

Minutes for the Regular Board Meeting of the Ambridge Area School District held in the High School Media Center on Wednesday, November 20, 2019

I. Call to Order

Mr. Angus called the meeting to order at 7:00 PM

The regular monthly Board Meeting of the Ambridge Area School District Board of Directors on Wednesday, November 20, 2019, is now called to order.

II. Flag Salute-Please rise

Mr. Angus asked all present to rise for the flag salute

III. Notice: Mr. Angus read the following: This meeting is being recorded for District purposes. It is or may be published in part or in its entirety on the District’s website without the express permission of meeting participants. The opinions expressed by any member of the public do not necessarily reflect the view or opinion of the Ambridge Area School District Board of School Directors or the Ambridge Area School District, and are solely that of the speaker. The Ambridge Area School District Board of School Directors hereby expressly disclaims any and all responsibility or liability for any false, defamatory or slanderous statements expressed by the speaker.

IV. Roll Call

- Scott Angus, President
- Terry Mylan, Vice President
- Valerie Pedigo, Treasurer
- Cathy Fischer
- Mary Jo Kehoe
- Roger Kowal
- Kim Locher
- James Wear

- Others President
- Dr. Jo Welter, Superintendent
- Megan Turnbull, Solicitor
- Doug McCausland, Director of District Operations
- June Mueller, Board Secretary

V. Sunshine Law**Mrs. Mueller read the following:**

Section 708 of the Sunshine Law permits agencies to hold executive sessions to discuss employment and personnel matters, labor relations and arbitration matters, purchase or lease of real estate up to the time an option or agreement is obtained, litigation or potential litigation, legal matters subject to Attorney Client Privilege and other agency business which if discussed in public would violate lawful privilege or would violate confidentiality laws.

The Board of School Directors held Executive Sessions on Wednesday, November 13th and Wednesday, November 20th to discuss:

- 1) Employment and Personnel Matters
- 2) Salary Schedule and Labor Relations
- 3) Matters subject to Attorney Client Privilege
- 4) Litigation Matters

VI. Correspondence**A Thank you note from the Laughlin Library****VII. Motion to accept or correct the Minutes of:** October 9th Meet and Discuss Non-Voting Meeting, and October 16th Board Meeting.

Mr. Wear made a motion to accept the minutes, seconded by Mrs. Kehoe. Vote in favor was unanimous.

VIII. Motion to Accept the Treasurer's Report dated: October, 2019

Mrs. Locher made a motion to accept the minutes, seconded by Mr. Wear. Vote in favor was unanimous.

IX. Amendment/Addendum to Agenda/Approval of Agenda

Mr. Wear made a motion to accept the agenda, seconded by Mrs. Locher. Vote in favor was unanimous.

X. Board President's Report**XI. Recognition/Presentation****Mrs. Jamie Orth, Art Teacher - Recognition of the Annual Harvest Fest Art Show Winners****9th Grade**

1st Place & People's Choice Award – Erin Finnegan

2nd Place – Naomi Husted

3rd Place – Jaida Kinter

10th Grade

1st Place – Haley Hogue

2nd Place – Danielle Carpenter

3rd Place – Brionna Lee

11th Grade

- 1st Place – Breonna Sea
- 2nd Place – Khloe Terry
- 3rd Place – Kyra Ogbara

12th Grade

- 1st Place - Quinn Kelly
- 2nd Place – Hannah Suckfil
- 3rd Place – Bianca Castille

Mrs. Jamie Orth – recognition of the Apple Fest Art Show Winners
Art Teacher – Mrs. Jennifer Ax

7th Grade

- 1st Place – Angelina Propst
- 2nd Place- Scarlett Truskowski
- 3rd Place – Abby Reeves

8th Grade

- 1st Place - Lily Duda
- 2nd Place – Kylee Morrow
- 3rd Place – Elinor Reinders

XII. Public Comment (Regarding Agenda Items Only)

At this time, DISTRICT RESIDENTS may come forward to comment on agenda items only. Each person must state their first and last name and address prior to speaking. Each resident will be allowed three minutes and can speak only once. This period for public comment prior to the standing committee reports will be limited to one-half hour. Although not required, board members desiring to address questions or concerns may do so after the residents’ comment/question or at the conclusion of the committee reports. There will still be an opportunity for residents to comment on any business relevant to the Ambridge Area School District under Old and New Business at the end of the meeting.

No Comments

XIII. Committee Reports

Education and Technology

Mrs. Pedigo

1. Ambridge Area School District Modified 2019-2020 School Calendar

It is recommended the Ambridge Area School District 2019-2020 school calendar be modified as follows:

- Friday, May 15thTwo Hour Delay – All Students

2. Student Discipline

It is recommended to ratify discipline agreement 2019-2020-01 relevant to a Middle School student, effective October 15, 2019.

3. Student Discipline

It is recommended to ratify discipline agreement 2019-2020-02 relevant to a Middle School student, effective October 15, 2019.

4. Student Discipline

It is recommended to ratify discipline agreement 2019-2020-03 relevant to a Middle School student, effective September 30, 2019.

5. Student Discipline

It is recommended to ratify discipline agreement 2019-2020-04 relevant to a Middle School student, effective October 18, 2019.

6. Student Discipline

It is recommended to ratify discipline agreement 2019-2020-05 relevant to a Middle School student, effective October 21, 2019.

7. Student Discipline

It is recommended to ratify discipline agreement 2019-2020-06 relevant to a Middle School student, effective October 18, 2019.

8. Student Discipline

It is recommended to ratify discipline agreement 2019-2020-07 relevant to a Middle School student, effective October 25, 2019.

9. Student Discipline

It is recommended to ratify discipline agreement 2019-2020-08 relevant to a High School student, effective October 30, 2019.

10. JROTC Field Trip

It is recommended to approve MSgt. Thomas G. Short, III, Marine Corps JROTC Instructor, be authorized to take the JROTC unit to Rhodes High School, Cleveland, OH to compete among the area JROTC's drill teams in a tri-state competition December 6th through December 7th, 2019. The purpose of this trip is to build teamwork, enhance the camaraderie amongst the cadets, to develop leadership skills and to increase unit cohesion. The aforementioned training is educational and in compliance with the required curriculum. The JROTC unit will incur the expense related to this trip. All expenses will be obtained through fundraising. Parents or guardian will be required to sign permission and release forms. Chaperones will be required to have current clearances, satisfactory drug screening, TB testing and responses by current/former employers to Act 168 screening.

11. 2020 Data Summit

It is recommended Lori Heim and Rebecca DeMase be approved to attend the 2020 Data Summit being held in Hershey, PA on March 15-18, 2020. The purpose of the Data Summit is to ensure that administrators understand data details and will help data staff understand the significance of various data submissions. All expenses (registration, fees, travel, lodging, meals) will be paid as per Board Policy 331 and Policy 531, Job Related Expenses. Approximate total cost of \$2,230.00.

12. Field Trip

It is recommended team coaches, Jim Huwar, Rick Holman and Dennis Symoniak be authorized to take the High School Junior Varsity and Varsity Softball Team to Myrtle Beach, South Carolina to participate in the Ripken Experience March 25th through 29th, 2020. Parents or guardian will be required to sign permission and release forms. Chaperones will be required to have current clearances, satisfactory drug screening, TB testing and responses by current/former employers to Act 168 screening. There will be no cost to the District.

Mrs. Pedigo made a motion to accept items 1-12, seconded by Mr. Wear. Vote in favor was unanimous.

Finance and Budget

Mr. Sas

1. School District Monthly Bills and Salaries

It is recommended that the monthly school district bills in the amount of \$2,940,071.79 and the monthly school district personnel salaries in the amount of \$1,499,641.93 be paid.

2. Cafeteria Monthly Bills and Salaries

It is recommended that the monthly cafeteria bills in the amount of \$101,160.89 and the monthly cafeteria personnel salaries in the amount of \$62,875.08 be paid.

3. Capital Project Expenditures

It is recommended \$252,885.86 be paid from the Capital Projects Fund 39.

4. Budget Transfers

It is recommended to approve budget transfers for November, 2019.

5. Tax Exoneration

It is recommended to approve the request for real estate tax exoneration for the years 2009 up through and including 2018 Ambridge Area School District taxes for county owned Parcel No. 64-002-0628.00, 1015 Circleview Avenue, Ambridge, PA 15003.

6. Tax Exoneration

It is recommended to approve the Tax Exemption Certification for a Disabled Military Veteran regarding Parcel 13-006-0329-000, 1057 Phillips Street, Baden, PA, 15005.

7. Amendments to the District's 403(b) Retirement Plan

It is recommended to approve the Hardship and Eligibility Amendments to the District's 403(b) Retirement Plan, required by the Internal Revenue Service (IRS), in good faith effort to meet the requirements of law, regulations of other issuances regarding eligibility requirements and hardship distributions.

8. Resolution 2019-2020-3 – Tax Lien Resolution

It is recommended to adopt Resolution 2019-2020-3, to authorize the District to sell the 2020 Delinquent Tax Liens, the anticipated 2021 Delinquent Tax Liens and the anticipated 2022 Delinquent Tax Liens to the Northwest Pennsylvania Incubator Association (NPIA) on such terms and conditions as approved by the Board President and District Solicitor.

Mrs. Mylan made a motion to accept item 1-8, seconded by Mr. Wear. Mr. Kowal voted against item #5. Vote was unanimous for 1-4 and 6-8.

Buildings and Grounds

Mr. Kowal

Athletics**Mrs. Fischer**1. WPIAL

It is recommended to approve Madison Lehn to represent the Ambridge Area School District as an independent/individual W.P.I.A.L./PIAA gymnast. It is further recommended to authorize Terri Gazda to serve as her sponsor/coach at all practices and meets.

Mrs. Fischer made a motion to accept item #1, seconded by Mrs. Locher. Vote in favor was unanimous

Public Relations**Open****Steering and Rules****Mrs. Kehoe**1. Reorganization Meeting

It is recommended the Reorganization Meeting be scheduled for Wednesday, December 4, 2019, at 7:00 p.m. in the High School Media Center.

2. December Board Meetings

It is recommended the Meet and Discuss Board Meeting be scheduled for Wednesday, December 4, 2019 immediately following the Reorganization Meeting in the High School Media Center. The Reorganization Meeting begins at 7:00 p.m. and the regular monthly Board Meeting be scheduled for Wednesday, December 11, 2019 at 7:00 p.m. in the High School Media Center.

3. Policy 433 – Professional Development – Final Reading

It is recommended, as a final reading, to revise School Board Policy 433 – *Professional Development* – to continue professional study and in-service training for administrative professional and support staff to enhance ability to complete responsibilities and maintain certification.

4. Policy 705 – Facilities and Workplace Safety – Final Reading

It is recommended, as a final reading, to revise School Board Policy 705 – *Facilities and Workplace Safety* – to maintain district facilities and operate in a condition that prioritizes the safety of students, staff and visitors.

5. Policy 709 – Building Security – Final Reading

It is recommended, as a final reading, to revise School Board Policy 709 – *Building Security* – to recognize the need to maintain security of school facilities for reasons of safety, vandalism and theft.

6. Policy 805 – Emergency Preparedness and Response – Final Reading

It is recommended, as a Final reading, to revise School Board Policy 805 – *Emergency Preparedness and Response* – to recognize the district responsibility for the safety of students, staff, visitors and facilities.

7. Policy 805.1 – Relations with Law Enforcement Agencies – Final Reading

It is recommended, as a final reading, to update School Board Policy 805.1 – *Relations With Law Enforcement Agencies*, to protect students and staff, maintain a safe environment in schools, and safeguard district property.

8. Policy 805.3 – School Security Personnel – Final Reading

It is recommended, as a third reading, to adopt School Board Policy 805.3 – *School Security Personnel*, to employ, contract for and/or assign staff to coordinate the safety and security of district students, staff, visitors and facilities.

9. Policy 828.1 – Whistleblower – Second Reading

It is recommended, as a second reading, to adopt School Board Policy 828.1 – *Whistleblower*, to maintain a workplace where good faith complaints of wrongdoing or waste can be raised free of any concerns about discrimination, retaliation, or harassment. Every employee has the responsibility to assist in implementing this policy.

Mrs. Kehoe made a motion to accept items 1-9, seconded by Mr. Wear. Vote in favor was unanimous.

Legislative

Mrs. Kehoe

Salary Schedule and Labor Relations

Mr. Wear

1. Superintendent Search

It is recommended to approve an engagement with Pennsylvania School Board Association (PSBA) to conduct a Superintendent's Search at a cost of \$5,000.00.

Mr. Wear made a motion to accept item #1, seconded by Mrs. Locher. Vote in favor was unanimous.

Personnel

Mrs. Locher

1. Activity/Club Resignation

It is recommend to accept the resignation of Jodi Musser, as the High School Yearbook Sponsor, effective November 21, 2019, with regret.

2. Posted Positions: Clubs / Activities

It is recommended the following individuals who have applied for the specified posted positions for the 2019-2020 school year be approved at the rate of pay as per the collective bargaining agreement:

<u>ACTIVITY/CLUB (High School)</u>		<u>Salary</u>
Yearbook	Kent Withrow (Co-Sponsor)(Prorated)	\$1,245.00
Yearbook	Matt Hladio (Co-Sponsor)(Prorated)	\$1,245.00
Silhouette	Sarah Bogan	\$2,100.00
Italian Club	Davide Sciulli	\$470.00
Teen Leadership Club	Kim Bogati	\$470.00

3. Posted Positions: Department Heads and Building Heads

It is recommended the following individual who has applied for the specified posted position for the 2019-2020 school year be approved at the salary designated in the collective bargaining agreement:

<u>DEPARTMENT HEADS</u>		<u>SALARY</u>
<u>Secondary:</u>		
Foreign Language	Davide Sciulli	\$1,365.00

4. Retirement

It is recommended to approve the resignation due to retirement of Darrell Swain, a Full-Time Custodian, effective December 31, 2019, with regret.

5. Resignation

It is recommended to ratify the resignation of Alexandra Toras, a Family & Consumer Science Teacher at the Middle School, with regret.

*Ms. Toras may be held for 60 days or until such time the District is able to secure a qualified replacement.

6. Resignation

It is recommended to ratify the resignation of Sydney Kaminski, a Para-Educator at Economy Elementary, effective October 31, 2019, with regret.

7. Resignation

It is recommended to ratify the resignation of Lydia Aquino, a Para-Educator at Economy Elementary, effective November 8, 2019, with regret.

8. Resignation

It is recommended to approve the resignation of Kerri Patterson, a Teacher at the High School/Middle School, effective January 6, 2020, with regret.

9. Retirement

It is recommended to approve the resignation due to retirement of Dr. L. Joan Welter, Superintendent of Schools, effective June 29, 2020, with regret.

10. FMLA

It is recommended to ratify employee #2583 taking a leave of absence under Board Policy 535, Family and Medical Leave, effective November 1, 2019, not to exceed 12 weeks.

11. FMLA

It is recommended to approve employee #1486 taking a leave of absence under Board Policy 435, Family and Medical Leave, effective December 3, 2019, not to exceed 12 weeks.

12. FMLA

It is recommended to approve employee #2520 taking a leave of absence under Board Policy 435, Family and Medical Leave, effective February 5, 2020, not to exceed 12 weeks.

13. Professional Employee

It is recommended to hire Kimberly Cuppett, as a Family and Consumer Science Teacher at the Middle School, at a salary of \$42,792.00 (Step 1 Bachelors), as per the terms of the Ambridge Area Education Association AAEE/PSEA Agreement, pending receipt of current clearances, satisfactory drug screening, TB testing and responses by current/former employers to Act 168 screening.

14. Para-Educator (Teaching Assistant)

It is recommended the following individual be hired to fill a Para-Educator position (Teaching Assistant) as per the terms of the Ambridge Area Education Support Professional Association (ESPA/PSEA-NEA) negotiated agreement pending receipt of current clearances, satisfactory drug screening, TB testing and responses by current/former employers to Act 168 screening.

Michael Thear, Economy Elementary School

Lindsey Benkovich, Economy Elementary School

15. Student Teacher

It is recommended to approve Jennifer Larimore, a Duquesne University student, for student field placement at the High School for the 2020 spring semester, pending receipt of current clearances, satisfactory drug screening, TB testing and responses by current/former employers to Act 168 screening. Jennifer will be placed with Noel Santiago, High School Guidance Counselor.

16. Rescind

It is recommended to rescind the wrestling coaches approved at the October 18, 2019 Board Meeting under Personnel item 7.

17. 2019-2020 Winter/Spring Coaches

It is furthermore recommended to approve the following individuals to fill the designated coaching positions, pending receipt of current clearances, satisfactory drug screening, TB testing and responses by current/former employers to Act 168 screening, as follows:

<u>Wrestling</u>	<u>Stipend</u>
High School Head Coach, Ron Wilson Jr.	\$4,300.00
High School Assistant Coach, Ron Wilson	\$2,400.00
Middle School Head Coach, Ron Wilson	\$1,850.00
Middle School Assistant Coach, Ron Wilson Jr.	\$1,350.00
 <u>Boys' Basketball</u>	
High School Assistant Coach, Eric Astorino	\$2,410.00
High School Assistant Coach, Ryan Healy	\$2,410.00
Middle School Coach, Craig Wiltrek	\$1,750.00
Middle School Coach, Matthew Puppich	\$1,750.00

18. Economy Elementary Before and After School Child Care

It is recommended to approve the resignation of Haley Salazar, as the Director of the Before and After Child Care Program at Economy Elementary, effective September 19, 2019, with regret.

19. Economy Elementary Before and After School Child Care

It is recommended to approve the following individuals as employees of the Before and After School Child Care Program at Economy Elementary School, pending receipt of current clearances, satisfactory drug screening, TB testing and compliance with Act 168. The hours being 6:30a.m.-8:30a.m. before school and 3:30p.m.-6:30p.m. after school.

Rhiannon Dusold, Director, at a pay rate of \$11.00 per hour
Linsey Benkovich, Care Giver, at a pay rate of \$10.00 per hour

20. Change of Status

It is recommended to approve a change of status for Ramon West from a Hall Monitor to a Para-Educator at the Middle School, effective November 21, 2019.

Mrs. Locher made a motion to accept items 1-20, seconded by Mr. Kowal. Vote in favor was unanimous.

XIV. Solicitor's Report**XV. Superintendent's Report**

Read statement regarding Retirement.

XVI. Old and New Business

It is now time for old and new business. Any DISTRICT RESIDENT who desires to comment on any business relevant to the Ambridge Area School District should now come forward. Each person must state their first and last name and address prior to speaking. Each person will be allowed three minutes and can speak only once.

Mr. Kowal

- Made a statement in regards to the District financial state and that if a school needs to be closed, this process must begin in January, 2020.

XVII. Motion to Adjourn

At 7:18 PM, Mrs. Locher made a motion to adjourn, seconded by Mr. Kowal. Vote in favor was unanimous.

Respectfully submitted,

June Mueller
Board Secretary