

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

PUBLIC BOARD MEETING MINUTES
NESHAMINY BOARD OF SCHOOL DIRECTORS
August 25, 2015

The Neshaminy Board of School Directors met in public session on August 25, 2015, in the District Board Room, at Maple Point Middle School. The following persons were in attendance:

BOARD MEMBERS:

Mr. Scott E. Congdon, President
Ms. Irene Boyle, Vice President
Mr. John Allen
Mrs. Susan Cummings
Mr. Mike Morris
Mr. Stephen Pirritano
Mr. Ron Rudy
Mr. Mark Shubin
Mr. Anthony Sposato

ADMINISTRATORS:

David E. Baugh, Ed.D.
Gloria Hancock, Ed.D.
Mrs. Barbara Markowitz
Mrs. Theresa Hinterberger
Mr. Don Harm
Mr. Paul Meehan
Mr. Anthony Devlin

BOARD MEMBER ABSENT:

OTHERS: Approximately 55 persons from the public, staff and press

SECRETARY: Mrs. Jennifer Burns

SOLICITOR: Thomas J. Profy, III, Esquire

Call to Order

Mr. Congdon called the meeting to order at 7:11 p.m.

Pledge of Allegiance

Mr. Congdon requested those in attendance join in the salute to the flag.

Announcements

None.

Superintendent's Report

Dr. Baugh informed the Board on the following:

- Recognized Barbara Markowitz for receiving the Certificate of Achievement for Excellence in Financial Reporting Award.
- District Leadership Team met for three days to work on school initiative for the upcoming school year.
- Orientations for all elementary, middle, and the high school were this week.
- Update on the construction project.
- Damion Spar from Reynolds Construction gave a short update on the construction project.
- The latest construction update will be posted on the website.
- Safety at all Neshaminy Schools remains to be one of the safest places in the country.
- Budget cuts regarding the Playwickian.

Public Comment

Pete Spera, retired, resident of Langhorne, asked why the financial savings that the district is realizing from the consolidation plan are being used for positions such as a public spokesperson, and a coordinator of student affairs, when the funds should be used for educational programs. Mr. Spera also mentioned that compared to Council Rock and Central Bucks School Districts, Neshaminy tests scores are lower showing there is a need for better educational programs.

Robert Sanna, resident of Levittown, commented that the Board has yet to form a policy for RFP's, which was discussed several months ago during a public meeting. Mr. Sanna requested that the Policy Committee resolve this matter without delay, so the Board can proceed to put out future RFP's for particular bids.

Stacy O'Brien asked for an update on the iPad program. She asked for clarification on the new payment plan for the lunch program.

Karen Lowry, resident of Lower Southampton, compared what it costs neighboring school districts to educate each student with Neshaminy's costs, which are higher. She said that Neshaminy's test scores rank us lower than we should be even though the student to teacher ratio is less than in districts who rank above us. Ms. Lowry suggested that the Board is using the funds incorrectly on high paid positions rather than educational programs.

Consent Calendar:

Board Meeting Minutes:

1. Board Meeting Minutes for June 16 and August 6, 2015.

Mr. Congdon made a motion to approve the Board Meeting Minutes for June 16 and August 6, 2015.

Mrs. Cummings seconded the motion.

Mr. Morris asked Mrs. Markowitz to clarify what type of insurance she was referring to on page 31.

Mrs. Markowitz clarified her statement.

The Board unanimously approved said minutes by a vote of 9 ayes, and 0 nays.

Finance and Personnel:

1. Treasurer's Report - June and July 2015
2. Check Register - June and July 2015
3. Investments
4. Exonerations of Personal & Per Capita Taxes
5. Certified and Support Personnel Actions (see attached)
6. Extra-Curricular Salary Report (see attached)
7. Federal Programs Report

Mr. Congdon made a motion to approve the Finance and Personnel Reports, items 1 through 7.

Mr. Sposato seconded the motion.

The Board unanimously approved said report by a vote of 9 ayes and 0 nays.

Master Motions:

1) Approval of Sunday Facilities/Field Usage

According to Board Policy #800, Facilities/Fields may not be scheduled on Sundays without School Board approval.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors approves Sunday usage for the following events:

- Catalyst Prep – Neshaminy High School Black Box Theater – September 26 and September 27, 2015

- Community Youth Orchestra of Bucks County – Maple Point Middle School – November 19, 20, 21, 22, 2015 and April 7, 8, 9, 10, 2016
- NSD Music Department/BCMEA Festival – Maple Point Middle School – February 18 – 21, 2016
- National Dance Showcase – Maple Point Middle School – May 14 and May 15, 2016

2) Approval of Overnight Trips

According to Board Policy #618, trips extending overnight are permitted by authorization of the Board of School Directors only.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors approves the following overnight trips:

- NHS students – PA Association of Student Council Yearly State Conference – November 12, 13, 14, 2015 – Harrisburg, PA
- NHS students – PA State Thespian Conference – December 3 – 6, 2015 – York, PA
- NHS students – London trip for performances adjudication – April 8 – 13, 2016

5) State Mandated Food Price Increase

WHEREAS, proper nutrition for school students contributes to health and academic performance; and

WHEREAS, school food lunch programs must meet federal dietary guidelines established by the United States Departments of Agriculture and Health and Human Services; and

WHEREAS, continuing to provide low-cost, nutritionally beneficial school meals to elementary and secondary students is both a health and education objective; and

WHEREAS, schools provide student meals in concert with the federal and state government; and

WHEREAS, the USDA's New Healthy Hunger Free Kids Act of 2010 mandated increases in the price structure for paid meals.

NOW, THEREFORE, BE IT RESOLVED, that the following student lunch prices will go into effect September 2015:

Elementary "Type A" lunch price will increase to \$2.50

Secondary "Type A" lunch price will increase to \$3.00

Elementary Breakfast price will increase to \$1.25

Secondary Breakfast price will increase to \$1.50

6) Alternative Programming

WHEREAS, the Neshaminy School District provides a full continuum of both general education and special education programming within its buildings, and

WHEREAS, there are unique circumstances where the neighborhood public school is not educationally beneficial to all students.

THEREFORE, BE IT RESOLVED, that the Neshaminy School District approves the following contracts with the following program providers:

Brandywine Virtual Academy, Comprehensive Learning Center, The Davidson School at Elwyn, Lakeside School, The Lewis School, Lifeworks Alternative School, New Hope Academy, Pennsbury School District, The Quaker School at Horsham, Titusville Academy.

Mr. Congdon made a motion to approve items 1, 2, 5, and 6.

Mr. Shubin seconded the motion.

Mr. Morris asked for clarification on the State Mandated Food Price Increases.

Mrs. Markowitz stated the updates to the State Mandated Food Price Increases.

The Board unanimously approved said item 1, 2, 5, and 6 by a vote of 9 ayes and 0 nays.

3) Ratification of Agreement Between the Neshaminy Board of School Directors and the Neshaminy School District Administrators Association

Mr. Pirritano read the following motion:

WHEREAS, the Neshaminy Board of School Directors and the Neshaminy School District Administrators Association have participated in meet and discuss sessions; and

WHEREAS, the negotiating teams for the Neshaminy Board of School Directors and the Neshaminy School District Administrators Association have accepted a proposed agreement.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors ratify the said proposed agreement between the Neshaminy School District Administrators Association and the Neshaminy School District commencing July 1, 2015 and ending June 30, 2020.

Ms. Boyle seconded the motion.

Mr. Morris asked who the Director of Management Informational Services is.

Dr. Baugh stated that Mrs. Christie is the Director.

Mr. Morris asked for clarification regarding 10 and a half month employee benefits.

Mr. Pirritano clarified the 10 and a half month employee benefits package.

Mr. Congdon called for a roll call tally and the tally indicated that the motion passed by a vote of 7 ayes, (Mr. Allen, Ms. Boyle, Mr. Congdon, Mrs. Cummings, Mr. Pirritano, Mr. Shubin and Mr. Sposato) and 2 nays, (Mr. Morris and Mr. Rudy).

4) Ratification of Agreement Between the Neshaminy Board of School Directors and the Confidential Secretaries

Mr. Shubin read the following motion:

WHEREAS, the negotiating teams for the Neshaminy Board of School Directors and the Confidential Secretaries have accepted a proposed agreement.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors ratify the said proposed agreement between the Confidential Secretaries and the Neshaminy School District commencing July 1, 2015 and ending June 30, 2019.

Mr. Pirritano seconded the motion.

The Board unanimously approved said motion by a vote of 9 ayes and 0 nays.

7) Human Resource Agreement Between the School District and Theresa Hinterberger

Mr. Congdon read the following motion:

WHEREAS, the Neshaminy Board of School Directors and Theresa Hinterberger have accepted a proposed agreement.

NOW, THEREFORE, BE IT RESOLVED, that the Neshaminy Board of School Directors approve the said agreement between Theresa Hinterberger, Director of Human Resources, and the Neshaminy School District commencing July 1, 2015 and ending June 30, 2020.

Ms. Boyle seconded the motion.

Mr. Morris objected to the motion due to the fact that he did not see the contract.

Mr. Profy reviewed the details of the contract.

The motion passed by a vote of 8 ayes, and 1 nay, (Mr. Morris).

Other Board Business

Solicitor's Report

Mr. Profy advised the Board on the litigation matter commenced by Wood Services, Inc., in February, 2014, and recommended the approval of the memorandum of understanding, which will conclude the litigation and enhance the position of compensation which the school district receives in relationship with Wood Services Inc., and the school district as it pertains to a nonresident students, which is commonly referred to as wards of the state.

Mr. Congdon made a motion to accept said motion.

Mr. Shubin seconded the motion.

The Board unanimously approved said motion by a vote of 9 ayes and 0 nays.

Public Comment

Pete Spera, retired, resident of Langhorne, said he does not see the need for a 10.5 month employee getting paid vacation. He also voiced his approval of employees being paid according to their performance evaluation. Mr. Spera said it is unfair that the food service workers helped to make money for the district and still had their pay cut. He stated that his experience has proven that outsourcing does not work.

Mindy Anderson, secretary at Oliver Heckman, resident of Levittown, said the support staff was the first of the Neshaminy employees to take a pay cut and they have sacrificed more than any other department and still the buildings are run efficiently and these employees perform above and beyond. Ms. Anderson stated that the district continues to ask more and more of the support staff and yet they are not given the proper acknowledgement.

Karen Lowry, resident of Lower Southampton, voiced her concerns about the iPads, particularly what security is in place for student data, protocol for security breach, and student's privacy. Ms. Lowry also asked for an update on the charge fee for the iPad program.

Katie Clark, resident of Langhorne, asked what is the procedure for deciding the borders within the school district that determines what areas will attend the new elementary school that is being built.

Robert Sanna, resident of Levittown, asked for an update from Mr. Profy regarding a law from 1949 concerning the right to a free education. Mr. Sanna also asked why fifth graders from the gate sections are walking to Carl Sandburg Middle School since it involves crossing Trenton Road, etc.

Future Topics

None.

Board Comment

Mr. Shubin stated that no food services managers have been dismissed. He invited the public to read the review of the food service program on the Neshaminy website to get the correct facts. Mr. Shubin congratulated Barbara Markowitz for her award and stated that it is well deserved. He requested everyone to urge the politicians in Harrisburg to finalize the budget. Mr. Shubin acknowledged the hard work that the support staff does to prepare the schools for the school year and he said they really do a wonderful job. He stated that the proper security and privacy measures are in place for the iPad program and he remarked what an incredible platform it is for the students. He questioned why anyone would look for negative aspects and try to derail this wonderful opportunity for the students.

Ms. Boyle said there is a Policy Committee meeting scheduled for September 1, 2015 and welcomed the public to attend. She also congratulated Mrs. Markowitz for her award and thanked Damion Spar for his dedication to the consolidation project. Ms. Boyle assured the public that the administrators deserve their compensation because they are experts in their fields who perform a difficult job while making it look seamless.

Mr. Sposato commented that a lot of progress has been made in the Neshaminy School District over the past two years. He said there has been tremendous improvement educationally, e.g., STEM program, English Arts program, increased grades as well as safety upgrades in buses and buildings. Mr. Sposato said that this Board has strived to bring about improvements and move Neshaminy forward; however, people should realize that it is a long term process and everything cannot happen overnight.

Mr. Morris reiterated his position regarding the bidding process for the health insurance broker. He stated that as a result of the lack of an RFP process, it is now costing the district \$29 thousand more than it should have. He also congratulated Mrs. Markowitz for her award.

Mr. Shubin commented that the district does need a public relations spokesperson and it is standard for most of the surrounding school districts. He said it is a multi-task job in a competitive environment. Additionally, Mr. Shubin pointed out that the public should remember that charter schools outsource all positions.

Mrs. Markowitz stated that the transaction fee for the pay program for food services and iPad program is 5%. She said that this new scheme should save the district money. She informed parents that they must have the student's ID number to register, which can be found in the student's Google email.

Mr. Pirritano congratulated Mrs. Markowitz for her award and for her dedicated work for the district and community. He said the support staff did a fantastic job getting the schools ready for the 2015-2016 school year. Mr. Pirritano stated that the GESA program is on schedule and on budget. He commented that the new state rating system for administrators prevents the Board from using a performance based raise practice.

August 25, 2015

Mr. Minotti gave an overview of the walking/busing procedures for students attending Carl Sandburg Middle School. He assured the parents that the proper safety measures are in place for students who walk and must cross Trenton Road with 2 crossing guards on duty and a traffic light in place.

Mr. Profy stated that after thorough research, it has been determined that the Neshaminy School District has the right to implement the iPad program and charge an annual service fee of \$30 per student provided that there is no alteration of the curriculum by eliminating text books to substitute the iPad for text books, and the students are not required to conduct homework assignments on the iPad. Furthermore, the district has the right to waive the fee based upon the financial income and circumstances of the student.

Mr. Allen thanked Reynolds for bringing project in on time. He also thanked the support staff for their hard work to get the buildings ready on time. Mr. Allen voiced his opposition to outsourcing. He expressed his satisfaction with the progress that has been made in the Special Ed department in Neshaminy. Mr. Allen concluded by congratulating and thanking Mrs. Markowitz for her award and dedicated service.

Dr. Baugh remarked that he is very impressed with the level of work and dedication that Neshaminy has displayed during this transitional period. Dr. Baugh said the district should be very proud of the commitment and dedication that has been displayed in moving Neshaminy forward. He reminded residents that their property values are tied directly to the public school system, not charter schools, private schools, or cyber schools. Dr. Baugh stated that he has found Neshaminy to be an impressive district striving to be better and he congratulated the Board for their efforts.

Mr. Congdon confirmed that the iPad program will contain proper security controls, and students' privacy will be protected. He mentioned his dissatisfaction with some members of the public expressing negativity and he requested those residents to take a more positive attitude toward making Neshaminy the best district it can be. Mr. Congdon said the salaries of the administrators are midline in the county and the work that the administrators have done deserves the compensation they are receiving. He stated that Neshaminy employees are valued and they are well taken care of comparatively to Bucks County standards.

Mr. Devlin clarified that several years ago he compared the number of students in the district to the number of teachers resulting in the ratio of 13 - 1 student to teacher ratio, not class size ratio.

Adjournment

Mr. Congdon moved the meeting be adjourned and Mr. Allen seconded the motion. The Board unanimously approved the motion. Mr. Congdon adjourned the meeting at 9:11 p.m.

Respectfully submitted,

Jennifer Burns
Board Secretary

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ADDENDUM

ELECTIONS OF ADMINISTRATIVE PERSONNEL

DATE PRESENTED TO THE BOARD: August 25, 2015

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS
 FROM: DR. DAVID BAUGH, ACTING SUPERINTENDENT

CODE:	R - Resignation L - Leave S - Sabbatical PL - Professional Dev. Leave	O - Other T - Transfer
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ADMINISTRATIVE STAFF								
NAME	NUMBER CONSIDERED	REPLACING	Pennsylvania Certification	Education Background	Prior Experience	Assignment	Effective Date	Annual Salary
1. Zuerblis, Nicole	17	Bodolus, Troy (Acting Principal, Heckman)	Principal K-12 Sup C&I; Reading; Elem; ECE	MS -Gwynedd Mercy BS Temple Univ.	Academic Coach - Neshaminy SD - 1YR. Reading Spec. - Central Bucks - 8 Yrs Elem - Upper Dublin- 10 Years.	Acting Asst. Principal	8/26/2015	\$117,459*

*Pro-rated for time in positon

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ELECTIONS OF CERTIFIED PERSONNEL

DATE PRESENTED TO BOARD: August 25, 2015

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS
FROM: Dr. David Baugh, Acting Superintendent

CODE: R - Resignation S - Sabbatical
L - Leaves O - Other
M - Maternity T - Transfer
A - Adoption SL - Sick Leave

CERTIFIED CONTRACTS

NAME	REPLACING	NUMBERED CONSIDERED	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	EFFECTIVE DATE	2015-16 ANNUAL SALARY*
1. Crozier, Robert	New	48	Secondary School Counselor Elementary School Counselor	MS in Elementary Counseling, Holy Family BS/Psychology Kutztown Univ.	3 Months LTS Elem. School Counselor, Maple Shade Elem. 3 Yrs. School Counselor/Holy Family Institute	Guidance, Buck	8/31/2015	\$57,812 (Range 5, Step 1)
2. Douglas, Itasha	D. Bradney (R)	5	Social Studies Spanish Principal K-12	MA in History, West Chester BA in History,	7 Yrs. Spanish, SD of Philadelphia	Spanish, Maple Point	8/31/2015	\$44,469 (Range 1, Step 1)
2. Jackson, Katelyn (Already .4 Contract)	B. Fishman (R)	19	Special Ed. Elementary ML Math	BA in Elem./ Spec. Ed., Holy Family Univ.	2 Yrs. Math, Poquessing/ Sandburg	1.0 Special Ed., Sandburg	08/31/2015	\$45,610 (Range 1, Step 2)
3. Kenney, Kathleen (Already .2 Contract)	Increase in position	1 Recall from Demotion	H&PE	MS in Ed. Admin, Gwynedd Mercy BS in Phys. Ed., College of NJ	6 ½ Yrs. H&PE, Maple Point, High School	.2 H&PE, High School (Current .2 Sandburg)	08/31/2015	\$17,513 (Range 9, Step 7.2)

LONG TERM SUBSTITUTES

NAME	REPLACING	NUMBERED CONSIDERED	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	EFFECTIVE DATE	2015-16 ANNUAL SALARY*
1. Aubrey, Kimberly	T. Huber Coverage	35	Communication English 7-12	M.Ed. Literacy Arcadia Univ. BS English Penn State	1 Yr .6 English, High School	.4 English, High School (Also .6 Contract)	08/31/2015	\$23,419 (Range 4, Step 2.5)
2. Breslin-Gatineau Jacqueline	K. Maguire (SAB)	7	Elementary	BA in Elementary, Penn State Univ.	1.5 Yrs. Sub Source4Teachers	2 nd Grade, Hoover	08/31/2015	\$44,469 (Range 1, Step 1)
3. Gerber, Kelly	Coverage	19	Principal K-12 Elementary Early Child. Math 7-12 ML Math	M in Education Holy Family Univ. BS, Temple Univ.	2 Yrs. LTS Math, High School 4 Yrs. Exel Academy, Math/Academic Coordinator	.6 Math Specialist/ Poquessing	08/31/2015	\$34,207 (Range 4, Step 2)
4. Gross, Jennifer	Grant	1	Reading Specialist Elementary Special Ed.	Masters Equiv. BS in Elem. Ed., West Chester	14 Yrs. Title I, Schweitzer	.5 Reading Specialist (Also .5 Contract)	8/31/2015	\$53,734 (Range 9, Step 12)
5. Guidos, Briana	J. Cohen	35	English 7-12	BS in Education, Drexel Univ.	2 Yrs. Drexel Univ. Math Forum/Tutoring Program	English, High School	08/31/2015	\$44,469 (Range 1, Step 1)
6. Hontz, Jack	J. Schnitzer (Prof. Dev. Leave)	6	Music K-12	BS in Fine Arts, West Chester	4 Yrs. Summer Music Instructor, Wallingford Swathmore SD	Music, Lower South	08/31/2015	\$44,469 (Range 1, Step 1)

LONG TERM SUBSTITUTES

NAME	REPLACING	NUMBERED CONSIDERED	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	EFFECTIVE DATE	2015-16 ANNUAL SALARY*
7. Irwin, Kelli	E. Shaw (L)	5	Spanish Library Science Grades PK-4	BA in Spanish, Calif. Univ. of Penna.	1 Yr.LTS Spanish, Bristol SD 1Yr. Inst. Aide, Hoover	.8 Spanish, Sandburg .2 Spanish, Maple Point	08/31/2015	\$44,469 (Range 1, Step 1)
8. Kirk, Charles	Coverage	2	Social Studies ML Science Tech Ed.	BA in History, East Stroudsburg University	7 Mos. LTS Science/Tech Ed. Poquessing 2 Mos. LTS Soc. Studies, New Hope	.2 Social Studies/Sandburg .4 Tech Ed./Sandburg .2 Social Studies/High School	08/31/2015	\$36,488 (.8) (Range 1, Step 2)
9. Marchand, Melissa	K. Sisca (M)	7	Special Ed. Elementary	BS in Early Childhood Ed., West Chester Univ.	1 Yr., Source4Teache4rs	.5 Special Ed., Lower South	08/31/2015	\$22,234 (Range 1, Step 1.4)
10. Mazur, Rosetta	R. Rihl (M)	7	Elementary	BA in Early Childhood Ed., Shippensburg Univ.	3 Yrs. LTS Elem., Hoover/Schweitzer Neshaminy Summer School Teacher	2 nd Grade, Hoover	08/31/2015	\$44,925 (Range 1, Step 1.4)
11. Roses, Silvana	T. Phelan (L)	7	Elementary H&PE Spanish	MS in Elem. Education, St. Joe's Univ. BA in French, Univ. of Pittsburgh	2 Yrs. Spanish/PE Teacher/Billings Middle School/ Washington	.6 Spanish, High School	08/31/2015	\$26,681 (.6) (Range 1, Step 1)

LONG TERM SUBSTITUTES

NAME	REPLACING	NUMBERED CONSIDERED	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	EFFECTIVE DATE	2015-16 ANNUAL SALARY*
12.Rubin, Theresa	Coverage	35	Elementary ML English	MED in Elem. Ed. Holy Family BS in Criminal Justice, Penn State	7.5 Yrs. LTS English/Elem. Various Middle Schools and Elem. Schools 3 Yrs. LTS Elem. C.Rock/C. Bucks 8 Yrs. Nesh. Sub List	.4 English/Sandburg	08/31/2015	\$62,352 (Range 4, Step 3.7)
13.Sweeney, Raymond	Lead/Dept. Chair/Coach Coverage	3	Music; Technology Education; Business	BA Music Eastern University; Grad Credit Immaculata	1 Yr LTS NSD; .5 Yr LTS Norristown	.2 Music, Maple Point	8/31/2015	\$44,469.60 (Step 1, B+30)

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

LEAVES OF ABSENCE OF CERTIFIED PERSONNEL

DATE PRESENTED TO BOARD: August 25, 2015

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS
FROM: Dr. David Baugh, Acting Superintendent

CODE: R - Resignation S - Sabbatical
L - Leaves O - Other
M - Maternity T - Transfer

NAME	GRADE OR SUBJECT ASSIGNED	CODE	REASON GIVEN	EFFECTIVE DATE	SERVICE AT NESHAMINY
1. Sekula, Karen	.5 Special Ed., Lower South	M	Maternity	10/05/2015	2 Years
2. Shaw, Elizabeth	English, Sandburg	L	Unpaid Medical Leave	Extended to 11/2/2015	11 Years

RC/jr

REVISED

**NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania**

RESIGNATION/RETIREMENTS OF CERTIFIED PERSONNEL

DATE PRESENTED TO BOARD: August 25, 2015

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS
FROM: Dr. David Baugh, Acting Superintendent

CODE: R - Resignation S - Sabbatical
L - Leaves O - Other
M - Maternity T – Transfer
P – Professional Development

NAME	GRADE OR SUBJECT ASSIGNED	CODE	REASON GIVEN	EFFECTIVE DATE	SERVICE AT NESHAMINY
1. Bradney, Dannah	Spanish, Maple Point	O	Declined Position	08/10/2015	
2. Force, Jennifer	Music, Miller/Sandburg	R	Resignation	TBD (60 days or upon replacement)	3 Years
3. Kososky, Alexandra	LTS Art, Poquessing	O	Assignment no longer available.	8/10/2015	
4. Showalter, Suzanne	Kindergarten, Hoover	R	Resignation	TBD (60 days or upon replacement)	7 Years
4. Stafford, Laura	LTS Spanish, High School	O	Declined Position	08/11/2015	

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

RESCINDING OF:

SABBATICAL /PROFESSIONAL DEVELOPMENT LEAVES OF CERTIFIED PERSONNEL

DATE PRESENTED TO BOARD: August 25, 2015

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS
FROM: Dr. David Baugh, Acting Superintendent

CODE: R - Resignation S - Sabbatical
L - Leaves O - Other
M - Maternity T - Transfer
P - Professional Development

NAME	GRADE OR SUBJECT ASSIGNED	CODE	REASON GIVEN	EFFECTIVE DATE	SERVICE AT NESHAMINY
1. Goodhart-Rufe, Heidi	Art, Poquessing	P	Rescind Professional Development Leave	8/31/2015 (1 st Semester)	26 Years

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

ELECTIONS OF CERTIFIED PERSONNEL

DATE PRESENTED TO BOARD: August 25, 2015

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS
FROM: DR. DAVID BAUGH, Acting Superintendent

CODE: R - Resignation S - Sabbatical
L - Leaves O - Other
M - Maternity T - Transfer
A - Adoption SL - Sick Leave

CERTIFIED (ADDITIONAL ASSIGNMENTS)

NAME	REPLACING	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	APPROVAL DATE	2015-16 ANNUAL SALARY*
1. Brad, Denise	Prior	Special Education Mid- Level English	MED in Spec. Ed., Trenton State BS in Spec. Ed., West Chester	12 Yrs. Spec. Ed/ Various Schools 7 Yrs. Dept. Chair, Spec. Ed.	Department Chair/Special Ed., Poquessing	8/25/2015	\$3,000
2. Brown, Thomas	Prior	General Science	BA in Finance & Mgmt, Temple	21 Yrs. Science, Nesh.Middle/Poq 9 Yrs. Dept. Chair/Science	Department Chair/Science, Poquessing	8/25/2015	\$3,000
3. Buckwalter, Mary Grace	Prior	English	BS in English, Indiana Univ. of Pa.	23 Yrs. English, Sandburg 7 Yrs. Dept. Chair	Department Chair/English, Sandburg	8/25/2015	\$3,000
4. Curley, Linda	Prior	Math	M in Computer Tech., Philadelphia College of Textiles BS in Math, Univ. of Maryland	8 Yrs. Dept. Chair, Math 22 Yrs. Math, Various Middle Schools	Department Chair/Math, Maple Point	8/25/2015	\$3,000
5. Delorenzo-Palko, Cara	Prior	Spanish	M in Education, University of New England Ba in Spanish, Berry College	10 Yrs. Spanish, High School/MP	Department Chair/World Language, High School	8/25/2015	\$3,000
6. DiCicco, Christopher	Prior	English 7-12	M in Creative Writing, Arcadia BS in Education, Temple Univ.	8 Yrs. English, High School 3 Yrs. Neshaminy Sub List	Department Chair/English Neshaminy High School	8/25/2015	\$3,000

CERTIFIED (ADDITIONAL ASSIGNMENTS)

NAME	REPLACING	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	APPROVAL DATE	2015-16 ANNUAL SALARY*
7. Foley, Carol	Prior	English	Masters Equivalency BA in Second. Ed./English, La Salle Univ	24 Yrs. English, Various Middle Schools Dept. Chair.	Department Chair/ English, Maple Point	8/25/2015	\$3,000
8. Fox, Tadd	Prior	Social Studies Special Ed.	M in Spec. Ed., Holy Family Univ. BS in Second.Ed./ Comp/Social St., West Chester	11 Yrs. Special Ed., High School	Department Chair/Special Ed, High School	8/25/2015	\$3,000
9. Geruc, Amy	Prior	H&PE	M in Health Educ., Arcadia BS in Kinesiology, West Chester	11 Yrs. H&PE, High School	Department Chair/H&PE, High School	8/25/2015	\$3,000
10. Hunt, Timothy	Prior	Biology General Science Earth & Space ML Science	ME in Education, Cabrini BS in Geology, West Chester	3 Yrs. Dept. Chair/Maple Point 1 Yrs. Science, Maple Point	Department Chair/Science, Maple Point	8/25/2015	\$3,000
11. Kuneck, Kristeen	Prior	Special Ed. ML English	Masters Equiv., BA in Special Ed., Holy Family	3 Yrs. Dept. Chair/Spec. Ed. 16 Yrs. Spec. Ed/ Teacher, Maple Point	Department Chair/Sp. Ed., Maple Point	8/25/2015	\$3,000
12. Lesser, Brooke	N. Taalib-Din	H&PE	BS in Phys. Ed., E. Tennessee State	9 Yrs. Spec. Ed., Poquessing	Department Chair/H&PE, Poquessing	8/25/2015	\$3,000
13. Macauley, Kelly	Prior	Home Economics Biology	M in Biological Science, Drexel Univ. BS in Biology, E. Stroudsburg Univ.	12 Yrs. FCS, MP/High School	Department Chair/FCS., High School	8/25/2015	\$3,000
14. Marte, Sharon	Prior	English	BS in Sec. English, Temple Univ.	20 Yrs. English, Poquessing 1 Yr. Dept. Chair, English	Department Chair/English, Poquessing	8/25/2015	\$3,000

CERTIFIED (ADDITIONAL ASSIGNMENTS)

NAME	REPLACING	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	APPROVAL DATE	2015-16 ANNUAL SALARY*
15. Martian, Theresa	Prior	H&PE	Masters Equivalency BS in H&PE, West Chester Univ.	23 Yrs.H&PE, Sandburg 17 Yrs. Dept. Chair	Department Chair/Phys. Ed., Sandburg	8/25/2015	\$3,000
16. Michaud, Michelle	Prior	Special Ed ML English	M from Trenton State BS in Elem Ed., Special Ed, Millersville Univ.	38 Yr. Special Ed., various schools	Department Chair/Special Ed., Sandburg	8/25/2015	\$3,000
17. Palkovics, Louis	Prior	Social Studies	Masters Equivalency BA in Political Science, University Of Rochester	21 Yrs. Soc.Stud. Poquessing 11 Yrs. Dept. Chair/Social Studies	Department Chair/ Social Studies, Poquessing	8/25/2015	\$3,000
18. Pecuch, James	M. Presner	Math	Masters Equivalency BS in Elem. Ed., Penn State	23 Years, Math, Poquessing	Department Chair/ Math, Poquessing	8/25/2015	\$3,000
19. Rodgers, Casey	Prior	Secondary Counselor	BS in Psychology, Ursinus M in School Counseling, Univ. of Delaware	6 Yrs. Guidance Counselor, High School	Department Chair/Guidance, High School	8/25/2015	\$3,000
20. Romberger, Sandy	Prior	Math	Masters Equivalency BS in Sec. Ed./ Math, Temple Univ.	22 Yrs. Math, Sandburg 1 Yr. Dept. Chair	Department Chair/Math, Sandburg	8/25/2015	\$3,000
21. Schmidt, Anne	Prior	ML Citizenship Elementary	M in Elem Ed., Bloomsburg Univ. BS in Elem., Bloomsburg Univ.	29 Yrs. Teacher/Social Studies/Maple Point Department Chair/Social Studies, Maple Point	Department Chair/ Social Studies	8/25/2015	\$3,000
22. Simons, Steve	Prior	Social Studies	MED in Social Studies, Temple Univ. BA in Bible Studies, Washington Bible College	26 Yrs. Social Studies, Sandburg	Department Chair/ Social Studies, Sandburg	8/25/2015	\$3,000

CERTIFIED (ADDITIONAL ASSIGNMENTS)

NAME	REPLACING	PENNSYLVANIA CERTIFICATION	EDUCATIONAL PREPARATION	PREVIOUS PROFESSIONAL EXPERIENCE	TEACHING ASSIGNMENT/SCHOOL	APPROVAL DATE	2015-16 ANNUAL SALARY*
23. Stoner, Josh	Prior	Social Studies English	Masters Equiv. BS in Social Studies, Phila. Biblical Univ.	8 Yrs. Social Studies, High School	Department Chair/Social Studies, High School	8/25/2015	\$3,000
24. Stout, Dave	Prior	Math	M in Education, Holy Family Univ. BS in Math, Villanova Univ.	15 Yrs. Math, High School	Department Chair/Math High School	8/25/2015	\$3,000
25. Thompson, Matt	Prior	Biology	M in Education, Gratz College BS in Biology, Millersville	12 Yrs. Science, Poquessing/HS	Department Chair/Science High School	8/25/2015	\$3,000
26. Van Reed, Josh	Prior	H&PE	BS in Kinesiology, Temple	2 Yrs. Dept. Chair, MP 7 Yrs. H&PE, HS/Maple Point	Department Chair, H&PE, Maple Point.	8/25/2015	\$3,000
27. Welke, Connie	Prior	Biology General Science	M in Biology, Beaver College BS in Biology, Delaware Valley	23 Yrs., Science, Various Middle Schools 14 Yrs. Dept. Chair	Department Chair/ Science, Sandburg	8/25/2015	\$3,000
28. White, Syd	Prior	Art	BS in Art, Penn State Masters Equiv.	14 Yrs. Art, High School	Department Chair/Fine Arts, High School	8/25/2015	\$3,000

DB/jr

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

REVISED

ELECTIONS OF SUPPORT PERSONNEL

DATE PRESENTED TO THE BOARD: August 25, 2015

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS
 FROM: DR. DAVID BAUGH, ACTING SUPERINTENDENT

CODE:	F - Full-Time	A - Apprentice
	P - Part-Time	G - Grandfathered
	T - Transfer	R - Resignation
	S - Sick Leave	O - Other- Post Ratification

SUPPORT STAFF New Hire							
NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	EFFECTIVE DATE	HOURLY RATE	HOURS
1. McFadden, Carolyn	8	Kulchinsky, Joyce	Food Service	F/A	8/26/2015	\$17.42	7 Hours
2. Klaus, Jason	1	Smalley, Nick	Transportation Machinery	F/A	(Board Poll) 7/20/2015	\$20.74	8 Hours

SUPPORT STAFF Re-call from Furlough							
NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	EFFECTIVE DATE	HOURLY RATE	HOURS

1. De Jesus, Shandira	1	Lyons, Jeffrey	Bus Driver/Transportation	P	8/26/2015	\$16.64	5.25 Hours
2. Stern, Beth	1	N/A	Building Aide Sandburg	P	8/26/2015	\$12.00	5.75 Hours
3. Sauer, Roseann	1	N/A	Dining Aide Maple Point	P	8/26/2015	\$12.00	2.5 Hours
4. Gerdy, Jennifer	1	N/A	Dining Aide Maple Point	P	8/26/2015	\$12.00	2.5 Hours

SUPPORT STAFF Return from Leave							
NAME	NUMBER CONSIDERED		ASSIGNMENT	CODE	EFFECTIVE DATE	HOURLY RATE	HOURS
1. Russo, Brenda	N/A		Instructional Assistant Herbert Hoover	F/G	9/2/2015	no change in rate	6.25

SUPPORT STAFF Change of Assignment							
NAME	NUMBER CONSIDERED	REPLACING	ASSIGNMENT	CODE	EFFECTIVE DATE	HOURLY RATE	HOURS From/To
1. Gancarz, Christine	N/A	N/A	Lead Building Tech	F	8/26/2015	Additional .20 per hour	7 Hours
2. Little, Robert	N/A	N/A	Part time to Full time Bus Driver/Transportation	F	8/26/2015	no change in rate	5.50/6.00
3. Meinzer, Kim	N/A	N/A	Change in Hours Bus Driver/Transportation	F	8/26/2015	no change in rate	6.25/6.00

NESHAMINY SCHOOL DISTRICT
Langhorne, Pennsylvania

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS
FROM: DR. DAVID BAUGH, ACTING SUPERINTENDENT

DATE PRESENTED TO THE BOARD: August 25, 2015

SUPPORT STAFF ANCILLARY STAFF				
Last Name	First Name	Assignment	Rate	
1. Wiley	Natalie	Swim Program	\$8.50	



NESHAMINY SCHOOL DISTRICT

Langhorne, Pennsylvania

**Support: Retirements, Leaves, Resignations,
Completed Assignments**

DATE PRESENTED TO THE BOARD: August 25, 2015

TO: NESHAMINY BOARD OF SCHOOL DIRECTORS
FROM: DR. DAVID BAUGH, ACTING SUPERINTENDENT

CODE:	F - Full-Time	A - Apprentice
	P - Part-Time	G - Grandfathered
	T - Transfer	R - Retired/Resignation
	S - Sick Leave	O - Other

SUPPORT STAFF Retirements/Resignations					
NAME	ASSIGNMENT	REASON GIVEN	CODE	EFFECTIVE DATE	SERVICE AT NESHAMINY
1. Thorton, Mary	Instructional Assistant	Retirement	R	8/10/2015	22 Years
2. McCloskey, Robyn	Instructional Assistant	Resignation	R	8/5/2015	12 Months
3. Lyons, Jeffrey	Bus Driver	Resignation	R	8/3/2015	2.3 Years
4. Gessner, Hannah	Clerk Typist	Resignation	R	8/28/2015	11 Months
5. Hartley, Elizabeth	Dining Aide	Resignation	R	8/17/2015	12 Months

**SUPPORT STAFF
Leaves**

NAME	ASSIGNMENT	REASON GIVEN	CODE	EFFECTIVE DATE	Expected End Date
1. Wolford, Elizabeth	Instructional Assistant	Child Rearing	O	9/2/2015	11/22/2015
2. Johnson, Joseph	Shipper/Receiver	Continued LWOP	S	7/30/2015	9/12/2015
3. Reedman, Michael	Custodian	LWOP	S	8/3/2015	9/4/2015
4. Hunter, Kenneth	Building Aide	LWOP	S	9/2/2015	N/A
5. Parker, Elizabeth	Custodian	LWOP	S	8/4/2015	12/1/2015

8/25/2015

NESHAMINY SCHOOL DISTRICT
Langhorne, PA
EXTRA-CURRICULAR ACTIVITIES
2015-2016 School Year

CODE:**E-Certified or Support Employee****N - Coach only****Appointments**

LAST NAME	FIRST NAME	CODE	Location	ASSIGNMENT	SEASON	SALARY
Albertson	Alyson	N	NHS	Track - Indoor Asst. Girls	W	\$3,371.00
Albertson	Alyson	N	NHS	Track - Assistant 1 Girls	S	\$3,913.00
Assetto	Bob	N	MP	Asst. 8th Grade Football	F	2,201.00
Bech	William	E	NHS	Tennis - Varisty Head (Boys)	S	\$3,803.00
Belmonte	Ashley	E	NHS	Lacrosse - Varsity Head - Girls	S	\$5,057.00
Brown	Michael	E	NHS	Lacrosse - JV Girls	S	\$3,754.00
Caven	Shawn	N	NHS	Lacrosse - Varsity Asst. Boys	S	\$3,754.00
Chichilitti	Dave	N	NHS	Softball - Varsity Head	S	\$5,057.00
Clemens	Rachel	E	MP	7th Gr. Head Soccer	F	2,335.00
Clift	Karen	N	MP	Head Cheerleading	F	3,742.00
Crooks	Margurite	E	MP	Reading Olympics .50	Y	535.00
Curley	Linda	E	MP	8th Gr. Head Hockey	F	2,335.00
DeLosAngeles	Shawn	E	NHS	Track - Indoor Asst Boys	W	\$3,371.00
DeLosAngeles	Shawn	E	NHS	Track - Spring Asst (1) Boys	S	\$3,913.00
Devine	Jerry	E	NHS	Basketball - Varsity Head Boys	W	\$6,185.00
Dillon	Michael	E	NHS	Track - Indoor - Asst Girls	W	\$3,371.00
Dillon	Michael	E	NHS	Track - Spring - Assistant 2 Girls	S	\$3,754.00
Ditanna	Jeff	N	MP	110 Asst Football	F	2,201.00
Donahue	Gale	E	NHS	Bowling Girls	W	\$3,463.00
Dunfee	Mark	E	NHS	Bowling Boys	W	\$3,463.00
Ennis	Keith	N	NHS	Basketball - JV Boys	W	\$3,914.00
Farquharson	Thomas	N	NHS	Basketball - Varsity Asst. Girls	W	\$3,914.00
French	Neil	E	MP	Student Council .50	Y	736.50
Gallagher	Gail	E	MP	No Place for Hate .25	Y	267.50
Hunt	Tim	E	MP	8th Gr. Head Soccer	F	2,335.00
Incollingo	Anthony	N	NHS	Wrestling - Varsity Assistant	W	\$3,755.00
Jackson	Randolph	N	NHS	Basketball - 9th Grade Boys	W	\$3,039.00
Jamison	Brent	N	NHS	Volleyball - Varsity Head Boys	S	\$4,184.00
Kearns	Janine	E	MP	Reading Olympics .50	Y	535.00
Kelly	James	E	NHS	Baseball - Varsity Asst.	S	\$3,755.00
Koczynski	Caitlin	E	NHS	Lacrosse - Varsity Asst. Girls	S	\$3,754.00
Lally	Joseph	N	NHS	Basketball - Varsity Head Girls	W	\$6,185.00
Lare	Theresa	E	MP	Honor Society	Y	1,070.00
Leigh	Jason	E	PMS	Musical Director	Y	\$2,676.00
Mallon	Pat	N	NHS	Baseball - 9th Grade	S	\$3,039.00
Mann	Jennifer	E	PMS	Soccer - 7th Grade	F	\$2,335.00
Manson	Isaac	N	NHS	Track Indoor - Asst. Boys	W	\$3,371.00
Mansor	Isaac	N	NHS	Track Spring - Asst. 2 Boys	S	\$3,754.00
Mason	John	N	NHS	Basketball, Varsity Asst. Boys	W	\$3,914.00
Mason	Richard	N	NHS	Volleyball - JV Boys	S	\$3,371.00
Mason	Skip	E	MP	Co-Curricular Director	Y	4,128.00
Mason	Skip	E	MP	8th Grade Head Football	F	2,335.00
Mazur	Michelle	N	NHS	Cheerleading - Varsity	W	\$3,575.00

McGinty	Bryan	N	MP	110 Head Football	F	2,335.00
Miller	Edward	E	NHS	Softball - JV	S	\$3,755.00
Moser	Brandon	E	PMS	Football - 8th Grade Asst.	F	\$2,201.00
O'Neil	Aimee	E	MP	Asst. Band Director #1	Y	1,405.00
O'Neil	Aimee	E	MP	Asst. Choral Director #2	Y	1,405.00
Paris-Powell	Tedri	E	MP	No Place for Hate .50	Y	535.00
Parlton	Marlea	E	MP	7th Gr. Head Hockey	F	2,335.00
Petrino	James	N	NHS	Softball - Varsity Asst	S	\$3,755.00
Pienta	Jason		MP	Student Council .50	Y	736.50
Prendergast	Scott	E	PMS	Football - 110lb. Head	F	\$2,335.00
Puskas	Dana	E	NHS	Swimming - Asst. Girls	W	\$3,754.00
Quici	Len	E	NHS	Lacrosse - Varsity Head Boys	S	\$5,057.00
Robson	Wendy	E	MP	Asst. Orchestra Director	Y	1,405.00
Robson	Wendy	E	MP	Asst. Choral Director #1	Y	1,405.00
Robson	Wendy	E	MP	Asst. Band Director #2	Y	1,405.00
Romano	Cate	E	NHS	Class Sponsor - 9 Grade	Y	\$2,689.00
Rota	Chelsea	N	NHS	Field Hockey - JV	F	\$3,754.00
Schenkel	Joan	E	MP	Asst. Choral Director #3	Y	1,405.00
Schneider	Craig	E	NHS	Tennis - Assistant Boys	S	\$2,787.00
Shunkwiler	Jackie	N	NHS	Basketball - JV Girls	W	\$3,914.00
Simpson	Michael	N	NHS	Lacrosse JV Boys	S	\$3,754.00
Sinagoga	Beth	E	MP	Band Director	Y	2,810.00
Sinagoga	Beth	E	MP	Jazz Band Director	Y	2,327.00
Sinagoga	Beth	E	MP	Stage Manager .50	Y	1,003.50
Speece	Staci	E	NHS	Club - Neshaminy Pride	Y	\$1,498.00
Speece	Staci	E	NHS	Club - Ski	Y	\$749.00
Speece	Staci	E	NHS	Cross-Country (Girls)	F	\$3,803.00
Spong	Sandy	E	NHS	Club 27 - Change it Up	Y	\$1,498.00
Starosta	Calvin	N	NHS	Swimming - Asst. Boys	W	\$3,754.00
Stefan	Margaret	N	NHS	Track - Spring - Head Girls	S	\$5,057.00
Stefan	Margaret	N	NHS	Track - Indoor - Head Girls	W	\$3,885.00
Stewart	Michael	N	NHS	Wrestling - Varsity Head	W	\$5,985.00
Stewart	Michael	N	NHS	Wrestling - Varsity Head	W	\$5,985.00
Strickler	James	N	NHS	Baseball JV	S	\$3,755.00
Suter	Brian	E	NHS	Swimming - Head Boys	W	\$4,512.00
Suter	Brian	E	NHS	Swimming - Head Girls	W	\$4,512.00
Tanicello	Andrew	E	MP	Orchestra Director	Y	2,810.00
Taylor	Roxane	E	MP	Computer Science Club	Y	1,070.00
Taylor	Tracy	N	MP	No Place for Hate .25	Y	267.50
Tenaglia	Chris	E	NHS	Baseball - Varsity Head	S	\$5,057.00
Volinsky	Trudy	E	NHS	Cheerleading - JV Winter	W	\$2,887.00
White	Syd	E	NHS	Cross-County (Boy)	F	\$3,803.00
White	Syd	E	NHS	Track - Indoor Head Boys	W	\$3,885.00
White	Syd	E	NHS	Track - Head Boys	S	\$5,057.00

Total \$267,616.50

Resignations

LAST NAME	FIRST NAME	CODE	Location	ASSIGNMENT	SEASON	
Bell	Alexa	N	NHS	Field Hockey - 9th	F	\$3,039.00
Flick	Debbie	E	PMS	Musical Director	F/Winter	\$2,676.00
Incollingo	Anthony	N	NHS	Wrestling - Varsity Head (now Assistant)	W	\$5,985.00
Stewart	Michael	N	NHS	Wrestling - Varsity Assistant (Now Head)	W	\$3,755.00

Total \$15,455.00