

BOARD OF EDUCATION MEETING MINUTES
May 6, 2019

The Board of Education met in regular session at 6:00pm in the Millstream Career Center Cafe.

President Aldrich called the meeting to order. Present were Mr. Aldrich, Mr. Cooper, Mrs. Robertson, Mrs. Russel, Dr. Siebenaler Wilson, Treasurer Mr. Barnhart, Assistant Superintendent Mr. Roth, and Superintendent Mr. Kurt.

2019-005-001 APPROVAL OF MINUTES

It was motioned by Mr. Cooper, seconded by Mrs. Robertson to approve the regular meeting minutes from April 8, 2019.

Roll call: Mr. Cooper, aye; Mrs. Robertson, aye; Mr. Aldrich, aye; Mrs. Russel, aye; Dr. Siebenaler Wilson, aye. President Aldrich declared the motion carried.

CELEBRATIONS

Ms. Stahl celebrated Whittier's staff and students and welcomed the board. She also celebrated the growth Whittier has seen with the implementation of Leader in Me into the building. Dr. Siebenaler Wilson celebrated Jacobs's choral concerts and thanked Miss Althaus for the wonderful concert. She also celebrated the Signing Day at Millstream Career Center. She stated that Millstream enrollment has increased by 125 students for the 2019-2020 school year. Mrs. Robertson celebrated Cabaret and the many talented students that were showcased. Mr. Kurt celebrated the Findlay High School tennis team on their recent TRAC championship. Coach Swisher and three team captains were there to celebrate the win!

2019-005-002 Community Foundation Grants

It was motioned by Mrs. Russel, seconded by Mrs. Robertson to approve the following Findlay Hancock County Community Foundation Grants:

- The Findlay-Hancock County Community Foundation authorized a one-year grant (#2019170) totaling \$2000.00 to be awarded to Findlay City Schools to support the Exciting Writing Process project. Lead teacher is Judy Withrow. Fund Source: Barton & Josephine Wilson Fund for Education.
- The Findlay-Hancock County Community Foundation authorized a one-year grant (#2019161) totaling \$2797.00 to be awarded to Findlay City Schools to support Market and Design with Glowforge project. Lead teachers are Lisa Willson and Jason Wagner. Fund Source: M. Margaret Foster Education Fund.
- The Findlay-Hancock County Community Foundation authorized a one-year grant (#2019164) totaling \$6000.00 to be awarded to Findlay City Schools to support the Creating Community through Fire project. Lead teacher is Jason Wagner. Fund Source: Barton & Josephine Wilson Fund for Education.
- The Findlay-Hancock County Community Foundation authorized a one-year grant (#2019167) totaling \$1800.00 to be awarded to Findlay City Schools to support the Home Boy Makes Good project. Lead teacher is Judy Withrow. Fund Source: Barton & Josephine Wilson Fund for Education.
- The Findlay-Hancock County Community Foundation authorized a one-year grant (#2019163) totaling \$6000.00 to be awarded to Findlay City Schools to support Making our Future project. Lead teacher is Amanda Brasfield. Fund Source: Barton & Josephine Wilson Fund for Education.
- The Findlay-Hancock County Community Foundation authorized a one-year grant (#2019165) totaling \$5250.00 to be awarded to Findlay City Schools to support the PHYBR: Bring Street Art to FCS project. Lead teachers are Jason Wagner and Paul Kuhn. Fund Source: Barton & Josephine Wilson Fund for Education.
- The Findlay-Hancock County Community Foundation authorized a one-year grant (#2019171) totaling \$4620.00 to be awarded to Findlay City Schools to support Welcome the World project. Lead teachers are Jennifer Cassata and Patricia Loarca. Fund Source: Barton & Josephina Wilson Fund for Education.
- The Findlay-Hancock County Community Foundation authorized a one-year grant (#2019168) totaling \$5982.00 to be awarded to Findlay City Schools to support the Spinning the Globe with Spheros project. Lead teacher is Laura Davis. Fund Source: Barton & Josephine Wilson Fund for Education.
- The Findlay-Hancock County Community Foundation authorized a one-year grant (#2019169) totaling \$6000.00 to be awarded to Findlay City Schools to support the Protecting the Future project. Lead teacher is Judy Withrow. Fund Source: Barton & Josephina Wilson Fund for Education.
- The Findlay-Hancock County Community Foundation authorized a one-year grant (#2019166) totaling \$3020.00 to be awarded to Findlay City Schools to support the See Me Beautiful (Red Grammar) project. Lead teachers are Kari Redman and Becky Soloman. Funding Source: Barton & Josephine Wilson Fund for Education.

Roll call: Mrs. Russel, aye; Mrs. Robertson, aye; Mr. Aldrich, aye; Mr. Cooper, aye; Dr. Siebenaler Wilson. President Aldrich declared the motion carried.

PUBLIC PARTICIPATION

Becky Biesiada addressed the Board on behalf of F.E.A. and congratulated Bigelow Hill on their production of Lion King. Findlay High School student Braden Richards addressed the Board on a recent school safety project.

2019-005-003 CONSENT ITEMS (A-U)

It was motioned by Mrs. Robertson, seconded by Mr. Cooper to approve consent items A-U.

CERTIFICATED PERSONNEL

A. Leave of Absence (will use paid sick, personal, and/or vacation time, if available)

Jeanine Baker (Bigelow Hill)
Effective: 4/26/19 - 5/12/19
Reason: FMLA

Susan Blackburn (FLC)
Effective: 4/17/19 - 5/12/19
Reason: FMLA

Erica Brunow (Glenwood)
Effective: 4/25/19 - 5/24/19
Reason: FMLA

Jennifer Fryman (Donnell)
Effective: 4/11/19 - 5/24/19
Reason: FMLA

Lisa Hazen (Chamberlin Hill)
Effective: 3/21/19 - 6/1/19
Reason: FMLA

Jenna Smith (Jacobs)
Effective: 4/18/19 - 5/24/19
Reason: FMLA

Rebecca Wank (Jefferson)
Effective: 4/26/19 - 5/28/19
Reason: FMLA

B. Leave of Absence (unpaid)

Kelsey Goldsberry (Grade 3, Lincoln)
Effective: 2019-2020 School Year
Reason: Personal

C. Resignation

Tyler Bame (Welding Instructor, Millstream) (2 years)
Reason: Personal Effective: August 7, 2019

Christina Qualls (From LOA) (11 years)
Reason: Personal Effective: May 25, 2019

D. Appointments

1. Speech and Language Pathologist

Hayley Carr (Speech Language Pathologist, Student Services)
Salary: MA, Step 1 @ \$42,914 (based on 2018-19 salary schedule)
Effective: August 23, 2019

Mary Estlack (Speech Language Pathologist, Student Services)
Salary: MA+30, Step 7 @ \$61,387 (based on 2018-19 salary schedule)
Effective: August 23, 2019

2. School Psychologist

Nicole Dailey (School Psychologist, Student Services)
Salary: MA+30, Step 1 @ \$46,816 (plus 3-weeks extended service @ \$3,816.53) (based on 2018-19 salary schedule)
Effective: August 23, 2019

3. Teaching Professions

Courtney Elbin (Part-Time Teaching Professions Teacher, Millstream)
Salary: BA+30, Step 3 @ \$22,352 (based on 2018-19 salary schedule)
Effective: August 23, 2019

4. Teachers

Jon Hayfield (Social Studies, High School)
Salary: MA, Step 9 @ \$59,356 (based on 2018-19 salary schedule)
Effective: August 23, 2019

Patrick Massara (Intervention Specialist, Glenwood)
Salary: MA, Step 0 @ \$40,857 (based on 2018-19 salary schedule)
Effective: August 23, 2019

Emma Miller (Grade 8 ELA Teacher, Donnell)
Salary: BA, Step 0 @ \$37,333 (based on 2018-19 salary schedule)
Effective: August 23, 2019

E. Behavior Analyst Assistant

The superintendent recommends the employment of Emily Karhoff as the district Behavior Analyst Assistant for a one (1) year contract consisting of 200 days during the 2019-20 school year effective July 1, 2019 in the amount of \$60,000.

F. 2018-19 College Credit Plus Stipend @ \$1200

Jackie Gleason – Millstream
Kendra Grubinski - High School
Rachel Haas – High School
Jessee Hankins - High School
Greg Johnson – Millstream
Mike Magnes – Millstream
Gordon Myers – Millstream
Craig Perry – Millstream
Joyce Pippert – High School
Ruth Rinker - High School
Tyler Smith - High School
Danielle Storey - High School
Carol Treece – Millstream
Cassie Van Horn – Millstream
Paul Waldman - Millstream
Jaime Watkins – Millstream

G. Home Instructors - Step 0 @ \$22.01 per hour for 2018-2019 School Year

Kim Fillhart Danielle Spragg

H. Millstream SkillsUSA Advisor Stipend to attend 2018 National SkillsUSA Contest in June @ \$1,084.32 (Acct#524-9019)

Mike Magnes

I. Millstream SkillsUSA Advisor Stipend to attend 2018 National SkillsUSA Contest in June @ \$1,056.48 (Acct#524-9019)

Craig Perry

J. Certificated Reappointment List

The superintendent recommends approval of 2019-2020 Certificated Reappointment List as shown in **EXHIBIT A.**

K. Extended Service List

The superintendent recommends approval of 2019-2020 Extended Service List as shown in **EXHIBIT B.**

L. Supplemental Duty Assignments – Certificated Personnel for 2019-2020 School year

Erica Brunow	Varsity Cheerleading Coach (Football) - FHS @ \$2557.31
Blake Delaney	Head Golf Coach (Boys') - FHS @ \$3415.97
Mark Gleason	Head Cross Country Coach – FHS @ \$4162.63
Jon Hayfield	Head Girls' Soccer Coach – FHS @ \$5693.28
Ursulla Jefferson	Varsity/J.V. Cheerleading Coach (Basketball) - FHS @ \$1801.65
Ben Kirian	Head Wrestling Coach – FHS @ \$5693.28
Mark Ritzler	Head Football Coach – FHS @ \$8959.92
Robert "Justin" Rohrer	Head Girls' Volleyball Coach – FHS @ \$5058.62
Brian Rosendale	Head Girls' Basketball Coach - FHS @ \$8959.92

CLASSIFIED PERSONNEL

M. Resignation

Alicia Baker (From LOA)	(3 years)
Reason: Personal	Effective: May 23, 2019
Robin Heaster (Office Aide, Transportation)	(1 year)
Reason: Personal	Effective: April 12, 2019
Megan Smith (Office Aide, Food Service)	(1 year)
Reason: Other Employment	Effective: May 6, 2019

N. Retirement

Laura Almond (Technology, Donnell)	(19 years)
Reason: Retirement	Effective: June 7, 2019
David Duryea (Grounds, Facilities)	(26 years)
Reason: Retirement	Effective: July 31, 2019

O. Reclassification

Becky Bern
From: Chamberlin Hill Part Time Nurse @ \$22.97/hour
To: Substitute School Nurse @ \$19.32 per hour
Effective: April 29, 2019

Nancy Rook
From: Chamberlin Hill Part Time Nurse @ 2 days per week
To: Chamberlin Hill Full Time Nurse @ 5 days per week
Effective: April 29, 2019

P. Appointments

The superintendent recommends approval of the following appointments, at salaries in accordance with the adopted salary schedules, and contingent upon subsequent receipt by the Board of a report from B.C.I. which is not inconsistent with the applicant's answers on the employment application.

1. Textbook Repair – Summer 2019 @ current salary rate per hour (Acct#001-2212-142)

Jody Bowling

2. Substitute and/or Per Diem Employees

Martin Taoras – Substitute Bus Driver @ \$15.00 effective 4/22/19

3. Supplemental Duty Assignments – Non-Certificated Personnel for 2018-2019 School Year

Ashley Carey ~ Musical Choreographer - FHS @ \$1,847.98

4. Supplemental Duty Assignments – Non-Certificated Personnel for 2019-2020 School Year

Ben Patey	Head Hockey Coach – FHS @ \$4946.62
Jim Rucki	Head Boys' Basketball Coach – FHS @ \$8959.92
Kevin Shenise	Head Boys' Soccer Coach – FHS @ \$5693.28

Q. Findlay City School Delegates to Kawaguchi City, Japan

The superintendent recommends approval of the following delegates to travel to our sister city, Kawaguchi City, Japan from June 16, 2019 – June 22, 2019: Mike Leddy, Ursulla Jefferson, and Kelly Stahl.

R. 2019 Graduation List

The superintendent recommends approval of 373 graduates on the 2019 Graduation List as presented in **EXHIBIT C.**

S. UT Academic Affiliation Agreement

The superintendent recommends approval of the Academic Affiliation Agreement with the University of Toledo as presented in **EXHIBIT D.**

T. Curriculum

The superintendent recommends approval of the 2 New Pilot Curriculum Courses: Problem Solving 2.0, Pop, Rock, and Contemporary Music and the Adapted and Adjusted AP Government and Politics Syllabus as discussed at the April 8, 2019 Board of Education Meeting.

U. Acceptance of Gifts

GIFT: \$300.00
FROM: Chad and Jennifer Doll
TO: Donnell Middle School Tree

GIFT: \$301.59
FROM: Gregory and Karen Herold
TO: Donnell Middle School Tree

GIFT: \$30.00
FROM: Jeffery and Melissa Hericks
TO: Findlay Athletic Department in memory of Doc Slough

GIFT: \$30.00
FROM: Robert and Janet Flinker
TO: Findlay Athletic Department in memory of Doc Slough

GIFT: 3 yards of Midnight Mulch valued at \$115.85
FROM: TAWA Mulch & Landscape Supply
TO: Whittier Primary

Roll call: Mrs. Robertson, aye; Mr. Cooper, aye; Mr. Aldrich, aye; Mrs. Russel, aye; Dr. Siebenaler Wilson, aye. President Aldrich declared the motion carried.

ACTION ITEM

2019-005-004 Out of State Travel

It was motioned by Mrs. Russel, seconded by Dr. Siebenaler Wilson to approve teachers Mike Magnes and Craig Perry along with 4 students to travel to Louisville, Kentucky on June 24, 2019 - June 29, 2019 to compete in the Skills USA National competition.

Roll call: Mrs. Russel, aye; Dr. Siebenaler Wilson, aye; Mr. Aldrich, aye; Mr. Cooper, aye; Mrs. Robertson, aye. President Aldrich declared the motion carried.

SUPERINTENDENTS COMMENTS

Mr. Kurt reminded everyone that graduation was on May 25th at the Koehler Center. He invited everyone to the Bigelow Hill S.T.E.A.M. celebration on May 17th from 4 p.m. - 5 p.m.

BOARD'S COMMENTS

Mr. Aldrich thanked all the staff that received grants. He thanked them for their hard work in applying for the grants and stated this dedication is what sets Findlay City Schools apart from the rest.

2019-005-005 EXECUTIVE SESSION

It was motioned by Mrs. Russel, seconded by Mrs. Robertson to go into executive session at 6:55 PM to discuss employment of personnel.

Roll call: Mrs. Russel, aye; Mrs. Robertson, aye; Mr. Aldrich, aye; Mr. Cooper, aye; Dr. Siebenaler Wilson, aye. President Aldrich declared the motion carried.

2019-005-006 ADJOURNMENT

It was motioned by Mr. Aldrich, seconded by Dr. Siebenaler Wilson to adjourn the meeting at 7:10 pm.

Roll call: Mr. Aldrich, aye; Dr. Siebenaler Wilson, aye; Mr. Cooper, aye; Mrs. Robertson, aye; Mrs. Russel, aye. President Aldrich declared the motion carried.

Treasurer

President

To be read and approved on May 20, 2019 at 6:00 PM at Donnell Middle School.

FINDLAY CITY SCHOOLS
FINDLAY , OHIO

CERTIFICATED REAPPOINTMENT LIST

2019-2020 SCHOOL YEAR

5/6/2019

Reappointments - 2019-2020 School Year

The superintendent recommends that the certificated personnel, as shown in this Exhibit, be reappointed for 184 days for the 2019-2020 school year.

Code:

Column #1 - Name of Appointee

Column #2 - Type of Contract

- C = Continuing
- C* = Continuing - Contingent upon Board Approval
- C+ = Continuing - Special Language
- L = Limited - One (1) Year
- EL = Extended Limited Contract (expiration)
- LOA = Leave of Absence

Column #3 - Training Step

Column #4 - Experience Step

Column #5 - PT = Part Time: hours as determined by the Superintendent
(All appointments are contingent upon valid certification.)



Name of Appointee	Type of Contract	Training Step	Experience Step	Part-Time
Adkins, Emily E.	L	MA	4	
Adkins, Jaclyn A.	L	BA+15	12	
Allen, Regina J.	C	MA+15	18	
Allshouse, Ryan S.	L	MA	18	
Allsop, Alyssa N.	L	BA	3	
Allsop, Carrie A.	L	MA+30	11	
Althaus, Alycia R.	L	BA+15	5	
Anders, Christopher J.	L	BA	15	
Andrews, Martie D.	L	MA	11	
Ankney, Kara L.	L	MA	9	
Apple, Danielle M.	C	MA	10	
Armstrong, Sharon E.	C	MA+15	11	
Armstrong, Todd M.	L	BA+15	23	
Aronson, Anne C.	L	MA	3	
Arthur, Jacqueline L.	L	BA+15	7	
Aukerman, Tracy J.	L	MA+15	6	
Badder, Robyn E.	L	MA+30	10	
Bain, Jennifer L.	C	MA+30	27	
Baker, Erik D.	C	MA+30	23	
Baker, Jeanine G.	C	MA+15	18	
Barberree, William E.	C	MA	20	
Barnhart, Bethany R.	L	MA	9	
Barrientos, Kimberly A.	C	MA	12	
Barton, Taylor N.	L	BA	5	
Baumgartner, Brynn E.	C	MA	11	

Name of Appointee	Type of Contract	Training Step	Experience Step	Part-Time
Beckman, Nichole K.	L	MA	6	
Beggs, Susan A.	L	BA+30	10	
Beier, Kathy J.	C	MA+30	23	
Betts, Kimberly J.	C	MA	15	
Biesiada, Rebecca M.	C	MA	15	
Bigger, Krista L.	C	MA	12	
Biggs, Amee I.	L	MA	5	
Bilger, Denielle C.	L	MA	10	
Bishop, Kristyn R.	C	MA+30	18	
Blackburn, Susan K.	L	BA+30	9	
Blodgett, Susan H.	L	MA	10	
Boes, Brad J.	C	MA+30	15	
Boes, Lindsey M.	C	MA+30	18	
Bolen, Arin P.	L	BA	2	
Bower, Matthew J.	L	MA+15	12	
Bowsher, Denise J.	C	MA+30	27	
Bradburne, Catherine A.	L	BA	3	
Brant, Stephanie L.	L	MA	9	
Brasfield, Amanda L.	L	MA+30	12	
Brax, David R.	L	MA	7	
Brickner, Sara C.	C	MA	11	
Brim, Christina R.	L	MA	4	
Brossia, Jessica L.	L	BA	2	
Brown, Carmen R.	L	BA+15	10	
Brown, Kimberly A.	L	BA+15	8	

Name of Appointee	Type of Contract	Training Step	Experience Step	Part-Time
Brown, Thomas B.	L	BA+30	11	
Brubaker, Britney L.	C	MA	11	
Bruni, Tonya M.	C	MA	20	
Brunow, Erica L.	L	MA+15	11	
Brzozka, Sally A.	C	MA	12	
Buck, Angel T.	C	MA+30	12	
Bundren, Candace E.	C	MA+30	15	
Burrows, Bradley J.	C	MA	20	
Byers, Amanda J.	L	MA+30	12	
Byrne, Megan A.	L	BA	4	
Callan, Jason R.	C	MA+15	27	
Callicutt, Nicole G.	L	BA+15	9	
Campbell, Kristin R.	L	MA	6	
Canterbury, Lisa M.	C	MA+30	23	
Cantrell, Alexandria L.	L	BA	7	
Cantrell, James A.	C	MA+30	12	
Carr, Elaine M.	C	MA	15	
Chamberlain, Hannah M.	L	MA	10	
Cheney, Kelly N.	C	MA	10	
Chomic, Jason M.	L	BA	8	
Clark, Rebecca L.	C	MA+30	23	
Cleary, Sara A.	C	MA	12	
Clegg, Erin E.	L	MA	9	
Coffman, Kimberly K.	C	MA+30	12	
Cole, Lori B.	L	BA+30	15	

Name of Appointee	Type of Contract	Training Step	Experience Step	Part-Time
Combs, Alyson N.	L	MA+15	5	
Corron, Cheryl J.	L	MA	15	
Counts, Kelley L.	L	MA	9	
Coy, Heather N.	L	BA	2	
Croy, JoLynda J.	C	MA+30	20	
Curth, Audrey N.	L	MA	10	
Damon, Eugene E.	C	MA+30	30	
Dangelo, Linda M.	C	MA+15	20	
Davis, Laura M.	L	MA+30	18	
Debusman, Michelle A.	C	BA+30	18	
Delaney, Blake R.	L	BA	5	
Delaney, Elizabeth A.	L	BA	5	
DeRose, Anthony J.	L	BA	11	
Derr, Molly S.	C	MA	12	
DeVaul, Joseph A.	C	MA+30	12	
Dickman, Mark W.	C	MA+30	32	
Distel, Sarah G.	L	MA+30	9	
Dittman, Angela R.	C	MA+30	18	
Douglas, Stacy M.	L	MA+30	10	
Drake, Cheryl L.	L	BA+15	30	
Drerup, Robynn M.	C	MA+30	30	
Dyer, Laura K.	L	MA	8	
Earl, Jennifer A.	L	MA	15	
Ellerbrock, Rebecca A.	C	MA	15	
Elliott, Amber L.	C	MA+15	15	

Name of Appointee	Type of Contract	Training Step	Experience Step	Part-Time
Emans, Angie N.	C	MA+30	15	
Emens, Alaine F.	C	MA+30	23	
Ervin, Timothy S.	C	MA+30	30	
Faber, Janelle R.	C	MA+15	11	
Fackler, Emily S.	L	MA+30	6	
Fenn, Shelby S.	L	BA	1	
Fillhart, Kim A.	C	MA+30	20	
Finney, Laura L.	C	MA	27	
Fleming, Catherine E.	L	MA+30	2	
Flick, Daniell N.	L	BA	5	
Fort, Nicole M.	C	MA+30	15	
Franks, Michelle A.	C	MA+30	20	
Fresch, Kelsey M.	L	MA	1	
Fryman, Jennifer E.	L	BA+30	10	
Gaberdiel, Jon P.	C	MA	12	
Garmong, Kelee S.	C	MA+30	20	
Garver, Jodi W.	C	MA+30	27	
Gaskill, Katherine M.	L	BA	5	
Geaman, Maribeth G.	C	MA+30	23	
Gearig, Monica M.	L	BA	18	
Geiser, Angela M.	C	MA+30	18	
Gephart, Kristina S.	C	MA+30	23	
Gerken, Allison N.	C	MA	12	
Gilbert, Shelly L.	C	MA+30	30	
Gillespie, Adam J.	C	MA+30	20	

Name of Appointee	Type of Contract	Training Step	Experience Step	Part-Time
Gilts, Janine L.	C	MA+30	27	
Gleason, Jacqueline R.	C	MA+30	27	
Gleason, Mark R.	C	MA+30	23	
Goeller, Angi M.	C	MA	18	
Goldsberry, Kelsey R.	LOA	BA	5	
Gosser, Daniel J.	C	MA+30	8	
Gross, Sheane N.	L	MA	7	
Grubinski, Kendra L.	L	MA	8	
Guay, Theresa M.	L	BA	6	
Guerrero, Jennifer E.	L	MA	8	
Gunka, Justin J.	L	MA+30	12	
Haas, Rachel V.	C	MA+15	20	
Hackenburg, Kyle A.	L	MA+15	10	
Hafner, Kaymie E.	L	BA	23	
Halliday Roseann M.	C	MA+30	20	
Hankins, Jessee E.	L	BA+15	4	
Hansard, Cassidy G.	L	BA+15	3	
Harmon, Kerri L.	L	BA+15	27	
Harrington-Williams, Susan A.	C	MA+15	27	
Hartenstein, Vicki D.	C	MA	23	
Hatch, Arika R.	C	MA+30	20	
Headley, Ryan A.	C	MA+30	12	
Hemmelgarn, Erin M.	C	MA+15	12	
Herron, Jessica F.	L	BA	5	
Hertel, Rachel R.	C	MA	11	

Name of Appointee	Type of Contract	Training Step	Experience Step	Part-Time
Heydinger, Melissa K.	C	MA+30	15	
Hiatt, Rhonda L.	C	MA+30	23	
Hirschy, Whittany L.	L	BA	9	
Hirt, Shawn M.	L	MA	12	
Hodson, Amanda J.	L	MA+30	20	
Hord-Hemmerly, Kimberly G.	L	MA	12	
Hose, Craig J.	L	BA	9	
Hoy, Lisa A.	C	MA	11	
Huber, Josh M.	L	BA+15	9	
Hudok, Kristin D.	C	MA	20	
Huffman, Lori A.	L	MA+15	10	
Hunker, Cynthia R.	L	MA	30	
Hunt, Lori A.	L	MA+15	20	
Hurt, Amy E.	C	MA	20	
Imke, Brooke A.	C	MA	12	
Irey, Katrina J.	C	MA	27	
Jefferson, Ursulla	L	MA	2	
Johnson, Greg R.	L	MA+30	9	
Julien, Laura A.	C	MA+30	27	
Karcher, Jason J.	L	MA	9	
Kellermeyer, Elizabeth S.	L	BA	9	
Kempher, Theresa L.	C	BA+30	20	
Kennedy-Mowrey, Mary Beth	C	MA+30	20	
Kiene, Shelby A.	L	BA	6	

Name of Appointee	Type of Contract	Training Step	Experience Step	Part-Time
Kiesler, Kelli M.	C	MA+15	23	
Kin, Katherine L.	L	MA	12	
Kirian, Benjamin D.	C	MA+15	15	
Kirian, Megan R.	L	MA	3	
Kirk, Suzanne M.	L	BA	27	
Kiss, Julie A.	L	BA	8	
Klausing, Trisha R.	L	MA+15	5	
Kniss, Jane A.	C	MA+15	32	
Kokensparger, Andrea L.	L	MA	12	
Krupp, Amy M.	C	MA+15	20	
Kuenzli, Leigh Ann	C	MA+30	12	
Kuhlman, Amy L.	C	MA+15	23	
Kuhn, Paul C.	L	BA	6	
Kuntz, Carly M.	L	BA	7	
Kuznicki, Amanda R.	L	BA	9	
Lafountain, Danielle C.	C	MA+30	10	
Lammers, Julia E.	C	MA+15	18	
Lane, Julie A.	C	MA	20	
Laube, Ellen J.	C	MA+30	32	
Lauder, Brittany L.	L	MA+15	4	
Laux, Mark A.	C	MA	15	
Leatherman, Jill M.	C	MA+30	11	
Lentz, Judith A.	L	BA+30	15	
Lewis, Michelle L.	C	MA+30	27	
Lichtle, Kristen L.	C	MA+30	15	

Name of Appointee	Type of Contract	Training Step	Experience Step	Part-Time
Lindahl, Briana M.	C	MA+30	18	
Lindahl, Ryan B.	C	MA+30	11	
Little, Maria C.	C	MA	23	
Lobdell, Alexis R.	L	BA	5	
Longenecker, Lara N.	C	MA	20	
Loomis, Jessica M.	C	MA+15	12	
Lucas, Michelle A.	L	MA	12	
Ludwig, Emily J.	L	MA+30	8	
Luedeker-Hazen, Lisa	C	MA+15	9	
Lundy, Francesca A.	L	BA	8	
Maag, Margaret A.	L	MA	8	
Mack, Darlene J.	C	MA+30	12	
Magnes, Michael E.	C	MA	20	
Majors, Patricia A.	C	MA+15	9	
Manley, C. Kevin	C	MA	23	
Mansfield, Kyle B.	L	BA+15	7	
Mansfield, Ross J.	L	BA	1	
Mantey, Chelsea A.	L	BA+15	4	
Mathewson, Chad M.	C	MA+15	20	
Matthews, Donald E.	L	BA	8	
McAdoo, Steven J.	C	MA+30	30	
McCarthy, Joy E.	C	MA+30	15	
McDowell, Lisa M.	L	BA+15	20	
Mehok, Seth D.	L	MA	2	
Meloy, Jena N.	L	BA	10	

Name of Appointee	Type of Contract	Training Step	Experience Step	Part-Time
Metzger, Nicole D.	C	MA+30	15	
Meyer, Brooke N.	L	BA	3	
Might, Tricia A.	C	MA+15	23	
Miller, Bryan D.	C	MA	12	
Miller, Janice A.	L	No Degree	23	
Miller, Kimberlee M.	C	MA	11	
Miller, Scott D.	L	MA	3	
Miracle, Vicki J.	L	MA+15	18	
Mitchell, Charrles D.	C	BA+30	20	
Morman, Tammie J.	L	MA+15	27	PT
Moser, Lauren A.	L	MA	6	
Moyer, Aaron A.	C	MA+30	20	
Murphy, Kimberly D.	L	BA	23	
Murray, Katherine A.	C	MA+30	15	
Myers, Gordon L.	L	BA	15	
Nelson, Jaclyn S.	L	MA	9	
Neuhofs, Brittney C.	C	MA	11	
Newlove, Nicole M.	C	MA+15	15	
Nielsen, Maria E.	L	MA	2	
Nowacki, Jamie L.	L	MA	9	
Nugeness, Jordan A.	L	MA	3	
Nunn, Angela M.	L	MA	9	
Nusbaum, Heather A.	C	MA	15	
O'Brien, Tammy A.	C	BA+30	27	
Orr, James C.	C	MA+15	11	

Name of Appointee	Type of Contract	Training Step	Experience Step	Part-time
Ouwenga, Karen R.	C	MA+30	15	
Pack, Daniel L.	C	MA+30	30	
Parriott, Lauren T.	C	BA+30	12	
Perkins, Sarah E.	L	BA+15	7	
Perry, Craig C.	L	BA+15	18	
Petrosino, Hayley M.	L	BA	5	
Pfaltzgraf, Becky A.	C	MA+30	23	
Phillips, Jodi R.	C	MA+30	20	
Pippert, Joyce K.	C	MA+15	20	
Porter, Caitlin A.	L	BA	9	
Potteiger, Jenna L.	C	MA+30	20	
Powell, Danielle R.	L	MA	11	
Prater, Billy	L	MA+30	10	PT
Prater, Michele A.	L	MA+30	9	
Pressel, Kenneth S.	C	MA+30	23	
Pridemore, Sarah K.	L	BA	3	
Pritchard, Kristina	L	BA+30	4	
Rader, Rebecca A.	C	MA	12	
Rakestraw, Ashley M.	L	MA	15	
Rayle, Kathleen M.	L	BA	9	
Recker, Sandy A.	C	MA+15	23	
Recknagal Jane L.	L	MA+15	12	
Redman, Kari E.	L	BA	4	
Rennels, Craig A.	L	BA	30	
Ring, Christine R.	C	MA	23	

Name of Appointee	Type of Contract	Training Step	Experience Step	Part-time
Rinker, Ruth E.	C	MA+30	30	
Ritzler, Kristin K.	L	BA+30	20	
Ritzler, Mark J.	C	MA	20	
Roach, Nicole A.	L	MA+15	20	
Robbins, Sydney E.	L	BA	5	
Rohrer, Robert J.	L	BA	9	
Rosendale, Brian A.	C	MA	30	
Ross, Angela S.	C	MA+30	23	
Ross, Kara L.	L	MA	10	
Roth, Aaron J.	L	MA+15	15	
Roth, Lana K.	C	MA+30	23	
Ruiz, Cesar M.	C	MA	18	
Rummel, Julie E.	L	BA+15	9	
Ruthenberg, Michael J.	L	MA	20	
Rutter, Lisa M.	C	MA	12	
Ryan, Denise M.	C	MA+15	18	
Sanchez-Vigil, Stephanie	L	BA	5	
Sanders-Wiseley, Diana L.	C	MA+15	15	
Sapp, Lani J.	C	MA+30	20	
Schadel, Elizabeth M.	C	MA+30	20	
Schank, Elizabeth A.	L	MA+30	8	
Schomaeker, Bruce D.	L	No Degree	23	PT
Schroeder, Heather L.	C	No Degree	20	
Schube, Jayson R.	L	MA	3	
Schumacker, Lauren E.	L	MA+15	6	

Name of Appointee	Type of Contract	Training Step	Experience Step	Part-time
Scurria, Alexandria K.	L	MA	6	
Selhorst, Shannon L.	L	MA	10	
Sheaffer, Nancy R.	L	BA+15	15	
Sheehe, Brian D.	L	BA+15	23	
Sheehe, Denise M.	L	MA	8	
Sheidler, Kevin J.	L	No Degree	12	
Sherman, Sarah K.	L	MA	12	
Shively, Mark J.	C	MA+15	12	
Shively, Wendy H.	C	MA+30	18	
Siebenaller, Shawn M.	L	MA+30	6	
Smalley, Vicki L.	C	MA+15	18	
Smith, Jenna M.	L	BA	4	
Smith, Jodi M.	C	MA	11	
Smith, Kimberlee	L	MA+15	8	
Smith, Melanie S.	C	MA	15	
Smith, Tyler Q.	C	MA	12	
Smith, Valerie A.	C	MA	15	
Snyder, Michael T.	L	MA	7	
Solomon, Rebecca A.	C	MA	18	
Spaeth, Tamara L.	L	BA+15	23	
Spence, Jill M.	L	MA	3	
Spragg, Danielle R.	L	BA	5	
Springer, Michael T.	C	MA+30	23	
Sprouse, David S.	L	MA+15	12	
Sprout, Elizabeth M.	L	MA	10	

Name of Appointee	Type of Contract	Training Step	Experience Step	Part-Time
Sprout, Ryan D.	L	MA	10	
Stacey, Marla J.	L	MA	15	
Stahl, Rachel E.	L	MA	7	
Stillings, Jennifer P.	L	MA+30	10	
Stoffel, Amy K.	L	BA	5	
Storey, Danielle M.	L	MA	8	
Strohscher, Sarah B.	C	MA	12	
Stroub, Timothy P.	C	No Degree	30	
Studer, Joshua P.	L	BA	11	
Stutzman, Jeffrey R.	C	MA	23	
Suermann, Jennifer L.	L	MA+15	15	
Sullivan, Nicole S.	L	BA	6	
Suter, Andrea R.	L	MA+15	12	
Swan, Kevin R.	C	MA+30	20	
Swisher, Allison M.	L	MA+30	27	
Tardibuono, Barbara J.	C	MA+30	18	
Tate, Jeanette A.	L	BA+30	10	
Taylor, April M.	C	MA	11	
Taylor, Stefanie I.	C	MA+30	23	
Thiel, Kristianne N.	L	MA	12	
Thomas, Debra D.	C	MA	15	
Thorbahn, Tonya M.	C	MA	11	
Tiech, Mandy K.	L	MA	9	
Toland, Stephanie C.	C	MA+15	12	
Treece, Carol J.	L	no degree	12	

Name of Appointee	Type of Contract	Training Step	Experience Step	Part-Time
Tuttle, Marcus D.	C	MA	15	
Vallejo, Nicolas A.	L	BA	6	
VanDerMolen, Larissa L.	L	BA	4	
VanDerMolen, Linda R.	C	MA+30	12	
VanHorn, Cassandra J.	L	BA+30	8	
VanRenterghem, Eric C.	C	MA	20	
Vetovitz, Beverly F.	L	BA+15	5	
Wagner, Jason M.	L	MA	12	
Waldman, Paul E.	C	BA+30	32	
Wank, Brittany A.	L	MA	7	
Wank, Rebecca L.	C	MA+30	27	
Wannemacher, Shannon R.	L	MA	11	
Warren, Sharon L.	L	MA+30	18	
Watts, Kyle J.	L	MA	8	
Watts, Loveda C.	L	MA	7	
Weiss, Karlene V.	C	MA	27	
Welty, Heather L.	C	MA+30	20	
Wenner, Mackenzie A.	L	MA	6	
Wetz, Christina M.	C	MA	20	
Wheeler, Katie L.	L	MA	9	
Whipkey, Crystal L.	C	MA	27	
Whipkey, Thomas M.	C	MA+15	27	
Wicinski, Judith A.	C	BA+30	23	
Wiegand, Stephanie J.	L	MA+15	11	
Wilch, Renee P.	L	BA+15	6	

Name of Appointee	Type of Contract	Training Step	Experience Step	Part-Time
Wilford, Alexandria F.	L	MA	5	
Willson, Lisa A.	C	MA+30	23	
Wilson, Daniel R.	C	MA+15	11	
Wilson, Melissa M.	L	BA	2	
Wilson, Michael J.	C	MA+30	27	
Wise, Holly M.	C	MA+30	18	
Wise, Laisha L.	L	BA	6	
Wohl, Robert J.	C	MA+30	32	
Wohlgamuth, Kelly J.	C	MA+30	18	
Wolfe, Rebecca L.	C	MA+15	12	
Woodhull, Kristin M.	C	MA	20	
Wyant, Kelly M.	L	BA	6	
Young, Karen M.	C	MA+30	27	
Zellner, Madeline A.	C	MA	8	
Zimmerly, Renee M.	C	MA+30	15	

EXTENDED SERVICE**2019-2020**

Alycia Althaus – FHS Band	Two (2) Weeks
Bethany Barnhart – Middle School Counselor	Two (2) Weeks
Kristyn Bishop – Middle School Counselor	Two (2) Weeks
Amanda Brasfield – FHS Librarian	Four (4) Weeks
Amanda Byers – Psychologist	Three (3) Weeks
Seth Mehok – FHS Counselor/CCP	Four (4) Weeks
Catherine Fleming – Psychologist	Three (3) Weeks
Kyle Hackenburg – FHS Counselor	Three (3) Weeks
Ursulla Jefferson – FHS Counselor	Three (3) Weeks
Megan Kirian – Middle School Counselor	Two (2) Weeks
Maria Little – FHS Counselor (Dept Chair)	Four (4) Weeks
Darlene Mack – Middle School Counselor	Two (2) Weeks
Vickie Miracle – Psychologist	Three (3) Weeks
Brian Sheehe – Middle School Band	One (1) Week
Michael Springer – Middle School Band	One (1) Week
Dan Wilson – Director of Bands	Four (4) Weeks

EXHIBIT C
NameSuffix

<u>LastName</u>	<u>FirstName</u>	<u>MiddleName</u>
Adams	Alana	Shadae Jean
AlAhmad	Ammar	Mousa
Alic	Zachary	Michael
Allard	Anthony	Michael
Althaus	Wyatt	Allen
Amann	James	William
Anderson	Benjamin	James
Armstrong	Jonathan	William
Arnett	Dishawn	Christopher
Artressia	Caleb	Bradley Charles
Atchison	Morganne	Elizabeth
Babione	Joshua	Eric
Bailey	Cali	Marie
Bailey	Kaydin	Daniel
Baker	Kaitlyn	Elizabeth
Barnes	Maia	Rose
Bartson	Jarrett	Thomas
Beasley	Logan	
Beining	Maya	Beth
Beltz	Antonia	Shaylyn
Benham	Destiny	Page
Bennett	Elonah	Christine
Bianchi	Alaina	Catherine
Bibler	Phillip	Michael
Bielicki	Mackenzie	Autumn
Bish	Cole	David
Bishop	Claire	Marie
Black	Kayla	Jean
Blatnik	Grace	Ann
Bohland	Margaret	Anne
Bolen	Breann	Ashley
Borkosky	Tapanga	Avery
Borowski	Cameron	Paul
Bower	Stephen	James
Bowser	Kimberly	Patty Lou
Breitigam	William	Pahl
Bright	Sylvia	Buis
Brough	Kirsten	Logan
Brown	Ashley	Renee
Brown	Gabrielle	Grace
Brunner	Dawson	Lee
Budke	Dane	Nicolai
Bunkley	Kellyanne	Nicole
Cagney	Harmony	Elana Patience
Camiscione	Ethan	Joseph
Carman	Jordan	Lee

Cassata	Alyssa	Hope
Chaffin	Jeremiah	Jacob
Charles	Avery	Reece
Cheney	Austin	Mitchel
Clark	Zoe	Koren
Click	Austin	Jeffrey
Coleman	Katelynn	Ann
Cook-Rabinowitz	Joshua	Evan
Copeland	Jeremiah	Michael
Corbin	Kathryn	Joy
Coward	Riley	Alexander
Cramer	Eve	Marie
Current	Logan	James
Current	Tia	Lynn
Davidson	Blossom	Riley
DeMuth	Brianna	Lynn Jun
DeMuth	Micah	James
DeMuth	Stone	Michael
Denike	Victoria	Ryann
Digby	Emily	Marie
Dillon	Kaden	Archer
Dillon	Lydia	Merrick
Douglas-Prisk	Jacobb	Quinn
Duke	Alexander	Joshua
Dutton	Madeleine	Mae
Dyer	Shelby	Rose
Ebanks	Chase	Jordan
Emerson	Ethan	Garrett
Engard	Alec	Leigh
England	Emma	Justine
Ernst	Emma	Caitlyn
Escobar	Julian	Enrique
Fark	Lindsey	Nicole
Farren	Kaleb	Michael
Feasel	Aleah	Ann
Feasel	Jocelyn	Renee
Felch	Matthew	Connor
Ferris	Jonathan	Mitchell
Fiene	Cassie	Lee
Filkins	Abigail	Anne
Fisher	Alysa	Dawn
Fleckner	Jared	Nicholas
Fleming	Alexa	Skye
Fletcher	Robert	Marion
Flinders	Alyssa	Lynn
Flores	Quinten	Michael
Flugga	Olivia	Jean
Foster	Jordan	McCurry

Foster	Katelyn	McClure
Fox	Cory	Matthew
Fox	Hayden	Alexander
Fraizer	Hannah	Marjorie
Fraley	Caitlin	Nicole
Francis	Kiarra	Rose
Franklin	Felix	Howard
Franks	Andrew	Nicholas
Gagle	Catherine	Anne
Gallegos	Logan	Tomas
Gazette	Gabrielle	Celeste
Gearig	Morgyn	Andrea
Gerardi	Sarah	Elizabeth
Gerdemann	Steven	Mark
Gerken	Jacob	Spencer
Gerlach	Destiny	Marie Elizabeth
Gerschutz	Kathryn	Elizabeth
Gibson	Nicholas	Gregory
Gilbert	Adam	Gregory
Gilgen	Andrew	Peter
Gilley	Joshua	William
Gipson	Robert	John
Goble	Jacob	Dewayne
Goeb	Jordan	Michael
Gomez	Alexander	Atanacio
Gonzalez	Aarin	Daniel
Gray	Blake	Anthony
Graymire	Taylor	Rae
Greer	Blake	Evan
Greer	Brianne	Elise
Gremling	Gabriel	Lawrence
Haas	Hannah	Nicole
Hall	Jared	Michael
Halliday	Jamison	Rose Jagla
Hamilton	Calvin	James
Hamilton	Jaquez	Lamonte
Hamlin	Bradley	Joseph
Hamm	Ashlee	
Hansen	Hans	Paul
Harjala	Isabella	Rae
Hassell	Imani	Jaylen
Hatlay	Blake	Joseph
Hauenstein	Aspen	Hailey
Haugh	Jocelyn	Christine
Henderson	Nigel	Lowell
Herold	Hannah	
Herrera	Hayli	Joan
Hertel	Logan	Randall

Hiatt	Wade	Everett
Hicks	Lacretia	Payton Rashay
Hilkert	Sally	Anne
Hingson	Cameron	Clarke
Hitt	Allyssa	Nachelle
Hodson	Gracel	Anne
Hohman	Blaire	Morgan
Holliday	Chloe	Morgan
Holman	Nicholas	Andrew
Holmes	Alexis	Kirsten Julya
Hostettler	Jessica	Renee
Hotelling	Damien	Thorn
Hotelling	Zachary	David
Householder	Spencer	James
Howard	Benjamin	Douglas
Howard	Shelby	Kay
Hudson	Marcus	Dentum
Hughes	Treizja	Rhiyanna
Hummel	Savannah	Colby
Humphreys	Jonathon	Clee
Hunt	Nicholas	Walker
Huston	Bryer	Thomas
Huynh	Emily	Minh
Iler	Nickolas	Foster
Iloff	Jacob	Nathaniel
Jackson	Chaislen	Destine
Jenkins	Hailey	Rose
Johnson	Jaden	Scott
Johnson	Kayla	Rachelle
Johnston	Darius	
Johnston	Jeffery	Albert
Johnston	Joseph	Mitchell
Jolliff	Max	Dean
Jones	Taylor	Mercedes
Jones	Tristan	William
Judy	Eugene	Paul
Keaton	Troy	Lee
Kelly	Donovan	Curtis-Allan
Keppers	Julie	Catherine
Keys	Casey	Lemieux
KhaowornPaengrord	Nathan	Saiom
Kidwell	Nicholas	Joseph
Kinn	Mason	Aaron
Kirby	Landon	Patrick
Kirk	Morgan	Marie
Klein	Emily	Elaine
Klein	Jacob	Stefan
Kouns	Carsyn	Anne

Kraus	Raye	Ann	
Kreinbrink	Joshua	Grant	
Kreinbrink	Madelin	Elizabeth	
Kuenzli	Noelia	Gwendolyn	
Kuhn	Kevin	Mitchell	
Kutschbach	Evelyn	Rhys	
Lammers	Raven	Ann	
Lammers	Zoe	Marie	
Lanagan	Andrew	Layton	
Land	Trenten	James	
Lane	Ainslie	Renae	
Lang	Kaylee	Mackenzie	
Lasley	Eden	Marie	
Lause	Logan	James	
Laws	Ian	Wolfgang	
Layne	Alexandra	Paige	
Lee	Christian	Yeram	
Lemons	Anthony	Gary	
Lerma	Liberty	Grace	
Limpach	Levi	EdwardDean	
Lopez	Jay		Jr
Lu	Christian		
Lutz	Analese	Eve	
Lydick	Tyler	Reed	
Lyons	Aiden	Timothy	
Maas	April	Faith	
Martin	Andrew	James	Jr.
Martin	Aric	James	
Martin	Nathan	Taylor	
Mata	Jia Gayle	Dela Cruz	
Mathews	Rebecca	Mae	
Mattox	Andrea	Rose	
McCluskey	Nathan	Allen	Jr
McCormick	Andrew	Paul	
McCoy	Kelsey	Maiz	
McFadden	Levi	Joseph	
McGhee	Margaret	Ryan	
McGirr	Ridge	Alexander	
McKinniss	Clara	Lucille	
Meienburg	Jadon	Xavier	
Mendez-lxcot	Sofia		
Messberger	Daniel	John	Jr
Meyer	Mitchell	Walter Ernest	
Miller	Matthew	Scott	
Miller	Megan	Elizabeth	
Milliron	Theodore	James	
Mlsna	Madison	Marie	
Molina	Jose	Gabriel	

Montooth	Ryan	Blaine
Moore	Devon	Lee
Moreno	Faith	Victoria
Morman	Grant	Thomas
Morris	Leigha	Nicole
Mosely	Alyssa	Nichole
Mosely	Ashton	Micheal
Mucyo	Bruno	
Murphy	Jacob	William
Myers	Lillian	Faith
Neat	Ezekiel	James
Nichols	Gretchen	Brooke
Niederkohr	Jacob	Ryan
Nikolaev	Roman	
North	Gage	Morgan
Nunn	Ryan	James
Ochoa	Deondre	Mitchell
Pace	Blake	Richard
Parish	Drew	Alexander
Partee	Alexander	Brennan
Pearce	Charity	Lynn
Perry	Reid	David
Phillips	Parker	Brennan
Pilcher	Carson	Jay
Pirani	Laela	Nicole
Pollock	Greyson	Jade
Post	Hannah	Renee
Preciado Olivera	Yocelin	Graciela
Preer	Kenneth	Jr.
Price	Elle	Kiehl
Pryor	Tamara	Raynetta
Puchta	Macade	Andrew
Quiambao	Elizabeth Mackenzie	Pagal
Radabaugh	Jack	Alan
Radabaugh	Jacob	Daniel William
Ragland	Leah	Nicole
Ramirez	Jeremiah	Nathaneal
Ramirez	Zarrick	Isreal
Ramsey	Austin	Riley Hunter
Ravenscroft	Samantha	
Reitman	Lauren	Elizabeth
Rettig	Kolyn	Philip
Ricard	Samantha	Anne
Rickle	Tanner	Allen
Ring	Dalton	Lee
Risner	Hannah	Marie
Risser	Melissa	Ann
Ritzler	Victoria	Elizabeth

Rizor	Alexia	Ruth Eloise
Robinson	Cameron	Eugene
Robinson	Chase	Ray
Rodabaugh	Corrin	Nicole
Ross	Colton	Jay
Roth	Ryan	Joseph
Ruble	Kaitlyn	Ann
Ruehle	Abigail	Paige
Rupp	Margaret	Rose
Rushing	Christian	Lamar Kendall
Saechao	Nicholas	Sypaseut
Sakda	Unique	LynnMichelle
Sammet	Kanen	Kristopher
Sanchez	Cruzito	Miguel
Sandhu	Roman	London Singh
Sapp	Carter	Paul
Schmits	Jackson	Lee
Sebastiano	Jordan	Elliott
Selhorst	Lauren	Rose
Selick	Siera	Makala
Sellers	Olivia	Maria
Sensel	Robert	Brody
Shafer	Brendan	Jay
Shaver	Olyvia	Sophie Celeste
Shenise	Brady	Richard
Shisler	Megan	Joann
Short	Claire	Elizabeth
Short	Joshua	Benjamin
Shorter	Rebekah	Lyn
Sierra	Jade	Lyn
Skellie	Caden	Thomas
Smith	Dustin	Dale
Smith	Hannah	Marie
Smith	Jacob	Paul
Smith	Trent	Allen
Snider	Jeremiah	Ronald
Snyder	Devin	Cole
Solomon	Seth	Douglas
Sonexarth	Sandy	Malee
Souaysanga	Abby	
Spaeth	Lauren	Elizabeth
Spiceland	James	Daniel
Spikes	Katie	Elisabeth
Spitler	Jacob	William Riley
Stagnolia	Jayden	Oliver
Stillings	Johnathon	Chayse
Stocker	Kaylor	Jaylynn
Stokes	Khail	Caden

Swanigan
Taylor
Templin
Thom
Thomas
Thomas
Thornton
Tichenor
Tisdale
Treece
Turner
Turney
Tyson
Ulinski
Valdez
Vallier
VanAtta
VanDenEynde
VanderEnde
VanSant
Vealey
Vega Maldonado
Velazquez
Wagner
Warner
Watkins
Weaver
Wetmore
Wetz
Weyer
Willeke
Williams
Williams
Williams
Williams
Winkeljohn
Wolf
Woodhull
Woods
Wos
Wurm
Yambor
Yarcusko
Yeo
Zalat
Zirger
Zuver

Shelby
Mitchell
William
Blaine
Katie
Zachary
Alexis
Logan
Danielle
Logan
Dylan
Christina
Gavin
Gabrielle
Benjamin
Levi
Emma
Elyssia
Tyler
Brianna
Alicia
Raul
Aaron
Emma
Sidney
Detrick
Sophia
Nicole
Logan
Brandon
Olivia
Cullen
Dalton
JayShaun
Vincent
Zane
Lauren
Madeline
Zada
Gabrianna
Kendra
Sherri
Maggie
Brian
Isabelle
Sydney
Suzanne

Ranae
Allen
Carl
Michael
Caroline
Alexander
Marie
Dean McGraw
Nicole
Andrew
Andrew
Lorin
Nathaniel
Jardean
M
Garrett
Claire
Danielle
Alan
Marie
Nichol
Armando
Dashawn
Ruth
Paige
Ray
Lorraine
Irene
James
Michael
Faith
Kirkbride
Keith
DeRon
Artez
Matthias
Elizabeth
Mae
Lynn
Natasha
Rose
Lynn
Danielle
Rodney
Rose
Grace
Elizabeth

Jr

ACADEMIC AFFILIATION AGREEMENT

THIS ACADEMIC AFFILIATION AGREEMENT ("Agreement") effective the 1st day of August, 2019 (the "Effective Date") is made between The University of Toledo ("University"), a state university created and authorized under Section 3364 of the Ohio Revised Code with an address of 2801 West Bancroft, Toledo, Ohio 43606-3390 and Findlay City Schools ("Affiliate") located at 2019 Broad Avenue, Findlay, OH 45840.

1. Student Learning Experience.

1.1 University has accredited graduate and undergraduate allied health and related programs for the education of students enrolled within its College of Health and Human Services ("Students") and requires supervised access to direct patient/client care. University will design, implement, administer and develop goals and objectives for the learning experiences of Students, hereinafter the "Program".

1.2 Affiliate and Affiliate employees with supervisory responsibility for the Students will comply with the obligations and requirements under this Agreement consistent with the goals and objectives for the learning experiences as determined by University. Affiliate is responsible for communicating and working with University to implement the Program curriculum, teach the Students, and to provide appropriate learning experiences. Affiliate will provide continual supervision to all Students in the Program under this Agreement and will retain ultimate responsibility for the services provided to patients/clients.

1.3 Nondiscrimination: Neither party to this Agreement will discriminate in employment or educational programs on the basis of race, color, religion, sex, age, ancestry, national origin, sexual orientation, gender identity and expression, military or veteran status, disability, familial status, political affiliation, or participation in protected activity. Parties are subject to University inclusiveness policies found at <http://www.utoledo.edu/policies/administration/diversity/>.

1.4 Affiliate will designate a liaison to coordinate implementation of the Program with University ("Program Coordinator"). University will address concerns regarding the Program with the Program Coordinator for mutual resolution.

1.5 Affiliate agrees to evaluate Students in a timely manner as reasonably required by University.

2.e **Placement and Removal.** The placement and number of Students in the Program with Affiliate will be determined jointly by Affiliate and University based upon the educational requirements of the curriculum and available facilities used by Affiliate. Affiliate will have the right to refuse to accept for placement or to request the removal of any Students in the Program with Affiliate for cause upon written notification to University, such notification setting forth, in detail, the basis for the refusal or request for removal. Any disciplinary proceedings against the Students will be conducted by University in accordance with University policies and procedures.e

3.e **Student Health Requirements.** University will ensure that each assigned Student has met University's health requirements required of all Students participating in the learning experiences hereunder.e

4.e **Student Injury.** To the extent available, Affiliate will provide immediate medical attention to a Student,e at Student's expense, in the event of a Student's exposure to infectious or environmental hazards, or other occupational injuries resulting from participation in the learning experience hereunder.e

5. **Expenses of Program.** The Students participate in the Program with no expectation of reimbursement of any expense or expectation of any salary or other monetary consideration. University and Affiliate agree that there are no expenses of the Program that are expected or anticipated to be paid by one party to the other party.e

6.e **Care Services.** Affiliate will permit Students to provide, participate in, or assist in the provision of care and related services to the appropriate people only (i) under supervision and with adequate mentoring; (ii) consistent with their training, experience and credentialing; (iii) consistent with all applicable laws, regulations, and accreditation requirements; and (iv) subject to patient/client choice and professional appropriateness.

7.e **Records and Compliance.**

7.1 University and Affiliate acknowledge and agree that Student records are provided to Affiliate for purposes of Affiliate performing a business function or providing an educational experience on behalf of University (a function that University normally would perform itself). The purpose, scope and duration of the services or experience provided by Affiliate for which Student records are disclosed and the specific Student records to be disclosed are set forth in this Agreement. Affiliate agrees that it will use personally identifiable information from Student records only to meet the purpose or purposes of the services or experience as stated in this Agreement. Affiliate agrees to conduct the services or experience in a manner that does not permit personal identification of Students by anyone other than employees and contractors of Affiliate who need to know such information for purposes of performing the services or experiences hereunder.

7.2 University will direct Students to comply with the policies and procedures of Affiliate, including those governing the use and disclosure of individually identifiable health information under federal law, specifically 45 CFR parts 160 and 164 (HIPAA Privacy). Solely for the purpose of defining their role in relation to the use and disclosure of Affiliate's protected health information, Students are considered members of the Affiliate's workforce, as that term is defined by 45 CFR 160.103, when engaged in activities pursuant to this Agreement. However, Students are not and will not be considered to be employees of the Affiliate.

7.3 In the event Affiliate undertakes to bill for any services rendered by the Students in the Program, or for the services of other health care professionals, Affiliate is responsible for compliance with all applicable laws, and will maintain such records and documentation as may be required to demonstrate such compliance. Affiliate represents that this experience for Students is of an educational nature and is not replacing paid work of employees as prohibited under the Fair Labor Standards Act or other applicable law.

8. **Insurance Coverage.**

8.1 Affiliate will provide for itself, its facilities, and its employees general liability insurance of not less than \$1 million coverage and professional liability insurance of not less than \$1 million per occurrence and \$3 million aggregate. Affiliate will provide certificates of insurance or other documents evidencing this insurance coverage upon request.

8.2 University will provide, for itself, its employees and Students, the following: general liability insurance of not less than \$1 million coverage and professional liability insurance of not less than \$1 million per occurrence and \$3 million aggregate. University will provide certificates of insurance or other documents evidencing the insurance coverage upon request.

8.3 Affiliate agrees to notify University of any and all actual, potential or alleged claims arising from the Student's participation under this Agreement.

9.e **Legal Status.** Students are not deemed or considered to be employees of University or Affiliate for any purposes as a result of their participation in the Program. It is mutually understood and agreed by the parties that Affiliate and its employees, contractors and agents are at all times acting and performing as independent contractors.

10.n **Term and Termination.**

10.1 This Agreement will continue for a period of one (1) year from the Effective Date, unless terminated earlier as provided herein. This Agreement will automatically renew for four (4) successive terms of one (1) year each beginning on the anniversary of the Effective Date, unless terminated as provided for below.

10.2 Either party may terminate this Agreement at any time with or without cause or penalty by giving the other party written notice of termination at least one hundred and eighty (180) days prior to the end of the academic term. In the event of termination, the parties will make every effort to temporarily continue this Agreement or make substitute arrangements to allow the Students to continue their training and education with Affiliate for the balance of their rotation.

11.n **Notices.** Any notice to either party hereunder must be in writing signed by the party giving it, and will be served personally or by registered or certified mail addressed as follows:

To University: The University of Toledo
 Attn: Dean Christopher Ingersoll, Mail Stop #119
 2801 West Bancroft Street
 Toledo, Ohio 43606

To Affiliate: Findlay City Schools
 Attn: Ed Kurt, Superintendent
 2019 Broad Avenue
 Findlay, OH 45840

Or to such other addressee as may be hereafter designated by written notice. All such notices will be effective only when received by the addressee.

12.n **Sanctions.** During the term of this Agreement, and thereafter if the matter relates to services provided to the University during the term of this Agreement, if Affiliate, an Affiliate employee, or Affiliate agent under this Agreement becomes the subject of an investigation relating to health care fraud, abuse, or misconduct, or should be sanctioned by or debarred or excluded from participation in any federal or state health care program, including Medicare and Medicaid, Affiliate agrees to immediately notify University of such event. Upon any such sanction, debarment, exclusion, or ineligibility, University will have the right to immediately terminate this Agreement with Affiliate without penalty or cost.

13.n **Miscellaneous.** This Agreement will be governed by and construed in accordance with the laws of the State of Ohio. This Agreement, including its exhibits, which are incorporated herein by reference, constitutes the entire agreement between the parties with respect to the subject matter hereof, supersedes all other communications, whether written or oral and is binding upon the parties' successors, heirs, executors, legal representatives, and permitted assigns. This Agreement cannot be amended or modified in any respect, unless such amendment or modification is evidenced by a written instrument executed by all parties hereto. Except as specifically permitted herein, neither this Agreement nor any rights or obligations hereunder may be transferred or assigned without the other party's prior written consent, and any attempt to the contrary will be void. In the event that any provision or portion of this Agreement will be determined to be invalid or unenforceable for any reason by final judgment of a court of competent jurisdiction, the remaining provisions or portions of this Agreement will be unaffected thereby and will remain in full force and effect to the fullest extent permitted by law. Waiver of any provision hereof in one instance will not preclude enforcement thereof on future occasions. Any such waiver must be in writing in order to be effective, and no such waiver or waivers will serve to establish a course of performance between the parties contradictory to the terms hereof. Headings are for reference purposes only and have no substantive effect.

Whenever the context of this Agreement requires, words used in the singular will be construed to mean and include the plural and vice versa, and pronouns of any gender will be deemed to include and designate the masculine, feminine, or neuter genders. This Agreement may be executed in counterparts, each of which will be deemed an original and all of which, when taken together, will constitute one agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their authorized representatives.

THE UNIVERSITY OF TOLEDO

By: 
Signature

Name: Christopher D. Ingersoll

Title: Dean

Date: 5.1.2019

FINDLAY CITY SCHOOLS

By: 
Signature

Name: Edward P. Kurt

Title: Superintendent

Date: 4/22/19

SCANNED to FILE
Health & Human Services
Clinical Affairs
By: EMP Date: 5/2/19