

# MINUTES

Regular Meeting  
Board of Education  
Troy City School District  
500 N. Market St., Troy, Ohio 45373  
Monday, June 13, 2022 at 5:30 p.m.

The Board of Education of the Troy City School District met in Regular Session at the Troy Board of Education, 500 N. Market Street., Troy, at 5:30 P.M. on Monday, June 13, 2022. The President of the Board of Education, Mrs. Sue Borchers, presided. Following the Pledge of Allegiance, Jeff Price, Treasurer called the roll and the following members of the Board of Education were present: Mrs. Borchers, Mr. Fox, Mr. Ham, Mrs. Packard, and Mr. Trostle. Also in attendance were several administrators and visitors.

## PRESENTATIONS

- ❖ Board Committees

## FIRST HEARING OF THE PUBLIC

President Borchers called for the First Hearing of the Public to which there was no response.

## RESOLUTION 22-062                      TREASURER'S REPORT

The adoption of the following resolution was moved by Mr. Ham and seconded by Mrs. Packard:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that it approves, as submitted by its Treasurer, the minutes of its Regular Meeting of Monday, May 9, 2022 and the minutes of the Special Meeting of Tuesday, May 24, 2022.”

Roll call: yeas – Borchers, Fox, Ham, Packard and Trostle; nays – none

Motion carried.

## RESOLUTION 22-063                      FINANCIAL REPORT

The adoption of the following resolution was moved by Mrs. Packard and seconded by Mr. Fox:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that it orders filed for the May 2022 SM-2, Monthly Total Revenue, Monthly Total Expenditures, Monthly Ending Balance, Schedule of Revenues, Expenditures and Changes in Fund Balances, Five Year Forecast, Appropriation Account Summary and the Investment Schedule.”

Roll call: yeas – Borchers, Fox, Ham, Packard and Trostle; nays – none

Motion carried.

## RESOLUTION 22-064                      LEGAL COMPLIANCE TO CLOSE FISCAL YEAR 2021-2022

The adoption of the following resolution was moved by Mr. Ham and seconded by Mr. Fox:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that it authorizes the Treasurer/CFO to make the necessary accounting entries at the close of fiscal year 2021-2022, which ends on June 30, 2022, to maintain legal compliance with applicable laws for the Amended Certificate of Estimated Resources, Supplemental Appropriations, Appropriation Modifications, Fund Advances and

Fund Transfers.”

The detail of these entries will retroactively be attached to this resolution by addendum and be made a part of the minutes for this meeting and that the Board further requires a full report of these entries be made no later than the regular meeting in August 2022.”

Roll call: yeas –Borchers, Fox, Ham, Packard and Trostle; nays – none

Motion carried.

**RESOLUTION 22-065                      2023 TEMPORARY APPROPRIATIONS**

The adoption of the following resolution was moved by Mr. Trostle and seconded by Mr. Fox:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that it approves the 2023 Temporary Appropriations measure at 50% of FY ’22 final appropriations to provide for meeting the ordinary expenses of the district for the fiscal year beginning July 1, 2022.”

Roll call: yeas –Borchers, Fox, Ham, Packard and Trostle; nays – none

Motion carried.

**RESOLUTION 22-066                      THEN AND NOW**

The adoption of the following resolution was moved by Mr. Ham and seconded by Mrs. Packard:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring that it gives retroactive approval for the purchase orders listed below.”

1. Mass Profit, LLC	\$ 321.66	PO 222848
2. Award One	\$ 539.00	PO 222982
3. Shutterfly Holdings	\$ 32.75	PO 222958
4. Carillon Historical Park	\$ 440.00	PO 222988
5. Johnston Farm	\$ 184.00	PO 223052
6. World’s Finest Chocolate	\$12,155.00	PO 223097
7. Ohio Department of Taxation	\$ <u>100.00</u>	PO 223147
	\$13, 772.41	

Roll call: yeas –Borchers, Fox, Ham, Packard and Trostle; nays – none

Motion carried.

**RESOLUTION 22-067                      SETTLEMENT AGREEMENT**

The adoption of the following resolution was moved by Mrs. Packard and seconded by Mr. Ham:

This Settlement Agreement (“Agreement”) is entered into as of the last date set forth in the signature lines below (the “Effective Date”), by and between ANR Marine LLC (“Property Owner”) and the Troy City School District Board of Education (“Board of Education”). The Property Owner and the Board of Education may be referred to jointly herein as the “Parties” or individually as a “Party.”

WHEREAS, the Board of Education filed a complaint against valuation for tax year 2021 (“Complaint”) with the Miami County Board of Revision (“BOR”), being case number 2021-D08-4-021-014-C1, requesting an increase in the value of certain real

property located at 1809 Towne Park Dr., and as reflected in the records of the Miami County, Ohio, Auditor as parcel D08-106888 (collectively, the "Subject Property");

WHEREAS, the Property Owner has filed a counter-complaint in this case ("Counter-Complaint");

WHEREAS, after considering the potential for increase or decrease in real estate taxes of the Subject Property as a result of the prosecution of the pending valuation Complaint and Counter-Complaint, and future challenges to the value of the Subject Property, the Parties have mutually agreed to resolve the pending Complaint upon the terms and conditions set forth herein; and

NOW, THEREFORE, in consideration of the mutual covenants and obligations herein, the Parties agree as follows:

1. Direct Payment to Board of Education. Upon the Board of Education's execution of this Agreement, the Property Owner shall pay a direct payment to the Board of Education in the amount of **Eleven-Thousand, Seven-Hundred and Fifty-Two Dollars and 00/100 cents (\$11,752.00)** ("Direct Payment"). This shall constitute a portion of the tax revenue foregone by the Board of Education for tax year 2021 as a result of the dismissal of the pending Complaint and Counter-Complaint. The Parties represent and agree that the Direct Payment is calculated as follows: \$1,600,000 (the as-if value agreed to by the Parties) minus the Auditor's tax year 2021 value (\$646,000), multiplied by thirty-five percent (35%), the product of which is multiplied by the Board of Education's effective tax rate for tax year 2021 (.035196424).

The Direct Payment shall be made in the form of a corporate check or certified check payable to the Troy City School District Board of Education and delivered to counsel for the Board of Education at the following address: Mitchell L. Stith, Esq., Scott Scriven LLP, 250 East Broad Street, Suite 900, Columbus, Ohio 43215.

2. Withdrawal of Complaint. Within three (3) business days of its counsel's receipt of the Direct Payment, the Board of Education and the Property shall execute and file with the BOR a joint notice of dismissal of the pending Complaint and Counter-Complaint. The Parties shall take reasonable steps to make appropriate filings or representations to the BOR to accomplish the dismissal of the Complaint and Counter-Complaint, and the retention of the Auditor's original tax year 2021 valuation of the Subject Property for tax year 2021.
3. No Filing Provision. The Parties and their successors, heirs, assigns, agents, board members, tenants, and attorneys shall not file, or cause to be filed, an original Board of Revision complaint for tax years 2021 : (a) the Subject Property was sold in an arm's length transaction after the Effective Date of this Agreement; (b) the Subject Property lost value due to some casualty; (c) a substantial improvement was added to the Subject Property; and/or (d) an increase or decrease of at least fifteen percent in the Subject Property's occupancy has had a substantial economic impact on the Subject Property (collectively, the "Statutory Grounds").
4. Change in Value and Refund Provisions.
  - a. The Board of Education expressly agrees that if the BOR and/or Auditor declines to accept or give effect to the Board of Education's dismissal of the Complaint, if the Auditor or BOR otherwise increase the Subject Property's tax year 2021 value, then the Board of Education shall refund to the Property Owner the amount that would be distributed to the Board of Education through the real property tax system up to but not exceeding the total of the Direct Payment and no additional amounts shall be due from the Property Owner to the Board of Education, notwithstanding anything contained herein to the contrary.
  - b. If the BOR or Auditor decline to accept or give effect to the Board of Education's dismissal of the Complaint, or if they subsequently change value for tax year 2021, the Property Owner shall notify the Board of Education, by and through counsel, by forwarding a copy of the Auditor's values and other relevant information related to the Subject Property's tax year 2021 valuation, and counsel for the Parties will work cooperatively to calculate any refund due to the Property Owner.
  - c. The Board of Education shall refund any amounts due to the Property Owner within thirty (30) days following notification to its counsel. It is the understanding and intent of the Property Owner and the

Board of Education that in the event of such refund, the Board of Education shall not receive less than the amounts due herein through a combination of the Direct Payment from the Property Owner and the amount(s) distributed to the Board of Education through the real property tax system. For example, if the Auditor sets a higher value for the Subject Property for tax year 2021, which causes the Property Owner to pay additional tax that results in the Board of Education receiving an additional \$3,000 of revenue through the real property tax system, the Board of Education shall refund \$3,000 from the Direct Payment and the Board of Education shall retain the remainder of the Direct Payment.

5. General Provisions.

- a. In the event any provision or term of this Agreement is found to be void or unenforceable to any extent and for any reason, it is the agreed upon intent of the parties hereto that all remaining provisions or terms of this Agreement shall remain in full force and effect to the maximum extent permitted and that this Agreement shall be enforceable as if such void or unenforceable provision or term had never been a part hereof.
- b. This Agreement sets forth the entire Agreement between the Parties and fully supersedes any and all other prior agreements or understandings between the Parties pertaining to the subject matter hereof. No provision of this Agreement may be modified, waived, or discharged unless the waiver, modification or discharge is agreed to in writing and signed by the Parties. No agreements, or representations, oral or otherwise, express or implied, with respect to the subject matter hereof have been made by either Party that that are not set forth expressly in this Agreement.
- c. This Agreement shall be interpreted and construed in accordance with the laws of the State of Ohio. Exclusive jurisdiction and venue shall be in Miami County Ohio. Should the Board of Education have to initiate legal action to enforce the Direct Payment provision set forth in Section 1 of this Agreement, the Property Owner, including any successor, heir or assign of the Property Owner, shall indemnify, and hold the Board of Education harmless for any legal fees, costs, and/or expenses associated with such legal action.
- d. Each Party acknowledges that it has had an opportunity to review and revise this Agreement and the normal rule of construction to the effect that ambiguities in an agreement are to be resolved against the drafting party shall not apply to the interpretation of this Agreement.
- e. The Parties represent and warrant that the individuals executing this Agreement do so with the authority to bind the Property Owner and the Board of Education.
- f. This Agreement may be executed in counterparts, each of which when so executed shall be an original; but all such counterparts shall together constitute one and the same instrument.
- g. The Parties agree that this Agreement, or counterparts as provided herein, may be executed, and transmitted via facsimile or e-email and shall, when so executed and transmitted, be valid as though an original.

Roll call: yeas –Borchers, Fox, Ham, Packard and Trostle; nays – none

Motion carried.

**RESOLUTION 22-068                      SUPERINTENDENT’S REPORT**

The adoption of the following resolution was moved by Mr. Ham and seconded by Mr. Fox:

“Whereas, Ohio Revised Code §§ 3313.17 and 3313.36 authorizes boards of education to accept donations; and,

“Whereas, the quality of the education of the present and the future students of the Troy City Schools would be seriously

and adversely affected without the generous, voluntary donation of property, material, money, and effort from many members of the school district community; and

“Whereas, the Troy City School District has received the following gifts from the following donors for the following purposes:

From Kaelyn Daugherty to Troy High School, a graduation gown, to be used as needed	
From Troy Speedway to Troy Athletic Department, hydration drinks, sunflower seeds, granola bars, protein bars, and other miscellaneous items, to be used as needed.....	
From Altrusa International Foundation of Troy to the following:.....	\$ 805.95
❖ \$478.00 – Cookson – Leigh Ann Jacobs	
❖ \$327.95 – Cookson – Shelley Stewart	
From Troy Music Boosters to Troy High School Band, to be used for student specific needs.....	\$ 646.90
From Eric Rice through the GE Foundation to Troy High School, to be used to purchase items for the Troy High School Musical.....	\$ 300.00
	<b>JUNE TOTAL: \$ 1,753.00</b>
	<b>FY TO DATE TOTALS: \$ 147,167.59</b>

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that it gratefully accepts these gifts to the Troy City School District, and that it directs the Superintendent to send letters expressing its thanks on behalf of the present and future students of the Troy City Schools for these generous gifts.”

Roll call: yeas –Borchers, Fox, Ham, Packard and Trostle; nays – none

Motion carried.

**RESOLUTION 22-069                      APPROVE GIRLS SOCCER TRIP TO STRONGSVILLE, OHIO**

The adoption of the following resolution was moved by Mrs. Packard and seconded by Mr. Ham:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that the proposed Girls Soccer trip to Strongsville, Ohio from July 22, 2022 to July 24, 2022 as set forth in Exhibit D, be approved.”

Roll call: yeas –Borchers, Fox, Ham, Packard and Trostle; nays – none

Motion carried.

**RESOLUTION 22-070                      TROY HIGH SCHOOL 2022-2023 PLANS FOR LEARNING ADDENDUM**

The adoption of the following resolution was moved by Mrs. Packard and seconded by Mr. Fox:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that it approves the addendum, as set for in Exhibit E, a copy of which is attached hereto and incorporated herein by reference, be approved.”

Roll call: yeas –Borchers, Fox, Ham, Packard and Trostle; nays – none

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Motion carried.

**RESOLUTION 22-071                      RECOGNITION OF THE JUNETEENTH NATIONAL INDEPENDENCE DAY**

The adoption of the following resolution was moved by Mrs. Packard and seconded by Mr. Fox:

In recognition of the Juneteenth National Independence Day Act and Ohio House Bill 110 and Senate Bill 11 (134<sup>th</sup> General Assembly), the Troy City Schools Board of Education takes action to add Juneteenth as a paid holiday effective June 20, 2022, as follows:

1. Juneteenth is a paid holiday for all 11- and 12-month employees covered by the Troy City Support Staff Association (TCSSA) collective bargaining agreement, and the Superintendent is directed to enter into a Memorandum of Agreement with TCSSA confirming the same.
2. Juneteenth is a paid holiday for all other 11- and 12-month nonteaching employees and administrators, and the Superintendent is directed to revise all applicable employee handbooks and administrative guidelines and procedures to include the holiday.
3. In addition to the paid holidays identified and listed in the Superintendent and Treasurer's contracts of employment, Juneteenth is a paid holiday for the Superintendent and Treasurer.

Roll call: yeas –Borchers, Fox, Ham, Packard and Trostle; nays – none

Motion carried.

**RESOLUTION 22-072                      PERSONNEL ITEMS**

The adoption of the following resolution was moved by Mr. Trostle and seconded by Mr. Ham:

“Be it resolved by the Board of Education of the Troy City School District, a majority of its full membership therein concurring, that the personnel actions, as set forth in Exhibit F, a copy of which is attached hereto and incorporated herein by reference, be approved.”

Roll call: yeas –Borchers, Fox, Ham, Packard and Trostle; nays – none

Motion carried.

**SECOND HEARING OF THE PUBLIC**

President Borchers called for the Second Hearing of the Public to which there was no response.

**RESOLUTION 22-073                      ADJOURNMENT INTO EXECUTIVE SESSION FOR THE PURPOSES OF DISCUSSING PERSONNEL**

It was moved by Mr. Fox and seconded by Mr. Ham to adjourn into Executive Session at 5:52 p.m.

Roll call: yeas –Borchers, Fox, Ham, Packard and Trostle; nays – none

Motion carried.

Following the Executive Session, President Borchers called the Board back into general session at 6:59 p.m.

**RESOLUTION 22-074                      ADJOURNMENT**

It was moved by Mr. Trostle seconded by Mr. Fox that the meeting be adjourned at 7:00 p.m.

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Roll call: yeas –Borchers, Fox, Ham, Packard and Trostle; nays – none

Motion carried.

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Sue Borchers, President

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Jeff Price, Treasurer

To: Chris Piper  
 From: Mark A. Barhorst  
 Date: 6/10/2022  
 Subject: Personnel Agenda: June 13, 2022 Board of Education Meeting

Exhibit: F

**I. RESIGNATIONS, RETIREMENTS and DISCHARGE**

**Roger Coleman**-- Bus Driver, Transportation, retirement effective 6/1/2022  
**Jill Delcamp**-- Bus Driver, Transportation, resignation contingent on being hired as an Educational Assistant, Forest, effective 5/31/2022  
**Emily Fogus**-- Intervention Specialist, Kyle, resignation effective 5/31/2022  
**Misty Gibson**-- Substitute Teacher, resignation effective 5/27/2022  
**Cody Hemmelgarn**-- Educational Assistant, Forest, resignation effective 5/27/2022  
**Lorraine Henn**-- Teacher, TOA, retirement effective 5/31/2022  
**Katherine McIntosh**-- Music Teacher/Band Director, High School, retirement effective 6/1/2022  
**Michele Miller**-- 5<sup>th</sup> Grade Teacher, Concord, resignation effective 5/31/2022  
**Jill Patzek**-- Intervention Specialist, Concord, resignation effective 5/31/2022  
**Shelley Penny**-- Part-time Custodian, District, resignation effective 6/6/2022  
**Justin Perkins**-- Substitute Teacher, resignation effective 6/6/2022  
**Andrew Spoon**-- Substitute Teacher, resignation, effective 6/6/2022  
**Michael Watercutter**-- Bus Driver, Transportation, resignation contingent on being hired as a Food Service Assistant, High School, effective 5/31/2022  
**Kaylie Yinger**-- Substitute teacher, resignation effective 5/12/2022

**II. NON-RENEWALS**

**Spring Sports Supplementals**

<b>Name</b>	<b>Position</b>
Alexander, Kevin S.	Track: Asst Var
Beeler, Matthew Scott	Softball: Head Var
Clendening, Bradley A.	Track: Asst Var
Delwiche, Paul	Track: Asst JH Boys
Gibbons, Aaron	Track: Asst Var Boys
Goldner, Mark	Tennis: Head Var Boys
Gress, Daniel C.	Track: Asst JH Girls
Hartman, Herbert	Track: Asst Var
Johnson, Aaron T.	Track: Asst JH Girls
Johnson, Gregory D.	Baseball: Head Freshman
McGaharan, Jason M.	Track: Asst Var Girls
Merkert, Benjamin S.	Strength Coordinator-Spring
Metz, Deon Q.	Track: Head Var Boys
Miller, Timothy A.	Track: Head JH Boys
Morgan, Anthony J.	Softball: JV
Olden, Jeffrey T.	Baseball: JV
Roberts, Barbara E.	Track: Head JH Girls
Rutledge, Megan R.	Softball: Asst. Varsity
Snyder, Kurt T.	Track: Head Var Girls
Steinke, Eugene T.	Track: Asst JH Girls
Welker, Ty E.	Baseball: Head Varsity
Wells, Jacob R.	Baseball: Asst. Varsity
West, Lori K.	Tennis: JV Boys
Wojciechowski, Mackenzie	Track: Asst Var
Wright, Courtney L.	Track: Asst Var

**III. RESCIND**

**Paul Bremingan**- Rescind letter of retirement dated 12/13/2021. Paul will remain a part-time Physical Education teacher at Troy High School.



**IV. EMPLOYMENTS** • all subject to proper certification and experience, where required, and contingent upon negative fingerprinting results.

A. Teaching

**Jennifer Arling**-- English Teacher, High School, M+30/Step11, effective 8/16/2022  
**Bobbi Jo Baxter**-- 1 Year Only Intervention Specialist, Forest, M/Step 3, effective 8/16/2022  
**Paul Bremigan**-- 1 Year contract, Physical Education, .71 contract, High School, M/Step 18, effective 8/18/2022  
**James Cannell**-- 5<sup>th</sup> Grade Teacher, Cookson, B/Step 4, effective 8/16/2022  
**Caitlin Dowling**-- Health and Physical Education Teacher, High School, B/Step 3, effective 8/16/2022  
**Ana Godin**-- Intervention Specialist, Forest, M/Step 4, effective 8/16/2022  
**Brooke Hoblit**-- 2<sup>nd</sup> Grade Teacher, Hook, M+30/Step 11, effective 8/16/2022  
**Jessica Hutchinson**-- 4<sup>th</sup> Grade Teacher, Concord, B+/Step 3, effective 8/16/2022  
**Cynthia Miller**-- Intervention Specialist, Concord, M+15/Step 11, effective 8/16/2022  
**Victoria Munch**-- Intervention Specialist, Heywood, B+/Step 5, effective 8/16/2022  
**Katelyn Slyman**-- 5<sup>th</sup> Grade Teacher, Cookson, B+/Step 11, effective 8/16/2022  
**Sarah Walters**-- Literacy Instructional Support Specialist, Heywood, M+30/Step 13, effective 8/18/2022  
**Justin Welker**-- Intervention Specialist, Heywood, B/Step 9, effective 8/16/2022

B. Classified

**Isaac Cupp**-- Educational Assistant, High School, Step 1, effective 8/22/2022  
**Jill Delcamp**-- Educational Assistant, Forest, Step 4, effective 8/22/2022  
**Rebecca DeLoye**-- Educational Assistant, Forest, Step 1, effective 8/22/2022  
**Matthew Studebaker**-- Behavior Support Assistant, Step 3, effective 8/22/2022  
**Michael Watercutter**-- Food Service Assistant, High School, Step 11, effective 8/22/2022

C. *Certified Substitutes and/or substitute athletic workers for the 2022-2023 school year, \$105.00/day as needed, contingent upon proper certification and criminal record report:*

**Kara Chaney**

D. *Classified Substitutes and/or substitute athletic workers for the 2021-2022 and 2022-2023 school year, as needed, contingent upon proper certification, where required, and criminal record report:*

**Samuel Kazmaier**

**Elijah Niemi**

**Samuel Shuman**

G. Supplemental Contracts

1. Certified

**Meghan Arnold**-- Club: Math, High School, Yr 3, Step 3, Tier 1, 2022-2023  
**Meghan Arnold**-- Advisor: Senior Class, High School, Yr 1, Step 1, Tier 2, 2022-2023  
**Steven Becker**-- Club: Hyperbowl, High School, Yr 21, Step 6, Tier 2, 2022-2023  
**Steven Becker**-- Advisor: Junior Class, High School, Yr 20, Step 6, Tier 2, 2022-2023  
**Christopher Behm**-- Club: Interact Advisor, High School, Yr 6, Step 6, Tier 1, 2022-2023  
**Nichole Bertke**-- Homework Helper, Junior High, 2022-2023, as needed\*  
**Gabbrielle Braun**-- Club: Student Council, Junior High, Yr 5, Step 5, Tier 1 2022-2023  
**Jessica Burris**-- Club: American Sign Language, High School, Yr 3, Step 3, Tier 1, .5 contract, 2022-2023  
**Laura Cantrell**-- Homework Helper, Junior High, 2022-2023 as needed\*  
**Mandy Capparelli**-- Club: Spanish, High School, Yr 16, Step 6, Tier 1, .5 contract, 2022-2023  
**Susan Clark**-- Club: Spanish, High School, Yr 21 Step 6, Tier 1, .5 contract, 2022-2023  
**Susan Clark**-- Department Head: Foreign Language, Yr 22, Step 6, 6 People, 2022-2023  
**Susan Clark**-- 2.5 Days Extended Time: Department Head, 2022-2023  
**Angela Clouser**-- Department Head: English, Junior High, Yr 10 Step 6, 8 People, 2022-2023  
**Angela Clouser**-- ET:2.5 Days, English, Junior High, 2022-2023  
**Angela Clouser**-- Will work a planning period, 1/7 of contract, 2022-2023  
**Justin Crews**-- Department Head: Social Studies, Junior High, Yr 5, Step 5, 6 People, 2022-2023  
**Justin Crews**-- ET:2.5 Days, Social Studies, Junior High, 2022-2023  
**Justin Crews**-- Will work a planning period, 1/7 of contract, 2022-2023  
**Carla Davis**-- Advisor: Yearbook, Junior High, Yr 16, Step 6, Tier 1, 2022-2023

**Paige Davis**-- Advisor: Student Government, High School, Yr 1 Step 1, Tier 2, .5 contract, 2022-2023  
**Paige Davis**-- Saturday/Tuesday/Thursday Monitor, High School, Yr. 6, Step 3, as needed 2022-2023

**Paul Delwiche**-- Department Head: Secondary Guidance, Yr 11, Step 6, 6 People, .5 contract, 2022-2023  
**Paul Delwiche**-- 2.5 Days Extended Time: Department Head, 2022-2023  
**Caitlin Dowling**-- Golf: JV Boys Coach, Yr 1, Step 2, Cat 7, 2022-2023  
**Troy Everhart**-- EOC Summer Intervention, Summer 2022  
**Dan Gress**-- EOC Summer Intervention, Summer 2022  
**Wendy Grimm**-- Club: Student Council, Concord, Yr 5, Step 5, 2022-2023  
**Greg Gustin**-- Club: Safety Patrol, Hook, Yr 11, Step 6, Tier 2, 2022-2023  
**Greg Gustin**-- Club: Student Council, Hook, Yr 7 Step 6, Tier 1, 2022-2023  
**Leah Hampshire**-- EOC Summer Intervention, Summer 2022  
**Jillian Hartman**-- Department Head: Art, Yr 15, Step 6, 8 People, 2022-2023  
**Jillian Hartman**-- ET:2.5 Days, Art, 2022-2023  
**Nathan Hoffman**-- Club: STEAM, Hook, Yr 1, Step 1, Tier 1, .50 contract, 2022-2023  
**Michelle Hurley**-- Department Head: Special Ed, Junior High, Yr 5, Step 5, 7 People, 2022-2023  
**Michelle Hurley**-- ET:2.5 Days, Special Ed., Junior High, 2022-2023  
**Michelle Hurley**-- Will work a planning period, 1/7 of contract, 2022-2023  
**Irene Imboden**-- Club: Thespians, High School, Yr 31, Step 6, Tier 1, 2022-2023  
**Irene Imboden**-- Drama Advisor, High School, Yr 31, Step 6, 2022-2023  
**Kelli Kazmaier**-- Department Head: Special Ed, High School, Yr 5, Step 5, 8 People, 2022-2023  
**Kelli Kazmaier**-- ET:2.5 Days, Special Ed, High School, 2022-2023  
**Madison Ladd**-- Washington DC Coordinator, Junior High, Yr 3, Step 3, Tier 1, 2022-2023  
**Casey Layer**-- Band: Director Associate, Yr 11, Step 6, 2022-2023  
**Casey Layer**-- ET: 10 days, Associate Band Director, 2022-2023  
**Jacqui Lehmkuhl**-- Department Head: Math, High School, Yr65 Step 5, 10 People, 2022-2023  
**Jacqui Lehmkuhl**-- ET:2.5 Days, Math, High School, 2022-2023  
**Jennifer Limke**-- Club: Latin, High School, Yr 20, Step 6, Tier 1, 2022-2023  
**Jennifer Limke**-- Saturday/Tuesday/Thursday Monitor, High School, Yr. 6, Step 3, as needed 2022-2023  
**Jennifer Limke**-- Club: Culture, High School, Yr 3, Step 3, Tier 1, 2022-2023  
**Jennifer Limke**-- Club: ASTRA, High School, Yr 12, Step 6, Tier 1, 2022-2023  
**Jennifer Limke**-- Advisor: Student Government, High School, Yr 2, Step 2, Tier 2, .5 contract, 2022-2023  
**Hannah Marshal**-- EOC Summer Intervention, Summer 2022  
**Kyle McCullough**-- EOC Summer Intervention, Summer 2022  
**Jason McGaharan**-- Strength Coordinator, Summer, High School, Yr 1, Step 6, Cat 3, 2022  
**Tim Miller**-- EOC Summer Intervention, Summer 2022  
**Jeff Olden**-- Club: Archery, Junior High, Yr 15, Step 6, Tier 1, .5 contract, 2022-2023  
**Michelle Orr**-- Saturday/Tuesday/Thursday Monitor, High School, Yr. 14, Step 3, as needed 2022-2023  
**Jason Orsborne**-- Department Head: Science, High School Yr 11, Step 6, 9 People, 2022-2023  
**Jason Orsborne**-- ET:2.5 Days, Science, High School, 2022-2023  
**Jeff Owen**-- Yearbook, High School, Yr 14, Step 6, 2022-2023  
**Jeff Owen**-- Video/Communications Specialist, High School, Yr 8, Step 6, Cat 1, 2022-2023  
**Kim Plantz**-- Advisor: FBT Leadership Club, Hook, 2022-2023, as needed\*  
**Brian Rasey**-- Department Head: Science, Junior High, Yr 3, Step 3, 5 People, 2022-2023  
**Brian Rasey**-- ET:2.5 Days, Special Ed., Junior High, 2022-2023  
**Brian Rasey**-- Will work a planning period, 1/7 of contract, 2022-2023  
**Michael Rasey**-- Club: National Honor Society, High School, Yr 18, Step 6, Tier 1, 2022-2023  
**Michael Rasey**-- Department Head: English, High School, Yr 12, Step 6, 10 People, 2022-2023  
**Michael Rasey**-- ET:2.5 Days, English, High School, 2022-2023  
**Barb Roberts**-- Department Head: Physical Education and Health K-12, Yr 18, Step 6, 10 People, 2022-2023  
**Barb Roberts**-- 2.5 Days Extended Time: Department Head, 2022-2023  
**Barb Roberts**-- Will work a planning period, 1/7 of contract, 2022-2023  
**Barb Roberts**-- Club: Archery, Junior High, Yr 15 Step 6, Tier 1, .5 contract, 2022-2023  
**Barb Roberts**-- Athletic Director JH, Yr 18, Step 6, Cat 4, 2022-2023  
**Rachel Sagona**-- Music: Vocal Director, High School, Yr 19, Step 6, 2022-2023  
**Rachel Sagona**-- Department Head: Music, Yr 1, Step 1, 8 People, 2022-2023  
**Rachel Sagona**-- 2.5 Days Extended Time: Department Head, 2022-2023  
**Jason Scott**-- Department Head: Social Studies, High School, Yr 17 Step 6, 9 People, 2022-2023

**Jason Scott**-- ET:2.5 Days, Social Studies, High School, 2022-2023  
**Erik Strobe**-- Musical: Director of Music, High School, Yr 13, Step 6, Tier 2, 2022-2023  
**Jamie Szabo**-- Club: American Sign Language, High School, Yr 4, Step 4, Tier 1, .5 contract, 2022-2023  
**Molly Venneman** – Band: Director, High School, Yr 16, Step 6, 2022-2023  
**Molly Venneman** – ET: 10 days, Band Director, 2022-2023  
**Dale Waulk**--Saturday/Tuesday/Thursday Monitor, High School, Yr. 3, Step 3, as needed, 2022-2023  
**Karen Warnecke**-- Club: STEAM, Hook, Yr 3, Step 3, Tier 1, .50 contract, 2022-2023  
**Lori West**-- Department Head: Math, Junior High, Yr 10, Step 6, 7 People, 2022-2023  
**Lori West**-- ET:2.5 Days, Math, Junior High, 2022-2023  
**Lori West**-- Will work a planning period, 1/7 of contract, 2022-2023  
**Matt Wibbeler**-- Club: Key Club Advisor, Yr 4, Step 4, Tier 1, 2022-2023  
**Matthew Wibbeler**-- Golf: Varsity Head Coach, Girls, Yr 8, Step 6, Cat 3, 2022-2023  
**Jane Wise**-- Advisor: FBT Leadership Club, Concord, 2022-2023, as needed\*  
**Keith Yunker** – Athletic Site Manager, Fall, Yr 18, Step 6, Cat 8, 2022-2023

2. Special [Supplemental] Contracts

**Sheralynn Baker**-- Band: Flag Corps Advisor, High School, Yr 4, Step 4, Tier 2, 2022-2023  
**Marcus Couch**-- Football: Head Coach 8<sup>th</sup> grade, Yr 4, Step 4, Cat 5, 2022-2023  
**Emily Doles**-- Band: Flag Corps Advisor, High School, Yr 1, Step 1, Tier 2, 2022-2023  
**Nicholas Rice**-- Football: Assistant 8<sup>th</sup> Grade Coach, Yr 1, Step 1, Cat 7, 2022-2023  
**Clark Shigley**-- Saturday/Tuesday/Thursday Monitor, Junior High, Yr 16, Step 3, as needed, 2022-2023  
**Katie Swanberg**-- Cheerleading: Varsity Boys Soccer, Yr 2, Step 2, Cat 9, 2022-2023

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