

**WARREN COUNTY SCHOOL DISTRICT**  
**Warren, Pennsylvania**

Mr. President and Members  
Board of School Directors

August 8, 2005

**CERTIFICATED PERSONNEL REPORT**

It is recommended that the following be approved:

**SUBSTITUTES**

Howe, Elizabeth C.; Chemistry: requests approval to be added to the Substitute Teacher Lists pending proper paperwork. Elizabeth is a retired teacher from the Warren County School District.

Robbins, Cathy M.; Elementary: requests approval to be added to the Substitute Teacher Lists pending proper paperwork.

Morgan, Margaret R.; Social Studies: requests approval to be added to the Substitute Teacher Lists pending proper paperwork. Margaret is a retired teacher from the Warren County School District.

Gray, Wendy A.; Biology: requests approval to be added to the Substitute Teacher Lists. Wendy is a .5 Biology Instructor for the Warren County School District.

**Smith, Judyth A.; Elementary: requests approval to be added to the Substitute Teacher Lists. Judy is a retired teacher from the Warren County School District.**

**Seiberling, Tauni C.; Elementary: requests approval to be added to the Substitute Teacher Lists pending proper paperwork.**

**LONG-TERM SUBSTITUTES**

Pisano, Michael A.: requests approval to the long-term substitute position as Itinerant Health and Physical Education Instructor for the Warren County School District beginning on August 25, 2005 and continuing through January 25, 2006 unless sooner terminated. Michael is being suspended from his permanent position as Health and Physical Education Instructor at Eisenhower Middle/High School due to a decrease in student enrollment. Therefore, he will remain at his negotiated teacher salary and reserve all the rights and privileges of his employment through the duration of this long-term substitute position. Michael will be replacing Ronda Darling who is on a leave of absence.

**EMPLOYMENT**

Duncan, Sara E.: requests approval to the position as English Instructor at Sheffield Area Middle/High School. Sara will be placed on Step 16B with a salary of \$35,996 for the 2005/2006 school year pending verification of previous employment. There were thirteen (13) applicants and six (6) were interviewed. Sara will be replacing Marilyn Patterson who retired. This will be effective August 25, 2005.

McLaughlin, Michelle M.: requests approval to the position as English Instructor at Sheffield Area Middle/High School. Michelle will be placed on Step 17B with a salary of \$35,880 for the 2005/2006 school year. There were thirteen (13) applicants and six (6) were interviewed. Michelle will be replacing Susan Morris who retired. This will be effective August 25, 2005.

**EMPLOYMENT (cont.)**

Neely, Tristen K.: requests approval to the position as English Instructor at Youngsville High School. Tristen will be placed on Step 15B with a salary of \$36,181 for the 2005/2006 school year pending verification of previous employment. There were (13) applicants and six (6) were interviewed. Tristen will be replacing David Craig who is on a leave of absence for an extensive time period. This will be effective August 25, 2005.

Rollman, Rachel L.: requests approval to the position as School Psychologist for the Warren County School District. Rachel will be placed on Step 17M with a salary of \$36,880 for the 2005/2006 school year. There were five (5) applicants and all were interviewed. Rachel will be replacing Suzanne Bova who resigned. This will be effective August 25, 2005.

Cochran, Laura J.: requests approval to the position as Chemistry Instructor at Warren Area High School. Laura will be placed on Step 12M with a salary of \$38,719 for the 2005/2006 school year pending verification of previous employment. There were six (6) applicants and four (4) were interviewed. Laura will be replacing Elizabeth Howe who retired. This will be effective August 25, 2005.

**Wallin, Tracy L.: requests approval to the position as Elementary Instructor for the Warren County School District. Tracy will be assigned to the Special Education Department. She will be placed on Step 16B with a salary of \$35,996 for the 2005/2006 school year. There were two (2) applicants and Tracy will be replacing Mark Nelson who transferred to a Special Education Supervisor position. This will be effective August 25, 2005.**

**Bengston, Scott W.: requests approval to the position as Special Education Instructor at Warren Area High School. Scott will be placed on Step 17M with a salary of \$36,880 for the 2005/2006 school year. He will be replacing Linda Doriani who resigned. This will be effective August 25, 2005.**

**Landis, Melissa K.: requests approval to the position as Special Education Instructor at Youngsville Elementary/Middle School. Melissa will be placed on Step 13B with a salary of \$37,174 for the 2005/2006 school year pending verification of previous employment. She will be replacing Kristen Rutkowski who resigned. This will be effective August 25, 2005.**

**Welsh, Michelle L.: requests approval to the position as Business, Computer and Information Technology Instructor at Youngsville High School. Michelle will be placed on Step 16B with a salary of \$35,996 for the 2005/2006 school year. There were six (6) applicants and Michelle was hired based on her success as a long-term substitute in this position. She will be replacing Neela Medved who transferred to Sheffield Area Middle/High School. This will be effective August 25, 2005.**

**Pollock, Jennifer D.: requests approval to the position as Itinerant Speech and Language Pathologist for the Warren County School District. Jennifer will be placed on Step 17M with a salary of \$36,880 for the 2005/2006 school year. There were five (5) applicants and all were interviewed. She will be replacing Kristine LeClerc who resigned. This will be effective August 25, 2005.**

**Bonavita, Natalie R.: requests approval to the position as Itinerant Speech and Language Pathologist for the Warren County School District. Natalie will be placed on Step 17M with a salary of \$36,880 for the 2005/2006 school year. There were five (5) applicants and all were interviewed. She will be replacing Robin Allen who resigned. This will be effective August 25, 2005.**

#### **HIGH SCHOOL SUMMER SCHOOL PROGRAM EMPLOYMENT**

The following is a list of recommended candidates to fill the professional positions for the 2005 High School Summer School Program:

Make-up Math (on call)	Campbell, Jim
Make-up English (on call)	Lamping, Barbara

#### **EXTENDED SCHOOL YEAR PROGRAM EMPLOYMENT**

The following is a list of recommended candidates to fill the professional positions for the 2005 Extended School Year Program:

Groszek, Diane	Substitute
Ferry, Mary	Substitute
Mourer, Megan	Instructor

#### **READING AND MATH ACADEMY EMPLOYMENT**

The following is a list of recommended candidates to fill the professional positions for the 2005 Reading and Math Academy:

Hummel, Pamala	Borger, Theresa
Mahaney, Melissa	Bankoske, Norma
Belleau, Mary	

#### **CHANGE OF ASSIGNMENT**

Greto, Karen E.: requests approval for a change in her assignment from .5 Elementary Instructor at Youngsville Elementary/Middle School to the position as Elementary Instructor at Warren Area Elementary Center. This will be effective August 25, 2005.

#### **TEMPORARY CHANGE IN ASSIGNMENT**

Kersey, Barbara J.: requests approval for a **temporary** change in her assignment for the 2005/2006 school year. Barb will be working 80% of her time in her position as Art Instructor at Warren Area High School and 20% of her time as Project Director for the Project Art Smart Program in the Warren County School District. Barb has worked in the temporary position as Project Director for the Project Art Smart Program since the 2002/2003 school year. This will be effective August 25, 2005.

Marti, Caroline L.: requests approval for a **temporary** change in her assignment from Elementary Instructor at the Warren Area Elementary Center to the position as Elementary Arts Education Effective Teaching Coach for the Warren County School District for the 2005/2006 school year. She will retain the right to return to her position at the Warren Area Elementary Center when this temporary position terminates.

### **TEMPORARY ADMINISTRATIVE INTERN POSITIONS**

The following employees are being recommended to fill temporary administrative intern positions for the 2005/2006 school year. These employees will be teachers on special assignment at the recommendation of Superintendent Grant:

Weber, Gary L.  
Young, Debra D.

Asst. Principal  
Principal

Eisenhower Middle/High School  
Sugar Grove Elementary School

### **LEAVE OF ABSENCES**

Blum, Jennifer A.: requests approval for a leave of absence with a start date of August 29, 2005 and continuing through November 3, 2005 unless sooner terminated. Jennifer is a Physics Instructor at Warren Area High School.

O'Donnell, Amy L.: requests approval for a leave of absence with a start date of August 25, 2005 and continuing through November 7, 2005 unless sooner terminated. Amy is an Elementary Instructor at Sheffield Elementary School.

**McKean, Kelley M.: requests approval for a leave of absence in accordance with Public School Code of 1949 beginning on August 25, 2005 and continuing through August 24, 2010 unless sooner terminated. Kelley is a Special Education Instructor at Sheffield Area Middle/High School.**

### **REQUEST FOR A NEW POSITION**

**The Administration would like to request a new position for a Special Education Instructor at Warren Area High School. This position will fill the needs of a specific student coming into the District and will be funded by the special education budget.**

### **DEMOTIONS**

Gray, Wendy A.: requests approval for a demotion from her position as Biology Instructor at Youngsville High School to the position as .5 Biology Instructor at Warren Area High School. This demotion is due to a decrease in student enrollment across the district and will be effective August 25, 2005.

Neal, Kathy S.: requests approval for a demotion from her position as Itinerant French Instructor for the Warren County School District to the position as .5 Itinerant French Instructor for the Warren County School District. This demotion is due to a decrease in student enrollment across the district and will be effective August 25, 2005.

### **SUSPENSIONS**

Garipey, Brenda S.: requests approval for a suspension from her position as Itinerant Art Instructor for the Warren County School District. This suspension is due to a decrease in student enrollment across the district and will be effective August 9, 2005.

### **SUSPENSIONS (cont.)**

Pisano, Michael A.: requests approval for a suspension from his position as Health and Physical Education Instructor at Eisenhower Middle/High School. This suspension is due to a decrease in student enrollment across the district and will be effective August 9, 2005.

### **RESIGNATIONS**

Ludwig, L. Michelle: requests approval to resign from her position as Itinerant Reading Specialist for the Warren County School District effective August 9, 2005.

Spencer, Amy F.: requests approval to resign from her position as Elementary Instructor at Tidioute Elementary/Middle School effective August 20, 2005.

Corklin, Jennifer A.: requests approval to resign from her position as Elementary Instructor at Youngsville Elementary/Middle School effective August 23, 2005.

Rutkowski, Kristen E.: requests approval to resign from her position as Itinerant Special Education Instructor for the Warren County School District effective August 2, 2005.

Flanders, Steven T.: requests approval to resign from his position as Mathematics Instructor at Eisenhower Middle/High School effective July 16, 2005.

Barlow, Ross D.: requests approval to resign from his position as Social Studies Instructor at Warren Area High School effective July 1, 2005.

Dorani, Linda C.: requests approval to resign from her position as Itinerant Special Education Instructor for the Warren County School District effective July 11, 2005.

Church, Charlene S.: requests approval to resign from her position as Mathematics Instructor at Eisenhower Middle/High School effective July 18, 2005.

Holt, Marni L.: requests approval to resign from her position as Mathematics Instructor at Warren Area High School effective July 18, 2005.

Bernard, Lauren E.: requests approval to resign from her position as Itinerant Music Instructor for the Warren County School District effective August 1, 2005.

Butler, Joni L.: requests approval to resign from her position as Mathematics Instructor at Sheffield Area Middle/High School effective August 5, 2005.

**Zias, J. Michael: requests approval to resign from his position as Physics Instructor at Eisenhower Middle/High School effective July 27, 2005.**

**Steiger, Dustin F.: requests approval to resign from his position as Mathematics Instructor at Warren Area High School effective August 3, 2005.**

**RETIREMENTS**

Brennan, Frances B.: requests approval to retire from her position as Elementary Instructor at Beaty/Warren Middle School effective June 30, 2005.

Morgan, Margaret R.: requests approval to retire from her position as Social Studies Instructor at Warren Area High School effective July 29, 2005.

**Winans, Chrissi C.: requests approval to retire from her position as Elementary Instructor at Beaty/Warren Middle School effective August 24, 2005.**

Respectfully submitted,

**PERSONNEL AND NEGOTIATIONS COMMITTEE**

Richard Lyle, Chair  
David Come

MAE/st