BOARD OF EDUCATION: June 26, 2017, amended

PROFESSIONAL STAFF RETIREMENT

NAME	POSITION	LOCATION	FTE	SALARY	DATE EFFECTIVE
Gloria Smith	Physical Education Teacher	WGHS	1.0	\$59.96/hr	6-30-17

PROFESSIONAL STAFF EMPLOYMENT

NAME	POSITION	LOCATION	FTE	SALARY	REPLACES	DATE EFFECTIVE
Joseph Ficner	Fifth Grade Teacher	Clark	1.0	\$27.83/hr	Hannah Peterson	8-7-17
Stephenie Mokriakow	Music Teacher	Edgar	1.0	\$27.83/hr	Erik Hansen	8-7-17

SUPPORT STAFF RESIGNATION

NAME	POSITION	LOCATION	FTE	SALARY	DATE EFFECTIVE
Linda Colvis	Instructional Aide	Steger	6.5 hr/day	\$12.81/hr	5-25-17

SUPPORT STAFF EMPLOYMENT

NAME	POSITION	LOCATION	FTE	SALARY	REPLACES DAT	E EFFECTIVE
Elizabeth Scheibel	Instructional Aide	Clark	7.0 hr/day	\$16.45/hr	Michaela Brinkley (7hr)	8-7-17
Elizabeth Brockmeyer	Office Assistant	Central Office	8.0 hr/day	\$16.04/hr	Gwendolyn Harris	7-10-17
Rebecca Rittmann	ELL Aide	District	20 hr/wk	\$14.50/hr		8-15-17
Emily Lemonds	Co-Teacher	WAFC	8.0/hr/day	\$24.37/hr	Morgan McGauley	8-15-17

SUPPORT STAFF EMPLOYMENT—CHANGE IN STATUS

NAME	POSITION	LOCATION	FTE	SALARY	DATE EFFECTIVE	CHANGE TO	SALARY
Kim Cohen	Instructional Aide	Clark	3.5hr/day	\$13.07/hr	Aug 7, 2017	4.0hr/day	same

COMPENSATION AGREEMENTS

NAME	ACTIVITY	TOTAL
RESIGNATIONS Greg Schmidt	Girls Head Lacrosse Varsity Coach	

SUPPLEMENTAL AGREEMENTS

NAME	ACTIVITY	TOTAL
SUMMER SCHOOL 201	7 STAFF - ELEMENTARY, LOCATED AT EDGAR ROAD	
Jill Broz	Adventure Club Site Assistant	\$18.00/hr
WEBSTER GROVES SCH	OOL DISTRICT SUPPLEMENTAL AGREEMENTS 2017-2018	
WEBSTER GROVES SCH Luke Sivertson	OOL DISTRICT SUPPLEMENTAL AGREEMENTS 2017-2018 Afterschool Strings Instructor, replacing Patricia Ruiloba-Nunez, 2017-2018	\$7,903.76

SUBSTITUTE TEACHERS REPORT

This list of substitute teachers is comprehensive of both subs who are returning and new hires.

All newly hired subs will attend a Substitute Orientation.

Substitutes are permitted to work only 4 days a week (7.25 hours/day x 4 days=29 hours) to comply with the Affordable Care Act.

Michael Adams Donna Baudendistel Geri Baumgart **David Bindbeutel Cameron Brantley** Diane Broughton Susan Campbell Kelly Carbery Thomas Cassilly Matthew Casteel Sarah Cetro Kim Cohen

Elizabeth Donelson Patti Eischen **Tiffany Esters** Linda Fasterling Colleen Fell

Merribeth Connelly

David (Tony) Fitzpatrick

Robin Foster Sue Gibson Jordan Gilbert Kathy Hanrahan Katie Harder Michele Hensley Christina Heskett Roland Hill Lori Hoertel Stacey Hofmeister Steve Holderer Alexandra Jones Mary Kaiser

Rebecca Keefer Mary Kellett Ginger Krueger Vince Kujawa Vicki Lane Jadee Lauer

Debbie Lee Pam Mahoney

Patricia (PJ) Mallinckrodt Kasondra McDaniel Mary McFather Jones Amy McGuire

Ericka Miller Susan Miller Judy Moebeck **Peggy Morrison** Meg Nash

Marissa Nauman Bonnie Noonan Ann Paradoski Stacy Pohlman **Christine Powers** Wanda Rhodes Vanessa Robinson

Joe Rodebaugh

Stephanie Santiago

Susan Shelton Maysoon Shiaa Teresa Shiflett Lisa Shimotani Jean Shoulberg Jeffrey Skoglund **Robert Smith Madison Songer** Kalin Sparks

Sharon Sundhausen

LuAnn Thum Jackie Visnovske Tessa Wasserman Margaret Wilke Ron Zager

CHANNEL CHANGES REPORT

Last Name	First Name	Building	Degree/Step 16-17	Degree/Step 17-18	Salary 16-17	Salary 17-18	Increase
Brent	Alicia	Avery	MA00/Step 7	MA+30/Step 8	\$53,969.00	\$60,398.00	\$6,429.00
Bruno	Meredith	Avery	MA30/Step 11	MA+50/Step 12	\$65,897.00	\$69,991.00	\$4,094.00
Devlin	Jamie	Bristol	MA30/Step 14	MA+50/Step 15	\$79,309.00	\$81,309.00	\$2,000.00
James	Rebecca	Bristol	MA30/Step 11	MA+50/Step 12	\$65,897.00	\$69,991.00	\$4,094.00
Ravensberg	Katy	Bristol	MA00/Step 6	MA+30/Step 7	\$52,029.00	\$58,639.00	\$6,610.00
Jablonowski	Katherine	Edgar Road	MA00/Step 6	MA+50/Step 7	\$52,029.00	\$59,639.00	\$7,610.00
Cashel	Timothy	WGHS	MA00/Step L2	MA+30/Step 26	\$83,070.00	\$89,285.00	\$6,215.00
Chapman	Rita	WGHS	MA00/Step 14	MA+30/Step 16	\$73,070.00	\$79,309.00	\$6,239.00
Harter	Lana	WGHS	MA00/Step 9	MA+30/Step 10	\$58,084.00	\$64,076.00	\$5,992.00

Total \$583,354.00 \$632,637.00 \$49,283.00

COACHING	STIDENIDS	2017-2018
	OTTEL MINO	/UT/-/UTO

COACH'S NAME	POSITION	%	STEP	AMOUNT		
FOOTBALL (F)		2017-18 STIPEND			Pd Last Year	Difference
Ice, Cliff	Head Varsity Coach	11%	14	\$6,566	\$6,566	\$0
Lieberoff, Bill	Asst. Varsity Coach	8%	14	\$4,775	\$4,775	\$0
Gillilan, Scott	Asst. Varsity Coach	8%	14	\$4,775	\$4,775	\$0
Doner, Matt	Asst. Varsity Coach	8%	14	\$4,775	\$4,775	\$0
Kirksey, Yarmon	Asst. Varsity Coach	8%	14	\$4,775	\$4,775	\$0
Lemay, James	Asst. Varsity Coach	8%	6	\$3,796	\$3,312	\$484
Kirksey, Dwight	JV Coach	7%	14	\$4,178	\$4,178	\$0
Kirksey, Dwayne	JV Coach	7%	14	\$4,178	\$4,178	\$0
Rutledge, Tim	Freshmen Coach	6%	4	\$2,736	\$2,544	\$192
Ball, Will	Freshmen Coach	6%	2	\$2,630	\$2,443	\$187

BOYS BASKETBALL (W)		2017-18 STIPEND			Pd Last Year	Difference
Blossom, Jay	Head Varsity Coach	11%	14	\$6,566	\$6,566	\$0
Stallcup, Scott	Asst. Varsity Coach	8%	14	\$4,775	\$4,775	\$0
Mathes, Justin	Head JV Coach	7%	5	\$3,256	\$3,036	\$220
Velten, Tim	Asst. Coach	These	two will	\$1,315	\$2,444	\$186
Dilworth, Derrick	Asst. Coach	split a 6%.		\$1,315		
Smith, Zach	Head Fresh. Coach	6%	11	\$3,320	\$3,206	\$114

GIRLS BASKETBALL (W)		20	017-18 ST	IPEND	Pd Last Year	Difference
Spuhl, Josh	Head Varsity Coach	11%	11	\$6,087	\$6,566	-\$479
Perkins, Patti	Asst. Varsity Coach	8%	14	\$4,775	\$3,469	\$1,306
Black, Marcus	Head JV Coach	7%	11	\$3,874	\$2,850	\$1,024
Werner, Kevin	Asst. JV Coach	6%	12	\$3,320	\$2,484	\$836
Dietl, Lisa	Head Fresh. Coach	6%	3	\$2,683	\$0	\$2,683

BOYS SOCCER (F)		20	017-18 STI	<i>IPEND</i>	Pd Last Year	Difference
Cashel, Tim	Head Varsity Coach	9%	14	\$5,372	\$5,372	\$0
Velten, Tim	Asst. Varsity Coach	7%	7	\$3,388	\$3,223	\$165
Bambini, Doug	Head JV Coach	7%	6	\$3,321	\$3,128	\$193
Jordan, Brad	Head Fresh. Coach	4%	13	\$2,299	\$2,262	\$37

COACHING	STIDENIDS	2017-2018
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GIRLS SOCCER (S)		2017-18 STIPEND			Pd Last Year	Difference
Champion, Thom	Head Varsity Coach	9%	8	\$4,498	\$4,325	\$173
Hornburg, Kate	Asst. Varsity Coach	7%	2	\$3,068	\$2,850	\$218

FIELD HOCKEY (F)		2017-18 STIPEND			Pd Last Year	Difference
VanBlarcum, Jason	Head Varsity Coach	7%	5	\$3,256	\$3,036	\$220
Dietl, Lisa	JV Coach	6%	3	\$2,683	\$2,484	\$199

SOFTBALL (F)		20	017-18 STI	IPEND	Pd Last Year	Difference
Gibson, Bryan	Head Varsity Coach	8%	14	\$4,775	\$4,775	\$0
Pitlyk, Sam	Asst. Varsity Coach	6%	4	\$2,736	\$2,544	\$192
Berndt, Bob	JV Head Coach	6%	14	\$3,581	\$3,581	\$0
Fechtel, Chris	JV Asst. Coach	5%	2	\$2,192	\$2,036	\$156

GIRLS VOLLEYBALL (F)		20	017-18 STI	<i>IPEND</i>	Pd Last Year	Difference
Ridgway, Jeff	Head Varsity Coach	8%	5	\$3,721	\$3,312	\$409
Mach, Allison	Asst. Varsity Coach	6%	2	\$2,630	\$2,443	\$187
Davis, Melissa	Head Fresh. Coach	5%	5	\$2,326	\$2,168	\$158

BOYS VOLLEYBALL (S)		20	017-18 STI	IPEND	Pd Last Year	Difference
Buckley, Helen	Head Varsity Coach	8% 14 \$4,775		\$4,775	\$0	
Parrish, Dan	Asst. Varsity Coach	6%	4	\$2,736	\$2,544	\$192

GIRLS CROSS COUNTRY (F)		2017-18 STIPEND			Pd Last Year	Difference
Manwarring, Ken	Head Varsity Coach	9% 14 \$5,372		\$4,178	\$1,194	
Thomas, Kim	Asst. Varsity Coach	7%	14	\$4,178	\$2,985	\$1,193

BOYS CROSS COUNTRY (F)		20	017-18 ST	IPEND	Pd Last Year	Difference
Petter, Jonathan	Head Varsity Coach	9%	11	\$4,981	\$3,740	\$1,241
Bomaritto, Patrick	Asst. Coach	7%	5	\$3,256	\$2,168	\$1,088
Frese, Rebecca	Asst. Coach	4%	3	\$1,788	\$1,242	\$546

COACHING	CTIDENIDC	2017 2010
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BOYS SWIMMING (F)		20	017-18 STI	<i>IPEND</i>	Pd Last Year	Difference
Broshears, Dan	Head Coach	9%	14	\$5,372	\$5,372	\$0
Smith, Zach W.	Assistant	6%	2	\$2,630	\$1,222	\$1,408
O'Sullivan, Jill	Diving	NA	NA	\$2,000	\$1,500	\$500

GIRLS SWIMMING (W)		20	017-18 STI	<i>IPEND</i>	Pd Last Year	Difference
Broshears, Dan	Head Coach	9%	14	\$5,372	\$5,372	\$0
Smith, Zach W.	Asst. Coach	6%	2	\$2,630	\$2,443	\$187
O'Sullivan, Jill	Diving	NA	NA	\$2,000	\$2,000	\$0

BOYS TRACK (S)		20	017-18 STI	<i>IPEND</i>	Pd Last Year	Difference
Petter, Jonathan	Head Coach	9%	11	\$4,981	\$4,809	\$172
McCall, JaMecia	Asst. Coach	7%	3	\$3,130	\$2,898	\$232
Kirksey, Yarmon	Asst. Coach	7%	10	\$3,740	\$3,614	\$126

GIRLS TRACK (S)		20	017-18 STI	<i>IPEND</i>	Pd Last Year	Difference
Kelley, Heather	Head Coach	9%	6	\$4,270	\$4,022	\$248
Weston, Jessica	Asst. Coach	7%	3	\$3,130	\$2,898	\$232
Burrows, Meghan	Asst. Coach	7%	3	\$3,130	\$2,898	\$232
Pott, Shayla	Asst. Coach	7%	6	\$3,321	\$3,128	\$193

BOYS GOLF (S)		20	017-18 STI	<i>IPEND</i>	Pd Last Year	Difference
Morrison, Cary	Head Coach	7%	14	\$4,178	\$4,178	\$0
Weston, Todd	JV Coach	5%	14	\$2,985	\$2,985	\$0

GIRLS GOLF (F)		201	17-18 STII	PEND	Pd Last Year	Difference
Morrison, Cary Hea	ad Coach	7%	14	\$4,178	\$4,178	\$0

BOYS TENNIS (S)		20)17-18 STI	<i>IPEND</i>	Pd Last Year	Difference
Verstraete, Terry	Head Coach	7%	14	\$4,178	\$4,178	\$0
Vanderweide, Jason	Asst. Coach	5%	2	\$2,192	\$2,036	\$156

COACHING STIPENDS 2017-2018

GIRLS TENNIS (F)		20)17-18 STI	PEND	Pd Last Year	Difference
Verstraete, Terry	Head Coach	7%	14	\$4,178	\$3,959	\$219

WRESTLING (W)		20	017-18 ST	IPEND	Pd Last Year	Difference
Lemay, James	Head Coach	9%	14	\$5,372	\$5,372	\$0
Mack, Ryan	Asst. Coach	6%	3	\$2,683	\$2,484	\$199
Dietiker, Reed	Asst. Coach	6%	2	\$2,630	\$2,443	\$187

CHEERLEADING (F/W)		20)17-18 STI	PEND	Pd Last Year	Difference
Clark, Molly	Varsity	11%	7	\$5,324	\$5,065	\$259
Miller, Dana	JV	8%	3	\$3,577	\$3,312	\$265

CERTIFIED ATHLETIC TRAINER		20	017-18 ST	IPEND	Pd Last Year	Difference
Wright, Sean	Fall	11%	14	\$6,566	\$6,566	\$0
Wright, Sean	Winter	11%	14	\$6,566	\$6,566	\$0
Wright, Sean	Spring	11%	14	\$6,566	\$6,566	\$0

COACH TOTALS	<i>\$268,289</i>	\$248,952	\$19,337
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S	SUPPLEMENTARY STIPENDS					
SPONSOR'S NAME	POSITION	%	STEP	AMOUNT		
ACTIVITY DIRECTORS		20	017-18 STI	PEND	Pd Last Year	Difference
Williams, Dane	Lead Band Director	13%	14	\$7,760	\$7,760	\$0
Cole, Kevin	Band Director	12%	14	\$7,163	\$7,163	\$0
Young, Jill	Asst. Band Director	7%	5	\$3,256	\$1,735	\$1,521
Poe, Leah	Orchestra Director	7%	4	\$3,192	\$0	\$3,192
Schaefer, Todd	Theater Director	12%	10	\$6,412	\$6,195	\$217
Cole, Kristin	Student Council	6%	9	\$3,098	\$2,999	\$99
Dunn, Eric	A-Men	7.5%	14	\$4,477	\$4,477	\$0
Schwartz, Jamie (was						
Noble)	A-Ladies	5.5%	5	\$2,558	\$2,385	\$173
Burchett, Julie	Scholar Bowl	3%	9	\$1,549	\$1,499	\$50
Voelker, Jim	Chess Team	3%	4	\$1,368	\$1,272	\$96

9	SUPPLEMENTARY STIPENDS							
Kirschman, Nicholas	Robotics	4%	6	\$1,898	\$1,788	\$110		
Skouby, Margaret	Robotics	2%	2	\$877	\$814	\$63		
Hencken, Jeanette	Robotics	4%	6	\$1,898	\$1,788	\$110		
Johnson, Don	Echo Newspaper	5%	14	\$2,985	\$2,985	\$0		
Keane, Amie	Yearbook	4%	2	\$1,753	\$1,629	\$124		
Daniels, Shannon	Future Leaders	6%	2	\$2,630	\$2,443	\$187		
Smith, Zach	Future Leaders	2%	2	\$877	\$814	\$63		
Siebe, Kara	DECA	3%	13	\$1,724	\$1,697	\$27		
Rowland, Amy	National Honor Soc.	4%	2	\$1,753	\$1,500	\$253		

CLUB SPONSOR STIPEND POOL	2017-18 STI	PEND	Pd Last Year	Difference
Start with \$5000 to Divide among sponsors in spring		\$5,000	\$4,750	\$250

FLAT FEE POSITIONS		2017-18 STIPEND		Pd Last Year	Difference	
Verstraete, Karen	Class of 2018	NA	NA	\$1,000	\$1,000	\$0
Huertas, Rachel	Class of 2018	NA	NA	\$1,000	\$1,000	\$0
Daniel, Shannon	Class of 2019	NA	NA	\$1,000	\$1,000	\$0
Maedge, Lauren	Class of 2019	NA	NA	\$1,000	\$1,000	\$0
Voss, Pat	Class of 2020	NA	NA	\$0	\$0	\$0
Pott, Emily	Class of 2020	NA	NA	\$1,000	\$1,000	\$0
Jacoby, Kelli	Class of 2021	NA	NA	\$1,000	\$1,000	\$0
Rasnic, Beth	Class of 2021	NA	NA	\$1,000	\$1,000	\$0
Verstraete, Karen	Colleague Group	NA	NA	\$1,000	\$1,000	\$0
Smith, Zach	Pep Club	NA	NA	\$1,000		\$1,000

FINE AR	TS EXTRAS	2017-18 STIPEND		Pd Last Year	Difference	
Radick, Linda	Accompanist	4%	6	\$1,898	\$1,788	\$110
Split as needed	extra for productions			\$3,500	\$3,500	\$0
Libra, Maria	Band Camp Nurse	NA	NA	\$735	\$735	\$0
Burchett, Jamie	Band Camp Staff	NA	NA	\$735	\$735	\$0
Cole, Stephen	Band Camp Staff	NA	NA	\$735	\$735	\$0
Cuffie-Moore, Khamali	Band Camp Staff	NA	NA	\$735	\$735	\$0
Rhomberg, Erin	Band Camp Staff	NA	NA	\$735	\$735	\$0

ADMINISTRA	ATIVE EXTRAS	2017-18 STIPEND		Pd Last Year	Difference	
Erb, Mickey	Webster Challenge	NA	NA	\$1,500	\$1,500	\$0
Erb, Mickey	Scholarships/Sr Awards	NA	NA	\$4,500	\$4,500	\$0

	SUPPLEMENTARY ST	IPENDS				
Erb, Mickey	Grant Writing	NA	NA	\$1,000	\$1,000	\$0
Ice, Cliff	Asst. A.D.	5%	14	\$2,985	\$2,985	\$0
Collins, Jerry	Additional Supervision	NA	NA	\$2,000	\$2,000	\$0
Raimondo, John	Additional Supervision	NA	NA	\$2,000	\$2,000	\$0
Thomas, John E.	Additional Supervision	NA	NA	\$2,000	\$2,000	\$0
Yeggins, Shiree	Additional Supervision	NA	NA	\$2,000	\$2,000	\$0
Kirksey, Dwight	Additional Supervision	NA	NA	\$2,000	\$2,000	\$0
Thompson, Angela	Additional Supervision	NA	NA	\$2,000	\$2,000	\$0
Clark, Jon	Additional Supervision	NA	NA	\$2,000	\$2,000	\$0
Thomas, Kim	Dept. Chair - Business	NA	NA	\$1,600	\$1,600	\$0
Stromberg, Diane	Dept. Chair - FACS	NA	NA	\$1,600	\$1,600	\$0
Verstraete, Karen	Dept. Chair - Guidance	NA	NA	\$4,500	\$4,500	\$0
Mandernach, Frank	Dept. Chair - Ind. Tech	NA	NA	\$1,600	\$1,600	\$0
Williams, Dane	Dept. Chair - Fine Arts	NA	NA	\$3,500	\$3,500	\$0
Mackey, Brent	Dept. Chair - World Languages	NA	NA	\$3,900	\$3,900	\$0
Wright, Sean	Dept. Chair - PE	NA	NA	\$1,600	\$3,300	-\$1.700
Link, Anne	Coordinator – Library Media Specialists	NA	NA	\$2,000	\$0	\$2,000
ACTIVITY TOTALS				<i>\$124,586</i>	\$116,641	<i>\$7,945</i>

ALL SUPPLEMENTAL STIPENDS	\$392,874	\$365,593	\$27,281
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WEBSTER GROVES SCHOOL DISTRICT BOARD OF EDUCATION ITEM OF CONSIDERATION

DATE: June 26, 2017

TOPIC/PROPOSAL:

Authorize administration to approve the attached Personnel Report, including stipends issued to staff employed to support the interests of our students through sports, clubs, etc. Please note the following points related to the attached stipends:

- 1. The coaches, activity directors, and some extras' stipends are paid at a percentage of the teachers' salary schedule. Those percentages have been set in order to ensure we are comparable to like positions throughout some districts in St. Louis County.
- 2. Please note some stipends are paid on the old salary schedule and some on the new. This is unique this year due to the modifications made to the teachers' salary schedule for 17-18. The Bachelor's channel on the new salary schedule stops at step 11, however, some coaches were on steps 12-14. As like teachers' we did not want anyone to experience a pay cut.
- 3. Staff on step 14 do not receive an increase annually due to the structure established for compensation. Their pay is modeled after the teacher's salary schedule. Under the current structure, if that step receives an increase, we will apply that increase to the stipends.
- 4. You may notice that the Cross Country coaches received an increase and they are at step 14. This is due to there being a discrepancy in pay. Cross Country is a fall sport and is similar to track, which is a spring sport. They are similar in activities, season length, and have multiple weekend events. For 16-17, Cross Country stipends were 7% for the head coach and 5% for assistants as opposed to Track at 9% for the head coach and 7% for the assistants. Due to this matter, it was determined to provide the Cross Country coaches with equitable pay.
- 5. Leah Poe is our orchestra director and has really created a program that is competitive and comparable to the choir and band programs. Due to the time commitment and raised level of competition, we determined to provide her with a stipend that is comparable to the other directors.

During the 2016-2017 school year, we created a committee to have discussions surrounding stipends and supplemental agreements. This committee is composed of district-wide administrators, coaches and teachers. The goals of the committee are to review the current stipend system, research practices, and to create a transparent system. During the 2017-2018 school year, we plan to present to the Board a more comprehensive supplemental and stipend payment model that is competitive and comparable, with a system of evaluation and accountability.

BACKGROUND INFORMATION:

N/A

INSTRUCTIONAL IMPACT/RATIONALE: N/A
CSIP/DISTRICT GOAL ADDRESSED: N/A
FISCAL NOTE: N/A
ADMINISTRATIVE RECOMMENDATION: The administration recommends the Board approve the attached Personnel Report.
 Action Requested: X Information: Proposed Motion for Approval (if applicable):
I move that the Board of Education approve the attached Personnel Report.
PREPARED BY: Sandy Wiley
Motion: Second:
Board Vote:(yes)(no)(abstain)