



Apollo-Ridge School Board Legislative Meeting

Apollo-Ridge High School Community Room

Monday, June 22, 2015, 6:30 p.m.

MINUTES

I. Call Meeting to Order

The meeting was called to order by Board President, Mr. Gregory Primm, at 6:30 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. Jim Ferguson, Mrs. Sharon Jaworskyj, Mr. Paul King,
Mr. Gregory Primm, Mr. Forrest Schultz, Mrs. Susan Wenckowski

Board Members Absent: Mr. Dominick Duso, Mr. Rick Fetterman, Mr. Dan Obriot,

Administrators Present: Dr. Matthew Curci

Administrators Absent: Not required to attend

Guests: Mr. Andrew Jones – AREA Representative/Student Council Sponsor
Mr. Clint Weimer – HS Principal
Mrs. Courtney Anderson – ES Principal
Ms. Cris Kostiuik – Administrative Assistant
Ms. Becky Ross
Ms. Donna Rupert
Ms. Lois Rupert
Mrs. Virginia Madison
Mrs. JoAnn Milanak
Ms. Leigh Wenckowski
Ms. Christina Edlis
Mr. George Guido – Valley News Dispatch
Ms. Emily Balsler – Valley News Dispatch

Solicitor: Mr. Matthew Hoffman, Esq.

IV. Approval of Legislative Meeting Minutes

Be it resolved that the Apollo-Ridge Board approves the minutes of the Monday, May 18, 2015, Legislative Meeting.

Motion: Mr. King Second: Mr. Ferguson

Voice Vote: 6 AYE 0 NAY

V. Meetings from the Previous Month

Committee Meeting Monday, May 11, 2015 (6:34 PM – 6:47 PM)
Executive Session: Personnel/Legal Matters (6:53 PM – 7:20 PM)

Legislative Meeting Monday May 18, 2015 (6:31 PM – 6:45 PM)
Executive Session: Personnel/Legal Matters (6:48 PM – 7:05 PM)

VI. BOARD AND SUPERINTENDENT REPORTS

A. Lenape Vocational Technical School

Mrs. Jaworskyj's report covered the following topics:

- 191 students graduated on June 3. The ceremony was televised over the internet.
- Budget/Finance: Approved bills, meal prices, insurance and budgetary transfers.
- Curriculum/Conferences/Textbooks: Approved BCTE Technical assistance program.
- Building/Grounds: Approved building use requests and disposal of equipment.
- Policy/Legislative: Approved six policies and the first readings of 8 policies
- Personnel: Approved salaries, one resignation and two part-time hires. Ian Magness, Leechburg, was approved as the superintendent of record, for which he will receive \$6000 in compensation.

B. ARIN Intermediate Unit #28

Mrs. Wenckowski provided the following report:

- Personnel: Approved one resignation, one employment, one change in status and one internship.
- Business: Approved one substitute, retirement benefits for one employee, Extended School Year staff, supplemental salary for Supervisor of Pupil Personnel Services, community service program staff salaries, employment contracts, 2015-2016 ARIN Cooperative Purchasing Program, application for federal funds, contracted services, and revised 2014-2015 and proposed 2015-2016 budgets.

C. Legislation

- No report given in Mr. Obriot's absence.

D. Apollo-Ridge Education Foundation (Mr. Dominick Duso)

- In Mr. Duso's absence, Mrs. Kostiuk presented the I GIVE BECAUSE ... video created by A-R Senior Kira Marks to encourage student volunteerism in the community. The video featured local non-profits and business leaders and will be shown to all incoming Freshmen.

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

- Football Ticket Prices – After a brief discussion, ticket prices were set at \$6-Reserved, \$5-General, \$2-Student
- Summer Projects – Team room / ceilings / tech upgrades / sidewalk repairs are underway.
- Comprehensive Plan – Posted on the District website for review.
- Summer Business Hours – Monday through Thursday, 8:00 AM – 4:00 PM
 - Begin Week of June 15
 - End Week of August 17
- Kinder Camp – August 12/13
- First Day of School – August 24
- Open House Schedule – All Open Houses are 6:00-8:00 PM
 - Elementary School:
 - Tuesday, August 18 (Grades 1,2,3)
 - Thursday, August 20 (Grades K,4,5).
 - Middle School – Wednesday, August 19
 - High School – Tuesday, August 18

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 May 18, 2015 through June 17, 2015 in the amount of \$ 765,993.89, and the Treasurer's Report for May 2015.

Resolution A-2

Be it resolved that the Apollo-Ridge Board authorizes the administration to pay July bills and those which would accrue finance charges/interest or would result in a discount if paid prior to the next scheduled meeting; and be it further resolved that documentation listing all bills paid and transfers made will be presented to the Board at the August 24, 2015, Legislative Meeting.

Resolution A-3

Be it resolved that the Apollo-Ridge Board approves the 2015-16 Final Budget in the amount of \$23,478,800 * and be it further resolved the Apollo-Ridge Board, in accordance with Sections 672, 672.1 and 673 of the School Code sets the millage rate at 62.9 ** mills in Armstrong County and 170.8 *** mills in Indiana County, that is \$6.29 of each one hundred dollars (\$100) of Armstrong County assessed valuation and \$17.08 of each one hundred dollars (\$100) of Indiana County assessed valuation for the 2015-16 school year; enacts without substantial change, the taxes under the local Enabling Act 511 as presently in effect and enacts, without substantial change, the 1969 resolution as amended April 16, 1973, providing for the levy, assessment and collection of a tax of \$5.00 on each resident and inhabitant of the Apollo-Ridge School District.

- * Assigns a total of \$5,500,000 to fund future medical insurance and retirement contributions
- ** 0 mill increase in Armstrong County, .2 mill decrease in Indiana County
- *** Due to tax equalization

Resolution A-4

Be it resolved that the Apollo-Ridge Board approves the Homestead Property Exclusion Program Act (part of Act 50 of 1998) Taxpayer Act (Act 1 of 2006) as marked Exhibit A-4.

Resolution A-5

Be it resolved that the Apollo-Ridge Board approves the Budgetary Transfers as marked Exhibit A-5 and furthermore authorizes the Business Administrator to make budgetary transfers as are necessary to close the 2014-2015 school year.

Resolution A-6

Be it resolved that the Apollo-Ridge Board approves an agreement with Adelphoi Education Services to provide alternative education services for disruptive youth for the 2015-2016 school year as marked Exhibit A-6.

Resolution A-7

Be it resolved that the Apollo-Ridge Board approves an agreement with eKidzCare to provide Home Health Aide and Nursing services for the 2015-2016 school year as marked Exhibit A-7.

Resolution A-8

Be it resolved that the Apollo-Ridge Board awards workers compensation insurance to Eastern Alliance Insurance Group with the 2015-2016 total premium cost estimated at \$59,918.

Resolution A-9

Be it resolved that the Apollo-Ridge Board approves the Lenape Tech 2015-2016 Proposed Operating Budget in the amount of \$8,498,440.

Resolution A-10

Be it resolved that the Apollo-Ridge Board approves the SLG Lease Agreement and Amendments with CIT Finance, LLC phone system equipment and services, marked as Exhibit A-10.

Resolution A-11

Be it resolved that the Apollo-Ridge Board approves the Agreement with Advent for the return of equipment at the conclusion of the SLG Lease, marked as Exhibit A-11.

<p>Be it resolved that the Apollo-Ridge Board approves Finance resolutions A-1 and A-11.</p> <p>A-1 Payment of District Bills and Treasurer’s Report for May 2015 A-2 July Bills A-3 2015-2016 Final Budget A-4 Homestead Property Exclusion Program Act A-5 Budgetary Transfers A-6 Adelphoi Agreement A-7 eKidz Agreement A-8 Workers Compensation Insurance A-9 Lenape Tech 2015-2016 Proposed Operating Budget A-10 SLG Lease Agreement A-11 Advent Agreement</p>	
<p>Motion: Mr. King</p>	<p>Second: Mr. Ferguson</p>
<p>Motion Passed: 6 AYE</p>	<p>0 NAY</p>

B. Personnel**Resolution B-1**

Be it resolved that the Apollo-Ridge Board approves unpaid leave requests as marked Exhibit B-1.

Resolution B-2

Be it resolved that the Apollo-Ridge Board accepts the resignation of Ms. Jennifer Miller, paraprofessional, effective June 1, 2015.

Resolution B-3

Be it resolved that the Apollo-Ridge Board sets the first step of the teacher salary scale for the 2015-2016 school year at \$35,000 for Bachelors and \$36,000 for Masters.

Resolution B-4

Be it resolved that the Apollo-Ridge Board approves the administrative organizational chart as marked Exhibit B-4.

Resolution B-5

Be it resolved that the Apollo-Ridge Board approves the 2015-2016 projected staffing chart for the Elementary School as marked Exhibit B-5.

Resolution B-6

Be it resolved that the Apollo-Ridge Board approves the 2015-2016 projected staffing chart for the Middle School as marked Exhibit B-6.

Resolution B-7

Be it resolved that the Apollo-Ridge Board approves the 2015-2016 projected staffing chart for the High School as marked Exhibit B-7.

Resolution B-8

Be it resolved that the Apollo-Ridge Board approves student teachers for the 2015-2016 school year as marked Exhibit B-8.

Resolution B-9

Be it resolved that the Apollo-Ridge Board approves supplemental contracts for the 2015-2016 school year as marked Exhibit B-9.

Resolution B-10

Be it resolved that the Apollo-Ridge Board approves the salary of the Superintendent, Dr. Matthew Curci, for the 2015-16 school year as \$130,000, and approves the Amendment to the employment agreement of the Superintendent, marked as Exhibit B-10.

Resolution B-11

Be it resolved that the Apollo-Ridge Board approves administrator and non-union employee salaries as marked Exhibit B-11.

Resolution B-12

Be it resolved that the Apollo-Ridge Board approves Ms. Leigh Wenckowski, Apollo, as a secondary chemistry teacher, effective August 18, 2015, with salary (Second Step, Masters) and benefits per the Apollo-Ridge Education Association Agreement, pending receipt of Acts 34, 115, 151, and 168 clearances.

Resolution B-13

Be it resolved that the Apollo-Ridge Board approves Ms. Christina Edlis, Apollo, as an elementary teacher, effective August 18, 2015, with salary (First Step, Bachelors) and benefits per the Apollo-Ridge Education Association Agreement, pending receipt of Acts 34, 115, 151, and 168 clearances.

Resolution B-14

Be it resolved that the Apollo-Ridge Board approves Ms. Monika Bradley, Rockwood, as a secondary science teacher, effective August 18, 2015, with salary (Second Step, Masters) and benefits per the Apollo-Ridge Education Association Agreement, pending receipt of Acts 34, 115, 151, and 168 clearances.

<p>Be it resolved that the Apollo-Ridge Board approves Personnel resolutions B-1 through B-14.</p> <p>B-1 Unpaid Leave Requests B-2 Resignation – J. Miller B-3 First Step Teacher Salary Scale B-4 Administrative Organizational Chart B-5 Projected Staffing Chart - Elementary School B-6 Projected Staffing Chart – Middle School B-7 Projected Staffing Chart – High School B-8 Student Teachers B-9 Supplemental Contracts B-10 Superintendent Salary and Amendment to Employment Agreement B-11 Non-Instructional Administrator Salaries B-12 New Hire - Wenckowski B-13 New Hire – Edlis B-14 New Hire – Bradley</p>		
Motion: Mrs. Wenckowski	Second: Mrs. Jaworskyj	
Motion Passed: 6 AYE	0 NAY	1 ABSTENTION (Wenckowski: B-12)

C. Curriculum

Resolution C-1

Be it resolved that the Apollo-Ridge Board approves additions to the 2015-2016 High School Course Offerings as marked Exhibit C-1.

Resolution C-2

Be it resolved that the Apollo-Ridge Board approves a three-year membership Agreement with the Westmoreland Intermediate Unit eAcademy for the provision of online curriculum services attached as exhibit C-2.

<p>Be it resolved that the Apollo-Ridge Board approves Curriculum resolutions C-1 through C-2.</p> <p>C-1 2015-2016 High School Course Book Additions C-2 WIU eAcademy Program Agreement</p>		
Motion: Mr. King	Second: Mr. Ferguson	
Motion Passed: 6 AYE	0 NAY	

D. Student Activities

Resolution D-1

Be it resolved that the Apollo-Ridge Board approves field trips as marked Exhibit D-1.

<p>Be it resolved that the Apollo-Ridge Board approves Student Activities resolution D-1.</p> <p>D-1 Field Trips</p>		
Motion: Mr. King	Second: Mrs. Jaworskyj	
Motion Passed: 6 AYE	0 NAY	

E. Student Transportation

F. Facilities and Property Services

Resolution F-1

Be it resolved that the Apollo-Ridge Board approves the sale of obsolete bicycle and chair parts valued at \$10 to Mrs. Cris Kostiuik.

Resolution F-2

Be it resolved that the Apollo-Ridge Board approves the scrap service agreement with L.S. Sadler, Indiana, PA, for the disposal of obsolete high school lockers as marked Exhibit F-2.

Resolution F-3

Be it resolved that the Apollo-Ridge Board rejects all bids for the baseball field renovation and authorizes the rebidding of the project.

Be it resolved that the Apollo-Ridge Board approves Facilities and Property Services resolutions F-1 through F-3.	
F-1 Sale of Obsolete Items F-2 Scrap Service Agreement F-3 Baseball Field Rebidding	
Motion: Mr. King	Second: Mr. Ferguson
Motion Passed: 6 AYE	0 NAY

G. Food and Nutrition Services

H. Legislation – Board Policy

VIII. Hearing of the General Public

IX. Old Business

X. Adjournment

Motion to Adjourn	
Motion: Mr. King	Second: Mr. Ferguson
Voice Vote: 6 AYE	0 NAY
Time: 6:59 PM	

NEXT MEETING DATES: Monday, August 17, 2015 – COMMITTEE
Monday, August 24, 2015 – LEGISLATIVE

**HOMESTEAD PROPERTY EXCLUSION PROGRAM ACT (Part of Act 50 of 1998)
TAXPAYER ACT (Act 1 of 2006)
2015-2016**

BE IT RESOLVED, by the Board of School Directors of Apollo-Ridge School District, that homestead and farmstead exclusion real estate tax assessment reductions are authorized for the fiscal year beginning July 1, 2015, under the provisions of the Homestead Property Exclusion Program Act (part of Act 50 of 1998) and the Taxpayer Relief Act (Act 1 of 2006), as follows:

1. Aggregate amount available for homestead and farmstead real estate tax reduction. The following amounts are available for homestead and farmstead real estate tax reduction for the fiscal year beginning July 1, 2015:

- a. Gambling tax funds. The Pennsylvania Department of Education (PDE) has notified the School District that PDE will pay to the School District during the school year pursuant to Act 1, 53 P.S. § 6926.505(b), as a property tax reduction allocation funded by gambling tax funds, the amount of \$879,066.34.
- b. Philadelphia tax credit reimbursement funds. PDE has notified the School District that PDE will pay to the School District during the school year pursuant to Act 1, 53 P.S. § 6926.324(3), as reimbursement for Philadelphia tax credits claimed against the School District earned income tax by School District resident taxpayers, the amount of \$0.
- c. Aggregate amount available. Adding these amounts, the aggregate amount available during the school year for real estate tax reduction is \$879,066.34.

2. Homestead/farmstead numbers. Pursuant to Act 50, 54 Pa. C.S. § 8584(i), and Act 1, 53 P.S. § 6926.341(g)(3), Armstrong and Indiana Counties have provided the School District with a certified report listing approved homesteads and approved farmsteads as follows:

- a. Homestead property number. The number of approved homesteads within the School District located within Armstrong County is 2,165. The number of approved homesteads within the School District located within Indiana County is 498. The aggregate number of approved homesteads within the School District is 2,663.
- b. Farmstead property number. The number of approved farmsteads within the School District located within Armstrong County is 26. The number of approved farmsteads within the School District located within Indiana County is 11. The aggregate number of approved farmsteads within the School District is 37.

3. Homestead Exclusion. The maximum real estate tax reduction amount applicable to each approved homestead in Armstrong County shall be \$331.48. Based upon the School District's 2015-2016 real estate tax levy of 62.9 mills in Armstrong County, the maximum real estate assessed value reduction to be reflected on tax notices as a homestead exclusion for each approved homestead within Armstrong County for the 2015-16 tax year is \$5,270. The maximum real estate tax reduction amount applicable to each approved homestead in Indiana County shall be \$331.69. Based upon the School District's 2015-16 real estate tax levy of 170.8 mills in Indiana County, the maximum real estate assessed value reduction to be reflected on tax notices as a homestead exclusion for each approved homestead within Indiana County for the 2015-16 tax year is \$1,942.

4. Farmstead Exclusion. The maximum real estate tax reduction amount applicable to each approved farmstead in Armstrong County shall be \$331.48. Based upon the School District's 2015-16 real estate tax levy of 62.9 mills in Armstrong County, the maximum real estate assessed value reduction to be reflected on tax notices as a farmstead exclusion for each approved farmstead within Armstrong County for the 2015-16 tax year is \$5,270. The maximum real estate tax reduction amount applicable to each approved farmstead in Indiana County shall be \$331.69. Based upon the School District's 2015-16 real estate tax levy of 170.8 mills in Indiana County, the maximum real estate assessed value reduction to be reflected on tax notices as a farmstead exclusion for each approved homestead within Indiana County for the 2015-16 tax year is \$1,942.

5. Homestead/farmstead exclusion authorization – July 1 tax bills. The tax notice issued to the owner of each approved homestead within the School District shall reflect a homestead exclusion real estate assessed value reduction equal to the lesser of: (a) the County-established assessed value of the homestead, or (b) the maximum real estate assessed value reductions of \$331.48 in Armstrong County and \$331.69 in Indiana County for homesteads as set forth in paragraph 3 above. The tax notice issued to the owner of each approved farmstead within the School District shall reflect an additional farmstead exclusion real estate assessed value reduction equal to the lesser of: (a) the County-established assessed value of the farmstead, or (b) the maximum real estate assessed value reductions of \$5,270 for Armstrong County and \$1,942 for Indiana County for farmsteads as set forth in paragraph 4 above. For purposes of this Resolution, "approved homestead" and "approved farmstead" shall mean homesteads and farmsteads listed in the report referred to in paragraph 2 above and received by the School District from the County Assessment Office on or before May 1 pursuant to Act 1, 53 P.S. § 6926.341(g)(3), based on homestead/farmstead applications filed with the County Assessment Office on or before March 1. This paragraph 5 will apply to tax notices issued based on the initial tax duplicate used in issuing initial real estate tax notices for the school year, which will be issued on or promptly after July 1, and will not apply to interim real estate tax bills.

BUDGETARY TRANSFERS

Adelphoi Education Services

AGREEMENT

THIS AGREEMENT, made and entered into this 1st day of July, 2015, by and between ADELPHOI EDUCATION, INC., having a principal place of operations located at 1119 Village Way, Latrobe, Pennsylvania, 15650 (hereinafter referred to as "AEI") AND The Apollo-Ridge School District, (hereinafter referred to as the "School Entity") enter into this Agreement as follows:

WITNESSETH

WHEREAS, AEI provides alternative education services for disruptive youth; operates an approved private academic school program and special education program for students, and also operates a partial hospitalization program; and

WHEREAS, SCHOOL ENTITY and AEI have entered into a contractual arrangement, as further described herein, wherein AEI will provide certain educational services on behalf of SCHOOL ENTITY.

NOW THEREFORE, in accordance with the aforesaid recitals, AEI and SCHOOL

ENTITY, intending to be legally bound, hereby agree as follows:

1. DEFINITIONS. The following definitions apply regarding the text of this Agreement:
 - a. TERM. For purposes of this Agreement, "Term" shall be defined as the 2015-2016 school year.
 - b. "PROGRAM". For purposes of this Agreement, "Program" shall be defined as the educational services provided by AEI which shall consist of alternative education services for disruptive youth, and/or private academic school program and special education program and/or the partial hospitalization program.
 - c. "PUBLIC SCHOOL". For purposes of this Agreement, "Public School" shall collectively be defined as all schools of the SCHOOL ENTITY, acting by and through their authorized employees, agents and representatives;
 - d. "STUDENT". For purposes of this Agreement, "Student" shall be defined as a male or female in elementary, middle school, high school, or an area-vocational school (in grades 1-12) at SCHOOL ENTITY.
2. PROGRAMS / COSTS / COMMITTED SEATS: SCHOOL ENTITY shall receive the following services from AEI. The cost of such services is attached hereto as Exhibit "A"
 - × ALTERNATIVE EDUCATION SERVICES FOR DISRUPTIVE YOUTH WHICH INCLUDES YES (CREDIT RECOVERY)
 - × DAY TREATMENT PROGRAM
 - × PRIVATE ACADEMIC SCHOOL PROGRAM AT MILLVALE
3. STUDENT ABSENCES: Authorized student absences, trancies, and unexcused absences lasting ten (10) days or less will be invoiced in accordance with the standard charge. Absences lasting beyond the ten (10) day limit will be invoiced in accordance with the wishes of the SCHOOL ENTITY. AEI will contact the SCHOOL ENTITY before the end of the ten (10) day period to determine the course of action. AEI services beyond ten (10) days will NOT continue unless the SCHOOL ENTITY is willing to guarantee payment for all days missed by the student up to the time of the student's return or appropriate withdrawal from AEI.
4. TERM. This Agreement shall be for the duration of the current school year.
5. COMPLIANCE - STATUTES REGULATIONS AND GUIDELINES: During the entire term of this Agreement, AEI and SCHOOL ENTITY warrant to each other that they shall both be and remain in compliance with all applicable statutes, regulations and Department of Education Guidelines or any other requirements issued by the Commonwealth of Pennsylvania, Department of Education, or any other applicable statute or ordinance regarding all aspects of the educational programs referenced herein.
6. FACILITIES / ENVIRONMENTAL HEALTH AND SAFETY:
 - a. AEI warrants that its educational facilities conforms to all applicable state and local statutes, regulations and building and safety code requirements, in addition to fire and panic requirements of the Commonwealth of Pennsylvania and the County within which the facility is located, and that said facility has been approved by the Licensing and Inspection Bureau of the County, and that a valid Certificate of Occupancy has been issued by said Department of Labor and Industry and is on display at each facility.
 - b. AEI shall provide to SCHOOL ENTITY upon written request, any original licenses for review.
 - c. AEI warrants that its educational facility currently complies with all physical welfare and safety statutes, regulations, ordinances or mandates prescribed or issued by any applicable governmental authority, and that said facility shall be and remain in compliance with all such physical welfare and safety statutes, regulations, ordinances or mandates during the entire term of this Agreement.

- d. AEI warrants that its educational facility meets all state and local statutes regarding environmental health and safety and that artificial lighting facilities, heating facilities, ventilation and cleanliness standards are being provided in concert with the Pennsylvania School Code.
- e. AEI has written procedures on file for student and parental/guardian concerns and that complaints are referred to the public school immediately.
7. SCHOOL FOOD SERVICE: AEI shall provide all food service via contracted services (through student payment sources) and shall meet all state and local statutes regarding food safety, inspections, and sanitation.
8. STAFFING:
- a. AEI warrants that all members of its staff are of good moral character and are at least 21 years of age, that they have been examined by a physician, have had tuberculosis testing, and that each member of the staff has a certificate from a physician on file verifying the examination and results of said examination in accordance with the aforesaid representation.
- b. AEI warrants that all employees and members of its staff are citizens of the United States of America.
- c. AEI warrants that all employees and members of its staff have applied for and received all applicable and appropriate clearance and background information checks, including Federal Fingerprinting Requirements, Criminal History Records as required by 24 P.S. 1-111 and Pennsylvania Child Abuse History Clearances as required by 23 P.S. 6354, and that all records received show no evidence of a criminal background or a background of child abuse.
- d. AEI warrants to the School Entity that all of AEI's employees and staff members currently possess and will continue to maintain and possess all certifications and/or licenses required by the Commonwealth of Pennsylvania to perform the duties as required of them under this Agreement.
9. STUDENT ATTENDANCE:
- a. SCHOOL ENTITY warrants that it shall maintain records of student attendance. The specific method for maintaining attendance records shall be by daily physical check of each student through AEI's administrative and teaching staff. Documentation of said daily physical check in a written attendance log shall be kept on file at AEI, with daily contact to each parent or guardian of said student if said student is not present when school is in session.
- b. AEI will provide for 180 days of education. Make-up dates will be provided by AEI due to inclement weather and emergencies.
10. STUDENT AND PROGRAM RECORDS:
- a. AEI warrants that during the entire term of this Agreement, SCHOOL ENTITY shall receive quarterly written progress reports for each SCHOOL ENTITY student. The written progress reports shall include subject and credit information, progress grade information, attendance information, discipline records, student health, teacher and staff comments regarding said student's educational progress, and any applicable staff comments regarding the student's behavior, conduct or other pertinent issue regarding or related, in any way, with the education of said student. Written progress reports may be sent by AEI to the SCHOOL ENTITY more often than quarterly if requested by SCHOOL ENTITY.
- b. AEI and SCHOOL ENTITY, their agents and employee shall perform their respective duties to ensure that records, names and identities, shall remain confidential as required for fulfillment of the terms of this Agreement.
11. TRANSPORTATION: SCHOOL ENTITY will be responsible for transportation of its students to AEI.
12. REQUIREMENTS UNDER SAFE SCHOOLS: AEI warrants that its educational programs comply with all provisions of Article XIII-A of the School Code as follows:
- a. All new incidents involving acts of violence, possession of a weapon or possession, use or sale of controlled substances, or possession, use or sale of alcohol or tobacco by any person on school property shall be addressed by AEI's administrative staff immediately. The student's parents and/or guardians shall be immediately notified and consulted, appropriate disciplinary action shall be taken by AEI's administrative staff and the SCHOOL ENTITY, and a written report shall be completed by AEI. Administrative staff shall set for the name of the student and all pertinent information regarding the incident. A copy of said report shall be placed into the student's file and turned into the Department of Education.
- b. All new incidents involving acts of violence, possession of a weapon and convictions or adjudication of delinquency for acts committed at the AEI educational facility, shall be processed and handled in compliance with 24 P.S. 13-1307-A.
- c. AEI shall follow the SCHOOL ENTITY's Policy with regard to all arrangements with local law enforcement when an incident involving an act of violence occurs, at or near the AEI educational facility.
13. SCHOOL HEALTH SERVICES: Student Health Services will be provided jointly by the SCHOOL ENTITY and AEI. AEI employs a Registered Nurse that is available for consultation with students and staff, and provides medication administration training and supervision. Health & Immunization Records and proof of physical examination are to be on file with SCHOOL ENTITY by the date of admission. Additional health services as required by the PA School Code will be jointly shared.

14. **ACADEMIC STANDARDS AND ASSESSMENTS:** AEI warrants that it complies in full with the academic standards and assessment under Chapter 4 of the State Board of Education Regulations and the academic standards for Reading, Writing, Speaking and Listening, and Mathematics as adopted by the State Board of Education.
15. **SPECIAL EDUCATION SERVICES AND PROGRAMS:** AEI and the SCHOOL ENTITY will collaborate in the development of an individualized instruction program for all students and the implementation of special education services for students identified. Special Education Services and provisions required under Chapter 14 of State Board of Education regulations will be strictly followed, including without limitations: (a) a consultation with the student, parents/guardian will occur securing the student, parents/guardians written approval to enroll the student in the program (34 CFR 300.345(c)); (b) the student's IEP will be updated to reflect the decision to enroll the student in the program and the referring district will also update the Evaluation Report prior to admission (34 CFR 300.343); (c) Any services that are not provided by AEI or cannot be provided by AEI during the period of enrollment will be the responsibility of the SCHOOL ENTITY and the student shall be considered as a "dual enrollment" under applicable law; (d) if a student is enrolled and it is later determined that the student should be evaluated under applicable Special Education provisions, including the IDEA "Child Find" provisions and related reporting (34 CFR 300.125), it shall be the responsibility of the SCHOOL ENTITY to conduct the evaluation. AEI shall cooperate and collaborate with the SCHOOL ENTITY to conduct the evaluation. The referring district agrees to fully comply with the applicable law regarding the identification and evaluation of said student for Special Education Services; (e) once a Special Education Student is enrolled, AEI will insure that the student's IEP is updated by the referring district prior to enrollment and once the IEP is received, both parties will insure that all provisions of the IEP are implemented during the education of the student through the use of a Certified Special Education Teacher, or a designee from the referring public school, who will monitor special education provisions, and ongoing communication with the student, parents/guardians, relevant teaching staff and administration. AEI agrees to update the student IEP annually via a conference with student, parents/guardians, and a designated referring special education representative in accordance with applicable law.
16. **PERIODIC REVIEW OF STUDENTS:** SCHOOL ENTITY and AEI shall together ensure that a review committee reviews each student for potential return to the SCHOOL ENTITY, at a minimum, at the end of every semester.
17. **ANNUAL REPORT:** AEI shall submit timely End-of-year Reports to the Department of Education as required on an annual basis.
18. **HOLD HARMLESS/INDEMNIFICATION:** AEI and the SCHOOL ENTITY agree to hold each other harmless and indemnify each other from all claims, causes of actions, or litigation, including expenses costs and attorney's fees, said indemnification including without limitation the AEI Board of Directors, Officer, Shareholders and SCHOOL ENTITY Administrators, Board Members, as follows: (a) to the extent that any claim is asserted regarding the compliance or failure to comply with the IDEA or other applicable Special Education requirement, or to the extent that the SCHOOL ENTITY fails to fulfill any term, covenant or condition of this Agreement, SCHOOL ENTITY agrees to hold AEI harmless and indemnify said approved private provider regarding any claims related to the same, including all costs and attorney fees; (b) to the extent that any claim of negligence is asserted by a third party regarding AEI's failure to comply with applicable State statutes or regulations and fails to fulfill any term, covenant or condition of this Agreement, causing the SCHOOL ENTITY to be a Defendant in litigation by a third party, AEI agrees to hold the SCHOOL ENTITY harmless and indemnify the SCHOOL ENTITY including costs and attorney fees.
19. **INSURANCE:** AEI will carry liability insurance for its employees and its educational programs in the amount of three million (\$3,000,000) dollars for general liability with an additional excess umbrella coverage of seven million (\$7,000,000) dollars. A copy of the liability coverage is available to the SCHOOL ENTITY upon request and is on file in the Kral Administration Office at 1 119 Village Way, Latrobe, PA.
20. **INSOLVENCY OF PUBLIC SCHOOL:** If the SCHOOL ENTITY is or becomes insolvent, is declared a Distressed District under applicable Pennsylvania law, or is unable to pay any amounts due hereunder as said payments become due, then this contract shall automatically terminate upon the election of AEI and all payments for services rendered as required hereunder shall become automatically due and payable to AEI within ten (10) days. If said payment is not received, all SCHOOL ENTITY students and related records shall not be entitled to continue to be educated at AEI and said records shall be forwarded by AEI. If said payment is received, the educated SCHOOL ENTITY students shall be entitled to remain for the remainder of the applicable Term.
21. **TERMINATION -SCHOOL ENTITY:** AEI agrees that the SCHOOL ENTITY retains the right to terminate or not to renew this Agreement, after written notice of default and a thirty (30) day opportunity to cure said default by AEI.
22. **TERMINATION — AEI:** AEI retains the right to terminate or not to renew this Agreement, after written notice of default and a thirty (30) day opportunity to cure said default by SCHOOL ENTITY for any of the following reasons:
- a. One or more material violations of this Agreement;
 - b. Failure to timely comply with AEI's requests for information regarding any students, or failure to cooperate with AEI staff regarding any procedures set forth herein;
 - c. Failure to make any payment required hereunder or pay any AEI invoice when due;
 - d. Violation of any provision of the Pennsylvania School Code;
 - e. Violation of any provisions of state or federal law.
23. **ASSIGNMENT:** AEI agrees that this Agreement may not be assigned or transferred by AEI or SCHOOL ENTITY and that this Agreement shall be binding upon and inure to the benefit of the successors and assigns of the SCHOOL ENTITY.

24. SEPARABILITY: AEI agrees that in the event that any provision of this Agreement shall or become invalid or unenforceable in whole or in part for any reason whatsoever, the remaining provisions shall, nevertheless, be valid and binding as if such invalid or unenforceable provision had not been contained in this Agreement.
25. JURISDICTION AND VENUE: This Agreement has been made in the Commonwealth of Pennsylvania and shall be interpreted and enforced under the laws of the Commonwealth of Pennsylvania. All legal action related to this Agreement shall be commenced in the Court of Common Pleas of the county in which the school district is located.
26. MISCELLANEOUS: This Agreement may be executed in counterparts. Facsimile copies of signatures shall serve as acceptable substitutes for original signatures, and shall be legally binding. By executing this Agreement, each party hereto ratifies that all necessary Board action has been approved and obtained prior to the execution hereof and each party shall be entitled to rely upon the compliance with said rules, regulations and statutes. All notices required under this Agreement shall be delivered via certified mail, return receipt requested or Federal Express delivery service to the following parties at the addressees set forth below:

Adelphoi Education, Inc.
1119 Village Way
Latrobe, PA 15650

Apollo-Ridge School District
PO Box 219
Spring Church, PA 15686-0219

27. ENTIRE AGREEMENT: This Agreement contains the entire understanding among the parties hereto with respect to the subject matter hereof, and supersedes all prior and contemporaneous agreements and understandings, inducements or conditions, express or implied, oral or written, except as herein contained. The express terms hereof control and supersede any course of performance and/or usage of the trade inconsistent with any of the terms hereof. This Agreement may not be modified or amended other than by an agreement in writing, duly signed by all parties. No delay or forbearance by AEI in exercising any right or remedy hereunder or in undertaking or performing any act or matter which is not expressly required to be undertaken by AEI shall be construed, respectively, to be a waiver of AEI's rights or to represent any agreement by AEI to undertake or perform such act or matter thereafter.
28. NONDISCRIMINATION: AEI agrees that it will abide by all federal and state laws prohibiting discrimination in admissions, employment and operation on the basis of disability, race, creed, gender, national origin, religion, ancestry, or need for special education services.

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

This AGREEMENT is made and entered into this 22nd day of June, 2015, 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 its student hereinafter referred to as "the Student".

Whereas, it is the desire of both parties to make a provision for on-site, daily registered nurse 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 a registered nurse 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 registered nurse 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 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 _____ services, _____ hours per day, on _____ 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. eKid zCare 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 _____ and will remain in effect through _____. 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.

ADDENDUM

The SLG Lease Agreement dated June 22, 2015, between Apollo-Ridge School District and CIT Finance, LLC, is hereby amended and supplemented as provided by this Addendum. The article and section numbers referenced herein correspond to the article and section numbers of the respective agreements. Any term used herein with initial capital letters that is not otherwise defined herein shall have the same meaning ascribed to such term by the respective agreements.

1. Within the cover page of the SLG Lease Agreement, the statement "You consent to the jurisdiction of any court located within that State" is deleted and replaced with the following statement: "The venue of any legal proceedings arising from this Lease shall be the Court of Common Pleas of Armstrong County or the United States District Court for the Western District of Pennsylvania."

2. Paragraph 6 of the SLG Lease Agreement is modified to state as follows:

You will pay when due, either directly or to us upon our demand, any sales taxes due (unless exempt from the payment thereof) or any associated fines or penalties for non-payment thereof, relating to this Lease or the Equipment that are now or in the future assessed or levied by any state, local or other government authority.

3. Paragraph 15 of the SLG Lease Agreement is modified to state as follows:

Subject to and without wavier of any immunities from liability or limitations of damages provided by applicable law, you agree to reimburse us for, and if we request, defend against, any claims, actions or suits that are made against us as a result of your actions, inactions or negligence. This provision shall not make you responsible for any claim from which you are immune under applicable law or for any damages exceeding any limitation of damages under applicable law.

NOW, THEREFORE, intending to be legally bound hereby, the duly authorized representatives of the Apollo-Ridge School District and CIT Finance, LLC, have executed this Addendum.

Attest:

APOLLO-RIDGE SCHOOL DISTRICT

Secretary

President, Board of School Directors

Attest:

CIT FINANCE, LLC

AGREEMENT

The Agreement is made this 27th day of June, 2015, between Apollo-Ridge School District ("Apollo-Ridge"), PO Box 219, Spring Church, Spring Church, Apollo, PA 15686 and Advent Communications, Inc. ("Advent"), 250 Meadowlands Boulevard, Washington, PA 15301.

WHEREAS, concomitant with the lease of communications equipment (the "Equipment") to be furnished by Advent, Apollo-Ridge will enter into a lease agreement with CIT Finance, LLC (designated as the "SLG Lease Agreement")

WHEREAS, Paragraph 5 of the SLG Lease Agreement provides that, at the conclusion of the lease term, Apollo-Ridge, will crate and ship the Equipment to any place in the United States as directed by CIT Finance, LLC, and will pay all expenses of deinstalling, crating and shipping the Equipment and of insuring the Equipment during shipping; and

WHEREAS, to facilitate this transaction, Advent has agreed to assume responsibility for the expense that would be incurred by Apollo-Ridge to fulfill Paragraph 5 of the SLG Lease Agreement;

NOW, THEREFORE, intending to be legally bound hereby, Advent hereby agrees that, at the end of the term of the SLG Lease Agreement, Advent, on behalf of Apollo-Ridge, shall deinstall, crate and ship the Equipment to any location within the United States as directed by CIT Finance, LLC, and to insure the Equipment during shipping or shall reimburse Apollo-Ridge, on demand, for any expenses incurred by Apollo-Ridge at the conclusion of the term of the SLG Lease Agreement for deinstalling, crating and shipping the Equipment and of insuring the Equipment during shipping in complying with Paragraph 5 of the SLG Lease Agreement. Any expenses not reimbursed as provided herein shall bear interest at the legal rate of interest (6%) until paid in full Advent further agrees to reimburse Apollo-Ridge for any legal fees and costs incurred by Apollo-Ridge to enforce this Agreement.

Attest:

Secretary Attest: BUS EST:395421-1 020960-113435

APOLLO-RIDGE SCHOOL DISTRICT

President, Board of School Directors

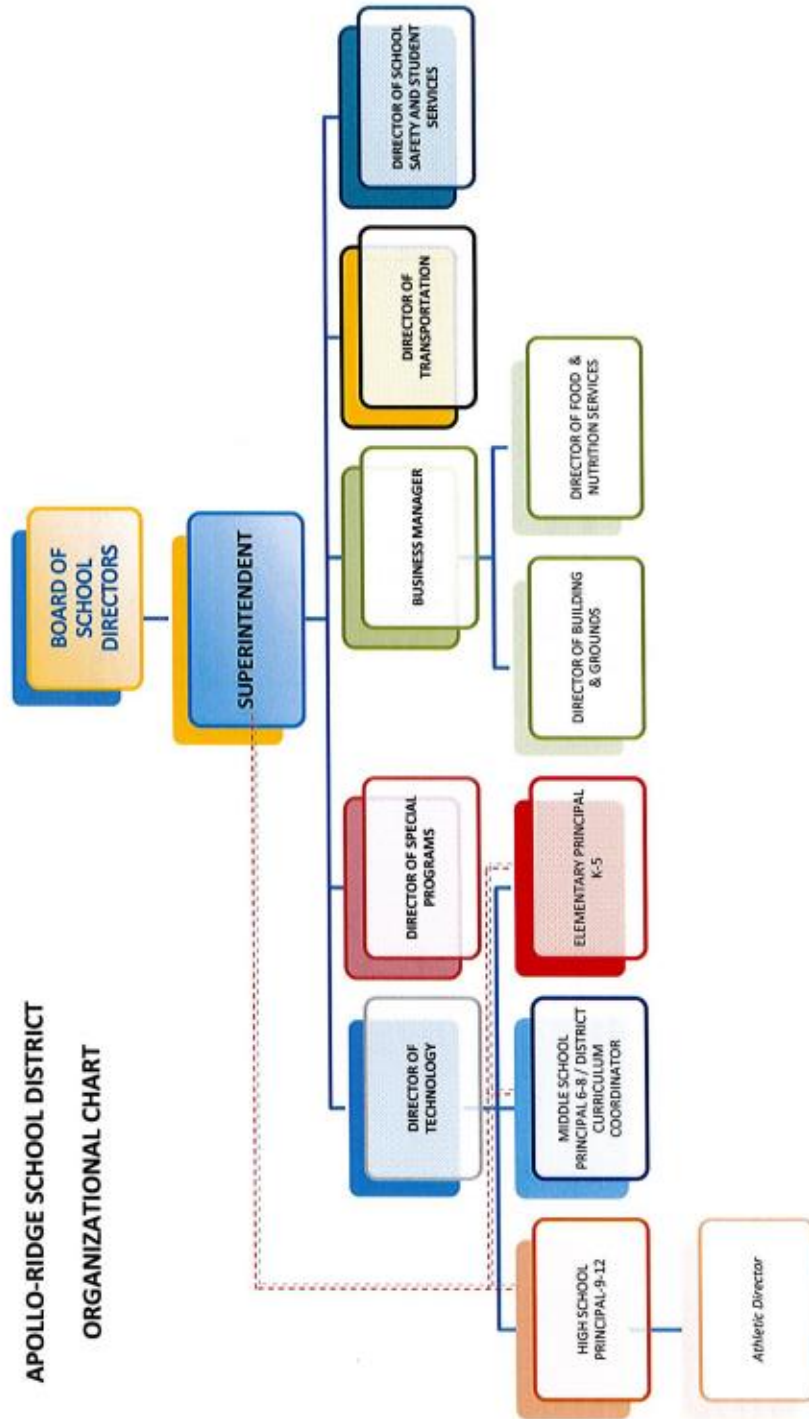
ADVENT COMMUNICATIONS, INC.

UNPAID LEAVE REQUESTS

LEAVE #	DATES	REASON
UNP052105	May 18, 2016	Illness
UNP052915	May 20, 2015	Illness
UNP060115	May 26, 2015	Illness
UNP060915	June 5 and June 8, 2015	Illness
UNP061615	August 24 through November 18, 2015	FMLA

2015-2016 ORGANIZATIONAL CHART

2015-2016
APOLLO-RIDGE SCHOOL DISTRICT
ORGANIZATIONAL CHART



EDUCATIONAL LEADERSHIP

Jennie Ivory

Director of School Safety and Student Services – **John Skiba**

- PDE Reports
- Co-op Purchasing
- Budget Manager
- Long Range Planning
- Grant Writing
- District Enrollment
- District Attendance / Truancy Enforcement
- Investigation of Residency Issues
- Home Visitation
- School Safety Planning & Coordination
- Grant Writing
- State and Federal Reporting
- Safety Training & Coordination
- Liaison to Emergency/First Responder Agencies
- Representative to Regional School Safety Forums

Technology – Kevin Johnson

- Web Site Infrastructure Coordination
- Power School Coordination
- District Technology Needs
- Technology Plan
- District Networking
- Inventory / Maintenance / Acquisition of Hardware and Software
- Budget Manager
- Long Range Planning
- Grant Writing
- PIMS / Help Desk Oversight
- Technician Oversight

Director of Transportation – Part-Time – Gary Davis

- Public School Transportation
- Non-Public School Transportation
- Extra-Curricular Transportation
- Contract Negotiations
- Grant Writing

Athletic Director – Part-Time – Ray Bartha

- Athletics K-12
- Contract Negotiations
- Grant Writing
- Booster Liaison

EDUCATIONAL LEADERSHIP

Director of Customized Student Services – Christopher Clark

- Director of Special Education
- Director of Gifted Education
- 504 Coordinator K-12
- ESL Coordinator
- Paraprofessional supervisor
- Supervisor of ARVA/On-line Learning
- State and Federal Reporting
- ACCESS Compliance and Reporting
- Educational Technology Support
- District Level Data Analysis
- District Level Budgeting (IDEA)
- Gifted / Special Education LEA Representative
- Home Education Supervisor
- Grant Writing
- **District School Psychologist Oversight**

High School Principal 9-12 – 12 Month – Clint Weimer

- 9-12 Curriculum
- 9-12 School Assessment Coordinator
- Teacher Observation / Evaluation
- Building Level Data Analysis
- Athletic Department / Booster Organizations
- Building Level Professional Development
- High School Alternative Education
- Title IX Coordinator
- 9-12 Bullying Plan
- Building Level Budget and Reporting
- Building Management
- Building Instructional Leadership
- Building Level Home Education Portfolio Review
- Building Level Student Services / Chapter 12 Compliance
- Gifted / Special Education LEA Representative
- Induction Committee Co-Chair
- **Athletic Director / Department Oversight**

Middle School Principal 6-8 / District Curriculum Coordinator – 12 Month – Travis Barta

- 6-8 Curriculum
- 6-8 School Assessment Coordinator
- Teacher Observation / Evaluation
- Middle School Athletics
- Building Level Data Analysis
- Building Level Professional Development
- Middle / Elementary School Alternative Education
- K-8 Anti-Bullying Plan
- Building Level Budget and Reporting
- Building Management
- Building Instructional Leadership
- Building Level Home Education Portfolio Review
- Building level Student Services / Chapter 12 Compliance
- Gifted / Special Education LEA Representative
- Supervisor of Student Services/Chapter 12 Compliance
- Supervisor of Curriculum & Instruction K-12
- District Level Assessment Coordinator
- Professional Development / Act 48 Champion
- Strategic Planning
- Secondary Library Oversight
- District Level Data Analysis
- District Level Budgeting
- Grant Writing

Elementary School Principal K-5 – Courtney Anderson

- K-5 Curriculum
- K-5 School Assessment Coordinator
- Teacher Observation / Evaluation
- Early Childhood Committee Supervision
- Federal Programs Coordinator
- Building Level Budget and Reporting
- Building Management
- Building Instructional Leadership
- Building Level Home Education Portfolio Review
- Building level Student Services / Chapter 12 Compliance
- Gifted / Special Education LEA Representative

EXHIBIT B-5

2015-2016 PROJECTED STAFFING CHART – ELEMENTARY

Office Staff	
Principal	Anderson
Secretary	Akins
Secretary	Kunkle

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
Friday
Fryer
Torrell
Kehew
Saxion - Science/SS

Grade 2
Anderson
Kraus
Romano
Kraemer
Saxion - Science/SS

School Nurse
Mion

Specialists
Kutch - Reading
King - Partial Reading
TBA - Math

Grade 3
Alwine-LA
Mazurek-Math/Science
Rametta-Math/Science
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
Cicala
Corsi
Davis
Fedder
Flickinger
Murray
Peace
Sciotti

2015-2016 PROJECTED STAFFING CHART – MIDDLE SCHOOL

	SUBJECT	PHONE EXT.
Barr, Daina	6th Grade Science	2115
Barrett, Dan	6th Grade English	2106
Barta, Travis	Principal	2011
Biller, Jamie	Family Consumer Sciences	1406 @HS
Cecchini, Sandra	6th Grade Reading	2104
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	Aide	2030
Fair, Kara	Guidance Counselor	2020
Fello, Robert	Library	1040
Ferguson, Matt	Art	1405 @HS
Fox, Gregory	Learning Support	2124
TBA	7th Grade Science	2114
Gourley, Carol	Nurse	1030
Gruseck, Margaret	7th Grade English	2109
Hastings, Heidi	8th Grade English	2119
Manifest, August	8th Grade Social Studies	2121
TBA	7th Grade Reading	2111
Mika, Christa	Pre-Algebra	2123
Miller, Lisa	8th Grade Reading	2116
Misja, Linda	French - 8th Grade	1106 @ HS
Moore, Jerry	6th Grade Social Studies	2107
Petrilla, Karissa	Health/Physical Education	2101
Pryjmak, Kathleen	Learning Support, ESL	2117
Reese, Kenneth	6th Grade Math	2108
Reese, Rebecca	8th Grade Science	2113
Rzewnicki, Daniel	Health/Physical Education	2102
Simpson, Kristen	Emotional/Learning Support	2030
TBA	Life Skills	1107
Thomas, Janetta	Gifted Enrichment	1022
Trail, Dustin	Technology Education	1400 @HS
Virag, Gavin	Instrumental Music	1045
Yovetich, Joyce	Learning Support /Read 180	2127

EXHIBIT B-7

2015-2016 PROJECTED STAFFING CHART – HIGH SCHOOL

Name	Room	Title/Course
Altmire, Kim	MS Media Center	District Attendance
Baustert, Karen	A109	PCA
Baylor, Cathy	MS - Life Skills	PCA
Biller, Jamie	D106	Family/Consumer Science
Blyshak, Nancy	C105	Secondary Biology
Broman, Marcia		Special Education Secretary
Brown, Michele	Guidance Office	Guidance Secretary
Campitella, Nancy	MS - Life Skills	PCA
Duff, Bill	E107	Choral Music (HS, MS, Elem)
Fello, Rob	Library	Library
Ferguson, Matt	D105	Art
Fox, Greg	A111	Secondary Learning Support
Gillespie, Scott	C104	Secondary Biology
Gourley, Carol	HS Nurses Office	HS/MS Nurse
Gray, Kathy		PCA
Greenlee, Bethany	A101	Secondary English
Guido, Amy	B112	Business
Hauge, David	C101	Secondary Math
Hauge, David	C110	Secondary Physics
Johns, Jessica	A116	Secondary Social Studies
Jones, Andrew	C106	Secondary Math
Jones, Emily	A103	Secondary Learning Support
Jones, Jeff	D102	Tech Ed.
Lizik, Larry	A104	Business
Lukehart, Michelle (11-12)	Guidance Office	Guidance Counselor
Manifest, Augie	MS	Secondary History
McCormick, Christine	HS Office	Principal Secretary
Miedel, Mark	A100	Secondary English
Misja, Linda	A106	French
Muffie, Brandi	MS - Life Skills	Secondary Life Skills
Opalka, Julie	C103	Secondary Chemistry
Petrilla, Karissa	F101/Gym	Health/Phys. Ed.
Querio, Cindy	B103	Secondary Social Studies
Rogalski, Catherine	B101	Secondary English
Rzewnicki, Daniel	102/Gym	Phys. Ed/ Health, 6th & 8th
Scotece, Kristen	A105	Spanish
Shoop, Kelly	A102	Secondary Learning Support
Shultz, Laurel	C100	Secondary Math
Simon, John	C107	Secondary Math
Simpson, Kristen	MS Office	Secondary Learning Support
Smail, Jeremy	F101/Gym	Health/Phys. Ed.
Snyder, Brenda	MS - Life Skills	PCA
Thomas, Janetta (9-10)	Guidance Office	Guidance Counselor
Trail, Dustin	D100	Graphics
Vacant	C102	Secondary Chemistry
Virag, Gavin	Band Room	Band (HS, MS, Elem)
Weimer, Clint	HS Office	HS Principal/Teacher Induction
White, Danielle	B105	Secondary English
Zawacki, Chris	B104	Secondary History

EXHIBIT B-8

2015-2016 STUDENT TEACHING ASSIGNMENTS

NAME	CERTIFICATE	UNIVERSITY	COOPERATING TEACHER	DATES
Angela Sudik	Mid-Level Math	IUP	Kathy Flick	10/19/15 -- 12/11/15
Jamie Haugh	Elementary	University of Phoenix	J. Mazurek/C. Alwine	08/24/15 – 11/13/15

2015-2016 SUPPLEMENTAL CONTRACTS

NON-ATHLETIC SUPPLEMENTALS

HIGH SCHOOL

Art Show	Matt Ferguson
Jr Class	Emily Jones
	Kelly Shoop
Sr Class	Jamie Biller
	Andrew Jones
Student Council	Andrew Jones
	Kelly Shoop
Leo Club	Christa Mika
Newspaper	Catherine Rogalski
Yearbook	Amy Guido

MUSIC

MS/HS Band/Concerts	Gavin Virag
Majorette Advisor	Michele Brooks
Colorguard	Leanne Zelonka
Marching Assistant	Christine McCormick
Band Camp Assistant	Brian Querry
MS/HS Choir	Bill Duff
Stage Crew	Bethany Greenlee

DRAMA

Director of Fall Play	OPEN
Spring Musical Producer/Director	Bethany Greenlee
Spring Musical Orchestra Director	Gavin Virag
Musical Costumer	Bethany Greenlee
Set Construction/Design	Joe Faber
Musical Choreographer	Bethany Greenlee
Musical Vocal Director	Gavin Virag

MIDDLE SCHOOL

Art Show	Matt Ferguson
Student Council	Daina Barr
Newspaper	Larry Lizik
Yearbook	Margaret Gruseck
LEO Club	Joyce Yovetich
STAR	Peggy Gruseck
CHOICE	Kara Fair

ELEMENTARY SCHOOL

Art Show	Hsiao Busch
Winter/Spring Concerts	Gavin Virag
	Rebecca Snyder

ATHLETIC SUPPLEMENTALS

Boys Baseball:

Head Coach:	Joe Rice
Assistant:	Eric Andring

Softball:

Head Coach:	OPEN
Assistant:	Kelli Higgins

Track:

Head Coach:	Robert Desiderato
First Assistant Boys:	Kara Fair
First Assistant Girls:	Augie Manifest
Assistant:	Jerry Moore
Assistant:	Karissa Petrilla

Cheerleading:

Volunteers:	Debbie Carnahan
	Michele Duff
	Arianna Coleman
	Melissa Altman

AMENDMENT

This Amendment is made this 22nd day of June, 2015, for the purpose of amending the Agreement dated April 23, 2012, between the Board of School Directors of the **Apollo-Ridge School District**, hereinafter referred to as the "District," and **Dr. Matthew E. Curci**, hereinafter referred to as the "Superintendent," concerning the terms and conditions of the Superintendent's employment.

- 1. Paragraph 5, Part A of the Agreement is modified to provide as follows:

Salary and Benefits.

- A. The Board agrees to compensate the Superintendent in the amount of One Hundred Thirty Thousand Dollars (\$130,000) per annum for the 2015-16 school year. Thereafter, the District agrees that the Superintendent's annual salary will be increased on an annual basis by an amount determined annually by the Board, not to be less than an amount of 2.5%, provided that the performance of the Superintendent during the prior year has not been rated to be unsatisfactory. The first salary adjustment made under this agreement will be effective July 1, 2013. Any adjustment in salary made during the life of this Agreement shall not be considered to result in the extension of the term of this Agreement.

- 2. Appendix A, Section L of the Agreement is modified to provide as follows:

Section L -- 403b Plan Contribution

The District shall annually contribute the sum of Ten Thousand Dollars (\$10,000) into a Section 403(b) plan of the Superintendent. Contributions shall be paid by December 1st of each year of this agreement.

IN WITNESS WHEREOF, and intending to be legally bound hereby, the parties hereto have executed this Amendment as of the day and year first above written.

Attest:

APOLLO-RIDGE SCHOOL DISTRICT

Jennie Ivory
Board Secretary

Gregory Primm
President, Board of School Directors

SUPERINTENDENT

Dr. Matthew E. Curci

EXHIBIT B-11

2015-2016 SALARIES FOR ADMINISTRATORS AND NON-UNION EMPLOYEES

Employee	2014/2015 Salary	2015/2016 Salary
Elementary Principal *	\$73,248	\$85,000
Director of Special Programs *	\$78,318	\$92,000
High School Principal	\$89,641	\$92,734
Middle School Principal/District Curriculum Coordinator	\$93,851	\$97,230
Direct of School Safety and Student Services *	\$42,757	\$60,000
Director of Technology	\$62,959	\$65,861
Director of Bldg & Grounds	\$62,777	\$65,665
Technology Assistant	\$33,464	\$34,719
Technology Help Desk/PIMS	\$33,731	\$35,080
Secretary - Food Service/Building & Grounds	\$44,655	\$46,441
Accounts Payable	\$39,380	\$40,955
Admin Asst to Supt & Community Engagement	\$43,500	\$45,623
Accountant - Payroll/Benefits	\$40,251	\$41,660
Maintenance	\$36,961	\$38,439
Maintenance	\$35,868	\$37,303
Maintenance	\$33,454	\$34,792
Business Manager/Board Secretary	\$96,408	\$100,264
Superintendent	\$122,096	\$130,000
Athletic Director (Part-time)	\$16,500	\$17,000
Transportation Director (Part-time)	\$15,500	\$16,000
Lunchroom Monitors (Hourly Rate)	\$11.75	\$12.22

* Moving from 10-month to 12-month employee

2015-2016 ADDITIONS TO THE HIGH SCHOOL COURSE BOOK

EVOLUTION OF GAMES **7 th Grade**

Today's professional game designers re-use dynamics from many different types of games in their blockbuster hits. This course gives you the chance to explore ancient cultures, their games, and find out how they designed games using available technology and resources. You will prototype and play games as well as get hands-on experience creating your own original game,

GAME DESIGN **9, 10, 11, 12** **SEMESTER** **.5 CREDIT**

"Gaming" doesn't only mean video games. Gamers also play board games, card games, simulations, and participate in interactive stories. This course breaks down the design process step by step. You will learn the fundamentals through hands-on modding, prototyping, and iteration of a variety of games. Your final project will include building, playtesting, and revising your own original game that can be played with friends and added to your game portfolio.

Prerequisite: Evolution of Games

GAMEMAKER PROGRAMMING **10, 11, 12** **SEMESTER** **.5 CREDIT**

Learn the concepts taught in a college-level "Programming 101 " course, but all of the projects are games! You will receive an introduction to basic programming by building two dimensional (2D) games. GameMakerTM, the 2D game engine you'll be using, is based on a scripting language that builds techniques that can be transferred to any other programming language such as Python, Java and C++. You will finish complete games that can be played with friends and added to your digital portfolio.

Prerequisite: Evolution of Games and Game Design

MOBILE GAME DESIGN **10, 11, 12** **SEMESTER** **.5 CREDIT**

It seems as if everyone has an idea for an "app" these days! In this course, you will use professional game design techniques to create playable mobile games that you can add to your game design portfolio. Using GameSalad, you will learn the fundamentals of game balance, apply competition and playfulness, demonstrate a working knowledge of triangularity, and debug using iterative game design.

Prerequisite: Evolution of Games and Game Design

WIU eACADEMY PROGRAM AGREEMENT

The Apollo-Ridge School District is electing to participate in the WIUeAcademy Program. The Apollo-Ridge School Districts Agrees to the following terms:

- Provide a district-employee to serve as the Online Education Advisor. This person shall serve as the liaison between students, parents, teachers, WIUeAcademy staff, and the school district. These activities involve but are not limited to:
- Monitoring online student progress and attendance and making appropriate interventions as determined by the district
- Communicating with teachers and WIUeAcademy staff in a timely manner to address student needs and resolve conflict to ensure student success
- Educating students and families about the decision to enroll in an online learning program
- Provide students and families with a thorough orientation to the program as outlined in the OEA Handbook
- Responsibility for all leased and loaned equipment
- All Apollo-Ridge students enrolled in the WIUeAcademy program remain full-time students at Apollo-Ridge School District. Apollo-Ridge School District is solely responsible for all educational services entitled to students as outlined by PA school code.
- Apollo-Ridge School District agrees to follow the WIUeAcademy Instructional Calendar for students enrolled in the program, understanding that the calendar may differ than that of Apollo-Ridge.

The WIUeAcademy program will provide online courses to Apollo-Ridge students, inclusive of the following services and resources.

- Access to online course catalog and enrollment of students in grades 6-12.
- PA Certified teachers for all courses
- Communication of eAcademy Policies and Calendar of Instruction
- Training for Online Education Advisors
- Leased laptop, Internet Service, and scanners to students in need at an additional cost
- Help Desk support for students, parents and Online Education Advisor (OEA)
- Secure access to student progress reports, attendance, and online activity for OEA
- Provide Parent access and automated alerts

Course costs are determined on an annual basis. Districts will be given advanced notice of the upcoming school year's course costs upon approval of the WIU General Operation Budget. Course costs for the 2015-2016 School Year are as follows:

- Full-Year courses: \$420
- Semester Courses: \$285
- Course cost for less than 30 days: \$50
- Individual Laptop (does not include Internet service): \$60/month/device
- Verizon Internet Service: \$50/month/student

Membership Benefits	3-Year Agreement
Unlimited Online Teacher Training	x
Face-to-face teacher training at WIU	x
District Moodle site hosting and administration	x
Unlimited courses & users on district Moodle	x
Technical support for Moodle	x
Act 48 Professional Development Opportunities	x
OpenSIS Access	x
Administrator Training	x
District Consultation	x
Consortium Membership	x
Optional student laptop lease/Internet access	x
Annual District Fee	\$16,000*

*\$16,000 Annual fee is locked in for *each* of the 3 years of the contract. Course costs are additional and charged at a per course, per student rate.

Dates of Service:

Commitment Term	Dates of Service
3-Year Commitment	July 1, 2015-June 30, 2018
1-Year Commitment \$18,000	July 1, 2015-June 30, 2016

The Apollo-Ridge School District elects to participate in the WIUeAcademy Program for the following term.

(Please select the appropriate box)

3-Year Membership Agreement (\$16,000/year)

1-Year Membership Agreement (\$18,000)

**Integrity
Dedication
Service**

150 Sadler Drive
Indiana, PA 15701
Phone: 877-767-7707
Fax: 866-463-7602



Scrap Service Agreement
S.S.A. #305
EFFECTIVE DATE: JUNE 22, 2015



CLIENT Apollo Ridge School District 1825 State Route 56 E Spring Church, PA 15686 O: 724-478-6051 Contact: Steve Kijowski Email: steve@apolloridge.com	PAYMENT TERMS Net [30] Days from receipt, acceptance and invoice.	LOCATIONS /EQUIPMENT [1] location (s) [1] # of Roll-off container [0] 30yd container lid Location: Apollo, PA Equip: 30 yd roll off	TERM / SHIPPING [X] One- Time Sale [] 6 Month [] Year Ship Date: As Needed
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SCRAP MATERIAL DESCRIPTION Misc. Scrap Steel	APROX. WT. 30,000- 70,000 lbs.	PRICE / FORMULA AMM high side HMS Pittsburgh minus \$125/NT
Special Term / Instructions: Term of agreement shall be the full length of the Apollo Ridge project and furthermore throughout its completion.		Please fax signed copy to: 1-724-463-1510 <i>Pricing formula of metals will be determined using the AMERICAN METALS MARKET INDEX. Iron and Steel prices will be determined as a plus (+) or Minus (-) or percentage (%) of the AMM using the 3rd published quote each month as a basis unless otherwise indicated.</i>
<p align="center">Container and Equipment Usage</p> <p>Unacceptable materials: Any hazardous materials including but not limited to non-metal asbestos containing materials, paints, solvents, specific toxic pumping, sludge, dead animals, and yard waste. You may be subject to additional fees based on the quantity, origin and level of contamination of unacceptable materials. Customer is fully responsible for the entire contents of the Container, loading/unloading. All scrap shall remain within the confines of the container. Contents must not exceed the top or sides of the container. Additional charges may apply if not within accordance. Every attempt shall be taken to dispose the weight within the container equally. If loading with side-steer or other equipment, or attempt to move the Roll-Off, and damages occur, charges will be assessed for damages. Customer agrees that during the container usage period, they will watch, care for, and control the container's contents. Liability: Customer will indemnify and hold harmless LSS its owners, employees, agents and corporate associates of any damage or injury to persons or property while container is in the customer's possession and until its contents are delivered to a Sadler facility; subject to and without waiver of any immunities from liability or limitations of damages afforded to Client under applicable law. LSS shall have the right to access rental fees of not more than \$150.00 per day at any time or multiple times throughout the term retroactive to beginning the first day upon delivery. LSS shall have the right to remove equipment at any time upon written notice. Customer shall not impede LSS from picking up sold equipment in any way shape and form or for any reason whatsoever.</p> <p align="center">STANDARD 06-13</p>		

STANDARD TERMS AND CONDITIONS

Authorized Agent: By signing this agreement, signers do hereby attest that they are authorized agents of the parties named herein, who under which, are authorized to enter into this agreement. Effect of Waiver or Consent: A waiver of or consent to any breach of this Agreement by the LSS or Client shall not constitute a consent to or waiver of any other breach of this Agreement by that party of the same or any other obligation hereunder. Amendments: This Agreement may be amended only upon the unanimous written consent of the both LSS and Client. Governance: LSS weights, grades, pricing, specification and interpretations govern all transactions. Binding Effect: This Agreement shall be binding upon and inure to the benefit of the parties hereto, and their respective successors and permitted assigns. Assignment and transfer: Neither party may assign this Agreement without the prior written consent of the other party, except that either party may, without the consent of the other, assign the Agreement to a controlled subsidiary of that party or a purchaser, lessee or operator of all or substantially all of that party's assets or property used in connection with performing under this Agreement, provided the assigning party guarantees the performance of and causes the assignee to assume all obligations of the assignor under this Agreement. The rights and obligations of this Agreement shall bind and benefit any successors or assigns of the parties. Counterparts: This Agreement may be executed in several counterparts and transmitted electronically. All executed counterparts shall constitute one Agreement, binding all of the parties hereto, notwithstanding that all of the parties have not signed the same counterpart. Remedies: LSS and Client acknowledge that all terms and conditions set forth herein are the essence of this Agreement and that the breach of any of them would cause irreparable harm to the non-breaching parties. In the event of any breach or threatened breach of any such covenant or obligation, the non-breaching parties, or any of them, shall have the right to have such covenants and/or obligations specifically enforced by the court of competent jurisdiction, in addition to any other remedies that they may have at law or in equity. Original Copy: A Faxed, photo static or other electronic copy of this agreement shall be deemed as original. Severability: Notices: All notices or other communications required or permitted by this Agreement shall be in writing and shall be deemed to have been duly received (i) if given by e-mail, when transmitted and the appropriate confirmation received if transmitted on a business day and during normal business hours of the recipient, and otherwise on the next business day following transmission; (ii) if given by certified or express mail, postage prepaid, two (2) business days after being delivered to the carrier; and (iii) if given by courier or other means, when received or personally delivered. All such notices and communications shall be sent to the post office address, e-mail address or facsimile number contained herein. Exclusivity: During the term of this agreement, LSS shall have exclusive right to purchase all scrap products generated by Client without exception. Client may not sell any scrap of any kind to any other commercial entity or individual of any kind or nature. Dispute: All claims, disputes, and controversies arising out of or in relation to the performance, interpretation, application, or enforcement of this agreement by the Client, including but not limited to breach thereof, shall be referred to mediation before, and as a condition precedent to, the initiation of any adjudicative action or proceeding, including arbitration. Applicable Law: The interpretation and enforcement of this Agreement shall be governed by the laws of Pennsylvania, County of Armstrong. Venue: Armstrong County. Agreement Confidentially: Except as may be required by any applicable law, government order, or regulation, or by order or decree of any court of competent jurisdiction, no party shall, without prior consent of the others, publicly divulge, announce or in any manner disclose to any unrelated third party, any information or matters revealed to any other party pursuant hereto, or any of the specific terms and conditions of this Agreement, and each party shall do all such things as are reasonably necessary to prevent any such information from becoming known to any party other than the parties to this Agreement. Ship Date: All scrap material noted herein must be received by LSS by the ship date stated herein. Final Settlements: All scrap items may be subject to price reduction, weight deduction and/or additional fees at the sole discretion of LSS. Entire Agreement: This document and sales agreement herein contains the entire understanding between the parties hereto and supersedes any prior understanding and agreements between them. There are no representations, agreements, arrangements or understandings, oral or written, between or among the parties relating to the LSS which are not fully expressed or referenced herein.