

BETHEL PARK SCHOOL DISTRICT
Bethel Park, Pennsylvania

**MISSION: TO LEAD AN EDUCATIONAL PARTNERSHIP WITH THE COMMUNITY,
MAINTAINING AN ENVIRONMENT THAT CHALLENGES ALL STUDENTS TO REACH
THEIR POTENTIAL AS LIFELONG LEARNERS AND RESPONSIBLE MEMBERS OF
SOCIETY**

AGENDA FOR COMBINED COMMITTEE AND REGULAR MEETING

February 26, 2019 at 8:00 PM
(This meeting is being audiotape
and videotape recorded.)

- A. Call to Order
- B. Pledge of Allegiance
- C. Roll Call
- D. Presentation BPHS Competitive Cheerleaders
- E. Intent to Adopt Agenda for Business Items
- F. Approval of Minutes Regular Meeting Minutes of January 22, 2019
- G. Announcement of Executive Session February 26, 2019 - For Personnel, Other Legal Matters
and to Receive Information
- H. Staff, Student Government, PTA/PTO and Solicitor Report
- I. Committee Reports
- J. Public Comments on Agenda Items
- K. Business Items

CURRICULUM COMMITTEE

Cynthia Buckley, Chairperson

1. 2018-2019 Change in School Calendar

The Board of School Directors approves the Administration's recommendation to approve the change to the 2018-2019 school calendar.

2. Professional Development

The Board of School Directors approves the Administration's recommendation to permit the following individuals to participate in the listed professional development activities:

- A. Elizabeth Wells, to attend the 2019 Pennsylvania Federal Program Coordinator's Annual Conference in Seven Springs Resort from May 5-8, 2019 at an estimated cost of \$1,060.
- B. Eileen Wallace to attend the annual Pennsylvania Association of School Nurses and Practitioners (PASNAP) Conference - *Elevating the Standard* at the Penn Stater Conference Center in State College, PA from March 29-31, 2019 at a cost of \$599.
- C. Dan Sloan to attend the Pennsylvania State Athletic Directors Association Conference in the Hershey Lodge, Hershey, PA from March 20-22, 2019 at a cost of \$1,040.
- D. Kenneth Patterson to attend the Evaluation Leadership Academy at the Allegheny Intermediate Unit #3 on June 16, July 1, and August 5, 2019 at a cost of \$511.

3. **School Sponsored Overnight Educational Activities**

The Board of School Directors approves the Administration's recommendation to permit qualifying High School Students and their chaperones to participate in the following competitions:

A. **Distributive Education Clubs of America (DECA) Changes**

Retroactively approve changes in the Distributive Education Clubs of America (DECA) State Career/Leadership Development Conference, Hershey, PA, February 20-22, 2019. Barry Christenson, a parent volunteer, will now be attending instead of Leigh Ann Totty who was previously approved on October 23, 2018.

B. **PA Family, Career and Community Leaders of America (FCCLA) State Leadership Conference and Competition Change.**

Jill Simpson, Heather Fontana and qualifying high school and Independence Middle School students were Board Approved on November 13, 2018 to participate in the FCCLA State Leadership Conference and Competition in Seven Springs from March 20-22, 2019. Due to an increase from the anticipated number of qualifying students, Annette Lorenzi, a parent volunteer, has agreed to attend as chaperone in order to meet the PAFCCCLA one chaperone for every eight student ratio requirements.

C. **Forensics**

Christine Robb and Heather Gold as chaperones / coaches / judges along with qualifying members of the High School Forensics Team to attend the Pennsylvania State High School Speech and Debate League Tournament, Bloomsburg University - March 14-16, 2019.

The Board of School Directors hereby authorizes approval of Resolutions 1 - 3 under the Curriculum Committee.

ROLL CALL
MOVED _____ SECONDED _____ VOTE _____

PERSONNEL COMMITTEE

Connie Ruhl, Chairperson

1. **Changes to the Extra-Curricular Pay Schedule - Current Position**

The Board of School Directors approves the Administration's recommendation to make the changes to the Extra-Curricular Pay Schedule - Current Position listed effective with the 2018-2019 school year as outlined below.

<u>2019/2020 EXTRA DUTY</u>	<u>CONTRACT</u>	<u>EMPLOYEE</u>	<u>STIPEND</u>	<u>DELETE/ADD</u>
NOT IN CONTRACT				
HIGH SCHOOL				
SPONSORS				
Best Buddies	0.00	New	1,500.00	ADD

2. **Approval of Extra Duty Responsibility Program**

The Board of School Directors approves the Administration's recommendation to appoint the individuals listed to the extra duty positions noted, with the rates and conditions as agreed upon in the Teachers Collective Bargaining Agreement. (All applicants hired are contingent upon certification of

proper clearances and documentation, pre-employment testing and adherence to all of the hiring policies of the Bethel Park School District.)

<u>2018/2019 EXTRA DUTY</u>	<u>CONTRACT</u>	<u>EMPLOYEE</u>	<u>STIPEND</u>	<u>DELETE ADD</u>
HIGH SCHOOL				
ATHLETICS				
Volleyball (Boys)	3,364	Zachary Smith	3,364.00	
Lacrosse - Girls	3,364	Rebecca Luzier	3,364.00	
Track - Girls	5,608	Mark Jacobs	5,608.00	
VARSITY ASSISTANT				
Baseball - Assistant 2	3,364	Christopher Tekulve	3,364.00	
Softball - Assistant 2	3,364	Donna DeCarlo	3,364.00	
Tennis - Assistant (Boys)	2,020	Carla Rose	2,020.00	
Track (Girls) - Assistant 2	3,364	Shannon Marsteller	0.00	DELETE
Track (Girls) - Assistant 2	3,364	John Allemang	3,364.00	ADD
Track (Girls) - Assistant 3	3,364	James Stevenson	3,364.00	
Track (Boys) - Assistant 1	3,364	Jeffrey Metheny	3,364.00	
Track (Boys) - Assistant 3	3,364	Jack Hartnell	3,346.00	
Lacrosse - Girls - Assistant 2	2,020	Taylor Connors	2,020.00	
9TH GRADE ATHLETICS				
Baseball - 9th Grade	2,525	James Hoffman	2,525.00	
Volleyball (Boys) - 9th Grade	1,512	TBD	1,512.00	
9TH GRADE ASSISTANTS				
Baseball - 9th Grade - Assistant	1,963	David Lemley	1,963.00	
MIDDLE SCHOOL				
NEIL ARMSTRONG				
Bus Proctor 4	1,176	Susan Gorges	286.00	DELETE
Bus Proctor 4		Steven Ericson	302.00	ADD
Bus Proctor 4		Jennifer Ketner	588.00	
NOT IN CONTRACT				
HIGH SCHOOL				
Lacrosse (Boys) Assistant 1	0.00	Christopher Groesch	2,020.00	
Lacrosse (Boys) Assistant 2	0.00	Andrew Bossert	2,020.00	
Baseball - Assistant	Volunteer	TBD	0.00	
Baseball - Assistant	Volunteer	Scot Fischer	0.00	
Volleyball - Assistant (Boys)	Volunteer	TBD	0.00	
Volleyball - Assistant (Boys)	Volunteer	Steven Eiben	0.00	
Volleyball - Assistant (Boys)	Volunteer	Jason Banes	0.00	
Volleyball - Assistant (Boys)	Volunteer	TBD	0.00	
Softball - Assistant	Volunteer	Geana Scott	0.00	
Lacrosse - Assistant (Boys)	Volunteer	TBD	0.00	
Lacrosse - Assistant (Boys)	Volunteer	Luke Lewis	0.00	

Lacrosse - Assistant (Boys)	Volunteer	Timothy McClelland	0.00	
Lacrosse - Assistant (Girls)	Volunteer	Mary Beth Ryfun	0.00	
Swimming - Assistant (Girls)	Volunteer	Anne Lawrence	0.00	
Track - Assistant (Girls)	Volunteer	Shannon Marsteller	0.00	
IMS				
Softball - IMS	Volunteer	Joshua Knauff	0.00	

3. **Acceptance of Resignation(s)**

The Board of School Directors approves the Administration's recommendation to accept the resignation of the following individuals to be effective as indicated:

A. PROFESSIONAL

1. Barbara Eisel, Biology Teacher at the High School to be effective as of the end of the 2018-2019 school year for the purpose of retirement under Article 57 of the Collective Bargaining Agreement.
2. Richard Bergman, Foreign Language Teacher at Neil Armstrong Middle School to be effective as of the end of the 2018-2019 school year for the purpose of retirement under Article 57 of the Collective Bargaining Agreement.

B. CLASSIFIED

1. Nita Wright, Full-Time Building Secretary at Neil Armstrong Middle School, to be effective June 30, 2019 for the purpose of retirement.
2. Nicole Rauch, Part-Time Special Education Paraprofessional, to be retroactively effective February 22, 2019.
3. Louis Dominick, Full-Time Custodian at Neil Armstrong Middle School, to be retroactively effective February 21, 2019.
4. Lyn Maenz, Full-Time Bus Driver, to be retroactively effective February 19, 2019.

4. **Approval of Staffing Change(s)**

The Board of School Directors approves the Administration's recommendation to approve the following staffing change(s) effective immediately:

A. Close the following positions:

1. Part-Time Special Education Paraprofessional

5. **Approval of Unpaid Leave of Absence**

The Board of School Directors approves the Administration's recommendation to approve an unpaid leave of absence for the following individual:

A. CLASSIFIED

1. Karl Frankenstein, Bus Driver, retroactively effective December 5, 2018. His date of return is to be June 30, 2019.

6. **Memorandum of Understanding with the Bethel Park School District Transportation Department**

The Board of School Directors approves the Administration's recommendation to approve a Memorandum of Understanding with the Bethel Park School District Transportation, District Council 84, A.F.S.C.M.E.

7. **Individual Memorandum of Agreement with the Bethel Park Federation of Teachers**

The Board of School Directors approves the Administration's recommendation to approve an individual Memorandum of Agreement with the Bethel Park Federation of Teachers.

8. **Memorandum of Agreement with the Bethel Park Federation of Teachers**

The Board of School Directors approves the Administration's recommendation to approve a Memorandum of Agreement with the Bethel Park Federation of Teachers.

9. **Change of Assignment**

The Board of School Directors approves the Administration's recommendation to change the assignment of the following individual(s):

A. ADMINISTRATION

1. Mary Ann Popp, from Full-Time Security Guard to Full-Time Head Security Guard, effective February 27, 2019 at a rate of \$17.58.

10. **Appointment of Personnel**

The Board of School Directors approves the Administration's recommendation to appoint the following individuals for the position indicated at the salaries and effective dates specified: (All applicants are hired contingent upon certification of proper clearances and documentation, pre-employment testing and adherence to all of the hiring policies of the Bethel Park School District. The rates of pay for new hires and extra duty assignments for those covered by a Collective Bargaining Agreement are subject to any revisions that occur in that Collective Bargaining Agreement if those changes go into effect during the school year.)

A. PROFESSIONAL - (LONG-TERM SUBSTITUTES)

1. Tyler Schnupp, Special Education Teacher at Lincoln Elementary School, at an annual salary of \$50,075 (Step BA-1) (Pro Rata) for the duration of the leave (retroactively on or about February 21, 2019 through May 30, 2019 of the 2018-2019 school year), whichever is less, of Brittany Abbey, pending proper clearances and pre-employment documentation.
2. Shannon Marsteller, Special Education Teacher at Washington Elementary School, at an annual salary of \$51,075 (Step MA-1) (Pro Rata) for the duration of the leave (retroactively effective January 25, 2019 through on or about April 26, 2019), whichever is less, of Jill Ackermann, pending proper clearances and pre-employment documentation.

B. CLASSIFIED

1. Debra Hakeem, Noontime Aide at Washington Elementary School, retroactively effective February 15, 2019 at a rate of \$8.00 per hour, pending proper clearances and pre-employment documentation.
2. Tracy Freyvogel, Part-Time Special Education Paraprofessional at 29.50 hours a week, retroactively effective February 7, 2019, at a rate of \$11.69 per hour and all other provisions per the Paraprofessionals and Aides Bargaining Agreement for part-time employees, pending proper clearances and pre-employment documentation.
3. Cheryl Bele, Part-Time Special Education Paraprofessional at 29.50 hours a week, retroactively effective February 26, 2019, at a rate of \$11.69 per hour and all other provisions per the Paraprofessionals and Aides Bargaining Agreement for part-time employees, pending proper clearances and pre-employment documentation.
4. Sophia Antonucci, Part-Time Secretary at Independence Middle School for 20 hours a week, effective February 27, 2019 at a rate of \$13.50 per hour and all other provisions per the Secretaries Unit Bargaining Agreement for part-time employees pending proper clearances and pre-employment documentation.
5. Heaven Franklin-Pitts, Part-Time Special Education Paraprofessional at 29.50 hours a week, effective TBD, at a rate of \$11.69 per hour and all other provisions per the Paraprofessionals and Aides Bargaining Agreement for part-time employees, pending proper clearances and pre-employment documentation.

6. TBD, Full-Time 12 Month Secretary at Neil Armstrong Middle School, effective July 1, 2019, at a rate of TBD per hour and all other provisions per the Secretaries Unit Bargaining Agreement pending proper clearances and pre-employment documentation.
7. TBD, Noontime Aide at Benjamin Franklin Elementary School, TBD at a rate of \$8.00 per hour, pending proper clearances and pre-employment documentation.
8. TBD, Full-Time Security Guard, effective TBD at a rate of TBD, pending proper clearances and pre-employment documentation.
9. TBD, Full-Time Bus Driver, effective TBD at a rate of \$15.63 and all other provisions per the Transportation Department Bargaining Agreement, pending proper clearances and pre-employment documentation.

11. **Appointment of Personnel - 2018-2019 Alternative Education Program**

The Board of School Directors approves the Administration's recommendation to appoint the following individuals for the positions indicated at the salaries and effective dates specified: (All applicants are hired contingent upon certification of proper clearances and documentation, pre-employment testing and adherence to all of the hiring policies of the Bethel Park School District. The rates of pay for new hires and extra duty assignments for those covered by a Collective Bargaining Agreement are subject to any revisions that occur in that Collective Bargaining Agreement if those changes go into effect during the school year.

A. ALTERNATIVE EDUCATION PROGRAM/2018-2019 SCHOOL YEAR

(The Alternative Education Program for the 2018-2019 school year will run for 5 days per week and no employee will exceed 4 hours per day. Art and Technology Education will be offered for 1 hour per day only.)

PROFESSIONAL

The following Professional at a rate of \$25.00 per hour for the 2018-2019 school year:

1. Michael Teti - Biology Teacher - retroactive to January 28, 2019

12. **Approval of Substitute(s)**

The Board of School Directors approves the Administration's recommendation to approve the substitute(s) listed below for the specific categories noted and at the rates approved. (All applicants are hired contingent upon certification of proper clearances and documentation, pre-employment testing and adherence to all of the hiring policies of the Bethel Park School District.

SUBSTITUTE CUSTODIAN

Debra Hakeem *

* New to the District

The Board of School Directors hereby authorizes approval of Resolutions 1 - 12 under the Personnel Committee.

ROLL CALL

MOVED _____ SECONDED _____ VOTE _____

FACILITIES AND SERVICES COMMITTEE

Ron Werkmeister, Chairperson

1. **Repair of the Combination Oven at the High School**

The Board of School Directors approves the Administration's recommendation to retroactively approve the repair of the bottom heat exchanger of the combination oven at the High School by AIS Commercial Parts & Service in an amount of \$6,970.26. The funds are from the Cafeteria Fund Account.

2. **Roof Replacement Project at Pathfinder School**

The Board of School Directors approves the Administration's recommendation to contribute the District's share of \$111,200.00 (or 22.24%) toward the Roof Replacement Project at Pathfinder School with the understanding that this payment is not due until after July 1, 2019 but prior to August 7, 2019 as per Resolution #82-2019.

The Board of School Directors hereby authorizes approval of Resolutions 1 - 2 under the Facilities and Services Committee.

ROLL CALL
MOVED _____ SECONDED _____ VOTE _____

FINANCE COMMITTEE

David Amaditz, Chairperson

1. **February 2019 Salaries and Bills**

The Board of School Directors approves the Administration's recommendation to authorize the expenditures for the month of February 2019 regarding salaries and bills.

Salaries	\$3,321,950.72
Bills	<u>\$3,454,765.60</u>
Total	\$6,776,716.32

2. **January 2019 Financial Report**

The Board of School Directors approves the Administration's recommendation to accept the January 2019 Summary of Cash & Investments and Operating Budget Financial Report.

3. **Budgetary Transfers**

The Board of School Directors approves the Administration's recommendation to authorize the Budgetary Transfers within the 2018-2019 Operating Budget, to align expenditures and budget amounts within the respective categories.

4. **Approval of Agreement with NGR Curtailment Specialists**

The Board of School Directors approves the Administration's recommendation to renew the contract with NGR Curtailment Specialists (formerly Clear Choice Energy) for the demand response program for three additional years beginning June 1, 2019.

5. **Live Well Allegheny Status**

The Board of School Directors approves the Administration's recommendation to apply for Live Well Allegheny School status with the Allegheny County Health Department.

6. **Approval of the Purchase of Information Technology Equipment**

The Board of School Directors approves the Administration's recommendation to purchase Wireless access points and other associated equipment and licensing pursuant to the requirements of the eRate PEPPM Mini-bid process at a total pre-eRate discount cost not to exceed \$337,000. Awarded vendor will be named at the March 2019 Board Meeting. This purchase will be coming from the Capital Reserve Funds.

7. **Approval of the Purchase of Information Technology Equipment**

The Board of School Directors approves the Administration's recommendation to purchase the following IT equipment as listed below for a total cost of \$18,317.31. This purchase will be coming from the Information Technology Budget Funds.

Qty.	Item	Vendor	Location	Unit Cost	Cost
11	Lynx System Panic Button / Emergency System	Johnson Controls & Dell CoStars State Contract	District Wide	\$18,317.31	\$18,317.31

8. **Approval of Information Technology Service & Maintenance Contracts 2019-2020 (eRate)**

The Board of School Directors approves the Administration's recommendation to contract with Verizon for Internet connectivity at an annual cost of \$2,160.00 (plus \$100 installation for year 1) for a term of two years.

9. **Acceptance of Donation**

The Board of School Directors approves the Administration's recommendation to accept a donation of a 20 gallon fish aquarium for the Science Department at Independence Middle School from a thoughtful and generous resident. The cost of the aquarium is unknown.

10. **Kennedy School of Driving**

The Board of School Directors approves the Administration's recommendation to approve Kennedy School of Driving for the 2019-2020 school year.

Discussion Only:

1. Vulnerability Assessment Summary - Ron Reyer

The Board of School Directors hereby authorizes approval of Resolutions 1 - 10 under the Finance Committee.

ROLL CALL

MOVED _____ SECONDED _____ VOTE _____

POLICY COMMITTEE

Jim Means, Chairperson

1. **Policy Revisions (Final Reading)**

The Board of School Directors approves the Administration's recommendation to approve the following policies:

- 103 Nondiscrimination/Discriminatory Harassment - School and Classroom Practices
- 103 Attachment - Report Form for Complaints of Discrimination/Discriminatory Harassment - Students
- 103.1 Nondiscrimination - Qualified Students with Disabilities
- 103.1 Attachment - Report Form for Complaints of Discrimination - Qualified Students with Disabilities
- 104 Nondiscrimination in Employment Practices
- 104 Attachment - Report Form for Complaints of Discrimination/Discriminatory Harassment - Employees
- 222 Tobacco/Nicotine - Students
- 323 Tobacco/Nicotine - Employees

2. **Policy Rescind (Final Reading)**

The Board of School Directors approves the Administration's recommendation to approve the following policies:

- 423 Tobacco - Professional Employees
- 523 Tobacco - Classified Employees

3. **Waive of Procedure**

The Board of School Directors waives the procedure requiring three readings for Policy 247, 247 Attachment, Policy 249 and 249 Attachment.

4. **Policy Revisions (Final Reading)**

The Board of School Directors approves the Administration’s recommendation to approve the following policies:

- 247 Hazing
- 247 Attachment - Report Form for Complaints of Hazing
- 249 Bullying/Cyberbullying
- 249 Attachment - Report Form for Complaints of Bullying/Cyberbullying

5. **Policy Revision (First of Three Readings)**

- 006 Meetings
- 236 Student Assistance Program
- 707 Use of School Facilities
- 904 Public Attendance at School Events
- 904 Attachment - Public Behavior at School Events

The Board of School Directors hereby authorizes approval of Resolutions 1 - 4 under the Policy Committee.

ROLL CALL

MOVED _____ SECONDED _____ VOTE _____

OTHER

1. **Student Agreements**

The Board of School Directors approves the Administration’s recommendation to approve the resolutions and agreements for Student #006771, Student #002040, Student #004493 and Student #004640.

2. **Board Meetings**

The Board of School Directors approves the Administration’s recommendation to adopt the January 2020 through December 2020 meeting dates.

The Board of School Directors hereby authorizes approval of Resolutions 1 - 2 under Other.

ROLL CALL

MOVED _____ SECONDED _____ VOTE _____

- L. Public Comments
- M. Board Comments
- N. Adjournment
(Board Meetings are conducted in keeping with Robert’s Rules of Order)