

*SHALER AREA SCHOOL DISTRICT
Voting Meeting
November 18, 2020 – Hybrid
Minutes*

The Board of School Directors of the Shaler Area School District held a Voting Meeting on Wednesday, November 18, 2020, in a hybrid format, in person at the Shaler Area Middle School library, 1810 Mt. Royal Blvd, and on Zoom, a virtual meeting platform, with Mr. Jim Tunstall, School Board President, presiding. This meeting began at 7:15 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
- Mr. Matt Hoffman, Solicitor

Notice of this meeting was posted as required.

- Mr. Tunstall opened the meeting at 7:15 p.m.
- Mr. Tunstall recognized the Public to Speak on Agenda Items.
 - There was none.
- Mr. Tunstall then called the meeting to order at 7:15 p.m. and invited all in attendance 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:
 - Committee of the Whole Meeting – October 14, 2020
 - Voting Meeting – October 21, 2020
- On a motion by Mr. Gapsky and a second by Mrs. Petrovich, 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.
- Mr. Tunstall then announced items tabled or removed from the agenda:
 - There were none.
- On a motion by Mr. Fisher and a second by Mr. Romac, the agenda was approved by all Board members in attendance.

November 18, 2020 – Voting Meeting

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 a Settlement Agreement with Student #2 for the 2020-21 school year.	<i>Board Only</i>	<u>Settlement Agreement</u>
A.2	Approve the first reading of the following new policies: a. Policy No. 332 – Working Periods b. Policy No. 340 – Responsibility for Student Welfare	A.2	<u>New Policies – 1st Reading</u>
A.3	Approve the first reading of the following revised policies: a. Policy No. 111 – Lesson Plans b. Policy No. 334 – Sick Leave c. Policy No. 705 – Facilities & Workplace Safety	A.3	<u>Revised Policies – 1st Reading</u>
A.4	Approve the second reading of the following new policies: a. Policy No. 309.1 – Telework b. Policy No. 318 – Attendance & Tardiness	A.4	<u>New Policies – 2nd Reading</u>
A.5	Approve the second reading of the following revised policies: a. Policy No. 209 – Health Examinations/Screenings (Pupils) b. Policy No. 314 – Physical Examination (Employees) c. Policy No. 907 – School Visitors	A.5	<u>Revised Policies – 2nd Reading</u>

A motion was made by Mr. Romac with a second by Mr. Gapsky, 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 TAKEN</u>
B.1	Approve the following Leave of Absence:		<u>LOA</u>
a.	Georjette McDonnell, English teacher, High School, for an unpaid Parental Leave of Absence, effective January 1, 2021 through June 14, 2021 (the end of the 2020-21 school year).		

November 18, 2020 – Voting Meeting

- b. Kristen Aluise, English teacher, High School, for an extension to her Parental leave of absence, effective December 1, 2020 through June 14, 2021 (the end of the 2020-21 school year).

- B.2 Approve the following **Long-Term Substitute teacher (LTS)** for the 2020-21 school year: LTS
 - a. Meagan White, a graduate of Duquesne University, as an English teacher, for Kristen Aluise, High School, effective from September 28, 2020 to on or about June 14, 2021, at 85% of a Bachelor’s +20, Step 3 salary level (prorated). **B.2a.**

- B.3 Approve the following **FT 1.0 Clerical**: FT 1.0 Clerical
 - a. Approve Nicole Monahan, as FT 1.0 Class IA RN/LPN Nurse’s Aide, effective on or about November 19, 2020. **B.3a.**

- B.4 Rescind the following Supplemental Contracts for **Coaches** for the 2020-21 school year: Rescind Supplemental Contracts – Coaches
 - Golf (Fall)**
 - a. Girls Assistant Mike Frisina (50%)

- B.5 Approve the following Supplemental Contracts for **Coaches** for the 2020-21 school year: Supplemental Contracts – Coaches
 - Basketball**
 - a. Girls 7th – 8th Assistant Justice Cuthbertson **B.5a.**
 - Swimming (Winter)**
 - b. Boys Assistant Stephen Seidelson
 - c. Girls Assistant Kia Wirth **B.5c.**
 - Wrestling (Winter)**
 - d. Volunteer Varsity Assistant Garrett Reinsfelder **B.5d.**
 - Lacrosse (Spring)**
 - e. Boys Head Varsity Coach Jonathan Monahan **B.5e.**
(2-Year Contract -2020-2022)

A motion was made by Mr. Romac with a second by Mrs. Petrovich, to approve Items B.1-8.

Mr. Gapsky asked if Nicole Monahan and Jonathan Monahan were related. After no further discussion, these items were then approved by a roll call vote.

ACTION:
Approved
Items B.1-8

Motion Carried: 9 aye; 0 nay

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

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

<u>ITEM</u> #	<u>FINANCE & OPERATION ITEMS RECOMMENDED FOR APPROVAL</u>	<u>SUP</u> #	<u>ACTION</u> <u>TAKEN</u>
C.1	APPROVE FUND PROFILES:		
	A. General Fund – Schedule of Bills	C.1A	<u>Fund Profiles</u>
	B. Cafeteria Fund – Schedule of Bills	C.1B	
	C. 2019 Bond Proceeds – Schedule of Bills	C.1C	
	D. Year-to-Date Financial Reports	C.1D	
	E. Fund Profiles and Investments	C.1E	
C.2	Cafeteria Operating Statements (September & October)	C.2	<u>Cafeteria Operating Statement</u>
C.3	Approval of additional ABC Transit personnel	C.3	<u>ABC Transit Personnel</u>

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

Mr. Romac asked when the disposal contract is up. Ms. Ludwig said it is a two-year contract that was just approved. Dr. Kwiatkowski asked about the year-to-date aggregate revenues and expenditures with everything going on. Ms. Ludwig presented a brief evaluation of the revenues which have had some increases and some decreases. She said that some of the decreases were accounted for when the budget was created. She said the district will receive some funding for COVID-related expenses. She said she should know better how the district stands in the coming months. Dr. Kwiatkowski asked if the district will have to adjust EIT. Ms. Ludwig said that’s what she thought but that might not be the case. 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

- Mr. Tunstall then announced the following upcoming meetings:
 - Thursday, November 19, 2020
 - 6:00 p.m. – A. W. Beattie Committee, Babcock Blvd.
 - Wednesday, December 2, 2020
 - 6:00 p.m. – Executive Session
 - 7:00 p.m. – Board Reorganization Meeting
 - 7:30 p.m. – Combined Committee of the Whole/Voting Meeting

- Announcement of Past Executive Sessions was made by Mr. Tunstall.

- Mr. Tunstall then asked if there was any other business to come before the board.
 - Mr. Fisher said the Land Bank recently purchased four properties: two in Etna and two in Millvale. There was one empty lot in Millvale on which the purchaser plans to build a home. The two in Etna go to the community land trust. He shared that his term was up, but the Land Bank changed the bylaws to allow him to stay on until they can find someone to fill his position. School board members thanked him for his work. Mr. Aiken suggested Mr. Romac as a possible replacement due to his real estate background.
 - Mr. Aiken shared that he participated in a meeting on Monday with the Department of Education and all superintendents in Allegheny and Beaver County to discuss the recent positive case counts of COVID-19 in the area. He said with a moderate transmission rate, the district could choose to be in virtual or hybrid, which is what the district did by starting the school year in virtual and then transitioning to hybrid when the numbers remained stable. However, recently, there has been a steady rise in case counts in the county and in the district's municipalities. He said the district has done well in its mitigation strategies in school, but if the county remains in a substantial transmission rate for a second week, it was recommended that the district transition to virtual. He said with the daily case count reports, it seems very likely that the county will be in substantial again on Friday, therefore the administration recommends transitioning to virtual instruction starting on November 23. Mr. Aiken said this information has been shared with staff and will be communicated to families that evening. He said the district decided the right decision, the safe decision, was to move to virtual. He said that it's possible the district could be in virtual instruction until January. The recommendation is that the county be in a moderate transmission rate for two weeks before transitioning back to hybrid. He added that there are many discussions happening about how best to transition to virtual and the academic success and mental health of students. Dr. Kwiatkowski thanked everyone for all of their in-house efforts to mitigate. Ms. Ludwig added that students in outside placements will continue to be transported as long as those schools are open.
 - Mr. Aiken added that food service will serve out of three locations when the district transitions to virtual instruction on Monday. He said that the information will be communicated with families. He noted that the district facilities will remain open to principals, custodians, some teachers, and administrative assistants during the transition to virtual instruction. Therefore, if a student forgets an item, there will be opportunities for the students to pick up something.
 - Mr. Tunstall said that the positive cases in the district have been very low and he said that is a direct result of the work the staff has done. He said it is hard to take students out of the buildings. Mr. Aiken agreed that it has been a complete team effort and that having to transition to virtual is frustrating and disappointing. He reiterated that the safety of students and staff remains the most important.
 - Dr. Kwiatkowski asked about winter sports. Mr. Aiken said there is an athletic parent/coach meeting the next evening. He also has a meeting with the Athletics Director to identify what the district needs to do to move forward. He said the district's desire is to move forward and finish all activities and athletics scheduled, including the fall play which will be that Friday and Saturday. There will be about 100 parents in the auditorium that seats about 800 and the custodial staff is prepared to clean between shows. Dr. Kwiatkowski thanked the administration for making the difficult decision to maintain safety.
 - Dr. Kwiatkowski said with the students who signed National Letters of Intent last week, she wanted to bring up the request that all athletes are Titans and the female athletes not be referred to as Lady Titans. She said she feels it's divisive. Mrs. Petrovich said she'd like to ask the student athletes what they want. Dr. Kwiatkowski said she doesn't see the need because they may not understand, but they, as adults, should make those decisions for them. Dr. Kwiatkowski said the board makes decisions based on the community, and it is progressive and forward-thinking, and appropriate for 2020. Mr. Gapsky said as a lifelong Titan, he always saw the Lady Titans label as a sign of respect. He said he never saw it as divisive, but he acknowledged the point Dr. Kwiatkowski was making. Mrs. Donahue said she feels it is a glass ceiling that was put there for females and agrees with Dr. Kwiatkowski. Mr. Tunstall said he'd like to talk about the issue more and include the Athletics Director and some students in the conversation. He said it is worth talking about and coming up with a solution. Mr. Tunstall suggested the discussion happen in an Athletic Committee meeting. He also said

November 18, 2020 – Voting Meeting

that there are two meetings in January and it would give the district time to collect additional information and input. Mr. Romac also suggested bringing the student representatives in on the conversation. Dr. Kwiatkowski said the district needs to be proactive.

- Mr. Aiken said last week, Mr. Gapsky asked about a memorial tribute to Mrs. Kim Young. He said he and Reserve Primary School Principal Mr. Martin Martynuska are reaching out to people and identifying dates for an upcoming meeting. Mr. Gapsky asked to serve on the committee and said the proposed December 3 or December 8 meeting dates would work with his schedule.
- Mr. Aiken also said that the district would deliver \$25 grocery store gift cards to 20 to 25 of the district's families in need. He shared that board members interested in participating should contact Mrs. Jeanne Hohlweg, administrative assistant.

After no further items were presented, on a motion by Mr. Fisher and second by Mr. Romac, the Business Meeting was adjourned at 8:10 p.m.

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

- There was none.

When no one else approached to speak, the meeting's Final Adjournment occurred at 8:11 p.m.

Respectfully submitted,

Bethany Baker
Assistant Board Secretary