

**Oak Park and River Forest High School
201 N. Scoville
Oak Park, Illinois 60302**

**BOARD HUMAN RESOURCES COMMITTEE MEETING
Tuesday, May 18, 2010
Immediately following the Finance Committee Meeting
Board Room**

AGENDA

- I. Approval of April 20, 2010 Minutes**
- II. Appointment of Managers, Deans and Counselors**
- III. Appointment of Non-Affiliated Employees**
- IV. Appointment of Food Service Employees**
- V. Certified/Non-Certified FTE Summary for Fall 2010-2011**
- VI. Recognition of Teachers Recommended for Tenure**
- VII. Administrative Search Committees Update (verbal)**

Human Resources Committee Docket

- A. Employee Retention**
- B. Race and Ethnicity Statistics**
- C. Sabbaticals and Lane Changes**
- D. Structure for Non-Affiliate Salaries**
- E. Workers' Compensation Policy and Procedures**

C: John Allen, Chair, Jacques Conway and Amy McCormack, Board Members

**Oak Park and River Forest High School
201 N. Scoville
Oak Park, IL 60302**

**Human Resources Committee
Tuesday, April 20, 2010
Minutes
Board Room**

A Human Resources Committee meeting was held on Tuesday, April 20, 2010, in the Board Room. Mr. Allen opened the meeting at 9:22 a.m. Committee members present were John C. Allen, IV, Terry Finnegan, Dr. Ralph H. Lee, Amy McCormack, Dr. Dietra D. Millard, and Sharon Patchak-Layman. Also present were: Dr. Attila J. Weninger, Superintendent; Jason Edgecombe, Assistant Superintendent for Human Resources; Cheryl Witham, Chief Financial Officer; and Gail Kalmerton, Executive Assistant/Clerk of the Board.

Visitors: Kay Foran, Communications and Community Relations Coordinator; James Paul Hunter, Faculty Senate Executive Committee Chair, and Dick Chappell of the River Forest Community Center.

Minutes

It was the consensus of the Human Resources Committee members to accept the Minutes of the March 16, 2010 meeting as presented.

Renewal of River Forest Space Sharing Agreement

Mr. Edgecombe stated that he and Mr. Chappell had prepared the memorandum requesting a four-year extension of the original Space Sharing Agreement for the CITE program at the River Forest Community Center and the Childcare Program at the high school. While no formal evaluation was administered, Mr. Edgecombe received both positive and appreciative informal responses from parents. Mr. Chappell also attested to a positive relationship that has been enjoyed by both entities.

Ms. Patchak-Layman found the additional information she had requested helpful. Her interest was ensuring that teenage moms had access to the services at the high school. She had learned that four pregnant students were on a waiting list next year for services. Because teenagers tend not to think about their future needs, she felt that the May registration deadline was too stringent. Ms. Patchak-Layman wanted the contract to state that it was imperative that these students have a place for their babies in the Childcare Center so that they did not need to look outside of the high school for these services. It was noted that the contract does state that students are a first priority.

Discussion ensued about holding spots for students. Mr. Rouse felt that students were a priority and they were given the spots first. He felt the counselors did a good job of making students aware of the opportunities. He was surprised to hear that any students were on a waiting list and asked Ms. Patchak-Layman for the specific information. Dr. Millard asked if she had data as to which students had not been able to access the Childcare Center. While Ms. Patchak-Layman

had spoken with teen parents who were able to get into the program and continue in the program last year, she was speaking about the future, because there were groups working with teens and four of them had been told they were on a waiting list. Mr. Chappell stated that all teenage moms had been accommodated last year and that four spots had been held open for four months for teen parents. He added that there were financial decisions associated with holding spots open. The original purpose of having a day care facility was for the students and Ms. Patchak-Layman did not feel that financial decisions were part of this discussion.

Ms. Patchak-Layman's other concern about the contract was the lack of information regarding the CITE Program. She felt it would be beneficial for the Board of Education to have some other sets of information to determine out how well the students in the CITE Program were being served.

Mr. Allen felt finances were a part of the equation in holding open spots for teenage moms and asked if Ms. Patchak-Layman felt the Board of Education should pay for holding empty spots. Mr. Rouse added that Mr. Chappell has worked with the high school on these issues. Mr. Rouse suggested considering a template for addressing these services, e.g., similar to the one used with the Ombudsman Program whereby the District prepays for a certain number of spots each year. However, he believed students had been made a priority. There are enough measures in place to say that if the school wants to provide these services, it can.

Ms. Witham added that the stories and situations of individual teenagers change. Some choose not to go full term with their babies, some put their babies up for adoption, and/or some of their grandmothers take care of the children. Children will also age out of one program and go into an older program, freeing space in the programs for younger children. Once a child is placed in the Center, he/she usually is there until the age of five. If a child has siblings, the Childcare Center tries to make the sibling a priority. Parents are not asked to find services elsewhere once their child has started in the RFCC program. Discussions have occurred about giving priority to the TAPP program and Ms. Witham reiterated the request for the names of the students who are allegedly on a waiting list. In an effort to help students, the high school has investigated funding for the babies of teens if the mother goes to college and wants her baby to continue to receive services. If the high school wants to go to the model of buying spaces, then all Board of Education members must approve spending that money to hold spaces open.

Dr. Lee stated that the Committee has been presented with a contract, and all contracts are based on a set of assumptions. Right now, the assumptions behind the contract are being presented. It is too late to change a policy before the Board of Education has to vote on the contract at its next meeting. Ms. Patchak-Layman noted that the contract is for July 1 and there was still time to collect the information. She suggested first looking at adjusting the registration dates for these teens.

Dr. Weninger felt that the student who was told there were no more spaces conveyed that information to the rest of the students and they conveyed that to the other groups with which the high school works. This District has committed itself to work with the consortium, the main organization working with the student parents is Parenthesis. Communication has to be clear. Mr. Edgcombe stated that through conversations with the Oak Park Health Department,

Parenthesis, the Oak Park and River Forest Townships, OPRFHS and RFCC believe that they have identified every teen that becomes pregnant. These groups, including the District's counselors, meet collectively every eight weeks to identify when a student will deliver, when they will need services, and what issues are present relative to providing services to students, etc. Mr. Rouse stated that communicating the idea that there are no spots has to stop; there is no waiting list. The District has the potential to accommodate its students.

Information was provided on the CITE program. It is a high school program for students with disabilities between the ages of 18 to 22 and this program serves 12 to 15 students daily. This program utilizes a classroom and several other areas of the River Forest Community Center. There is also an agreement with a program called "Opportunity Knocks" giving it access to the CITE program areas after school.

Ms. Patchak-Layman felt a four-year contract was too long because it did not afford the Board of Education an opportunity to evaluate and review things during that time. Mr. Finnegan was comfortable with 1) everyone involved saying that the issues will be worked out and 2) moving the contract forward. Dr. Lee concurred with Mr. Finnegan because this was not a new contract, there was good experience with this agency, and the Board of Education had enough information to trust both its staff and the RFCC staff. Ms. McCormack emphasized doing the right thing for the students. Mr. Rouse stated that he and Mr. Chappell would develop a plan for January. Ms. Patchak-Layman asked that the CITE Program be considered in that discussion as well.

It was the consensus of the Finance Committee members to recommend that the Board of Education approve this contract at its regular April Board of Education meeting under the Human Resources portion of the agenda. Linda Cada, Director of Special Education, will also be asked to attend.

Administrative Update

Mr. Edgecombe gave a status report on the administrative hires:

- Fine and Applied Arts Division Head. No candidates will move forward. DLT will meet on next steps.
- Mathematics. Two interviews were scheduled for that day.
- Assistant Principal for Student Services. Vetting of applications is near completion. Four viable candidates will be asked to interview for the first round.

Additional Discussion

The Human Resources Committee members asked for a reminder as to how teachers were selected. Mr. Edgecombe stated that the process for recommending candidates to the Board of Education for approval includes first the Division Head, then the Principal, and then the Assistant Superintendent for Human Resources. Mr. Allen explained that the school budgets for new hires to average out at the MA Step 5 salary level. When a Division Head presents someone for hire at a higher salary level, generally conversations are had about the merits of this recommendation. If the Division Head has multiple hires, he/she should balance the higher cost with someone with a lesser cost, as this is a give and take situation with the MA 5 level being

across all Divisions. Mr. Edgecombe noted that while this has been a practice for some time, he was unsure if it had been reiterated to new Division Heads.

Mr. Hunter noted that as a destination school, OPRFHS gets many applicants. While he was aware of budgeting at the MA 5 level, no statements have been made that only someone meeting that benchmark would be hired. Division Heads should be mindful of that, but they should not be restricted from hiring someone else. When teachers move from one district to another they do not get the full credit for their years of service. That has been the only limitation this District has had and any hiring philosophy change should be communicated. Mr. Rouse affirmed that teachers moving from another district usually receive between 9 to 13 years of credit. Dr. Millard heard that there have been candidates that were not preferred because while they had more experience, they created more costs. She wanted to discuss the instructional quality of the teachers and balance that against the cost. Dr. Weninger stated that a discussion of a specific person should be held in closed session. He continued that he was told when he arrived at OPRFHS that new hires came in at an average MA 5 level. He continued that Division Heads are responsible for asking questions rather than just assuming whoever is brought forward will be accepted.

Mr. Edgecombe reiterated the process for the hiring of teachers:

- 1) Division Heads make recommendations of finalists to the Principal.
- 2) The Principal then interviews the candidates and refers them to Human Resources.
- 3) If the Director of Human Resources has any questions, he/she raises them with the Principal.

Some people disagreed with the Director of Human Resources asking any questions. Collectively, the Division Head, the Principal, and the Director of Human Resources should be held responsible for the hiring decision. The Superintendent is excluded from this process. Mr. Hunter felt it should be the decision of the Principal. Mr. Allen felt this was a collaborative process with no overriding decision maker. If a conflict arose, the Superintendent and Principal should review the situation.

Ms. Patchak-Layman asked when the vetting of background and reference checks took place. Mr. Edgecombe stated that it has been the responsibility of the Division Head and the Principal but the Human Resources Department is available to assist in this regard.

In response to the question as to who is the on interview committee for the Assistant Principal for Student Services, Mr. Rouse stated that the composition consisted of a school social worker, a BLT member, four counselors, two division heads, a student and a parent. Ms. Patchak-Layman asked if it would be helpful to have an OPYT interventionist included on the committee. Mr. Rouse stated that a social worker was already involved.

Adjournment

The Human Resources Committee adjourned at 10:33 a.m.

Oak Park and River Forest High School

District 200

201 North Scoville Avenue • Oak Park, IL 60302-2296

TO: Board of Education
FROM: Jason Edgecombe
DATE: May 18, 2010
RE: Appointment of Managers, Deans and Counselors

BACKGROUND

The appointment of individuals to serve as Managers, Deans and Counselors are approved annually based on the recommendation of the Superintendent.

SUMMARY OF FINDINGS

The attached document provides the names of the individuals being recommended for these annual positions. In the instance where a position is vacant, individuals selected for appointment at a later date will be presented to the Board of Education for approval.

RECOMMENDATION

To approve at the regular Board of Education meeting on May 27, 2010 the annual appointment of Managers, Deans and Counselors as presented.

MANAGERS, DEANS AND COUNSELOR APPOINTMENTS FOR 2010 - 2011

**Asst. to the
Division Chair**

Science

TBD

Department Heads

Business

TBD

Driver Education

Daniel Kleinfeldt

Family & Consumer Science

TBD

Speech

TBD

Counselors

Brandi Ambrose

Julie Fuentes

Jacqueline Hanson

Joseph Herbst

Kristina Johnson

Heidi Lynch

Catherine Marshall

Esteban Medina*

Peter Nixen

Carolyn Ojikutu

Sarah VenHorst

TBD

Deans

Jason Dennis

James Goodfellow

Tia Marr

Alisa Walton

***Previously appointed for the 2010 – 2011 school year**

***Oak Park and River Forest High School
District 200***

201 North Scoville Avenue • Oak Park, IL 60302-2296

TO: Board of Education
FROM: Jason Edgecombe
DATE: May 18, 2010
RE: Appointment of Non-Affiliated Employees

BACKGROUND

The appointment of individuals who serve as members of the Non-Affiliated Group are approved annually based on the recommendation of the Superintendent.

SUMMARY OF FINDINGS

The attached document provides the names of the individuals being recommended for these annual positions. In the instance where a position is vacant, individuals selected for appointment at a later date will be presented to the Board of Education for approval.

RECOMMENDATIONS

To approve at the regular Board of Education meeting on May 27, 2010 the annual appointment of Non-Affiliated Employees as presented.

NON-AFFILIATED APPOINTMENTS FOR 2010 - 2011

10 Month Employees

DIXON, ELIZABETH A	HEALTH CARE SPECIALIST
EVANS, LISA	ADMINISTRATIVE ASSISTANT - DIRECTOR OF ASSESSMENT AND RESEARCH
FISHER, JACOB W	AUDITORIUM TECHNICIAN
HAYNES, GLORIA J	ASSISTANT EQUIPMENT MANAGER
KOTAS, JOAN	TLC TECHNICIAN
LOVING, DEBORAH L	IN-SCHOOL SUSPENSION COORDINATOR
PIEKARSKI, MICHELINE BUNZOL	DIRECTOR OF FOOD SERVICE
SJOSTROM, MARY ELLEN	HEALTH CARE SPECIALIST
ZAWARUS, PATRICIA L	ASSISTANT FOOD SERVICE DIRECTOR

11 Month Employees

CARDASCIO, FRANCINE M	DHS/DRS - TRANSITION SPECIALIST
FORAN, KATHERINE J	DIRECTOR OF COMMUNICATIONS
HALLISSEY, JOSEPH H	AUDITORIUM DIRECTOR
SAKELLARIS, COURTNEY A	ASSISTANT ATHLETIC DIRECTOR

12 Month Employees

BANCROFT, MILANNE	ADMINISTRATIVE ASSISTANT – CURRICULUM & INSTRUCTION
CARIOSCIO, MICHAEL	CHIEF INFORMATION OFFICER
CARSON JR, SAMUEL	DIRECTOR OF SECURITY
CHARETTE-BASSIRIRAD, JACQUI	BOOKSTORE MANAGER
COLLINS, DELORIS A	ADMINISTRATIVE ASSISTANT - PRINCIPAL
DOBLE, ESTEBAN	HEAD CUSTODIAN
EDGECOMBE, IRIS E	ADMINISTRATIVE ASSISTANT - SUPERINTENDENT
JANSEN, PAMELA A	ADMINISTRATIVE ASSISTANT – CHIEF FINANCIAL OFFICER
KALMERTON, GAIL	CLERK OF THE BOARD – BOARD OF EDUCATION
KALMERTON, GAIL A	EXECUTIVE ASSISTANT – SUPERINTENDENT
KEELEY, TIM J	PURCHASING AND TRANSPORTATION COORDINATOR
KRAS, EDWARD C	FACILITY ENGINEER
LAVIGNE, MICHAEL J	COMPUTER TECHNICIAN
LAWRENCE, RALPH R	ATHLETIC EQUIPMENT MANAGER
MARTIN, AMIT	COMPUTER TECHNICIAN
MITTLEMAN, DEBORAH	COMMUNITY OUTREACH COORDINATOR
O'SHEA, PATRICIA A	ADMINISTRATIVE ASSISTANT – EDUCATIONAL TECHNOLOGY
SEBESTYEN, DONNA M	COORDINATOR OF EMPLOYEE BENEFITS
STELZER, JOHN A	ATHLETIC DIRECTOR
TBD	HUMAN RESOURCES ASSISTANT
TBD	EDUCATIONAL TECHNOLOGY TECHNICIAN
TBD	DATA ANALYST
WALLACE, ALYSIA	PAYROLL COORDINATOR
WELLS, JON	LEAD TECHNICIAN
WILEY, DOUGLAS A	SUPERVISOR OF FINANCE
WITHAM, CHERYL	CHIEF FINANCIAL OFFICER
ZUMMALLEN, ROBERT E	DIRECTOR OF BUILDINGS AND GROUNDS

***Oak Park and River Forest High School
District 200***

201 North Scoville Avenue • Oak Park, IL 60302-2296

TO: Board of Education
FROM: Jason Edgecombe
DATE: May 18, 2010
RE: Appointment of Food Service Employees

BACKGROUND

The appointment of individuals who serve as members of the Food Service Group are approved annually based on the recommendation of the Superintendent.

SUMMARY OF FINDINGS

The attached document provides the names of the individuals being recommended for these annual positions. In the instance where a position is vacant, individuals selected for appointment at a later date will be presented to the Board of Education for approval.

RECOMMENDATIONS

To approve at the regular Board of Education meeting on May 27, 2010 the annual appointment of Food Service Employees as presented.

FOOD SERVICE EMPLOYEE APPOINTMENTS FOR 2010-2011

10 Month Employees

ANTUNEZ, MARIA*	CASHIER
BARKER, PEACHES*	CASHIER
BROWN, PATRICIA*	ASSISTANT COOK
CALDWELL, VERNISSA	CASHIER
CLAYTON, BIRDIA	SOUTH CAFETERIA
DIAZ, NATHAN*	CUSTODIAL/DRIVER
DOTSON-MURRAY, MICHELLE*	SALAD HEAD
DOUGLAS, MICHOL*	CASHIER
DUCKSWORTH, RENEE	HUSKIE EXPRESS
FLETCHER, MICHELLE	CASHIER
FLETCHER, NANCY*	SATELLITE COORDINATOR
GAITER, THYESHA*	COUNTER - NORTH
GARRETT, SHIRLEY	SERVER
HEEZEN, NANCY*	VENDING COORDINATOR
HICKS, DENISE	SERVER
IMPERL, GALE*	CASHIER
IONUT, ANGELA*	SERVER
KIDD, SHIRLANDA*	HEAD COOK
LATHAM, MICHAEL*	CUSTODIAL/DRIVER
MAY, JAMIE	CASHIER
MAZZUCA, MARGARET*	CASHIER
MC KNIGHT, CALLA*	SANDWICH DEPARTMENT
NAPOLITANO, DONNA	CASHIER
OCHS, JEFFREY*	DRIVER
OTIS, DEBRA	FACULTY SERVER
PALAS, ELVINA*	STAFF CAFÉ DEPARTMENT
PATTEN, JAYNE	CASHIER
PERRI, OLIVA	CASHIER
PRASSAS, KLEANTHI*	BAKERY DEPARTMENT
PRICE-PIGRAM, COLLETTA	CASHIER
RAY, CHASTITY	FACULTY SERVER
ROBINSON, YOULANDA	CASHIER
SAQUIMUX, HERMINA*	DISHROOM
SCHAEFER, APRIL	CASHIER
SCHWASS, HEIDI	CUSTODIAL
SIMIYU, JOYCE*	CASHIER
SLIVA, DEBBIE*	STAFF CAFÉ DEPARTMENT
SUDDIETH, KIM	CASHIER
THOMAS, MATTIE	CASHIER
TSAGARIS, GEORGIA*	CASHIER
TUCKER, LAFAYE	CASHIER
VALENTINE, SHENTELL	SERVER
VILLAGRAN, MATILDE*	CUSTODIAL/DRIVER
WHITELAW, BESSIE	SOUTH CAFETERIA
ZEPEDA, MARIA	DISHROOM

*Eligible for Benefits (working 20 or more hours weekly)

***Oak Park and River Forest High School
District 200***

201 North Scoville Avenue • Oak Park, IL 60302-2296

TO: Board of Education
FROM: Jason Edgecombe
DATE: May 18, 2010
RE: Certified/Non-Certified FTE Summary for Fall 2010-2011

BACKGROUND

In order to provide the Board of Education with information about anticipated staffing levels for all employee groups for the 2010 – 2011 school year, the attached Certified/Non-Certified FTE Summary document is submitted for review. The Board should be aware that the FTE Summary Report is subject to change based on final student registrations in August 2010.

SUMMARY OF FINDINGS

As reflected on the attached chart, faculty FTE for Fiscal Year 2011 has been increased by 1.40 when compared with the final FTE total for Fiscal Year 2010. The increase in faculty FTE is related to a combination of factors (decreases in Business - .2, FCS - .5, SPED -1.0, Visual Arts - .2 and other releases - .2 for a total decrease of a negative 2.1; and increases in English - .3, History – 1.2, Mathematics - .3, Science - .9, Speech Arts - .3, and World Languages - .5 for a total increase of a positive 3.5).

The Non-Certified Employee Group reflects an increase of .86 FTE as compared with Fiscal Year 2011. The increase in Non-Certified FTE is related to a combination of factors (Classified Staff - .21 and Non-Affiliated - .65)

The Administration reflects a decrease of .8 FTE for Fiscal Year 2011 when compared with the final FTE for Fiscal Year 2010. The decrease in Administrative FTE is related to a combination of factors (a decrease in DLT – 1.0 and an increase in BLT - .2).

The overall employee FTE for the District will be 1.46 more than the FTE in the current school year.

RECOMMENDATIONS

There are no recommendations for this report; this is an information item only.

Oak Park and River Forest High School District 200

Fiscal Year 2011 Certified/Non-Certified Staffing FTE Report ^{1,2}

Area/Division/Employee Group	F.T.E 2006-2007	F.T.E 2007-2008	F.T.E 2008-2009	F.T.E 2009-2010	F.T.E 2010-2011	F.T.E. Change 2009-2010 vs 2010-2011
Faculty						
Alternative Program	1.4	1.4	1.0	1.0	1.0	0.00
Business Education	5.7	5.5	5.8	6.6	6.4	-0.20
Deans	4.0	4.0	4.0	4.0	4.0	0.00
Driver Education	6.0	6.0	6.1	6.2	6.2	0.00
English	29.0	28.4	27.2	27.8	28.1	0.30
Family and Consumer Sciences	2.0	2.0	2.0	2.4	1.9	-0.50
Guidance	12.0	12.0	12.0	12.0	12.0	0.00
History	22.4	22.0	22.3	22.2	23.4	1.20
ISIT	3.0	3.0	3.0	3.0	3.0	0.00
Mathematics	26.4	26.2	26.1	26.2	26.5	0.30
Music	3.6	3.0	3.0	3.0	3.0	0.00
Physical Education	15.4	14.8	14.5	14.6	14.6	0.00
Science	24.2	23.2	23.9	24.0	24.9	0.90
Special Education	38.0	40.0	40.4	40.4	39.4	-1.00
Speech Arts	1.6	1.2	1.5	1.3	1.6	0.30
Technology	2.0	2.0	1.5	1.8	1.8	0.00
Visual Arts	5.4	5.3	5.5	5.4	5.2	-0.20
World Languages	20.0	19.9	20.4	20.8	21.3	0.50
Other Assignments/Release Periods ³	4.3	4.1	5.1	5.7	5.5	-0.20
Sub-total	226.4	224.0	225.3	228.4	229.8	1.40
Non-Certified Employee Groups⁴						
Buildings and Grounds	41.50	40.70	40.70	40.70	40.70	0.00
Classified	80.85	67.80	70.71	64.07	64.28	0.21
Food Service	28.40	19.95	19.95	21.68	21.68	0.00
Non-Affiliated	38.75	41.50	38.88	37.01	37.66	0.65
Safety and Support Team	22.60	18.13	18.13	17.80	17.80	0.00
Sub-total	212.10	188.08	188.37	181.26	182.12	0.86
Administration						
Building Administration/Division Heads	8.6	9.1	9.6	9.4	9.6	0.20
District Administration	6.0	5.0	6.0	5.0	4.0	-1.00
Sub-total	14.6	14.1	15.6	14.4	13.6	-0.80
TOTALS	453.10	426.18	429.27	424.06	425.52	1.46

¹ F.T.E. = Full-Time Equivalent of 1.0

² F.T.E. = Shown here is a summary of paid employees and excludes employees on Sabbaticals and unpaid Leaves of Absence.

³ F.T.E. = Spoken Word, Title I, Learning Sem./Reading Supp., FS Chair, Project Scholar, College Prep, Test Prep and Engage Learning Coordinators.

⁴ F.T.E. = For 2008 and beyond, FTE is reported as hours worked based on 2080 hours vs Number of Employees as in prior years.

***Oak Park and River Forest High School
District 200***

201 North Scoville Avenue • Oak Park, IL 60302-2296

TO: Board of Education
FROM: Jason Edgecombe
DATE: May 18, 2010
RE: Recognition of Certified Staff Who Will Achieve Tenure

BACKGROUND

The School Code of Illinois 105 ILCS 524-11 requires the probationary period for contractual continued service for certified personnel shall be four consecutive school terms of full time service. We are pleased to present the names of twenty-one (21) faculty members who will achieve contractual continued service or tenure status at the conclusion of the current school year on June 11, 2010.

SUMMARY OF FINDINGS

The names of faculty members who will achieve contractual continued service or tenure status at the conclusion of the academic day on June 11 2010 are attached for Board of Education review.

RECOMMENDATION

To approve at the regular Board of Education meeting on May 27, 2010 a motion of formal recognition and congratulations to those faculty members who will achieve contractual continued service or tenure status at the conclusion of the academic day on June 11, 2010.

FACULTY MEMBERS ACHIEVING TENURE AS OF JUNE 11, 2011

Faculty Member

Division

David Bernthal	Science
James P. Coughlin	Special Education
Kelly Diaz	World Languages/Spanish
Jacqueline Hanson	Guidance
Sarah Dove Heider	English
Allison Hennings	Science
Joseph Herbst	Guidance
Douglas Hill	Special Education
Danielle LaPorte	Mathematics
Brendan Lee	English
Jeremy Lind	English
Margaret Markey	Special Education
James Messer	Science
Andrea Neuman	Special Education
Joseph Parenti	Special Education
Ann Petrolunas	Special Education
Ann Slivinski	Special Education
Dana Tolomeo	World Languages/Spanish
Mary Vogel	World Languages/Latin
Gwendolyne Walker-Qualls	Special Education
Laura Young	English