

**UPPER ST. CLAIR BOARD OF SCHOOL DIRECTORS  
SCHOOL BOARD MEETING**

**MONDAY, AUGUST 12, 2019 - 8:00 A.M.  
CENTRAL OFFICE BOARD ROOM**



Customizing Learning,  
Nurturing Potential...  
**Delivering Excellence**

Notice having been advertised and posted and members duly notified, a meeting of the Board of School Directors was held on August 12, 2019 in the Central Office Board Room.

School Board Members in attendance:

Mrs. Amy L. Billerbeck, President (via speaker phone)  
Mrs. Barbara L. Bolas, Vice-President  
Mrs. Jennifer L. Bowen  
Dr. Daphna Gans  
Mr. Patrick A. Hewitt  
Mr. Louis P. Mafrice, Jr.  
Mrs. Angela B. Petersen  
Mr. Dante R. Plutko, Jr.

School personnel in attendance:

Dr. John T. Rozzo, Superintendent  
Dr. Sharon Suritsky, Assistant/Deputy Superintendent  
Mrs. Amy Pfender, Assistant to the Superintendent  
Mr. Raymond Berrott, Director of Technology  
Dr. Judith Bulazo, Director of Curriculum & Professional Development  
Mr. Scott P. Burchill, Director of Business & Finance  
Mr. Brad Wilson, Supervisor of Customized & On-Line Learning  
Mrs. Mary Ann Stabile, Stenographer  
Ms. Jocelyn Kramer, Solicitor

**CALL TO ORDER (Bolas)**

Mrs. Bolas called the meeting to order at approximately 8:07 a.m. Mrs. Bolas noted that Mrs. Billerbeck was attending via speaker phone and that she would be chairing the meeting in Mrs. Billerbeck's absence.

**RESIDENTS' COMMENTS (REGARDING AGENDA ITEMS ONLY)**

*Note: As per Guidelines for Residents' Comments, please state your name and address and limit your comments to three minutes.*

There were no residents' comments at this time.

**APPROVAL OF AGENDA (Bolas)**

MOTION: By Hewitt: I move that the Board approve the agenda as presented. Seconded by Mafrice, and carried by unanimous voice vote.

**APPOINTMENT OF SCHOOL DISTRICT SOLICITOR (Billerbeck)**

Mrs. Billerbeck stated that there have been recent changes to the administrative structure in order to move the District into the future. She added that there has also been a review of external services regarding the solicitor and special counsel. Mrs. Billerbeck explained that after Board review there is a recommendation to reverse the role of Cohen & Grigsby and Weiss Burkardt Kramer as solicitor and special counsel, respectively. She stated that Weiss Burkardt Kramer specializes in school law and has done an excellent job in a consulting role over the past year. Mrs. Billerbeck noted that making the change allows each law firm to provide services based on their specialty. She stated that the District has had a long relationship with Cohen & Grigsby and has had excellent services from Mr. Robert Prorok as solicitor.

MOTION: By Plutko: I move that the Board appoint Jocelyn P. Kramer and Weiss Burkardt Kramer LLC as the School District Solicitor effective immediately in accordance with the terms of the firm’s letter of engagement to the School District AS ATTACHED TO THE PERMANENT RECORD OF THE MINUTES OF THIS MEETING. Seconded by Plutko, and carried by unanimous roll call vote.

Ms. Kramer thanked the Board for her appointment and stated that she is excited to work as solicitor for the School District.

**APPROVAL OF RESOLUTIONS REGARDING STAFFING (Rozzo)**

Dr. Rozzo explained that many of the staffing changes have been discussed with the Board in executive session. He noted that some are title changes and that there are several adjustments in terms of teacher aides and teachers to ensure that all students’ needs are met.

MOTION: By Bowen: The Superintendent recommends and I move that the Board approve the following resolutions regarding staffing. Seconded by Mafrice, and carried by unanimous roll call vote.

Approve the following resolutions regarding staffing:

The District staff be decreased by the following positions:

- 1.00 - LeadHER Coordinator (title change)
- 1.00 - Central Office Student Data Management Assistant (title change)
- 1.00 - Human Resources Generalist (title change)
- 1.00 - Teacher Aide (Baker)

The District staff be increased by the following positions:

- 1.00 - USCGAL Coordinator (title change)
- 1.00 - Central Office Student Data Administration Specialist (title change)
- 1.00 - Human Resources Representative (title change)
- 0.50 - Elementary Teacher (Baker)
- 0.50 - Elementary Teacher (Streams)
- 1.00 - Middle School Music Teacher (Instrumental/Band)
- 0.20 - Chinese Teacher (High School)
- 0.50 - Teacher Aide (Streams)
- 1.00 - Teacher Aide (Boyce)
- 0.10 - English as a Second Language Teacher (High School)
- 0.40 - Mathematics (High School)

**APPROVAL OF PERSONNEL LISTINGS (Rozzo/Carson) - ATTACHED**

Dr. Rozzo stated that in addition to the Personnel Listings being recommended, there will be additional staffing positions to be approved at the Board meeting on August 19. He thanked the administrative team for their work over the summer months to identify quality individuals to fill the staff openings.

MOTION: By Gans: I move that the Board approve the Personnel Listings, pending receipt of all paperwork and required clearances, AS ATTACHED. Seconded by Petersen, and carried by unanimous roll call vote.

**ESTABLISHMENT OF BOARD DEVELOPMENT AND GOVERNANCE AD HOC COMMITTEE AND CHARGE (Billerbeck)**

Mrs. Billerbeck thanked the Board members for their willingness to serve on the ad hoc committee. Mrs. Bolas added that the ad hoc committee will assist in ensuring that the Board is functioning at the highest possible level.

MOTION: By Mafrice: I move that in accordance with the Board Goals for 2019-20, an ad hoc committee for Board Development and Governance be established as follows. Seconded by Petersen, and carried by unanimous voice vote.

Committee Charge: With input from the Superintendent and/or District administrative staff and Solicitor, propose a process for the orientation and on-boarding of new School Board members; propose a team-building activity for the Board members to take place prior to December 1, 2019; and propose professional development standards for Board members. The committee shall be dissolved as of December 2, 2019, unless otherwise extended by the Board of School Directors.

Committee Members: Barbara Bolas (chair), Jennifer Bowen, Daphna Gans

**ADJOURNMENT**

It was moved, seconded, and carried by unanimous voice vote that the meeting adjourn at approximately 8:19 a.m.

Barbara L. Bolas, Vice President  
BOARD OF SCHOOL DIRECTORS

Scott P. Burchill, Secretary  
BOARD OF SCHOOL DIRECTORS

Submitted by: Mary Ann L. Stabile  
School Board Stenographer

**PERSONNEL LISTINGS**

DATE: August 12, 2019

Board Meeting

**Elections**

<b>Name</b>	<b>Location</b>	<b>Assignment</b>	<b>Effective</b>	<b>Salary</b>
Cansick, Katie	Eisenhower	1.0 Elementary Teacher (Temporary Professional Employee)	8-14-19	\$51,900 (Pro-rated)
Gorman, Janet	High School	Part-Time Nutrition Center Worker	8-19-19	\$12.45/hr
Knight, Sarah	Streams	Part-Time Nutrition Center Worker	8-19-19	\$12.45/hr
Neely, Alexandra	Ft. Couch	1.0 Special Ed Teacher (Temporary Professional Employee)	8-14-19	\$55,350 (Pro-rated)
Slider, Brett	Ft. Couch	1.0 Math Teacher (Professional Employee)	8-14-19	\$105,760 (Pro-rated)
Stemmler, Judi	Central Office	1.0 Human Resources Representative	8-19-19	\$75,000 (Pro-rated)

**Elections (Long-Term Assignment)**

<b>Name</b>	<b>Location</b>	<b>Assignment</b>	<b>Effective</b>	<b>Salary</b>
Garces, Amy	Eisenhower	Elementary Teacher (Long-term Substitute for L. Gaudelli) Anticipated dates 8-19-19 through 1-22-20	8-19-19	\$52,500 (Pro-rated)
Karidis, Joye	Ft. Couch	Math Teacher (Long-term Substitute for K. Gibson) 2019- 2020 school year	8-19-19	\$53,750 (Pro-rated)
O'Leary, Kelsey	Baker	Elementary Teacher (Long-term Substitute for B. Moskovitz) Anticipated dates 8-19-19 through 11-21-19	8-19-19	\$50,600 (Pro-rated)
Serafini, Nicole	Boyce	Elementary Teacher (Long-term Substitute for K. Boltz) Anticipated 2019-2020 school year	8-14-19	\$51,900 (Pro-rated)
Strawn, Brooke	Streams	Elementary Teacher (Long-term Substitute for K. Urso) 8-19-19 through 1-14-2020	8-19-19	\$50,300 (Pro-rated)

**TPE to PE Change of Status**

<b>Name</b>	<b>From</b>	<b>To</b>	<b>Effective</b>
Barker, Amy	Temporary Professional Employee	Professional Employee	8-17-19
Bowers, Andrew	Temporary Professional Employee	Professional Employee	8-17-19
Giannuzzi, Lisa	Temporary Professional Employee	Professional Employee	8-15-19
Gaudelli, Lauren	Temporary Professional Employee	Professional Employee	8-30-19
Herbay, Heather	Temporary Professional Employee	Professional Employee	8-15-19
Lee, Kelly	Temporary Professional Employee	Professional Employee	8-17-19
Morgan, Kelsey	Temporary Professional Employee	Professional Employee	8-15-19
Schade, Carrie	Temporary Professional Employee	Professional Employee	8-17-19

**Leave of Absence**

Name	Location	Assignment	Type of Leave	Leave Dates
Gibson, Constance	.5 Ft. Couch / .5 High School	Gifted Teacher	Personal Leave	Return to work 8-19-19
Lewis, Nina	Bus Garage	Bus Driver	Personal Leave	4-3-18 through 6-12-19
Taylor, Charles	.5 Central Office / .5 High School	Custodian	Personal Leave	Beginning 7-29-19
Young, Jessica	Baker	Elementary Teacher	Personal Leave	Anticipated leave dates 8-19-19 through 11-11-19

**Change of Status (Assignment)**

Name	From	To	Effective
Jacobs, Jennifer	.5 Baker Elementary Teacher	1.0 Baker Elementary Teacher	8-19-19
Lenthall, Melanie	.5 Streams Teacher Aide	1.0 Streams Teacher Aide	8-19-19
McCarthy, Renee	.5 Baker Resource Teacher / .5 Baker Elementary Teacher	1.0 Baker Resource Teacher	8-19-19
Szajnecki, Brooke	.8 Fort Couch ESL Teacher	.8 Fort Couch/.1 High School ESL Teacher	8-19-19

**Change of Status (Building)**

Name	From	To	Effective
Jordan, William	1.0 Eisenhower Custodian	1.0 Baker Custodian	7-24-19
Martin, John	1.0 Baker Custodian	1.0 Eisenhower Custodian	7-24-19
Pickell, Donald	.8 High School Music Teacher / .2 Baker Music Teacher	1.0 High School Music Teacher	8-19-19
Seybert, John	1.0 Ft. Couch Music Teacher	.6 Ft. Couch Music Teacher / .4 High School Music Teacher	8-19-19
Taylor, Charles	.5 Bus Garage Custodian / .25 High School Custodian / .25 Central Office Custodian	.5 Central Office Custodian / .5 High School Custodian	5-16-19
Wayland, Glenn	.5 High School Music Teacher / .3 Streams Music Teacher / .2 Eisenhower Music Teacher	.34 Baker Music Teacher / .33 Eisenhower Music Teacher / .33 Streams Music Teacher	8-19-19

**Change of Status (Job Title Change)**

Name	From	To	Effective
Gouker, Giulia	LeadHER Coordinator	USCGAL Coordinator	7-1-19

**Rescission**

Name	Location	Assignment	Notification Date
Miltenberger, Lucia	Eisenhower	Part Time Cook/Baker	7-29-19

**Resignation**

Name	Location	Assignment	Notification Date	Last Date Worked
Barnes, Elizabeth	High School	1.0 Special Ed Teacher	7-31-19	6-14-19
Fast, Ellen	Ft. Couch	Part Time Nutrition Center Worker	8-9-19	6-13-19
Grauly, Kathleen	Bus Garage	Bus Attendant	7-25-19	6-28-19

**Retirement**

Name	Location	Assignment	Notification Date	Last Date Worked
Curigliano, Beverly	Central Office	Student Data Management Assistant	7-15-19	10-2-19
Lewis, Nina	Bus Garage	Bus Driver	7-30-19	6-12-19
Rigano, Michael	Bus Garage	Bus Driver	7-24-19	6-12-19

**District Substitute List – Additions**

Name	Type of Substitute	Effective
Ayers, Cassandra	Teacher (Elementary PK-4)	8-26-19
Berkoski, Elsa	Secretary/Teacher Aide/Attendant	8-26-19
Deasy, Amanda	Teacher (Grades PK-4 & Special Education PK-8)	8-26-19
Ellis, Kathleen	Secretary/Teacher Aide/Attendant	10-1-19
Guiliani, James	Teacher (English 7-12)	8-26-19
Hodgson, Cortney	Teacher (Special Education N-12 & Hearing Impaired)	8-26-19
Kinney, Alyssa	Teacher (Social Studies 7-12 & Special Education 7-12)	6-24-19
Krahe, Sophia	Teacher (Grades PK-4)	8-26-19
Marcinko, Julia	Teacher (Music PK-12)	8-26-19
Markovitz, Noah	Secretary/Teacher Aide/Attendant	8-19-19
Miller, Brittany	Teacher (Grades PK-4)	8-26-19
Novak, Carolyn	Teacher (Grades PK-4 & Special Education PK-8)	8-26-19
Rader, Emily	Teacher (Special Education PK-12)	8-19-19
Tirpak, Abigail	Teacher (Grades PK-4 & Special Education PK-8)	8-26-19
Vizzini, Cara	Teacher (Grades PK-4, Grades 5-6 & Special Education PK-8)	8-26-19

**District Substitute List – Deletions**

Name	Type of Substitute	Effective
Bender, Lucy	Teacher (Elementary K-6)	7-25-19
Bressler, Steven	Teacher (Health/Phys Ed K-12)	7-25-19
Brltich, Rosemarie	Teacher (Elementary K-6)	8-8-19
Camp, Carissa	Teacher (Grades Pk-8, Special Ed Pk-8)	7-25-19
Coulter, Ronald	Custodian	7-25-19
Curtis, Bryan	Teacher (Grades 4-8 (All subjects 4-6, Mathematics 7-8 & Science 7-8)	7-18-19
Dillon, Sara	Teacher (Grades Pk-4, Special Ed Pk-8)	7-25-19
Drain, Linda	Teacher (Elementary K-6 & Social Studies 7-12)	7-1-19
English, Alicia	Teacher (Grades PK-4)	8-6-19
Evan, Bree	Teacher (Elementary K-6, Ment/Phys Hand K-12)	7-25-19
Frailey, Ashley	Teacher (Special Ed N-12, Elementary K-6)	7-25-19
Hazen, Meredith	Teacher(Grades Pk-4)	7-25-19
Hebrank, Brooke	Teacher (Grades Pk-4, Special Ed Pk-8)	7-25-19
Holtschlag, Heather	Secretary/Teacher Aide/Attendant	7-25-19

Homer, Denise	Teacher (Reading Specialist K-12, Elementary K-6)	7-25-19
Hornburg, Vonnie	Teacher (Art K-12)	7-25-19
Kollar, Conor	Teacher (Health & Phys Ed K-12)	7-19-19
Kourakos, Caitlyn	Teacher (Special Education PK-8 and PK-4)	7-22-19
Mamajek, Jason	Teacher (Technology Ed K-12)	7-25-19
Mastascusa, Albert	Bus Driver	7-23-19
McDowell, Brian	Teacher (Secondary Sch Counselor 7-12, Elementary Sch Counselor K-6)	7-25-19
McGraw, Sara	Teacher (Elementary & Secondary Counseling, Early Childhood N-3, Elementary K-6)	7-25-19
McNabb, Courtney	Teacher (Elementary K-6)	7-25-19
Moran, Marissa	Teacher (PK-4)	7-17-19
Nestor, Mary	Teacher (Grades Pk-4)	7-25-19
Norman, Lynsey	Teacher (Special Ed Pk-8, Grades Pk-4)	7-25-19
Nuovo, Emily	Teacher (Art K-12)	7-25-19
Preaux, Michael	Custodian	7-25-19
Pyles, Caitlin	Secretary/Teacher Aide/Attendant	7-25-19
Rishel, Elizabeth	Teacher (Music K-12)	7-25-19
Rizza, Andrea	Teacher (Grades Pk-4)	7-25-19
Schreffler, Victoria	Teacher (Special Ed Pk-8, Grades Pk-4)	7-25-19
Smith, Colleen	Teacher (Grades Pk-4)	7-25-19
Snowdon, Jane	Secretary/Teacher Aide/Attendant	7-25-19
Stoy, Braden	Teacher (Special Ed 7-12, English 7-12, Special Ed Pk-8, Grades 4-8)	7-25-19
Sudik, Angela	Teacher (Grades 4-8)	7-25-19
Usouski, Diane	Teacher (Mathematics 7-12)	7-25-19
Valentino, Maranda	Teacher (Social Studies 7-12)	7-25-19
Verma, Madhu	Secretary/Teacher Aide/Attendant	7-1-19
Wolfe, Ingrid	Teacher (Grades Pk-4, Special Ed Pk-8)	7-25-19
Woods, Nicholas	Teacher (Math 7-12)	7-17-19

#### Extra-Curricular Activities – New Appointments (2019-2020 School Year)

Name	Position	Salary
Allen, Nicholas	Middle School 7th Grade Football Coach	\$2,500
Calano, Katie*	Fort Couch Student Council Sponsor	\$880
Davidson, Heather	High School JV Hip Hop Coach	\$1,300
Erdos, Lance	Middle School 8th Grade Head Football Coach	\$3,000
Gaetano, Sam	Assistant Athletic Director	\$3,565
Hardwick, Alexander	Middle School Assistant Swim Coach	\$1,200
Krahe, Sophia	High School Girls Assistant Field Hockey Coach	\$2,150
McElhinny, Evan	Assistant Girls Volleyball Coach	\$2,300
McKenna, Kylie	High School Girls JV Golf Coach	\$1,200
McCormick, Jakob	Band Camp Instructor	\$1,000
Serafini, Nicole	Middle School Girls Volleyball Coach	\$1,500

#### Extra-Curricular Activities – Re-Appointments (2019-2020 School Year)

Name	Position	Salary
Carlino, Laura*	National Honor Society Sponsor	\$2,000
Chase, Bethany*	French Club Sponsor	\$968
Darakos, Joanna*	Spanish Club Sponsor (.50)	\$484
Edwards, Ben*	Multi-Cultural Club Sponsor	\$800

Edwards, Ben*	Forensics Sponsor	\$4,800
Fackenthal, Brett	Assistant Boys Soccer Coach	\$2,850
Froelich, Keith*	Campus New Network Sponsor	\$2,571
Froelich, Keith*	St. Clarion (Newspaper) Sponsor	\$2,151
Gouker, Giulia*	USCGAL Coordinator	\$1,250
Holzer, Danny*	High School Activities Director	\$4,500
Holzer, Danny*	Senior Class Sponsor	\$2,571
Howard, Charlene*	FRIENDS Sponsor	\$1,369
Jackson, Terry*	FRIENDS Event Leader	\$500
Kopaz, Lynne*	German Club Co-Sponsor	\$484
Lardas, Constantina*	Latin Club	\$968
Manion, Pat*	FBLA Club	\$1,500
Marks, Laura*	1:1 High School Learning Initiative Facilitator	\$3,500
Milovac, Lorraine*	Thespians Club	\$968
Nunez, Corinne*	PJAS & PRSEF Sponsor	\$1,000
Palazzolo, Patricia*	World Affairs Club Sponsor	\$968
Polosky, Sean	Assistant Boys Soccer Coach	\$2,800
Rennhoff, Johanna*	German Club Co-Sponsor	\$484
Sebastiao, Kate*	Spanish Club Sponsor (.50)	\$484
Schuback, Jennifer*	FRIENDS Event Leader	\$500
Sivillo, Ron*	USC Law Club	\$791
Susa, Sarah*	IB Middle Years Program Coordinator	\$3,000
Tarcon, Brooke*	Student Council Sponsor	\$1,250
Turina, Josh	High School Boys Assistant Soccer Coach - Volunteer	\$0
Valentine, Erika*	Art Club Sponsor	\$968
Valentine, Erika*	Clairvoyant Co-Sponsor	\$2,570
Watson, David*	FORENSICS Assistant Sponsor	\$2,389
Zebo, Jack*	Interact Sponsor	\$968

\*Employee

#### Extra-Curricular Activities – Deletions

Name	Position	Last Date Worked
Buccilli, Daniela*	MONTAGE Sponsor	6-12-19
Coleman, Terry	Summer Football Camp-Sports Conditioning	8-2-18
Coyle, Ryan	Summer Football Camp-Sports Conditioning	8-2-18
English, Alicia	High School Assistant Cheerleading Coach	2-23-19
Ferguson, Drew	Middle School Girls Volleyball Coach	10-20-18
Gibson, Katie	Fort Couch Student Council Sponsor	6-13-19
Golden, Nick	Middle School 7th Grade Football Coach	10-25-18
Graceffo, Joe	Summer Football Camp-Sports Conditioning	8-2-18
Graceffo, Joe	Assistant Athletic Director	6-13-19
Imblum, Greg	Fall Play Technical Director	11-2-18
Imblum, Greg	High School Spring Musical Assistant	3-10-19
Jones, Patrick*	Band Camp Instructor	8-7-19
Laboon, Laura*	Clairvoyant Sponsor	6-12-19
Mulroy, Lyn	FRIENDS Sponsor	6-12-19
Palombine, Steve	Summer Football Camp-Sports Conditioning	8-2-18
Render, Jim	Summer Football Camp-Sports Conditioning	8-2-18

\*Employee

#### Extra-Curricular Activities – Revised Salaries (2019-20 School Year)



Name	Position	Prior Board Approved Salary Amount	Revised Board Approved Salary Amount
Morais-Nascimento, Victor	Head Girls Volleyball Coach	\$5,100	\$5,400
Gloekler, Dan	Assistant Girls Volleyball Coach	\$ 2,150	\$2,300
Ozanich, Amanda	Head Cheerleader Coach	\$6,000	\$6,555

#### Student Help – New Appointments

Name	Assignment(s)	Effective	Salary
Conte, Christina	IT	7-1-19	\$7.25/hr.

#### Summer School Teachers (2019)

Name	Position	Last Date Worked
Nuri, Molly	Python Summer Camp	7-2-19 through 7-5-19

**Employee #3209 – One-day unpaid leave due to disciplinary action.**