

MARION CENTRAL SCHOOL  
4034 Warner Road, Marion, NY 14505  
Regular Board of Education Meeting  
Employee Recognition Reception  
**Monday, June 12, 2023**  
**6:00 PM Elementary Auditorium**

**AGENDA**

Documents Pertaining to this Agenda can be found on the District Website



**Mission**

We engage all students to achieve their fullest potential today and to be prepared for tomorrow's opportunities.

**Vision**

The leader in growing future-ready generations.

**Core Beliefs**

We believe....

Students are at the heart of what we do.

Innovation is critical to our success.

Integrity is the foundation of our conduct.

Engagement is achieved through rigor, relevance and relationships.

Teamwork is the key to excellence.

Personalized Learning is the future of education.

**A. OPENING**

1. Call to Order
2. Roll Call
3. Pledge of Allegiance
4. **Approval of Agenda**

**(Action)**

**B. COMMUNITY COMMENTS ON AGENDA ITEMS**

- Opportunity for Public Comments/Questions

**C. REPORTS**

1. Board of Education Reports
2. Superintendent – E. Lloyd
  - Early Intervention Provider County Collaboration
  - NYSED Training
3. Director of Finance & Operations – R. Walker
  - Capital Project
  - Building Tours

**D. CONSENT AGENDA ITEMS**

**(Action)**

1. Acceptance of Minutes of Board of Education Meeting of June 5, 2023 (Enc.)
2. Approval of CSE/CPSE Recommendations Regarding Student Placement (Enc.)
3. Approval of the Non-Union Contract 2023-24 (Enc.)
4. Approval of Fall Coaching & Athletic Positions (Enc.)
5. Approval of Summer Transportation Staff (Enc.)
6. Approval of Paid Extracurricular Positions (Enc.)
7. Approval of the MOA between Marion Central School District, the CSEA Local 1000, AFSCME, AFL-CIO Wayne County Local 859, Marion School Unit 9104 and Mrs. Shelene Hayes. (Enc.)
8. Approval of the appointment of **Lynn Lucca** as a Teacher Assistant at Marion Elementary, effective September 1, 2023, rate: \$17.25; Certification: Teacher Assistant, Level 1. (Enc.)
9. Approval of the appointment of **Sadie Ensign** as a Non-Certified Substitute Teacher, Teacher Assistant and Teacher/Classroom Aide at Marion Elementary School; fingerprint clearance on file.
10. Approval of the appointment of **Robert Goodell** as Summer Strength and Conditioning Coordinator effective July 3 – August 14, 2023 (6-weeks); stipend \$3,000.00 (Enc.)
11. Approval of the appointment of **Robert Goodell** as Summer Health Teacher effective July 3 – August 14, 2023 (6-weeks); stipend \$1,500.00 (Enc.)

~~11.12.~~ Approval of the appointment of **Alex Wemesfelder** as an Evening Cleaner at Marion Jr-Sr High School, effective July 1, 2023, rate: \$14.25/hr; pending fingerprint clearance.

**E. COMMUNITY COMMENTS**

**F. PERSONNEL – TENURE APPOINTMENTS (Action)**

1. **Amanda Falling** ~ Appointment to Tenure ~ Academic Area ~ Art ~ effective September 1, 2023 (Enc.)
2. **Pamela McClure** ~ Appointment to Tenure ~ Special Subject Area ~ Teacher Assistant ~ effective September 1, 2023 (Enc.)
3. **Jody Phelps** ~ Appointment to Tenure ~ Special Subject Area ~ Teacher Assistant ~ effective September 1, 2023 (Enc.)

**Tenured Earlier in School Year:**

1. **Shannan Sicienski** ~ Appointment to Tenure ~ Special Subject Area ~ Teacher Assistant ~ effective October 2, 2022
2. **Debra Schultz** ~ Appointment to Tenure ~ Special Subject Area ~ Remedial Reading Teacher ~ effective November 7, 2022
3. **Cairy Place** ~ Appointment to Tenure ~ Tenure Area ~ Elementary Teacher ~ effective January 14, 2023

**G. RECOGNITION CEREMONY**

- Years of Service Recognition ~ R. Marshall/M. Kuelling
    - 10 Years of Service
    - 15 Years of Service
    - 20 Years of Service
    - 25+ Years of Service
  - Retiree Recognition ~ E. Lloyd/R. Marshall
- Resolution Recognizing Retiree (Enc.) (Action)**
- Welcome New Staff ~ E. Lloyd/S. Dehn/C. Steiner

**H. ADJOURNMENT (Action)**

**Next Regularly Scheduled Meeting – Reorganizational Meeting - Monday, July10, 2023 6:00 PM Jr.-Sr. HS Library**

**RECOGNITION RECEPTION**

MARION CENTRAL SCHOOL  
4034 Warner Road, Marion, NY 14505  
Regular Board of Education Meeting  
**June 5, 2023 – 6:00 P.M.**  
Jr.-Sr. High School Library  
Lobby of Holiday Inn Express, 346 Kelly Road, Vernon, CT 06066  
Lobby of Saratoga Hilton, 534 Broadway, Saratoga Springs, NY 12866

- BOARD MEMBERS PRESENT:** R. Marshall, J. Monroe, J. Reesor, and A. Taber
- BOARD MEMBERS ABSENT:** M. Kuelling
- ADMINISTRATORS PRESENT:** S. Dehn, M. Levi, E. Lloyd (via Zoom), N. Miller, B. Raes, C. Steiner, R. Walker (via Zoom), and D. Wise
- GUESTS:** Guest Register
- A1. CALL TO ORDER** Mr. Marshall called the meeting to order at 6:01 P.M. and led the Pledge of Allegiance.
- A4. APPROVAL OF AGENDA** Motion by Mr. Reesor, seconded by Mr. Monroe, and unanimously carried by Board members present the following resolution: BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent of Schools and pursuant to Education Law, approves the agenda of June 5, 2023 with the following changes to order, swapped Section B. and D. and the addition of approving a four year probationary appointment for Ryan Pasquarette as Science Teacher. (FY 22/23 June #1) 4-0-0
- B. PRESENTATIONS** The Board heard student presentations regarding the recent trips to Germany and Spain.
- C1. APPROVE PROB APPT.** Motion by Ms. Taber, seconded by Mr. Reesor, and unanimously carried by Board members present the following resolution: BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent of Schools and pursuant to Education Law, approves the four year probationary appointment of **Cassiana Coon** as 1.00 FTE Elementary Classroom Teacher, in the academic tenure area of Elementary, effective 09/01/2023 through 06/30/2027 or sooner upon termination by the board. This expiration date is tentative and conditional only. Except to the extent required by the applicable provisions of Section 3014 of the Education Law, in order to be granted tenure the teacher must receive composite or overall annual professional performance review ratings pursuant to Section 3012-c and/or 3012-d of the Education Law of either effective or highly effective in at least two (2) of the three (3) preceding years, and if the teacher

receives an ineffective composite or overall rating in the final year of the probationary period the teacher shall not be eligible for tenure at that time.

**C2. APPROVE PROB APPT.**

Motion by Mr. Monroe, seconded by Ms. Taber, and unanimously carried by Board members present the following resolution: BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent of Schools and pursuant to Education Law, approves the four year probationary appointment of **Chelsea Nuss** as 1.00 FTE .5 Social Studies Teacher and .5 Special Education Teacher, in the academic tenure area of Social Studies and special subject tenure area of Special Education, effective 09/01/2023 through 06/30/2027 or sooner upon termination by the board. This expiration date is tentative and conditional only. Except to the extent required by the applicable provisions of Section 3014 of the Education Law, in order to be granted tenure the teacher must receive composite or overall annual professional performance review ratings pursuant to Section 3012-c and/or 3012-d of the Education Law of either effective or highly effective in at least two (2) of the three (3) preceding years, and if the teacher receives an ineffective composite or overall rating in the final year of the probationary period the teacher shall not be eligible for tenure at that time.

**C3. APPROVE PROB APPT.**

Motion by Ms. Taber, seconded by Mr. Reesor, and unanimously carried by Board members present the following resolution: BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent of Schools and pursuant to Education Law, approves the four year probationary appointment of **Ryan Pasquarette** as 1.00 FTE Living Environment Science Teacher, in the academic tenure area of Science, effective 09/01/2023 through 06/30/2027 or sooner upon termination by the board. This expiration date is tentative and conditional only. Except to the extent required by the applicable provisions of Section 3014 of the Education Law, in order to be granted tenure the teacher must receive composite or overall annual professional performance review ratings pursuant to Section 3012-c and/or 3012-d of the Education Law of either effective or highly effective in at least two (2) of the three (3) preceding years, and if the teacher receives an ineffective composite or overall rating in the final year of the probationary period the teacher shall not be eligible for tenure at that time.

**D. COMM AGENDA COMMENTS**

An opportunity for community questions and comments on agenda topics was given. No comments were made.

## **E1. BOARD REPORT**

The Board invited their Internal Claims Auditor, Kim Wemesfelder, to give a report on internal claims auditing activities. Mrs. Wemesfelder reported on a handful of issues that regularly take place and some frustration with the clerical duties with accounts payable. She then reported on attending a recent training and relayed the additional areas she should be auditing and the amount of additional work that will be required of her. The Board then discussed their self-evaluation and will revisit this to decide on a date end of July, early August. Mr. Marshall asked the Board if they would like to start touring the facilities as they had done in the past and it was decided to add this to next year's schedule. The Board then discussed the date for the Reorganizational meeting in July and agreed that July 10<sup>th</sup> would work. Lastly, Mr. Marshall ask the board to think about holding all of the board meetings at the Jr-Sr High Library going forward. Members of the Board reported on attending Sherburne saying that it was a great day and a lot of fun.

### **APPROVE REORG MTG**

Motion by Mr. Monroe, seconded by Mr. Reesor and unanimously carried by Board members present the following resolution: **BE IT RESOLVED**, that the Board of Education, upon the recommendation of the Superintendent of Schools and pursuant to Education Law, approves the Resolution for the **Reorganization Meeting** to be on **Monday, July 10, 2023**. (FY 22/23 June #1) 4-0-0

## **E2. SUPERINTENDENT REPORT**

Dr. Lloyd reported that we did not get the Federal UPK expansion grant, but did receive more funds than in the past from the state which may allow us the opportunity to have a full day and a half day option for UPK. She then discussed the Board getting together with the Admin team to work on District Goals, Whole Child Framework and proposed July 10<sup>th</sup> prior to the Reorg meeting. That date did not work for board members so they will propose dates that will work. Dr. Lloyd then updated the Board on the recent NYSED Safety Summit, sharing takeaways.

## **E3. DIRECTOR OF FINANCE**

Mr. Walker reported that the Capital Project bi-weekly meetings have begun again; work will resume June 19<sup>th</sup> with goal of finishing in early fall. He then reported on the Bond funding and reserves which, due to the federal funding, we will have a healthy fund balance which will be helpful in the coming years. Lastly, he reported on the financial report stating that there were no significant changes.

#### **AUTH FUNDING OF RESERVE**

Motion by Mr. Monroe, seconded by Mr. Reesor, and unanimously carried the following resolution: BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent of Schools and pursuant to Education Law, approves the Resolution to Authorize Funding of Reserve. (FY 22/23 June #1) 4-0-0

#### **APPROVAL FINANCIAL REPRT**

Motion by Ms. Taber, seconded by Mr. Marshall, and unanimously carried by Board members present the following resolution: BE IT RESOLVED, that the Board of Education, upon the recommendation of the Superintendent of Schools and pursuant of Education Law, approves the Financial Report as presented. (FY 22/23 June #1) 4-0-0

#### **E4. ADMINISTRATORS**

Mrs. Miller reported that they are gearing up for summer and professional development. The Whole Child survey was sent out to the parents and they are hoping that many parents will fill this out. It will be going out to students and teachers as well. The data collected from this survey is used to help plan for summer work. She then reported that we are in regent's season with the US History regents having been given this past week. The results for that test will be released June 23<sup>rd</sup>.

Mrs. Levi reported that Annual Reviews for special education are almost completed. She then mentioned that we participated in Special Olympics and it was the first time that we were able to include our students who have placements outside of Wayne County. Mrs. Levi also mentioned that we had two deaf students and, in addition to having a translator there for those students, some of the American Sign Language students also came to help. There were about 10 high school and 5 elementary students that also joined to help at Special Olympics. Lastly, she reported on BKC's.

Mrs. Steiner reported on Ag day at the elementary school, mentioning that there were a lot of different people and animals there, along with a Maple syrup trailer. She mentioned that the Spring Fling / Open House took place on May 16<sup>th</sup> where students presented their portfolios and they also had a Health Fair on site which parents appreciated. The Spring Chorus and Band Concert took place, as well as the K-2 Musical, both of which were a treat and it is nice to see our students' talents. Mrs. Steiner then reported on the Memorial Day Celebration and that field trip season has started which will end with Camp Stella Maris. Lastly she mentioned the PBIS Celebration of Water Fun and last day of school picnic.

Ms. Raes reported that the mini-camps are coming to a close and Girls on the Run finished with a 5K at MCC. The mini-camps went well and she received a lot of positive feedback from students and parents and they were happy to hear that they will continue next year. She mentioned that she is working closely with Mr. Fulmer on the combined K-8 Summer School with Williamson which will be hosted at MES and working closely with the Transportation departments of both districts and teachers; and also was able to work with Williamson to bring the more academic needs focused extended school classroom that is usually at Williamson to our summer school. Ms. Raes then mentioned that the 6<sup>th</sup> graders came to the Jr-Sr High and the 9<sup>th</sup> & 10<sup>th</sup> grade WEB leaders showed them around and played games; the 6<sup>th</sup> graders enjoyed their time and are feeling a little less nervous about coming to the building, especially knowing that they have one more opportunity with 7<sup>th</sup> grade orientation to visit before school starts. Lastly, she mentioned that she was able to go on the Washington, DC trip with the 8<sup>th</sup> graders. It was a good experience for the students.

Mr. Dehn reported that senior days for varsity spring sports took place and it's a nice way to recognize our senior athletes. He then spoke about our Musical students who were recognized at Stars of Tomorrow and the Elenbes for individuals, as well as the group, recognitions. Frau Thompson was also recognized. Mr. Dehn then spoke about the Spring Showcase and Academic Awards night which was a little different than in the past. It was well attended and they will do the same next year with a few tweaks. It's nice to do it this way because it allows the student's to be presented their awards by their teachers. The Marion FFA attended the NYS FFA Convention in Buffalo where they competed and several students received top 10 recognition in the State which is exciting. He then ended by mentioning the end of year and Spring Athletic Awards and the spring choir concert, both of which were nice evenings.

Mr. Wise reported they completed the upgrade of our battery system and it went without a hitch and we were only down for a couple of hours. He then stated that they are starting to look at summer projects and transitioning over to the summer.

## **F. CONSENT AGENDA ITEMS**

Motion by Mr. Reesor, seconded by Ms. Taber, and unanimously carried by Board members present: 4-0-0

## **F1. MEETING MINUTES**

RESOLVED, that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the Meeting Minutes of the May 16, 2023 meeting. (FY 22/23 June #1)

- F2. MEETING MINUTES** RESOLVED, that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the Annual Meeting Minutes of the May 16, 2023 meeting. (FY 22/23 June #1)
- F3. CSE/CPSE PLACEMENTS** RESOLVED, that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the placement of students into special education programs. (FY 22/23 June #1)
- F4. APPROVE TREAS/WARR RPTS** RESOLVED, that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the treasurer's and warrants reports as presented. (FY 22/23 June #1)
- F5. APPROVE BUDGET TRANSFERS** RESOLVED, that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the Budget Transfers as presented. (FY 22/23 June #1)
- F6. APPROVE INT CLAIMS AUDIT** RESOLVED, that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the Internal Claims Auditor's reports as presented. (FY 22/23 June #1)
- F7. UNPAID PARENTING LEAVE** RESOLVED, that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the unpaid parenting leave of **Lauren Penders** for six (6) weeks from the end of her maternity leave. (FY 22/23 June #1)
- F8. UNPAID PARENTING LEAVE** RESOLVED, that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the extension of unpaid parenting leave of **Michelle Williams** from the end of her maternity leave through November 13 rather than October 2, 2023 which was previously approved. (FY 22/23 June #1)
- F9. OVERNIGHT FIELD TRIP** RESOLVED, that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the overnight field trip as presented. (FY 22/23 June #1)
- F10. CREATE K-12 SPED TEACHER** RESOLVED, that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the creation of a K-12 Certified Special Education Teacher position at Marion Central School District, effective July 1, 2023. (FY 22/23 June #1)



- F11. APPROVE SUMMER TECH ASST** RESOLVED, that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the appointment of **Jason Wise** as the Summer Technology Assistant for Marion Central School District, effective June 5, 2023 – August 23, 2023, \$14.25/hr. as presented. (FY 22/23 June #1)
- F12. APPRV CERT SUB** RESOLVED, that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the change in appointment of **Helene Becker** from Non-Certified to Certified Substitute Teacher, Teacher Assistant for Marion Central School District; fingerprint clearance on file. (FY 22/23 June #1)
- F13. ACCEPT RESIGNATION** RESOLVED, that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, accepts the resignation of **Debbie Potter**, Elementary Classroom Teacher at Marion Elementary School, effective June 23, 2023. (FY 22/23 June #1)
- F14. ACCEPT RESIGNATION** RESOLVED, that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, accepts the resignation of **Michael DelRossa**, Director of Transportation for Marion Central School District, effective July 1, 2023. (FY 22/23 June #1)
- F15. CREATE TEACHER ASST** RESOLVED, that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the creation of a Teacher Assistant position at Marion Elementary School, effective July 1, 2023. (FY 22/23 June #1)
- F16. LIBRARY BOOK SURPLUS** RESOLVED, that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the declaration of library books listed as surplus. (FY 22/23 June #1)
- F17. APPRV BUS MONITOR** RESOLVED, that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the appointment of **Cynthia Fuentes** as a substitute School Bus Monitor and School Bus Driver in Training; fingerprint clearance on file. (FY 22/23 June #1)

## **F18. APPROVE RESOLUTION**

RESOLVED, that the Board of Education, upon recommendation of the Superintendent of Schools and pursuant to Education Law, approves the resolution to appoint Maryanne Dimeo, Esq. as Impartial Hearing Officer regarding due process complaint notice received May 31, 2023. (FY 22/23 June #1)

## **G. COMMUNITY COMMENTS**

An opportunity for community questions and comments was given. A community member spoke about her feelings that Marion does not prepare students well enough for college and that it would be good if the district could offer more advanced level classes, especially in the area of science.

## **H. EXECUTIVE SESSION**

Motion by Ms. Taber, seconded by Mr. Monroe, and unanimously carried by Board members present, BE IT RESOLVED, that upon recommendation of the Superintendent of Schools and pursuant to Education Law, that the Board of Education adjourn to Executive Session for the specific purposes of discussing potential litigation, the Non-Union Benefits Statement and CSEA collective bargaining agreement negotiations.

The Board of Education entered into Executive Session at 7:43 PM.

The Board of Education returned to Open Session at 8:14 PM.

## **I. ADJOURNMENT**

Motion by Mr. Monroe, seconded by Mr. Reesor, and unanimously carried by Board members present the following resolution: BE IT RESOLVED, that the Board of Education approves the adjournment of its June 5, 2023, meeting at 8:15 PM.

Respectfully Submitted,

Nadine A. Mitchell  
School District Clerk

# **MARION CENTRAL SCHOOL DISTRICT**

## **BENEFIT SUMMARY FOR NON-UNION SUPPORT STAFF 2023-2024**

### **BOE Approved XX/XX/2023**

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The Non-Union Support Staff group includes those staff members, other than the Superintendent, Assistant Superintendent of Instruction, and Director of Finance and Operations, who are not represented by collective bargaining agreements. Annual compensation and benefits are determined by the Board of Education on the recommendation of the Superintendent. Benefits are made available to all full-time (11 or 12 months) permanent employees. Full-time recognition of staff are those who work more than 7.5 hours per day. All pro-rations for benefits shall be based on the FTE equivalent to a full-time staff member in the same position. For example, a part-time psychologist who works 4 hours per day shall be considered .533 FTE (4 hours/7.5). Staff members who work at least half-time, but less than full-time, are eligible for prorated benefits. Benefits for staff members who work less than half-time, or who are on temporary appointment, will be established on an individualized basis at the time of appointment.

### **1. PERSONAL DAYS**

All Non-Union Support Staff may request up to three (3) paid personal leave days during each school year. This leave is provided for personal, non-recreational activity or business that cannot be completed outside of regular working hours. This paid leave may not be used on days immediately preceding or following a scheduled recess for students and/or teaching staff. Such leave shall be requested in writing to the Superintendent on the required form at least two days in advance whenever practical. Personal leave, if unused, is added to unused sick leave at the end of each year.

### **2. HOLIDAYS**

All ten- and eleven-month Non-Union Support Staff are entitled to eleven (11) paid holidays each year: 1) New Year's Day; 2) Martin Luther King Day; 3) President's Day; 4) Good Friday; 5) Memorial Day; 6) Columbus Day; 7) Veterans Day; 8) Thanksgiving; 9) Day After Thanksgiving; 10) Christmas Eve, and 11) Christmas Day. Twelve month employees also receive as days off: 12) Independence Day; and 13) Labor Day. If school is not in session on Veterans Day, Non-Union Support Staff are entitled to a floating holiday on a day to be arranged with their supervisor. If school is in session on Good Friday, Non-Union Support Staff who are required to report are entitled to a floating holiday on a day to be arranged with their supervisor. Juneteenth will also be given as a paid holiday when it is recognized. If June 19<sup>th</sup> falls on a Saturday, it is not recognized as a paid holiday.

### **3. SICK LEAVE**

All Non-Union Support Staff will be granted 15 days of paid sick leave each school year. This sick leave may be accumulated up to a total of two hundred (200) days maximum. In addition to personal illness, sick leave may be used when the staff member's presence is required to care for a member of the immediate family.

For the purpose of caring for a sick or injured member, "immediate" family shall be interpreted to mean spouse, a child, or a parent/step-parent of the employee or their spouse, or any member living in the same household.

For the purpose of caring for a family member expecting an imminent childbirth, the terms “immediate family” shall be accepted as meaning a spouse or a child.

For the purpose of attending to a death in the immediate family, the term “immediate family” shall be defined as a spouse, a child, or grandchild and their immediate family (living in the same household), a parent, a sibling, or grandparent of the employee or employee’s spouse. Up to five days of sick leave may be utilized for each such bereavement.

#### **4. VACATION**

Only twelve (12) month Non-Union Support Staff earn vacation. All Civil Service-certified staff are entitled to 15 vacation days each year during the first five years of service and 20 vacation days during years 6-20. Non-union staff members with a date of hire prior to July 1, 2019 will be entitled to 25 days of vacation after 20 years of service. All non-union staff members who are entitled to more than 15 vacation days each year, may carryover a maximum of 5 unused vacation days to be used the following year. Excess unused vacation days are forfeited. Those staff members who have more than 20 years of service as of July 1, 2014, may carryover or redeem for cash payment a maximum of 5 unused vacation days each year.

#### **5. INCLEMENT WEATHER**

Non-Union Support Staff employees that are considered essential staff will be expected to work on snow days. All other staff shall be required to work only if teachers are also required to work. Employees will not be expected to report if the proper governmental authority closes roads.

#### **6. MEDICAL INSURANCE**

The school district will pay 95% of the monthly premium cost of the Signature HDHP (\$1,500/\$3,000 deductible) for a single, 2-Person or family-type contract for which the staff member is eligible. Staff members may participate in another district-sponsored medical plan with the understanding that if they choose a plan that is more expensive than the base plan they will pay any additional cost above the 95% contribution of the base plan.

a. Additionally, the District will contribute 50% of the plan’s in-network deductible into an HSA account for staff entering the plan during the open enrollment. Any staff that enroll at a subsequent date will receive a prorated contribution of the plan’s in-network deductible based on the remaining percentage of time left for the calendar year. For example, if a new hire starts October 1, they will receive 25% contribution. Initial HSA contribution will be on July 1, for staff members choosing this plan during open enrollment with an effective date of coverage of July 1. In subsequent calendar years the District will contribute 100% of the plan’s in-network deductible into the member’s HSA account on or about January 1.

b. The District will offer an HSA plan for eligible employees. Administrative fees will be the responsibility of the employee.

## **7. MEDICAL INSURANCE OPT-OUT OPTION**

Any Non-Union Support Staff member who is covered under a medical insurance policy other than that of the Marion Central School District, may opt-out of the school district subsidized medical plan and receive a cash payment as an in lieu of benefit. The cash opt-out payment for an eligible staff member is \$2,150 per year. Under IRS Section 125, such payments are taxable as earned salary.

## **8. DENTAL INSURANCE**

The school district will pay 80% of the monthly premium cost of the Excellus Dental Blue Options I (Modified) dental plan for a single, 2-Person, or family-type contract.

## **9. GROUP TERM LIFE INSURANCE**

All Non-Union Support Staff are provided with a \$50,000 group term life insurance policy. The premium is fully paid by the school district.

## **10. FLEXIBLE SPENDING ACCOUNT**

All Non-Union Support Staff may participate in the district's Flexible Spending Account Program. This IRS Section 125-approved program allows staff members to: 1) pay medical/dental co-pay premiums with pre-tax dollars; 2) contribute pre-tax dollars to a reimbursement account for uninsured, out-of-pocket medical/dental expenses; 3) contribute pre-tax dollars to a child or dependent care account; 4) participate in insurance opt-out cash payment option detailed above. Please note, employees receiving an HSA contribution in conjunction with the HDHP must have a limited purpose FSA. Interested staff members should contact the Business Office for a Summary Plan Description and election form.

## **11. TUITION REIMBURSEMENT**

All Non-Union Support Staff are eligible for tuition reimbursement at the applicable year's S.U.N.Y. rate for up to nine (9) credit hours completed each school year. Staff members who wish to take college courses or other job-related in-service courses should contact the Business Office as soon as possible.

## **12. TAX SHELTERED ANNUITY or 403b PLAN (EMPLOYEE-FUNDED)**

All Non-Union Support Staff may elect to contribute pre-tax salary to a district-approved 403-b insurance annuity or self-directed investment program. Yearly contribution limits are governed by IRS regulations. Interested staff members should contact the Director of Finance.

## **13. TAX SHELTERED ANNUITY or 403b PLAN (EMPLOYER-FUNDED)**

In July of each year, the Board of Education will contribute for each member of the Non-Union Support Staff Group a sum equal to three percent (3%) of the previous year's salary into a tax sheltered annuity account of the employees choosing. The funds will be deposited into the employee's existing 403b account established in the payroll system as a Non-Elective Employer Contribution. Employees can specify a substitute account(s) for this distribution with written notification to the Director of Finance and Operations, by June 1, 2023. (All contributions are subject to limitations set forth by the IRS each year.)

These accounts will be owned by the individual staff member who may, in turn, direct the proceeds into various investment sub-accounts.

#### **14. RETIREE MEDICAL & DENTAL BENEFITS**

Members of the Non-Union Support Staff Group who have completed the required years of service in the school district, and who immediately file appropriate retirement papers with the New York State Teachers Retirement System or the New York State Employees' Retirement System, shall be entitled to continued coverage in district-sponsored medical and dental insurance programs at a calculated percentage of the contribution rate paid for the Base Plan during active service.

Twenty years of service and a hire date prior to July 1, 2012 are required for continued coverage at the active service contribution rate (95%) for all Non-Union employees until the retiree becomes Medicare eligible or age 65 whichever comes first. The Base Medical Plan is currently Signature HDHP (\$1,500/\$3,000 deductible) for those under 65. Staff members may participate in another district-sponsored medical plan with the understanding that if they choose a plan that is more expensive than the base plan they will pay any additional cost above the 95% contribution of the base plan. The Base Dental Plan is Excellus' Dental Blue Options I (Modified) plan. The school district will pay 80% of this plan.

Twenty years of service and a hire date on or after July 1, 2012 are required for continued coverage at the contribution rate of 80% for all Non-Union employees until the retiree becomes Medicare eligible or age 65 whichever comes first. The Base Medical Plan is currently Signature HDHP (\$1,500/\$3,000 deductible) for those under 65. Staff members may participate in another district-sponsored medical plan with the understanding that if they choose a plan that is more expensive than the base plan they will pay any additional cost above the 80% contribution of the base plan. The Base Dental Plan is Excellus' Dental Blue Options I (Modified) plan. The school district will pay 80% of this plan.

Once a retiree becomes Medicare eligible has the required 20 years of service and was hired prior to July 1, 2012, the district will contribute 50% of a district sponsored Medicare supplement plan. The base plan for those over 65 shall be the Excellus HMO, PPO.

Employees may continue in the single or family type contract in which they were enrolled at the time of retirement. Spouses of deceased employees may continue in the group plan for which they are eligible upon their payment of the full premium.

#### **15. UNUSED SICK TIME FOR MEMBERS WHO RETIRE FROM THE DISTRICT**

For TRS members, the district will offer a 25% buyout of a member's daily rate for any unused sick days up to a maximum of 200 days to be contributed to a member's 403(b).

For ERS members, the district will offer a 25% buyout of a member's daily rate for any unused sick days above 165 up to a maximum of 200 days to be contributed to a member's 403(b).

#### **16. SALARY**

All members of the Non-Union Group will be given a 4% salary increase.

# MARION CENTRAL SCHOOL ATHLETIC DEPARTMENT

**TO: ELLEN LLOYD AND BOARD OF EDUCATION**

**FROM: LORI DELYSER, ATHLETIC DIRECTOR**

**DATE: 6/2/2023**

**Re: RECOMMENDED FALL COACHING APPOINTMENTS**

Coaching recommendations for the 2023 Fall Sports Season:

Boys Varsity Soccer	Jared DeLyser	21 yrs Grp II \$6,500 + SC \$1,050
Boys JV Soccer	Mark Metcalfe	18 yrs Grp IV \$4,700 + SC \$700
Boys Modified Soccer	Dan Campbell	21 yrs Grp V \$2,970 + SC \$1,050
Girls Varsity Soccer	Lori DeLyser	31 yrs Grp II \$6,500 + SC \$1,400
Boys/Girls X-C (7-12)	Paul Pfeiffer	23 yrs Grp II \$6,500 + SC \$1,050
Varsity Tennis	Terry Krocke	16 yrs Grp III \$5,900 + SC \$700
Girls Varsity Volleyball	MacKenzie Buckles	6 yrs Grp II \$5,500
Girls JV Volleyball	Laura DeYoung	2 yrs Grp IV \$2,700
Volunteer Girls Varsity Soccer	Rob Marotta	

Supervisor's/Timer's for the 2023 Fall Sports Season:

Girls Soccer Supervisor	<b>\$85 per event</b>
Girls Soccer Supervisor	Open
Boys Soccer Supervisor	Open
Boys Soccer Supervisor	Open
Boys Soccer Supervisor	Lori DeLyser
Boys Soccer Timer	Lisa Levan
Girls Soccer Timer	Lisa Levan
Girls Volleyball Supervisor	Deb Rood
Girls Volleyball Timer	Evelyn Peck

Sub Supervisor's/Timers for the 2023 Fall Sports Season:

**\$85 per event**  
Lisa Levan  
Nadine Mitchell  
Nicole DeLyser  
Sandy Friday

## **MCS Summer Transportation Staff 2023**

### **Drivers:**

Aiken, Sam (Sub only)  
Brown, Jenn  
Clark, Jenny  
Collie, Tony  
Gilman, Kaitlin  
Lee, Jim  
Murphy, Shirley  
Perry, Mary  
Rowe, Jesse  
Shaw, Eric  
Shaw, Sharon  
Spencer, Lisa

### **Monitors:**

Finch, Brittany (Sub)  
Homer, Kim  
Lochner, Kelly  
Sayers, Robin  
Sipple, Nicole  
Thompson, Zach

### **Cleaner:**

Francis, Nicole  
Howell, Sierra  
Lochner, Kelly  
Thompson, Zach



**Marion Central School**  
**Paid Extra-Curricular Advisors**  
**2023 – 2024**

<b>Position</b>	<b>Advisor</b>
Senior Advisor (2-.5)	Theresa Hollebrandt, Mike Rinella
7 <sup>th</sup> Grade Advisor	Mike Herlan
8 <sup>th</sup> Grade Advisor	Mike Herlan
9 <sup>th</sup> Grade Advisor	Kristen Belculfine
10 <sup>th</sup> Grade Advisor	Theresa Hollebrandt, Mike Rinella
11 <sup>th</sup> Grade Advisor	Theresa Hollebrandt, Mike Rinella
Student Council Advisor Jr. –Sr. High	Debbie Rood
NHS Advisor	Shelly Thompson
Model UN	
Yearbook Advisors (2)	Amanda Donovan, Lauren Penders
Marching Band Director	Christine Guck
Marching Band Supervisors	Ashley Chapin, Katya Lyubomirsky
Color Guard Instructor	Shelly Thompson
Musical Director	Shelly Thompson
Asst. Musical Director	Ann Maine
Musical Set Designer (2-.5)	
Musical Audio Visual Director	Dave Wise
Show Choir Dance	Shelly Thompson
Show Choir Music	Ann Maine
FFA Advisor	Lily Trainor
Ski Club Advisors (2)	Eliza Weis

**Marion Central School**  
**Paid Extra-Curricular Advisors**  
**2023 – 2024**

<b>ELEMENTARY SCHOOL</b>	
Elementary Yearbook Advisor	Kristen Belculfine, Theresa Kuhn
Elementary Student Council Advisor	Marissa Holloway
Elementary Girls' Intramurals	Taylor Wolfe
Elementary Boys' Intramurals (2-.5)	Jared DeLyser, Jeff Molisani
Farm Club (2)	Theresa Kuhn, Jenny Clark
Art Club	Amanda Falling
MESH Advisor	Kristen Belculfine

## **MEMORANDUM OF AGREEMENT**

Marion Central School District,  
CSEA, Inc., Local 1000, AFSCME, AFL-CIO,  
Wayne County Local 859, Marion School Unit 9104,  
- and -  
Shelene Hayes

**This Agreement** is entered into by and between the Marion Central School District (the "District"), the Civil Service Employees' Association, Inc., Local 1000, AFSCME, AFL-CIO, Marion School Unit 9104 (the "Association") and Shelene Hayes ("Ms. Hayes"), (collectively referred to as the "Parties").

**Whereas**, the Association and the District are parties to a 2021-2023 collective bargaining agreement (hereinafter referred to as the "CBA"); and

**Whereas**, Ms. Hayes is currently serving as head bus driver in the District and is a member of the Association subject to the terms and conditions of the CBA; and

**Whereas**, the District has identified a need, upon the resignation of the District's Director of Transportation, for an individual to perform the duties of Director of Transportation on an interim basis pending the District's ability to fill or modify that position; and

**Whereas**, Ms. Hayes is willing and interested in serving the District, on an interim basis, to perform the duties of Director of Transportation in the capacity of an Interim Transportation Supervisor.

**Now, therefore**, the Parties agree as follows:

- 1) Ms. Hayes will be assigned to the position of Interim Transportation Supervisor for the purposes of providing services to the District as the lead person in the Transportation Department during the time in which the position of Director of Transportation remains vacant. Such duties while so assigned shall not include those involving discipline of members of the Transportation Department.
- 2) Ms. Hayes' assignment as Interim Transportation Supervisor will not change or diminish her seniority in the title of Head Bus Driver, and she will continue to accrue seniority in that title during the interim assignment.
- 3) Ms. Hayes' annualized base rate of pay while serving as Interim Transportation Supervisor will be Seventy-Two Thousand Nine Hundred (\$72,900) Dollars. Said base rate of pay will be adjusted by any applicable percentage increase agreed to by the District and the Association in a successor agreement to the CBA.
- 4) All other components of the CBA related to Ms. Hayes' employment shall remain unaltered.
- 5) The Parties specifically and unequivocally agree that this Memorandum of Agreement shall not create, or cause a situation to be created, whereby the duties discharged by either the title of Director of Transportation or the title of Transportation Supervisor shall be considered exclusive Association bargaining unit work. Nothing herein shall be considered to change or modify that shared understanding and the District specifically reserves its right to determine which title better discharges the needs of the District at any given time.
- 6) Nothing herein shall be considered or construed as setting a precedent or past practice upon which either Party may rely for any matter now or in the future, nor shall this agreement be construed in any matter as changing or altering the terms of the CBA or the Parties respective rights or authority under the CBA, except as expressly set forth herein.
- 7) Nothing in this agreement, nor the agreement itself, may be used as evidence in any proceeding by either party in support of any practice or obligation between the Parties except to enforce the terms of this agreement.
- 8) Ms. Hayes' appointment as Interim Transportation Supervisor, and the terms and conditions of this memorandum shall be effective through the time the District appoints a person to either the title of Director of Transportation or the title of Transportation Supervisor, unless otherwise mutually ended earlier by written agreement between the Parties.
- 9) This Agreement shall be effective when fully executed and approved by the Board of Education.

Dated: \_\_\_\_\_

\_\_\_\_\_  
Dr. Ellen Lloyd, Superintendent

Dated: \_\_\_\_\_

\_\_\_\_\_  
Kim Wemesfelder, CSEA President

Dated: \_\_\_\_\_

\_\_\_\_\_  
Shelene Hayes



# MARION CENTRAL SCHOOL DISTRICT

## MARION ELEMENTARY SCHOOL

3863 N. Main Street | Marion, NY 14505  
Phone 315-926-4256 | Fax 315-926-3115

**Dr. Ellen Lloyd**  
Superintendent

**Mrs. Casey Steiner**  
Elementary Principal

**Ms. Brianne Raes**  
Interim K-12 Assistant Principal

6.9.23

Dear Dr. Lloyd;

I would like to formally recommend Lynn Lucca for the position of teaching assistant at Marion Elementary. Lynn has experience as a classroom aide in our district and has proven to exemplify our core value of having students at the heart of what we do. I look forward to working with her in this role at Marion Elementary.

Sincerely,

Mrs. Casey M. Steiner  
Principal, Marion Elementary



# MARION JR.-SR. HIGH SCHOOL

4034 Warner Road \* Marion, NY 14505  
Phone 315-926-4228 \* FAX 315-926-3114

**Dr. Ellen Lloyd**  
Superintendent

**Shane Dehn**  
Jr. Sr. High School Principal

**Brianne Raes**  
Interim PK-12 Assistant Principal

June 9th, 2023

Dr. Lloyd;

I recommend Bob Goodell for the positions of Summer Strength and Conditioning Coordinator and Summer Health Teacher. Bob has worked hard to develop both of these programs and we are excited to be able to offer these excellent opportunities during the summer months.

Sincerely,

Shane Dehn  
Principal  
Marion Jr./Sr. High School

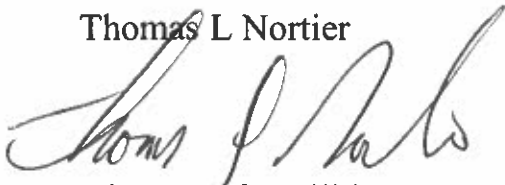


*We engage all students to achieve their fullest potential today and to be prepared for tomorrow's opportunities*

6/12/2023

Please approve the hiring of Alex Wemesfelder as the full time evening cleaner at the High school. Alex will fill a vacancy that is open when Sally Flynn retires

Thomas L Nortier

A handwritten signature in black ink, appearing to read "Thomas L. Nortier", written in a cursive style.

Director of Facilities



**MARION CENTRAL SCHOOL DISTRICT**  
**MARION JUNIOR SENIOR HIGH SCHOOL**  
4034 Warner Rd. | Marion, NY 14505  
Phone 315-926-4228

**Dr. Ellen Lloyd**  
Superintendent

**Mr. Shane Dehn**  
Jr./Sr. High School Principal

**Ms. Brianne Raes**  
Interim PK-12 Assistant Principal

**Teacher's Name:** Amanda Falling

**School:** Marion Jr./Sr. High School

**Assignment:** Grades 7-12 Art

**Date of Employment:** September, 2019

**Tenure Date:** September, 2023

**Tenure Area:** Art

**Recommendation Date:** May 31, 2023

**Board Meeting Date:** June 5, 2023

**Overview:**

Amanda attended Nazareth College for her undergraduate degree. She graduated Summa Cum Laude with a Bachelor's Degree in Art Education, and certification in Visual Arts B-12. She also attended Nazareth College for Graduate School, earning a MEd in Art Ed. Amanda also spent a semester in undergraduate school at the Santa Reparata International School of Art in Florence, Italy.

**Observation Summary:**

Amanda has worked hard to develop the art program at Marion Jr./Sr. High School. She is passionate about art instruction and believes that all students should have access to a quality art education. As a result, she has continuously sought new courses and enrichment opportunities that will engage students and offer them opportunities to pursue art during and after secondary education.

Amanda has also developed and implemented an art-based Design and Drawing Production (DDP) course. This course has been a critical component of the graduation pathway for students that may struggle with other high school art courses. In doing so, Amanda has proven her ability to connect with and engage students that are at risk of not graduating on-time.

Amanda has also worked to create opportunities for students beyond the classroom. She stepped up when the district was in need of a yearbook advisor to oversee the student yearbook committee that creates a Jr./Sr. High School yearbook every school year. Not only does she oversee that committee, but she also attends many extracurricular events to take photos of students for the yearbook. The yearbook committee has flourished under her leadership!

**Professional Practice:**

Amanda has fully participated in District training for non-tenured staff. Amanda attends professional development offerings on conference days and has fully implemented personalized learning within her classroom.

Amanda is a collaborative member of the Arts Learning Standard Group and has developed collegial relationships with the music and art teachers. Her input and perspective are valued at team meetings. In a small department that can be isolating, Amanda has established connections with other colleagues outside of the art department.

**Recommendation Statement:**

Amanda is a dedicated professional that roots her instructional practice in establishing strong relationships with students. She has high standards for both herself and her students, which results in a strong culture of learning within her classroom. Amanda is a true "Black Knight" and is a role model in our learning community. It is my pleasure to recommend Amanda Falling for tenure appointment.

Signature of Person Recommending: 

Signature of Teacher: 

Date: 6/5/2023





**MARION CENTRAL SCHOOL DISTRICT**  
**MARION ELEMENTARY SCHOOL**  
3863 N. Main Street | Marion, NY 14505  
Phone 315-926-4256 | Fax 315-926-3115

**Dr. Ellen Lloyd**  
Superintendent

**Mrs. Casey Steiner**  
Elementary Principal

**Ms. Brianne Raes**  
Interim PK-12 Assistant Principal

**Teacher's Name:** Pam McClure

**School:** Marion Elementary School

**Assignment:** 1st Grade TA

**Date of Employment:** September 3, 2019

**Tenure Date:** September 1, 2023

**Tenure Area:** Teaching Assistant

**Recommendation Date:** April 17, 2023

**Board Meeting Date:** June 12, 2023

### **Overview:**

Pam McClure is a teaching assistant currently assigned to work primarily with first grade. Prior to becoming a teaching assistant, Pam volunteered in kindergarten classrooms for many years and was initially hired as a 1:1 student-specific aide in our district. She completed her coursework online at Eastern Gateway Community College in evenings and on weekends while she worked full time at Marion Elementary. She currently holds a New York State level III teaching assistant certification.

### **Professional Practice:**

Pam provides academic support to students in first grade by pushing into their classrooms during core instructional blocks and pulling students out in small groups for WIN times. She also has a second grade WIN group that she leads. Pam is truly a team player and is highly valued by her teammates.

Pam is not only an integral part of the first grade team, but also an important member of our school community as a whole. Each morning Pam is outside greeting students with a smile as they arrive at school. When staff shortages occur, Pam is often asked to take on the role of substitute teacher which she does with grace and skill. She implements teacher lesson plans with fidelity and manages student behavior in positive ways. Pam always takes the time to truly listen to the adults and students she interacts with, making everyone feel heard and appreciated. She also teaches the college and career special to students in first grade and teaches art to the afternoon pre-K class. Lastly, Pam is a member of the Black Knight Scholarship committee and also helps out by sewing costumes for the musical each year.

**Recommendation Statement:**

Pam McClure is a dedicated, diligent professional who brings patience and kindness to the classroom and our larger school community each day. It is my pleasure to recommend Pam McClure for tenure appointment.

Signature of Person Recommending: Casey Stein

Signature of Teaching Assistant: Pamela McClure

Date: 4/17/2023



**MARION CENTRAL SCHOOL DISTRICT**  
**MARION ELEMENTARY SCHOOL**  
3863 N. Main Street | Marion, NY 14505  
Phone 315-926-4256 | Fax 315-926-3115

**Dr. Ellen Lloyd**  
Superintendent

**Mrs. Casey Steiner**  
Elementary Principal

**Ms. Brianne Raes**  
Interim PK-12 Assistant Principal

**Teacher's Name:** Jody Phelps

**School:** Marion Elementary School

**Assignment:** 3rd Grade TA

**Date of Employment:** September 3, 2019

**Tenure Date:** September 1, 2023

**Tenure Area:** Teaching Assistant

**Recommendation Date:** April 17, 2023

**Board Meeting Date:** June 12, 2023

**Overview:**

Jody Phelps is currently a teaching assistant for third grade. Prior to being hired as a teaching assistant, Jody served the district as a substitute and as a 1:1 student-specific aide. She completed her coursework at Finger Lakes Community College and holds a Level III Teaching Assistant certification.

**Professional Practice:**

Jody supports students in third grade by pushing into classrooms during core instructional blocks and by providing targeted small group support during WIN times. She also leads a WIN group for sixth grade students each day. Jody is highly competent and requires minimal direction from the teachers she works with. She is intuitive and sees where she is needed upon entering the classroom. Jody is always willing to jump right in and assist, and her colleagues comment how working with Jody as a TA is like having another teacher in the classroom. She is easy-going and builds relationships naturally with students and staff.

Jody is highly valued by her team, well-liked by students and is active in the school community as a whole. She does not shy away from a challenge. Jody has served as a long term substitute for teachers when a certified substitute was not available, including teaching art during COVID, 3rd grade, and college and career. She co-facilitates Girls on the Run and co-facilitated the All About Sports mini-camp. Jody supervises athletic events for the district, volunteers to keep score at basketball games and has been recruited as the announcer for basketball games when needed as well! She is the president of the area soccer club and coaches girls travel

soccer in the summer. Jody is extremely dedicated to our students, the Marion Central School District and the larger Marion community.

**Recommendation Statement:**

Jody Phelps is a talented professional who brings laughter and light-heartedness to the classroom and our larger school community each day. It is my pleasure to recommend Jody Phelps for tenure appointment.

Signature of Person Recommending: \_\_\_\_\_

*Cathy Steiner*

Signature of Teaching Assistant: \_\_\_\_\_

*Jody M. Phelps*

Date: \_\_\_\_\_

*4/14/23*

## **Tenure Recipients**

**Amanda Felling** – Academic Area ~ Art (9/1/23)

Pamela McClure – Special Subject Area ~ Teacher Assistant (9/1/23)

Jody Phelps – Special Subject Area ~ Teacher Assistant (9/1/23)

*Tenured Earlier in School Year*

**Shannan Sicienski** – Special Subject Area ~ Teacher Assistant (10/2/22)

Debra Schultz – Academic Area ~ Remedial Reading (11/7/22)

**Cairy Place** – Tenure Area ~ Elementary (1/14/23)

## **25 Years of Service**

Deanna Ferguson

**Tom Nortier**

## **20 Years of Service**

Dan Campbell

Shawn Ffinity

Jared DeLyser

## **15 Years of Service**

Steve VanHall

Amber Sheflin

Melissa Walker

## **10 Years of Service**

**Ashley Chapin**

**Judy Nevil**

### **2022-23 Retirees**

**Amy Bennett** – 14 years

**Warren Bushart** – 28 years

**Sally Flynn** – 20 years

**Donna Francis** – 20 years

**Kimberly Graffeo** – 23 years

**Thomas Nortier** – 25 years

**Susan Roland** – 25 years

**Kimberly Valone** – 23 years

### **New Hires:**

**Cassi Coon** – K-2 Elementary Teacher, Elementary School.

**Andrea Habecker** - .8 Occupational Therapist

**Amy Mulhern** – K-12 Special Education Teacher, Elementary School

**Chelsea Nuss** – .5 Social Studies / .5 Special Education Teacher, Jr-Sr High School

**Ryan Pasquarette** – Living Environment Science Teacher, Jr-Sr High School