



410 South Commercial Street • Neenah, WI 54956 • Tel: (920) 751-6800 • Fax: (920) 751-6809

MEMORANDUM

TO: John Lehman, Chairman, Finance and Personnel Committee

FROM: Dr. Mary B. Pfeiffer, District Administrator *MTP*

DATE: May 1, 2014

RE: Certified Staff Contracts

It is my recommendation that contracts be renewed for the 2014-15 school year for the certified staff members indicated on the attached list. Also included is a copy of the updated 2014-15 certified staff contract and information related to a certified staff members base wage/educational supplement / experience supplement and performance supplement. A teacher renewed for employment would receive both a 2014-15 contract as well as information related to their base wage/educational supplement /experience supplement and performance supplement.

CONFIDENTIAL

**NEENAH JOINT SCHOOL DISTRICT
TOTAL WAGE DETAIL 2012-2013**

Name:

Base Wage:	\$ 42,471.20
Educational Supplement:	6,371.20
Minimum Salary Supplement:	0.00
Experience Supplement:	2,133.60
Performance Supplement (+/-):	0.00
Other Performance:	0.00
Total Contract 2012-2013	<hr/> \$ 50,976.00

NEENAH JOINT SCHOOL DISTRICT
Neenah, Wisconsin

BOARD OF EDUCATION

CERTIFIED STAFF CONTRACT
2014-2015

IT IS HEREBY AGREED, Between the Board of Education of the Neenah Joint School District, Neenah, Wisconsin and «FIRST» «LAST», a certified staff member by the State of Wisconsin, Department of Public Instruction that the certified staff member is to teach in the subject matter and/or grade level in which the certified staff member is appropriately certified as assigned by the District, pursuant to the following terms and conditions:

1. Term. This Agreement commences on the 1st day of July, 2014 and ends on the 30th day of June, 2015 (the "Term"), unless earlier terminated as provided herein.

2. Appointment. The certified staff member is appointed by the District for the 2014-2015 school year, for a term (# days) days, as established for the school year and as assigned by the Principal, unless otherwise modified pursuant to the terms of this Agreement. This contract currently is for a «FTE» FTE assignment subject to the layoff provision and other provisions set forth herein.

3. Employment Responsibilities. The certified staff member shall perform the duties and responsibilities of the assigned teacher position to a standard of quality and effectiveness as that established in District policy and ordinarily required of the profession. The certified staff member shall attend meetings and professional development activities as may be required by the District. The certified staff member agrees to accept pupil supervision or other assignments as may be required by the District. The certified staff member is subject to all District policies, procedures, rules and regulations and the certified staff member agrees to comply with the same.

4. Compensation. In consideration for the services rendered, the certified staff member is to be paid a total salary of \$\$\$\$\$, which includes a base salary (see additional sheet attached) for the term of this contract. The Board and the certified staff member acknowledge and agree that the annual salary of certified staff member in subsequent contract years may be increased or decreased in conformance with the Certified Staff Compensation Model adopted by the Board. The Board may provide the certified staff member with other employment benefits that it may from time to time deem appropriate for certified staff generally, as specified in Board policy, administrative rule or the Employee Policy Manual. Nothing in this contract is intended to guarantee the continuation of any benefit and the certified staff member acknowledges that the Board reserves the right to add, to modify and/or eliminate benefits as it deems appropriate for the District.

The certified staff member may elect to receive salary in equal installments paid over a twelve month period by written request to the District's Human Resources Department made on or before September 1, 2014. If this election is chosen, the certified staff member's salary will be paid in 24 equal installments in accordance with the District's payment policies for work commencing on the first school day. Once made, the election to receive salary over twelve months cannot be revoked.

5. Licensing. This Agreement is conditioned upon the certified staff member's possession of a valid State of Wisconsin license or certificate as required by the laws of the State of Wisconsin for the performance of services assigned by the District. This Agreement shall automatically terminate by its own terms in the event that license or certificate is not current, and/or is invalid, suspended or revoked, unless otherwise determined by the District.

6. Termination; Effect of Termination.

(a) Teacher may terminate this Agreement prior to the termination date set forth in section 1 by providing 30 calendar days' advance written notice to the District, provided, however, that such early termination shall result in the certified staff member's loss of any accrued leave benefits that would otherwise be payable to the certified staff member. The certified staff member will be required to pay back any advance payments or other amounts owed to District, if any, which District may, at its option, set-off against any amounts owed by District to the certified staff member. In the event the certified staff member terminates this Agreement without providing 30 calendar days' written notice to the District, the certified staff member shall pay to the District liquidated damages as outlined in the Employee Policy Manual.

(b) The District may terminate this Agreement prior to the termination date set forth in section 1 in the event that the certified staff member violates a District rule, policy, procedure, employee policy manual, established performance expectation or expected standards of conduct as determined by the Board of Education for non arbitrary or capricious reasons. If the District terminates this Agreement under this subsection 6(b) and the certified staff member wishes to contest such termination, the certified staff member must file a grievance under the District's grievance procedure. The grievance shall be heard by an impartial hearing officer who will have authority to render a decision with respect to a grievance in accordance with the District's grievance procedure. The grievance procedure is an alternative dispute resolution procedure and it is agreed that it will be the exclusive method for resolving all disputes regarding terminations made under this subsection 6(b).

(c) This Agreement shall terminate upon the death of the certified staff member. In the event of the certified staff member's disability, the Agreement shall be subject to the District's policy on long-term disability.

(d) Renewal or Non Renewal of this Agreement will be governed pursuant to the provisions of Section 118.22, Wisconsin Statutes, at the will of the Board of Education.

7. Layoff. The Board of Education reserves the right to lay off the certified staff member during the term of this Agreement based upon the needs of the District in accordance with the policies of the District concerning reductions in force. The certified staff member shall be given notice of such layoff not less than thirty (30) calendar days prior to the effective date of such layoff. It is understood that as a layoff, the non-renewal procedures of Section 118.22, Wis. Stats., do not apply.

8. Miscellaneous. In the event that any provision of this agreement is determined by a court of competent jurisdiction to be invalid, all other provisions of this agreement shall remain in full force and effect. District's failure to insist upon the performance of any obligation or its failure to exercise rights under this Agreement shall not constitute a waiver as to future defaults or exercise of rights. This Agreement is governed by and shall be construed in accordance with the laws of the State of Wisconsin. This Agreement constitutes the complete understanding between the Teacher and the District and shall supersede all prior agreements, understandings or practices, whether oral or written. Any amendments to this Agreement must be in writing and signed by authorized representatives of both parties.

This contract accepted and executed this _____ day of _____, 2014 and each party has a copy thereof.

Board of Education

Certified Staff Member

**NEENAH JOINT SCHOOL DISTRICT
CERTIFIED STAFF CONTRACT DATA FOR 2014-2015**

First	Last	FTE	Days
SHELLEY	AAHOLM	1	190
BECKY	ALLEN	1	190
BETH	ALTEKRUSE	1	198
RYAN	ANDERSON	1	190
JANIE	ANDERSON	1	190
CATHERINE	AUGSBURGER	1	190
AMY	AUXIER	1	190
KASEY	BAILEY	1	190
JANINE	BALISTRERI	1	190
CHERYL	BANDSTRA	1	190
JASON	BARBER	1	190
ELIZABETH	BARCZAK	1	190
ROXANN	BARROW	1	190
CURTIS	BARTLETT	1	190
SARAH	BAUER	1	190
MARCY	BAUMAN	1	198
ASHLEY	BAUMLER	1	190
ERIN	BAUS	1	190
JESSICA	BAYER	1	190
MATTHEW	BECKER	1	190
TRISHA	BENBO	1	190
EMILY	BENNETT	1	190
JOHN	BERGSTRESER	1	190
ELISA	BERGSTRESER	1	195
CHAD	BERKEN	1	190
MARY	BIEBEL	1	190
MARIA	BIEBEL	1	190
ROSAMOND	BIRCH	1	190
EMMA	BOBHOLZ	1	190
CARY	BONIKOWSKE	1	190
BRIAN	BORCHARDT	1	190
SCOTT	BORK	1	190
SARA	BORK	1	190
JENNIFER	BORTHS	1	190
JILL	BOWDEN	1	190
THERESA	BOWMAN	1	190
AMY	BOWMAN	1	198
KIM	BRAUNEL	1	190
ANDREW	BRAUNEL	1	190
RENEE	BREISTER	1	200
STEPHANIE	BREITZMAN	1	190
JACQUELINE	BRELAGE	1	190
MOLLY	BROWN	1	190
ELISSA	BROWN	1	190
RHONDA	BUCHANAN	1	190
AMY	BUEGE	1	190
DEBRA	BURMEISTER	1	190
MICHELLE	BURNS	1	190
ELISE	BUSHWEILER	1	190
DIANNE	CALCATERRA	1	190
STEVE	CAMBER	1	190
ERICA	CATES	1	190

First	Last	FTE	Days
DAVID	CEPEK	1	190
BOBBIE	CERCONE	0.5*	190
CATHERINE	CHANCELLOR	1	190
KARIN	CHANEY	1	190
CHRISTINE	CHRISTENSEN	1	198
BENTON	CHRISTIAN	1	190
KRISTIN	CHURCHMAN	1	190
DIANNA	CIACIURA	1	190
JULIE	CLARK	1	190
DAVID	CLARKE	1	190
SARAH	CLEVELAND	1	190
VALERIE	CLEVELAND	1	190
CINDY	COLLAR	1	190
GINA	CONNOR	1	190
KATHERINE	CONOR	1	190
JENNIFER	CORMIER	1	190
MARY	COUNTER	1	190
ANNE	COWLING	1	190
STEPHANIE	CULL	1	190
LISA	CUMMINGS	1	190
PATRICIA	DAVIS	0.6	190
STEPHANIE	DEMENTER	1	190
DANIELLE	DERCKS	1	190
MICHAEL	DERLETH	1	190
TAMRA	DEVLIN	1	190
MYRA	DEWET	1	190
KERT	DIETRICH	1	190
JANE	DIX	1	190
DEAN	DOERSCH	1	190
SCOTT	DOHMS	1	190
VICTORIA	DOHR	1	190
SHELLEY	DOMBECK	1	190
PATRICIA	DONALDSON	1	190
MICHELLE	DORN	1	190
SHELLEY	DORNER	1	190
LISA	DORSCHNER	1	190
JODY	DRAKE	1	190
MARY	DRIESSEN	1	190
JILL	DUJARDIN	1	190
DAVID	DUNNING	1	190
JORDAN	DYKSTRA	1	190
STACIE	EBERT	1	190
GENA	EHNERD	1	190
MICHAEL	ELKIN	1	190
DALE	ELLIOTT	1	190
STEVEN	ENGELLAND	1	190
DONNA	ENGELLAND	1	190
KASSANDRA	EVERS	1	190
DAVID	FARIN	1	190
KIMBERLY	FARR	1	190
AMIE	FISCHER	1	190
MARY	FLEMING	1	190
PATIENCE	FONKEM	1	190
JASON	FRIDLEY	1	190
KIMBERLEY	FRIERDICH	1	190
AMY	FROST	1	190

First	Last	FTE	Days
RICHARD	FROST	1	190
LORI	FULMER	1	190
ROBERT	FUNK	1	190
CRYSTAL	GALICA	1	190
DEBRA	GARBE	1	190
GRACE	GARDINIER	1	190
CHRIS	GARDNER	1	190
ANDREW	GARR	1	190
JUSTIN	GASPARICK	1	190
DEBORAH	GAUTHIER	1	190
SARA	GAWLIK-ROBLEE	1	190
DESIREE	GEFFERS	1	190
GAYLE	GENZ	1	190
CHERYL	GIANOPOULOS	1	190
ERIN	GILLIG	1	190
KENNETH	GILMEISTER	1	190
GREGG	GOERS	1	190
STACEY	GOETZ	1	190
JAMIE	GRAVES	1	190
MARY	GREENE	1	190
VIRGINIA	GREER	1	190
KIMBERLY	GREGORY	1	190
ROBYN	HALL	1	190
BARBARA	HALLMAN	1	190
JENNIFER	HAMMERSCHMIDT	1	190
JANE	HART STINGLE	1	190
DEBORAH	HASSELQUIST	1	190
ANN	HATCH	1	200
MICHAEL	HEIDKE	1	190
ANDREA	HEIDL	1	190
JENNIFER	HEIDL-KNOBLOCH	1	190
LOIS	HELLWEG	1	190
ADAM	HENDRIES	1	190
DUANE	HENKE	1	190
EMILY	HENNES	1	190
WENDY	HERMANS	1	190
SCOTT	HERTTING	1	190
KATHERINE	HESS	1	190
KRISTIN	HESENTHALER	1	190
LYNN	HEYN	1	190
CRYSTAL	HIETPAS	1	190
KEVIN	HIETPAS	1	193
ANN	HINZMAN	1	190
JODI	HOBBS	1	190
AMANDA	HOFF	1	190
RANDALL	HOITINK	1	190
KIMBERLY	HOOYMAN	1	190
KRISTI	HOOYMAN	1	200
LINDA	HOVARTER	1	190
KAREN	HOVIE	1	190
LAURA	HULTMAN	1	190
JEREMY	HUNTER	1	190
MELANIE	JACKSON	1	190
TODD	JACOBSON	1	190
ELIZABETH	JACOBSON-HOLTZ	1	190
TINA	JANICHEK	0.5	190

First	Last	FTE	Days
CHERI	JENSEN	1	190
BARBARA	JIRIKOWIC	1	190
SARAH	JOHNSON	1	190
CATHY	JOHNSON	1	190
CATHERINE	JOHNSON	1	190
SAMANTHA	JOHNSON	1	190
CHRISTOPHER	JONES	1	190
KATHERINE	JONES	1	190
DONALD	JUDNIC	1	190
STEVEN	JUNG	1	190
TIMOTHY	KACHUR	1	190
SAMANTHA	KALMERTON	1	190
LANCE	KAMENICK	1	190
JENNIFER	KANGAS	1	190
JAMES	KARRMANN	1	190
POLLY	KELLY	1	190
NATASHA	KEMPEN	1	190
TESS	KERR	1	190
KATIE	KESSEN-CHECKI	1	193
BRADY	KIEL	1	190
AMANDA	KILSDONK	1	193
ELIZABETH	KIRKMAN	1	190
SHELLI	KLAPATAUSKAS	1	190
SARAH	KLEIN	1	190
KRISTY	KLEINSCHMIDT	1	190
LEANN	KNOECK	1	203
NATHAN	KOENECKE	1	190
SARA	KOKKO	1	190
MARGARET	KONZ	1	190
JANICE	KOSHALEK	1	190
KURT	KRUEGER	1	190
ALLAN	KRUEGER	1	190
RICHARD	KRULL	1	190
HEATHER	KRUZICKI	1	200
GRACE	KUEHL	1	190
JAMES	KUENSTER	1	190
SHELLEY	KUMBIER	1	190
KRISTINE	LABBUS	1	190
ANDREW	LALUZERNE	1	190
CORY	LARDINOIS	1	190
JAMIE	LASEE	1	198
AMY	LEACH	1	190
LOWRIE	LEAHY	1	190
MICHAEL	LEHMAN	1	190
LISA	LEMAHIEU	0.8	190
GARY	LEMIEUX	0.4	190
TRACEE	LEMKE-HILDRETH	1	198
KIMBERLY	LENEAU	1	190
JULIE	LENNON	1	190
JESSE	LENZ	1	190
JEFFREY	LEOPOLD	1	190
MARIA	LEPISTO	1	190
NATALIE	LEPP	1	190
JOSEPH	LEWIS	1	190
SARA	LIESENER	1	200
LATHAM	LINSTEDT	1	190

First	Last	FTE	Days
LORI	LONG	1	190
AGATHA	LONG	1	190
EMILY	LUBINSKI	1	190
HOLLY	LUCZAK	1	190
DIANE	LUFT	1	190
DESIREE	LULLOFF	1	190
TAMARA	LUSK	1	190
GREGORY	MACDONALD	1	190
JANET	MACKLIN	1	190
KRISTIN	MAHONEY	1	198
TAMI	MALCORE	1	190
SUSAN	MALLMANN	1	190
MICHELLE	MARCHIONDA	1	190
ROCCO	MARCHIONDA	1	190
STEPHANIE	MARKMAN	0.5*	190
LORI	MARSDEN	1	190
KRISTINE	MARTIN	1	190
JESSICA	MARTINE	1	190
JEFFREY	MARTIS	1	190
KAREN	MARTIS	1	190
THOMAS	MARZAHN	0.7	190
DELORES	MARZAHN	1	193
LORI	MASON	1	190
MELISSA	MAST	1	190
LORI	MATTHEWS	1	190
LUKE	MATTHIAS	1	190
SUE	MCCARTHY	1	190
DAVID	MCCARTHY	1	190
AMELIA	MCDONALD	1	190
VICKY	MCDONALD	1	190
TRAVIS	MCDONOUGH	1	190
SHANNON	MCHUGH	1	190
JANET	MCKEE	1	190
JENNIFER	MCMAHON	1	190
MELISSA	MEAD	1	190
ERIN	MEILHON	1	190
TARA	MEINKE	1	190
STEVEN	MENTZEL	1	190
JENNIFER	MERRITT	1	190
MOLLY	MESSNER	1	190
AMY	METTLACH	1	190
JOHN	MEYER	1	190
AMY	MICHAELS	1	190
JAMIE	MICHALKIEWICZ	1	190
NICOLE	MICHIELS	1	190
SUSAN	MICHLIG	1	190
IAN	MICKELSON	1	190
SANDRA	MILLER	1	190
LORENE	MISCO	1	190
AMY	MONKA	1	190
STEFANIE	MONROE	1	190
JOHN	MORGEN	1	190
BRUCE	MORIARTY	1	190
ANDRA	MORY	1	190
BRENDA	MULLARD	1	190
JESSICA	MULLER	1	190

First	Last	FTE	Days
ALISIA	MYERS	1	190
FRANCES	NEILITZ	0.5	190
LOUISE	NEWLIN	1	190
MITCHELL	NONN	1	190
BARRIE	NOWACZYK	1	190
CHAD	OEFTEGER	1	190
JENNIFER	OEFTEGER	1	190
LISA	O'NEILL	1	190
DIANNE	PACOLT	1	190
SARAH	PAGEL	0.5	198
PENNY	PAISER-WILSON	1	190
JAMIE	PALAU	0.6	190
SHARON	PARKER	1	190
STACEY	PARULSKI	1	190
KATHRYN	PAULUS	1	190
ANNE	PERGOLSKI	1	190
MICHELLE	PERRY	1	190
NOELLE	PETERSON	1	190
JENNIFER	PETERSON	1	190
RYAN	PETERSON	1	190
BETH	PLANKEY	1	190
RENEE	POESCHL	1	190
KYLE	POPP	1	190
MARY	POULTER	1	190
TERA	PREDER	1	190
AMY	PRITZL	1	190
CHARLES	PRONSCHINSKE	1	190
REBECCA	PUURI	1	190
LEE	RABAS	1	190
CARRIE	RAETH	1	190
BRENDA	RAHMLOW	0.7	190
THERESA	RASMUSSEN	1	190
MEGHAN	RAY	1	190
MARY	READER	1	190
LISA	REINEKING	1	190
LYNN	RELIEN	1	190
ELIZABETH	RETTLER	1	190
TRICIA	RETZLAFF	1	190
AMY	RIEDER	1	190
CYNTHIA	RIHA	1	190
MICHELLE	ROBB	1	190
TARA	ROCKWEIT	1	190
SUSAN	ROGERS	1	190
KRISTINA	ROLLO	1	190
KATHLEEN	ROMENESKO	1	190
KATHLEEN	RONEY	1	190
DEBRA	ROSERA	1	190
MELISSA	ROSIEJKA	1	190
RHONDA	ROSSING	1	190
REBECCA	ROUSSEAU	1	190
AMY	ROWE	1	190
LIZA	RUETTEN	1	190
CHRISTOPHER	RUNDQUIST	1	190
SUSAN	RUTHVEN	1	190
AMY	SACHS	1	190
JESSE	SCHETTLE	1	190

First	Last	FTE	Days
LAURA	SCHLAAK	1	190
ELIZABETH	SCHMIDT	1	190
JEANNINE	SCHMIDT	1	190
MARNIE	SCHNEIDER	1	190
AMY	SCHNEIDER	1	190
SCOTT	SCHNEIDER	1	190
THERESA	SCHNEIDER	1	190
CHRISTIAN	SCHNELL	1	190
KARYL	SCHNYDER	1	190
MONICA	SCHOEN	1	190
APRIL	SCHOEPEL	1	190
MARK	SCHOTT	1	190
JUSTIN	SCHULTZ	1	190
KAYLA	SCHUMACHER	1	190
AMY	SCHUMACHER	1	190
KRISTIN	SCOVRONSKI	1	190
HOLLY	SEMPH	1	190
ALLISON	SHADICK	1	190
MARY	SHANDONAY	1	190
NATALIE	SHEA	1	198
DAVID	SHEARIER	1	190
HEATHER	SHEBESTA	1	190
NICOLE	SHEFCHIK	1	190
JEFFREY	SHEPTOSKI	1	190
ALLISON	SHERMAN	1	190
PAUL	SHOGREN	0.5	190
KIM	SIMON	1	190
TERESA	SLIVINSKI	1	193
JOELLEN	SMITH	1	190
STACY	SMITH	1	190
DOMINIC	SOLLITTO	1	190
BETH	SOMMER	1	190
KEVIN	SONNTAG	1	190
GERALD	SPANBAUER	1	190
JODI	STANCHIK	1	190
DEANNA	STANDORF	1	190
CAROL	STEINERT	1	190
KELLY	STEINKE	1	190
KAREN	STILP	1	190
KRISTINA	STINGLE	1	190
CHRISTINE	SWARTZELL	1	190
PATSY	SWICK	1	190
JENA	SZEWCZYK	1	198
LINDSEY	TERRILL	1	190
LOREEN	TETZLAFF	1	190
JADE	THELEN	1	190
ERIC	THIEDE	1	190
RICHARD	THILL	1	190
CHERYL	THOMPSON	1	190
MARY	THOMPSON	1	190
AMY	THORSON	1	190
FELICIA	TORRES	1	198
ROBERT	TOWNSEND	1	190
MITCHELL	TREBON	1	190
DIANE	UNDERHILL	1	190
ROSEMARY	UNSER	1	195

First	Last	FTE	Days
HENRY	VANDAMME	1	190
MARK	VANDUSER	1	190
REBECCA	VANDUSER	1	190
MICHELLE	VANDYKE	1	190
TIMOTHY	VERBOOMEN	1	190
HEATHER	VERRIER	1	190
ANGELA	VERVOORT	1	190
AMY	VOSTERS	1	190
KAREN	WAGNER	1	190
RYAN	WALTER	1	190
JANET	WANAMAKER	1	190
STACIE	WEBER	1	190
KRISTIN	WEGNER	1	193
KATHERINE	WEILER	1	190
SUZETTE	WEISGERBER	1	190
AMY	WESTCOTT	1	190
MARGARET	WEYENBERG	0.1	190
DIANE	WEYENBERG	1	190
CHERYL	WHITE	1	190
ANTHONY	WHITE	1	190
JAMIE	WHITE	1	190
CHRISTINE	WILHARM	1	190
TINA	WINTERS	1	190
TERRI BETH	WOOD	1	190
KIM	WOODKEY	1	190
LINDA	WUNDERLICH	1	193
JENNIFER	WUNROW-LEMKE	1	190
JODI	YOUNG	1	190
JEFFREY	ZEHREN	1	190
*Job Share: Cercone/Markman			