

*SHALER AREA SCHOOL DISTRICT  
Combined C.O.W./Voting Meeting  
January 13, 2016 – Administration Building  
Minutes*

The Board of School Directors of the Shaler Area School District held a combined COW/Voting Meeting on Wednesday, January 13, 2016, at the Shaler Area Administration Office, Glenshaw, PA, with Dr. April Kwiatkowski, School Board President, presiding. This meeting began at 7:03 p.m.

Board Members Present:

- Mrs. Suzanna Donahue
- Mr. James Fisher
- Mr. Tim Gapsky (by phone)
- Dr. April Kwiatkowski
- Mr. Jason Machajewski
- Mrs. Jeanne Petrovich
- Mrs. Eileen Phillips
- Mr. Steve Romac
- Mr. James Tunstall

Others Present:

- Mr. Sean Aiken, Superintendent
- Dr. Bryan O'Black, Assistant Superintendent
- Mr. Peter J. Camarda, Acting Director of Business Affairs
- Mr. Gary Mignogna, Director of Human Resources
- Mr. William Watson, Director of Pupil Services
- Mr. John Vogel, Solicitor
- Mr. James Belany, Student Representative
- Ms. Sage Wilson, Student Representative

Notice of this meeting was posted as required.

- Dr. Kwiatkowski recognized the Public to Speak on Agenda Items.
  - There were none.
- Dr. Kwiatkowski called the meeting to order at 7:03 p.m. and asked the Board and audience to stand for the Pledge of Allegiance.
- On a motion by Mrs. Petrovich and a second by Dr. Kwiatkowski, the following Minutes were approved by a unanimous voice vote:
  - School Board Reorganization Meeting – December 2, 2015
  - COW/Voting Meeting – December 2, 2015
- Mr. Aiken then read a statement from Mr. Gapsky regarding his absence from the meeting. It said in part that Mr. Gapsky would be unable to attend the school board meetings in person for the next coming months because of a change in his work schedule. In the statement he indicated he would participate by phone when he could.
- Mr. Aiken recognized staff and students for their accomplishments including.
  - Jade Leung, a Shaler Area High School science teacher, was recognized as one of 12 finalists for the state Teacher of the Year award.
  - Ryan Pontzloff, Shaler Area senior, who organized a program that took high school students into the middle school to talk about alcohol, tobacco and drug awareness for Red Ribbon Week.
  - Shaler Area freshmen Emma Truscott, Lydia Valentine and Taya McCullough received the Rookie of the Year award and were named finalists, advancing to the top 8, in the annual Chain Reaction Contraption Contest at the Carnegie Science Center.

- Mr. Aiken also recognized the board members and thanked them for their service as part of National School Board Recognition Month (January). Mr. Mike LaGamba, STEAM integrator at the middle school, supervised a group of middle school students who designed and made ornaments on a 3D printer for each board member, and Mr. Aiken presented each board member with a certificate for their service.
- Dr. Kwiatkowski then announced items tabled or removed from the agenda:
  - There were none, but she added that one item had been added to the finance agenda.
- On a motion by Mr. Fisher and a second by Mr. Romac, the agenda was approved by all Board members in attendance.

Dr. O’Black then announced the following Educational Items:

<u>Item</u> #	<u>EDUCATION ITEMS RECOMMENDED FOR APPROVAL</u>	<u>SUP</u> #	<u>ACTION</u> <u>TAKEN</u>
A.1	Approve the following overnight/out-of-state travel: <ul style="list-style-type: none"> <li>a. Shaler Area Cheerleaders travel to Hershey, PA – January 22-23, 2016 to compete in the PIAA Competitive Spirit Championship. Cost to the district approximately \$3,850 (covered by the championship playoff budget account) and 2 substitute teachers for one day.</li> <li>b. High School Holocaust Class travel to Washington, D.C. – 2/16/16 to visit the Holocaust Memorial &amp; Museum. Cost per student approximately \$80. Cost to the district 6-9 substitute teachers for one day.</li> </ul>	A.1	<u>Overnight/out-of-state travel</u>

A motion was made by Mr. Gapsky with a second by Mr. Romac, to approve Item A.1.

Mr. Romac asked how many students travel to Washington, D.C. Dr. O’Black said it typically is two to three buses of students. Mrs. Phillips confirmed that it was only the students in the Holocaust Class who went on the trip. Dr. Kwiatkowski asked Mr. Aiken to speak to the cheerleaders’ accomplishments that allowed them to compete in the PIAA competition. Mr. Aiken said the Shaler Area Varsity Competition Cheerleading Squad finished 3rd in the WPIAL spirit championships, earned them one of 15 spots in the PIAA championships in Hershey. After no further discussion, this item was then approved by a roll call vote.

ACTION:  
Approved  
Item A.1

Motion Carried: 9 aye; 0 nay

Donahue	Fisher	Gapsky	Kwiatkowski	Machajewski	Petrovich	Phillips	Romac	Tunstall
Y	Y	Y	Y	Y	Y	Y	Y	Y

Dr. O’Black then announced the following Discussion Item:

Discussion Item:

1. Student Representatives – James Belany & Sage Wilson – James Belany said mid-terms started earlier in January and Sage Wilson said the new recycling program is up and running and any money collected from the paper recycling will go to class funds.

Dr. O’Black then announced the following Information Item:

Information Item:

1. The PA Department of Education has informed the district that we will be receiving \$708,545.00 in Title I funds for the 2015-16 school year.
  2. Shaler Area Education Foundation – Dr. Kwiatkowski said the first fundraising event is set for Saturday, March 19. The Taste of Shaler Area will feature food from local restaurants and student artwork. Tickets will go on sale in the next 10 days. Dr. Kwiatkowski also thanked Mr. Gapsky for his help in securing a number of Millvale restaurants to participate.
- Mr. Romac then said he’d like to see increased student participation at athletic events. The Athletic Director is looking for more ideas to get students out to the games in all sporting events, and Mr. Romac asked James and Sage to take it back to the student body and come up with some ideas.

Mr. Mignogna then presented the following Personnel items for approval.

<u>ITEM</u>	<u>SUP</u>	<u>ACTION</u>
#	#	TAKEN
<u>PERSONNEL ITEMS RECOMMENDED FOR APPROVAL</u>		
B.1		<u>LOAs</u>
Approve the following <b>Leaves of Absence (LOAs)</b> for the 2015-16 school year:		
a.	Elizabeth Van Horne, Reading Specialist, Reserve Primary, for a unpaid personal leave of absence on or about February 25, 2016, and returning to work at the beginning of the 2016-17 school year.	
b.	Amanda Grady, Science teacher, Middle School, for a unpaid personal leave of absence beginning on or about April 3, 2016 and returning to work at the beginning of the 2016-17 school year.	
B.2		<u>CBA – Teamsters Local 205</u>
Approve the Collective Bargaining Agreement between the Shaler Area Teamsters Local 205 representing Custodial and Maintenance employees and Shaler Area School District, effective July 1, 2016 and expiring June 30, 2021.		
B.3		<u>Head Varsity Coach extensions</u>
Approve the following <b>Head Varsity Coaches extensions</b> , per Policy 404, effective for <b>2017-18</b> school year.		
<b>Football (Fall)</b>		
a.	Head Varsity Coach	Jonathan LeDonne
<b>Cross Country (Fall)</b>		
b.	Boys/Girls Head Varsity Coach	Justin Eskra
<b>Golf (Fall)</b>		
c.	Boys Head Varsity Coach	John Brough
d.	Girls Head Varsity Coach	Samantha Smyers
<b>Soccer (Fall)</b>		
e.	Boys Head Varsity Coach	Adam Hunter

f. Girls Head Varsity Coach Chris Catanese

**Volleyball (Fall)**

g. Girls Head Varsity Coach Amanda O'Connor

B.4 Approve the following Supplemental Contracts for **Coaches** for the 2015-16 school year:

Supplemental  
Contract –  
Coaches

**Baseball (Spring)**

a. Assistant Varsity Ben Yeckel  
b. Head JV Joseph Laslavic, Jr.  
c. Assistant JV Bill Ament  
d. Head 9<sup>th</sup> Justin Yeckel

**Lacrosse (Spring)**

e. Girls Asst. Varsity (new) Nate Medic **B.4e.**  
f. Girls JV Kayla Platt  
g. Boys JV William Wightman  
h. Boys JV Bernard O'Brien **B.4h.**

**Softball (Spring)**

i. Assistant Varsity Kevin Keenan  
j. Head JV Rebecca Lynch  
k. Assistant JV Tom Haser (50%)  
l. Head 9<sup>th</sup> Donel Slonchka  
m. Assistant 9<sup>th</sup> Gina Mullen  
n. Head 7<sup>th</sup> – 8<sup>th</sup> Tom Sorce  
o. Assistant 7<sup>th</sup> – 8<sup>th</sup> Brittany Heaney  
p. Volunteer Asst. John Hart  
q. Volunteer Asst. Sally Welka  
r. Volunteer Asst. Katie Keenan

**Track (Spring)**

s. Boys Assistant Varsity Ben Wix  
t. Boys Assistant Varsity Cam Saddler  
u. Boys/Girls Head 7<sup>th</sup> – 8<sup>th</sup> – 9<sup>th</sup> Bill Baine  
v. Boys/Girls Assistant 7<sup>th</sup> – 8<sup>th</sup> – 9<sup>th</sup> Pete Brough  
w. Boys/Girls Assistant 7<sup>th</sup> – 8<sup>th</sup> – 9<sup>th</sup> Mario Grana  
x. Boys/Girls Assistant 7<sup>th</sup> – 8<sup>th</sup> – 9<sup>th</sup> Frank Bacco  
y. Boys/Girls Assistant 7<sup>th</sup> – 8<sup>th</sup> – 9<sup>th</sup> Jay Hellinger  
z. Girls Assistant Varsity Abi May  
aa. Girls Assistant Varsity Merrit McDaniel

**Volleyball (Spring)**

bb. Boys Assistant Varsity Bill Mitchell  
cc. Boys Assistant Varsity (new) Matt White  
dd. Boys 9<sup>th</sup> Andrew Schrom  
ee. Boys 7<sup>th</sup> – 8<sup>th</sup> (new) Carrie Bernesser  
ff. Girls 9<sup>th</sup> Rebecca Becker  
gg. Girls 7<sup>th</sup> – 8<sup>th</sup> Sean McTigue **B.4gg.**  
hh. Boys Volunteer Evan Proskell  
ii. Girls Volunteer Abby Philippi

B.5 Approve the following day-to-day **Substitute Teacher** for the 2015-16 school year:

Day-to-Day  
Substitute - Teacher

a. Olivia Twomey, Gr. PK-4

B.6 Approve the following in the **Community Rec Swim Program** effective, January 14, 2016:

Community Rec  
Swim Program

- a. Alyssa Harker, Instructor Aide
- b. Alyssa Royer, Lifeguard
- c. Michael Schmelzer, Supervisor
- d. Alicea Zelina, Lifeguard & Instructor Aide

A motion was made by Mrs. Petrovich with a second by Mrs. Donahue, to approve Items B.1-6.

After no further discussion, these items were then approved by a roll call vote.

ACTION:  
Approved  
Items A.1-6

Motion Carried: 9 aye; 0 nay

Donahue	Fisher	Gapsky	Kwiatkowski	Machajewski	Petrovich	Phillips	Romac	Tunstall
Y	Y	Y	Y	Y	Y	Y	Y	Y

Mr. Camarda then presented the following Finance items for approval:

<u>Item #</u>	<u>FINANCE AND OPERATION ITEMS RECOMMENDED FOR APPROVAL</u>	<u>Sup. #</u>	<u>ACTION TAKEN</u>
C.1	<b>APPROVE FUND PROFILES:</b>		
	A. General Fund – Schedule of Bills and Addendum	C.1A	<u>Fund Profiles</u>
	B. Cafeteria Fund – Schedule of Bills	C.1B	
	C. Budget Transfers	C.1C	
	D. Year-to-Date Financial Reports	C.1D	
	E. Fund Profiles and Investments	C.1E	
	F. Cafeteria Fund Operating Statement	C.1F	
	G. CR&R – Schedule of Bills	C.1G	
	H. Bond Proceeds – Schedule of Bills	C.1H	
C.2	Approve contract between Shaler Area School District and The Children’s Institute of Pittsburgh for consulting services for special needs students not to exceed \$4,000, with approval pending the contract amended to include the \$4,000 not-to-exceed maximum.	C.2	<u>The Children’s Institute consulting services</u>
C.3	Approval to declare the attached list of equipment from the Technology Department as surplus.	C.3	<u>Surplus equipment – technology</u>
C.4	Approve contract between Shaler Area School district and ePeople Care: (eKidzCare) for Pediatric Nursing Services.	C.4	<u>Pediatric Nursing Services contract</u>

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| C.5            | Approve resolution in accordance with the requirements of Act 34 and the School Code, a public hearing is required to be held in connection with the Rogers Primary School project.  | C.5 | <u>Act 34 hearing notice</u>                             |
| C.6            | It is recommended that the board authorize participation of the Shaler Area School District in the Western Pennsylvania Electricity Consortium Extension for the purchase of electricity from Direct Energy only if the price is at or below our current price. The extended agreement will begin after the final meter read date in January 2018 under our current agreement for a period of 12 months and the price will include all costs except distribution, sales taxes, and other local utility charges as contained in the original agreement. |     | <u>W. Pa. Electricity Consortium Extension agreement</u> |
| <del>C.7</del> | <del>Rescind the appointment of Charles Bennett as Board Secretary.</del>  |     | <u>Removed</u>   |
| C.8            | Appoint Peter J. Camarda as Acting Board Secretary. <del>until the first week of December 2016.</del>  |     | <u>Appoint Acting Board Secretary</u>                    |
| C.9            | Recommend to approve the proposal of Gateway Engineers, to provide Professional Traffic Engineering Services for the Highway Occupancy Permit Plan preparation for the Rogers Primary School Project as per their proposal in the amount of \$10,500. (Pending resolution and contract proposal by solicitor).   | C.9 | <u>Gateway Engineers – Traffic engineering services</u>  |

- Mr. Camarda said he also is working to provide the board with a monthly analysis of the district’s financial status. He said his goal is to have some information by next month to provide an update on the financial position of the district and to provide other augmented information for how to read the monthly financial documents. Mr. Camarda also asked if C.8 should be amended to read, “until a replacement is named.” Mr. Vogel said the school board should remove C.7 from the agenda because it is not necessary and to end the motion after the word “secretary” because a date is not needed.
- Mr. Gapsky said he would like the extension in C.6 to be for two months. Mr. Camarda said the timing for approval is now. Mr. Bennett, former Director of Business Affairs, was part of the consortium and worked to get the four bids. The company in Item C.6 provided the most favorable response. Mr. Gapsky said he did not agree and asked that Item C.6 be separated.
- Dr. Kwiatkowski said in Item C.2 she did not see a “do not exceed” amount in the contract. Mr. Watson said he expressed to the consultant the district’s do not exceed amount and as of the meeting, the total is \$1,500. Mr. Watson added that the item needed to be voted on this month because the services and contract will have ended by next month. Mr. Vogel said it would be preferable to put the limitation in the contract. Dr. Kwiatkowski said she would approve the motion provided an amendment is made in the contract to include a “do not exceed” amount, she requested the motion reflect that.

A motion was made by Mrs. Petrovich with a second by Mr. Fisher, to approve Items C.1-5, C.8-9.

After no further discussion, these items were then approved by a roll call vote.

Motion Carried: 9 aye; 0 nay

ACTION:  
Approved  
Items C.1-5,  
C.8-9

Donahue	Fisher	Gapsky	Kwiatkowski	Machajewski	Petrovich	Phillips	Romac	Tunstall
Y	Y	Y	Y	Y	Y	Y	Y	Y

A motion was made by Mr. Fisher with a second by Mrs. Petrovich, to approve Item C.6.

After no further discussion, these items were then approved by a roll call vote.

ACTION:  
Approved  
Items C.6

Motion Carried: 8 aye; 1 nay

Donahue	Fisher	Gapsky	Kwiatkowski	Machajewski	Petrovich	Phillips	Romac	Tunstall
Y	Y	N	Y	Y	Y	Y	Y	Y

- Mr. Aiken then presented one discussion item.
- Mr. Aiken said a Focus Group meeting was held recently to discuss different types of turf, the track and lights at Titan Stadium. He said the district is under a strict timeline to obtain the necessary permitting and bid the projects and the school board will need to make a final decision soon. He said the school board members recently received updated district financial information and wanted to open the discussion among the school board members to determine if there still is a desire to move forward with proposed projects or to delay any of them.
- Mr. Walt Banze, of Moonstone Drive, stood at the podium and said two to three weeks ago he ran off copies of an article for the school board regarding turf. He said he did not know if they had been delivered to the board members. He went on to say that there had been some public discontent with the idea of turf in early October or November but that there were also a lot of people deciding this is what we were going to do. Mr. Banze said those in opposition of turf argue that turf is injury prone. He said 73 percent of football players in the NFL want to play on grass. He added that there is a lot of expenses that go into a turf field that is good for 8 to 10 years but is only guaranteed for 8 years. Mr. Banze said North Allegheny is replacing its turf now after only 5 years. There also is maintenance from year to year and once construction is started, he said he didn't know what would happen. He said no one knows what is under the grass. Mr. Banze said major injuries are a serious concern. All of the statistics show more injuries occur on turf. The bottom line is, if it ain't broke, you don't have to fix it, he said. The other items, the track, lights, upgrades he said the district should fix. Mr. Banze said he doesn't believe the school board has looked past "they have an artificial turf and we want one." Mr. Banze said Shaler Area does not have the same tax base as North Allegheny. A turf field is not a magic solution. The injuries, maintenance and cost don't go away, they increase. Mr. Banze encouraged the board to replace the track, maintain the grass field and move forward with the new school construction.
- Mr. Aiken asked Mr. Greer Hayden, partner with HHSDR Architects, for a specific timeline of the project. Mr. Hayden said the district is getting visitations on the turf and track. The district has some time before it needs to make a decision on the specific product. Plans for drainage need to start soon. Mr. Hayden said the board needs to make a decision by next month or shortly thereafter. He said the game plan is to get the bid and have it awarded so work can start after graduation. The storm water management plan will be the same regardless of the track surface. A decision needs to be made on where to locate the long jumps and triple jumps; that is needed for the permitting process. Dr. O'Black said the district would like to pull the track and field coaches into the conversation more to make those specific decisions. Mr. Hayden said HHSDR can create different plans. The lights will have to be included because the old lights were removed. The manufacturer is creating plans for the number of lights and locations. Mr. Hayden said designers are looking at all options. Currently they are in fact-gathering mode and looking at different products and costs.
- The school board members then discussed the pros and cons of installing a turf field in the coming summer and the financial impact the project would have on the taxpayers and district. School board members also discussed the best way to finance the project if the district moves forward with replacing the grass with turf.
- Mr. Banze, of Moonstone Drive, said the district has great fields and gyms. There is an artificial field and fields above those. He added that the schools are shrinking and the district doesn't bring in young people and the district doesn't have the McKnight Road tax base. If the district wants to sell itself, sell that it has natural grass.

*January 13, 2016 – Combined C.O.W./Voting Meeting*

- Jane Fisher, of Wetzel Road, asked what new financial information was presented and what happened to prompt the discussion.
- Mr. Camarda said the district provided an update to the board on the district's financial situation which includes the issue of the state budget not being completed and money originally promised to school districts not materializing. The update also included an ongoing analysis of the pension system.
- School board members continued their discussion of the turf field focusing on the benefits of the turf, safety, maintenance costs, cost to install and if it is a want or need in the district.
- Mr. Hayden responded to a question about cost saying the school project is estimated to be \$25.8 million, the turf and track project is about \$2 million and the lights are about \$500,000.
- Mr. Camarda then provided an summation of the Act 34 public hearing document that the school board had just approved and how it relates to the proposed improvements at Titan Stadium and how it would affect the district's budget moving forward. Mr. Aiken said the board now needs to move forward with the project plans but also should consider continuing the discussion on the timing of the projects.
- Mr. Aiken suggested the school board reconvene the following Wednesday night to continue discussions. Mr. Gapsky said Wednesday evenings made it difficult for him to participate in person. Mr. Aiken offers to schedule a meeting on Jan. 20.
- Mr. Gapsky hangs up the phone and leaves the meeting at 8:41 p.m.
- Mrs. Donahue asks if the board can receive information on different options to consider. Mr. Aiken said next Wednesday may be too early to provide that information.
- Mr. Randy Frederick, of Piper Jaffray, the district's bond counsel, said the district has a large bond issue coming up for refinancing, about \$20 million total, for a significant savings. There is a 5-7 percent savings for refinancing and there are other bond issues that can be moved around. Mr. Frederick said he cannot provide that information that evening but some things can be restructured. It just has to be done in May. Mr. Frederick said he would like to sit down with administration to determine what the district is trying to do and come up with a plan for how to do it. Mr. Frederick said interest rates are in the district's favor and if the district can refinance now it will be a benefit. He added that it is the best interest rate environment if you have to borrow.
- Mr. Aiken said the board may want to hold off on scheduling a meeting the following week.
- Mr. Frederick said he can help restructure the bonds and debt service any way the district wants, he just needs to know the goals and what the district is trying to accomplish.
- Mr. Fisher said the most prudent things to do is to look at where the district is, where it wants to be and how to get there. There are many things to look at, and Mr. Fisher said he would like to ask someone to put that together.
- Mr. Aiken said he will work with Mr. Camarda to schedule a meeting and present options to the board as well as a 3-5 year forecast of where the district will be. He said he recommends holding off on scheduling a meeting for the following Wednesday and will provide an update to the board in their Friday packet.
- Dr. Kwiatkowski said the board can anticipate a meeting in the future to address the issues, but Jan. 20 is not that meeting. She said the board can expect to hear from Mr. Aiken with an update.



*January 13, 2016 – Combined C.O.W./Voting Meeting*

Dr. Kwiatkowski then announced the following upcoming meetings:

- Thursday, January 28, 2016
  - 6:00 p.m. – A.W. Beattie Committee, Babcock Blvd.
- Wednesday, February 10, 2016 – Committee of the Whole Meeting
  - 6:00 p.m. – Executive Session
  - 7:00 p.m. – Public Session
- Wednesday, February 17, 2016 – Voting Meeting
  - 6:15 p.m. – Executive Session
  - 7:00 p.m. – Public Session

Dr. Kwiatkowski added that Wednesday, Feb. 3, would be the Act 34 hearing at 7 p.m. in the middle school auditorium.

The announcement of past executive sessions was made by Dr. Kwiatkowski:

- January 13, 2016

Dr. Kwiatkowski then asked if there was any other business to come before the board.

- Mr. Tunstall said the prior A.W. Beattie meeting was short one and had nothing else to report.

After no further items were presented, on a motion by Mrs. Petrovich and second by Mr. Romac, the Business Meeting was adjourned at 9:06 p.m.

Dr. Kwiatkowski then recognized the public to speak on any non-agenda item:

- There was none.

When no one approached the podium, the meeting's Final Adjournment occurred at 9:06 p.m.

Respectfully submitted,

Bethany Baker  
Assistant Board Secretary