendy Kiser** | #110L-b Speech Team-Asst Coach (8%) | \$ 223.00 |
| **Consultant | | |

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

Abstain: Mr. Kiser (1)

Superintendent's recommendation to approve, via consent motion, three of four personnel items as presented:

1. NOMINATIONS – 2014/15

A. Elementary Summer School Certified Personnel

June 12, 2015 – July 9, 2015
\$25.56/hr. through June 30, 2015
\$25.56/hr. effective July 1, 2015
As Needed Basis

1. Shauna Hunter

B. Classified Summer Help (As Needed Basis)

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

1. Daniel Hunter

2. NOMINATIONS – 2015/16

A. Certified Personnel – Limited Contracts

1. Daniel Hunter
2. Julie Hunter

B. Extra Duty Personnel

1. Daniel Hunter #010-4a Football-Jr High Coach(30%) \$ 1,360.00

3. RE-EMPLOYMENT OF PERSONNEL – 2015/16

A. Substitute Certified Personnel

1. Shauna Hunter

Yes: Mr. Kiser, Mrs. Carmean, Mr. Ilstrup (3)

Abstain: Mr. Hunter, Mr. Langenderfer (2)

It was moved by Mr. Kiser and seconded by Mr. Hunter to accept the Treasurer's recommendation to approve, via consent motion, four of four personnel items as presented:

1. NOMINATIONS – 2014/15

A. Classified Summer Help (As Needed Basis)

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

1. Luke Hickey

2. RE-EMPLOYMENT OF PERSONNEL – 2015/16

Personnel
4 of 4:
Continued:

A. Substitute Classified Personnel

1. Luke Hickey

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

It was moved by Mr. Kiser and seconded by Mrs. Carmean that this meeting be adjourned at 7:37 p.m.

Adjournment:
201-5/15

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

No: Mr. Langenderfer (1)

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 2015 - 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 \$33.0 million in 2012, \$34.0 million in 2013, and \$32.1 million in 2014. 2014 reflects a full year of tax collection of the valuation decrease from the 2012 reappraisal. In addition, 2014 also reflects a larger than usual taxpayer refunds (\$1.0 million). In November 2014 the district passed a 4.9 mill combined Permanent Improvement (.6) mills and Operating (4.3 mills) tax levy. In 2015 we are forecasting \$35.2 million. Based on the March 2015 settlement and information provided by the county auditor, we are forecasting \$36.1 million in 2016 and future years. **We are hopeful that these collections are conservative and the actual collections will be higher than forecasted.**

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 \$772 million in calendar year 2014. **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 \$25,598 in 2015. 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 2016 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). Current state budget forecasts (House and Governor's proposals) have reduced these payments from \$6.1 million in 2014 and 2015 to \$5.2 million in 2016 and to \$4.3 million in 2017 and in all future years.** It is expected that in future years that these payments will be reduced further in future state budgets (2018 and beyond). However we maintained these payments unchanged from 2017 as in the past these reductions were offset by increases in State Aid. As the State only prepares a two year budget (FY 16 and FY 17), we do not forecast changes in state funding after that time period.

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), \$4.2 million in 2014, and are forecasting \$4.3 million in 2015 and in all future years.

State Aid

Our ADM increased the past five years; increasing from 6,569 in 2010, to 6,669 in 2011, 6,738 in 2012, 6,836 in 2013, 6,865 in 2014. We expect our ADM to be 6,913 in 2015.

The ADM will be more of an average of students attendance than a fixed number determined in October. This will have no impact on our funding in 2015 as we are \$9.6 million over the state mandated cap. The ADM change likely will not affect 2016 or future years as well due to the state mandated cap that is currently in place and expected to be in place for future years.

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 had been utilized. There was a new school funding formula in 2014 for public schools in Ohio that recognizes our increasing enrollment and significant property valuation decreases. However, the increase in our funding based on the new state aid formula system is capped at 6.25% in 2014 and 10.5% in 2015. **The effect of**

the cap reduced our state aid by \$11.0 million in 2014 and \$9.6 million in 2015 from what we would have received if there was not a cap.

Unrestricted State Aid

In 2014 we have received \$21.5 million in unrestricted state aid (includes casino revenue of \$349,166) and are forecasting \$23.9 million (includes casino revenue of \$345,493) in 2015, and \$25.8 million in 2016, and \$27.8 million in 2017 and all future years.

There currently are two proposals for state funding, a governor's proposal and a house proposal. The governor proposal does have a 10% cap and reducing state aid guarantees to school districts and the House has a 7.5% cap and maintains a state aid guarantee. I based our forecast on the House proposal as it is more conservative of the two and I believe it is more likely that districts will receive smaller increases to avoid other districts having reductions in their state funding.

Based on the House proposals, we will be receiving state aid increases in 2016 (\$1.8 million) and in 2017 (\$2.0 million) which will be offset by a reduction in our personal property tax loss payments of \$.9 million in 2016 and another reduction of \$.9 million in 2017. Our net increase in overall revenue is forecasted to be \$.9 million in 2016 and \$1.1 million in 2017.

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 \$345,493 in 2015 and \$350,000 in 2016 and all 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 have expanded 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 in 2014. The economic disadvantaged funding was \$1.1 million in 2014 and is forecasted to be \$.9 million in 2015 and future years. Our overall funding did not increase or decrease. **This additional funding in 2014 (economic disadvantaged) and the reduced funding (economic disadvantaged) in 2015 just reduced or increased our unrestricted state funding. The overall funding was unchanged.**

Restricted state aid includes Career-Tech Funding of \$762,832 in 2014 and forecasted for \$771,000 in 2015 and all future years. This is an increase from 2013's Career Tech Funding of \$456,091. Again, 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 approximately \$30,000 per year. We received \$69,155 in 2011, \$59,645 in 2012, \$103,811 in 2013, and \$0 in 2014 (delayed until 2015). The 2014 payment of \$230,000 was received in 2015. We are forecasting \$455,000 in 2015 (two years of payments in 2015) and \$230,000 in 2016 and all future years. These reimbursements were only a small percentage of what the actual costs were that we had incurred. Like last year, we are expecting this payment this year, but it is possible that this payment also will be delayed until 2016.

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

Medicaid

We received Medicaid funding of \$154,000 in 2012, \$149,000 in 2013, and \$227,000 in 2014. We are forecasting \$600,000 in 2015 to reflect an unexpected settlement for 2006-2009 services of \$500,000. **We have been told this will be received by June 30, 2015, but it is possible it will not be received until next fiscal year (2016).**

Other Financing Sources

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, \$230,000 in 2013, and \$233,000 in 2014. In 2012 we did receive a delinquent payment of \$180,000. Abatement revenue is forecasted to be \$253,000 in 2015 and \$260,000 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 \$3.5 million in 2012 (new levy – half year), \$3.75 million in 2013 (new levy - full year), \$3.9 million in 2014 and forecasting \$4.2 million in 2015 and \$4.3 million in 2016 (full year of levy collection) and all 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.

We annually subsidize certain student activity accounts and our employee recognition fund. **In the future, as our Food Service Fund continues to operate at a loss, we may legally be required to annually transfer funds to Food Service Fund.**

Advances

We annually make advances to the Food Service Fund and the Federal Funds to maintain a positive fund balance. As these advances are loans, they are returned each year. As Food Service Fund had a large operating deficit in 2014 (\$185,000), we were required to increase the advance (\$115,000) in 2015. We are hopeful we will not need to advance a larger amount when we close the year on June 30, 2015 but we do expect another Food Service Operating deficit in 2015.

EXPENDITURES

We have estimated encumbrances outstanding on June 30, 2015 at \$950,000 and unchanged in future years. Any change in the June 30, 2015 outstanding encumbrances from \$950,000 will impact the deficit for 2014/2015; a higher encumbered amount will likely decrease the expenditures for this year and a lower encumbered amount will likely increase the expenditures.

We previously made 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 was 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 will continue to annually appropriate (budget) at 100 percent. However as in the past we generally do not expend 100 percent of our budget, we reduced individual line items between .5% and 5 percent to reduce our total forecasted expenditures by a total of 1.5% for 2016 and all future years. **We are forecasting to expend 98.5% of our budget in 2016 and all future years.** We have also maintained 2019 expenditures unchanged from 2018 based upon the difficulty of forecasting expenditures four years from 2015.

Personal Services

The 2012 and 2013 payroll included a 0.0% base wage increase and 2014 included a 3% base wage increase. In 2015, we also had a 0% base increase. Also in 2015, OAPSE members received a one-time stipend of \$250 totaling \$75,250, with \$55,000 paid by the General Fund.

In 2016 for certified staff we are forecasting an increase of 4.0%, which includes a base increase of 1.5% (increase in employee 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 employee insurance contribution), and a step increase of 2.5%.

In 2017 and 2018, personal services' includes a 3.75% increase (1.25% wage increase and a 2.5% step increase).

However, due to the dramatic increase in ESC costs in 2014 (\$1.8 million in 2013 to \$3.5 million in 2014); in 2015 we began to administer a few of the programs that were previously being administrated by the ESC. This change increased our personnel costs but reduced our other objects' expenditures.

In 2016 we are forecasting no increase in elementary or high school staff, increase of one staff member at junior high, and four full-time aides. Also we expect to increase our staff by two curriculum consultants, one speech therapist, and two occupational therapists. These services were previously contracted as purchased services with the ESC.

Benefits

Healthcare costs were stable the past few years; however in 2013, we had a 6.5% increase in healthcare and an increase in 2014 of 13.8%. Since we were opposed to the 16.8% increase that Paramount intended to charge us, we became partially self-insured for our healthcare. In 2015 we had an increase of 8.22%, and have forecasted an increase of 4.0% in 2016 and 5% in 2017 and 2018. **We are hopeful as we are seeing positive results by switching to self-funding in 2014, that the increases in 2017 and 2018 will be less than currently forecasted.**

We incurred a 10% increase in dental premiums for 2013 and 20% increase in 2014, and a 5% increase in 2015. We are forecasting a 10% increase in 2016 and 5% in 2017 and future years. We are self-funded for dental insurance, however the number of dependents continue to increase on our dental plan.

The Workers' Compensation projected expenditures had a significant decrease in 2013 for our retrospective paid claims. Our retrospective paid claims were \$366,163 in 2010, \$232,000 in 2011, and \$218,000 in 2012, \$75,000 in 2013, \$130,912 in 2014, a \$37,422 in 2015. 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 \$291,143 in 2014. We are forecasting our workers' compensation costs at \$188,000 in 2015. Due to our low claim costs we have been able to join a workers compensation group, which does raise our costs initially but provides some relief with refunds issued in future years.

We also received \$153,298 (all funds) for a one-time rebate in 2014 for past workers' compensation costs and \$161,791(all funds) for another one-time rebate in 2015. 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 \$2.6 million in 2013, and \$2.7 million in 2014. We forecasted charter school expenditures to be \$2.6 million in 2015 (first ever decrease), \$2.8 million in 2016, and 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, and \$1.2 million in 2014. We are forecasting electric and natural gas charges of \$1.6 million in 2014, and increase to \$1.85 million in 2015 (high school air conditioning \$250,000 and an electric rate increase), and future years. We are beginning the HB 264 project and are expecting these forecasted utility charges to decline in future years.

Supplies

We continue to review and monitor our budgets each year which have resulted in lower actual expenditures in these budgets than budgeted, especially in textbooks.

	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>
Instructional Supplies	\$627,000	\$544,000	\$546,000	\$616,000
Software Expenditures	\$182,000	\$179,000	\$144,000	\$169,000
Maintenance Supplies	\$743,000	\$714,000	\$634,000	\$708,000
Bus Maintenance & Fuel	\$521,000	\$577,000	\$539,000	\$588,000
Textbooks	\$162,000	\$ 75,000	\$496,000	\$174,969

We are forecasting our instructional supplies to be \$700,000, software to be \$175,000, maintenance supplies to be \$730,000, and bus maintenance supplies and fuel to be \$560,000 in 2015, textbooks to be \$150,000 and similar amounts in 2016 and future years. However, we will continue to budget textbooks \$500,000 in 2016 and future years even though past years we have been able to delay these purchases.

Capital Outlay

Capital outlay expenditures on this forecast are used for technology equipment and career-technical equipment. Our capital outlay was \$690,000 in 2012, \$558,000 in 2013, and \$522,000 in 2014. We have forecasted \$1.3 million in 2015 and \$1.4 million in 2016 and 2017, and \$817,000 in 2018 and future years.

Due to the past projected budget deficits, buses, motor vehicles, and all other equipment purchases were moved to the Permanent Improvement Fund as well as 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 from the Permanent Improvement Fund.**

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.

In 2015, expenditures were higher than previous years. This was due to large encumbrances from 2014, an additional \$250,000 added to the technology budget, and \$200,000 moved from 2015 textbook purchases to technology.

In 2016 and 2017 we increased the budget by \$600,000 for the HB 264 projects (building improvements). Most districts do borrow funds for HB 264, however due to our fund balance, we will not need to borrow, which will result in a greater savings to the district.

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, \$594,000 (reduced collections) in 2014 and forecasted to be \$625,000 (new levy) in 2015. We have forecasted that these fees will be \$650,000 in 2016 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, **and \$3.6 million in 2014**. Based on changes in state funding that reduced the funding to all ESCs in Ohio, our ESC charges increased significantly in 2014.

We made a decision to employ our own personnel for psychologists, speech therapists, and 3 multi-handicapped units in 2014. We also made other changes to the contract for 2016 and are forecasting the ESC contract to be \$2.2 million in 2015, \$1.9 million in 2016, \$2.0 million in 2017 and future years. Administration continues to review the ESC charges and we may have changes in future years.

Other Financing Uses

The Food Service Fund had previously experienced annual losses, stabilized for a short period, but is now experiencing losses again. The Food Service Fund ended 2013 with a loss of \$53,000 and a loss in 2014 of \$185,000, and will likely have another loss this year. This is caused by a base wage increase, more employees employed in dual positions (which increases their work hours increasing the healthcare enrollment), increase in healthcare premiums, and 15 calamity days in 2014 (salaries paid but no revenue) and nine calamity days in 2015.

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, however based on the Food Service loss in 2014, we advanced \$115,000 in 2014 and will maintain that advance in 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 and expected to be \$38,000 in FY 2015. As mentioned in the revenue section, 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. **If the Food Service continues to have losses, the district will legally be required to subsidize the Food Service Fund as well.**

Budget Reserve (Rainy Day Fund)

The Board of Education has previously authorized a Budget Reserve in the amount of \$3,450,000. **After the passage of our November 2014 levy, the Board increased the Budget Reserve to \$3,625,000.** This Budget Reserve is maintained for all future years.

WASHINGTON LOCAL SCHOOL DISTRICT

LUCAS COUNTY

14267

Schedule of Revenues, Expenditures and Changes in Fund Balances
For the Fiscal Years Ended June 30, 2012, 2013 and 2014 Actual;
Forecasted Fiscal Years Ending June 30, 2015 Through 2019

	Actual				Average Change	Forecasted				
	Fiscal Year 2012	Fiscal Year 2013	Fiscal Year 2014			Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019
Revenues										
010 General Property Tax (Real Estate)	\$32,967,712	\$34,027,089	\$32,125,064	-1.2%	\$35,244,842	\$36,050,000	\$36,050,000	\$36,050,000	\$36,050,000	
020 Tangible Personal Property Tax	8,633	30,870	1,325	76.9%	25,598					
030 Income Tax										
1.035 Unrestricted State Grants-in-Aid	19,773,503	20,868,106	21,491,013	4.3%	23,928,595	25,778,098	27,761,469	27,761,469	27,761,469	
1.040 Restricted State Grants-in-Aid	515,736	559,902	1,843,103	118.9%	2,119,084	1,894,263	1,894,263	1,894,263	1,894,263	
1.045 Restricted Federal Grants-in-Aid - SFSF	1,038,830									
1.050 Property Tax Allocation	11,321,224	10,282,487	10,299,888	-4.5%	10,316,914	9,460,972	8,559,988	8,559,988	8,559,988	
1.060 All Other Revenues	1,514,084	1,105,421	1,465,354	2.8%	1,815,634	1,358,363	1,243,740	1,243,740	1,243,740	
1.070 Total Revenues	67,189,922	68,873,875	67,225,547	0.2%	73,450,667	74,541,696	75,508,460	75,508,460	75,508,460	
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	550,000	485,000	440,000	-10.5%	400,000	400,000	400,000	400,000	400,000	
2.060 All Other Financing Sources	3,938,123	3,975,284	4,102,094	2.1%	4,407,311	4,604,000	4,604,000	4,604,000	4,604,000	
2.070 Total Other Financing Sources	3,488,123	4,460,284	5,544,863	3.5%	4,807,311	5,004,000	5,004,000	5,004,000	5,004,000	
2.080 Total Revenues and Other Financing Sources	74,628,045	74,334,159	72,770,410	0.7%	78,257,978	79,545,696	80,512,460	80,512,460	80,512,460	
Expenditures										
3.010 Personal Services	42,057,010	42,043,336	43,299,514	1.5%	44,242,553	45,576,361	46,873,815	48,490,709	48,490,709	
3.020 Employees' Retirement/Insurance Benefits	14,916,998	14,995,514	16,122,737	4.0%	17,199,000	17,898,731	18,539,439	19,150,864	19,150,864	
3.030 Purchased Services	8,081,937	8,268,212	8,526,569	2.7%	8,659,700	9,542,750	9,547,500	9,789,750	9,789,750	
3.040 Supplies and Materials	2,499,864	2,723,511	2,609,259	2.4%	2,506,540	2,898,450	2,898,450	2,898,450	2,898,450	
3.050 Capital Outlay	689,880	557,781	521,702	-12.8%	1,311,970	1,387,000	1,387,000	817,000	817,000	
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	2,913,032	2,887,064	4,415,753	26.0%	3,076,354	2,761,889	2,885,500	2,885,500	2,885,500	
4.500 Total Expenditures	71,158,721	74,475,418	75,495,594	3.0%	78,096,177	80,865,481	82,431,704	84,052,273	84,052,273	
Other Financing Uses										
5.010 Operating Transfers-Out	33,000	46,000	835,769	878.1%	38,000	50,000	50,000	50,000	50,000	
5.020 Advances-Out	485,000	465,000	440,000	-4.8%	400,000	400,000	400,000	400,000	400,000	
5.030 All Other Financing Uses										
5.040 Total Other Financing Uses	518,000	511,000	1,275,769	74.2%	438,000	450,000	450,000	450,000	450,000	
050 Total Expenditures and Other Financing Uses	71,676,721	74,986,418	76,771,363	3.5%	77,434,177	80,515,481	82,581,704	84,462,273	84,462,273	
010 Excess of Revenues and Other Financing Sources over (under) Expenditures and Other Financing Uses	48,676	652,259	4,240,893	892.8%	623,801	969,485	2,068,244	3,968,813	3,988,813	
7.010 Cash Balance July 1 - Excluding Proposed Renewal/Replacement and New Levies	33,053,760	33,005,084	32,352,825	-1.1%	28,141,932	28,965,793	27,996,308	25,928,064	21,959,251	
7.020 Cash Balance June 30	33,005,084	32,862,625	28,141,932	-7.5%	28,965,793	27,996,308	25,928,064	21,959,251	17,990,438	
8.010 Estimated Encumbrances June 30	963,396	967,492	1,105,353	7.3%	950,000	950,000	950,000	950,000	950,000	
Reservation of Fund Balance										
9.010 Textbooks and Instructional Materials										
9.020 Capital Improvements										
9.030 Budget Reserve	3,450,000	3,450,000	3,450,000		3,625,000	3,625,000	3,625,000	3,625,000	3,625,000	
9.040 PBA										
9.045 Fiscal Stabilization										
9.050 Debt Service										
9.060 Property Tax Advances										
9.070 Bus Purchases										
9.080 Subtotal	3,450,000	3,450,000	3,450,000		3,625,000	3,625,000	3,625,000	3,625,000	3,625,000	
10.010 Fund Balance June 30 for Certification of Appropriations	28,591,688	27,935,333	23,586,579	-8.9%	24,390,793	23,421,308	21,353,064	17,384,251	13,415,438	
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	28,591,688	27,935,333	23,586,579	-8.9%	24,390,793	23,421,308	21,353,064	17,384,251	13,415,438	
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	28,591,688	27,935,333	23,586,579	-8.9%	24,390,793	23,421,308	21,353,064	17,384,251	13,415,438	
ADM Forecasts										
1.010 Kindergarten - October Count	539	572	516	-1.8%	542	542	542	542	542	
1.015 Grades 1-12 - October Count	6,199	6,264	6,349	1.2%	6,371	6,371	6,371	6,371	6,371	
State Fiscal Stabilization Funds										
1.010 Personal Services SFSF										
1.020 Employees Retirement/Insurance Benefits SFSF										
21.030 Purchased Services SFSF										
21.040 Supplies and Materials SFSF										
21.050 Capital Outlay SFSF										
21.060 Total Expenditures - SFSF										

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