SHALER AREA SCHOOL DISTRICT
Voting Meeting
September 20, 2017 – Administration Building
Minutes

The Board of School Directors of the Shaler Area School District held a Voting Meeting on Wednesday, September 20, 2017, at the Shaler Area Administration Building, Glenshaw, PA, with Dr. April Kwiatkowski, School Board President, presiding. This meeting began at 7:08 p.m.

Board Members Present: Mrs. Suzanna Donahue
Mr. James Fisher
Dr. April Kwiatkowski
Mr. Jason Machajewski
Mrs. Jeanne Petrovich
Mrs. Eileen Phillips
Mr. Steve Romac
Mr. James Tunstall

Not Present: Mr. Tim Gapsky

Others Present: Mr. Sean Aiken, Superintendent
Dr. Bryan O’Black, Assistant Superintendent
Mr. Gary Mignogna, Director of Human Resources
Ms. Sherri Ludwig, Director of Business Affairs
Mr. Matt Hoffman, Solicitor

Notice of this meeting was posted as required.

➢ Dr. Kwiatkowski recognized the Public to Speak on Agenda Items.
  • There was none.

➢ Dr. Kwiatkowski called the meeting to order at 7:08 p.m. and invited all to stand for the Pledge of Allegiance.

➢ On a motion by Mr. Fisher and a second by Mr. Romac, the following Minutes were approved by all in attendance:
  • Voting Meeting – August 9, 2017
  • Committee of the Whole Meeting – August 9, 2017
  • Voting Meeting – August 16, 2017

➢ Dr. Kwiatkowski then announced items tabled or removed from the agenda:
  • There were none.

➢ On a motion by Mrs. Petrovich 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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>EDUCATION ITEMS RECOMMENDED FOR APPROVAL</th>
<th>SUP</th>
<th>ACTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>#</td>
<td>A.1 Approve the donation of outdated middle school Science, English, and Mathematics textbooks to the Vietnam Vets of America.</td>
<td>A.1</td>
<td>Textbook Donation</td>
</tr>
</tbody>
</table>
A.2 Approve the contract with Grade Point Resources to provide a behavior interventionist staff member at a cost of $19.75 per hour ($790 per week) for the 2017-18 school year.

A.3 Approve the agreement with Grade Point Resources for consultation and training, for functional behavior assessments as requested, and for consultation regarding individual students from September 21, 2017 - June 30, 2018. The fee for services is $70 per hour (hours requested by the school district and upon availability of consultant). (Exception: In-service trainings are $500 for half day and $800 for full day and are in addition to the above.)

A motion was made by Mr. Romac with a second by Mrs. Petrovich, to approve Items A.1-3.

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

Motion Carried: 8 aye; 0 nay

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

<table>
<thead>
<tr>
<th>ITEM #</th>
<th>PERSONNEL ITEMS RECOMMENDED FOR APPROVAL</th>
<th>SUP #</th>
<th>ACTION TAKEN</th>
</tr>
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<tbody>
<tr>
<td>B.1</td>
<td>Approve the following Resignation:</td>
<td></td>
<td>Resignation</td>
</tr>
<tr>
<td>B.2</td>
<td>Approve the following Leave of Absence (LOA):</td>
<td></td>
<td>LOA</td>
</tr>
<tr>
<td>a.</td>
<td>Lauren Chappo, Speech and Language Clinician, Burchfield &amp; Marzolf Primaries, for an unpaid leave of absence beginning on November 13, 2017 to on or about February 1, 2018 (the non-FMLA portion of her leave). (August 18, 2017 to November 10, 2017 was the FMLA portion of her leave).</td>
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<tr>
<td>B.3</td>
<td>Approve the following FT 1.0 Teachers:</td>
<td></td>
<td>FT Teachers</td>
</tr>
<tr>
<td>a.</td>
<td>Shawn Ryan, a graduate of Slippery Rock University, as a FT 1.0 Temporary Professional Employee (TPE), Special Education/Math teacher, High School, replacing Morgan Singletary, effective retroactive to September 1, 2017, at a Master’s Step 5 annual salary (prorated)</td>
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<tr>
<td>b.</td>
<td>Gregory Foster, a graduate of Youngstown State University, as a FT 1.0 Professional Employee (PE), Physics/Chemistry teacher, High School,</td>
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replacing Bryan Seybert, effective upon release from his current school district, at a Bachelor’s+20, Step 12 salary level (prorated).

B.4 Approve the following FT 1.0 Custodian:  
   a. Dawn Marie Grimpe, as a FT 1.0 Custodian, effective September 21, 2017.  
   B.4a.

B.5 Approve the following FT 1.0 Long-Term Substitutes (LTS’s):  
   a. Mary Beth Stoddart, a graduate of Point Park University, as a FT 1.0 Long-Term Substitute (LTS) Reading teacher, for J. Vittorino, Middle School, effective retroactive to August 18, 2017 to on or about January 16, 2018 (the first semester of the 2017-18 school year), at 85% of the Bachelor’s Step 3 salary level (prorated).  
   B.5a.

   b. Alyssa Hinson, a graduate of Clarion University of Pennsylvania, as a FT 1.0 Speech & Language Clinician, Burchfield and Marzolf Primaries, for Lauren Chappo, retroactive to August 18, 2017 to on or about February 1, 2018, at 85% of the Master’s Step 1 salary level (prorated).  
   B.5b.

B.6 Approve the following Department Chair Coach for the 2017-18 school year. Compensation shall be in accordance with the terms of the Collective Bargaining Agreement.
   a. Lee Ann Guido, as Department Chair for Special Education 9-12.  
   B.6a.

B.7 Approve the following Mentors for the 1st Semester of the 2017-18 school year:
   
<table>
<thead>
<tr>
<th>New Teacher</th>
<th>Mentor</th>
<th>Building</th>
<th>Subject</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shawn Ryan</td>
<td>Paul Stadelman</td>
<td>High School</td>
<td>Math</td>
</tr>
<tr>
<td>Gregory Foster</td>
<td>Gregory Mason</td>
<td>High School</td>
<td>Physics</td>
</tr>
</tbody>
</table>

B.8 Approve the following Supplemental Contract for Coaches for the 2017-18 school year:
   
   **Football (Fall)**
   a. Volunteer Asst. Coach Joe Zeglowitsch  
   B.8a.

   **Soccer (Fall)**
   b. Boys Volunteer Asst. Coach David Kline  
   B.8b.

B.9 Approve the Supplemental Contract for Grade Level Chair Coach – Grades K-3 (Non-Building Specific Positions) for the 2017-18 school year. Compensation will be in accordance with the terms of the Collective Bargaining Agreement.
   
   **Grade Level/Curriculum**
   a. ELA / Social Studies – Kdg. Victoria Zima
B.10 Approve the Supplemental Contract for **Technology Support Coach** for the 2017-18 school year. Compensation shall be in accordance with the terms of the Collective Bargaining Agreement.

**Jeffery Primary**

a. Technology  
   Stephen Seidelson

B.11 Approve the following Supplemental Contracts for **Sponsors** for the 2017-18 school year. Compensation will be in accordance with the Collective Bargaining Agreement

**Middle School**

a. Leadership Club  
   Kristi Coleman
b. Dramatics: School Musical  
   Jennifer Birch (50%)
c.  
   Mary Beth Stoddart (50%)
d. Japanese Club  
   Steven Baleno

B.12 Approve the following day-to-day **Substitute Teachers** for the 2017-18 School year:

a. Danielle Harold, Registered Nurse (RN)
b. Christopher Cole, Grades 4-8, All Subjects, Social Studies 7-8
c. Jamie Youhon, Health & Physical Education K-12
d. Christy Casamento, Ment. and/or Phys. Handicapped & Elementary K-6

B.13 Approve the following day-to-day Substitute **Clericals** for the 2017-18 school year:

a. Melissa Saban
b. Roseann Siford

B.14 Approve the following applicants in the **Shaler Area Community Swim Program**:

a. Justin Adametz, Instructor Aide
b. Lauryn Caplan, Instructor Aide
c. William Jamison, Instructor Aide
d. Peter Lesnett, Instructor Aide
e. Ashlee Marshall, Instructor Aide
f. Grace Raida, Instructor Aide
g. Lauren Raida, Instructor Aide
h. Christa Suto, Instructor Aide
i. Mollie Rutkowski, Instructor Aide
j. Stacy Wilcox, Lifeguard, Instructor & Supervisor
A motion was made by Mrs. Petrovich with a second by Mr. Romac, to approve Items B.1-14.

Dr. Kwiatkowski asked what the technology support position would be responsible for. Dr. O’Black said they are the first level of support in the buildings. After no further discussion, these items were then approved by a roll call vote.

Motion Carried: 8 aye; 0 nay

<table>
<thead>
<tr>
<th>Donahue</th>
<th>Fisher</th>
<th>Gapsky</th>
<th>Kwiatkowski</th>
<th>Machajewski</th>
<th>Petrovich</th>
<th>Phillips</th>
<th>Romac</th>
<th>Tunstall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Y</td>
<td>Y</td>
<td>Absent</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
</tbody>
</table>

Ms. Ludwig then presented the following Finance items for approval:

<table>
<thead>
<tr>
<th>ITEM #</th>
<th>FINANCE AND OPERATION ITEMS RECOMMENDED FOR APPROVAL</th>
<th>SUP. #</th>
<th>ACTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>C.1</td>
<td>APPROVE FUND PROFILES:</td>
<td>C.1A</td>
<td>Fund Profiles</td>
</tr>
<tr>
<td>A.</td>
<td>General Fund – Schedule of Bills and Addendum</td>
<td>C.1B</td>
<td></td>
</tr>
<tr>
<td>B.</td>
<td>Cafeteria – Schedule of Bills</td>
<td>C.1C</td>
<td></td>
</tr>
<tr>
<td>C.</td>
<td>Bond Proceeds – Schedule of Bills</td>
<td>C.1D</td>
<td></td>
</tr>
<tr>
<td>D.</td>
<td>Year-to-Date Financial Reports</td>
<td>C.1E</td>
<td></td>
</tr>
<tr>
<td>E.</td>
<td>Fund Profiles and Investments</td>
<td></td>
<td></td>
</tr>
<tr>
<td>C.2</td>
<td>Approval of additional ABC Transit, Inc. Bus Drivers for the 2017-18 school year.</td>
<td>C.2</td>
<td>ABC Transit Bus Drivers</td>
</tr>
<tr>
<td>C.3</td>
<td>Approval of the resolution for the general obligation lease to finance the costs ($67,823) of the acquisition of one new Case backhoe with PNC Capital Equipment Finance, LLC., pending final Solicitor approval.</td>
<td>C.3</td>
<td>Case Backhoe Lease</td>
</tr>
<tr>
<td>C.4</td>
<td>Approve the final close out change order for previous work completed with TPK, Inc. as follows for a total additional amount of $66,296:</td>
<td>C.4</td>
<td>TPK Inc. Change Order</td>
</tr>
<tr>
<td>a.</td>
<td>All work related to undercutting and installing new subbase below track and installation of additional stone base, binder and backfill to raise the northeast corner of the track for a satisfactory cross slope. Add $58,866</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b.</td>
<td>Add track surface to the concrete between field events runways. Add $7,430</td>
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</table>

For Information:
Change order SC-3 was approved at the August 31, 2016 Voting Meeting to replace the existing track asphalt base course and stone sub base under the TPK, Inc. Site Construction Contract for a cost of $186,941. If additional soft soils are encountered below the new stone base they shall be removed and replaced with new stone base at a unit cost of $27.50 square yard for 6” depths $32.75 square yard for 8” depths.

C.5 Approval to rescind change order to Field Turf USA, Inc. for the hillside turf and logo work in the amount of $17,135. A change order was originally approved at the August 17, 2016 Voting Meeting for a deduct in the amount of
$17,135, however, this work was not included in the State Contract Proposal. Accordingly, the deduct was not necessary.

C.6 Approval of an Addendum to the original contract with GeoMechanics, Inc. for consulting geotechnical inspections services at the Scott Primary School project in an amount to not exceed $54,977.50.

For Information:
The original contract with GeoMechanics, Inc. was approved at the June 15, 2016 Voting Meeting in an amount not to exceed $99,850.

C.7 Approval of the adult meal price increase in the amount of $.15 for a total meal price of $4.05.

A motion was made by Mr. Fisher with a second by Mrs. Petrovich, to approve Items C.1-3, C.5-7.

Mr. Romac asked for clarification on C.6 and what the additional money covers. Mr. Hoffman said the companies typically test compaction and check the subbase. The work will cover the testing related to ongoing construction. Mr. Romac also asked if the bus drivers were screened. Mr. Aiken said they were. After no further discussion, these items were then approved by a roll call vote.

Motion Carried: 8 aye; 0 nay

A motion was made by Mr. Fisher with a second by Mrs. Petrovich, to approve Items C.4.

Mr. Romac also asked where the district stood with the track work. Ms. Ludwig said the district is still holding a retainage of about $38,000. Mr. Aiken said the district is meeting with HHSDR representatives on Monday to discuss solutions for the discus area. The athletic director would be involved in the discussions. After no further discussion, these items were then approved by a roll call vote.

Motion Carried: 7 aye; 1 nay

Dr. Kwiatkowski then announced the following upcoming meetings:
- Wednesday, September 27, 2017
  - 6:00 p.m. – Transportation Committee Meeting
  - 7:00 p.m. - Policy Committee Meeting
- Thursday, September 28, 2017
  - 6:00 p.m. – A. W. Beattie Committee, Babcock Blvd.
- Wednesday, October 11, 2017 – Committee of the Whole Meeting
  o Executive Session – 6:00 p.m.
  o Public Session – 7:00 p.m.
- Wednesday, October 18, 2017 – Voting Meeting
  o Executive Session – 6:15 p.m.
  o Public Session – 7:00 p.m.

- Announcement of Past Executive Sessions was made by Dr. Kwiatkowski.
- Dr. Kwiatkowski then asked if there was any other business to come before the board.
  - Mr. Fisher said he had nothing new to report from A.W. Beattie. He requested last month’s Beattie meeting minutes be shared with the board.
  - Mr. Fisher also gave an update on the Land Bank. He said he had been to a total of four meetings. The Land Bank is looking for property for acquisition. They identified up to 15 properties and three vacant lots. A letter was sent to the district outlining those properties. Of the 15 properties, two are in Etna and one in Millvale. Only one community in the Land Bank did not submit a property. The next batch of properties needs to be submitted by September 30. There are a lot of people involved in the property acquisitions. Mr. Fisher talked a little about the selection process.
  - Mr. Romac asked how the board plans to move forward with the discussions on retroactively applying the grading scale. Mr. Romac said he feels the policy has been set, the administration has implemented that policy and everything needs to move forward from that point. He said he doesn’t agree retroactivity should be in the discussion.
  - Mr. Machajewski said he agreed with Mr. Romac. He said he doesn’t want to negatively impact anyone with a board decision and retroactivity could do that.
  - Mrs. Donahue asked how it could impact a student with class rank change.
  - Mr. Hoffman said for students in the system, if a student had a class rank of 5, retroactivity could bump other students above that student.
  - Mr. Aiken then explained fringe grades and the change in the College in High School class weighting now makes those classes equal to AP classes. He added that arguments previously made by the district including maintaining the integrity of the grades, changing the rules after the fact, having a known grading scale and the grade being earned at the time of the scale.
  - Mrs. Petrovich gave her son as an example. He attended a private high school that was under the International Baccalaureate system until senior year when he transferred to Shaler Area High School. Initially his IB class grades weren’t weighted when he transferred, but after they were, he bumped another student’s class rank and was a marshal at graduation.
  - Mrs. Donahue said she was not saying making the retroactive change would not be difficult, she said it’s not impossible.
  - Mr. Aiken pointed out that someone who does not have a fringe grade wouldn’t be affected. There also are negative damages to the district because it opens the district up to litigation against the district. He said the district does not know the depth of what could occur.
  - Mr. Tunstall asked if in the district’s research any district that changed the grading scale did so retroactively.
  - Mr. Aiken said within the local region, no, then listed several districts that changed their grading scale. He said outside of the region, districts considered it but most chose not to. Only two districts did change the grades retroactively.
  - Mr. Tunstall said there is probably a reason why the surrounding area school districts didn’t do it. He added that his question is where does it stop. Where does the district draw the line?
  - Dr. Kwiatkowski asked how the district could only retroactively apply part of the policy that also changed how the younger students are assessed as well.
  - Mr. Romac said the answer to where it stops is with the policy.
  - Mr. Fisher said the policy is the policy and he has never been a fan of retroactivity.
  - Mrs. Phillips said she is not in favor of retroactivity after all of the information presented by the solicitor and administration.
Mrs. Donahue said she doesn’t feel there is enough solid data.

Mr. Tunstall said he wants to do the right thing and feels the school board has done that, but going backward to apply the policy is a slippery slope.

Mr. Hoffman said his firm’s recommendation is based on the potential negative impact to the district.

Mr. Aiken argued that the district has presented definitive data because one cannot argue the grading system that was or is in place, and the grades earned and banked were based on the system in place at the time.

Mrs. Donahue said the issue is all about numbers for her. She said she questions the integrity of the grades all together.

Dr. Kwiatkowski said that is a concern separate from the present discussion. She added that she is comfortable maintaining the recommendation of the administration.

Mr. Aiken said there are about 60 people registered for the SAEF 5K. The foundation anticipates about 125 runners this year with walk-up registrants. He added that it should be a beautiful day.

After no further items were presented, on a motion by Mr. Romac and second by Mr. Fisher, the Business Meeting was adjourned at 7:52 p.m.

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

- Dorothy Petranconsta, of Skylark Drive, gave an update on her husband, a Shaler Area grad, who is part of a natural disaster response team and currently stationed in Florida. She then said she is part of the adaptive aquatics program and this year there are a number of 9th-grade girls who are volunteering. These are Shaler Area students who are interacting with students and becoming 1-on-1 mentors for the participants. She said the district should consider school credit or some recognition of their work which equals 60 minutes in the water for 30 weeks. She added that the students learn a lot and they are very beneficial to the program and participants. Ms. Petranconsta also said students who chose to take an AP course and compromise their grade may have taken a different course had the current grading system been in place. She said no one can know a decision a student would have made, but the grading scale is taken into account when selecting courses.

When no one approached the podium, the meeting’s Final Adjournment occurred at 8:02 p.m.

Respectfully submitted,

Bethany Baker
Assistant Board Secretary