

NORTH ALLEGHENY SCHOOL DISTRICT

AUGUST 17, 2011 – SPECIAL MEETING/ WORK SESSION

MINUTES

Board in Attendance: Mrs. Grosheider, Mrs. Bishop, Mrs. Boujoukos,
Mr. Cunningham, Mr. Hubert, Mrs. Ludwig,
Mr. Schwartzmier

Board Absent: Mr. Shuckrow, Mr. Pagone

Also in Attendance: Dr. Gualtieri, Mr. Brungo (Solicitor), Dr. Andreyko,
Mr. Botti, Mrs. Ed, Mr. Gaertner, Ms. Gaetano, Mr. Hopkins,
Dr. Miller, Dr. Stropkaj, Dr. Wheat, Mrs. Ryan (Secretary)

MST in Attendance: Mr. Steve Parks, Principal of MCK
Ms. Deb Somerhalder, Principal of BWE
Ms. Kristen Silbaugh, Principal of IES
Ms. Tracie Michalowski, Assistant Principal of MMS

Other Staff Members: Mr. Bob Tozier, Chairperson of Music Department

SPECIAL MEETING/WORK SESSION

Mrs. Grosheider called the meeting to order at **7:00 p.m.** and all stood and recited *The Pledge of Allegiance*.

CALENDAR AND AGENDA

Mrs. Grosheider reviewed the Agenda for tonight and the Calendar for August and September 2011. This meeting is a Special Meeting because there are a number of items that will to be voted upon before the start of school.

Mrs. Grosheider gave a warm welcome to **Dr. Gualtieri**, the first Board meeting for our new Superintendent, and everyone gave him a round of applause and wished him well.

At this meeting, the Board will be hearing a report on the Demographics Analysis and Feasibility Study. At the August 24 meeting, the Board will receive an update from Executive Council Members on the readiness to open school. The first day of school for staff is Wednesday, August 24, 2011 and the first day for students is Monday, August 29, 2011. At the September 21, 2011 meeting, the Board will hear an annual staffing update and at the September 28, 2011 meeting, the Board will be presented with the Capital Funding Plan and the Enrollment and Facilities Report.

Mrs. Grosheider said that the Board will meet in Executive Session at the conclusion of tonight's meeting to discuss negotiations with a bargaining unit.

COMMUNITY RELATIONS

Mike Becich - cited what he sees as a disadvantage of the current policy of eligibility for NAI students to take AP courses at NASH. He said that he and the other four students who will be speaking are five of the most intelligent students in the Class of 2014 and they are most qualified to take these courses. If they cannot take the AP classes the NAI electives that remain for them will not challenge them or satisfy the advanced learning that they need. He said in the past that other NAI students have been able to access these AP courses and they have not been given a definitive answer of why they cannot take these AP courses. He feels that his class is being punished because of a change in policy and if they cannot take these courses, it will ruin North Allegheny's reputation as a leader in academics.

Derek Wang – feels the unwritten policy that no students are able to take electives at NASH unless it is part of their course succession is not satisfactory for their needs. He feels that it violates NA's mission and vision and removes the student as the center of their education. By holding students back, it lowers North Allegheny's expectations for their students and feels that North Allegheny is losing its competitive edge. He said the lower level Honors courses are not providing them with the challenge that they so desperately need. He requests that the Board review this policy.

Anisha Reddy – stated that the students need to take these courses to meet their academic needs as a gifted student. The Honors courses that they took last year at NAI did not provide the rigor they are seeking and they found themselves bored throughout the year. Chapter 16 provides them the right to challenging educational experiences. They believe their rights were violated and their individual needs were not met. They feel that only higher level electives will meet their academic needs; otherwise they feel there is not enough rigor for them or enough of a challenge for them that they are entitled through the gifted program.

Medha Sharma – cited the national competition that NA students face to get into Ivy League colleges and universities. If other students across the nation are taking these classes as early as 9th grade, colleges/universities will weight these courses accordingly and North Allegheny students will never be able to succeed as they should without these rigorous courses. She cited a recent article that reported the benefits of encouraging gifted students to take challenging, accelerated courses. She asked that NA allow their students to shine.

Caroline Cwalina – summarized for the students by stating that all of the students who spoke feel strongly about all of the time they spend at the District. They believe that "good" is not "good enough." She asked why a District would deny students who are willing to go above and beyond. She said the students are not there to complain but rather to have the opportunity to showcase their talents and to represent NA as the best and the brightest. She asked the Board to give them this consideration.

DEMOGRAPHIC AND FEASIBILITY STUDY REPORT

Dr. Gualtieri, Superintendent of Schools, introduced the report with these remarks:

During the 2010-11 school year, the North Allegheny School Board requested that outside consultants complete a Demographics Analysis and Feasibility Study to generate comprehensive data and evaluation of the appropriate criteria for informed decision-making within the North Allegheny School District.

The document reflects the findings being recommended to the School Board and the administrative team for further study. It is meant to help the District prepare for the future impact on school buildings, while maintaining the NA high level of quality educational programming and simultaneously dealing with the financial constraints of the day.

The receipt of this document is the first step in a two-year process. Should the School Board decide to close an elementary school, that decision would be made before June 30, 2012, for implementation in September of 2013.

It should be noted that the fine-tuning of the middle school attendance boundaries could be considered by the School Board for implementation in September of 2012. This change would involve approximately 70 families.

Mr. Rob Gaertner, Director of Facilities, provided an overview of the presentation and introduced the presenters. The presentation included:

Demographics and Projected Enrollment Analysis

- Building Capacity Analysis
- Physical Conditions Analysis of BWE, MES, and MMS
- Options for Facility Utilization
- Feasibility Study Project Final Phase

Mr. Leopold, the consultant who provided the demographics and enrollment analysis explained his process and findings. He was followed by the architectural firm representative who conducted the building capacity and physical conditions analysis. This consultant, Mr. Follen, explained the formulas that were utilized for modeling building capacity and the resulting reports.

Mr. Follen also assessed the physical conditions of BWE, MES and MMS to develop a summary report regarding the need for upgrades. BWE was last renovated in 1992. MES was opened in 1993 and MMS was opened in 1992. In addition to technology and energy efficiency upgrades, facility maintenance upgrades are needed, such as:

- Heating and cooling
- Electrical and lighting
- ADA
- Roofing
- Doors and windows
- Plumbing systems

- Parking and site upgrades
- Interior finishes including floors, walls and ceilings

Estimated costs for the necessary upgrades at each school are:

- BWE \$14,040,013
- MES \$18,602,392
- MMS \$27,146,037

The report went on to evaluate capacity and student distribution at each school for current enrollment and anticipated peak enrollment over the next ten years. The summary of that evaluation is that elementary schools have excess capacity of 605 – 699 seats and the middle school enrollment is not balanced among the three middle schools.

In response to those conclusions, the report suggested three potential options for consideration and further study:

Option 1: Maintains all existing buildings and programs. Modifies the middle school attendance zones. Assumes facility improvements at BWE, MES, and MMS. Does not address the excess capacity issues at the elementary schools.

Option 2: Retires BWE and saves costs of renovations there. Modifies the middle school attendance zones. Assumes a limited renovation at MCK (4 classrooms) and improvements as indicated at MES and MMS. Reduces excess capacity issues at the elementary schools.

Option 3: Retires BWE and PES and saves costs of renovations at BWE. Modifies the middle school attendance zones. Assumes a limited renovation at MCK (4 classrooms) and improvements as indicated at MES and MMS. Requires an addition to FES to increase capacity to 850. Reduces excess capacity issues at the elementary schools.

Mr. Botti, Director of Assets, Transportation and Technology, and Mr. Gaertner, closed the report by providing the Board and those in attendance with a description of the tasks that would be completed as part of the final phase of this project:

- Administrative Responsibilities
 - Maintain current educational program.
 - Review potential operational cost savings.
 - Review potential staffing realignments.
 - Review of middle school attendance zones.
- Consultant Responsibilities
 - Develop schematic designs and estimates for potential renovations or additions at FES and MCK.
 - Prepare final report.
- Combined Responsibilities
 - Review financial impacts of options proposed.

- Present final recommendations for consideration / action to the School Board February 2012.

A dedicated community blog will also be available on the website. Residents will be invited to provide their input on this topic via that communication vehicle.

Questions from the Board

Mr. Hubert asked about the projected enrollment for students and said that there was no assumption for Venango Trails.

Mr. Leopold said that they did look at Venango Trails but until they actually begin construction, they will review projections.

Mr. Botti said the developers are looking for approval from the Township to do a phase-in and will begin with 25 homes.

Mrs. Grosheider pointed out that 10 years ago, the projected enrollment for the District for last year was 7,187. In reality it was 8,126, and the downward trend is not what was predicted.

Mrs. Boujoukos asked about the Specials Rooms to continue with our well-rounded education for students, which includes music and art. Venango Trails has the potential to bring in 190 elementary students and the excess capacity at MES is 172 now. How uld we take on additional students and then close BWE?

Mr. Leopold said that in the boundaries that they drew, they were assuming the addition at FES and moving some of the students from MES to MCK.

Mrs. Boujoukos asked about Option 3, and if FES needs to go up to accommodate future students, why are we thinking about closing buildings?

Mr. Botti said that in expanding FES, it is right in the demographic center of the School District. The growth is there. It would be less expensive to build new than to renovate a school and that is where that thought-process was developed.

Mrs. Boujoukos said the difficulty with the report was that there were dollar amounts for some things but not for other things, i.e., what would we save by closing a building? She said the Board still needs a lot of numbers before a decision is made and this is just a preliminary study.

Other Board Members also requested a more detailed report which included all costs involved.

Mrs. Bishop said she was troubled by this report and wants to be sure that we are taking into account the potential growth in the northern part of the School District. The housing growth exploded in Franklin Park after sewers were installed and we were faced with pressures at Franklin Elementary. She said the northern part of Marshall Township just got public sewers and there is potential there for growth. We need to be very careful with our decisions because the growth will not just be Venango Trails; it will be a much broader potential in Marshall Township.

Mr. Schwartzmier commented again on the northern part of the District and the growth areas in addition to the Venango Trails. He said there are a lot of areas in the First Ward of Franklin Park, up the Red Belt and into Marshall, that are undeveloped because they do not have sewers that have a lot of potential for growth and we do not want to lose sight of that going forward. He also mentioned that we have to be mindful that things can develop with cyber schools or charter schools, vouchers and private schools and adjustments may have to be made for that. Mr. Schwartzmier also thought the projected premium for LEED on the renovations was much higher than what he has seen on previous buildings. He said he is in favor of LEED; in fact the Beattie project just obtained LEED Gold, but they did not pay anywhere near this projected premium to achieve that.

Mrs. Ludwig hopes we keep renovating buildings. Beattie was just renovated for around \$20 million and she was wondering why our numbers are so high. Have we paid attention as to what are our needs are and not what are our wants. She would like to see why our numbers are so high. The potential of all-day kindergarten was also addressed. The concern was expressed that the state legislature might demand that the District would offer this option.

Mr. Gaertner emphasized that this study was done assuming the current educational program, which does not include all-day kindergarten. If the District were to do all-day kindergarten, it would require a great deal of space.

Dr. Stropkaj reminded the Board that, at this time, a kindergarten program of any kind is not even mandated by the state. Students are not required to attend school until the age of 8 years.

Mr. Gaertner said he would have to run the numbers through the system again because there are a lot of considerations.

Mrs. Ludwig would like to know educationally if a larger elementary school is better for students than a smaller one. That is a philosophical decision but she would like to know that before she makes a decision on a school closure. There were many options listed in the study but many were discounted because there was a potential of dividing a family into several different buildings. She liked the costing out of technology in all the schools so everything was equitable. Mrs. Ludwig would also like to know that if it came to the closing of a building, what would be the resale value of that property? She also asked about repurposing a school.

Mr. Cunningham asked for a review of the timeline from Dr. Gualtieri.

- Between now and December/January, to do all research
- Bring the research back to the Board and community in January
- Have the Board make a decision before the end of the 2011-12 School Year as to which option they would choose
- If the Board would choose an option to close a school, that would give us an entire school year to implement transition for the students and families
- The exception would be the middle school attendance boundaries, and a recommendation may be made in January to re-draw that line, which would involve about 70 families.

Mrs. Grosheider said it was a voluminous report and she would have appreciated an Executive Summary to help her pull the report together. She said that a 100% utilization rate at a middle school or a secondary school is more doable than at an elementary school because an elementary school tends to be neighborhood-oriented. She said if we are already at 100% capacity in an elementary school and a new family moves into the neighborhood, they would have to go to another elementary school, and that is not the way that we do business. She was informed that a number of new plans have just been approved in Franklin Park. We are getting about 80% of the school age children who live in North Allegheny; she would like a goal of getting 90% of those students and our challenge is to make sure that more of those children come to North Allegheny. She does not think that closing buildings is the best way to make that happen. Her personal goal is to ensure that the District has a great product and a great education to make it attractive to everyone in the District.

At this time, **Mrs. Grosheider** said that the Board is not ready to give specific direction. More information is needed. In terms of Option 1, she wants an elementary redistricting included in Option 1 of the second phase of the study. In terms of Options 2 and 3, the Board needs to study that further. She concluded that it is hard to think about closing two buildings.

RECESS

Mrs. Grosheider called for a recess at 9:00 p.m.

RECONVENED

The Board reconvened at 9:10 p.m.

VOTING ITEMS

CURRICULUM REPORT

On motion by Mrs. Ludwig, seconded by Mrs. Boujoukos, the Board approved Item I as contained in the Board Folder and as listed below.

Before voting, Dr. Gualtieri shared some information. The District has been looking for some place to donate the textbooks rather than recycling them. We have received a positive response from a school in Africa that is interested in the books and if they can arrange transportation through the Red Cross, they will go to a school.

I. Disposal of Textbooks

The Board approved to declare textbooks as unnecessary and unused for the purpose of disposal for the following departments: Business, Computer, and Information Technology; Elementary and Secondary Communication Arts/English; Family and Consumer Science; Math; Science; Elementary and Secondary Social Studies; and World Language.

For Information

Based upon the approved purchases of new textbooks following their department's curriculum reviews and a textbook evaluation process, existing textbooks were evaluated

to determine whether they had any potential resale value. The textbooks have a range of copyright dates from 1982-2002.

Roll Call Vote. Results: 7-Yes; 0-No. Motion Carried.

FINANCE REPORT

On motion by Mr. Hubert, seconded by Mrs. Boujoukos, the Board approved Item I as contained in the Board Folder and as listed below.

Before voting, Dr. Gualtieri explained why the elementary tuition is more expensive than the secondary and he said it because there is a more senior staff at the elementary level, salaries are higher as a result, and it is reflected in the tuition rate.

I. Tuition Rates – 2011-2012 School Year

The Board approved the tuition rates for the 2011-2012 school year along with a comparison to the 2010-2011 school year are listed below:

	<u>2011-2012</u>	<u>2010-2011</u>
Kindergarten	\$ 5,408	\$ 5,205
Elementary	\$10,816	\$10,410
Secondary	\$10,799	\$10,571

Roll Call Vote. Results: 7-Yes; 0-No. Motion Carried.

HUMAN RESOURCES REPORT

On motion by Mr. Cunningham, seconded by Mr. Hubert, the Board approved Items I through VII and the Addendum, Items I through IV, as contained in the Board Folder and as listed below:

I. Resignation(s)

The Board approved the following Resignation(s):

David Connolly	Bus Driver, Transportation Effective 10/31/11 19 Years @ NA	Retirement
JoAnn Mapel	Special Education Assistant, CMS Effective 7/21/11 5 Years @ NA	Retirement
Tawnia St. Amant	7 th Grade English, CMS Effective 7/22/11	Resignation

Conrad Zeno	Bus Driver, Transportation Effective 9/2/11 16 Years @ NA	Retirement
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II. Appointment(s)

The Board approved the following Appointment(s):

Professional

Connie Anastasio	Math, NASH (for L. Weet) 2011-12 School Year	Substitute Step 1 Column A \$30,450
Nicole Carter	Math, NAI (for S. Sobek) Effective 1 st Semester of 2011-12	Substitute Step 3 Column A \$17,472
Mary Beth Chester	Vision Impaired Teacher, BWE Effective 8/24/11	Professional Step 6 Column E \$51,741
Jaclyn Cohen	50% Spanish, CMS (for B. Haller) 2011-12 School Year	Substitute Step 2 Column A \$16,597
Allison Cook	English, NAI (for D. Rittman) 2011-12 School Year	Substitute Step 1 Column E \$31,280
Andrew Costigan	German, NAI (for K. Duschek) 2011-12 School Year	Substitute Step 1 Column E \$31,280
Allison Gatesman	Biology, NAI (for T. Scholtz) 2011-12 School Year	Substitute Step 2 Column A \$31,269 Pro-rated

Janet Gilson	50% Chemistry, NASH (for K. Rosenwasser) 2011-12 School Year	Substitute Step 2 Column E \$17,046 Pro-rated
Daniel Lindey	60% AP Music, NASH (for B. Leckey) Effective September 30, 2011 through June 8, 2012	Substitute Step 2 Column A \$19,531 Pro-rated
Julie McKnight	60% French, CMS (for B. Haller) 2011-12 School Year	Substitute Step 1 Column A \$19,020
Bill Medwick	20% Art, MCK 2011-12 School Year	Substitute Step 4 Column D \$9,374
Larissa Morton	20% Learning Support, IMS (for B. Hefner) 2011-12 School Year	Substitute Step 4 Column D \$6,497
Jaclyn Murphy	Learning Support, NASH (for M. Buchak) 2011-12 School Year	Substitute Step 1 Column A \$30,450
Christine Myers	School Counselor, NAI (for T. Valentino) Effective 1 st Semester of 2011-12 School Year	Substitute Step 1 Column F \$16,137
Caitlin Obert-Thorn	40% Chorus, CMS (for B. Leckey) Effective September 30, 2011 through June 8, 2012	Substitute Step 1 Column A \$13,304 Pro-rated
Andrea Ronk	10% Art, MCK 2011-12 School Year	Substitute Step 2 Column A \$4,192

Ralph Ruggiero	60% Latin, MMS (for A. Bergen) 2011-12 School Year	Substitute Step 1 Column I \$20,011
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Paraprofessional

Valerie Clinger	Special Education Assistant, MES (for A. Karayusuf) Effective 8/24/11	\$12.71/hr. Class II-C 7 Hours/Day 187 Days/Yr
Maria Magee	Supervisory Assistant, MCK (for S. Sateriale) Effective 8/24/11	\$12.63/hr. Class III 4 Hours/Day 187 Days/Yr.

III. Wage/Status Change(s)

The Board approved a wage increase for the following Paraprofessional Employee(s) based on anniversary date of hire:

	<u>FROM</u>	<u>TO</u>	<u>EFFECTIVE DATE</u>
Debra Hogg	\$12.71/hr.	\$14.40/hr.	9/8/2011
Rebecca Notaro	\$12.63/hr.	\$14.31/hr.	9/8/2011
Mary Newham	\$16.41/hr.	\$19.30/hr.	9/10/2011
Neetu Narain	\$12.63/hr.	\$14.31/hr.	9/14/2011

The Board approved the following Paraprofessional Employee(s) status change(s):

	<u>FROM</u>	<u>TO</u>	<u>EFFECTIVE DATE</u>
Kathy Metcalfe	Special Ed Asst. 4 Hours/Day \$16.94/hr.	Special Ed Asst. (for J. Mapel) 7 Hours/Day \$16.94/hr.	8/24/11

The Board approved a wage increase for the following Classified Facilities Employee(s) based on anniversary date of hire:

	<u>FROM</u>	<u>TO</u>	<u>EFFECTIVE DATE</u>
Robert Hutchison	\$19.32/hr.	\$21.47/hr.	8/15/11

IV. Recognition for Additional Education

The following employee(s) has/have successfully completed an approved Master's Program or qualifying credits above the Master's Degree. Therefore, under Appendix A, Section IV, Recognition for Additional Education of the Collective Bargaining Agreement between the North Allegheny School District and the North Allegheny Federation of Teachers, Local 2097, dated July 1, 2010 to June 30, 2015, the Board approved the following Education Incentive Award(s):

\$1,500 Award – Completion of 10 credits beyond Master's Degree

Lisa Meinert

\$1,500 Award – Completion of 20 credits beyond Master's Degree

Patricia Finch

In accordance with Appendix A, Section IV, Recognition for Additional Education, of the Collective Bargaining Agreement between the North Allegheny School District and the North Allegheny Federation of Teachers, Local 2097, dated July 1, 2010 to June 30, 2015, the Board approved the following annual stipend:

\$500 Stipend – Doctoral Degree

Melissa Gallo, Ph.D.

Linda Kamzelski, Ph.D.

V. Tuition Reimbursement(s) for Additional Education

The Board approved Tuition Reimbursement(s), in accordance with the Administrative Compensation and Performance Plan dated July 1, 2009 through June 30, 2014, for:

	<u>AMOUNT</u>
John DeMann, CAO	\$ 530.00
Tracie Michalowski, MMS (Spring Term)	\$2,303.00
Tracie Michalowski, MMS (Summer Term)	\$2,297.00

VI. Supplemental Contract(s)

The Board approved the following Fall Semester 2011-12 School Year Supplemental Contract(s):

Supplemental Contract Resignations/Cancellations

*Randi Rohm	Varsity Assistant Soccer Coach (F)	\$4,000.00
^(s) Craig A. Slaubaugh	Middle School Head Soccer Coach – White (M)	\$2,260.00
Tawnia St. Amant	CMS Cheerleading Sponsor	\$2,000.00

Supplemental Contract Additions/Changes

¹ Dana Boyd	IMS Intramural ^(s)	\$ 650.00
¹ Crystal Kiray	CMS Cheerleading Sponsor	\$2,000.00
Daniel Knorr	MMS Intramural	\$ 808.00
^{1*} Russ Hoburg	Varsity Assistant Volleyball Coach (F) ^(s)	\$2,500.00
^{1*} Allyson Hodnik	Varsity Assistant Volleyball Coach (F) ^(s)	\$1,000.00
^{1*} Jason Leonard	Varsity & Middle School Assistant Cross Country Coach	Volunteer
^{1*} Mark Marusic	Junior High Slow Pitch Softball Coach	Volunteer
¹ Darrin McMillon	IMS Intramural ^(s)	\$ 650.00
^{1*} Alessandro Moreira	Jr. High Soccer Coach-Black (M)	\$2,960.00
¹ Christine Myers	Summer Guidance ^(s)	\$1,222.50
^{1*} Michelle Osterrieder	Varsity Assistant Volleyball Coach (F)	Volunteer
^{1*} Gina Naviglia	Head JV/Assistant Varsity Soccer Coach (F)	\$2,600.00
^{1*} Leah Petrasek	9 th Grade Cheerleading Sponsor	\$2,000.00
^{1*} Matthew Pontoriero	Varsity Assistant Soccer Coach (F)	\$2,600.00
^{1*} Bryan Zwack	Middle School Gold Soccer Head Coach (F) ^(s)	\$1,000.00

The Board approved the following Non-Athletic Supplemental Contracts for the 2011-12 School Year:

* Not a District Employee

¹ First Time Supplemental Contract Holder

^(s) One contract shared by more than one person

VII. Professional Employee Salaries

The Board approved the attached listing of salaries for Professional Employees in accordance with provisions of the contract and approved salary schedules.

*Will be adjusted for Leave of Absence during the 2011/2012 School Year

** Sabbatical (Will be adjusted to one-half annual salary during the 2011/2012 School Year)

	2011-12	2011-12 MINIMUM	2011-12 MAXIMUM
North Allegheny School District			
Non-Athletic Supplemental Contracts			
NORTH ALLEGHENY SENIOR HIGH			
Activities Director	*Patricia Dzambo	\$2,930.00	
Talent Show Director	Pamela Kohlmann	\$1,045.00	
Student Council	*Patricia Dzambo	\$2,480.00	
Assistant Student Council	Pamela Kohlmann	\$1,045.00	
Yearbook	Jeanne Giampetro	\$5,136.00	
Senior Class Advisor	Gary Grater	\$1,592.00	
Senior Class Advisor	Shannon Perry	\$1,345.00	
Junior Class Advisor	Karen Urschler	\$1,223.00	
Junior Class Advisor	Kristy Coquet	\$1,223.00	
Stage Manager	*David Patterson	\$3,723.00	
National Honor Society	Colleen Schmiech	\$2,324.00	
National Honor Society	Thomas Mooney	\$ 866.00	
Forensics	Sharon Volpe	\$3,209.00	
Assistant Forensics Coach ^(s)	VACANT		\$ 924.00
Assistant Forensics Coach ^(s)	*Vickie Lopez	\$ 971.00	\$2,311.00
Fall Play Director	Joseph Truesdell	\$3,730.00	
Fall Asst. Play Director	Joyce Harrell	\$2,378.00	
Fall Play Technical Director	*David Patterson	\$2,065.00	
Orchestra	Sarah Lavelle	\$2,201.00	
Strolling Strings	Sarah Lavelle	\$2,201.00	
Assistant Strolling Strings	Roger Whisler	\$2,225.00	
Choral Director	Ernest Pontiere	\$4,028.00	
Building Liaison English	Antonio Caruso	\$1,380.00	
Building Liaison Science	Jane Beatty	\$1,146.00	
Building Liaison Math	John Fellers	\$1,019.00	
Building Liaison Foreign Language	Barbara Zaun	\$2,311.00	
Building Liaison Social Studies	Nate Tengowski	\$1,019.00	
Building Liaison Special Ed	Shawn Connors	\$1,380.00	
Building Liaison HPE	Lynn Roman	\$1,174.00	
Variations Sponsor ^(s)	Janellen Lombardi	\$ 433.00	
Variations Sponsor ^(s)	Kathy Esposito	\$ 433.00	
Newspaper Sponsor	¹ David West	\$1,490.00	
Thespian Society Sponsor ^(s)	Joseph Truesdell	\$1,492.50	
Thespian Society Sponsor ^(s)	Joyce Harrell	\$1,492.50	
Station Manager NATV (1 st Semester)	David West	\$4,787.00	
Station Manager NATV (2 nd Semester)	David West	\$4,787.00	
Jazz Band	Todd Stefan	\$ 642.00	
Debate Coach	Sharon Volpe	\$3,209.00	
Assistant Debate Coach ^(s)	William Hildenbrand	\$ 956.50	
Assistant Debate Coach ^(s)	VACANT		\$ 924.00
Musical Director	Ernie Pontiere	\$4,002.00	\$2,311.00
Musical Assistant Director	*Sarah McGraw	\$3,575.00	
Musical Choreographer	Andrea Ronk	\$2,275.00	
Musical Vocal Director ^(s)	Penney Miller	\$1,411.50	
Musical Vocal Director ^(s)	Lisa Pontiere	\$1,411.50	
Musical Orchestra Director	Ernie Pontiere	\$2,823.00	
Musical Asst. Orchestra Director	Sarah Lavelle	\$1,475.00	
Stage Director and Lighting Designer	*David Patterson	\$2,780.00	
Spring Musical Sound Engineer	*Steven Graham	\$1,280.00	
NORTH ALLEGHENY INTERMEDIATE			
Sophomore Class Advisor	David Hawbaker	\$2,570.00	
Sophomore Class Advisor	Charity Istone	\$1,296.00	
Freshman Class Advisor	Rebecca Hulme	\$1,370.00	
Freshman Class Advisor	Janet Serdy	\$1,223.00	
Stage Manager	Kevin Zebley	\$1,777.00	

Literary Magazine	Jennifer Pavely	\$1,350.00		
Student Council	Michelle Hunt	\$2,153.00		
Assistant Student Council	Marilyn Kelly	\$1,557.00		
National Honor Society	Marie Presto	\$1,926.00		
Activities Director	Bryan Kiggins	\$2,242.00		
Talent Show Director	VACANT		\$ 924.00	\$2,311.00
Yearbook	Gregory Geibel	\$2,465.00		
Building Liaison Social Studies	William McClelland	\$1,299.50		
Building Liaison English	Patricia Kramer	\$1,617.00		
Building Liaison Science	Christopher Omasits	\$1,174.00		
Building Liaison Math	George DeAugustino	\$1,399.00		
Building Liaison Foreign Language	Barb Obaker	\$1,580.00		
Jazz Band	Stephen Baldanzi	\$ 642.00		
Fall Play Director/Technical ^(s)	Bryan Kiggins	\$3,148.00		
Fall Play Director ^(s)	Diane Feliciani	\$2,856.00		
Spring Play Director/Technical ^(s)	Bryan Kiggins	\$3,148.00		
Spring Play Director ^(s)	Diane Feliciani	\$2,856.00		

CARSON MIDDLE SCHOOL

Activities Director	Michael McConegly	\$2,775.00		
Talent Show Director	Jaclyn Cohen	\$ 989.00		
Student Council Sponsor	Juanita Lamneck	\$2,750.00		
Stage Manager	David Woten	\$2,903.00		
Newspaper Sponsor	Patrick Niven	\$3,146.00		
Yearbook Sponsor	Patrick Niven	\$ 642.00		
Jazz Band	Courtney Geary	\$ 488.00		

INGOMAR MIDDLE SCHOOL

Activities Director	Robert Zunski	\$3,261.00		
Talent Show Director ^(s)	¹ Gretchen DeStefano	\$ 462.00		
Talent Show Director ^(s)	¹ Roger Whisler	\$ 462.00		
Student Council	Diane Kriznik	\$1,691.00		
Stage Manager	Roger Whisler	\$2,970.00		
Newspaper Sponsor	Faye Junker	\$2,105.50		
Yearbook Sponsor ^(s)	Jeness Loughner	\$ 301.50		
Yearbook Sponsor ^(s)	Deb Kroll	\$ 301.50		
Jazz Band	Louis Pisani	\$ 642.00		

MARSHALL MIDDLE SCHOOL

Activities Director	Kathleen Glaser	\$2,977.00		
Talent Show Director	Jeff Scheller	\$1,227.00		
Student Council ^(s)	Kami Yurisinec	\$1,662.00		
Student Council ^(s)	Nicole Voll	\$1,547.50		
Stage Manager	James Furlong	\$2,690.00		
Newspaper Sponsor	Mary Moschetta	\$1,845.00		
Yearbook	Kelly Miller	\$ 400.00		
Jazz Band	Wesley Taylor	\$ 642.00		

DEPARTMENT CHAIRS

Library Dept. Chair	James Joe Prince	\$2,910.00		
Math Dept. Chair	Robert Bell	\$3,275.00		
PE/Health Dept. Chair	Dave Schmidt	\$3,412.00		
Tech. Ed. Dept. Chair	Ellen Green	\$3,668.00		
Guidance Dept. Chair	Mindy Floro	\$3,275.00		
Family & Consumer Sci. Dept. Chair	Jane Young	\$3,668.00		
Business Dept. Chair	Cynthia Yingling	\$3,262.00		
World Language Dept. Chair	Marcie Good	\$2,910.00		
Art Dept. Chair	James Reinhard	\$3,655.00		
Head Nurse	Charity Istone	\$3,572.00		
English Dept. Chair	¹ Dominic Gliozzi	\$3,000.00		
Science Dept. Chair	Jack Kernion	\$3,668.00		
Social Studies Dept. Chair	Joelle Keats	\$3,175.00		
Music Dept. Chair	Robert Tozier	\$3,175.00		

AV COORDINATOR

AV Coordinator – BWE	Amy Tarchick	\$1,536.00		
AV Coordinator – FES	Brian Pendergast	\$1,228.00		
AV Coordinator – HES	Paul Seneca	\$1,367.00		
AV Coordinator – IES ^(s)	Kathy Miller	\$ 683.50		
AV Coordinator – IES ^(s)	Donna Baumgartner	\$ 683.50		
AV Coordinator – MES	Linda Granite	\$1,228.00		
AV Coordinator – MES	Sangeetha Ramakrishna	\$1,137.00		
AV Coordinator – MCK	Raymond Conway	\$1,698.00		
AV Coordinator – MCK	VACANT		\$1,027.00	\$2,568.00
AV Coordinator – PES	James Bernardo	\$1,467.00		
AV Coordinator – CMS	VACANT		\$1,027.00	\$2,568.00
AV Coordinator – IMS	VACANT		\$1,027.00	\$2,568.00
AV Coordinator – MMS	VACANT		\$1,027.00	\$2,568.00
AV Coordinator – NAI	VACANT		\$1,027.00	\$2,568.00
AV Coordinator – NASH	VACANT		\$1,027.00	\$2,568.00

BUS DUTY

Bus Duty – BWE	Amy Tarchick	\$2,568.00		
Bus Duty – BWE	¹ Jennifer Luce	\$1,232.00		
Bus Duty – FES	Carol Wood	\$2,136.00		
Bus Duty – FES	Thomasina Vaina	\$2,056.00		
Bus Duty – HES ^(s)	Christina Kralic	\$ 856.50		
Bus Duty – HES ^(s)	¹ Harry Yeakel	\$ 616.00		
Bus Duty – IES	Lee Knapp	\$1,529.00		
Bus Duty – MES	Julie McLaughlin	\$1,773.50		
Bus Duty – MES	Charlene Lepant	\$2,192.00		
Bus Duty – MCK	Patrick Frank	\$1,347.00		
Bus Duty – MCK	Ray Conway	\$2,568.00		
Bus Duty – PES	VACANT		\$1,232.00	\$2,568.00
Bus Duty – CMS	Polly Ferringer	\$1,347.00		
Bus Duty – IMS	Louis Pisani	\$2,297.00		
Bus Duty – MMS	Chris Panos	\$2,337.00		
Bus Duty – NAI ^(s)	Dave Hawbaker	\$1,367.50		
Bus Duty – NAI ^(s)	Joseph Dresmich	\$1,367.50		
Bus Duty – NAI ^(s)	Gregory Funka	\$1,265.00		
Bus Duty – NAI ^(s)	Todd Fuller	\$1,265.00		

BAND

Band Director	Todd Stefan	\$7,380.00		
First Assistant – Band	Stephen Baldanzi	\$4,880.00		
Asst. Band	Courtney Geary	\$1,845.00		
Majorette	*Patti Saunders	\$2,512.00		
Dance Team	*Chelsea Schilpp	\$3,660.00		
Flag Sponsor	¹ *Mark Yohe	\$1,849.00		

MUSIC

Music – BWE Chorus	Marjorie Linner	\$ 642.00		
Music – BWE/HES Band	David Novak	\$ 642.00		
Music – BWE/PES Orchestra	Carrie Semanco	\$ 642.00		
Music – FES Chorus	Elizabeth Schlenke	\$ 642.00		
Music – FES Orchestra	Lauren Donato	\$ 308.00		
Music – FES/IES Band	Adam Leasure	\$ 443.00		
Music – IES Chorus	Diane Vrana	\$ 642.00		
Music – IES/HES Orchestra	Kimberly Watton	\$ 443.00		
Music – HES Chorus	Amy Kegel	\$ 642.00		
Music – MES Chorus	Nancy Conley	\$ 642.00		
Music – MES Orchestra	Linda Coulter	\$ 642.00		
Music – MES Band	Linda Granite	\$ 488.00		
Music – MES/MCK Chorus	Deb Litz	\$ 530.00		
Music – MCK/IES Orchestra	Dennis Morton	\$ 642.00		
Music – MCK Chorus	Roberta Hall	\$ 642.00		

Music – MCK/PES Band	Steve Kraus	\$ 642.00
Music – PES Chorus	Penny Zunski	\$ 642.00
Music – CMS/HES Orchestra	Anne Funk	\$ 642.00
Music – CMS Chorus	¹ Caitlin Obert-Thorn	\$ 258.00
Music – CMS Band	Courtney Geary	\$ 488.00
Music – CMS Chorus	David Woten	\$ 642.00
Music – IMS Chorus	Penney Miller	\$ 642.00
Music – IMS Band	Louis Pisani	\$ 642.00
Music – IMS Orchestra	Roger Whisler	\$ 642.00
Music – MMS Orchestra	Dana Leasure	\$ 579.00
Music – MMS Chorus	James Furlong	\$ 642.00
Music – MMS Band	Wesley Taylor	\$ 642.00
Music – MMS Chorus	Pat Bauer	\$ 642.00
Music – NAI Band	Stephen Baldanzi	\$ 642.00
Music – NAI Chorus	Lisa Pontiere	\$ 642.00
Music – NAI\NASH Orchestra	Sarah Lavelle	\$ 488.00
Music – NASH Band	Todd Stefan	\$ 613.00
Music – NASH Chorus	Ernest Pontiere	\$ 642.00

SPECIAL EDUCATION MASTER TEACHER

Special Education Master Teacher	Elizabeth Talerico	\$2,905.00
Special Education Master Teacher	Sharon Kroll	\$2,934.00
Special Education Master Teacher	Christa Klein	\$3,024.00
Special Education Master Teacher	Scott Oldham	\$2,667.00
Special Education Master Teacher	Sandra Stein	\$3,668.00

ELEMENTARY GRADE LEVEL FACILITATORS

Kindergarten	Michelle Atkinson	\$2,844.00
1 st Grade	Lexa Mays-Poulakos	\$3,262.00
2 nd Grade	Barbara Tarhi	\$2,445.00
3 rd Grade	Amy Tarchick	\$3,262.00
4 th Grade ^(s)	Judith Bosack	\$1,377.50
4 th Grade ^(s)	Caterina Gabriel	\$1,377.50
5 th Grade	Barbara Werner	\$3,262.00

ELEMENTARY SPECIAL AREA FACILITATORS

Physical Education	Beth Frisco	\$1,485.00
Music	Marjorie Linner	\$1,057.50
Library	Mimi Flaherty	\$1,749.00
Art ^(s)	Frances Cech	\$ 889.50
Art ^(s)	Deborah Devine	\$ 822.50
Reading	Kelly Klinefelter	\$2,285.00

* Not a District Employee.

¹ First Time Supplemental Contract Holder in this position.

^(s) Contract shared by two or more people

LAST NAME	FIRST NAME	STEP	COLUMN	SALARY	15B SALARY	NOTATION
ABER	LESLIE	15B	E	\$98,305		
ADAMS	SUZANNE	15B	D	\$96,335		
AGIE	TERRI	15B	C	\$96,058		
ALDERDICE	NICOLE	15B	C	\$96,058		
ALEXANDER	AMY	15B	D	\$60,172		Part Time
ALEXANDER	LAUREL	14	E	\$58,702		
ALLEN	LISA	11	C	\$54,955		
ALLEN III	BRUCE	4	A	\$48,640		
AMOH	ANDREWS	15B	E	\$98,305		
AMOSCATO	KAREN	11	E	\$55,951		
ANDERSON	BETH	15B	E	\$98,305		
ANTICOLE	MARK	13	H	\$58,828		
ANTON	ALICIA	15B	B	\$95,778		
ANTOON	LYNN	15B	F	\$98,801		
APPLETON	HEATHER	8	G	\$54,100		
ARMITAGE	LAUREN	8	E	\$53,395		
ATKINSON	MICHELLE	13	E	\$57,761		
BABUSCI	MATTHEW	4	C	\$49,181		
BACKAUSKAS	LILA	10	E	\$55,084		
BAGINSKI	DANIELLE	8	B	\$52,126		
BAKER	LOUISE	12	D	\$56,132		
BAKER	SUSAN	15B	E	\$98,305		
BALDANZI	STEPHEN	15B	E	\$98,305		
BANKS	KEITH	4	B	\$48,911		
BARBUS	ARLENE	15B	D	\$96,335		
BASILONE	JAMES	15B	G	\$99,462		
BATTAGLIA	LINDSEY	5	E	\$50,931		
BAUER	PATRICIA	15B	H	\$100,089		
BEAN	ALISSA	2	A	\$44,670		
BEATTY	JAYNE	15B	E	\$98,305		
BEIERLE	JENNIFER	6	E	\$51,741		
BELL JR	ROBERT	15A	E	\$59,346	\$98,305	
BELZ	RACHEL	6	E	\$51,741		
BENTZ	SUSAN	15B	F	\$98,801		
BERENDOWSKI	DIANA	15B	E	\$98,305		
BERENDOWSKI	LISA	13	D	\$57,049		
BERGEN**	ANGELA	15B	E	\$98,305		
BERNARDO	JAMES	15B	E	\$98,305		
BERNARDO	KIM	8	D	\$52,690		
BETHUNE	MARY	15B	D	\$96,335		
BIDDLE	MARIANNE	15B	E	\$98,305		
BIELAWSKI	MICHAEL	12	E	\$56,844		
BIRO	CHRISTIE	13	E	\$57,761		

BISHOP	WILLIAM	12	E	\$56,844	
BLOCK	BETH	3	A	\$47,866	
BOCKOVEN	MICHAEL	5	D	\$50,246	
BOLLENS	ELIZABETH	11	E	\$55,951	
BOPP	EMILY	15B	E	\$98,305	
BORONYAK	DEAN	10	E	\$55,084	
BOSACK	JUDITH	15B	E	\$98,305	
BOTTI	CHRISTINE	15B	F	\$98,801	
BOVA**	JOHN	15B	E	\$98,305	
BOWER	BENJAMIN	6	D	\$51,050	
BOY	KANDIS	6	D	\$51,050	
BOYD	DANA	15B	E	\$98,305	
BOYLE	ALICEANN	8	E	\$53,395	
BOYLE	NANCY	15B	E	\$98,305	
BRABENDER	KRISTEN	8	C	\$52,408	
BRADLEY	REBECCA	8	A	\$51,845	
BRADSHAW-MICHAEL	KATHY	15B	G	\$99,462	
BRAUND	JENNIFER	3	A	\$47,866	
BRAYLEY	DENNIS	15B	G	\$99,462	
BRICKER	ROBERT	15B	D	\$96,335	
BRINKLEY	DOUGLAS	13	D	\$57,049	
BROADBENT	RHONDA	14	E	\$31,157	Part Time
BROWN	CYNTHIA	10	E	\$55,084	
BROWN	GINA	15B	D	\$96,335	
BUCHERT	MICHAEL	15B	E	\$98,305	
BUCHES	STEPHEN	2	E	\$45,880	
BUETTNER	MICHELLE	5	E	\$50,931	
BUGEL JR	WAYNE	4	E	\$50,131	
BUNTING	LYNN	15B	E	\$98,305	
BURCHAM	KRISTEN	5	F	\$51,272	
BUSKEY	KRISTAN	6	G	\$52,432	
BUTLER	MATTHEW	5	A	\$49,424	
BUTTS	JENNA	5	E	\$50,931	
BYRNES	COLLEEN	5	E	\$50,931	
CALOIERO	AMY	7	E	\$52,563	
CANTELLA	MEGAN	12	E	\$46,175	Part Time
CARNS	TERRY	15B	G	\$99,462	
CARPENTER	MICHELLE	11	E	\$55,951	
CARPENTER	NATALIE	5	E	\$50,931	
CARSON	SUZANNE	15B	E	\$98,305	
CARUSO	ANTONIO	15A	I	\$60,771	\$100,436
CASCIOTTI	RYAN	13	D	\$57,049	
CASEY	MARCIA	15B	D	\$96,335	
CASTNER**	MELISSA	13	C	\$56,762	

CATANZARO	JUDITH	4	A	\$48,640	
CECH	FRANCES	15B	F	\$98,801	
CERASO-ENGLISH	NANCY	15B	E	\$98,305	
CERNICKY	JOLENE	11	E	\$55,951	
CERQUA	NICOLE	11	D	\$55,240	
CHANDLER	VALERIE	5	E	\$50,931	
CHANNEL	JENNIFER	9	E	\$28,789	Part Time
CIMA	ANTHONY	15B	E	\$98,305	
CIMA	TRACEY	15B	I	\$100,436	
CLARK	SUSAN	15B	E	\$98,305	
CLEMENTE	CECILIA	15B	E	\$98,305	
CLEMENTS	PATRICK	10	E	\$55,084	
CLEMMER	JONATHAN	12	E	\$56,844	
CLINTON	BERNADETTE	15B	A	\$94,700	
COHEN	JACLYN	2	A	\$27,902	Part Time
COLEMAN	DANIEL	14	C	\$57,704	
CONLEY	NANCY	15B	E	\$98,305	
CONNOR	SHANNON	5	E	\$50,931	
CONNORS	SHAWN	15A	E	\$59,346	\$98,305
CONRAD	STEPHANIE	4	E	\$26,608	Part Time
CONWAY	RAYMOND	15B	E	\$98,305	
COOPER	DIANA	15B	D	\$96,335	
COQUET	KRISTY	6	E	\$51,741	
CORNELIUS	DANA	15B	D	\$96,335	
COUGHLIN	MEGHAN	5	E	\$27,033	Part Time
COULTER	LINDA	15B	C	\$96,058	
CRAPIS	SANDRA	13	E	\$57,761	
CRAVEN	CANDIDA	15B	E	\$98,305	
CUBELLIS	LAUREN	5	A	\$49,424	
DABRISHUS	ANNA	2	E	\$45,880	
DANIELS	GAIL	15B	G	\$99,462	
DANKO	GEORGE	15B	I	\$100,436	
DATTILO	SHEILA	15B	E	\$98,305	
DAVIS	MATTHEW	15B	E	\$98,305	
DAW	JUDY	15B	G	\$99,462	
DAY	KATHLEEN	13	D	\$57,049	
DEAR	JANE	15B	D	\$96,335	
DEAUGUSTINO	GEORGE	15B	E	\$98,305	
DEGREGORIO	DAVID	15B	D	\$96,335	
DELCONTE	BONNIE	15B	H	\$100,089	
DELCONTE	MARIA	6	E	\$51,741	
DELIE	DONNA	15B	C	\$96,058	
DEMKEE	MARK	15B	E	\$98,305	
DENAULT	RICHARD	15B	E	\$96,083	

DEVENZIO	AMY	15B	D	\$96,335	
DEVINE	DEBORAH	15B	F	\$98,801	
DEVLIN	TRACY	15B	D	\$96,335	
DIBACCO	DOMENICO	15B	C	\$96,058	
DIBUCCI	PAUL	15B	E	\$98,305	
DICKSON*	NATASHA	7	E	\$52,563	
DIMARTINO	JEAN	15B	D	\$96,335	
DOBDA	KARYN	15B	H	\$100,089	
DONAHOE	AIDANA	15B	E	\$98,305	
DONNELLY	DONNA	15B	E	\$98,305	
DONOVIC	JEANNE	15B	I	\$100,436	
DORN	SARAH	15B	G	\$99,462	
DOWNS	SCOTT	13	D	\$57,049	
DRESMICH	JOSEPH	12	D	\$56,132	
DULEMBA	JUDITH	15B	E	\$98,305	
DUNMIRE	DANIELLE	11	E	\$55,951	
DURICA	DENISE	6	A	\$50,220	
DUSCHEK*	KIMBERLY	6	D	\$51,050	
EARLEY**	LYNNE	13	F	\$58,116	
ENGLISH	LAUREN	6	E	\$51,741	
ESPINAR	JENNIFER	11	E	\$55,951	
ESPOSITO	KATHRYN	15A	D	\$58,634	\$96,335
ESSWEIN	HEATHER	15B	B	\$68,813	Part Time
ESTERHELD	MEGAN	9	E	\$54,240	
ETTER	GAIL	15B	F	\$98,801	
EWING*	ANGELA	10	E	\$55,084	
EYERMAN*	AMY	7	A	\$51,027	
FAILLA	LISA	11	F	\$56,307	
FALKNER	KRISTIN	15B	E	\$98,305	
FEBBRARO	ROSEANNA	15B	E	\$98,305	
FELICIANI	DIANE	15B	E	\$98,305	
FELLERS	JOHN	15B	E	\$98,305	
FENIELLO	STEPHANIE	10	D	\$54,372	
FERRINGER	POLLY	15B	E	\$98,305	
FINCH	PATRICIA	13	G	\$58,472	
FISCHER	DIANE	15B	E	\$98,305	
FLAHERTY	MARY	15A	E	\$59,346	\$98,305
FLORO	ARMELINDA	15B	G	\$99,462	
FONTANA	BERNARD	15B	E	\$98,305	
FORSYTH**	DAVID	15B	I	\$100,436	
FOX	ALEXA	10	B	\$53,803	
FRANCK	CHRISTY	8	E	\$53,395	
FRANK	PATRICK	4	E	\$50,131	
FRISCO	BETH	15B	E	\$98,305	

FULLER	TODD	15B	I	\$100,436	
FUNK	ANNE	15B	E	\$98,305	
FUNKA	GREGORY	12	D	\$56,132	
FURLONG	JAMES	15A	D	\$58,634	\$96,335
GABOS	RYAN	14	D	\$57,990	
GABRIEL	CATERINA	14	G	\$59,413	
GALLO	MELISSA	3	I	\$50,685	
GAMACHE	HEATH	5	H	\$51,957	
GARVIN	LESLIE	7	E	\$52,563	
GEARY	COURTNEY	6	E	\$51,741	
GEBROSKY	RICHARD	15B	D	\$96,335	
GEIBEL	GREGORY	15B	D	\$96,335	
GEISLER	GAYLE	15B	A	\$94,700	
GEVAUDAN	JEANINE	15A	E	\$59,346	\$98,305
GIAMPETRO	JEANNE	15B	D	\$96,335	
GIANNUZZI	CONNIE	15B	I	\$100,436	
GIBEAN	HOLLY	15A	C	\$58,349	\$96,058
GIBSON	RICHELLE	10	E	\$55,084	
GLASER	KATHLEEN	15B	D	\$96,335	
GLIOZZI	DOMINIC	15B	A	\$94,700	
GOEHRING	DEBRA	6	E	\$51,741	
GOOD	MARCIE	15B	E	\$98,305	
GOODMAN	KAREN	15B	G	\$99,462	
GRANER	JANICE	15B	D	\$96,335	
GRANITE	LINDA	10	D	\$54,372	
GRAPER	LYNN	14	E	\$58,702	
GRATER	GARY	11	E	\$55,951	
GREEN	ELLEN	15B	G	\$99,462	
GREENLEAF	ROBERT	15A	D	\$58,634	\$96,335
GRESSLY	STEVE	15A	C	\$58,349	\$96,058
GRINAGE JR	BERCHMAN	9	C	\$53,242	
HABERMAN	LAURA	15B	D	\$96,335	
HALAPY	MARY	15B	A	\$94,700	
HALEY	GAIL	15B	E	\$98,305	
HALL	ROBERTA	15B	C	\$96,058	
HALLER**	BARBARA	13	D	\$57,049	
HAMBRICK	MICHAEL	15B	E	\$98,305	
HARRELL	JOHN	12	F	\$57,200	
HARRELL	JOYCE	11	F	\$56,307	
HARRISON	KRISTY	15B	E	\$98,305	
HARSCH	AIDAN	15A	F	\$59,702	\$98,801
HARVEY	JAMIE	9	F	\$28,978	Part Time
HARVEY	DANIELLE	5	A	\$49,424	
HARVEY	JOSEPH	15B	B	\$95,778	

HASSINGER	ROBYN	2	A	\$44,670	
HAWBAKER	DAVID	15B	E	\$98,305	
HAWBAKER	FRANCES	15A	D	\$58,634	\$96,335
HECKMANN**	STEPHEN	15B	G	\$99,462	
HEFNER**	BETH	11	D	\$55,240	
HENZLER	ANNETTE	15B	D	\$96,335	
HERRNBERGER	DARLA	15B	E	\$98,305	
HIGGINBOTHAM	KATHY	15B	B	\$95,778	
HILDENBRAND	WILLIAM	15A	D	\$58,634	\$96,335
HILL	JUDITH	15B	F	\$98,801	
HILTY	ANN	15B	E	\$98,305	
HINDS	DIANE	15B	E	\$98,305	
HINKSON	SHERRI	15B	G	\$99,462	
HINTON	MARGO	15B	D	\$96,335	
HLAWATI	JOYCE	15B	E	\$98,305	
HOFFMAN	BARBARA	15B	F	\$98,801	
HOLLAND	KATHLEEN	15B	E	\$98,305	
HOUSER	MERRY	15B	E	\$98,305	
HOWELL	WILLIAM	9	A	\$52,673	
HREHA	MATTHEW	9	C	\$53,242	
HRITZ	MARY	13	G	\$58,472	
HUDEC	BRIAN	13	E	\$57,761	
HUDEC	JESSICA	11	D	\$55,240	
HUGUS	BRANDY	5	D	\$50,246	
HULL	ZACHARY	5	D	\$50,246	
HULME	REBECCA	14	I	\$60,125	
HUNT	MICHELLE	3	D	\$16,698	Part Time
HUNTER	NICOLE	4	E	\$50,131	
HUSKEY	KRISTEN	15B	E	\$98,305	
HUTH	CHRISTINE	10	E	\$55,084	
HUTTON	CRISTINA	9	F	\$54,596	
IGNATUK*	MELISSA	8	E	\$53,395	
ISTONE	CHARITY	15B	E	\$98,305	
JACKSON	CHRISTOPHER	11	G	\$56,664	
JANI	ERIKA	13	G	\$58,472	
JANOSCO	LAUREN	3	A	\$47,866	
JOHANSSON	DENISE	15B	G	\$99,462	
JOHNSON	MARY	11	D	\$55,240	
JONES	CATHERINE	12	D	\$56,132	
JONES	KAREN	15B	E	\$98,305	
JONES	VIRGINIA	15B	D	\$96,335	
JORDEN JR	WILLIAM	14	E	\$58,702	
JULA	MARK	15B	E	\$98,305	
JUNKER	FAYE	9	A	\$52,673	

KAMZELSKI	LINDA	15B	I	\$100,436	
KARAGORY	TIFFANY	4	B	\$48,911	
KARKI	PATRICIA	8	D	\$52,690	
KAUFFMAN	ALLISON	12	A	\$55,278	
KAY	AMY	14	E	\$58,702	
KEATS	JOELLE	12	E	\$56,844	
KEEFER	HOLLY	15A	E	\$59,346	\$98,305
KEGEL	AMY	15B	D	\$96,335	
KELLY	MARY	6	F	\$52,086	
KENNEDY-EVANS	MARIANNE	15B	F	\$70,985	Part Time
KERNION	JOHN	15B	E	\$98,305	
KEVAN	KELLY	8	D	\$52,690	
KIGGINS	BRYAN	13	E	\$57,761	
KILAR	JAMES	15B	E	\$98,305	
KIMMONS	CINDY	15B	I	\$100,436	
KIRAY	CRYSTAL	11	H	\$57,020	
KISH	LISA	15A	E	\$59,346	\$98,305
KLAUS*	DANA	11	E	\$55,951	
KLEEB**	LINDA	15B	E	\$98,305	
KLEIN	CHRISTA	15A	E	\$59,346	\$98,305
KLINE	DEBORAH	15B	E	\$98,305	
KLINEFELTER	KELLY	9	G	\$54,952	
KLUG	ALAN	15B	E	\$98,305	
KNAPP	LEE	15B	E	\$98,305	
KNEPP	KATRINA	13	E	\$57,761	
KNORR	DANIEL	7	A	\$51,027	
KODENKANDETH	JOHN	13	E	\$57,761	
KOHLER	MATHEW	9	D	\$53,528	
KOHLMANN	PAMELA	15A	E	\$59,346	\$98,305
KOSESKI	NICOLE	4	B	\$48,911	
KOZAK	CAROL	15B	F	\$98,801	
KOZIATEK	JASON	14	E	\$58,702	
KRALIC	CHRISTINA	14	E	\$58,702	
KRAMER	PATRICIA	15A	E	\$59,346	\$98,305
KRANIUO	DEAN	4	E	\$50,131	
KRANIUO	MARIA	15B	F	\$98,801	
KRAUS	STEPHEN	15B	E	\$98,305	
KRAWCHYK	JOSHUA	7	E	\$52,563	
KREY	DARLENE	15B	D	\$96,335	
KRIZNIK	DIANE	5	B	\$49,699	
KROLL	SHARON	15B	E	\$98,305	
KUFFER	JEREMY	13	E	\$57,761	
KUHN	CARLA	15B	E	\$98,305	
KULCHOCK	ROBYN	10	E	\$55,084	

KUNKLE	KRISTIN	3	C	\$48,402	
KYRIAZIS	JAMES	11	E	\$55,951	
LAMANNA	REBECCA	15B	F	\$98,801	
LAMM	JONATHAN	6	E	\$51,741	
LANDY	DANIELLE	9	E	\$54,240	
LANG	CYNTHIA	11	B	\$54,671	
LARGE	TYLER	9	F	\$54,596	
LAUGHREY	BRENDA	15A	E	\$59,346	\$98,305
LAUSTER	HEATH	7	C	\$51,585	
LAVELLE*	SARAH	9	E	\$54,240	
LAZZARA	CHRISTINE	7	E	\$52,563	
LEASURE	ADAM	5	E	\$50,931	
LEASURE	DANA	8	D	\$52,690	
LECKEY*	BETH	9	E	\$54,240	
LEDONNE	LINDA	15B	D	\$96,335	
LENGEL	MAUREEN	15B	E	\$98,305	
LEPANT	CHARLENE	15B	D	\$96,335	
LERI	JEAN	15B	E	\$98,305	
LESTER	LUKE	15B	I	\$100,436	
LEWANDOWSKI	JANET	15B	E	\$98,305	
LIBERATORE	ALEXANDRA	5	E	\$50,931	
LIBERT	AMY	15A	E	\$59,346	\$98,305
LIEBERMAN	JENNIFER	5	E	\$50,931	
LINNER	MARJORIE	15B	E	\$98,305	
LISHACK	NANCY	15B	H	\$100,089	
LITZ	DEBRA	7	E	\$52,563	
LOMBARDI	JANELLEN	15A	E	\$59,346	\$98,305
LONG	DANIEL	4	A	\$48,640	
LONGO	JEFF	11	E	\$55,951	
LOUGHNER	JENNESS	5	D	\$50,246	
LOVE JR	WILLIAM	8	D	\$52,690	
LUCE	JENNIFER	5	D	\$50,246	
LUNDY	RYAN	6	E	\$51,741	
LYDON	SHAWN	15B	D	\$96,335	
LYLE	MICHELE	15B	E	\$98,305	
LYNSKEY	E KELLY	15B	E	\$98,305	
LYONS	MICHAEL	15A	E	\$59,346	\$98,305
MACARI	ASHLEY	3	E	\$49,343	
MADDIX	ANDREW	15A	D	\$58,634	\$96,335
MAGNONE	JESSICA	2	A	\$23,709	Part Time
MAIELLO	BETH	15B	E	\$98,305	
MAJORS	JILL	15A	E	\$59,346	\$98,305
MANESIOTIS	JOY	14	E	\$58,702	
MANGAN	CHRISTINE	15B	C	\$96,058	

MANTELLA	ROSE	15B	F	\$98,801	
MANWAY	TERI	13	D	\$57,049	
MARCINICK	WANDA	15B	D	\$96,335	
MARNICH	JENNIFER	15B	G	\$52,791	Part Time
MARSHALEK	BERNADETTE	11	G	\$56,664	
MARSHALL	MARCY	8	E	\$53,395	
MARTIN	RITA	15B	E	\$98,305	
MARTINETTI-COOK	PATRICIA	15B	E	\$98,305	
MATTHEWS JR	JAMES	4	E	\$50,131	
MAYS-POULAKOS	LEXA	15B	F	\$98,801	
MCCANDLESS	BETH	15B	E	\$98,305	
MCCLELLAND	BILL	15B	I	\$100,436	
MCCONEGLY	MICHAEL	15B	G	\$99,462	
MCCONNELL	SHERRI	13	D	\$57,049	
MCCORMICK	MARION	15B	I	\$100,436	
MCCREA	MICHAEL	15B	D	\$96,335	
MCCUSKER	MATTHEW	6	D	\$51,050	
MCELROY	JENNIFER	15B	E	\$98,305	
MCLAUGHLIN	JULIE	15B	D	\$96,335	
MCPMAHON	MARY	15B	E	\$98,305	
MCMILLEN	JOYCE	15B	D	\$96,335	
MCMILLON	LEROY	12	D	\$56,132	
MCNAVAGE	JOHN	15B	E	\$98,305	
MCNEELY	LORI	12	E	\$56,844	
MCPHERSON	LISA	13	D	\$57,049	
MEDWICK	WILLIAM	4	D	\$31,196	Part Time
MEIER	EMILY	7	D	\$51,865	
MEINERT	LISA	12	F	\$57,200	
MICKELSEN	MARY	3	B	\$48,135	
MIKO	ASHLEY	8	E	\$53,395	
MILLER	PENNEY	15B	D	\$96,335	
MINNETTI	AMY	10	D	\$54,372	
MODROVICH**	SUZANNE	12	E	\$56,844	
MOHR	JASON	15B	E	\$98,305	
MOONEY	THOMAS	10	D	\$54,372	
MORGAN	RENEE	15A	B	\$58,066	\$95,778
MORICONI	LISA	5	E	\$50,931	
MORRIS	COLLEEN	15B	E	\$98,305	
MORRIS	DAVID	12	E	\$56,844	
MORTIMER	ALYSSA	7	E	\$52,563	
MORTIMER	LUKE	5	E	\$50,931	
MORTON	LARISSA	4	D	\$40,172	Part Time
MORTON	DENNIS	15B	E	\$98,305	
MORYC	NANCY	15B	E	\$98,305	

MOSCHETTA	MARY	6	D	\$51,050	
MOUNTS	DUSTIN	7	D	\$51,865	
MUCHONEY	DARRAH	5	G	\$51,615	
MURSLACK	MATT	13	E	\$57,761	
MYLER	GREGORY	15B	D	\$96,335	
NAGLE	DANA	5	D	\$50,246	
NEFF	JOHN	13	F	\$58,116	
NELSON	TAMMY	15B	G	\$99,462	
NEUBERGER	JOAN	15B	C	\$96,058	
NEUMEYER	RENAE	5	E	\$50,931	
NIVEN	PATRICK	15B	E	\$98,305	
NOVAK	DAVID	15B	D	\$96,335	
NUDI	MARIE	15B	C	\$96,058	
OATES	KELLY	12	F	\$57,200	
OBAKER	BARBARA	15B	G	\$99,462	
OCHSENHIRT	MARY	15B	F	\$98,801	
OLDHAM	SCOTT	14	E	\$58,702	
OLSON	MATTHEW	15B	E	\$98,305	
OMASITS	DANIELLE	5	C	\$49,971	
OMASITS	CHRISTOPHER	6	G	\$52,432	
PAGNOTTO	CHRISTINA	15B	E	\$98,305	
PALMIERI	PAMELA	15B	E	\$98,305	
PANOS	CHRIS	15B	E	\$98,305	
PANZA	SUMER	10	E	\$55,084	
PAULICK	MARLENE	15B	E	\$98,305	
PAVELY	JENNIFER	12	E	\$56,844	
PAYLO	CHRISTOPHER	9	E	\$54,240	
PENBERTHY	KATIE	5	C	\$49,971	
PENDERGAST	BRIAN	15B	G	\$99,462	
PERKEY	MAUREEN	14	E	\$58,702	
PERRONE	PHILIP	15B	E	\$98,305	
PERRY	ALEXANDRA	9	E	\$54,240	
PERRY	SHANNON	15B	D	\$96,335	
PETERS	ELAINE	15A	E	\$59,346	\$98,305
PETERS	KAREN	7	E	\$52,563	
PETRINI	MIRIAM	15B	G	\$99,462	
PETRO	CHANCE	10	E	\$55,084	
PIELIN	GILBERT	15B	I	\$100,436	
PIFALO	DEBORAH	15B	E	\$98,305	
PINKERTON	JANA	15B	E	\$98,305	
PIRANIAN	SARAH	2	E	\$20,046	Part Time
PIRRING	JAMEY	10	D	\$54,372	
PISANI	LOUIS	15B	E	\$98,305	
PISON	DARLENE	12	E	\$56,844	

PISTELLA	JULIE	15B	E	\$98,305	
PITARO	ERIN	8	E	\$53,395	
POMPOSELLI	DANIEL	4	E	\$50,131	
PONTIERE	ERNEST	15B	D	\$96,335	
PONTIERE	LISA	15B	D	\$96,335	
POWER	SALLY	15B	E	\$98,305	
PRESTO	MARIE	15B	G	\$99,462	
PRINCE	JAMES	8	E	\$53,395	
PROGAR	MEREDITH	3	A	\$47,866	
PROSENJAK	JAMES	5	E	\$50,931	
PROSSER	LAURA	4	D	\$49,454	
QUIGLEY	LINDSAY	14	A	\$57,135	
RAIBLE**	LORI	15B	E	\$98,305	
RAK	JEREMY	4	E	\$50,131	
RAMAKRISHNA	SANGEETHA	5	E	\$50,931	
RAMSEY	CONNIE	9	E	\$54,240	
RECK	JARED	11	E	\$55,951	
REGULE	DIANE	15A	E	\$15,978	\$25,711 Part Time
REINHARD JR	JAMES	15B	E	\$98,305	
REMALY	DAVID	15B	D	\$96,335	
RENWICK	LYNSI	5	E	\$50,931	
REYNOLDS	CINDY	15B	G	\$99,462	
RHINEHART	LANCE	10	E	\$55,084	
RICH	SUSAN	15B	E	\$98,305	
RIECK	MARYBETH	13	E	\$57,761	
RIGGLE	ADAM	2	E	\$45,880	
RITENOUR	ANITA	15B	E	\$98,305	
ROBERTSON	ERIC	3	D	\$48,672	
ROGERS	ANNE	15B	C	\$96,058	
ROGERS-RICHARDS	HEATHER	15B	E	\$98,305	
ROMAC	AMY	15B	D	\$96,335	
ROMAN	EDWARD	14	E	\$58,702	
ROMAN	LYNN	9	E	\$54,240	
RONK	ANDREA	2	A	\$23,709	Part Time
ROSATO	JENNIFER	8	E	\$53,395	
ROSENWASSER**	KELLY	11	D	\$55,240	
RUFFOLO	CHRISTINA	15A	E	\$59,346	\$98,305
RUIZ	MICHELLE	9	E	\$54,240	
RUSEK	DEBRA	3	A	\$47,866	
RUSNIC	ASHLEY	5	C	\$49,971	
RUSSO	VICKI	15B	D	\$96,335	
RYLANDS	RANDE	15B	A	\$94,700	
SALPIETRO	KATHERINE	15B	E	\$98,305	
SALVIA	ALLISON	8	E	\$53,395	

SANGUIGNI	KAREN	15B	E	\$98,305	
SAUNDERS III	WILLIAM	15B	F	\$98,801	
SAVILLE**	MICHAEL	15B	E	\$98,305	
SCAFF	ALYSSA	4	D	\$49,454	
SCANLON	CATHERINE	15B	E	\$98,305	
SCHALL	DANIEL	12	E	\$56,844	
SCHEIRER-FOCHLER	SHERRI	9	H	\$55,308	
SCHELLER	JEFFREY	15B	E	\$98,305	
SCHLENKE	ELIZABETH	15B	A	\$94,700	
SCHLOSSER	SHARI	15B	E	\$98,305	
SCHMID	BARBARA	15B	D	\$96,335	
SCHMIDT	DAVID	15B	E	\$98,305	
SCHMIECH	COLLEEN	11	E	\$55,951	
SCHOLTZ*	TRACY	15B	D	\$96,335	
SCHOTT	CARISSA	8	E	\$53,395	
SCHOTT	FREDERICK	15B	E	\$98,305	
SCHWARTZ	GWEN	15B	D	\$96,335	
SCHWOEBEL	MICHELLE	12	F	\$57,200	
SCOTT	AMY	11	D	\$55,240	
SEKELIK	MICHELLE	3	A	\$47,866	
SEMANCO	CARRIE	10	D	\$54,372	
SEMLER	KIRK	15B	D	\$96,335	
SENECA	PAUL	15B	E	\$98,305	
SERDY	JANET	15B	E	\$98,305	
SESTILI	CHRISTOPHER	15A	E	\$59,346	\$98,305
SHANE	CHRISTIAN	15B	E	\$98,305	
SHOOK	PAULA	13	E	\$57,761	
SILIANO	TRICIA	14	E	\$58,702	
SIMILO	LINDA	15B	E	\$98,305	
SLAUBAUGH	CRAIG	4	E	\$26,608	Part Time
SLOWIK	KATHLEEN	15B	D	\$96,335	
SLOWIK	TARA	15B	E	\$98,305	
SMALLEY	JEFF	13	E	\$57,761	
SMITH	ERIN	5	E	\$50,931	
SMOKOVICH	LYNN	5	E	\$50,931	
SMOLLER	JENNIFER	9	D	\$53,528	
SMOYER	JAMES	14	E	\$58,702	
SNYDER	ELLYN	15B	E	\$79,854	Part Time
SOBEK**	STEVEN	15B	D	\$96,335	
SOLENDAY	DANIEL	15B	E	\$98,305	
SOXMAN	DUSTIN	10	E	\$55,084	
SPAK	JILL	14	E	\$58,702	
SPAN	DARLENE	15B	F	\$98,801	
SPOHN	JANICE	15B	I	\$100,436	

STACKHOUSE	CINDY	15B	D	\$96,335	
STEELE	CAROLYN	11	A	\$28,867	Part Time
STEFAN	TODD	15A	C	\$58,349	\$96,058
STEFFANINA	KAREN	15B	E	\$98,305	
STEIN	SANDRA	15B	E	\$98,305	
STEVENS	TAMRA	15B	E	\$98,305	
STEWART	KELLY	15B	G	\$99,462	
STINELLI	AMY	9	E	\$54,240	
STOKES	DARLA	6	E	\$51,741	
STRAKA	KATHERINE	5	E	\$50,931	
STROUD	KYLENE	3	E	\$49,343	
SULLIVAN	JOANNE	15B	D	\$96,335	
SUNDO	DEBORA	15B	E	\$98,305	
TALERICO	ELIZABETH	15B	E	\$98,305	
TALHOUK	JOYA	15B	E	\$61,403	Part Time
TARCHICK	AMY	15B	F	\$98,801	
TARHI	BARBARA	15B	E	\$98,305	
TATONE	FRANK	15B	E	\$98,305	
TATUM	ROCHELE	15B	F	\$98,801	
TAYLOR	WESLEY	15B	D	\$96,335	
TENGOWSKI	NATHAN	9	D	\$53,528	
TENGOWSKI	RACHEL	7	E	\$52,563	
THOMAS-ACKERMAN	JUDY	15B	E	\$98,305	
THOMPSON	KEVIN	8	H	\$54,453	
THORWART	LINDSAY	5	A	\$49,424	
TIEDEMAN	ELIZABETH	5	D	\$50,246	
TOMASELLO	MARLENE	15B	E	\$98,305	
TOMCZAK	TINA	5	E	\$50,931	
TORCHIA	EMILY	4	E	\$50,131	
TOWNSEND	EILEEN	10	D	\$54,372	
TOZIER	ROBERT	15B	E	\$98,305	
TRICE	RENEE	5	D	\$50,246	
TRUESDELL	JOSEPH	15B	E	\$98,305	
UHERNIK	LEAH	6	G	\$52,432	
URBANIAK	JOANN	15B	E	\$98,305	
URSCHLER*	KAREN	8	E	\$53,395	
VADNAIS	COURTNEY	10	H	\$56,152	
VAINA	THOMASINA	15B	A	\$94,700	
VALENTINO**	TERRENCE	15B	E	\$98,305	
VANDERGRIFT	JOANN	15B	E	\$98,305	
VENEZIA	MARK	14	D	\$57,990	
VERTULLO	CHRISTINA	6	E	\$51,741	
VITALE	GINA	5	F	\$51,272	
VLAH	MARSHA	15B	C	\$96,058	

VOLAND	JAMES	3	C	\$48,402	
VOLL	NICOLE	5	E	\$50,931	
VOLLMER	MARTA	15B	D	\$96,335	
VOLPE	SHARON	15A	H	\$60,415	\$100,089
VORRASI	NICHOLAS	8	D	\$52,690	
VOSE	REBECCA	3	A	\$47,866	
VRANA	DIANE	15B	E	\$98,305	
WALKER	ARTHUR	15B	D	\$96,335	
WALKOWIAK	TIMOTHY	15B	D	\$96,335	
WALSH	BETHANY	10	E	\$55,084	
WALTERS	CHRISTINE	6	E	\$51,741	
WANNER	ERIC	15B	D	\$96,335	
WARE	MICHELLE	15B	E	\$98,305	
WARKASKE	CLAUDIA	15B	D	\$96,335	
WARNER	JESSE	9	E	\$54,240	
WASLO IV	GREGORY	15B	D	\$96,335	
WATTON	KIMBERLY	5	A	\$49,424	
WEET	BRYAN	15B	E	\$98,305	
WERNER	KERRY	15B	E	\$61,403	Part Time
WERNER	BARBARA	15B	E	\$98,305	
WERT	KIM	15B	D	\$96,335	
WESNER	FRANZ-JOSEF	15B	E	\$98,305	
WEST	DAVID	14	E	\$58,702	
WHISLER	ROGER	15B	D	\$96,335	
WILKINSON*	JULIE	8	E	\$53,395	
WILL	KATHY	15B	E	\$98,305	
WILLIAMS	DANIEL	13	E	\$57,761	
WILLIAMS	JODY	15B	E	\$98,305	
WILLIAMS	MICHELE	15B	E	\$98,305	
WILSON	ROBERTA	15B	B	\$95,778	
WINKWORTH	DAVID	14	D	\$57,990	
WINSCHER	JASON	12	D	\$56,132	
WINTERS	HEATHER	12	D	\$56,132	
WITT	JOANN	15B	F	\$98,801	
WOOD	CAROL	15B	E	\$98,305	
WOTEN JR	DAVID	15B	F	\$98,801	
YEAHEL	HARRY	10	D	\$54,372	
YINGLING	CYNTHIA	14	E	\$58,702	
YOUNG	JANE	15B	C	\$96,058	
YURISINEC	KAMI	6	D	\$51,050	
ZACCARI	KRISTEN	5	D	\$50,246	
ZALLOW	DENISE	10	E	\$55,084	
ZARRA	MELISSA	8	E	\$53,395	
ZASPEL IV	KURT	3	A	\$47,866	

ZASPEL**	GWEN	15B	E	\$98,305
ZAUN	BARBARA	15B	G	\$99,462
ZAVACKY	BRIAN	7	E	\$52,563
ZEBLEY	KEVIN	4	D	\$49,454
ZICK	JOY	15B	E	\$98,305
ZINSSER	ERICA	3	E	\$49,343
ZINSSER	JANICE	15B	E	\$98,305
ZUNSKI	PENNY	15B	E	\$98,305
ZUNSKI	ROBERT	14	B	\$57,420
ZURBACH	STEVEN	4	E	\$50,131

* Will be adjusted for Leave of Absence during the 2011/2012 School Year

** Sabbatical (Will be adjusted to one-half annual salary during the 2011/2012 School Year)

ADDENDUM

I. Resignation(s)

The Board approved the following Resignation(s):

Kimberly Lesh	Special Education Assistant, NASH Effective 8/12/11	Resignation
Michael Minnitte	Special Education Assistant, IES Effective 8/15/11	Resignation
Susan Parisi	Special Education Assistant, CMS Effective 8/13/11	Resignation

II. Appointment(s)

The Board approved the following Appointment(s):

Confidential

<u>NAME</u>	<u>POSITION</u>	<u>SALARY</u>	<u>START DATE</u>
Brian Pritchard	Temporary Confidential Supervisor, Transportation	\$18.00/hr.	8/22/11 up to 11/29/1

III. Child Rearing Leave(s) of Absence – Brown

The Board approved an unpaid Child Rearing Leave of Absence for Cindy Brown, Teacher, Marshall Elementary School, effective September 22, 2011 through January 20, 2012.

IV. Supplemental Contract(s)

The Board approved the following 2011-12 School Year Supplemental Contract(s):

Supplemental Contract Additions/Changes

*Emily Ramsey	Assistant Debate Coach ^(s)	\$ 971.00
*Robert Miller	Varsity Assistant Volleyball Coach	Volunteer

* Not a District Employee

¹ First Time Supplemental Contract Holder

^(s) One contract shared by more than one person

Roll Call Vote. Results: 7-Yes; 0-No. Motion Carried.

REVIEW OF BOARD FOLDER

The Board reviewed all items in the Board Folder for August 24, 2011. There were several questions for clarification.

SPEAKERS ON NON-AGENDA ITEMS

Shivam Verma – is a 2010 NA graduate who currently attends Princeton University. His post-high school experiences have reinforced his understanding of the high school student’s need to take more specialized and AP classes. He asked the Board to please allow all 9th and 10th graders to take AP classes at NASH if they qualify and to publish the criteria for qualification. He believes there is a concern that students’ mental health may suffer if they take these classes too early. He does not feel this would be the case, but rather the opposite would occur. By spreading these courses out over a greater period of time, there would be less stress for students. He asked the Board to change the policies and make them fair for all students.

Konstantin Borisov – graduated in June 2011 and went on to a prestigious international chemistry competition at which he ranked fourth in the nation and ninth in the world. He told the Board that he was one of the “special cases” at NAI who was permitted to take AP courses in both 9th and 10th grades. He is certain that decision helped him to go on and accomplish the things he was able to do—and that his accomplishments are very much a reflection on the District. In everything he has done, his focus has been on bringing honor back to his community and his school district. He asked the Board to allow these students who spoke tonight to take AP classes early so that they can achieve their highest potential and bring recognition back to the District as well.

Jenene Cwalina – asked the Board to give these students the opportunity to speak with the Superintendent about these issues related to availability of AP courses. She believes that they can best plead their case and demonstrate their ability and sincerity on this matter in person.

Mrs. Grosheider stated in conclusion that all those who speak at Board meetings will receive a written response from the Board.

ADJOURNMENT

Mrs. Grosheider adjourned the meeting at **9:48 p.m.** The Board met in Executive Session to discuss negotiations with a bargaining unit.

Respectfully submitted,

Rose Mary Ryan, Secretary
North Allegheny School Board