

*SHALER AREA SCHOOL DISTRICT*  
*Voting Meeting*  
*October 21, 2015 – Administration Building*  
*Minutes*

The Board of School Directors of the Shaler Area School District held a Voting Meeting on Wednesday, October 21, 2015, at the Shaler Area Administration Office, Glenshaw, PA, with Mr. John Fries, School Board President, presiding. This meeting began at 7:30 p.m.

Board Members Present:

Mr. William Coutts  
Mrs. Suzanna Donahue  
Mr. James Fisher  
Mr. John Fries  
Mr. Tim Gapsky  
Mrs. Susan Hunt  
Dr. April Kwiatkowski  
Mrs. Jeanne Petrovich  
Mr. Steve Romac

Others Present:

Dr. Vic Morrone, Acting Superintendent  
Dr. Bryan O'Black, Assistant Superintendent  
Mr. Charles Bennett, Director of Business Affairs  
Mr. Gary Mignogna, Director of Human Resources  
Mr. John Vogel, Solicitor

Notice of this meeting was posted as required.

- Mr. Fries called the meeting to order at 7:30 p.m. and introduced Dr. Vic Morrone and Dr. Bryan O'Black who presented the following students with awards:
  - The 2015 girls lacrosse team won its third consecutive WPIAL Division II championship. Dr. Morrone and Dr. O'Black presented the team members and coach Jen Perestock with plaques to recognize their accomplishment.
- Mr. Fries recognized the Public to Speak on Agenda Items.
  - There were none.
- Linda Neely Yurasits, assistant food service director, and Janet Connors, regional manager for The Nutrition Group, were present. Ms. Yurasits said the food service program has been going well since the start of the school year. The VIP breakfasts have started at the primary schools and the Wellness Wednesdays are popular with the students. The program featured peach salsa today. Ms. Yurasits thanked the district for its support.
- Mr. Fries called the meeting to order at 7:37 p.m. and asked the Board and audience to stand for the Pledge of Allegiance.
- On a motion by Mr. Fisher and a second by Mrs. Donahue, the following Minutes were approved by a unanimous voice vote:
  - COW Meeting – 9/9/15
  - Voting Meeting – 9/16/15
- Mr. Fries then announced items tabled or removed from the agenda:
  - There were none.
- On a motion by Mr. Coutts and a second by Mr. Romac, the agenda was approved by all the Board members in attendance.

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

<u>Item</u> <u>#</u>	<u>EDUCATION ITEMS RECOMMENDED FOR APPROVAL</u>	<u>SUP</u> <u>#</u>	<u>ACTION</u> <u>TAKEN</u>
A.1	Approve the second reading of the following revised policy: a. Policy No. 916.1 – School Volunteers	A.1	<u>Revised</u> <u>policy – 2<sup>nd</sup></u> <u>reading</u>

A motion was made by Mr. Romac with a second by Mrs. Hunt to approve Item A.1.

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

ACTION:

Motion Carried: 9 aye; 0 nay

Approved

Item A. 1

Couts	Donahue	Fisher	Fries	Gapsky	Hunt	Kwiatkowski	Romac	Petrovich
Y	Y	Y	Y	Y	Y	Y	Y	Y

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

<u>ITEM</u> <u>#</u>	<u>PERSONNEL ITEMS RECOMMENDED FOR APPROVAL</u>	<u>SUP</u> <u>#</u>	<u>ACTION</u> <u>TAKEN</u>
B.1	Approve the Collective Bargaining Agreement between the Shaler Area Education Association (SAEA) and Shaler Area School District, effective August 16, 2016 and expiring August 15, 2021.		<u>Collective</u> <u>Bargaining</u> <u>Agreement</u>
B.2	Approve the following <b>Resignation:</b>  a. Nathaniel Niehaus, Computer/Network Technician, effective retroactive to October 3, 2015.		<u>Resignation</u>
B.3	Approve the following <b>Leaves of Absence (LOAs):</b>  a. Jennifer Birch, English teacher, Middle School, for a leave absence, effective February 22, 2016 to May 31, 2016 (non-FMLA portion of leave), and returning to work on or about May 31, 2016.  b. Melissa Lamb, Elementary Ed teacher, Elementary School, for an extension to her unpaid parental leave from January 20, 2016 and returning to work on or about March 1, 2016.		<u>LOA</u>
B.4	Approve the following FT 1.0 <b>Temporary Professional (TPE):</b>  a. Samantha Bates, a graduate of the University of Pittsburgh, as a FT 1.0 TPE Kindergarten teacher, Marzolf Primary, effective retroactive to October 5, 2015, at a Bachelor's+20, Step 2 salary level (prorated).	<b>B.4a.</b>	<u>FT – TPE</u>
B.5	Approve the employment contract extension of Bethany Baker, as a FT 1.0 Communications Specialist, Central Office, effective January 1, 2016 to June 30, 2017, including all salary and benefits entitled to an Act 93 employee.	<b>B.5</b>	<u>Contract</u> <u>Extension</u>

- B.6 Approve the following **FT 1.0 Clerical Employees**: FT – Clerical Employees
- a. Laura Kazimir, as a FT 1.0 Class II Paraprofessional (2) at the Middle School, 189 days per year, 7 hours per day, effective October 26, 2015. **B.6a.**
  - b. Sara Melocchi, as a FT 1.0 Class II Paraprofessional (2) at the High School, 189 days per year, 7 hours per day, effective October 26, 2015. **B.6b.**
  - c. Vicki Conti, as a FT 1.0 Class II Paraprofessional (2) at the Middle School, 189 days per year, 7 hours per day, effective October 26, 2015. **B.6c.**
- B.7 Approve the following **Long-Term Substitute Teacher (LTS)**: LTS
- a. Danielle Semler, a graduate of Clarion University of Pennsylvania, for an extension to her LTS contract for Melissa Lamb, Elementary Education, Elementary School, effective January 20, 2016 to on or about March 1, 2016 at a Bachelor's+20, Step 1 salary level (prorated).
- B.8 Approve the following **Changes in Status** from Temporary Professional Employee (**TPE**) to Professional Employee (**PE**) for the following teachers: Change in Status
- | Name                 | Start Date |
|----------------------|------------|
| a. Stephen Seidelson | 10/1/2012  |
- B.9 Approve the following **Mentors** for the 2015-16 school year: Mentors
- | Inductee       | Mentor        | Building | Grade/Subject                |
|----------------|---------------|----------|------------------------------|
| Samantha Bates | Rebecca Hanes | Marzolf  | Elem Ed (10/5/15 to 1/14/16) |
- B.10 Approve the following supplemental contracts for **Coaches** for the 2015-16 and 2016-17 school years: Coaches
- | Winter/Spring Head Coaches<br>(2-year contracts)<br><b>Baseball (Spring)</b> | 2015-16 yr. & 2016-17 yr. |               |
|--|---------------------------|---------------|
| a. Head Varsity  | Brian Junker              |               |
| <b>Bowling (Winter)</b>  |                           |               |
| b. Boys Head Varsity (formerly Boys/Girls Head Varsity)                      | Shawn Pilyih              | <b>B.10b.</b> |
| c. Girls Head Varsity (new position)   | Dennis Reagle             |               |
| <b>Lacrosse (Spring)</b>   |                           |               |
| d. Boys Head Varsity   | Edward Klein              |               |
| <b>Softball (Spring)</b>   |                           |               |
| e. Head Varsity  | Andy (Skip) Palmer        |               |

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- f. **Track (Spring)**  
Boys Head Varsity James Ryan
- Assistant Coaches – 2015-16 year (One-Year Contracts)**  
**Basketball (Winter)**
- g. Boys Assistant Varsity Keith Wander **B.10g.**  
h. Boys JV Michael Mancuso **B.10h.**  
i. Boys Volunteer Assistant Matthew Bruno **B.10i.**  
j. Girls Assistant Varsity Dana Stewart **B.10j.**  
k. Girls Volunteer Assistant Paige Kraft **B.10k.**  
l. Girls Volunteer Assistant Paul Jenkner **B.10l.**
- Wrestling (Winter)**
- m. Assistant Varsity Michael Yuiska  
n. Head 7<sup>th</sup> – 8<sup>th</sup> – 9<sup>th</sup> Brian Cook  
o. Assistant 7<sup>th</sup> – 8<sup>th</sup> – 9<sup>th</sup> Paul Barkley
- Football (Fall)**
- p. Volunteer Assistant Louis Iezzi **B.10p.**
- B.11 Rescind the following Supplemental Contracts for **Sponsors** for the 2015-16 school year: Rescind Supplemental Contract – Sponsors
- High School**
- a. National Art Honor Society David Boyles (100%)
- B.12 Approve the following Supplemental Contracts for **Sponsors** for the 2015-16 school year: Supplemental Contract – Sponsors
- High School**
- a. National Art Honor Society David Boyles (50%)  
b. Jeffrey Frank (50%)
- B.13 Approve the following day-to-day **Substitute Teachers** for the 2015-16 school year: Day-to-Day Substitute – Teachers
- a. Roger DePew, Math 7-12 (retiree)  
b. Michael Gliozzi, Social Studies 7-12  
c. Jennifer Hall, Elementary K-6  
d. Melanie Zdobinski, Grades PK-4
- B.14 Approve the following in the **Shaler Community Recreation Swim Program** effective October 22, 2015: Community Rec Swim Program
- a. John Baldauff, Instructor Aide

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A motion was made by Mr. Coutts with a second by Mr. Romac to approve Items B.1.

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

Motion Carried: 9 aye; 0 nay

ACTION:  
Approved  
Items B.1

Coutts	Donahue	Fisher	Fries	Gapsky	Hunt	Kwiatkowski	Romac	Petrovich
Y	Y	Y	Y	Y	Y	Y	Y	Y

- Mr. Fries said the district is excited to enter the new era of bargaining with the teachers union. Ms. Melissa Ravas, the Shaler Area Education Association president, spoke on behalf of teachers to say they are thrilled with the contract agreement and are looking forward to moving forward. Mr. Fries said he looks forward to the next five years.

A motion was made by Mr. Romac with a second by Mrs. Hunt to approve Items B.2-9; B.11-13.

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

Motion Carried: 9 aye; 0 nay

ACTION:  
Approved  
Items B.2-9;  
B.11-13

Coutts	Donahue	Fisher	Fries	Gapsky	Hunt	Kwiatkowski	Romac	Petrovich
Y	Y	Y	Y	Y	Y	Y	Y	Y

A motion was made by Mr. Romac with a second by Dr. Kwiatkowski to approve Items B.10a-d; B.10f-p.

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

Motion Carried: 8 aye; 0 nay; 1 abstain

ACTION:  
Approved  
Items  
B.10a-d;  
B.10f-p

Coutts	Donahue	Fisher	Fries	Gapsky	Hunt	Kwiatkowski	Romac	Petrovich
A	Y	Y	Y	Y	Y	Y	Y	Y

Mr. Coutts abstained due to his working relationship with coaches.

A motion was made by Mr. Fisher with a second by Mr. Coutts to approve Item B.10e.

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

Motion Carried: 7 aye; 1 nay; 1 abstain

ACTION:  
Approved  
Item B.10e

Coutts	Donahue	Fisher	Fries	Gapsky	Hunt	Kwiatkowski	Romac	Petrovich
A	Y	Y	Y	N	Y	Y	Y	Y

Mr. Coutts abstained due to his working relationship with coaches.

A motion was made by Mr. Coutts with a second by Mr. Romac to approve Item B.14.

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

ACTION:  
Approved  
Item B.14

Motion Carried: 8 aye; 0 nay; 1 abstain

Coutts	Donahue	Fisher	Fries	Gapsky	Hunt	Kwiatkowski	Romac	Petrovich
Y	Y	Y	A	Y	Y	Y	Y	Y

Mr. Fries abstained due to his sister's involvement with the program.

Mr. Bennett 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 Profile</u>
	B. Cafeteria Fund – Schedule of Bills	C.1B	
	C. CR&R Fund – Schedule of Bills	C.1C	
	D. Year-to-Date Financial Reports	C.1D	
	E. Fund Profiles and Investments	C.1E	
C.2	Approval to re-appoint Debra Kriete as its agent for purposes of providing E-rate services to the District.	C.2	<u>E-rate services agent reappointment</u>
C.3	Approval of a proposal from CEOT (Center for Environmental and Occupational Training) to provide Professional Asbestos Consulting Services for the asbestos abatement project at the existing Rogers Primary School building in the amount of \$8,100 as recommended by district architect's HHSDR, subject to a contract acceptable in from by the Solicitor.	C.3	<u>Asbestos Consulting Services</u>
C.4	Approval of a proposal from Geo Mechanics, Inc. to provide Geotechnical Engineering Services for the new Rogers Primary School in the amount of \$42,920.00 as recommended by district's architect's HHSDR, subject to a contract acceptable in from by the Solicitor.	C.4	<u>Geotechnical Engineering Services</u>

- Mr. Bennett said under Item C.2, the district stands to gain more in e-rates than it has before. Dr. O'Black added that it was because the funding mechanisms have changed.

Mr. Bennett then presented the following Information item:

1. November 4<sup>th</sup> meeting to discuss the replacement of the running track surface and to install artificial turf on the playing field at the Mt. Royal Stadium complex. Funding to come from a bond issue in the spring of 2016, which will also finish the funding for the Rogers Primary School Project.
- Mr. Bennett said the meeting will discuss the scope of work and a panel of experts will review options and costs. Mr. Coutts asked if at the Nov. 4 meeting the locker facility at Biles Field could be added to the list of projects discussed.

A motion was made by Mr. Romac with a second by Mr. Coutts to approve Items C.1-4.

Mrs. Petrovich asked what CEOT would be doing. Mr. Bennett said it is a certified company that can identify asbestos and oversee the work. Mr. Bennett said he does not know yet who will be doing the work because the job has to be bid out as required by law; CEOT will develop the specs for the bid. Mr. Fries said he was concerned by the \$450 per day for one technician and the likelihood the district will incur overages. Mr. Bennett said the \$8,100 should cover it with the exception of minor items. The district has worked with CEOT before, and Mr. Bennett said they have done a good job. Mr. Fisher said the GeoMechanics proposal is one of the most critical issues in the building project. The company will find any ground issues during boring. Mr. Bennett said if they need to bore additional holes, they would come back with a change order. After no further discussion, these items were then approved by a roll call vote.

ACTION:  
Approved  
Items C.1-4

Motion Carried: 9 aye; 0 nay

Coutts	Donahue	Fisher	Fries	Gapsky	Hunt	Kwiatkowski	Romac	Petrovich
Y	Y	Y	Y	Y	Y	Y	Y	Y

Dr. Kwiatkowski asked for clarification as to how much the secretary is paid and what the secretary does because the way she reads the contract it looks like an unusually high amount. Mr. Bennett said he would follow up with the company.

Mr. Fries then announced the following upcoming meetings:

- Wednesday, October 28, 2015
  - 7:00 p.m. – Buildings & Grounds Committee (Town Hall Meeting)
- Wednesday, November 4, 2015
  - 7:00 p.m. – Buildings & Grounds Committee
- Wednesday, November 11, 2015 – Combined COW/Voting Meeting
  - 6:00 p.m. – Executive Session
  - 7:30 p.m. – Public Session

Mr. Fries then acknowledged the following Committee Reports:

- Communications Committee – 9/23/15

The announcement of past executive sessions was made by Mr. Fries:

- October 14, 2015
- October 20, 2015
- October 21, 2015

On a motion by Mr. Coutts and second by Mr. Romac, the Business Meeting was adjourned at 8:06 p.m. The motion was changed to a motion to recess the business meeting by Mr. Fries and second by Mr. Coutts. A motion to come out of recess was made by Mr. Fries and second by Mr. Gapsky. These motions were made to rectify an inadvertent omission to bring other business before the board.

Mr. Fries then asked if there was any other business to come before the board.

- Dr. Kwiatkowski said she had concerns about the Vape Shop that opened in the shopping center next to the middle school especially considering the board policies now classify vape pens as paraphernalia. She wanted to know if legally the district could do anything even if it is just sending a letter making the company aware of the policy and the district's property lines. Mr. Vogel said the board could discuss this in executive session.

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After no further items were presented, on a motion by Mr. Gapaky and second by Mr. Coutts, the Business Meeting was adjourned at 8:08 p.m.

Mr. Fries then recognized the public to speak on any non-agenda item:

- Dorothy Petrancosta, of Skylark Drive, apologized for not bringing it up at the beginning of the meeting then asked if items C.3 and C.4 were included as part of the building cost presented by HHSDR. Mr. Bennett said they were. Mr. Bennett said he was pleased to announce the district would be closing on the bond issue tomorrow. The fund will be available in the bank account by tomorrow afternoon. Mr. Bennett said the district would start withdrawing from that account. The board members will start to see bond construction bills.
- Ms. Petrancosta expressed concern about the Vape Shop and how the illicit parts get into the hands of people with vape pens and how the public knows for certain what happens inside the stores. Dr. Morrone said the district also could talk to the School Resource Officer Frank Spiker regarding the legal aspect of it. Ms. Petrancosta said she is not foolish enough to think anyone can stop the Vape Shop but she has concerns about 7<sup>th</sup> and 8<sup>th</sup> graders being so close to it. Ms. Petrancosta also asked if the CBA was a matter of public record. Mr. Bennett said it was and will be posted online after all parties have signed it.
- Dr. Morrone said he would be remiss if he didn't acknowledge what the district and the teachers union accomplished collectively. The new contract was reached through a cooperative effort between the two parties. Dr. Morrone said the contract agreement is the start of many good things to come and he is pleased for the community because this is where the district wants to be.
- Ms. Ravas said despite all of the obstacles the district was up against, the negotiation teams only brought solutions to the table and not problems. Dr. Morrone said the two parties really thought outside the box on a lot of items.

When no one else approached the podium, the meeting's Final Adjournment occurred at 8:18 p.m.

Respectfully submitted,

Bethany Baker  
Assistant Board Secretary