

PERSONNEL – June 15, 2017

A. RESIGNATIONS

It is recommended that the Board approve the following resignations:

Instructional

Ratify

1. Patricia M. Murphy as a Certified School Nurse at Reidenbaugh and Neff Elementary, effective June 8, 2017.
2. Julie L. Palmer as a Kindergarten Teacher at Schaeffer Elementary, effective June 8, 2017.

Non-Instructional

1. Holly Hartman as Part-time Receptionist at the District Office, effective June 22, 2017.

Ratify

1. Erica Gerlach as Special Education Assistant at Landis Run Intermediate School, effective May 4, 2017.
2. Jennifer Breton as Varsity Head Softball Coach for the District, effective May 15, 2017.
3. Kevin Buckley as Security - Hall Monitor at the High School, effective May 15, 2017.
4. Samantha H. McNally as Freshman/Varsity Assistant Cross Country Coach for the District, effective May 17, 2017.
5. Roger J. Blantz as Safety & Security Director for the District, effective May 18, 2017.
6. Patricia Hummer as Special Education Assistant at Landis Run Intermediate School, effective May 24, 2017.
7. Elizabeth Ducey as Junior High Assistant Field Hockey Coach for the District, effective May 25, 2017.
8. Siani Cruz as Food Service - Prep Line Server at Landis Run Intermediate School, effective May 31, 2017. (job abandonment)
9. Robert Myers as Security Monitor at the High School, effective June 6, 2017.
10. Michelle Kauffman as Special Education Assistant at the Middle School, effective June 8, 2017.
11. Chris Habecker as Instructional Assistant at the High School, effective June 8, 2017.

12. Noor Sadeq as a Special Education Assistant at Landis Run Intermediate School, effective June 8, 2017.
13. Troy DeWald as Head Bowling Coach for the District, effective June 8, 2017.

B. RETIREMENTS

It is recommended the Board approve the following retirements:

Non-Instructional

Ratify

1. Melanie O'Connor as Special Education Assistant at Nitrauer Elementary, effective June 8, 2017. Ms. O'Connor has been with the District 20 years.

C. APPOINTMENTS

It is recommended the Board approve the following appointments, subject to pre-employment requirements and applicable clearance paperwork:

Instructional

1. Ryan Novak as a Temporary Professional Science teacher, at the annual salary of \$55,697 (M-01), effective beginning of the 2017-2018 school year; present placement will be at the High School. Mr. Novak will be replacing James Kreider who is retiring.
2. Meghan L. O'Brien as a Temporary Professional Math teacher, at the annual salary of \$48,863 (B-01), effective beginning of the 2017-2018 school year; present placement will be at the High School. Ms. O'Brien will be replacing Susan Conklin who is retiring.
3. Aimee Pavlesich-Earley as a Professional Music (Instrumental) Teacher, at the annual salary of \$51,613 (B-04), effective beginning of the 2017-2018 school year; present placement will be at Landis Run Intermediate School. Ms. Pavlesich-Earley will be replacing Ted Luckenbaugh who is retiring.
4. Kristin Budd as Temporary Professional Speech & Language Teacher, at the annual salary of \$55,697 (M-01), effective beginning of the 2017-2018 school year, present placement will be at Nitrauer Elementary. Ms. Budd will be replacing Lisa Strickland who is retiring.
5. Nathaniel Bair as Temporary Professional Science Teacher, at the annual salary of \$55,697 (M-01), effective beginning of the 2017-2018 school year, present placement will be at the High School. Mr. Bair will be replacing Michael Mazreku who is transferring to a new position.
6. Amanda Stine as Temporary Professional Art Teacher, at the annual salary of \$48,863 (B-01), effective beginning of the 2017-2018 school year, present placement will be at the Middle School. Ms. Stine will be replacing Candace Kauffman who is retiring.

7. Carley England as a Temporary Professional Elementary Autistic Support Teacher, at the annual salary of \$48,863 (B-01), effective beginning of the 2017-2018 school year, present placement will be at Neff Elementary. Ms. England will be filling a new position.
8. Karen Leisey as a Professional Librarian, at the annual salary of \$69,367 (M-11), effective beginning of the 2017-2018 school year, present placement will be at the High School. Ms. Leisey will be replacing Tod Harach who is retiring.

Non-Instructional

Ratify

1. Yvonne Jimenez as a Part-time Food Service Floater, at the rate of \$9.60 per hour at the Middle School, effective May 24, 2017. Ms. Jimenez will be replacing Roberta Serrano who abandoned her job.

D. CHANGE OF STATUS/TRANSFERS/RATE CHANGES

It is recommended the Board approve the following Change of Status/Transfer/Rate Change requests:

Instructional

1. Christina Ravert from Intervention Specialist at Bucher Elementary to Psychologist, effective beginning of the 2017-2018 school year; present placement will be at Bucher and Neff Elementary. Ms. Ravert will be returning to her previous position with the District.
2. Erin Squibb from Elementary Autistic Support Teacher at Bucher Elementary on special assignment for the 2016-2017 school year as Behavior Interventionist to Pre-K- 12 Behavioral Specialist, effective beginning of the 2017-2018 school year. Ms. Squibb will be filling a new position.
3. Michael Mazreku from Science Teacher at the High School to Gifted Teacher at the High School, effective beginning of the 2017-2018 school year. Mr. Mazreku is filling a new position.
4. Morgan McAdoo from Long-term Substitute (LTS) Kindergarten Teacher at Bucher Elementary to Temporary Professional Elementary Teacher, at the annual salary of \$48,863 (B-01), effective beginning 2017-2018 school year. Ms. McAdoo will be filling a new pre K-4 position due to enrollment. Placement to be determined.

Ratify

1. Christopher Fields - Correction of Salary \$61,597 (M-07) to \$65,547 (M30-07), effective beginning the 2017-2018 school year, present placement will be at Landis Run Intermediate School.

Non-Instructional

1. Evelyn Sypien from 10 month secretary at Brecht Elementary to 12 month secretary at Brecht Elementary, effective July 1, 2017. No change in salary.
2. Roger Czerwinski, Athletic Director, from Act 93 Specialist to Act 93 Administrator, effective July 1, 2017. No change in salary.
3. **Bette Oberle from Transportation Coordinator to Transportation & Safety Coordinator, Act 93 Specialist, at a salary of \$80,000, effective July 1, 2017.**
4. **Gregory Farmer from Audio Visual Technician to Systems Administrator, Act 93 Specialist, at a salary of \$60,000, effective July 1, 2017.**

E. LEAVE OF ABSENCE

It is recommended the Board approve the following Leave of Absence requests:

Instructional

1. Jamie Bresch is requesting a maternity leave of absence beginning August 22, 2017, and continuing through (approximately) September 10, 2017 (3 weeks).
2. Kathleen Valentin is requesting a maternity leave of absence beginning August 22, 2017, and continuing through (approximately) November 16, 2017 (12 weeks).
3. Jacqueline Druck is requesting a maternity leave of absence beginning (approximately) August 28, 2017, and continuing through the end of the 2017-2018 school year (40 weeks).

Ratify

1. Kathleen Corcoran is requesting an extension to a leave of absence originally approved from January 3, 2017, and continuing through May 12, 2017, returning part-time (3 days per week) beginning May 1, 2017 (19 weeks); to January 3, 2017, and continuing through May 31, 2017. Ms. Corcoran will remain part-time (3 days per week) through May 31, 2017, and return full-time on June 1, 2017 (22 weeks).
2. Tod Harach is requesting an extension to a leave of absence originally approved from February 22, 2017, and continuing through May 16, 2017 (12 weeks); to February 22, 2017, and continuing through May 25, 2017 (13 weeks).
3. Jodi Gaudlip is requesting a leave of absence beginning May 12, 2017, and continuing through May 19, 2017 (1 week).

Non - Instructional

Ratify

1. Georgia Sheckard is requesting a leave of absence beginning May 9, 2017, and continuing through the end of the 2016-2017 school year (5 weeks).
2. Gerald Haas is requesting a leave of absence beginning May 18, 2017, and continuing through August 9, 2017 (12 weeks).

F. LEAVE WITHOUT PAY

Instructional

Ratify

1. Heidi Marshall is requesting an unpaid leave of absence for Friday, May 12, 2017, Wednesday, May 17, 2017, and Thursday, June 1, 2017. Ms. Marshall has exhausted her personal leave days and sick days for the 2016-2017 school year.
2. Steven Tucker is requesting an unpaid leave of absence for Monday, May 15, 2017. Mr. Tucker has exhausted his personal leave days and sick days for the 2016-2017 school year.
3. Gregory Brown is requesting an unpaid leave of absence for Tuesday, May 16, 2017. Mr. Brown has exhausted his personal leave days for the 2016-2017 school year.
4. Emily Summers is requesting an unpaid leave of absence for a half day on Wednesday, May 24, 2017. Ms. Summers has exhausted her personal leave days and sick days for the 2016-2017 school year.
5. Tracy Kirchner is requesting an unpaid leave of absence for Thursday, May 25, 2017, and Friday, May 26, 2017. Mrs. Kirchner requested a contract exception for use of personal days/leave without pay on May 25 and May 26; the contract exception was denied by the Superintendent.

Non - Instructional

Ratify

1. Jessica Chapman is requesting an unpaid leave of absence for a half day on Tuesday, May 11, 2017. Ms. Chapman has exhausted her personal leave days for the 2016-2017 school year.
2. Mary Zimmerman is requesting an unpaid leave of absence for Friday, May 12, 2017. Ms. Zimmerman has exhausted her personal leave days and sick days for the 2016-2017 school year.

G. RE-PURPOSING AND CREATION OF NEW POSITIONS

It is recommended the Board approve the creation of the following positions:

- 1. One (1) IT Technician Position effective beginning the 2017-2018 school year.**
- 2. The re-purposing of twenty-eight (28) Cafeteria/Playground Assistants (2.5 hours per day) and eight (8) Kindergarten Instructional Assistants (5.75 hours per day) to twenty-one (21) Elementary Building Aide Positions (5.75 hours per day) beginning the 2017-2018 school year (Cost Neutral).**

H. SALARY INCREASE GUIDELINES

It is recommended the Board approve the following Salary Increase Guidelines effective July 1, 2017 to June 30, 2018:

All Support Staff & Administrative Staff

July 1, 2017 through June 30, 2018 Salary Increase Guidelines*

Performance Level	Position in Range		
	Lower Third	Middle Third	Upper Third
1 – Distinguished	4.00%	3.50%	3.00%
2 – Productive/Effective	3.00%	2.50%	2.00%
3 – Needs Improvement/Progressing	0%	0%	0%
4 – Unsatisfactory	0%	0%	0%

*The salary increase guidelines for the Administrators will follow the terms of the Administrative Act 93 Agreement.

(May deviate up to plus/minus 2% from the above salary increase guidelines with the approval of the Superintendent of Schools)

Legend

Lower Third	⇒	Range Point of 0.0% - 33.3%
Middle Third	⇒	Range Point of 33.4% - 66.6%
Upper Third	⇒	Range Point of 66.7% - 100.0%