

To employ the following personnel for the 2019-2020 school year

Administrator I

Kerry Esterburg, Interim Assistant Principal, Troy Intermediate School, M.A. in Teacher Education, Ursuline College, \$63,204.98 (181 work days), effective 10/09/2019

Athletic Supplementals

Avon Lake High School

Mark Bennett - Freshmen Coach, Wrestling, Year 9, \$4,064.
Eric Schaltenbrand - Assistant Coach, Ice Hockey, Year 1, .5 time, \$1,639.
Andrew Ventura - Assistant Coach, Ice Hockey, Year 6, .5 time, \$1,892.

Learwood Middle School

Michael Ferrari - Assistant Coach, Wrestling, Year 5, \$2,770.
Donald George - Head Coach, Wrestling, Year 20, \$3,578.
Eric Lamb - Coach, Basketball, Boys, Grade 7, Gold, Year 1, \$2,997.
Katherine Lamb - Coach, Basketball, Girls, Grade 7, Gold, Year 3, \$3,298.
Kevin Marlow - Coach, Basketball, Boys, Grade 8, Maroon, Year 10, \$3,807.
Kevin Marlow - Coach, Basketball, Girls, Grade 8, Maroon, Year 10, \$3,807.
Scott Soltis - Coach, Basketball, Girls, Grade 7, Maroon, Year 1, \$2,997.
John Ugan - Coach, Basketball, Boys, Grade 8, Gold, Year 7, \$3,629.
Charles Yurcich - Coach, Basketball, Boys, Grade 7, Maroon, Year 2, \$3,144.

Mentors

Julie Bartter - Resident Educator Mentor, Eastview Elementary, Year 3, effective 10/07/2019, 151 days, \$1,880.57
Alicia Reutter - Resident Educator Mentor, High School, Year 5, effective 10/09/2019, 149 days, \$1,946.67

Certified Staff Substitute

Gail Carter, Grade 5 Teacher, Troy Intermediate School, effective 10/21/2019

Support Staff

Kelsey Bilak, Special Education Instructional Paraprofessional, Troy, 5.75 hours per day / 5 days per week, Level 0 BA, \$14.70, effective 10/02/2019

Samuel Chafin, Special Education Instructional Paraprofessional, Troy, 5.75 hours per day / 5 days per week, Level 0 BA, \$14.70, effective 10/07/2019

Christine L. McChesney, Study Hall Monitor, High School, 2.75 hours per day / 5 days per week, Level 0, \$13.70, effective 10/08/2019

Patricia Reitz, Secretary II, District Office, 5.75 hours per day / 5 days per week / 220 work days per year, Level 3, \$16.47, effective 10/07/2019

Donna Santiago, Special Education Instructional Paraprofessional, Troy, 5.75 hours per day / 5 days per week, Level 0 BA, \$14.70, effective 09/23/2019

Support Staff Substitute

Melissa Kamai
Barbara Patterson
Cynthia Zanny

Tutor

Molly Cooney, Special Education Intervention Specialist Tutor, High School, 7.5 hr., Level I-3, \$23.13, effective 10/09/2019

C. Resignations

To approve the following resignations:

Certified Staff

Kerry Esterburg, Grade 5 Teacher, Troy Intermediate School, effective 10/08/2019

Christina Sarraino, Special Education Intervention Specialist Tutor, High School, effective 10/09/2019

Support Staff

Danielle Amato, Assistant Cook, Erieview, effective 10/11/2019

Eileen Campo, Special Education Instructional Paraprofessional, Troy, effective 09/27/2019

Nicole Elliott, Special Education Instructional Paraprofessional, Troy and Special Education Non-Instructional Paraprofessional for Transportation, effective 09/27/2019

Technology Student Worker

Simon Kirksey, Technology Intern, effective 10/01/2019

Theater/TV Production Student Worker

Christopher Farmer, effective 10/01/2019

Support Staff Substitutes

Eileen Campo

Nicole Elliott

Patricia Walters

D. Additional Compensation

To approve payment at the staff development compensation hourly rate of pay (\$22.27) to Learwood certified staff providing assistance to students attending the afterschool Title 1 Intervention Program, formally known as Homework Club at Learwood Middle School during the 2019-20 school year:

Patricia Augustine

Jaime Dix

Virginia Schiros

To approve additional compensation to Elizabeth Boham, ESC School Psychologist, during the 2019-2020 school year for up to 11 additional work days at her per diem rate of pay.

To approve additional compensation to Amanda Griffen, ESC School Psychologist/504 Coordinator, during the 2019-2020 school year for up to 11 additional work days at her per diem rate of pay.

E. Changes in Contracts

To approve the following changes in contracts:

Support Staff

Teresa Moore FROM Bus Driver, Transportation, 4 hours / 5 days, Level 8, \$26.12 TO Bus Driver, Transportation, 4 hours / 5 days, Level 8, \$26.12 and Special Education Non-Instructional Paraprofessional, Transportation, 1.25 hours / 4 days (temporary position for this school year), Level 1 Assoc., \$14.62, effective 08/29/2019

Holly O'Donnell FROM Assistant Cook, High School/Floater, 3 hours per day / 5 days per week, Level 0, \$12.79 TO Assistant Cook, Erieview, 3.5 hours per day / 5 days per week, Level 0, \$12.79, effective 10/14/2019

Donna Santiago FROM Special Education Instructional Paraprofessional, Troy, 5.75 hours per day / 5 days per week, Level 0 BA, \$14.70 TO Intervention Specialist Teacher, Long Term Substitute, Eastview Elementary, effective 10/07/2019

Stacey Stefan FROM Bus Driver, Transportation, 3.5 hours / 5 days, Level 2, \$22.37 TO Bus Driver, Transportation, 3.5 hours / 5 days, Level 2, \$22.37 and Special Education Non-Instructional Paraprofessional, Transportation, 1.25 hours / 4 days (temporary position for this school year), Level 0, \$13.70, effective 09/24/2019

F. Modify Students' Time at Avon Lake High School

To modify the students' time on October 16, 2019 at Avon Lake High School. The start time for this date had originally been revised from 7:45 a.m. to 8:45 a.m. (approved at the February 12, 2019 Board of Education meeting). We will now be having the regular start time of 7:45 a.m. on October 16, 2019, and dismissing early that day at 12:00 noon to allow common collaboration time for staff to work on curriculum and instruction.

G. Salary Changes Due to Additional Hours

To approve the following changes in salary due to additional semester hours effective the start of the 2019-2020 school year

<i>Name</i>	<i>Building</i>	<i>Degree</i>	<i>From Level</i>	<i>To Level</i>
Teela Kovacs	Erie/West	B+10	II-7, \$51,831	III-7, \$54,235

H. Model UN Conference Trips

To approve the following Model UN Conference Trips for the 2019-2020 school year:

Wednesday, December 11 and Thursday, December 12, 2019

Cleveland Council on World Affairs Conference at Lorain County Community College. There will be approximately 40 student participants and two chaperones in attendance.

Thursday, February 6 through Sunday, February 9, 2020

Model United Nations University of Chicago Conference at Chicago Hyatt. There will be approximately 26 student participants and two chaperones in attendance.

Friday March 27 and Saturday March 28, 2020

Youngstown State University hosted by Lake Erie International Model United Nations. There will be approximately 20 students and two chaperones in attendance.

I. Addition to the Athletic Program

To approve the addition of a Gymnastics Team to the Athletic Program beginning with the 2019-2020 school year. This will require the addition of one Head Coach.

J. Additional Supplemental Position

To add the following position to the Supplemental Salary Schedule beginning with the 2019-2020 school year:

Gymnastics Head Coach

K. Revision to the ALHS Student Code of Conduct

To approve the revision to the ALHS Student Code of Conduct regarding make-up work due to an absence

Motion By: Mr. Jantz

Second By: Mrs. Ohradzansky

Roll Call: Mr. Cracas, Mr. Jantz, Mrs. Ohradzansky, Mr. Stobe

Motion Carried

103-19 SUPERINTENDENT'S DISCUSSION ONLY

A. First Reading of Proposed Revisions to the Avon Lake Board of Education Policy Manual

To approve a First Reading of the following proposed policy revisions to the Avon Lake Board of Education Policy Manual:

File EEA	Student Transportation Services
File EEAA	Eligibility Zones for Pupil Transportation
File EFG	Student Wellness Program
File GBK	No Tobacco Use on District Property by Staff Members
File IGBE	Remedial Instruction (Intervention Services)
File IKE	Promotion and Retention of Students
File IKF	Graduation Requirements

File JEDA	Truancy
File JFCG	Tobacco Use by Students
File JGD	Student Suspension
File JGE	Student Expulsion
File KGC	No Tobacco Use on District Property

104-19 ADJOURNMENT

Motion By: Mrs. Ohradzansky Second By: Mr. Jantz
Roll Call: Mr. Cracas, Mr. Jantz, Mrs. Ohradzansky, Mr. Stobe
Motion Carried

Adjourned at: 7:40 p.m.

President of Board

Treasurer of Board