

HUDSON CITY SCHOOL DISTRICT
REGULAR BOARD OF EDUCATION MEETING
JANUARY 14, 2013 – 5:30 P.M.
HUDSON HIGH SCHOOL LIBRARY

Minutes Meeting #15

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The regular meeting of the Hudson City School District Board of Education was held on January 14, 2013 at the Hudson High School Library, 215 Harry Howard Ave., Hudson, NY.

PLEDGE OF ALLEGIANCE

The meeting was called to order by President Peter Merante at 5:30 p.m. with the following Board Members in attendance:

PRESENT:

- Peter D. Merante, Sr.
- Kelly Frank
- Tiffany Hamilton
- Carrie Otty
- Peter A. Rice, Jr.
- Meagan Pinkowski, Student Representative

LATE ARRIVALS:

- Jeri Chapman
- Elizabeth Fout

ALSO PRESENT: Superintendent
 Coordinator of School Improvement
 Business Manager
 Clerk of the Board

- Maria J. Suttmeier
- April Prestipino
- Robert D. Yusko, Jr.
- Frieda A. Van Deusen

Ms. Frank made a motion, seconded by Ms. Otty, that the Board of Education accepts the Board Agenda and add 5.1.2 under Presentations – JLE PTO Safety Presentation – Susan Ludwig and add 6.1.2 under Old Business – STEM Grant information.

AGENDA ACCEPTED

Ayes – 5 Nays – 0

MOTION CARRIED

On a motion by Ms. Frank, with a second by Ms. Hamilton, the Board of Education went into Executive Session at 5:33 p.m. to discuss employment/employment history of a particular person(s).

EXECUTIVE SESSION

Ayes – 5 Nays – 0

MOTION CARRIED

Board Member Elizabeth Fout arrived at the Board Meeting at 5:44 p.m. and immediately joined Executive Session. Ms. Fout returned to the meeting room at 5:49 p.m. and then left to re-join Executive Session at 5:53 p.m.

Maria Suttmeier was excused from Executive Session at 5:51 p.m.

Board Member Jeri Chapman arrived at Executive Session at 5:40 p.m.

Board Clerk Frieda Van Deusen was called into Executive Session at 6:40 p.m. and excused at 6:50 p.m.

The Board of Education came out of Executive Session at 6:55 p.m. on a motion by Ms. Frank, with a second by Mr. Merante.

Ayes – 7 Nays – 0

MOTION CARRIED

PRESENTATIONS

New York State School Board Association, Board Achievement Award – Level 1, Peter Rice
Board President Peter Merante acknowledged and presented Peter Rice with the New York State School Board Association, Board Achievement Award – Level 1 and a pin for his achievement.

John L. Edwards PTO Safety Presentation – Susan Ludwig

Susan Ludwig, parent representative, spoke to the Board in regard to making our buildings safer in lieu of what occurred at the Sandy Hook School in Newtown, CT. Mr. Spicer, Principal at John L. Edwards, Ms. Ludwig, and others are working together to raise money and community support for bulletproof windows and other safety features at John L. Edwards and in our other buildings. Looking into grants and a grant writer to assist them and they ask the Board for their support.

OLD BUSINESS

Board Retreat – January 26, 2013 – Maria Suttmeier reported that the Board Retreat will be held on Saturday, January 26, 2013 beginning at 9:00 a.m. at the Junior High School Library. Drs. James Baldwin and Gladys Cruz from Questar III will be the presenters.

STEM Grant Information – Superintendent Maria Suttmeier reported on the STEM grant that both Catskill School District and our district were jointly working on. It was found that this grant is a research grant and not a program grant so we are therefore not going to pursue it. The district continues to look into other grant opportunities to support STEM programs.

PUBLIC FORUM

1. Alice Hoffman – Questioned the Board in regard to a press release that the Board had said they were going to release and also answers to some of her other questions presented at a previous board meeting.
2. Summayah Shabazz – Concerns regarding safety in all our schools. The Board did reassure Ms. Shabazz that all our buildings are meeting with their Safety Teams.
3. Susan Ludwig – Did not speak at this time.
4. Lester Zaborski, III – Did not speak at this time.
5. Mary Udell – Mrs. Udell spoke in regard to Hudson High School senior Winston Lee and the fund raiser event held at the Savoia Restaurant to raise money for his trip to participate in the North-South Blue-Grey Football competition. A fund has been set up at the TrustCo Bank on behalf of Winston Lee for anyone wishing to make a donation toward his college fund.

**ELIZABETH FOUT
RESIGNS**

At this point in the meeting Board Member Elizabeth Fout took the floor and announced that she was resigning from the Board of Education and at 7:23 p.m. left the meeting.

**CONSENSUS
AGENDA**

It was decided by the Board that consensus agenda items 8.1.1 and 8.1.11 be read separately.

**INSTRUCTIONAL
STAFF RETIREMENTS**

Ms. Frank made a motion, seconded by Ms. Otty, that the Board of Education approves the following instructional staff resignations for the purpose of retirement effective June 30, 2013:

Thomas Bonville	Elementary Teacher - MCSIS	33.5 yrs. of service
Carmelita DeCicco	Elementary Teacher - JLE	29 yrs.
Marilee Hobbs	English Teacher - HSHS	16 yrs.
Marylou Knull	Music Teacher – HJHS	27 yrs.
Lynn Lee	Science Teacher – HSHS	20 yrs.
Regina Libruk	Science Teacher – HSHS	29 yrs.
Margaret McCornock	Elementary Teacher – MCSIS	20 yrs.
Sharon McEnroe	Family & Consumer Science – HJHS	11.9 yrs.
Helen Roberts	Special Education Teacher – HSHS	9.5 yrs.
Mary Sleezer	Elementary Teacher – JLE	25 yrs.

Ayes – 6

Nays – 0

MOTION CARRIED

Ms. Frank made a motion, seconded by Ms. Otty, that the Board of Education approves consensus agenda items 8.1.2-8.1.10 as follows:

CONSENSUS AGENDA
ITEMS 8.1.2-8.1.10

Ayes – 6

Nays – 0

MOTION CARRIED

Be It Resolved, that the Board of Education approves the following Board Meeting Minutes:

BOARD MINUTES
APPROVED

A. Minutes Meeting #13, dated December 10, 2012, pages 3348-3351

B. Minutes Meeting #14, dated January 2, 2013, page 3352

Be It Resolved, that the Board of Education accept the attached list of library books, with an Approximate value of \$500.00, donated to M.C. Smith Intermediate School from Ichabod Crane Central School District due to closing and consolidation of ICCSD school buildings, and direct the Board Clerk to send a thank you.

BOOK DONATION
FROM ICCSD

Be It Resolved, that the Board of Education revises the 2012-2013 district calendar from 183 to 182 work days, as a stipulation of the Memorandum of Agreement dated October 18, 2012 between the Hudson City School District (HCSD) and the Hudson Teachers' Association (HTA), by having no classes on May 24, 2013 and changing the snow return day from May 24, 2013 to May 23, 2013.

REVISED 2012-2013
CALENDAR

Be It Resolved, that the Board of Education approve the attached Memorandum of Agreement between the Board of Education and the HTA regarding the October 22, 2012 approval of a Dean of Students position at Hudson Sr. HS.

MOA – DEAN OF
STUDENTS

Be It Resolved, that the Board of Education modifies the Memorandum of Agreement dated October 31, 2012 between HCSD and HTA to extend the ending date of the Dean of Students assignment from January 25, 2013 to a designated date not to exceed June 21, 2013.

MODIFIES MOA
EXTENDING END
DATE

A. Be It Resolved, that Antonio Abitabile, Mark Brenneman, Kim Lybolt, April Prestipino, Derek Reardon and Steven Spicer are hereby certified as a Qualified Lead Evaluator of teachers, Having successfully completed the training requirements prescribed in 8 NYCRR §30-2.9(b), including:

QUALIFIED LEAD
EVALUATORS

- (1) The New York State Teaching Standards and their related elements and performance indicators/the Leadership Standards and their related functions;
- (2) Evidence-based observation techniques that are grounded in research;
- (3) Application and use of the student growth percentile model and the value-added growth model as defined in 8 NYCRR §30-2.2;
- (4) Application and use of the State-approved principal rubric selected by the Hudson City School District (HCSD) for use in the evaluations of teachers, including training on the effective application of such rubrics to observe a teacher's practice;
- (5) Application and use of the assessment tools that the HCSD utilizes to evaluate its teachers, including, but not limited to, administrative notes, correspondence with parents and colleagues, records of professional interactions, student feedback, student work, student academic and discipline records, professional communication, news or media reports, attendance records, professional growth goals, building improvement goals, state and local assessment data;
- (6) Application and use of the State-approved locally selected measures of student achievement used by HCSD to evaluate its principals;
- (7) The scoring methodology utilized by the Department and the HCSD to evaluate a teacher under 8 NYCRR Subpart 30-2, including:
 - (a) How scores are generated for each subcomponent and the composite effectiveness score of teachers, and
 - (b) Application and use of the scoring ranges prescribed by the Commissioner for the four designated rating categories used for the overall rating of teachers and their subcomponent ratings; and
- (8) Specific considerations in evaluating teachers of English language learners and students with disabilities.

This certification has been issued in accordance with the process for certifying lead evaluators described in the HCSD's annual professional performance review plan.

**M. SUTTMEIER -
QUALIFIED LEAD
EVALUATOR**

- B. Be It Resolved**, that Maria Suttmeier is hereby certified as a Qualified Lead Evaluator of building principals, having successfully completed the training requirements prescribed in 8 NYCRR §30-2.9(b), including;
- (1) The New York State Teaching Standards and their related elements and performance indicators/ the Leadership Standards and their related functions;
 - (2) Evidence-based observation techniques that are grounded in research;
 - (3) Application and use of the student growth percentile model and the value-added growth model as defined in 8 NYCRR §30-2.2;
 - (4) Application and use of the State-approved principal rubric selected by the Hudson City School District (HCSD) for use in the evaluations of building principals, including training on the effective application of such rubrics to observe a building principal's practice;
 - (5) Application and use of the assessment tools that the HCSD utilizes to evaluate its building principals, including, but not limited to, administrative notes, correspondence with parents and colleagues, records of professional interactions, professional communication, news or media reports, attendance records, professional growth goals, building principals improvement goals, state and local assessment data;
 - (6) Application and use of the State-approved locally selected measures of student achievement used by HCSD to evaluate its principals;
 - (7) The scoring methodology utilized by the Department and the HCSD to evaluate a building principal under 8 NYCRR Subpart 30-2, including:
 - (a) How scores are generated for each subcomponent and the composite effectiveness score of building principal, and
 - (b) Application and use of the scoring ranges prescribed by the Commissioner for the four designated rating categories used for the overall rating of principals and their subcomponent ratings; and
 - (8) Specific considerations in evaluating building principals of English language learners and students with disabilities.

This certification has been issued in accordance with the process for certifying lead evaluators described in the HCSD's annual professional performance review plan.

**DR. JEAN HUNT
CONTRACT**

Be It Resolved, that the Board of Education approves a contract for the 2012-2013 school year, as attached, with Dr. Jean Ann Hunt for seven (7) days of professional development for M.C. Smith Intermediate School faculty and staff, at a cost of \$8,750.00 paid in full by the S3TAIR grant, effective January through June 2013.

**EMERGENCY
TRANSPORTATION
CONTRACT**

Be It Resolved, that the Board of Education approves an emergency transportation contract, as attached, with Johnston & Pulcher, Inc. for mid-day bus to transport students taking Regents and final exams, beginning January 22, 2013 and ending January 25, 2013, at a total anticipated cost of \$300.00.

**PRUDENTIAL
MANOR HOMES**

Be It Resolved, that the Board of Education approves the attached Change Notification to extend the listing date with Prudential Manor Homes for the sale of the Claverack building to January 15, 2014.

**TAX REFUND -
JAMES REYNOLDS**

Be It Resolved, that the Board of Education, on a motion by Ms. Frank, with a second by Ms. Otty, approves a refund of 2012-2013 taxes, as attached, due to a Stipulation of Settlement and Order reducing assessed value as follows:

City of Hudson – James Reynolds - \$1,154.75

Ayes – 5 Nays – 0 Abstentions – 1 Ms. Frank MOTION CARRIED

**CONSENSUS AGENDA
ITEMS 8.1.12-8.1.19**

Ms. Frank made a motion, seconded by Ms. Otty, that the Board of Education approves consensus agenda items 8.1.12-8.1.19, as follows:

Ayes – 6 Nays – 0 MOTION CARRIED

Be It Resolved, that the Board of Education approves the attached Treasurer's Report for the month of November 2012.

**TREASURER'S
REPORT**

Be It Resolved, that the Board of Education accepts the attached Cash Flow Projection Report as prepared by the Treasurer for the period July 2012 through June 2013, updated to reflect information received through November 30, 2012.

**CASH FLOW
REPORT**

Be It Resolved, that the Board of Education accepts the attached Hudson Junior High School Extra-Curricular Account Monthly Financial Report for the month of November 2012.

**JUNIOR HIGH
EXTRA-CURR. REPORT**

Be It Resolved, that the Board of Education accepts the attached Hudson Senior High School Extra-Curricular Account Monthly Financial Report for the month of November 2012.

**SENIOR HIGH
EXTRA-CURR. REPORT**

Be It Resolved, that the Board of Education accepts the attached Financial Report for the month ending November 30, 2012.

**FINANCIAL REPORT
FOR NOVEMBER**

Be It Resolved, that the Board of Education approves the Hudson High School Robotics Team's Participation at the FIRST WPI (Worcester Polytechnic Institute) Regional competition in Hartford, CT, from March 27-30, 2013.

**ROBOTICS TEAM
TO PARTICIPATE**

Be It Resolved, that the Board of Education approves the Hudson Department of Youth's attached Request for a waiver of fees for the Youth Department Basketball League, effective December 2012-February 2013.

**WAIVER OF FEES
GRANTED – DEPT.
OF YOUTH**

Be It Resolved, that the Board of Education arranges for placement of students with disabilities (CSE and CPSE meetings held on November 13, 29, December 3, 6, 7, 10, 11, 12, 14, 17, 18, 19, 20, 2012, January 2, 3, 4, 7, 8, 2013)

**CSE & CPSE
PLACEMENTS**

Coordinator of School Improvement's Report

CSI'S REPORT

Annual Professional Performance Review (APPR) – April Prestipino reviewed with the Board the District's APPR which included iObservation and Student Learning Objectives (SLOs).

Professional Development Plan (PDP) – Ms. Prestipino informed the Board that the Professional Development Committee had met today and discussed future professional development plans. Services of Dr. Jean Hunt will be provided for our professional development conferences.

Academic Intervention Service (AIS) – Ms. Prestipino distributed a flyer for District AIS Parent Night on January 15th from 6:30 p.m.-8:00 p.m. at the Intermediate School and highlighted the evening's events.

Distance Learning – Ms. Prestipino also spoke briefly in regard to our Distance Learning Program.

Superintendent's Report

SUPT.'S REPORT

Website Update – Superintendent Suttmeier informed the Board that we are in the process of changing our look on our website by using icons, etc. This service is being done through Questar as part of the service they provide.

Governor's State of the State Address - Ms. Suttmeier reviewed briefly with the Board the Governor's State of the State Address and what it means to education and funding.

Superintendent Suttmeier thanked the Booster Club for their support of our Modified Sports Program and mentioned the great modified sports parent turnout at the sporting events.

- STUDENT REP'S. REPORT** Meagan Pinkowski, Student Representative to the Board, spoke about the following:
1. Fellow student Winston Lee and the wonderful support shown him by the Udells and the community.
 2. Advocacy Event – Columbia High School, East Greenbush on January 31st at 6:30 p.m.
 3. Peer Tutoring – January 28th Board Meeting
 4. Teachers retiring from the district
- NEW BUSINESS** President Merante spoke about his recent visit to the John L. Edwards Primary School and how impressed he was to see the teachers and students in action.
- PUBLIC FORUM** No one signed up to speak at this time.
- EXECUTIVE SESSION** On a motion by Ms. Frank, with a second by Ms. Otty, the Board of Education went into Executive Session at 7:37 p.m. to discuss employment/employment history of a particular person(s).
Ayes – 6 Nays – 0 **MOTION CARRIED**
- The Board of Education came out of Executive Session at 8:05 p.m. on a motion by Ms. Frank, with a second by Ms. Otty.
Ayes – 6 Nays – 0 **MOTION CARRIED**
- PERSONNEL AGENDA ITEMS 15.1.1-15.1.16** Ms. Frank made a motion, seconded by Ms. Otty, that the Board of Education approve personnel agenda items 15.1.1-15.1.16, as attached.
Ayes – 6 Nays – 0 **MOTION CARRIED**
- ADJOURNMENT** Ms. Frank made a motion, seconded by Ms. Otty, that the Board of Education meeting be adjourned at 8:06 p.m.
Ayes – 6 Nays – 0 **MOTION CARRIED**

8.1.1 INSTRUCTIONAL STAFF RESIGNATIONS FOR THE PURPOSE OF RETIREMENT*

	Last Name	First Name	Position	Location	Years of Service	Effective Date
A.	Bonville	Thomas	Elementary Teacher	MCSIS	33.5	6/30/13
B.	DeCicco	Carmelita	Elementary Teacher	JLE	29	6/30/13
C.	Hobbs	Marilee	English Teacher	HSHS	16	6/30/13
D.	Knull	Marylou	Music Teacher	HJHS	27	6/30/13
E.	Lee	Lynn	Science Teacher	HSHS	20	6/30/13
F.	Libruk	Regina	Science Teacher	HSHS	29	6/30/13
G.	McCornock	Margaret	Elementary Teacher	MCSIS	20	6/30/13
H.	McEnroe	Sharon	Family and Consumer Science Teacher	HJHS	11.9	6/30/13
I.	Roberts	Helen	Special Education Teacher	HSHS	9.5	6/30/13
J.	Sleezer	Mary	Elementary Teacher	JLE	25	6/30/13

15.1.1 CENTRAL OFFICE TITLE CHANGE

	Last Name	First Name	New Title	Former Title	Effective Date	Notes
A.	Yusko, Jr.	Robert	(Provisional) School Business Executive I	(Provisional) Business Manager II	01/15/13	Title change in accordance with Civil Service suitability. No change in contractual items.

15.1.2 INSTRUCTIONAL STAFF PROBATIONARY PERIOD EXTENSION

	Last Name	First Name	Tenure Area	Location	New Probationary End Date	Former Probationary End Date	Notes
A.	Zincio	Nancy	Health Education	HSHS	10/20/14	9/18/14	Extension due to 22 days without pay during the 2011-12 school year

15.1.3 ELA/MATH EXTENDED LEARNING TIME SUBSTITUTE APPOINTMENT

	Last Name	First Name	Position	Location	Hours/Rate of Pay	Notes
A.	Green	Tanya	ELA/Math ELT Substitute Teacher	MCSIS	Instruction- up to two hrs. per wk. for approx. 19 wks. @ \$47/hr.; no prep time required	On an as needed basis Funding via Title I Part A

15.1.4 CREATE APPR LEAD EVALUATOR POSITION

	Position	Certification	Location	Annual Salary	Effective Dates	Notes
A.	APPR Lead Evaluator – Full time, two year position	Administrative	Central Office	\$85,000 per year (2012-2013 pro-rated)	Start date through 6/30/14	Funding via Teacher Leader Effectiveness Grant for 2012-2013 & 2013-2014

15.1.5 CREATE AFTERSCHOOL PROGRAM POSITIONS

	Position	Location	Rate of Pay	Effective Dates	Notes
A.	SAT Prep Class 1- Math Teacher	HSHS	\$47/hr. for instruction (total 12 hrs) \$42/hr. for prep time (total 6 hrs)	3/14/13-4/25/13	Funding via 21 st Century Grant
B.	SAT Prep Class 1- English Teacher	HSHS	\$47/hr. for instruction (total 12 hrs) \$42/hr. for prep time (total 6 hrs)	3/14/13-4/25/13	Funding via 21 st Century Grant

15.1.6 SUPPORT STAFF APPOINTMENT

	Last Name	First Name	Position	Location	Hours	Rate of Pay	Effective Date	Notes
A.	Fuller	Bryan	1:1 Teacher Aide	HJHS	7	\$8.44 per hour	01/07/13	Required for safety and student management needs Posting #N112712-26

15.1.7 SUPPORT STAFF UNPAID LEAVE OF ABSENCE

	Last Name	First Name	Position	Location	Effective Dates	Notes
A.	Dyer	Alyssa	Teaching Assistant	HJHS	1/14/13-5/4/13	To complete student teaching and graduate coursework

15.1.8 SUPPORT STAFF RESIGNATION

	Last Name	First Name	Position	Location	Effective Date
A.	Thorpe	Courtney	Teacher Aide	JLE	Close of business on 01/18/13

15.1.9 SUPPORT STAFF TERMINATION

	Last Name	First Name	Position	Location	Effective Date
A.	Salvatore	Melissa	Food Service Helper	MCSIS	01/15/13

15.1.10 SUBSTITUTE STAFF APPOINTMENTS

	Last Name	First Name	Position	Certification	Rate of Pay	Effective Date
A.	First	Mary	Clerical Substitute	N/A	\$16.16 per hour	01/15/13
B.	Brembs	Tia	Substitute Teacher Aide	N/A	\$8.44 per hour	01/15/13
C.	Kobilca	Paula	Substitute Teaching Assistant	Not Certified	\$10.83 per hour	12/13/12
D.	Akhtar	Nasima	Substitute Teaching Assistant	Not Certified	\$10.83 per hour	01/15/13
E.	Kinane	Anthony	Substitute Teacher Substitute Teaching Assistant	Not Certified	\$65.00 per day \$10.83 per hour	01/15/13
F.	Keeler	Caroline	Substitute Teacher	Not Certified	\$65.00 per day	01/15/13
G.	Singer	Rebecca	Substitute Teacher	Not Certified	\$65.00 per day	01/15/13
H.	Sweatt	Victoria	Substitute Teacher Substitute Teaching Assistant Substitute Teacher Aide	Not Certified	\$65.00 per day \$10.83 per hour \$8.44 per hour	01/15/13
I.	Seider	Michael	Home Instructor	Not Certified	\$20.00 per hour	01/15/13
J.	Hill	Victoria	Clerical Substitute	N/A	\$16.16 per hour	01/15/13
K.	Moore	Thomas	Custodian Substitute	N/A	\$10.00 per hour	01/15/13

15.1.11 EXTRA-CURRICULAR ADVISOR APPOINTMENTS

	Last Name	First Name	Position	Location	Stipend	Effective Date
A.	Clark	Kathleen	Afterschool Program Advisor	HJHS	N/A	2012-2013 school year
B.	Fulton	Michael	Afterschool Program Advisor	HJHS	N/A	2012-2013 school year

15.1.12 EXTRA-CURRICULAR SPORTS APPOINTMENTS**

	Last Name	First Name	Position	Season	Stipend	Effective Date
A.	Millar	Jeanine	Boys' Varsity Tennis Coach	Spring	\$3369.	01/15/13
B.	Cukerstein	Justin	Boys' Varsity Track Assistant Coach	Spring	\$2996.	01/15/13

15.1.13 POOL STAFF APPOINTMENTS

	Last Name	First Name	Position	Hours	Rate of Pay	Effective Date
A.	Koweek	Stephanie	Lifeguard	As needed	\$9.00/hr. PM Swim \$11.00/hr. AM Swim	12/13/12
B.	Himmel	Steven	Lifeguard	As needed	\$9.00/hr. PM Swim \$11.00/hr. AM Swim	01/15/13

15.1.14 POOL STAFF RESIGNATIONS

	Last Name	First Name	Position	Effective Date
A.	Cahill	Nick	Lifeguard	01/15/13
B.	Garafalo	Lindsey	Lifeguard	01/15/13
C.	Nero	Maria	Lifeguard	01/15/13
D.	Reinckens	Jennifer	Lifeguard	01/15/13

15.1.15 21ST CENTURY PROGRAM STUDENT HELPER APPOINTMENT

	Last Name	First Name	Position	Rate of Pay (not to exceed 25 hrs. per wk.)	Location	Effective Date	Notes
A.	Downey	Nicole	Student Helper	\$8.00 per hour	MCSIS	01/15/13	Funded via 21 st Century Grant

All appointments are subject to and shall not constitute employment by the District unless and until clearance for employment has been received from the State Education Department relating to fingerprinting and criminal history record check of the prospective school employee, where required by law.

***On behalf of the Superintendent of Schools and the Board of Education of the Hudson City School District, I would like to extend our best wishes to you for a long, happy, and healthy retirement.**

****Appointments are contingent upon successful completion of CPR, AED & First Aid for Coaches.**

HAND CARRY

15.1.16 INSTRUCTIONAL APPOINTMENT

	Last Name	First Name	Position	Location	Type of Appointment	Certification Area	Type of Certification	Salary	Effective Date
A.	West	Shelly	0.6 FTE Speech/Language Pathologist	JLE & MCSIS	Part-Time	Speech and Language Disabilities	Professional	\$34,300 0.6 of Step 10 base \$57,166, pro-rated	1/30/13 – 6/30/13