

*SHALER AREA SCHOOL DISTRICT  
Combined COW/Voting Meeting  
July 15, 2020 – Virtual  
Minutes*

The Board of School Directors of the Shaler Area School District held a Combined Committee of the Whole/Voting Meeting on Wednesday, July 15, 2020, on Zoom, a virtual meeting platform, with Dr. April Kwiatkowski, School Board Vice President, presiding. This meeting began at 6:14 p.m.

Board Members Present:

- Mrs. Suzanna Donahue
- Mr. James Fisher
- Mr. Tim Gapsky
- 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
- Ms. Sherri Ludwig, Director of Business Affairs
- Dr. Kathleen Graczyk, Director of Student Services
- Mr. Matt Hoffman, Solicitor

Notice of this meeting was posted as required.

- Dr. Kwiatkowski opened the meeting at 6:14 p.m.
- Dr. Kwiatkowski recognized the Public to Speak on Agenda Items.
  - There was none.
- Dr. Kwiatkowski then called the meeting to order at 6:14 p.m. and invited all in attendance to stand for the Pledge of Allegiance.
- On a motion by Mrs. Donahue and a second by Mr. Gapsky, the following motion was approved by all in attendance:
  - Motion to suspend any applicable Shaler Area School District policies in order to authorize the conduct of this special voting meeting of the Board of School Directors via telephone conference in consideration of the public health concerns and governmental directives arising from the COVID-19 pandemic. Notice of such action, along with information as to how members of the public may access the telephone conference meeting, previously was posted at the District Administration office and to the District website.
- Dr. Kwiatkowski then announced items tabled or removed from the agenda:
  - There were none.
- On a motion by Mr. Fisher and a second by Mrs. Phillips, the agenda was approved by all Board members in attendance.

Dr. O’Black then presented the following Education Items for approval:

<u>ITEM #</u>	<u>EDUCATION ITEMS RECOMMENDED FOR APPROVAL</u>	<u>SUP #</u>	<u>ACTION TAKEN</u>
A.1	Approve the Student Code of Conduct for the 2020-21 school year.	A.1	<u>Student Code of Conduct</u>
A.2	Approve a service agreement with The Watson Institute to provide classroom planning, observations, and direct consultation services as requested and scheduled from July 1, 2020 to June 30, 2021.	A.2	<u>The Watson Institute Service Agreement</u>
A.3	Approve the Shaler Area School District Extracurricular Activities & Marching Band Resocialization Plan per the requirements set forth by the Pennsylvania Department of Education (PDE).	A. 3	<u>SASD Extracurricular Activities &amp; Marching Band Resocialization Plan</u>
A.4	Approve the Waterfront Learning Contract with the Allegheny Intermediate Unit for the 2020-21 school year.	A.4	<u>Waterfront Learning Contract</u>
A.5	Approve the IDEA Section 619 Pass-Through Funds from the Allegheny Intermediate Unit for the 2020-21 school year in the amount of \$3,472.	A.5	<u>IDEA Section 619 Pass-Through Funds</u>

Dr. O’Black then presented the following Information Items:

Information Items:

1. Student Representative – Gabriella Mizera was not in attendance but Mr. Aiken shared that he sent her a card on behalf of the district and school board in appreciation of her service.
2. Shaler Area Education Foundation – Dr. Kwiatkowski said there has been a lot of behind the scenes work being done with new trustees. She shared that the Foundation works hard to raise money to give back to the district—for example, last year, 28 teachers received \$100 Classroom Ready grants. Mr. Aiken said the district appreciates the support of the Foundation and their willingness to work with the district has never been better. The Foundation is healthy and vibrant.
3. Back to School 2020 Task Force – Mr. Aiken shared that over the past 5 to 6 weeks, the Task Force has been meeting on a weekly basis to plan for the reopening of school. In total, seven committees will be finalizing their recommendations and a final report will be completed the following week. He thanked all community members involved in the planning. Mr. Aiken and Dr. O’Black presented a brief overview of the planning including the three instructional models—traditional, hybrid, and virtual—for which the Task Force has been planning. Dr. O’Black also shared the next steps for the plan’s approval.

A motion was made by Mr. Tunstall with a second by Mrs. Donahue, to approve Items A.1-5.

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

ACTION:  
Approved  
Items A.1-5

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 presented the following Personnel items for approval:

<u>ITEM</u> #	<u>PERSONNEL ITEMS RECOMMENDED FOR APPROVAL</u>	<u>SUP</u> #	<u>ACTION</u> <u>TAKEN</u>
B.1	Approve the following <b>Leaves of Absence (LOAs):</b>		<u>LOA</u>
a.	Nicole Nowacynski, Speech & Language Clinician, Elementary School & Reserve Primary, for a personal leave absence, effective on or about October 16, 2020, and returning to work at the beginning of the 2021-22 school year.		
B.2	Approve the following <b>FT Clericals:</b>		<u>FT Clerical</u>
a.	Kaylen Schaffer, RN, as a FT 1.0 Class IA RN/LPN Nurse’s Aide, effective August 20, 2020.	<b>B.2a.</b>	
B.3	Approve the following <b>Long-Term Substitute Teachers (LTS’s):</b>		<u>LTS – Teachers</u>
a.	Thomas Cooper, a graduate of Duquesne University, as a PT 0.5 LTS, Social Studies, High School, for Nick Haberman, High School, effective August 18, 2020 to on or about June 7, 2021 (the 2020-21 school year) at 85% of the Master’s Step 1 salary level (prorated).	<b>B.3a.</b>	
b.	Katrina Barger, a graduate of Clarion University, for an extension to her current LTS contract, to conduct & complete Speech & Language evaluations from August 20, 2020 to on or about October 16, 2020, and for Nicole Nowaczynski, Speech & Language, Elementary School & Reserve Primary, effective on or about October 16, 2020 to on or about June 7, 2021, at 85% of the Master’s Step 2-3 salary rate (prorated).	<b>B.3b</b>	
B.4	Approve the following FT 1.0 <b>Custodians:</b>		<u>FT Custodians</u>
a.	Lisa Liptak, replacing B. Moore, effective July 16, 2020.	<b>B.4a.</b>	
b.	Nicholas Zangaro, replacing E. Lahey, effective July 16, 2020.	<b>B.4b.</b>	

B.5 Approve the following **1.0 FT Dean of Students** for the 2020-21 school year: TABLED – FT Dean of Students

- a. Christopher Catanese, Health & Physical Education teacher, Middle School, as a 1.0 Full-time (FT) Dean of Students, effective August 20, 2020 to June 7, 2021, at a stipend of a \$7,000 annually above his existing teacher’s salary.

B.6 Approve the following **Intern** for the 2020-21 school year: Intern

- a. Carly Dunmire, University of Pittsburgh, as a Social Work Intern, with Laurie Cortazzo, Elementary School, for the 2020-21 school year, at no cost to the District. **B.6a.**

B.7 Approve the following Supplemental Contracts for Coaches for the Fall Season of the 2020-21 School year: Supplemental Contracts – Coaches

**CROSS COUNTRY (FALL)**

- a. 9<sup>th</sup> – 10<sup>th</sup> Boys/Girls Assistant Shawn Ryan
- b. 7<sup>th</sup> – 8<sup>th</sup> Boys/Girls Assistant Cecilia Petro
- c. Volunteer Boys/Girls Asst. Coach Brianna Schwartz **B.7c.**

**FOOTBALL (FALL)**

- d. Assistant Varsity Allan Tinkey
- e. Assistant Varsity Cory Williams
- f. Assistant Varsity Robert Ravenstahl
- g. Assistant Varsity Joseph Zeglowitsch
- h. Assistant JV Bryan Gary
- i. Assistant JV Jason Filo
- j. Head 9<sup>th</sup> William Ament
- k. Assistant 9<sup>th</sup> Blake Schaub
- l. Head 7<sup>th</sup> – 8<sup>th</sup> John Tortorea **B.7l.**
- m. Assistant 7<sup>th</sup> – 8<sup>th</sup> Jay Hellinger
- n. Assistant 7<sup>th</sup> – 8<sup>th</sup> Drew D’Agostino
- o. Assistant 7<sup>th</sup> – 8<sup>th</sup> Ben Yeckel
- p. Volunteer Varsity Asst. Coach Joseph Laslavic
- q. Volunteer Varsity Asst. Coach Bernie O’Brien
- r. Volunteer Varsity Asst. Coach Brenan Jackson
- s. Volunteer Varsity Asst. Coach Zeth Marshal
- t. Volunteer Middle School Asst. Coach Jesse Hayward
- u. Volunteer Middle School Asst. Coach Michael Steinmetz **B.7u**

**GOLF (FALL)**

- v. Boys Assistant Varsity Anthony Prodente
- w. Girls Assistant Varsity Michael Frisina

**SOCCER (FALL)**

- x. Boys 7<sup>th</sup> – 8<sup>th</sup> – 9<sup>th</sup> Assistant Dan Monahan
- y. Boys 7<sup>th</sup> – 8<sup>th</sup> – 9<sup>th</sup> Assistant Brian Opiela
- z. Girls JV Ashley Cuba
- aa. Girls 7<sup>th</sup> – 8<sup>th</sup> – 9<sup>th</sup> Assistant Jordan Daloisio
- bb. Girls 7<sup>th</sup> – 8<sup>th</sup> – 9<sup>th</sup> Assistant Amy Flanders

**TENNIS (FALL)**

cc. Girls Assistant David DiPasquale

**VOLLEYBALL (FALL)**

dd. Girls Assistant Varsity Robert Yarnot  
 ee. Girls Assistant Varsity Owen Freiss **B.7ee.**  
 ff. Girls 9th Matthew White  
 gg. Girls 7<sup>th</sup> – 8<sup>th</sup> Laurie Cortazzo **B.7gg.**  
 hh. Volunteer Asst. Varsity Coach Bridget Nickel **B.7hh.**  
 ii. Volunteer Asst. Varsity Coach Kara Bosilovich **B.7ii.**  
 jj. Volunteer Asst. Varsity Coach Jonathan Ramsey **B.7jj.**

B.8 Approve salary increases for **Act 93 and Contracted Administrators**, as per the Act 93 Agreement/Employment contracts, supplement attached, effective for the 2020-21 school year. **B.8** Act 93 and Contracted Administrators Salary Increases

B.9 Approve the following day-to-day Substitute Teacher for the 2020-21 school year: Day-to-Day Substitute – Teacher

a. Madeline Wonders, Special Education PK-8 & Grades PK-4

➤ Mr. Gapsky asked if the board could wait to approve Item B.5a until the following month when the district and board would have a clearer idea of what the start of the school year would look like. Mr. Hoffman confirmed that once an item is approved it's not easily retracted and requires a formal process. Mr. Aiken said that even in a hybrid model of instructional delivery, there would still be discipline issues to address and in a remote setting, the administration has talked about what that would look like. Dr. Kwiatkowski agreed that the item could wait until August.

A motion was made by Mrs. Donahue with a second by Mrs. Petrovich, to approve Items B.1-3, B.6-7, B.9.

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

Motion Carried: 9 aye; 0 nay

ACTION:  
Approved  
Items B.1-3,  
B.6-7, B.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 Mr. Gapsky, to table Item B.5a.

After no further discussion, this item was then tabled by a roll call vote.

Motion Carried: 9 aye; 0 nay

ACTION:  
Table  
Item B.5a

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

A motion was made by Mr. Gapsky with a second by Mr. Romac, to approve Item B.4.

Mr. Romac confirmed that the positions were to replace vacant positions. After no further discussion, this item was then approved by a roll call vote.

ACTION:  
Approved  
Item B.4

Motion Carried: 7 aye; 2 nay

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

A motion was made by Mrs. Donahue with a second by Mr. Tunstall, to approve Item B.8.

Mr. Romac asked for clarification on how raises were determined. Mr. Aiken explained that each raise is based on the employee’s evaluation as well as the minimum, midpoint, and maximum salary range for each position. The structure is to be used over the five years of the Act 93 agreement. Dr. O’Black explained that the percent increase for the raise is based on the overall evaluation, and the min./mid./max. ranges were developed by averaging the salaries of similar positions in similar sized school districts in Allegheny County. Mr. Romac expressed frustration and argued that there is no basis to the system of awarding raises as long as the employee achieves satisfactory. Mr. Aiken pointed out the employees have the option of working toward bonus pay. Mr. Hoffman explained that the board is bound by the Act 93 agreement to pay the employees based on the formula outlined in the agreement. He said the agenda item is a matter of record. Dr. O’Black said the Act 93 agreement expires in 2023. Mr. Romac further questioned the salaries and evaluations of the administrators. Dr. Kwiatkowski requested that the evaluations be made available to the board members to review. After no further discussion, this item was then approved by a roll call vote.

ACTION:  
Approved  
Item B.8

Motion Carried: 7 aye; 2 nay

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

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

<u>ITEM</u>		<u>SUP</u>	<u>ACTION</u>
<u>#</u>	<u>FINANCE &amp; OPERATION ITEMS RECOMMENDED FOR APPROVAL</u>	<u>#</u>	<u>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 and Addendum	C.1B	
C.	Bond Proceeds – Schedule of Bills	C.1C	
D.	2019 Bond Proceeds – Schedule of Bills	C.1D	
E.	Year-to-Date Financial Reports	C.1E	
F.	Fund Profiles and Investments	C.1F	

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| C.2 Approve a settlement agreement with S&S, Inc and Gito, Inc d/b/a Nello Construction related to Scott Primary School sidewalk damage. | C.2 <u>Settlement Agreement</u>          |
| C.3 Approve the disposal of surplus equipment.   | C.3 <u>Disposal of Surplus Equipment</u> |

- Mr. Romac asked where the playground equipment was advertised. Ms. Ludwig said it was posted on Municibid and the district is selling it. Mr. Romac asked about the sidewalk settlement agreement with Nello. Mr. Hoffman said with the settlement agreement the district will receive a check and can wait to see if there is further deterioration. He made the suggestion that the district can place the money in a CR&R fund.
- Mr. Romac asked when the board usually approves bids for garbage removal. Mr. John Kaib, supervisor of buildings and grounds, said that the bids are put together at the end of calendar year and are usually for a 2-year period. Ms. Ludwig said the bids are approved in March or April. Mr. Kaib said often the contractor is the same as the township because of the savings in fuel costs.

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

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

ACTION:  
Approved  
Items C.1-3

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. Kwiatkowski then announced the following upcoming meetings:
  - Tentative Education Committee meeting on Wednesday, July 29
  - Wednesday, August 12, 2020 – Combined COW/Voting Meeting
    - Executive Session – 6:00 p.m.
    - Public Session – 7:15 p.m.
  - Wednesday, August 19, 2020 – Voting Meeting
    - Executive Session – 6:15 p.m.
    - Public Session – 7:15 p.m.
  - Thursday, August 20, 2020
    - 6:00 p.m. – A. W. Beattie Committee, Babcock Blvd.
  
- 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. Romac said there is a portable toilet at Titan Stadium that needs to be leveled.
  - Dr. Kwiatkowski commented on the district’s partnership between Mr. Haberman and the Holocaust Center of Pittsburgh. Mr. Aiken agreed that Mr. Haberman is an asset to the district, community and region, and he

has greatly helped educate Shaler Area students and staff and others across the region. He added that the district is fully supportive of Mr. Haberman.

After no further items were presented, on a motion by Mrs. Petrovich and second by Mr. Tunstall, the Business Meeting was adjourned at 7:12 p.m.

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

- Dr. Kwiatkowski welcomed a group of alumni who have organized against racism in the district and community and encouraged all in attendance to create a safe and respectful place for the speakers to share.
- Audrey Schreiber, a 2012 graduate who lives and works in Washington, D.C., spoke on behalf of a group of alumni, students and community members who joined together with the goal of expressing their concerns and encouraging the school district to better address and teach about racism. She acknowledged the challenges the district is facing with COVID-19 and the challenges of the upcoming school year, but added that racism is a crisis and asked that the district address it with the same vigor as COVID-19. She helped author an open letter to the school district urging it to do better and itemizing a list of demands to achieve that goal.
- Stephanie McGee, a 2012 graduate who lives in Washington D.C., also helped author the letter. She said that the district is working on creating a Portrait of a Graduate and what resonated with her was the effort that all graduates are equipped to be global citizens. She said she feels there are gaps in the curriculum and staff, and they would like to see diversity training for faculty and staff and an updated curriculum in all subjects K-12. She said they would also like to see improved diversity, equity, and inclusion in staff, including an individual specialized in it. She acknowledged and thanked the school district for navigating COVID-19 and asked that it look at systemic racism with the same intensity.
- Alexandra Sorce, a 2013 graduate, lives on Ridgeview Circle in Shaler Township. She said they believe there needs to be enhanced support for students of color—counseling and mental health services, and connections to current and past students of color for experiences. The Students of Color Union should be better supported, and there needs to be a diversity assessment of the district. This includes an examination of the School Resource Officers and their impact on the students' quality of life. The goal of the assessment is to better understand where the district is at and where it needs to go, and better identify racial bias.
- Roman Benty, a 2012 graduate of Corday Way, Pittsburgh, asked for the district to make an official statement with actionable steps and an accountability model. He said students, especially in Millvale, feel discriminated based on the color of their skin or the amount of money their parents make. He said he would like to see equity for all students in Shaler Area.
- Cornelious Nesbit, the girls' basketball coach, said he was present and speaking to show support of the Black students and community members. He said he sees his position as more than basketball and he supports the movement and cause and efforts to share the actual history of our country.
- Taylor Charity, of Wadsworth Drive, a 2020 graduate, helped create the Students of Color Union. She said she feels the effort is long overdue. She said she feels she has lost friends due to her unwillingness to assimilate and gave examples of racist actions and micro aggressions by students in the district.
- Madison Reed, a 2020 graduate of Ladley Street, is also one of the founding members of the Students of Color Union. She said starting the club was one of her favorite memories of high school and emphasized how important it is to share those stories.
- Zach Reed, a 2018 graduate and now Point Park University student, said going to college made him realize he was lucky to go to Shaler Area. He said the district is not as good at highlighting marginalized groups in school and the reason the district needs to do better is because it can lead to racism. He said as a person of color, it can be hard to imagine your place in the world when it was created by a different race. He encouraged reform K-12.
- Zoe Babbit, a rising senior and board student representative, thanked the board for its willingness to be open to the conversation. She said she has witnessed micro aggressions, racial slurs, and subjects related to African Americans, women, and immigrants pushed to the back of textbooks. She said the district owes it to the students of color to improve.



- Julie Daw, a 2012 graduate of Hastings Street in Pittsburgh, read a statement by Alex Almonte, a 2020 graduate, regarding the different levels of racism that penetrate the entire community.
- Olivia Harris, a 2013 graduate who now resides in Australia, identified herself as culturally ambiguous. She said all of her teachers were nothing but accepting but was part of the open letter to the district as a way to move forward and encouraged Shaler Area to set the example. She said the demands within the letter are not big asks but will have a big impact on students. She suggested breaking down the tasks into incremental steps because they will speak volumes to the students. The changes aren't difficult but they are real and meaningful.
- Sid Reed, of Ladley Street, has been a resident since 1997. He said it is time for the district to move forward and some of the items are very easy. He said there are ways to target diverse candidates and there are ways Shaler Area can grow.
- Kim Reed, of Ladley Street, is also a Shaler Area graduate and feels there is a great opportunity for the school district. She said that everyone wants the best opportunity for their children and what the district needs is someone who can make this work. This is a program not a project, and she acknowledged that it will take support and funding.
- James Harvey, a 1964 graduate of Elm Street, identified four of his beliefs. First, Shaler has been good to him. Second, Black Lives Matter and he acknowledged that he doesn't feel he would have as many opportunities if he were Black, especially 60 years ago. And while things are better, they are still not equal. Third, Blue Lives Matter and police have a difficult job. He added that he doesn't support police violence nor does he support violence or aggression toward police. And lastly, he suggested a required racial awareness course before students graduate because minorities hold all types of positions and people need to be able to work with people who are different.
- Jennifer and Jeffrey Raymond played a video of a Black man addressing the Pittsburgh city council in 1968 and demanding equity for the Black community. Mr. Raymond said he lives in Shaler with three children in the school system. He said they love America too but they don't always feel a part of the community. He said there needs to be a concerted effort to do better. He added that he feels optimistic and that the administration has been very willing to meet with the group. Jennifer, a 2020 graduate, said she had been called racial slurs and when she brought it up with administration, no action was taken. She identified class projects that were not sensitive to the fact that she was a student of color. She said she experienced a denial of ethnicity because she was white passing, but too Black to be white and too white to be Black. Mr. Raymond said you can do a lot of change if you humanize the Black race within history beyond the narrative that Blacks came to the country because of slavery.
- Shirell Brown, a Shaler resident originally from Long Island, said her children's experiences are much better than what she experienced. She stressed that having an understanding of privilege, bias, and systemic racism is key. She said it's important for children to see positive images that look like them. If they see it, they can be it. She said racism is not something a person is born with and is something they are taught. She said most of the time our bias is not intentional.
- Alexandra Sorce shared testimony from an anonymous teacher regarding the curriculum at the middle school level and lack of literature written by BIPOC. It would be good for students to see another perspective and for Black students to see they are heroes too.
- Olivia DiNucci, a 2009 graduate of Scott Avenue, thanked all who spoke. She said she is grateful for an audience who listened and asked that they act on what they heard. She said that while a global pandemic has a vaccine in the future, racism does not. She encouraged everyone to sit in their discomfort and grow in learning to be antiracist. She told the school board and administration that their position comes with a responsibility and encouraged them to hire a person to lead these efforts. She said their vision has breadth and depth and includes calling in colleagues when micro aggressions happen and provides support and learning for staff. She said their position as alumni is to encourage the district to hire a specialist.
- Mr. Aiken thanked the students for the courage to share their experiences. He said the meeting had been disturbing and disheartening and acknowledged that more needs to be done to dismantle racism. He said he was sorry more hadn't been done. He said the district still has a way to go. He thanked the alumni for encouraging the conversation. As a school district, we have a responsibility to teach inclusion, equity, equality and antiracism. He said that right now the best thing to do is listen followed by action. The district will begin to convene an advisory board of professionals to lead the efforts. The district also is considering professional development options and curricular adjustments. We are in the early stages of discussing this, but there is a commitment to it and he thanked the board members for their support.

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- Dr. Kwiatkowski said she has been humbled and privileged to join some of the conversations and stands with the alumni and youth to make an impact in the school district.
- Elyse Eshelman, a 2014 graduate of Washington D.C. thanked all who spoke and asked how the community will be updated as work evolves.
- Mr. Aiken said that one of the things being considered is a charter for the group. The district is still working on how to assemble and move forward with the group, but he envisions a link on the district website with updated information.
- Dr. Kwiatkowski said that also may be a place for information shared in meetings to be shared with everyone.
- Brian Wolovich, of Forest Street, said he was moved by everyone's stories and shared that he has had similar conversations with Mr. Aiken long before he even was employed by Shaler Area. He said that he knows Mr. Aiken is honest and committed to this work. He said the issues are very real, especially in Millvale, and very real in the old mindset in the district. He said if we are not able to equip our students to navigate these issues and different people, we are handicapping their futures.
- Dianne Charity, of Wadsworth Drive, thanked the superintendent for reaching out to her and her family and for helping with the issues her daughter faced. She said she is very grateful for the superintendent and school board for taking the time to listen because the experiences are real. She is very grateful that there are people willing to sit down and talk because Black history is everyone's history.

When no one else approached to speak, the meeting's Final Adjournment occurred at 8:40 p.m.

Respectfully submitted,

Bethany Baker  
Assistant Board Secretary