

---

**Minutes of REGULAR Meeting**

---

**August 2, 2023**

The Twinsburg City School District Board of Education met in REGULAR session on the above date at the Twinsburg Government Center, 10075 Ravenna Road, Twinsburg, Ohio 44087, at 7:00 p.m. The following Board Members were present: Mrs. Crawford Mr. Curtis, Mrs. Davis, Mrs. Travis (Vice President) and Mr. Felber (President). In attendance were Superintendent Powers, Business Manager Strickland and Treasurer Rozsnyai. Recordings of the Board of Education meeting are made as part of the official record. Video Recordings and Board Approved Minutes are available on the District's website. Mr. Felber, presiding, called the meeting to order at 7:00p.m.

**COMMUNICATIONS**

1. Board President's Report
2. Superintendent's Report
  - *Certificate of Special Congressional Recognition*  
Aidan Booker, Twinsburg High School

**DISCUSSION**

- *School Bus Routes*, Kathi Powers & Matt Strickland
- *School Safety*, Kathi Powers & Matt Strickland

**080223-H1 Meeting Minutes**

Mrs. Travis motioned and Mrs. Davis seconded that the Twinsburg Board of Education approves the following meeting minutes: Regular Meeting of July 19, 2023; as sent to the Board under separate cover.

*Ayes: Mrs. Crawford, Mr. Curtis, Mrs. Davis, Mr. Felber and Mrs. Travis*

*The Board President declared the motion approved.*

**080223-H2 Agreement with SC Strategic Solutions**

Mrs. Travis motioned and Mr. Curtis seconded that the Twinsburg Board of Education approves the agreement with SC Strategic Solutions for off-site imaging services, at a cost not to exceed \$25,550; this is a General Fund expenditure; as sent to the Board under separate cover.

*Ayes: Mr. Curtis, Mrs. Davis, Mr. Felber and Mrs. Travis*

*No: Mrs. Crawford*

*The Board President declared the motion approved.*

**Mr. Curtis motioned and Mrs. Travis seconded to adopt resolutions 080223-11 to 080223-14**

**080223-I1 Employment, Certificated**

RESOLVE that the Twinsburg Board of Education accepts the Certificated/Licensed Personnel and/or contract recommendations detailed in the attached Exhibit as per the dates, terms, and other applicable conditions specified, pending satisfactory ORC background checks. See EXHIBIT I-1

**080223-I2 Employment, Classified**

RESOLVE that the Twinsburg Board of Education accepts the Classified Personnel and/or contract recommendations detailed in the attached Exhibit as per the dates, terms, and other applicable conditions specified, pending satisfactory ORC background checks. See EXHIBIT I-2

**080223-I3 Revised Recall List, Classified**

RESOLVE that the Twinsburg Board of Education accepts the revised Classified Personnel Recall List. See exhibit I-3.

**080223-I4 Employment, Supplemental Contracts**

RESOLVE that the Twinsburg Board of Education accepts the Supplemental Contract recommendations detailed in the attached Exhibit as per the dates, terms and other applicable conditions specified, pending satisfactory ORC background checks. See Exhibit I-4

*Ayes: Mrs. Crawford, Mr. Curtis, Mrs. Davis, Mr. Felber and Mrs. Travis*

*The Board President declared the motions approved.*

**Mrs. Davis motioned and Mrs. Travis seconded to adopt resolutions 080223-J1 to 080223-J15****080223-J1 Second Reading of Revised Board of Education Policies**

That the Twinsburg Board of Education approves the second reading of the revised Board of Education Policies as noted below as authorized by the BOE Policy Subcommittee on July 12, 2023. See EXHIBIT J-1

1439	Revised Policy	Holidays (Administration)
5136	Revised Policy	Personal Communication Devices (Students)

**080223-J2 Textbook Deletions – Twinsburg High School**

That the Twinsburg Board of Education approves the following list of books to be deleted from inventory:

Publisher	Title	# of copies	ISBN	Copyright date
W.H. Freeman	Freidland/Relyea Environmental Science for the AP	75	9780716738497	2011
Pearson	Campbell Biology, AP ed. 10 <sup>th</sup> ed.	40	9780133481129	2012

**080223-J3 Impracticality of Transportation**

That the Twinsburg Board of Education determines the impracticality of transportation for the schools and students listed below for the 2023-2024 school year per the Ohio Department of Education in accordance with the Ohio Revised Code Section 3327.01 (list of students kept on file in the Transportation Office). The amount of payment will be \$596.43 per student.

Minutes of REGULAR Meeting

August 2, 2023

School Name	No. of Students
Gesu Catholic School (K-8)	1
Gilmour Academy (K-12)	12
Hathaway Brown (K-12)	11
Hawken School (K-12)	9
Laurel School (K-12)	11
Lawrence School (K-12)	3
Mandel Jewish School (Agnon K-8)	2
Notre Dame Cathedral Latin (9-12)	3
Ratner Montessori School (K-8)	2
St. Barnabas (K-8)	27
St. Joan Of Arc (K-8)	3
University School (K-12)	26
Western Reserve Academy (9-12)	3
<b>TOTAL STUDENTS*</b>	113
<b>TOTAL COST - \$596.43 x 113**</b>	\$67,396.59

*\* Student count is an approximate as not all rosters have been received for the start of the 2023-2024 school year*

*\*\* This is the maximum that it would cost if all 113 students' families return the reimbursement form. Some may choose not to receive reimbursement.*

#### 080223-J4 **Service Agreement – Education Alternatives**

That the Twinsburg Board of Education approves the Service Agreement with Education Alternatives, 5445 Smith Road, Brook Park, OH 44142 for two (2) students to attend ESY at a total cost of \$7,560.00 which is being paid with a credit that the District has with Education Alternatives from bringing students back to the District during the 2022/2023 school year; as sent to the Board under separate cover.

#### 080223-J5 **Transportation Agreement – A.L. Safe Transportation**

That the Twinsburg Board of Education approves the contract with A.L. Safe Transportation, 10192 Spinnaker, Aurora, OH 44202 for select special education/homeless routes for the 2023/2024 school year pursuant to the terms and conditions set forth in the contract; as sent to the Board under separate cover.

#### 080223-J6 **Transportation Agreement – LT Transport**

That the Twinsburg Board of Education approves the contract with LT Transport, 623 S. Green Rd. #3, South Euclid, OH 44121, for as needed transportation services for extracurricular events and select special education/homeless routes for the 2023/2024 school year pursuant to the terms and conditions set forth in the contract; as sent to the Board under separate cover.

#### 080223-J7 **Transportation Agreement – Palmer Express dba Willo Transportation**

That the Twinsburg Board of Education approves the contract with Palmer Express dba Willow Transportation, 34799 Curtis Boulevard – Unit A, Eastlake, OH 44095, for as needed transportation services for extracurricular events and select special education/homeless routes for the 2023/2024 school year pursuant to the terms and conditions set forth in the contract; as sent to the Board under separate cover.

#### 080223-J8 **Agreement – PublicSchool WORKS**

That the Twinsburg Board of Education approves the agreement with PublicSchool WORKS, 3825 Edwards Road, Suite 400, Cincinnati, OH 45209 for Student Behavior Management services to be used at Twinsburg High School; the cost of this service is \$4,410 for the implementation fee and \$3,500 for the annual service fee; this is a City/County fund expenditures; as sent to the Board under separate cover.

---

 Minutes of REGULAR Meeting
 

---

August 2, 2023

080223-J9 **Revised Student Fee Guidelines – Payment Plan Option**

That the Twinsburg Board of Education approves the Revised Student Fee Guidelines for the 2023/2024 school year, inclusive of the Payment Plan Option and adjustments to waivers for students qualifying for the Federal Meal Program, as per the attached Exhibit. See EXHIBIT J-9

080223-J10 **Revised Soft Reopening Week Schedule, Twinsburg High School**

That the Twinsburg Board of Education approves the Revised Soft Reopening Week Schedule for Twinsburg High School, as per the attached Exhibit. See EXHIBIT J-10

080223-J11 **Revised School Calendar for Integrated Preschool Program (IPP) and Kindergarten Preparatory Program (KPP)**

That the Twinsburg Board of Education approves the revised School Calendar for students participating in the Integrated Preschool Program (IPP) and the Kindergarten Preparatory Program (KPP), as per the attached Exhibit. See ExhibitJ-11

080223-J12 **Revised Administrative Salary Schedule**

That the Twinsburg Board of Education approves the revised Administrative Salary Schedule, effective August 1, 2023, as per the attached Exhibit. See EXHIBIT J-12

080223-J13 **Agreement – PowerSchool**

That the Twinsburg Board of Education approves the renewal agreement with PowerSchool Group LLC, 150 Parkshore Drive, Folsom CA 95630 for the 2023-2024 school year for the use of an online registration management system, per the terms and conditions set forth in the agreement as sent to the Board under separate cover. License and Subscription cost is \$17,262.00; this is a General Fund expense.

080223-J14 **Student Schedules, 2023/2024 School Year**

That the Twinsburg Board of Education approves the following Student Schedules for the 2023/2024 school year:

	<b>THS (9-12)</b>	<b>RBC (7 &amp; 8)</b>	<b>Dodge (4-6)</b>	<b>Bissell (2 &amp; 3)</b>	<b>Wilcox (K &amp; 1)</b>	<b>Wilcox Preschool AM</b>	<b>Wilcox Preschool PM</b>
<b>START TIME</b>	8:05 am	7:20 am	7:15 am	8:30 am	9:00 am	9:00 am	1:20 pm
<b>END TIME</b>	2:55 pm	2:15 pm	2:10 pm	3:20 pm	3:50 pm	11:30 am	3:50 pm

080223-J15 **Revised Salary Schedules, School Psychologists and Central Office Support Staff**

That the Twinsburg Board of Education approves the revised Salary Schedules for School Psychologists and Central Office Support Staff, effective August 1, 2023, as per the attached Exhibit. See EXHIBIT J-15.

*Ayes: Mrs. Crawford, Mr. Curtis, Mrs. Davis, Mr. Felber and Mrs. Travis*

*The Board President declared the motions approved.*

---

Minutes of REGULAR Meeting

August 2, 2023

---

080223-J16 **Salary Adjustment, ESC Employees Assigned to the Twinsburg City School District**

Mrs. Davis motioned and Mr. Curtis seconded that the Twinsburg Board of Education approves a 2% increase to base salaries for the 2023/2024 school year for Educational Service Center of Northeast Ohio employees who are assigned to the Twinsburg City School District. These employees include technology staff, security liaisons, and the gifted coordinator

*Ayes: Mr. Curtis, Mrs. Davis, Mr. Felber*

*Abstain: Mrs. Crawford and Mrs. Travis*

*The Board President declared the motion approved.*

080223-J17 **Agreement – Educational Service Center of Northeast Ohio**

Mr. Curtis motioned and Mrs. Davis seconded that the Twinsburg Board of Education approves the Agreement with the Educational Service Center of Northeast Ohio, 6393 Oak Tree Blvd., Independence, OH 44131 for the 2023/2024 school year to provide up to fifty (50) hours of Audiology services at \$111.00 per hour, one hundred forty (140) hours for Teacher of Hearing Impaired at \$120.00 per hour and ninety (90) hours of services for the Visually Impaired at \$111.00 per hour. This will be a General Fund expense; as sent to the Board under separate cover.

*Ayes: Mrs. Crawford, Mr. Curtis, Mrs. Davis, Mr. Felber*

*Abstain: Mrs. Travis*

*The Board President declared the motion approved.*

080223-J18 **Approval of Revised Board of Education Policies**

Mrs. Travis motioned and Mrs. Davis seconded that the Twinsburg Board of Education approves the revised Board of Education Policies as noted in J-1 above.

*Ayes: Mr. Curtis, Mrs. Davis, Mr. Felber and Mrs. Travis*

*Abstain: Mrs. Crawford*

*The Board President declared the motion approved.*

080223-J19 **Approval of Amended Student Handbook Language Regarding Personal Communication Devices (PCDs)**

Mrs. Travis motioned Mr. Curtis seconded that the Twinsburg Board of Education approves the amended Student Handbook Language for the 2023/2024 school year regarding Personal Communication Devices (PCDs), as per the attached Exhibit. See EXHIBIT J-19

*Ayes: Mr. Curtis, Mrs. Davis, Mr. Felber and Mrs. Travis*

*Abstain: Mrs. Crawford*

*The Board President declared the motion approved.*

---

Minutes of REGULAR Meeting

---

August 2, 2023

**MISCELLANEOUS**

080223-L **EXECUTIVE SESSION**

Mr. Felber motioned and Mrs. Travis seconded that the Board of Education enters into Executive Session at 8:45 p.m. to discuss employment, discipline, and compensation of public employees, as per Board of Education Policy #0166 (A).

*Ayes: Mrs. Crawford, Mr. Curtis, Mrs. Davis, Mr. Felber and Mrs. Travis*

*The Board President declared the motion approved.*

080223-M **RECONVENE/ROLL CALL**

Mr. Felber motioned and Mrs. Travis seconded to reconvene at 9:30 p.m.

*Ayes: Mrs. Crawford, Mr. Curtis, Mrs. Davis, Mr. Felber and Mrs. Travis*

*The Board President declared the motion approved.*

080223-N **ADJOURNMENT**

Mr. Felber motioned and Mr. Curtis seconded to adjourn at 9:30 p.m.

*Ayes: Mrs. Crawford, Mr. Curtis, Mrs. Davis, Mr. Felber and Mrs. Travis*

*The Board President declared the motion approved.*

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Treasurer

Minutes of REGULAR Meeting

August 2, 2023

## Certificated Staff Recommendations

August 2, 2023

CONTRACTS					
Name	Position	Bldg(s)	Rate	Effective	Notes
Bower, Abby	Intervention Specialist	Dodge	\$28.50/hr.	June – August 2023	mCLASS Dyslexia Screener Training; up to six (6) hours; Title 2A expenditure
Cymanski, Emily	Intervention Specialist	Wilcox	\$28.50/hr.	June – August 2023	mCLASS Dyslexia Screener Training; up to six (6) hours; Title 2A expenditure
Drain, Nancy	Teacher	THS	\$28.50/hr.	August 2023	THS BLT meeting; up to three (3) hours; Title 2A funding
Garber, John	Teacher	THS	\$28.50/hr.	August 2023	THS BLT meeting; up to three (3) hours; Title 2A funding
Gregoire, Tonia	Counselor	THS	\$28.50/hr.	August 2023	THS BLT meeting; up to three (3) hours; Title 2A funding
Gregoire, Tonia	Counselor	THS	\$28.50/hr.	July – August 2023	Applied Algebra reorganization and planning; up to ten (10) hours; Title 2A funding
Houston, Donna	Teacher	THS	\$28.50/hr.	August 2023	THS BLT meeting; up to three (3) hours; Title 2A funding
Lewis, Kristie	School Counselor	THS	\$28.50/hr.	July – August 2023	Applied Algebra reorganization and planning; up to ten (10) hours; Title 2A funding
Lunde, Dan	Teacher	THS	\$28.50/hr.	August 2023	THS BLT meeting; up to three (3) hours; Title 2A funding
Porinchak, Mike	Teacher	THS	\$28.50/hr.	August 2023	THS BLT meeting; up to three (3) hours; Title 2A funding

## Minutes of REGULAR Meeting

August 2, 2023

Porinchak, Mike	Teacher	THS	\$28.50/hr.	July – August 2023	Applied Algebra reorganization and planning; up to ten (10) hours; Title 2A funding
Santora, Kathryn	Speech Language Pathologist	Wilcox	\$28.50/hr.	July – August 2023	Dyslexia Model Completion; up to eighteen (18) hours; Title 2A funding
Teel, Abby	Teacher	THS	\$28.50/hr.	July – August 2023	Applied Algebra reorganization and planning; up to ten (10) hours; Title 2A funding
Teeter, Elizabeth	Teacher	THS	\$28.50/hr.	August 2023	THS BLT meeting; up to three (3) hours; Title 2A funding
Thomas, Shannon	Teacher	THS	\$28.50/hr.	August 2023	THS BLT meeting; up to three (3) hours; Title 2A funding

<b>LEAVE OF ABSENCE</b>					
<b>Name</b>	<b>Position</b>	<b>Bldg(s)</b>	<b>Effective</b>	<b>Days</b>	<b>Notes</b>
Blanchard, Lakeisha	Teacher	Wilcox	8/15/2023 – 9/27/2023	60 days	FMLA concurrent with sick leave; 30 days paid, 30 days unpaid
Carter, Jillian	Teacher	THS	6/12/2023 – 10/27/2023	60 days	FMLA concurrent with sick leave; 40 days paid, 20 days unpaid; correction to 4/19/2023 agenda
Kirkland, MoNique	Teacher	Wilcox	8/15/2023 – 11/08/2023	60 days	FMLA concurrent with sick leave; 30 days paid, 30 days unpaid
Kirkland, MoNique	Teacher	Wilcox	11/09/2023 – 5/30/2024		Unpaid Parental Leave
Liguzinski, Kristen	Teacher	Wilcox	8/16/2023 – 8/16/2024	60 days	Intermittent FMLA concurrent with sick leave; not to exceed 60 days in one year



RESIGNATIONS				
Name	Position	Bldg(s)	Effective	Notes
Gorman, Anne	Intervention Specialist	THS	6/27/2023	Resignation; seven (7) years of service to the District
Gorman, Anne	Special Education Department Chair	THS	6/27/2023	Supplemental position
Gorman, Anne	Girls JV Tennis Coach	THS	6/27/2023	Supplemental position
Gorman, Anne	Senior Class Advisor	THS	6/27/2023	Supplemental position
McEldowney, Abigail	Intervention Specialist	Dodge	7/7/2023	Resignation; two (2) years of service to the District

Exhibit I-1

Minutes of REGULAR Meeting

August 2, 2023

## Classified Staff Recommendations

August 2, 2023

CONTRACTS					
Name	Position	Bldg(s)	Rate	Effective	Notes
Grant, Alanna	Instructional Assistant	RBC	Current Hourly Rate/Step	7/17/2023 – 8/04/2023	Additional support for a student; not to exceed ten (10) hours; General Fund expense
Peshko, Bonnie	Cook	THS	\$16.05/hr. Step 3	2023/2024	189 days per school year; three (3) hours per day; replacing Kathleen Simione who transferred to Wilcox

LEAVE OF ABSENCE					
Name	Position	Bldg(s)	Effective	Days	Notes
Garvey, Tracy	Instructional Assistant	THS	8/15/2023 – 8/15/2024	60 days	Intermittent FMLA concurrent with sick leave; not to exceed 60 days in one year

RESIGNATION					
Name	Position	Bldg(s)	Effective	Notes	
McQuate, Jacelyn	Administrative Assistant/District Registrar	Wilcox	7/19/2023	Declined position as approved 7/19/2023	
Kurcsak, Marianne	Lunchroom/ Playground Assistant	Dodge	8/15/2023	Seventeen (17) years of service to the District	
Peshko, Bonnie	Lunchroom/	Dodge	2023/2024	Resignation contingent upon approval as a Cook at THS	

## Minutes of REGULAR Meeting

August 2, 2023

	Playground Assistant			
Smaltz, Robert	Instructional Assistant	RBC	7/28/2023	Seven (7) years of service to the District

**RECALL - CLASSIFIED STAFF**

<b>Name</b>	<b>Position</b>	<b>Bldg(s)</b>	<b>Effective</b>	<b>Rate</b>	<b>Notes</b>
Daugherty, Megan	Instructional Assistant	Wilcox	2023/2024	Step 3 \$17.24/hr.	193-days per contract year; seven (7) hours per day; assigned to Preschool; name removed from Recall List
McQuate, Jacelyn	Instructional Assistant	Wilcox	2023/2024	Step 6 \$17.72/hr.	193-days per contract year; seven (7) hours per day; assigned to Preschool; name removed from Recall List
Rosasco, Kim	Lunchroom/ Playground Assistant	Dodge	2023/2024	Step 4 \$16.80/hr.	193-days per contract year; 3.5 hours per day; replacing M. Kurcsak who resigned; name removed from Recall List
Zurca, Wendy	Instructional Assistant	RBC	2023/2024	Step 3 \$17.24/hr.	193-days per contract year; seven (7) hours per day; replacing R. Smaltz who resigned; name removed from Recall List

**SUBSTITUTES**

<b>Name</b>	<b>Classification</b>	<b>Effective</b>	<b>Hourly Rate</b>	<b>Notes</b>
Geraci, June	Instructional Assistant	8/2/2023	\$11.00/hr.	All Buildings
Geraci, June	Media Assistant	8/2/2023	\$11.00/hr.	All Buildings
Geraci, June	Secretary	8/2/2023	\$11.00/hr.	All Buildings

Minutes of REGULAR Meeting

August 2, 2023

Exhibit I-2

CLASSIFIED STAFF RECOMMENDATIONS							
August 2, 2023							
RECALL RANK ORDER (REVISED)							
INSTRUCTIONAL ASSISTANTS							
Name	Position	Bldg	Position Hire Date	Recall Rank	Dist Hire Date	Hours	Note(s)
Cribley, Callie	Instructional Assistant	DODGE	8/03/2022 app date 7/30/2022	1	8/19/2015	7	Right to bump into Lunchroom/Playground position, 3 hours; Three (3) year Recall Rights from 8/15/2023
Fruscella, Kathi	Instructional Assistant – 0.5 FTE	WILCOX	9/07/2022	2	2/20/2014	3.5	Right to bump into Lunchroom/Playground Assistant position, 3.5 hours; Three (3) year Recall Rights from 8/15/2023
Crichlow, Marlisa	Instructional Assistant	THS	10/12/2022 app date 8/15/2022	3	1/6/2021	7	Right to bump into Hall Monitor/District Courier position, 7.5 hours; Three (3) year Recall Rights from 8/15/2023
Mustar, Allison	Instructional Assistant – 0.5 FTE	WILCOX	10/12/2022 app date 9/15/2022	4		3.5	Three (3) year Recall Rights from 8/15/2023
Peters, Melissa	Instructional Assistant	THS	10/12/2022 app date 9/19/2022	5		7	Three (3) year Recall Rights from 8/15/2023
McRae, Deanna	Instructional Assistant	WILCOX	10/26/2022	6		7	Three (3) year Recall Rights from 8/15/2023
Drake, Kaylee	Instructional Assistant	DODGE	12/14/2022	7		7	Three (3) year Recall Rights from 8/15/2023

## Minutes of REGULAR Meeting

August 2, 2023

Exhibit I-3

## Extracurricular Contracts

August 2, 2023

EXTRACURRICULAR					
Name	Contract	Bldg(s)	Effective	% of Base	Notes
Berlin, Harvey	Scoreboard Operator	THS	2023/2024	\$20 per game	
Bibza, Jason	HS Girls' Soccer JV Coach	THS	2023/2024	0.77%	
Brenner, Maryann	Ticket Taker	THS	2023/2024	\$12.50/hr.	
Brenner, Tiffany	Ticket Taker	THS	2023/2024	\$12.50/hr.	
Fantone, Lisa	Ticket Taker	THS	2023/2024	\$12.50/hr.	
Finnerty, Cheryl	Ticket Taker	THS	2023/2024	\$12.50/hr.	
Gahagan, Kevin	Announcer	THS	2023/2024	\$20 per game	
Grumbos, Mike	Announcer	THS	2023/2024	\$20 per game	
Horstman, Ian	JV Girls Tennis Coach	THS	2023/2024	0.77%	
Kalkbrenner, Todd	8 <sup>th</sup> Grade Girls Basketball Coach	RBC	2023/2024	0.69%	
Kalkbrenner, Todd	MS Assistant Cross Country Coach	RBC	2023/2024	0.67%	
Kalkbrenner, Todd	MS Assistant Girls Track Coach	RBC	2023/2024	0.67%	
Kirtley, Casey	Interactive Video Production Advisor	THS	2023/2024	4.00%	
Kirtley, Casey	HS Yearbook Advisor	THS	2023/2024	6.00%	
Kneisel, Erik	HS Drama Director	THS	2023/2024	9.50%	
Kneisel, Erik	HS Drama Tech Director	THS	2023/2024	5.50%	
Kneisel, Erik	HS Drama Choreographer	THS	2023/2024	1.75%	
Kneisel, Erik	MS Drama Director	RBC	2023/2024	5.00%	
McCants, RaShawn	MS Assistant Football Coach	THS	2023/2024	0.67%	

## Minutes of REGULAR Meeting

August 2, 2023

Nalepa, Tom	RBC Yearbook Advisor	RBC	2023/2024	1.75%	
Nalepa, Tom	MS Student Council Advisor	RBC	2023/2024	6.00%	
Resnick, Tom	MS Jazz Band Director	RBC	2023/2024	2.50%	
Resnick, Tom	8 <sup>th</sup> Grade Band Director	RBC	2023/2024	2.75%	
Resnick, Tom	7 <sup>th</sup> Grade Band Director	RBC	2023/2024	2.75%	
Schwed, Dominic	MS Assistant Athletic Director	RBC	2023/2024	5.00%	Per season
Schmook, Phil	HS Girls' Golf Varsity Head Coach	THS	2023/2024	8.00%	
Zipf, Josh	Freshman Football Coach	THS	2023/2024	0.75%	

Exhibit I-4