



Apollo-Ridge School Board Special Meeting

Apollo-Ridge High School Community Room

Monday, August 15, 2016 6:30 p.m.

MINUTES

I. Call Meeting to Order

The meeting was called to order by Board President, Mr. Gregory Primm, at 6:36 p.m. Mrs. Jennie Ivory, Board Secretary, was requested to conduct the roll call and following same, declared a quorum present.

II. Pledge of Allegiance to the Flag

III. Roll Call

Board Members Present: Mr. Dominick Duso, Mr. Jim Ferguson, Mr. Rick Fetterman, Mr. Paul King, Mr. Dan Obriot, Mrs. Susan Wenckowski, Mrs. Rebecca Ross (6:55 PM), Mr. Forrest Schultz, Mr. Gregory Primm

Board Members Absent: None

Administrators Present: Dr. Matthew Curci

Administrators Absent: Not required to attend

Guests: Mr. and Mrs. Brett Andre
Mr. Chris Suhodolnic

Solicitor: Chris Voltz, Esquire

IV. Approval of Legislative Meeting Minutes

Be it resolved that the Apollo-Ridge Board approves the minutes of the Monday, July 18, 2016, Special Meeting.

Motion: Mr. King Second: Mr. Fetterman

Voice Vote: 8 AYE 0 NAY

V. Meetings from the Previous Month

Special Meeting

Monday, July 18, 2016

(8:04 AM – 8:10 AM)

VI. BOARD AND SUPERINTENDENT REPORTS

- A. Lenape Vocational Technical School (Mr. Paul King)
- B. ARIN Intermediate Unit #28 (Mrs. Susan Wenckowski)
- C. Legislation (Mr. Dan Obriot)
- D. Apollo-Ridge Education Foundation (Mr. Dominick Duso)

- Annual Report - The Annual Report outlines the Foundation's record-breaking year during which \$58,250 was donated to the Apollo-Ridge School District. Copies of the Annual Report are available on the back counter.
- Membership Enrollment – Dues \$25 Annually or \$500 Lifetime. Annual memberships run July 1 through June 30. Membership applications are included in the Annual Report on the counter in the back of the boardroom.
- Innovative Projects Grant Applications - Staff members wishing to receive Innovative Projects grants may find applications on the Foundation's website at Apollo-RidgeEducationFoundation.org. Applications are due October 1 and will be funded at the October 24 School Board meeting.
- Gala/Silent Auction – 2016's theme is "Diamonds and Denim," and the event is planned for Saturday, November 5, at The Links at Spring Church. Doors open at 5:15 PM. Tickets are on sale now. See the flyers on the back counter for details. This year's goal is to donate \$20,000 to the school from the proceeds.

E. Superintendent Report (Dr. Matthew E. Curci)

F. Student Council (Mr. Andrew Jones)

IV. RESOLUTIONS

A. Finance

Resolution A-1

Be it resolved that the Apollo-Ridge Board approves payment of District Bills for the period June 24, 2016, through August 10, 2016 in the amount of \$1,117,609.79, and the Treasurer's Reports for June and July 2016.

Resolution A-2

Be it resolved that the Apollo-Ridge Board approves the letter of agreement between the Armstrong-Indiana Behavioral and Developmental Health Program and the Apollo Ridge School District to work cooperatively to provide services under the Student Assistance Program as marked Exhibit A-2.

Resolution A-3

Be it resolved that the Apollo-Ridge Board approves the agreement with ePeople Health Care, Inc. dba: eKidzCare, to provide home health aide and nursing services as marked Exhibit A-3.

Resolution A-4

Be it resolved that the Apollo-Ridge Board approves the agreement with Family Counseling Center of Armstrong County for the purpose of providing child and adolescent partial hospitalization services as marked Exhibit A-4.

Resolution A-5

Be it resolved that the Apollo-Ridge Board approves an agreement with Pennsylvania Educators Clearinghouse, PA-Educator.net, to accept applications for employment by Professional and Non-Certificated employees via the Internet as marked Exhibit A-5.

Resolution A-6

Be it resolved that the Apollo-Ridge Board approves an agreement with NHS School to provide educational services to children with Autism and/or Emotional Disturbance as marked Exhibit A-6.

Resolution A-7

Be it resolved that the Apollo-Ridge Board approves the addendum with Source 4 Teachers for the services of substitute teachers and staff for the 2016-2017 school year as marked Exhibit A-7.

Resolution A-8

Be it resolved that the Apollo-Ridge Board approves the payment of tuition for a non-resident student, as presented, in accordance with Board Policy 202.

Be it resolved that the Apollo-Ridge Board approves Finance resolutions A-1 through A-8.

- A-1 Payment of District Bills and Treasurers Reports for June and July 2016
- A-2 Armstrong-Indiana Behavioral and Developmental Health Program Agreement
- A-3 eKidzCare Agreement
- A-4 Family Counseling Center of Armstrong County Agreement
- A-5 PA-Educator.net Agreement
- A-6 NHS School Agreement
- A-7 Source4Teachers Addendum
- A-8 Tuition for Non-Resident student

Motion: Mr. Fetterman Second: Mrs. Wenckowski

Roll Call:

8 Aye 0 Nay

Motion Passed

B. Personnel

Resolution B-1

Be it resolved that the Apollo-Ridge Board approves district-hired substitutes for the 2016-2017 school year as marked Exhibit B-1.

Resolution B-2

Be it resolved that the Apollo-Ridge Board approves unpaid leaves as marked Exhibit B-2.

Resolution B-3

Be it resolved that the Apollo-Ridge Board approves the 2016-2017 projected staffing chart for the Elementary School as marked Exhibit B-3.

Resolution B-4

Be it resolved that the Apollo-Ridge Board approves the 2016-2017 projected staffing chart for the Middle School as marked Exhibit B-4.

Resolution B-5

Be it resolved that the Apollo-Ridge Board approves the 2016-2017 projected staffing chart for the High School as marked Exhibit B-5.

Resolution B-6

Be it resolved that the Apollo-Ridge Board approves Ms. Lauren Yates, Irwin, as a speech-language pathologist, effective August 18, 2016, with salary (2nd Step Masters pro-rated: \$46,766) and benefits per the Apollo-Ridge Education Association Agreement, pending receipt of Acts 34, 114, 151, and 168 clearances.

Resolution B-7

Be it resolved that the Apollo-Ridge Board approves Mr. Brian McCormick, Spring Church, as a driver for special activities at the Apollo-Ridge School District for the 2016-2017 school year at a rate of \$25 per hour, pending receipt of Acts 34, 114, 151, and 168 clearances.

Resolution B-8

Be it resolved that the Apollo-Ridge Board accepts the resignation of Ms. Arianna Coleman, Cheerleading Co-Sponsor, effective August 15, 2016.

Resolution B-9

Be it resolved that the Apollo-Ridge Board accepts the resignation of Ms. Amanda Kraemer, Cheerleading Co-Sponsor, effective August 15, 2016.

Resolution B-10

Be it resolved that the Apollo-Ridge Board approves supplemental contracts for the 2016-2017 school year as marked Exhibit B-10.

Resolution B-11

Be it resolved that the Apollo-Ridge Board accepts the resignation of Ms. Tanya Frain, Middle School Spirit Stars, effective August 15, 2016.

Resolution B-12

Be it resolved that the Apollo-Ridge Board approves an agreement with Mrs. Diane Ondrizek, Apollo, to provide services involving the training of clerical support in the Athletic, Curriculum, and Technology department for the 2016-17 school year at a rate of \$20 per hour, for such duration as is determined by the Superintendent but not to exceed 100 hours.

Resolution B-13

Be it resolved that the Apollo-Ridge Board accepts the resignation of Ms. Carol Maudi, elementary paraprofessional, effective August 10, 2016.

Be it resolved that the Apollo-Ridge Board approves Personnel resolutions B-1 through B-13.

- B-1 District Hired Substitutes for 2016-2017
- B-2 Unpaid Leave Requests
- B-3 Elementary School Projected Staffing Chart
- B-4 Middle School Projected Staffing Chart
- B-5 High School Projected Staffing Chart
- B-6 New Hire: Lauren Yates
- B-7 Special Activities Driver: Brian McCormick
- B-8 Resignation: Ariana Coleman, Cheerleader Co-Sponsor
- B-9 Resignation: Amanda Kraemer, Cheerleader Co-Sponsor
- B-10 Supplemental Contracts
- B-11 Resignation: Tanya Frain, Spirit Stars
- B-12 Contracted Employee: Diane Ondrizek, Clerical Training
- B-13 Resignation: Carol Maudie, Elementary Paraprofessional

Motion: Mr. King Second: Mr. Fetterman

Roll Call:

8 Aye 0 Nay

Motion Passed

C. Curriculum

Resolution C-1

Be it resolved that the Apollo-Ridge Board approves conference attendance requests as marked Exhibit C-1.

Resolution C-2

Be it resolved that the Apollo-Ridge Board approves the disposal/sale of used textbooks as marked Exhibit C-2.

Be it resolved that the Apollo-Ridge Board approves Curriculum resolutions C-1 through C-2.

- C-1 Conference Attendance Requests
- C-2 Disposal/Sale of Used Textbooks

Motion: Mr. Fetterman Second: Mr. King

Roll Call:

8 Aye 0 Nay

Motion Passed

D. Student Activities

E. Student Transportation

F. Facilities and Property Services

G. Food and Nutrition Services

H. Legislation – Board Policy

VIII. Hearing of the General Public

Mr. and Mrs. Andre commented on several topics including the inconvenient time for the July special meeting; salary justification for the superintendent; cost of school lunches; and the fact that gifted students are pulled from core classes.

IX. Old Business

X. Adjournment

Motion to Adjourn

Motion: Mr. King

Second: Mr. Schultz

Voice Vote: 8 AYE 0 NAY

Time: 7:15 PM

EXECUTIVE SESSION

No executive session was held.

NEXT MEETING DATES: Monday, August 22, 2016 – LEGISLATIVE
Monday, September 19, 2016 - COMMITTEE
Monday, September 26, 2016 – LEGISLATIVE

STUDENT ASSISTANCE PROGRAM
 APOLLO RIDGE SCHOOL DISTRICT
 LETTER OF AGREEMENT

The Armstrong-Indiana Behavioral and Developmental Health Program and the Apollo Ridge School District will work cooperatively in providing services under the Student Assistance Program to best serve the students' needs. The Family Counseling Center is the provider for the Armstrong-Indiana Behavioral and Developmental Health Program within the Apollo Ridge School District. The person designated to serve as the Student Assistance Mental Health Liaison for the 2016-2017 school year is Anita T. Smith. In the event that the designated liaison is unavailable, an individual identified by the Family Counseling Center will assume the necessary responsibilities. Both the school and Family Counseling Center will work to include the parents/guardians in all phases of the Student Assistance Program.

The responsibilities of the Mental Health Liaison from the Family Counseling Center are as follows:

- To serve as a member of each core team within the secondary schools in the Apollo Ridge School District, and attempt to attend at least 2 team meetings per month per team. The liaison will attend additional meetings when the need arises, when requested by school personnel, and as schedules permit.
- To provide ongoing consultation to the core teams and any other school staff involved with the SAP process. To help identify appropriate interventions and actions for students and families within the school and community. This will occur during team meetings attended by the liaison. The liaison will be available for consultation between school visits via phone contacts.
- To provide mental health assessments of students within the school setting when deemed appropriate and parent permission has been obtained. Liaison will explain options and assist students in accessing the appropriate services within the community for further assessment of mental health needs as indicated by the assessment process. This will include, but not be limited to, scheduling intakes at the Family Counseling Center for school-referred clients and/or making referrals to the CASSP Program. For students referred to the Family Counseling Center, the Center will provide a multidisciplinary clinical team at Family Counseling Center which offers individual, family, and/or group therapy, as well as, case management and psychiatric consultation to the school referred client. In such cases, the Family Counseling Center will attempt to obtain necessary releases of information from clients who are from the Apollo Ridge School District in order to transfer and share information to the SAP program for purposes of continuity and benefit to the student.
- To provide follow-up and support for parents and students through assessment and treatment.
- To participate in interventions with students and parents when deemed appropriate and when requested by school personnel.
- To facilitate and support the school based aftercare plan for students who are returning to school from treatment (ex. Day Treatment, RTF, hospitalization).
- To provide on-site emergency assessment and crisis intervention as needed by the schools within the Apollo Ridge School District. Assist in linking schools and/or families with community services for emergency crisis assistance when needed.
- To facilitate and/or assist with "Postvention" efforts in the event of any tragic death including suicide of a student, teacher, or community member that would adversely affect the school community.
- To provide consultation, assessment (with signed parental permission), emergency assessment/crisis intervention, follow-up, and Postvention services as requested and deemed appropriate within the elementary schools of the Apollo Ridge School District.
- To coordinate referrals to SAP from CASSP and other community mental health agencies.
- As a core team member, to participate in team maintenance, program evaluation activities, and training as requested by each team. The mental health liaison will receive and maintain SAP certification.
- To maintain appropriate data to assist schools and MH/MR in completing reports as requested by funding sources.

The responsibilities of the Apollo Ridge School District Student Assistance Teams are as follows:

- To provide a school calendar, list of current core team members, copy of district suicide/mental health crisis policy, drug and alcohol policy, school safety plan, schedule of special activities, and any other school policies which may effect SAP services, to the mental health liaison from Family Counseling Center prior to the beginning of each school year.
- To notify the mental health liaison in regard to date, time, and place of the next meeting. This may occur at the team meeting. To notify the liaison of meeting cancellations.
- To discuss reasons for and relevant background information in regard to a student being referred for assessment. This may occur at the team meeting.
- To obtain parent permission before the mental health liaison has direct contact with any student, unless the situation is deemed a crisis by school personnel. If this is the case, parent will be contacted as soon as possible.
- To provide appropriate space in the school where services can be provided in a safe and confidential manner.
- To work in conjunction with the liaison to include parents/guardians in the complete SAP process. The school will provide assistance to the MH liaison when contacting parents regarding recommendations when necessary. To schedule parent/family conferences when appropriate.
- To notify the liaison from Family Counseling Center when an on-site emergency assessment or crisis intervention is required.
- To obtain necessary releases on information in order to transfer information to/from the Family Counseling Center.

It will be the responsibility of both the Family Counseling Center and the Student Assistance Core Teams to maintain confidentiality as required by the SAP guidelines and the MH/MR regulations.

This agreement can be amended by mutual agreement of both parties.

CONTRACT FOR "IN SCHOOL" HOME HEALTH AIDE /NURSING SERVICES

This AGREEMENT is made and entered into this first day of August, 2016, by ePeople Health Care, Inc. dba: eKidzCare, hereinafter referred to as "eKidzCare" and Apollo Ridge School District, hereinafter referred to as "the School District". eKidzCare, a Pediatric Home Health Agency, engaged in the business of providing Home Health Aide and Nursing services, and the School District have identified a need for in-school care of one of its students, hereinafter referred to as "the Student". Whereas, it is the desire of both parties to make a provision for on-site, daily RN or LPN services for the Student in accordance with the terms of this Agreement. Therefore, in consideration for the mutual covenants expressed herein eKidzCare and the School District agree to the terms and conditions outlined herein:

I. RESPONSIBILITIES OF EKIDZCARE

- A. Qualifications of Personnel:** The Staff member supplied by eKidzCare, whether a HHA or Nurse (LPN or RN) will hold a current license, registration and/or certification to practice in the State of PA, if necessary, and will provide services pursuant to the applicable state laws.
- B. Personnel Record Inspection:** eKidzCare will make available for inspection, upon the request of the School District, the personnel files of its staff members who are caring for the Student involved in this contract Agreement. The contents of such file must include:
1. Verification of current licensure of certification as applicable
 2. Completed application for employment or resume
 3. Verified references
 4. Evidence of annual performance evaluation
 5. Criminal record check, conducted upon hire
 6. FBI fingerprinting results as required by State regulations
 7. Evidence of annual in-service education or training in accordance with applicable state regulations
 8. Child abuse clearance as required by the Child Protective Services Law
 9. Tuberculin skin test as required by State regulations
 10. Renewals of state and federal criminal history reports and child abuse clearances as required by Act 153 of 2014
 11. Prior to the assignment of any individual eKidzCare personnel to the School District, eKidzCare shall furnish to the School District such person's current state and federal criminal history reports, child abuse clearance and evidence of tuberculin skin test.
- C. Services to be Provided:** eKidzCare will provide an RN or LPN to care for the Student each day that he/she attends School. For purposes of continuity and quality of care, eKidzCare shall provide the same RN or LPN on each school day, except when such person is unable to attend to such duties due to illness, injury or other emergent cause in which event eKidzCare shall furnish a substitute nurse subject to the availability of qualified staff. The services to be provided may include: escorting Student to and from the School, on the School Bus, and providing care to the Student during the School Day, as identified and requested per the School District. Upon execution of this Agreement, the School District will provide eKidzCare with a schedule of the School Calendar, including all scheduled days off for the school year.
- D. Place of Performance:** eKidzCare will provide services primarily at Apollo-Ridge Elementary School or other specified locations where the Student will be during the School Day. While performing services pursuant to this agreement, eKidzCare personnel shall be subject to and shall comply with all applicable School District policies, including those relating to confidentiality, weapons and controlled substances.
- E. Insurance :**
1. eKidzCare will maintain general liability and professional liability coverage for any negligent acts or omissions of eKidzCare employees, which may give rise to liability under this Agreement. General liability insurance shall have minimum limits of \$1,000,000 and professional liability insurance shall have minimum limits of \$2,000,000.
 2. eKidzCare will maintain Worker's Compensation insurance for its employees providing services to the Student.
 3. A certificate of insurance shall be provided to the School District prior to the commencement of services. The School District shall be designated as an additional insured on the general liability policy.
- F. Indemnification:** eKidzCare agrees to indemnify and hold harmless the School District from all bodily injury and /or property damage claims arising out of and to the extent of any negligence of eKidzCare acting through its directors, agents, and or employees. To the fullest extent permitted by law, eKidzCare expressly waives any and all immunity or damage limitation provisions available under any workers compensation acts, disability benefit acts or other employee benefit acts, to the extent such statutory or case law would limit the amount recoverable by the School District pursuant to this indemnity provision.
- G. Payment of Personnel:** eKidzCare, as an Employer, will remain responsible for the payment of wages and other compensation, reimbursement of expenses, and compliance with Federal, State, and local tax withholdings, Worker's Compensation, Social Security, employment and other insurance requirements for its personnel.

II. RESPONSIBILITIES OF SCHOOL DISTRICT

- A. Payment for Services:** The School District will remain responsible to compensate eKidzCare for services rendered pursuant to the Agreement. Section III hereunder will govern billing terms and compensation.
- B. Insurance:**
1. School District will maintain at its sole expense valid policies of general liability insurance, covering the negligent acts and or omissions of the School District acting through its directors, agents, employees, or other personnel, which may give rise to liability under this Agreement.
 2. School District will maintain at its sole expense, Workers Compensation insurance for its employees.
- C. Indemnification:** Subject to and without waiver of any immunities from liability or limitation of damages afforded by applicable law, School District agrees to indemnify and hold harmless eKidzCare from all bodily injury and/or property damage claims arising from

any negligent acts or omission of the School District, acting through its directors, agents, employees, or other personnel. School District shall not be liable hereby for the indemnification of any claim from which School District otherwise is immune or for any damages that exceed any limitation on damages pursuant to any applicable law.

- D. **Employment Status:** School District understands and agrees that the HHA's/Nurses (RN's/LPN's) are employees of eKidzCare and the School District will not attempt to solicit the eKidzCare staff to work privately for the School District, without written authorization from eKidzCare during the term of this Agreement and for one (1) year following its termination or expiration. The School District recognizes the recruitment, training, and retention expenses that eKidzCare encounters as an employer and acknowledges that eKidzCare is not a placement or referral service. Should the School District desire to hire of eKidzCare's employees, the School District agrees to provide eKidzCare with written notice and pay a liquidated damages fee equal to four (4) months of the specific employee's annual gross salary or \$5,000.00 whichever is greater. This fee will apply to any eKidzCare employee that the School District may wish to hire as their own employee.
- E. **Compliance Program:** eKidzCare values honesty and confidentiality in all business interactions. The School District agrees to abide by these values and understands its obligation to report any questionable activities involving eKidzCare employees to the local office Director, whose contact information will be disclosed upon execution of said Agreement.

III. **BILLING AND COMPENSATION:**

- A. The School District agrees to compensate eKidzCare at a rate of \$40.00 per hour, for skilled nursing services, 3 hours per day, on Monday-Friday weekly. The School District will also pay for all the time the eKidzCare employee spends on the bus or otherwise transporting the Student to and from the School.
- B. eKidzCare will forward to the School District and itemized bill on a monthly basis. Each bill will itemize the name of the eKidzCare employee providing care, the date of service, the type and length of service provided.
- C. The School District requests monthly billing and agrees to pay the submitted bills within thirty (30) days of receipt. Any bill that is not paid within the thirty day period will be considered delinquent. eKidzCare may charge interest, at a rate of 0.5% each month (6% per year) on all delinquent accounts. eKidzCare will also pursue collection remedies in an attempt to resolve a delinquent account. In any litigation arising from collection disputes, the substantially prevailing party shall be awarded attorney's fees and expenses.

IV. **ADDITIONAL TERMS:**

- A. **Term and Termination:** This Agreement will come into effect on 8/1/16 and will remain in effect through 6/30/2017. This School District may terminate this Agreement upon (i) the disenrollment of Student from the School District, (ii) the cessation of Student's attendance at Apollo-Ridge Elementary School , (iii) any modification of Student's service agreement resulting in the discontinuance of nursing services or (iv) any default by eKidzCare that is not cured within 10 days' written notice.
- B. **Governing Law:** This Agreement will be construed and governed in all respects according to the laws of the State of Pennsylvania. The forum of any litigation arising from this Agreement shall be the Court of Common Pleas of Armstrong County.
- C. **Relationship to Parties:** The parties enter into this Agreement as independent contractors. Nothing contained in this Agreement will be construed to create a partnership, joint venture, agency, or employment relationship between the parties involved.
- D. **Assignment:** This Agreement may not be assigned by either party, in whole or in part.
- E. **Modification of Terms:** No amendments or modifications to the terms of this Agreement will be binding unless evidenced in writing and signed by an authorized representative of each party hereto.
- F. **Notices:** Any Notice given in connection with this Agreement will be given in writing and will be delivered either by hand or by certified mail, return receipt requested, to the other party, at the party's address stated below. Any party may change its address as stated herein by giving Notice of the change of address in accordance with this Paragraph.
- G. **Entire Agreement:** This writing evidences the entire Agreement between eKidzCare and the School District. There are no prior written or oral promises or representations of incorporated herein. This Agreement may be executed in any number of Amendments or counterparts, each which will be given full effect under this Agreement.

AGREEMENT FOR SERVICES

This agreement is made the 8th of August, 2016 by and between Family Counseling Center of Armstrong County, whose principal place of business is 300 South Jefferson Street, Kittanning, PA 16201, and Apollo-Ridge School District for the purpose of providing child and adolescent partial hospitalization services.

Whereas, Family Counseling Center provides partial hospitalization services to students 5 years old and older through a program licensed by the Pennsylvania Office of Mental Health and Substance Abuse. The Child and Adolescent Partial Hospitalization program (CAP) consists of a mental health therapeutic component with educational services provided on-site by Pennsylvania certified special education teachers employed by the Family Counseling Center.

Whereas, Apollo-Ridge School District desires to obtain partial hospitalization services for students 5 years old and older through a contractual agreement with the Family Counseling Center.

Now, therefore, it is mutually agreed as follows:

1. Compensation: As compensation for providing child and adolescent partial hospitalization services, Family Counseling Center shall be paid on a per diem basis, per student, at a rate of \$40. The district will be invoiced monthly with itemized statements identifying days enrolled by individual students. Authorized absences, trancies, and unexcused absences lasting five (5) consecutive days or less will be billed in accordance with the standard charge. Absences lasting more than five consecutive days will be billed in accordance with the wishes of the Apollo-Ridge School District. Family Counseling Center will contact designated Apollo-Ridge School District staff before the end of the five days in order to determine the course of action.
2. Facilities: Child and adolescent partial hospitalization services will be provided at 1 Kiski Avenue, Leechburg, PA, 15656. This facility is certified by the Pennsylvania Department of Labor and Industry.
3. Food Service: Student meals will be provided through the Leechburg Area School District lunch program and delivered to the program by district staff.
4. Staffing: Family Counseling Center shall be responsible for providing teaching personnel and scheduling of class and curriculum necessary to meet the standards of the Pennsylvania Department of Education. All teaching personnel shall be employees of Family Counseling Center and shall be supervised by Family Counseling Center, which shall be responsible for their salary and benefits. All teachers will be properly certified by the Pennsylvania Department of Education and will be required to have necessary child abuse and criminal history clearances.
5. Student Attendance: Closings of the CAP Program due to weather will follow weather related closings of the Leechburg Area School District. The program will take daily attendance and report attendance data to the district at intervals specified by the district.
6. Student Records: The CAP program will maintain detailed records of each student's scholastic achievement, grades, and discipline. The CAP program and the district will further work together in good faith to collect and obtain all other necessary information.
7. Transportation: Apollo-Ridge School District shall provide transportation for its students to and from the Family Counseling Center CAP program. School bus drivers are to report as soon as possible any students that demonstrate behaviors that are unsafe toward themselves or others. CAP program staff will be available to meet with district personnel in order to develop strategies for dealing with such behaviors.
8. School Health Services: A full-time psychiatric nurse will be on staff to monitor and record student medical information, perform medication checks, administer medication under orders of the program medical director, and to administer minor first aid. The psychiatric nurse will also work cooperatively with the school nurse to ensure school health services.
9. Academic Standards: Family Counseling Center CAP program will offer instruction in basic skills, Social Studies, Science, English, Mathematics, Health, and Physical Education through teachers properly certified by the Pennsylvania Department of Education and will furnish all necessary texts and school materials. CAP program staff will also host meetings and assist district staff in developing education plans for students receiving special education services.
10. Referrals: All students accepted into the CAP program must meet medical necessity criteria established by the Pennsylvania Department of Medical Assistance. This determination will be made by the program medical director upon referral. Students can be referred to the program by contacting Laura Bowser, Program Director, at 724-845-6667.
11. Indemnification: Apollo-Ridge School District shall indemnify and hold harmless Family Counseling Center against any claims, liabilities, damages, and expenses, including without limitation reasonable attorney's fees, incurred by Family Counseling Center in defending actions brought against it, its officers, directors, employees, or agents, arising out of or related to the acts or omissions of the district under this agreement. The foregoing shall not require Apollo-Ridge School District to provide indemnity for any claim for which it is immune from liability under applicable law or for damages or expenses that exceed any limitation of liability established by applicable law, including Political Subdivision Tort Claims Act.

Family Counseling Center shall indemnify and hold harmless Apollo-Ridge School District against any claims, liabilities, damages, and expenses, including without limitation reasonable attorney's fees, incurred by Apollo-Ridge School District in defending actions brought against it, its officers, directors, employees, or agents, arising out of or related to the acts or omissions of the district under the agreement.

12. Termination: Either party may terminate this agreement with a 30-day written notice.

CONTRACT OF SERVICE

THIS CONTRACT OF SERVICE is made and entered into this ____ day of 2016 by and between the Pennsylvania Educators' Clearinghouse, PA-Educator.net, (hereinafter referred to as "Clearinghouse").

APOLLO RIDGE SCHOOL DISTRICT - Educational Entity (hereinafter referred to as "Educational Entity").

WITNESSTH:

WHEREAS, the Educational Entity is interested in accepting applications for employment by Professional and Non-Certificated employees via the Internet; and WHEREAS, the Clearinghouse has developed a web site for providing said services.

NOW, THEREFORE, intending to be legally bound, the parties hereto agree as follows:

- The Educational Entity agrees to review and consider applications for employment for professional and non-certificated employees through a web site provided by the Clearinghouse.
- The Clearinghouse shall assign a password and identification number to the Educational Entity for access to the web site.
- The Educational Entity agrees that the password and identification number shall be used solely by the Educational Entity for purposes contained herein and shall not be distributed to any other school Educational Entity, organization, or individual.
- The Educational Entity agrees that the Clearinghouse shall charge an annual user fee to the Educational Entity for use of the web site. The user fee will be \$1,750.00 and cover the time period, July 1, 2016, through June 30, 2017. The user fee shall be based upon the weighted average daily membership (WADM) of the Educational Entity and the state aid ratio (if applicable) applied to the Educational Entity. The parties agree that the Clearinghouse shall submit an invoice to the Educational Entity annually as notice of the fee owed by the Educational Entity. If the Educational Entity is not satisfied with the amount of the invoice for any reason, the Educational Entity has the right to cancel this Agreement upon accrued payment in full with no further obligation to the Clearinghouse.
- The Clearinghouse shall indemnify, hold harmless, and defend Educational Entity, its Board, officers, employees, and agents from and against any and all costs, expenses (including reasonable counsel fees), liabilities, losses, damages, suits, actions, fines, penalties, claims, or demands of any kind and asserted by or on behalf of any person or governmental authority arising out of or in any way connected with the performance of Clearinghouse's obligation under this Agreement except as the same may be caused by the negligence of the Educational Entity, its employees, agents, or invitees and as otherwise contained herein.
- Educational Entity shall indemnify, hold harmless, and defend Clearinghouse, its Board, officers, employees, and agents from and against any and all costs, expenses (including reasonable counsel fees), liabilities, losses, damages, suits, actions, fines, penalties, claims or demands of any kind and asserted by or on behalf of any person or governmental authority arising out of the Educational Entity's misuse of information obtained through the web site including, but not limited to, (i.) any violation of the privacy rights of the applicant, (ii.) unauthorized distribution or use of the assigned password and identification number, or (iii.) discriminatory hiring practices by the Educational Entity.

IN WITNESS WHEREOF, the parties hereto have set their hands and seal the day and year above first written.

EXHIBIT A-6

AGREEMENT

This AGREEMENT made this 1st day of August, 2016, by and between Apollo-Ridge School District (hereinafter the "School District") whose principal place of business is located at PO Box 219 Spring Church, PA 15686, and NHS Pennsylvania (hereinafter the "NHS School"), whose principal place of business is located at 4391 Sturbridge Drive, Harrisburg, PA 17110 with the school located at NHS School — Apollo, 109 Owens View Road, Apollo, PA 15613.

WHEREAS, the School District is responsible for providing a free and appropriate education to school age children with Autism and/or Emotional Disturbance residing within the school district; and WHEREAS, NHS operates a private academic school licensed by the Pennsylvania Department of Education to provide educational services to children with Autism and/or Emotional Disturbance; and WHEREAS the School District seeks to contract with NHS to provide educational services to students with Autism and/or Emotional Disturbance whom the School District, the student's parents or guardian and NHS have determined will benefit from placement in the NTIS School.

Now, therefore, in consideration of the mutual promises contained herein, the parties, by their duly authorized representatives, and intending to be legally bound, agree as follows:

I. Term of Agreement: The term of this Agreement will be from August 1, 2016 through and including July 31, 2017.

II. Responsibilities of the NHS School

A. Facilities

1. NHS School has obtained and will maintain all state and local licenses and permits necessary to occupy and utilize the facilities to be used to provide educational services to school aged children enrolled in the NHS School. The School District may obtain copies of any licenses and permits from NHS School upon request.

2. NHS School will post its occupancy certificate at all times.

B. Staffing

1. NHS School will assure that each School employee meets applicable age, health, licensure and certification requirements and will obtain both child abuse and criminal history background clearances for employees to the extent required by state law.

2. NHS will maintain records of every School employee's compliance with applicable requirements as set forth in paragraph B. I above, and, upon request, will provide the School District with copies of documents establishing compliance by an NHS School employee.

3. NHS School will assure that classes at the pre-school, elementary and secondary level will be taught by a teacher holding a certificate in special education or who has a private academic certificate (evidencing graduation from an approved four-year college or university and having completed 24 semester hours in the theory of special education). In the event that the NHS School must utilize a substitute teacher on a temporary basis, it may accept a public certification by the substitute teacher in other education content areas

C. Student Attendance

1. The NHS School academic year is established by the NHS School.

2. NHS School will comply with applicable state requirements regarding attendance and will maintain and forward student attendance records to the designated School District representative on a weekly basis.

3. Representatives from the School District and NHS School will meet to discuss unauthorized absences exceeding five days.

4. NHS School, after consultation with and agreement by the School District, may suspend or expel a student if it determines that the student presents a threat of harm to self or to others. NHS and the School District jointly understand that time is of the essence in this type of matter and agree to expeditiously review and decide upon the proposed suspension or expulsion.

D. Student Records and Progress Reports

1. The NHS School will maintain students' academic and permanent records to include the following:

a. diagnostic tests and reports, including tests and examinations performed by a school psychologist.

b. progress reports for each marking period.

c. evaluation reports and re-evaluation reports.

d. prior school's records (if available).

e. individual education program ("IEP") plan.

f. health records received from the School District (physician report, immunization record, dental exam).

g. miscellaneous records including monthly behavioral assessments, incident reports, and functional assessments

2. The NHS School will send Progress Reports for every student to the designated School District representative and to the students' parents or guardian quarterly unless requested otherwise by the School District and the parents or guardian of a student. The Progress Reports will contain such information as the School District and the NHS School have agreed to include in the reports but, at a minimum, will contain data reflecting a student's YEP goal areas and outcome measures.

E. Compliance with Safe Schools Requirements: NHS School will maintain and send a written report to the School District of all incidents involving acts of violence; possession of a weapon; possession, use or sale of alcohol, or tobacco by any student.

F. School Health Services

1. NHS School will provide or arrange through the School District for the provision of school nursing services to students enrolled in the NHS School.

2. NHS School employees who interact with students will be trained to provide CPR and first aid services. Training will include first aid, Heimlich techniques, cardiopulmonary resuscitation and universal precautions, crisis intervention, behavior management and general health and special issues (e.g., seizure disorders, asthma) that can affect a student.

3. NHS will maintain and administer medications as follows:

a. Prescription and over-the-counter medications shall be kept in their original containers and in a locked container.

b. The original containers of medication shall be labeled with a pharmacy label that includes the child's name, medication name, date the prescription was issued, dosage, and physician's name. Original labels should be on the container.

- c. Prescription medications shall be used only by the child for whom the medication was prescribed.
 - d. Administration of medications will be administered by identified and trained School staff. Yearly medication administration refresher training will be conducted with identified staff.
 - e. Oversight of medication administration, medication logs, medication storage, and staff training needs will be monitored by a health professional at NHS School. (Health professional can include but is not limited to a LPN, RN, CRAT, PA).
 - f. Medication administration will be reported, indicating what medication was given, the time the medication was given, the dosage administered, and who administered the medication. Any medication error will be logged and an incident report will be completed and parents notified. All medication errors will have a plan of correction and follow up for prevention of further error.
- G. Academic Standards and Assessment
- 1. NHS School will comply with academic standards under 22 Pa. Code Section 4.28 relating to "Special Education", with Sections 51.51 through 51.53 addressing "Course of Study and Instructional Equipment" and with Sections 59.21 through 59.23 addressing "Program of Instruction, Instructional Equipment and Materials and Library/Media Services."
 - 2. NHS School will conduct an intake conference with every student and the parent or guardian of every student to assure the appropriateness of placement of each student and to select each student's curriculum.
 - 3. NHS School will comply with all curriculum requirements specified by state law. Written planned course outlines will be maintained on file for subjects taught.
 - 4. NHS School may also provide basic education, which includes a core curriculum of math, social studies, and English. Physical education is also a component of the basic program.
 - 5. NHS School, if requested by the School District, will register with PDE and administer the appropriate State assessments, in accordance with 22 Pa. Code 4.51 (relating to the State Assessment System).
 - 6. NHS School will design a specialized program to meet the needs of the students exceptionalities, regular curricula will be adapted, if possible, and an emphasis will be placed on life skills for those students whose individual needs, as reflected in their IEP, requires programs different from the standard curriculum.
- H. Special Education Services and Programs
- 1. NHS School, in cooperation with the School District, will develop and implement an IEP for each student consistent with the provisions of 22 Pa. Code 59.5 (Individualized Education Program) and with a student's specialized curriculum as well as Chapter 14 and the Individuals with Disabilities in Education Act ("IDEA").
 - 2. NHS School will review each student's IEP at least annually.
- I. Student Admission Criteria
- 1. To be admitted to the NHS School, a prospective student must:
 - a. have a diagnosis of PDD, Aspergers, Autism and/or Emotional Disturbance and be eligible for special education services as determined by the student's home school district.
 - b. be at least 4 years and 7 months old before the first day of the school term provided; however, that upon agreement of the School District, NHS School and a child's parents or guardian, a child who otherwise is appropriate for admission to the School and who will attain the minimum age within ten days of the first day of the school term, may be admitted to the NHS School.
 - 2. Students who are placed on a waiting list to attend the NHS School may be admitted to the School consistent with available openings in classrooms, matching of skill level with other students in their potential class, the age of the student, and the benefit to the student to attend the school.
- J. Periodic Review: NHS School will review each student at the end of each progress review as to their readiness to return to their home school.
- K. Non-Discrimination Clause: NHS School will not discriminate against any employee or student on account of age, race, color, sex, religious creed, national origin, marital status, sexual orientation, gender identity or handicap.
- L. Insurance
- 1. NHS School will, at its sole cost and expense, procure and maintain in full force and effect, insurance covering the performance of the services rendered under this Agreement in the following types:
 - a. General Liability Insurance/Professional Liability Insurance in the amount of \$1 million
 - b. Workers' Compensation and Employers' Liability Insurance.
 - 2. NHS School will also obtain any other insurance coverage as may be required by law.
 - 3. All insurance provided for in this section shall be obtained under valid and enforceable policies issues by insurers of recognized responsibility which are licensed to do business in the Commonwealth of Pennsylvania. NHS will provide the School District with a copy of its certificates of insurance.
- M. Risk and Indemnification
- 1. NHS School, as an independent contractor, assumes all risks and responsibilities for losses which can be attributed directly to the actions of NHS and its employees and agents in fulfilling its responsibilities under this Agreement.
 - 2. NHS School agrees to indemnify and hold harmless, but not to defend, the School District and its employees and agents for, or on account of, liability arising out of the act, omission or misconduct which can be attributable directly to NHS and its employees and agents in fulfilling their responsibilities under the terms of this Agreement.
- N. Complaints and Grievances: NHS and the School District will mutually develop and adopt policies and procedures relating to the identification and resolution of complaints or grievances presented to either party by any student or a student's parents or guardian.
- O. School Food Services: NHS School is not responsible for and does not provide meals for students. A parent or guardian may provide or arrange for meals for their child.

III. School District Responsibilities

A. Maintenance of Records: The School District will maintain complete and accurate records for each student at the NHS School including but not limited to information concerning the number of hours of instruction in each curricular subdivision, scholastic achievement, test scores and student health.

B. Student Visitation: School District representatives and counselors may routinely visit students during regular NHS School hours of operation.

C. Transportation: School District will transport students from their homes to the NHS School and from the NHS School to their homes including when the students attend school-related activities.

D. Safe Schools: School District will supervise and monitor compliance by NHS School with the provisions of Article XIII-A of the School Code relating to "Safe Schools" requirements.

E. Academic Standards: School District will supervise and monitor compliance by NHS School with the provisions set forth at Title 22 Pa. Code 4.28 (Special Education), 4.51 (State Assessment System) relating to Academic Standards and Assessment, Chapter 14 relating to Special Education Services and Programs and the IDEA.

F: Risk and Indemnification

1. School District assumes all risks and responsibilities for losses which can be attributed directly to the actions of the School District and its employees and agents.

2. School District agrees to indemnify and hold harmless but not to defend NHS School, its employees, directors, officers and agents for, or on account of liability arising out of the act, omission or misconduct which can be attributed directly to the School District, its employees and agents in fulfilling its responsibilities under this Agreement.

G. Payments: The NHS school year follows the School District's calendar and is a minimum 180 days in length excluding In-district classroom days. School District will pay NHS for each student enrolled in the NHS School for each day a student is enrolled regardless of the number of days of school the student attends. The School District will pay bills submitted by NHS Pennsylvania within 30 days of receipt at the fees *SEE ATTACHED RATE SHEET

IV. General Terms and Conditions

A. Confidentiality: NHS School and the School District, their agents and employees will perform their respective obligations under this Agreement in such manner as to insure that records, names, and identities of students enrolled in the NHS School shall remain confidential, except as disclosure is authorized or permitted by state or federal law and the terms of this Agreement. Neither party will use or disclose information in a manner that would violate the requirements set out in the Health Insurance Portability and Accountability Act of 1996 and the regulations adopted thereunder.

B. Modification: This Agreement contains all the terms, provisions, and conditions of this Agreement. No term or provision may be unilaterally modified or amended. Any amendment to the terms of this Agreement shall be valid when reduced to writing, signed by the parties and attached to the original of the Agreement.

C. Assignment: NTIS and the School District agree that this Agreement may not be assigned or transferred without the prior written approval of both parties.

D. Jurisdiction and Venue: NHS and School District agree that this Agreement shall be interpreted and enforced under the laws of the Commonwealth of Pennsylvania. Any dispute involving the Agreement shall be brought before the Court of Common Pleas of Dauphin County.

E. Cancellation: Either party may cancel this Agreement upon providing the other party 30 days advance written notice. In the event of cancellation of this Agreement by the School District, the NHS School shall be entitled to receive compensation for all work completed through the effective date of cancellation. All payments relating to the provision of the service by the NHS School shall, upon cancellation by either party, be paid within thirty (30) days of the date of submission of a bill marked "final bill" by NHS School to the School District.

F. Third Parties: The parties to this Agreement do not intend for any third party to have any right to enforce any of its terms.

G. Counterparts: This Agreement may be executed in counterpart.

H. Authorization: By executing this Agreement, each signatory represents that he or she is duly authorized to execute this Agreement on behalf of the party he or she represents and that he or she has obtained all approvals and consents necessary to take said action.

I. Notices: All notices required under this agreement shall be delivered via certified mail, return receipt requested or overnight delivery service to the following parties at the addresses set forth below:

In witness whereof, the Parties, intending to be legally bound, have executed and delivered this contract for the 2016-2017 school year as of the day and year set forth above.

EXHIBIT A-7

ADDENDUM

This is an Addendum to the Agreement between the Apollo-Ridge School District (the "District") and S4Teachers LLC, d/b/a Source4Teachers (the "Company") for the services of Substitute Teachers and Staff:

The parties hereby agree to modify the Agreement as follows:

1. Effective July 1, 2016 the following positions and rates are added to Addendum A:

Substitute Classification	Pay to Substitute	Company Billing Price	Discount Price*
Teacher - Full Day	\$90.00 per day	\$123.30 per day	\$117.81 per day
Teacher - Half Day	\$45.00 per day	\$61.65 per day	\$58.91 per day
Long Term Teacher Tier I - Full Day*	\$154.83 per day	\$212.12 per day	\$202.67 per day
Long Term Teacher Tier I - Half Day*	\$77.42 per day	\$106.07 per day	\$101.34 per day
*Administered on day 16 to Teacher w/ Bachelor's Degree for a consecutive day position			
Long Term Teacher Tier II - Full Day*	\$159.14 per day	\$218.02 per day	\$208.31 per day
Long Term Teacher Tier II - Half Day*	\$79.57 per day	\$109.01 per day	\$104.16 per day
*Administered on day 16 to Teacher w/ Master's Degree for a consecutive day position			
Clerical Aide	\$8.50 per hour	\$11.65 per hour	\$11.13 per hour
Paraprofessional	\$8.50 per hour	\$11.65 per hour	\$11.13 per hour

*Prompt Payment Discount Pricing Requirements: Company will provide via e-mail a weekly invoice and a biweekly statement representing the balance owed for the invoices of the previous two (2) weeks. To qualify for the "Prompt Payment Discount," District must satisfy the invoice by an electronic transfer of funds to Company within ten (10) calendar days of receipt of invoice.

2. All other provisions of the Agreement shall remain in full force and effect during the term of the Agreement.

DISTRICT-HIRED SUBS

2016-2017

PENDING RECEIPT OF ACTS 34, 114, 151 AND 168 CLEARANCES

NAME	ADDRESS	CERTIFICATION
Alexander Rattigan	Apollo	Maintenance Technician
Patrick Rattigan	Indiana	Nurse
Amber Brown	Apollo	Nurse
Jenna Gett	Apollo	Food Service
Minde Cup	Apollo	Nurse
Linda Ilgenfritz	Apollo	Food Service
Jacquelyne Miller	Creekside	Nurse
Kayla Stewart	Avonmore	Nurse
Pat Tarosky	Vandergrift	Food Service
Karen Tomiczek	North Apollo	Food Service
Amy Yard	Spring Church	Data Tech
Barbara Spangler	Kittanning	Food Service
Paula Knell	Vandergrift	Food Service

EXHIBIT B-2

UNPAID LEAVE REQUESTS

Request Number	Dates	Reason
UNP071216	July 12,13,14,18,2016	Personal

EXHIBIT B-3

APOLLO-RIDGE ELEMENTARY SCHOOL
* 2016-17 ASSIGNMENTS *

Office Staff	
Principal	Anderson
Secretary	Akins
Secretary	Kunle

Specialty Class Teachers	
Art	Busch
Computer	Dishong
Library	Higgins
Instrumental Music, Band	Virag
General Music, Chorus	Snyder
Physical Education	Allison

Student Support	
Emotional Support	Gorski
Gifted	Deceder
Guidance Counselor	Kachur
Learning Support - Primary	Skroupa
Learning Support - Primary	Jones
Learning Support - Interm.	Lewis
Learning Support - Interm.	Powers
Life Skills	Isenberg
Speech	Fleming
ESL	Pryjmak

ARIN-IU Staff	
Hearing Clinician	IU
Physical Therapist	IU
Psychologist	Ellison
Occupational Therapist	IU

Grade K
Clever
Colamarino
Donelow
Dunmire
Spaniel

Grade 1
Anderson
Friday
Fryer
Kehew
Reilly
Torrell (Gourley LTS)
Saxion - Science/SS

Grade 2
Kraus
Romano
Kraemer
Gourley - LTS
Saxion - Science/SS

School Nurse
Mion

Specialists
Kutch - Reading
King - Reading
Edlis - Math
Lynch - Instruction

Grade 3
Alwine-LA
Mazurek-Math/Science/SS
Rametta-Math
Ziencik-LA

Grade 4 & 5
Barton-Math
Danka-SS
King-LA/Reading Specialist
Flick-Math
Murphy-LA
Deceder-Gifted Support/LA
Wagner-Science
Weinel-LA

Instructional Aides
Boggs
Butler
Corsi
Davis
Fedder
Flickinger
TBA
Murray
Peace
Peters
Sciotti

EXHIBIT B-4

**APOLLO-RIDGE MIDDLE SCHOOL
STAFF LIST 2016-2017**

	SUBJECT	PHONE EXT.
Barr, Daina	6th Grade Science	2115
Barrett, Dan	6th Grade English	2106
Barta, Travis	Principal	2011
Baylor, Cathy	Paraprofessional-Life Skills	2125
Biller, Jamie	Family Consumer Sciences	1406
Bradley, Monika	7th Grade Science	2114
Campitella, Nancy	Paraprofessional-Life Skills	2125
Cecchini, Sandra	6th Grade Reading	2104
Cicala, Debra	Paraprofessional	
Crewe, Barb	Principal/Guidance Secretary	2000
Daugherty, Daniel	Algebra, Geometry	2120
Desiderato,, Robert	7th Grade Social Studies	2112
Duff, William	Vocal Music	1507
Emmert, Tracy	Paraprofessional	2127
Fair, Kara	Guidance Counselor	2020
Fello, Robert	Library	1040
Ferguson, Matt	Art	1405
Fox, Gregory	Learning Support	1103
Gourley, Carol	Nurse	1030
Gruseck, Margaret	7th Grade English	2109
Hague, David	Robotics, 7	1301
Hastings, Heidi	8th Grade English	2119
Jones, Ashley	7th Grade Reading	2111
Kanish, Jake	Learning Support /Read 180	2124
Manifest, August	8th Grade Social Studies	2121
Mika, Christa	Pre-Algebra	2123
Miller, Lisa	8th Grade Reading	2116
Misja, Linda	Intro to French, 8	1106
Moore, Jerry	6th Grade Social Studies	2107
Muffie, Brandi	Life Skills	2125
Pryjmak, Kathleen	Learning Support, ESL	2117
Reese, Kenneth	6th Grade Math	2108
Reese, Rebecca	8th Grade Science	2113
Rzewnicki, Daniel	Health/Physical Education	2102, 1502
Sargent, Karissa	Health/Physical Education	2101, 1506
Simpson, Kristen	Emotional/Learning Support	2127
Smail, Jeremy	Health/Physical Education	1502
Snyder, Brenda	Paraprofessional-Life Skills	2125
Thomas, Janetta	Gifted Enrichment	1022
Trall, Dustin	Technology Education	1401, 1402, 1403
Virag, Gavin	Instrumental Music	1045

EXHIBIT B-5

2016-2017 HIGH SCHOOL STAFF LIST

Name	Room	Title/Course	Extention
Administration			
Barta, Travis	MS	MS Principal/Curriculum	2011
Bartha, Ray		Athletic Director	6033
Clark, Christopher		Director of Special Programs	6034
Consuegra, Dan	HS Office	HS Principal	1001
Davis, Gary		Transportation	1060
Skiba, John	ARVA	Dr. School Safety/Student Svcs.	6910
Support Staff			
Altmire, Kim	MS Media Center	District Attendance	2040
Baustert, Karen	A109	PCA	1109
Baylor, Cathy	MS 125	PCA	2125
Broman, Marcia		Special Education Secretary	6060
Brown, Michele	Guidance Office	Guidance Secretary	1020
Campatella, Nancy	MS 125	PCA	2125
Gourley, Carol	HS Nurses Office	HS/MS Nurse	1030
Gray, Kathy	MS 127	PCA	2127
Lukehart, Michelle (11-12)	Guidance Office	Guidance Counselor	1021
McCormick, Christine	HS Office	Principal Secretary	1001
Primm, Beth		Athletic/Curriculum/Technology Secretary	6032
Snyder, Brenda	MS 125	PCA	2125
Thomas, Janetta (9-10)	Guidance Office	Guidance Counselor	1022
Art Department			
Ferguson, Matt	D105	Art	1405
Music Department			
Duff, Bill	E107	Choral Music (HS, MS)	1507
Virag, Gavin	Band Room	Band (HS, MS, Elem)	1045
Family Consumer Science Department			
Biller, Jamie	D106	Family/Consumer Science	1406
English Department			
Greenlee, Bethany	A101	Secondary English	1101
Miedel, Mark	A100	Secondary English	1100
Rogalski, Catherine	B101	Secondary English	1201
White, Danielle	B105	Secondary English	1205
Math Department			
Hauge, David	C101	Secondary Math	1301
Jones, Andrew	C106	Secondary Math	1306
Shultz, Laurel	C100	Secondary Math	1300
Simon, John	C107	Secondary Math	1307
Social Studies Department			
Johns, Jessica	A116	Secondary Social Studies	1116
Manifest, Augie	MS 121	Secondary History	2122
Querio, Cindy	B103	Secondary Social Studies	1203
Zawacki, Chris	B104	Secondary History	1204
Science Department			
Blyshak, Nancy	C105	Secondary Biology	1305
Gillespie, Scott	C104	Secondary Biology	1304
Hauge, David	C110	Secondary Physics	1310
Opalka, Julie	C103	Secondary Chemistry	1303
Wenckowski, Leigh	C102	Secondary Chemistry	1302
Physical Education Department			
Rzewnicki, Daniel	MS 102/Gym	Phys. Ed/ Health	2102 or 1202
Sargent, Karissa	F101/Gym	Health/Phys. Ed.	1506 or 1202
Smail, Jeremy	F101/Gym	Health/Phys. Ed.	1502
Technology Education			
Traill, Dustin	D100	Graphics	1401
Jones, Jeff	D102	Tech Ed.	1402 (1401/1400/1403)
Business Department			
Guido, Amy	B112	Business	1212
Lizik, Larry	A104	Business	1104
Foreign Language			
Misja, Linda	A106	French	1106
Scotece, Kristen	A105	Spanish	1105
Special Education Department			
Fox, Greg	A111	Learning Support	1103
Mitchell, Emily	A103	Learning Support	1803
Muffie, Brandi	MS 125	Life Skills	2125
Shoop, Kelly	A102	Learning Support	1102
Simpson, Kristen	MS 127	Learning Support	2030
Library			
Fello, Rob	Library	Library	1040

SUPPLEMENTAL CONTRACTS
2016-2017 School Year

Name	Position	Program
Tanya Frain	Sponsor	Cheerleading
Amanda Kraemer	Volunteer	Cheerleading
Alex Thompson	Volunteer	Music-Marching Band

Pending receipt of Acts 34, 114, 151 and 168 Clearances.

EXHIBIT C-1

CONFERENCE ATTENDANCE REQUESTS

PARTICIPANT/ASSIGNMENT	TITLE/DESCRIPTION OF ACTIVITY ACTIVITY SPONSOR/LOCATION	ACTIVITY DATES	SUB REQUIRED	COST/ BUDGET
Jo Isaacson Business Office	Child Accounting Full Conference A/CAPA Hershey, PA	November 2-4, 2016	No	\$1068 Business Office

EXHIBIT C-2

DISPOSAL/SALE OF USED TEXTBOOKS

Copyright	ISBN	Title	Qty To Purchase	Price Per Book	Extended
2011	0-547-24641-2	HMH 11 PRAC BK FOR JOURNEYS 1.1(P)	15	\$1.10	\$16.50
2011	0-547-24910-1	HMH 11 PRAC BK FOR JOURNEYS 1.2(P)	14	\$1.10	\$15.40
2011	0-547-25150-5	HMH 11 JOURNEYS 1.1*TE	4	\$1.03	\$4.12
2011	0-547-25151-3	HMH 11 JOURNEYS 1.2*TE	4	\$1.03	\$4.12
2011	0-547-25152-1	HMH 11 JOURNEYS 1.3*TE	2	\$1.03	\$2.06
2011	0-547-25154-8	HMH 11 JOURNEYS 1.4*TE	4	\$1.03	\$4.12
2011	0-547-25159-9	HMH 11 JOURNEYS 1.5*TE	2	\$1.03	\$2.06
2011	0-547-25162-9	HMH 11 JOURNEYS 1.6*TE	3	\$1.03	\$3.09
2012	0-7367-6836-X	ZANE 12 HANDWRITING 1(P)	8	\$1.94	\$15.52
2012	0-7367-6838-6	ZANE 12 HANDWRITING 2C(P)	9	\$1.94	\$17.46
		TOTALS	65		\$84.45