

Minutes of the NORTH ROYALTON BOARD OF EDUCATION Regular Meeting

Held June 8, 2020

Virtual Meeting

- I. CALL TO ORDER
- II. PLEDGE OF ALLEGIANCE
- III. ROLL CALL
- IV. RESOLUTION 2020-122: FINALIZATION OF AGENDA
- V. RESOLUTION 2020-123: APPROVAL OF MINUTES
- VI. RECOGNITION OF GUESTS AND PRESENTATIONS
- VII. PUBLIC PARTICIPATION
- VIII. COMMITTEE REPORTS
- IX. REPORTS AND RECOMMENDATIONS OF THE TREASURER
 1. RESOLUTION 2020-124: APPROVE CERTIFICATED SUBSTITUTE SALARY INCREASE FOR RETIRED NORTH ROYALTON CITY SCHOOL DISTRICT TEACHERS
- X. REPORTS AND RECOMMENDATIONS OF THE SUPERINTENDENT
 - a. *Superintendent Reports and Recommendations*
 2. RESOLUTION 2020-125: CERTIFY YEAR 2020 GRADUATES
 3. RESOLUTION 2020-126: TEACHER OF THE YEAR
 4. RESOLUTION 2020-127: SUPPORT STAFF PERSON OF THE YEAR
 5. RESOLUTION 2020-128: APPROVE TRANSPORTATION AGREEMENT - SUBURBAN SCHOOL TRANSPORTATION, INC.
 6. RESOLUTION 2020-129: APPROVE AGREEMENT WITH POSITIVE EDUCATION PROGRAM/PEP ASSIST
 7. RESOLUTION 2020-130: APPROVE ABA OUTREACH SERVICES AGREEMENT
 8. RESOLUTION 2020-131: APPROVE PARENTAL TRANSPORTATION CONTRACT
 - b. *Professional Development, Grants, Stipends, Curriculum*
 9. RESOLUTION 2020-132: APPROVE APPOINTMENTS - STIPENDS
 - b. *Personnel and Policy*
 10. RESOLUTION 2020-133: RETIREMENT RECOGNITION
 11. RESOLUTION 2020-134: ACCEPT RESIGNATIONS/RETIREMENTS
 12. RESOLUTION 2020-135: APPROVE APPOINTMENTS - CONTINUING CONTRACTS FOR CERTIFICATED/ LICENSED EMPLOYEES
 13. RESOLUTION 2020-136: APPROVE APPOINTMENTS - EXTENDED SCHOOL YEAR SERVICES
 14. RESOLUTION 2020-137: APPROVE APPOINTMENTS - SUMMER EMPLOYMENT
 15. RESOLUTION 2020-138: APPROVE APPOINTMENTS - SUPPLEMENTAL CONTRACTS
 16. RESOLUTION 2020-139: APPROVE APPOINTMENTS - PERSONAL SERVICE CONTRACTS
 17. RESOLUTION 2020-140: APPROVE VOLUNTEERS
 - c. *Business, Buildings and Grounds*
 18. RESOLUTION 2020-141: APPROVE 2020-21 CLASSIFIED EMPLOYEE WORK CALENDARS
 19. RESOLUTION 2020-142: ADOPT A RESOLUTION AUTHORIZING THE EXECUTION OF A MEMORANDUM OF UNDERSTANDING WITH THE NORTH ROYALTON BAND BOOSTERS
 20. RESOLUTION 2020-143: ADOPT A RESOLUTION AUTHORIZING THE EXECUTION OF A MEMORANDUM OF UNDERSTANDING WITH THE NORTH ROYALTON ATHLETIC BOOSTERS
 21. RESOLUTION 2020-144: ADOPT A RESOLUTION AUTHORIZING THE EXECUTION OF A MEMORANDUM OF UNDERSTANDING WITH THE NORTH ROYALTON CHOIR BOOSTERS
 22. RESOLUTION 2020-145: ACCEPTANCE OF BIDS FOR GENERAL LIABILITY, FLEET, AND UMBRELLA INSURANCE
 23. RESOLUTION 2020-146: APPROVE INSURANCE ENDORSEMENTS
 24. RESOLUTION 2020-147: APPROVE AGREEMENT WITH USA MOBILE DRUG TESTING OF NORTHEAST OHIO
 25. RESOLUTION 2020-148: APPROVE PHYSICIANS FOR BUS/VAN DRIVERS
 26. RESOLUTION 2020-149: ACCEPT GIFTS/DONATIONS
- XI. ADDITIONAL BUSINESS
- XII. ANNOUNCEMENTS
- XIII. RESOLUTION 2020-150: MOTION TO ADJOURN

- I. **CALL TO ORDER.** President Dr. John Kelly called the regular meeting of the North Royalton Board of Education to order at 7:02 p.m. on June 8, 2020, in a virtual meeting.
- II. **PLEDGE OF ALLEGIANCE.** President Dr. John Kelly requested all present to join in the Pledge of Allegiance to the flag.
- III. **ROLL CALL.** Present: President Dr. John Kelly, Vice President Heidi Dolezal, Jacquelyn Arendt, Terry DeLap and Anne Reinkober. Also present were Superintendent Gregory Gurka, Treasurer Biagio Sidoti, and Director of Personnel Patrick Farrell, staff, media and visitors.
- IV. **RESOLUTION 2020-122: FINALIZATION OF AGENDA.** Resolve the Board of Education approve the agenda as presented.

Moved by Arendt

Seconded by DeLap

Voting Aye: Arendt, DeLap, Dolezal, Reinkober, Kelly

Motion Carried

- V. **RESOLUTION 2020-123: APPROVAL OF MINUTES.** Resolve the Board of Education approve the minutes from the regular meetings on May 7, 2020 and May 11, 2020.

Moved by Reinkober

Seconded by Dolezal

Voting Aye: Reinkober, Dolezal, Arendt, DeLap, Kelly

Motion Carried

VI. **RECOGNITION OF GUESTS AND PRESENTATIONS**

Teacher of the Year Alison Novosel and Support Staff Person of the Year Dolly Marshall were both formally recognized by the Board and administration. Also recognized was Bus Driver Bruce Abbott for earning the Ohio Association for Pupil Transportation George Sontag Jr. Ohio Bus Driver of the Year Award. All three were in attendance.

Director of Personnel Patrick Farrell acknowledged and showed great appreciation for all of our current retirees, who are listed on the agenda and invited to the meeting for recognition. He then gave a short presentation about Elementary Teacher Elizabeth Radtke and Elementary Aide Frances Jesse, who were both in attendance. Later in the meeting, after approval of new certificated employees and substitutes, Mr. Farrell introduced and gave a brief background of each new teacher.

Superintendent Greg Gurka gave a presentation reviewing the results of the parent survey that was sent out to gain input on planning for next school year amidst the Covid-19 pandemic. The presentation can be viewed on the District website.

- VII. **PUBLIC PARTICIPATION.** The public is invited to speak to any of the agenda items and other school topics at this time. Comments should be limited to five minutes.

Sam Koukios of 11805 Friar Post spoke to the Board regarding planning for next year during the COVID-19 pandemic. He urged the Board to consider delaying decisions as long as possible to see what new information may come out concerning guidelines and the coronavirus. He referenced several articles as examples of reports that have recently been posted entitled, *Coronavirus Asymptomatic Spread is Rare*, *Coronavirus Loading and Incidence is Declining*, and *Coronavirus is Difficult to Spread via Surfaces*.

VIII. **COMMITTEE REPORTS**

Transportation - Mr. DeLap submitted the following report:

On Tuesday, May 19, representatives from the Ohio Association for Pupil Transportation (OAPT) came to present Bruce Abbott with the George Sontag, Jr. School Bus Driver of the Year Award. Typically the awards are presented at the OAPT Conference. However, due to the pandemic, the OAPT Conference has been canceled for this year. OAPT President Melody Coniglio and North Region Director April Johnson presented Bruce with the award. Bruce will be invited to OAPT Conference in 2021 to be formally honored at the banquet. Congratulations, Bruce!

On Friday, May 29, the Ohio State Highway Patrol conducted our third round of annual bus inspections. Twenty-one buses were presented for inspection and 19 of them passed inspections and received their stickers for the 2020-21 school year. Of the two buses that did not pass, one was found to have a cracked body mount and the other a broken rear shock mount. Both are in the process of being repaired and will be re-inspected at the next inspection. Ten buses were found to have no defects. The remaining buses only had minor defects found, which were corrected the same day by our mechanics. Our next annual inspection is June 23. To date, 49 of our 65 buses have been inspected and passed inspection for the 2020-21 school year.

On June 3, our summer cleaning crew began working. They will be doing a deep clean of all District buses and vans so they are ready for the start of a new year.

Mr. DeLap commended the transportation department for their Facebook posting of an aerial view of our buses spelling out "Bears 20" to commemorate our graduating class of 2020.

Legislative Report - Mrs. Arendt submitted the following report:

The House passed Senate Bill (SB) 310 by a vote of 87-8. The bill, which originally provided for the distribution of Coronavirus Aid, Relief and Economic Security (CARES) Act funding to local subdivisions and businesses, was amended Wednesday in the House Finance Committee. The committee amended the bill by adding capital reappropriations for certain agencies, including the Ohio Facilities Construction Commission, for the biennium ending June 30, 2022. Additionally, the amendment expanded the list of projects and allows the director of the Ohio Office of Budget and Management (OBM) to freeze state employee pay increases for fiscal year (FY) 2021, among other changes. On the House floor, the bill was further amended to allow local governments additional flexibility to address budget problems.

The House also passed House Bill (HB) 680 by a vote of 61-35. The bill prohibits any public official from causing an election to be conducted other than in the time, place and manner prescribed by the Ohio Revised Code. It also reduces the deadline to apply for an absentee ballot by four days and directs the secretary of state office's use of federal CARES Act funds.

The Senate passed SB 308 by a vote of 24-9. The bill provides immunity from civil liability for health care providers providing services during and after a government-declared disaster or emergency due to COVID-19. The substitute bill accepted in the Senate Judiciary Committee clarified that the bill includes K-12 schools.

The Senate also passed Senate Continuing Resolution 13 by a vote of 22-11. The resolution states that no branch of government, be it executive, legislative or judicial, nor any subordinate department, agency or entity thereof, may take or otherwise promulgate actions that exceed its authority to do so as expressly granted under the Ohio Constitution or United States Constitution.

Also last week, Sen. Matt Huffman (R-Lima) introduced Senate Bill (SB) 319, a bill to address issues identified by education leaders as barriers to reopening schools next year. Sponsor testimony is scheduled for Tuesday, June 9 in the Senate Education Committee.

The legislature is scheduled to conclude its work after the second week in June, and will not return for months, therefore, this bill may move very quickly through the chambers.

The Senate Finance Committee held sponsor testimony on SB 313, sponsored by Sen. Terry Johnson (R-McDermott), which requires an additional state payment in FY 2020 or FY 2021 to certain school districts that experience a specified decrease in the taxable value of the district's utility tangible personal property. The committee also passed SB 316, which makes capital reappropriations for certain agencies, including the Ohio Facilities Construction Commission, for the biennium ending June 30, 2022.

The House Finance Committee held a third hearing on HB 670, which makes capital reappropriations for certain agencies, including the Ohio Facilities Construction Commission, for the biennium ending June 30, 2022. The committee amended HB 13, which establishes the residential broadband expansion program. The amendments revise the challenge process and address issues related to electric cooperatives and railroad rights-of-way.

The House Primary and Secondary Education Committee passed HB 367, which requires the state to recommend a job description for school counselors; requires public schools to consider those recommendations when preparing job descriptions and assigning duties for school counselors; and requires the designation of a school counselor liaison at the Ohio Department of Education.

The committee held sponsor testimony on HB 465, sponsored by Rep. Gayle Manning (R-North Ridgeville), which authorizes the creation of school zones around preschool education programs that are operated by an ESC that is located on a street or highway with a speed limit of 45 mph or more.

The committee held sponsor testimony on HB 532, sponsored by Reps. Tom Brinkman (R-Mount Lookout) and Brigid Kelly (D-Cincinnati), which requires the State Board of Education to adopt standards for mental health education and to permit school districts to include mental health education in their curriculum.

The House Insurance Committee held a second hearing on HB 679, sponsored by Reps. Mark Fraizer (R-Newark) and Adam Holmes (R-Nashport), which establishes and modifies requirements regarding the provision of telehealth services of school psychologists, speech-language pathologists and occupational therapists, among others.

The House State and Local Government Committee held a second hearing on HB 671, sponsored by Reps. Cindy Abrams (R-Harrison) and Jason Stephens (R-Kitts Hill), which limits the authority of local boards of health to issue orders under certain circumstances.

The Senate General Government and Agency Review Committee held a third hearing on HB 308, which provides workers' compensation or disability retirement for peace officers, among others, who are diagnosed with post-traumatic stress disorder arising from employment without an accompanying physical injury. The committee held a third hearing on SB 293, which creates a procedure within the court of claims to hear complaints alleging a violation of the Open Meetings Act.

Cuyahoga Valley Career Center (CVCC) Report - Mrs. Arendt submitted the following report:

The regular board meeting of the CVCC was held on May 28. Besides the regular business, many of the outstanding students who placed in regional, state and national competitions were honored. The Board approved the five-year forecast along with several personnel matters and routine items. The CVCC Board held a special meeting on June 18 to conduct superintendent and treasurer evaluations. The next meeting of the CVCC Board is June 25.

Curriculum & Instruction and Pupil Services - Mrs. Reinkober submitted the following report:

Teachers spent the last five days of the school year preparing virtual lessons to start the 2020-21 school year if necessary. Principals facilitated Teacher-Based-Team meetings so that teachers could work together to establish common lessons and assessments focused on power standards. As guidance comes from the Ohio Department of Health, we will continue to review and revise our planning for the start of the school year to ensure the best educational experience possible for North Royalton City Schools' students.

Summer professional development was provided for elementary teachers on online math tools that support their textbook series, as well as literacy training for the upcoming change to responsive literacy instruction. Unlike last year, there will be no offering of retake End of Course exams for high school students as the Ohio Department of Education has currently suspended state testing options due to the Covid-19 pandemic.

Pupil Services is in that "caught between two worlds" zone where we continue to gather equipment, finalize all of the paperwork and data for the year while registering new students for the 2020-21 school year. We continue to consistently check out Gears for Grins bikes for the summer. We have already delivered four bikes to families.

Training was provided to all intervention specialists, speech-language pathologists, school psychologists and counselors, as well as occupation and physical therapists on the new web-program for our evaluation team reports and individualized education plans. The rollover to the new program will occur during the summer, with staff utilizing the new program beginning with the 2020-21 school year. The new program will be much easier to use in the preparation and writing of the ETR and IEP documents.

Extended School Year Services will be virtual this summer. Staff has already reached out to families and services will begin next week.

Buildings & Grounds - Mrs. Dolezal submitted the following report:

Although the last couple of months have been a bit unusual with things going on in the world, it allowed us to get the 1976 and 1988 additions of the high school ready for the construction team to take over. Without this additional time, things would have been much more challenging to get the areas ready for construction phasing. We recently moved all teaching materials and belongings out of these sections of the building so the renovation work could begin. We are anticipating getting this section of the building back in early to mid-winter this coming year.

The District recently held an online auction for much of the furniture and equipment in the 1976 and 1988 sections of the high school that are being renovated. These items are no longer needed and were made available to the public to purchase. The proceeds of the sale will go back into the general fund of the District.

The District has been working on developing plans for the re-opening of our athletic facilities for both indoor and outdoor venues for our sports teams. At the present time, the facilities are only open to North Royalton School athletes and their coaches due to the restrictions being placed by the Ohio Department of Health. Once these restrictions are lifted, we will evaluate how we will start allowing individuals in our community and outside groups to begin to use the facilities as they have in the past.

Towards the end of the month, electricity will be shut down at the middle school for possibly two weeks. This is in conjunction with the construction project at the high school. Due to the lack of electricity for this short period of time, we will provide temporary electricity to keep key components active in the building. Some of these key components include walk-in coolers and freezers, burglar alarms, and emergency systems. We have a plan in place and anticipate that everything will work out as planned.

The custodial staff has started their yearly deep cleaning at all of the buildings this summer. The three elementary buildings are working together with team cleaning, and the middle school and high school staff have also begun their summer cleaning as well. The YMCA summer camp will occupy the middle school for the summer months as in years past. During the shut down of power at the middle school, we will temporarily move the summer camp to Valley Vista and then back to the middle school to complete the summer.

Policy Committee Report - Dr. Kelly submitted the following report:

Administration has completed making updates and recommendations to the original NEOLA Update Volume 38 #2, and is working through the additional update received last month in response to changes approved by the State Board of Education regarding the Ohio Teacher Evaluation System (OTES).

On May 6, 2020, the U.S. Department of Education, Office for Civil Rights (“OCR”), released its Final Rule, which amends existing Title IX regulations. The regulations bring sweeping changes to how educational institutions address, investigate, and adjudicate allegations of sexual harassment occurring within their programs and activities. These changes include jurisdictional changes based on the definition of sexual harassment and of educational programs and activities in the Final Rule. The amended regulations will require significant revisions to existing policies and administrative guidelines, and necessitate staff training prior to the start of the 2020-21 school year. Last week, we received word that NEOLA is in the process of developing updated policies and administrative guidelines that comply with the Final Rule. The new and revised documents will be issued this summer as a Special Update so Boards can take the steps necessary to comply with the amended Title IX regulations when they go into effect on August 14, 2020.

As soon as these updated policies are released, administration will make the necessary updates and recommendations, and a Policy Committee meeting will be scheduled towards the end of July. The Board will then review the new and updated policies at the August 4, 2020, Board of Education Work Session and approve them at the Regular Board of Education meeting scheduled for August 10, 2020.

IX. REPORTS AND RECOMMENDATIONS OF THE TREASURER

1. **RESOLUTION 2020-124: APPROVE CERTIFICATED SUBSTITUTE SALARY INCREASE FOR RETIRED NORTH ROYALTON CITY SCHOOL DISTRICT TEACHERS.** Resolve the Board of Education approve increasing the certificated substitute daily salary for retired North Royalton City School District teachers to \$125 per day effective August 17, 2020.

Moved by DeLap

Seconded by Arendt

Voting Aye: DeLap, Arendt, Dolezal, Reinkober, Kelly

Motion Carried

X. REPORTS AND RECOMMENDATIONS OF THE SUPERINTENDENT

a. Superintendent Reports and Recommendations

2. **RESOLUTION 2020-125: CERTIFY YEAR 2020 GRADUATES.** Resolve the Board of Education certify the year 2020 graduates, provided they satisfactorily completed requirements of the State Department of Education and the North Royalton Board of Education. (Exhibit #1)

Moved by Reinkober

Seconded by Dolezal

Voting Aye: Reinkober, Dolezal, Arendt, DeLap, Kelly

Motion Carried

3. **RESOLUTION 2020-126: TEACHER OF THE YEAR.** Resolve the Board of Education adopt the following resolution honoring the Teacher of the Year for 2019-20:

WHEREAS, the Board of Education and administration of the North Royalton City School District desire to recognize an outstanding teacher for the 2019-20 school year; and

WHEREAS, Alison Novosel is the unanimous choice for this award; and

WHEREAS, Alison Novosel has served as a teacher in the North Royalton City School District since 1997, expanding her professional skills through creativity and enthusiasm; and

WHEREAS, she has been a positive influence on teachers and students alike.

NOW, THEREFORE, BE IT RESOLVED, the North Royalton Board of Education and administration commend and recognize Alison Novosel as the 2019-20 Teacher of the Year.

4. **RESOLUTION 2020-127: SUPPORT STAFF PERSON OF THE YEAR.** Resolve the Board of Education adopt the following resolution honoring the Support Staff Person of the Year for 2019-20:

WHEREAS, the Board of Education and administration of the North Royalton City School District desire to recognize an outstanding support staff person for the 2019-20 school year; and

WHEREAS, Dorothy Marshall is the unanimous choice for this award; and

WHEREAS, Dorothy Marshall has been an employee in the North Royalton City School District since 2006, professionally expanding her skills through creativity and enthusiasm; and

WHEREAS, she has been a positive influence on employees and students alike.

NOW, THEREFORE, BE IT RESOLVED, the North Royalton Board of Education and administration commend and recognize Dorothy Marshall as the 2019-20 Support Staff Person of the Year.

5. **RESOLUTION 2020-128: APPROVE TRANSPORTATION AGREEMENT - SUBURBAN SCHOOL TRANSPORTATION, INC.** Resolve the Board of Education approve transportation agreement with Suburban School Transportation, Inc., to transport special needs students for the 2020-21 school year.
6. **RESOLUTION 2020-129: APPROVE AGREEMENT WITH POSITIVE EDUCATION PROGRAM/PEP ASSIST.** Resolve the Board of Education to approve the agreement with Positive Education Program/Pep Assist for the purpose of providing services for the 2020-21 school year.
7. **RESOLUTION 2020-130: APPROVE ABA OUTREACH SERVICES AGREEMENT.** Resolve the Board of Education approve an agreement with ABA Outreach Services for a Board Certified Behavior Analyst for hands-on training and support to staff members for the 2020-21 school year.
8. **RESOLUTION 2020-131: APPROVE PARENTAL TRANSPORTATION CONTRACT.** The Board of Education approve a parental transportation contract with Elias and CoCo Akouri for providing transportation two days per week starting June 8, 2020, until such time that Suburban Transportation is available.

Moved by Kelly

Seconded by Dolezal

Voting Aye: Kelly, Dolezal, Arendt, DeLap, Reinkober

Motion Carried

b. *Professional Development, Grants, Stipends, Curriculum*

9. **RESOLUTION 2020-132: APPROVE APPOINTMENTS - STIPENDS.** Resolve the Board of Education approve the following stipends for summer professional development as indicated:

Approve stipends for summer professional development MyMath Online Tools virtual seminar at \$75.00 per half-day on June 2, 2020.

Leslie Bardwell	Elizabeth Boyer	Julie Caputo	Tracy Csizmadia
Kathy Emch	Brenda Kozma-Geibel	Marguerite Greenlee	Patricia Gurka
Mary Hayn	Lora Hertel	Kathryn Hindall	Amy King
Emily Krause	Susan Lioni	Amanda McClain	Barbara McLaughlin
Lauryn Mewhinney	Lee Ann Morris	Gina Murphy	Amy Ness
Lyndsey Orges	Jennifer Paine	Tracey Peterjohn	Nancy Presot
Patricia Redman	Cynthia Richards	Cheri Rourke	Susanna Schwab
Renee Silinsky	Lesley Smith	Meredith Stanton	Tiffany Timar
Susan Underwood	Amanda Velbeck	Sara Wallace	Antionietta Wanko
Kara Wojcik	Douglas Zimlich		

Approve stipends for summer professional development (Collaboration) at \$150.00 per full day on June 3, 2020.

Tracey Peterjohn

Cynthia Richards

Tiffany Timar

Approve stipends for summer professional development Fountas & Pinnell Literacy Continuum virtual seminar at \$150.00 per full day on June 17, 2020.

Leslie Bardwell	Beverly Beutler	Amy Brenner	Tracy Csizmadia
Kathy Emch	Michelle Fozio	Amanda Fulton	Brenda Kozma-Geibel
Deanna Gordon	Marguerite Greenlee	Jill Gutia	Mary Hayn
Jaime Heisler	Lora Hertel	Karen Jones	Elizabeth Kannel
Amy King	Mariah Kleem	Jessica Lobaza	Barbara McLaughlin
Lauryn Mewhinney	Amy Ness	Lyndsey Orges	Jennifer Paine
Leigh Ann Quayle	Patricia Redman	Cynthia Richards	Paula Ross
Cheri Rourke	Susanna Schwab	Kerry Sheppard	Renee Silinsky
Lesley Smith	Jennifer Strazzo	Laura Stricker	Rachel Tarnowski
Brittany Troyer	Susan Underwood	Amanda Velbeck	Sara Wallace
Antionietta Wanko	Kara Wojcik		

Moved by Arendt

Seconded by Dolezal

Voting Aye: Arendt, Dolezal, DeLap, Reinkober, Kelly

Motion Carried

c. *Personnel and Policy*

10. **RESOLUTION 2020-133: RETIREMENT RECOGNITION.** Resolve the Board of Education adopt the following resolution upon the retirements of:

Linda Cox	Walter DeMattie	Frances Jesse	Elizabeth Machusick
Albert Mikes	Linda Nickell	Elizabeth Radtke	Joseph Sabitsch
Trudy Skelton			

WHEREAS, these staff members have been valued members of the North Royalton City School District; and

WHEREAS, they have made significant contributions to enhance the educational experience for all students; and

WHEREAS, their presence will be missed by students and staff alike.

NOW, THEREFORE, BE IT RESOLVED the members of the North Royalton Board of Education express their appreciation and wish them a long and happy retirement.

11. **RESOLUTION 2020-134: ACCEPT RESIGNATIONS/RETIREMENTS.** Resolve the Board of Education accept the following resignations/retirements:

Resignations

Jessica Granger/Grade 5/Middle School/effective May 11, 2020

Jeffrey Nester/Bus Driver/effective May 30, 2020

Retirements

Mary Ellen Feigi/Food Service Supervisor/effective August 1, 2020

Kathie Swim/Bus Driver/effective June 1, 2020

Disability Retirement

Cheryl Brickner/Cafeteria Worker/High School/effective June 1, 2020

12. **RESOLUTION 2020-135: APPROVE APPOINTMENTS – CERTIFICATED/LICENSED AND CLASSIFIED EMPLOYEES.** Resolve the Board of Education approve the following appointments to the certificated/licensed and classified staffs of the North Royalton City Schools be confirmed with the understanding that such persons are subject to all provisions of law pertaining to the employment of said persons; and said employment is contingent upon subsequent receipt by the Board of a report from the Bureau of Criminal Identification and Investigation which is not inconsistent with the applicants' answers on the employment application. The said appointees shall be subject to assignment by the superintendent according to the needs and interests of the schools, salary on schedule, effective 2020-21 school year or as indicated:

Certified Employees

Elizabeth Boyer/Grade 3/Valley Vista

Daiquiri Bryan/Art .6/High School

Joanne Carnabuci/Counselor/Middle School

Victoria Charvat/Grade 8/Middle School

Troi Dotson/Grade 5/Middle School

Randal Radtke/Grade 7/Middle School

Laura Stricker/Grade 1/Albion

Sara Wallace/Kindergarten/Royal View and Valley Vista

Maisie Ziemke/Kindergarten/Valley Vista

Certified Substitutes

Maria DeFranco

Holly Fox

Valerie Hendrickson

Mariah Kleem

Allison Lebo

Sheri Miller

Lyndsey Orges

June Pinter

Jordan Sadler

Morgan Silinsky

Alison Smolinski

Tammie Vasek

Abbey Yaughner

Kelly Zippay

Classified Substitutes

Celeste Belardo/Bus Driver

Michael Cox/Bus Driver

Daniel Jackson/Bus Driver

Earl Owens/Bus Driver

13. **RESOLUTION 2020-136: APPROVE APPOINTMENTS - EXTENDED SCHOOL YEAR SERVICES (ESY).** Resolve the Board of Education approve the following appointment of the following extended school year services for June - August 2020, as needed:

Certificated Summer Services (June & July 2020)

Catherine Dostal (up to 24 hours at hourly rate)

Janele Kauffman (up to 8 hours at hourly rate)

Emily Krause (up to 39 hours at hourly rate)

Certificated Summer Services (August 2020)

Kami Likovic (up to 8 hours at hourly rate)

Kate West (up to 8 hours at hourly rate)

14. **RESOLUTION 2020-137: APPROVE APPOINTMENTS - SUMMER EMPLOYMENT.** Resolve the Board of Education approve the following 2020 classified/student workers/summer workers as needed, salary on schedule:

High School APEX Credit Recovery

Annetta Strimel-Paszt/effective June 1, 2020

15. **RESOLUTION 2020-138: APPROVE APPOINTMENTS - SUPPLEMENTAL CONTRACTS.** Resolve the Board of Education approve the following for supplemental contracts for the 2019-20 school year. The wages for the contracts listed below, as well as employer associated expenses, are one hundred percent paid for by the North Royalton Education Association (NREA).

Richard Emch/NREA Treasurer/\$1,500

Michael Hemery/NREA Vice President/\$3,000

Jeffrey Rhodes/NREA Secretary/\$2,000

Paula Ross/NREA President/1/2 contract/\$2,500

Cheri Rourke/NREA President/1/2 contract/\$2,500

Judith Sholtis/NREA Membership Chair/\$1,500

16. **RESOLUTION 2020-139: APPROVE APPOINTMENTS - PERSONAL SERVICE CONTRACTS.** Resolve the Board of Education approve the following athletic workers and camp workers for Personal Service Contracts, as needed, salary on schedule:

**The operation of this camp is dependent on regulations set forth by the Ohio Department of Education and the Ohio Department of Health.*

Royalaires Color Guard Camp (July and August 2020)

Melissa Dombrowski

17. **RESOLUTION 2020-140: APPROVE VOLUNTEERS.** Resolve the Board of Education approve the following school volunteers for the 2019-20 school year or as indicated:

**The operation of this camp is dependent on regulations set forth by the Ohio Department of Education and the Ohio Department of Health.*

Royalaires Color Guard Camp (July and August 2020)

Emily Waler

Moved by DeLap

Seconded by Arendt

Voting Aye: DeLap, Arendt, Dolezal, Reinkober, Kelly

Motion Carried

d. Business, Buildings and Grounds

18. **RESOLUTION 2020-141: APPROVE 2020-21 CLASSIFIED EMPLOYEE WORK CALENDARS.** Resolve the Board of Education approve the 2020-21 classified employee work calendars.

19. **RESOLUTION 2020-142: ADOPT A RESOLUTION AUTHORIZING THE EXECUTION OF A MEMORANDUM OF UNDERSTANDING WITH THE NORTH ROYALTON BAND BOOSTERS.**

WHEREAS, the District and the Boosters both wish to encourage the community of North Royalton to attend District band events; and

WHEREAS, the District and the Boosters also want to support the band program at North Royalton; and

WHEREAS, the District and the Boosters have worked cooperatively to encourage the community of North Royalton to attend District band events and support the band program through the ticket sales to events and other fundraising; and

WHEREAS, the District and Boosters want to continue to work together to encourage attendance at band events and support the band program; and

WHEREAS, the parties desire to enter into this Memorandum of Understanding so as to memorialize their agreements with respect to the band program.

NOW, THEREFORE BE IT RESOLVED, by the Board of Education that after careful consideration and evaluation of the information before it:

Section 1. This Board authorizes the Board president and treasurer to execute a Memorandum of Understanding with the North Royalton Band Boosters on file with the treasurer.

Section 2. The Board hereby finds and determines that all formal actions related to the adoption of this resolution were taken in open meetings of this Board; and that all deliberations of this Board and of its committees, which resulted in formal action, were taken in meetings open to the public in full compliance with applicable law.

20. **RESOLUTION 2020-143: ADOPT A RESOLUTION AUTHORIZING THE EXECUTION OF A MEMORANDUM OF UNDERSTANDING WITH THE NORTH ROYALTON ATHLETIC BOOSTERS.**

WHEREAS, the District and the Boosters both wish to encourage the community of North Royalton to attend District athletic events; and

WHEREAS, the District and the Boosters also want to support the athletic programs at North Royalton; and

WHEREAS, the District and the Boosters have worked cooperatively to encourage the community of North Royalton to attend District athletic events and support the athletic programs through the ticket sales to events and other fundraising; and

WHEREAS, the District and Boosters want to continue to work together to encourage attendance at athletic events and support the athletic programs; and

WHEREAS, the parties desire to enter into this Memorandum of Understanding so as to memorialize their agreements with respect to the athletic program.

NOW, THEREFORE BE IT RESOLVED, by the Board of Education that after careful consideration and evaluation of the information before it:

Section 1. This Board authorizes the Board president and treasurer to execute a Memorandum of Understanding with the North Royalton Athletic Boosters on file with the treasurer.

Section 2. The Board hereby finds and determines that all formal actions related to the adoption of this resolution were taken in open meetings of this Board; and that all deliberations of this Board and of its committees, which resulted in formal action, were taken in meetings open to the public in full compliance with applicable law.

21. RESOLUTION 2020-144: ADOPT A RESOLUTION AUTHORIZING THE EXECUTION OF A MEMORANDUM OF UNDERSTANDING WITH THE NORTH ROYALTON CHOIR BOOSTERS.

WHEREAS, the District and the Boosters both wish to encourage the community of North Royalton to attend District choir events; and

WHEREAS, the District and the Boosters also want to support the choir program at North Royalton; and

WHEREAS, the District and the Boosters have worked cooperatively to encourage the community of North Royalton to attend District choir events and support the choir program through the ticket sales to events and other fundraising; and

WHEREAS, the District and Boosters want to continue to work together to encourage attendance at choir events and support the choir program; and

WHEREAS, the parties desire to enter into this Memorandum of Understanding so as to memorialize their agreements with respect to the choir program.

NOW, THEREFORE BE IT RESOLVED, by the Board of Education that after careful consideration and evaluation of the information before it:

Section 1. This Board authorizes the Board president and treasurer to execute a Memorandum of Understanding with the North Royalton Choir Boosters on file with the treasurer.

Section 2. The Board hereby finds and determines that all formal actions related to the adoption of this resolution were taken in open meetings of this Board; and that all deliberations of this Board and of its committees, which resulted in formal action, were taken in meetings open to the public in full compliance with applicable law.

- 22. RESOLUTION 2020-145: ACCEPTANCE OF BIDS FOR GENERAL LIABILITY, FLEET AND UMBRELLA INSURANCE.** Resolve the Board of Education accept the bid from Ohio Casualty (Todd Associates/Liberty Mutual Group) for the insurance contract for the District from July 1, 2020, to June 30, 2021. Terms and conditions per the stipulated agreement. This is part of the Ohio School Council Program and the vendor is the preferred vendor based on the RFQs (Request for Qualifications) that were submitted.
- 23. RESOLUTION 2020-146: APPROVE INSURANCE ENDORSEMENTS.** Resolve the Board of Education approve endorsements to the District's liability policy to include: North Royalton Athletic Boosters, North Royalton Band Boosters, North Royalton Choir Boosters, Valley Vista Elementary School PTA, Royal View Elementary School PTA, Albion Elementary School PTA, North Royalton Middle School PTA, North Royalton High School PTA, North Royalton Early Childhood PTA, North Royalton Stadium Foundation and the North Royalton Educational Foundation, effective July 1, 2020, through June 30, 2021.
- 24. RESOLUTION 2020-147: APPROVE AGREEMENT WITH USA MOBILE DRUG TESTING OF NORTHEAST OHIO.** Resolve the Board of Education approve the agreement with USA Mobile of Northeast Ohio to perform bus/van driver drug and alcohol testing effective July 1, 2020 through June 30, 2021.
- 25. RESOLUTION 2020-148: APPROVE PHYSICIANS FOR BUS/VAN DRIVER EXAMS.** Resolve the Board of Education approve the physicians of Employer Health Source through Corporate Health at University Hospitals Parma Medical Center to perform non-group bus/van driver examinations effective July 1, 2020 through June 30, 2021.
- 26. RESOLUTION 2020-149: ACCEPT GIFTS/DONATIONS.** Resolve the Board of Education accept and acknowledge the following gifts/donations:

-The North Royalton Athletic Boosters donated a variety of equipment and uniforms valued at \$45,923.85, to the athletic department at North Royalton High School to be used for high school and middle school athletics.

Moved by Dolezal
Voting Aye: Dolezal, Reinkober, Arendt, DeLap, Kelly
Motion Carried

Seconded by Reinkober

XI. ADDITIONAL BUSINESS

XII. ANNOUNCEMENTS

Regular Meeting Appropriations	June 29, 2020	7:30 p.m.	Virtual Meeting
NR Recreation Board Meeting	June 30, 2020	6:00 p.m.	NR City Hall
Regular Meeting/Work Session	July 9, 2020	6:30 p.m.	Royal View Elementary
Regular Meeting	July 13, 2020	7:00 p.m.	Royal View Elementary
Financial Advisory & Audit Committee	July 16, 2020	7:00 p.m.	Virtual Meeting

XIII. RESOLUTION 2020-150: MOTION TO ADJOURN

Motion to adjourn meeting at 8:47 p.m.

Moved by DeLap

Seconded by Dolezal

Voting Aye: DeLap, Dolezal, Arendt, Reinkober, Kelly

Motion Carried

Note: All North Royalton Board of Education meetings are recorded and posted on the District website: www.northroyaltonsd.org.

ATTEST:

Bingie Sacht
TREASURER

John H. Kelly
BOARD PRESIDENT

July 13, 2020
DATE

DATE

FirstName	MiddleName	LastName
Aiman	Abraham	Abeid
Connor	Michael	Adams
Scott	Richard	Adkins
Celine	Elias	Akouri
Habib	Elias	Akouri
Jonathan	Logan	Albright
Issa		Almajali
Lena	Khaled	Alnazer
Alexa	Brooke	Altshuler
Simon	Elliot	Antonio
Dominic	Leonardo	Arena
Noah	Michael	Argana
Alexandria	Kathryn	Armbruster
Esha		Attiq
Lindsey	Diane	Audino
Amari	Travon	Bailey
Timothy	Jacob	Baird
Amanda	Marie	Baker
Faith	Alexis	Ballantyne
Jamie	Marie	Baran
Lauryn	Marie	Bartczak
Verina	Maged	Baskhron
Alexa	Jordan	Belardo
James	Leonard	Berry
Tyler	Austin	Bertleff
Grace	Maegen	Bezak
Braeden	Allen	Binger
David	Jacob	Bittner
Anthony	James	Bohna
Vuk	Danilo	Bojovic
Philopater	Ossama	Bolok
Nikolay	Alexsandrvich	Borshch
Robert	Thomas	Bottomley
Courteney	Alexis	Boyle
Kate	Marie	Brierley
Alexandria	Devon	Bryant
Brianna	Jordan	Bucci
Diana	Mykhaylivna	Bukalo
Robert	Karl	Burrows Jr.
Wiktorija	Maria	Burzawa
Ethan	Jacob	Butler
Alexander	Wesley	Caldwell
Xavier	Daniel	Capeles

FirstName	MiddleName	LastName
Michael	Joseph	Caroscio
Brandon	Lee	Chavayda
Makayla	Elizabeth	Chilcott
Ashley	Nicole	Chippy
Brianna	Alexis	Chirla
Dominic	Orion	Cipiti
Angelina	Mia	Ciulli
Ethan	Jeffrey	Clow
Kyle	Anthony	Cmich
Ashley	Mae	Coffman
Katie	Ann	Colabianchi
Alanna	Marie	Condon
Patrick	Connor	Cook
David	John	Cooney
Dominic	Anthony	Costello
Kayla	Mackenzie	Crawford
Isaac	Andrew	Crossen
Kenna	Marie	Csincsar
Julian	Marc	Czajka
Patrick	Queiroz	Da Silva
Aidan	William	Daiker
Ahmed	Haitham	Damra
Nicholas	Arthur	DeAngelis
Anthony	Reese	Deka
Frank	Tally	DeLorenzo
Anita		Denisyuk
Elizabeth	Suzanne	Dietz
Jovan		Djordjevic
Ashley	Noel	Dlugolinski
Hailey	Ann	Dlugolinski
Anna	Marie	Dobsch
Alexandra	Grace	Doehrmann
Lenna	Nicole	Donnelly
Alexis	Michelle	Dorcik
Anthony	Michael	Doubler
Zoe	Elizabeth	Douglas
Naveen	Vivek	Dravid
Rutger	William	Dumm
Dedeepya		Duppi
Sarah	Olivia	Dushaw
Eric	Dregan	Eddy
Mohamad	Khalid	Elghazawi
Hope	Taylor	Emilio

FirstName	MiddleName	LastName
Matthew	Kenneth	Emling
Aidan	Francis	Essi
Kyle	James	Evanko
Nicholas	Daniel	Evanko
Mariah	Leigh	Exline
Morgan	Denise	Fano
Carmen	Isabelle	Farley
Morgan	Ashleigh	Farley
Madalyn	Mary	Farrell
David	Joseph	Favorito
Samantha	Ashton	Felixson
Casey	Shantery	Felton
Jenna	Marie	Fenohr
Vincent	Marcus	Fink
Joseph	Michael	Forcht
Rebecca	Margaret Rose	Fortini
Diane	Alexandra	Frangulea
Nicole	Marie	Furio
Caden	John	Fyffe
Emily	Ann	Gaborick
Kaitlin	Mackenzie	Gaffney
Logan	Howard	Gagliano
Christopher	Steven	Garcia
Joseph	Dennis	Garcia
Jordan	Ashton	Garland
Megan	Elizabeth	Garnet
Lazar		Gasic
Marena	Nicole	Ghobryal
Lilly	Margaret	Gilligan
Madeleine	Claire	Gilmore
Alexander	Brian	Gimenez
Evan	Acey	Glaze
Carly	Rose	Gmitro
Blake	Anthony	Goloja
Kevin	Clark	Gordon
Gabrielle	Marie	Goren
Gavin	Michael	Graham
Morgan	Jade	Gresko
Joshua	Joseph	Griffin
Brenna	Marie	Groh
Alyssa	Gabrielle	Guzman
Alyssa	Marie	Gwiazdowski
Hayden	Harold	Haffner

FirstName	MiddleName	LastName
Deena	Rani	Hamdan
Emily	Paige	Hamilton
Heather	Nicole	Hardin
Jaya	A'nesse	Harris
Shannon	Elizabeth	Hassel
Kaitlyn	Elizabeth	Held
Savana	Marie	Herceg
Jacqueline		Hernandez
Mallory	Marie	Hlavaty
Miranda	Marie	Hlavaty
Daniel	Joseph	Hornik
Caroline	Ruth	Hotz
Raigyn	Cherise	Houston
Emily	Jane	Howell
Allysn	Amelia	Hryn
Bradey	Charles	Humble
Cara	Rachel	Humes
Joseph	Attiah	Ibrahim
Marissa	Therese	Isabella
Amber	Rose	Jahoda Vanek
Jaclyn	Ruth	Johnson
Mikayla	Sue	Johnson
Kayla	Patricia	Jones
Nicole	Marie	Jones
Sydnee	Kala	Jones
Adam	Michael	Kaminski
Logan	Michael	Kanya
Nadia	Emily	Karaba
Dylan	Steven	Kaszas
Austin	James	Keller
Avery	Joanne	Keller
Hannah	Abigail	Kelly
Julianna	Bonacci	Kerns
Marcus	Vladimir	Keta
Noelle	Wanda	Kidd
Aja	Summer	Kleme
Riley	Mark	Knurek
Sabrina	Tanya	Kotovets
Jason	Edward	Kotowski
Alexis	Grace	Kovach
Bradley	Joseph	Kramer
Damen	Michael	Kravec
Marko	Alexander	Krieger

FirstName	MiddleName	LastName
Nichole	Lynn	Kuchta
Rachel	Marie	Kukich
Emily	Grace	Kulka
Hunter	Allen	Kupniewski
Nikola		Kutlesic
Andrew	Phillip	Kwiatkowski
Olha		Kyrenka
Angelina	Gabriella	Lagunzad
Tyler	Michael	Lakatos
Brandon	Edward	Landry
Jack	Anthony	Lang
Thomas	Regis	Layhew Jr.
Claudia	Emilia	Lesisz
Amanda	Marie	Lindberg
Adriana	Nicole	Loshak
Devyn	Michael	Lucas
Catherine	Elizabeth	Luda
Brady	Lee	Maciak
Breanne	Rose	Mack
Michael	Patrick	Maguire
Radha Sai	Sanjana	Mamidi
Dane	Alexander	Manias
Nicholas	Christian	Mark
Joseph	Robert	Marousek
Nicholas	Antonio	Martinez
Matthew	Michael	Marusa
Nathan	Michael	Masisak
Ilysia	Altair	McCoy
Keely	Walden	McQuain
Alexander	Milton	Mernone
Jessica	Lynne	Miklos
Stephanie	Nicole	Milam
Shaun	Michael	Miller
Bryan	Joseph	Miozzi
Mario	Patrick	Misischia
Grace	Ann	Mitchell
Jacob	Mark	Moran
Jake	Ryan	Moskalski
Cameron	Tyler	Mossbrugger
Serena	Aurelia	Mraz
Megan	Nicole	Mudra
Elizabeth	Marie	Nagy
Megan	Elizabeth	Nawal

FirstName	MiddleName	LastName
Angelica		Nemtchenko
Leanna	Peggy Jean	Newman
Kyle	Andrew	Niedermeyer
Jonathan	James	Niedzwiecki
Alexander	James	Novak
Maximus	Allen	Novey
Jarrett	Andrew	Nowak
James	Anthony	O'Brien
Jenna	Mackenzie	O'Donnell
Rory	William	O'Malley
Alex	Michael	Osowski
Max	Christopher	Pacholski
Maclain	Joseph	Pagan
Jordan	Nicholas	Pagano
Connor	Michael	Palcisko
Raimo	Leonardo	Palmiero
Achille	Giuseppe	Paolino
Nathaniel	John	Papini
Nicholas	Anthony	Parrino
Andrew	Steve	Pastor
Justin	Nilay	Patel
Karm	Kumar	Patel
Rebecca	Joyce	Pavelich
Cassidy	Carole	Payne
Raymond	Michael	Perez
Kaitlyn		Perkovic
Rachel	Brooke	Perriello
Bryanna	Bernice	Perry
Joshua	Edward	Pesta
Zakery	Kenneth	Peterjohn
Devion	Letorial	Pettigrew
Stefano		Picardi
Mia	Rebekah	Pickard
Nina	Grace	Pignataro
Cameron	Jacob	Piller
Cristina	Angela	Pishnery
Olivia	Christina	Plataniotis
Shawn	Lawrence	Pokorny
Matthew	Ron	Polcyn
Nicholas	Walter	Poplin
Kelley	Noreen	Ptak
Eric	Zachary	Purcel
Jordan	Elizabeth	Raudins

FirstName	MiddleName	LastName
Shyanne	Lanell	Reckseen
Lillian	Robin	Reese
Sydney	Elizabeth	Rice
Hunter	Lawrence	Rieth
Daylin	Darnell	Riley
Aidan	Panzarella	Rivera
Alexis	Jade	Roark
Teresa	Marie	Rodriguez
Paige	Nicole	Roesch
Natalie	Kaitlyn	Rohrer
Ambar	Oriana	Romero
Madelyn	Grace	Romstadt
Samuel	George	Rowerstein
Abigail	Rose	Rowlett
Colin	George	Rush
Izabella	Sanjana	Saini
Sarah	Marie	Saliba
Maria	Alexandra	Samame
Logan	Ann	Saul
Jannah	Khaleedah	Sayfuddin
Joseph	John	Sbatella
Matthew	John	Scally
Emmanuel	Augustin	Scaria
Peyton	Elise	Schrader
Erik	John	Schubert
Brooke	Taylor	Schulte
Peyton	Tyler	Schulte
Frank	Burton	Schultz
Nicholas	Walter	Schultz
Molly	Rose	Scimenes
Grace	Lee	Seifert
Ashley	Nicole	Sekeres
Dylan	Michael	Sexton
Jakob	Vitaliy	Shella
Brody	Tate	Shields
Jeremy	Robert	Simonitis
Sundarram		Singaram
Michael	John	Singer
Niyamat	Kaur	Singh
Parmendah		Singh
Treyton	Joseph	Smiley
Andrew	James	Smith
Joseph	Charles	Smith

FirstName	MiddleName	LastName
Joshua	Thomas	Smith
Nia	Laney	Smith
Megan	Leigh Cook	Spisak
Nicholas	Alan	Spisak
Meaghan	Catherine	Stafford
Samuel	William	Stanfield
Deven	Jacob	Stanley
Martina	Maria	Starkey
Michael	Edward	Stefanski
Diana	Liubov	Stone
Andrea	Nicole	Strazzanti
Waheed	Ali	Suleiman
Juliana		Svilar
Abigail	Jane	Takitch
Emma	Frances	Talpas
Breanna	Nicole	Tamoga
Noah	Christian	Tash
Hunter	Roman	Theus
Thorne	Logan	Theus
Dominic	Daniel	Thozeski
Kenneth		Toro Jr.
Lauren		Tran
Matthew	Karl	Trottnow
Khrystyna	Ihorivna	Tsybulya
Bryan	Thomas	Tuck
Joshua	Andrew	Turner
Martina	Zo	Turnick
Payton	Marie	Vargo
Olena	Darina	Verkhovliak
Hannah	June	Waler
Taylor	Annmarie	Ward
Madison	Joy	Watt
Christina	Marie	Weber
Rachel	Elisabeth	Weber
Joseph	Michael	Weller
Amanda	Lee	Wendt
Trent	William	Werner
Nicholas	David	Westfall
Lindsay	Kathleen	White
Evan	Michael	Wolkov
Ashley	Marie	Workman
Lindsey	Chienin	Wu
Cathryn	Mae	Yonek

FirstName	MiddleName	LastName
Haley	Elizabeth	Youmell
John	Alan	Young
Mariia		Zagurska
Jayden	Albert	Zahler
Nicklaus	Allen	Zajac
Courtney	Marie	Zaremba
Isabella	Sophia Marie	Zimmerman
Taylor	Lynn	Zusy

North Royalton City Schools June 8, 2020 Staff Recommendation Sheet

NEW - Certified			
Name	Position	Salary	Comment:
Elizabeth Boyer	Grade 3/Valley Vista	\$54,870.00	Replacing Elizabeth Radtke
Daiquri Bryan	Art Teacher.6 High School	\$25,680.00	Replacing Dalia Erney
Joanne Carnabuci	Counselor/Middle School	\$59,150.00	Replacing K.Smith/J.Gaydos
Victoria Charvat	Grade 8/Middle School	\$44,812.00	Replacing Trudy Skelton
Troi Dotson	Grade 5/Middle School	\$42,800.00	Replacing Jessica Granger
Randal Radtke	Grade 7/Middle School	\$50,590.00	Replacing Amanda Slyder
Laura Stricker	Grade 1/Albion	\$50,376.00	Relacing Shannon Suhodolsky
Sara Wallace	Kindergarten/Royal View-Valley Vista	\$48,878.00	Replacing Mallory Shaw
Maisie Ziemke	Kindergarten/Valley Vista	\$46,866.00	Replacing Beth Thomas
New - Certified Substitutes			
Name	Position	Daily Rate	Comment
Maria DeFranco	Small Group Instructor/Royal View	\$95.00	Due to #'s
Holly Fox	Small Group Instructor/Middle School	\$231.35	For Sharon Zimmer
Valerie Hendrickson	Kindergarten/Royal View	\$95.00	Due to #'s
Mariah Kleem	Grade 1/Royal View	\$231.35	Due to #'s
Allison Lebo	Grade 1/Albion	\$231.35	Due to #'s
Sheri Miller	Kindergarten/Royal View	\$231.35	For Leah Murphy
Lyndsey Orges	Grade 1/Valley Vista	\$95.00	Due to #'s
June Pinter	Rtl/Albion	\$125.00	For Brittany Martella
Jordan Sadler	Math/High School	\$95.00	For Linda Craciun
Morgan Silinsky	Grade 1/Albion	\$231.35	For Aimee Robinson
Alison Smolinski	Intervention Specialist/Royal View	\$95.00	For Kayla Hutchinson
Tammie Vasek	Small Group Instructor/Royal View	\$231.35	For Danielle Franko

