

**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 REGULAR MEETING**  
February 25, 2020 at 7:00 PM  
(This meeting is being audiotape  
and videotape recorded.)

Good News Report - 6:30 PM

- A. Call to Order
- B. Pledge of Allegiance
- C. Roll Call
- D. Presentation Bill Keith
- E. Intent to Adopt Agenda for Business Items
- F. Approval of Minutes Regular Meeting Minutes of January 28, 2020  
Business Meeting Minutes of February 18, 2020
- G. Announcement of Executive Session February 5, 2020 - For Personnel, Other Legal Matters  
and to Receive Information  
  
February 11, 2020 - For Personnel, Other Legal Matters  
and to Receive Information  
  
February 14, 2020 - For Personnel, Other Legal Matters  
and to Receive Information  
  
February 17, 2020 - For Personnel, Other Legal Matters  
and to Receive Information  
  
February 18, 2020 - For Personnel, Other Legal Matters  
and to Receive Information  
  
February 25, 2020 - For Personnel, Other Legal Matters  
and to Receive Information
- H. Student Government, PTA/PTO and Solicitor Report
- I. Committee Reports
- J. Public Comments on Agenda Items
- K. Business Items

**CURRICULUM COMMITTEE**

**Vince Scalzo, Chairperson**

**1. 2019-2020 Change in School Calendar**

The Board of School Directors approves the Administration's recommendation to approve the change to the 2019-2020 school calendar.

2. **Community College of Allegheny County Memorandum of Agreement for Dual Enrollment**  
The Board of School Directors approves the Administration's recommendation to approve a Memorandum of Agreement with Community College of Allegheny County which will provide qualified high school students the opportunity to earn college credits by participating in concurrent enrollment classes pending final review by our solicitor.
3. **Professional Development**  
The Board of School Directors approves the Administration's recommendation to permit Elizabeth Wells to attend the 52nd Annual PAFPC Conference in Seven Springs Mountain Resort, Champion, PA from May 3-6, 2020 at an estimated cost of \$929.

**Discussion Only:**

1. Hawk Time

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

ROLL CALL

MOVED \_\_\_\_\_ SECONDED \_\_\_\_\_ VOTE \_\_\_\_\_

**PERSONNEL COMMITTEE**

**Darren McGregor, Chairperson**

1. **Approval of Extra Duty Responsibility Program (2019-2020)**  
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.)

2019/2020 EXTRA DUTY	CONTRACT	NAME	STIPEND	DELETE/ADD
<b>HIGH SCHOOL- ATHLETICS</b>				
<b>    VARSITY ASSISTANT</b>				
Track (Girls) - Assistant 3	3,364	Shannon Marsteller	3,364.00	
Track (Boys) - Assistant 3	3,364	John Allemang	3,346.00	
Volleyball - Assistant (Boys)	2,020	Brian Blanc	0.00	DELETE
Volleyball - Assistant (Boys)	2,020	TBD	2,020.00	ADD
<b>MIDDLE SCHOOL - COACHES</b>				
Softball - IMS	1,963	Todd Richert	1,963.00	
Track - IMS 2	1,963	Jennifer Evans	1,963.00	
Track - IMS 3	1,963	William Javor	1,963.00	
<b>NOT IN CONTRACT</b>				
<b>HIGH SCHOOL - ATHLETICS</b>				
Softball - Assistant	Volunteer	Geana Scott	0.00	

2. **Settlement Agreement and Release for a Non-Professional Employee**  
The Board of School Directors approves the Administration's recommendation to approve a Settlement and Release Agreement for a Non-Professional Employee with the Bethel Park School District.

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

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

**A. ADMINISTRATION**

1. Dr. Joseph W. Pasquerilla, Superintendent, to be effective May 3, 2020.

**B. PROFESSIONAL**

1. Sharon Rosa, Social Studies Teacher at Independence Middle School to be effective as of the end of the 2019-2020 school year for the purpose of retirement under Article 57 of the Collective Bargaining Agreement.
2. Dawn Ogilvie, Biology Teacher at the High School to be effective as of the end of the 2019-2020 school year for the purpose of retirement under Article 57 of the Collective Bargaining Agreement.
3. Maurnell Girman, Social Studies Teacher at Independence Middle School to be effective as of the end of the 2019-2020 school year for the purpose of retirement under Article 58 of the Collective Bargaining Agreement.
4. Susan Shannon, Mathematics Teacher at Independence Middle School to be effective as of the end of the 2019-2020 school year for the purpose of retirement under Article 58 of the Collective Bargaining Agreement.

**C. CLASSIFIED**

1. Donna Karkalla, Full-Time Bus Driver, to be retroactively effective February 7, 2020.
2. Thomas Dixon, Full-Time Head Maintenance Groundskeeper, to be effective October 30, 2020 for the purpose of retirement.

4. **Change of Assignment**

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

**A. CLASSIFIED**

1. Sarah Hewes, from Noontime Aide at Lincoln Elementary School to Part-Time Special Education Paraprofessional, retroactively effective February 3, 2020, at 29.75 hrs./wk. at a rate of \$11.69 per hour, and all other provisions per the Paraprofessionals and Aides Bargaining Agreement for part-time employees.
2. Melissa McCaffrey, from Noontime Aide at Ben Franklin Elementary School to Noontime Aide at Abraham Lincoln Elementary School, retroactively effective February 10, 2020 at a rate of \$8.00 per hour.
3. Janet Davis, from Substitute Custodian to Part-Time Custodian (29.50 hr./wk.) at the High School, to be effective February 26, 2020 at a rate of \$12.62 per hour.

5. **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 - PERMANENT**

1. Jacquelyn Jones, 60% Health/Physical Education Teacher at an annual salary of \$31,125 (Step MA-2) (Pro Rata) and with all other benefits as agreed upon in the Teachers Collective Bargaining Agreement, pending proper clearances and pre-employment documentation. The effective date is to be determined.

**B. PROFESSIONAL - (LONG-TERM SUBSTITUTES)**

1. Hallie Leach, English Teacher at the High School at an annual salary of \$51,675 (Step MA-1) (Pro Rata) for the duration of the leave (retroactively effective February 24, 2020 through June 4, 2020 of the 2019-2020 school year), whichever is less, of Leigh Ann Totty.

**C. PROFESSIONAL - TUTORS**

Neil Armstrong (2 Tutors)	<b>Grade 5 Teacher</b> 1 Day: Lorna Kestner - DELETE 1 Day: TBD - ADD 2 Day: Lorna Kestner - DELETE 2 Day: TBD - ADD
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**D. CLASSIFIED**

1. Pamela Balkovec, Part-Time Special Education Paraprofessional, effective March 2, 2020, at 29.75 hrs./wk. 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.
2. TBD, Bus Aide, effective TBD at a rate of \$11.45 per hour and all other provisions per the Transportation Department Bargaining Agreement, pending proper clearances and pre-employment documentation.
3. TBD, Noontime Aide at Ben Franklin Elementary School, effective TBD at a rate of \$8.00 per hour, pending proper clearances and pre-employment documentation.
4. TBD, Part-Time Temporary Special Education Paraprofessional, effective TBD concluding at the end of the 3rd 9-week period of the 2019-20 school year at a minimum of 15 hours per week, at a rate of \$11.69 per hour and all other provisions per the Paraprofessionals and Aides Bargaining Agreement, pending proper clearances and pre-employment documentation.

**6. Appointment of Personnel - 2019-2020 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/2019-2020 SCHOOL YEAR**

**(The Alternative Education Program for the 2019-2020 school year will run for 5 days per week and no employee will exceed 4.5 hours per day. Art and Technology Education will be offered for 1 hour per day only.)**

**PROFESSIONAL**

The following Professionals at a rate of \$25.00 per hour for the 2019-2020 school year:

1. Nicholas Heyl - Health/PE Teacher, to be retroactively effective February 5, 2020.

7. **Appointment to Position**

The Board of School Directors appoints Nicholas Fierst to the position of Director of Facilities and Services effective for a term of 40 months, commencing March 1, 2020 through June 30, 2023 at a prorated salary of \$75,000 and to receive all benefits as outlined in the current Act 93 Compensation and Benefits Plan, pending proper clearances and pre-employment documentation and the final review of the Contract by the Solicitor.

The Board of School Directors hereby authorizes approval of Resolutions 1 - 7 under the Personnel Committee.

ROLL CALL

MOVED \_\_\_\_\_ SECONDED \_\_\_\_\_ VOTE \_\_\_\_\_

**FACILITIES AND SERVICES COMMITTEE**

**Russ Spicuzza, Chairperson**

1. **Awarding the Bid on Qualifications for Guaranteed Energy Savings Project - Tabled**

The Board of School Directors approves the Administration’s recommendation to award the bid on Qualifications for Guaranteed Energy Savings Project to \_\_\_\_\_ at a cost not to exceed TBD.

2. **HVAC Project at William Penn Elementary School- Tabled**

The Board of School Directors approves the Administration’s recommendation to approve a HVAC project at William Penn Elementary School being completed by TBD at a cost not to exceed TBD.

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**

**Barry Christenson, Chairperson**

1. **February 2020 Salaries and Bills**

The Board of School Directors approves the Administration’s recommendation to authorize the expenditures for the month of February 2020 regarding salaries and bills.

Salaries	\$3,441,298.10
Bills	<u>\$3,960,992.92</u>
Total	\$7,402,291.02

2. **January 2020 Financial Report**

The Board of School Directors approves the Administration’s recommendation to accept the January 2020 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 2019-2020 Operating Budget, to align expenditures and budget amounts within the respective categories.

4. **Approval of Student Services Contract(s)**

The Board of School Directors approves the Administration’s recommendation to approve the Student Services Contract(s).

- Indiana University of Pennsylvania Educator & Clinician Preparation Field Experience Agreement
- Individual Student Instruction Contract

5. **Approval of the Purchase of Information Technology Services**

The Board of School Directors approves the Administration's recommendation to purchase the following IT services as listed below for a total cost of \$209,202.82.

	Qty.	Item	Vendor	School & Location	Unit Cost	Cost	Budget
a.	1	Various models of Meraki network switches and 5 year licensing	ePlus PEPPM *	District-Wide	Various	\$167,056.22	Information Technology
b.	1	Various models of Meraki SFP modules	ePlus PEPPM *	District-Wide	Various	\$26,546.60	Information Technology
c.	12	Cisco Meraki MV-360 Security Cameras	ePlus PEPPM *	Neil Armstrong	\$1,300.00	\$15,600.00	NAMS

*\*State Contract Pricing.*

6. **Approval of Donation**

The Board of School Directors approves the Administration's recommendation to accept the donation of a project by Eagle Scout and Bethel Park High School Student, Brandon Smith, where he will renovate the landscaping island in front of the Neil Armstrong Middle School.

7. **Item Declared Unused and Unnecessary**

The Board of School Directors approves the Administration's recommendation to declare the items listed below as well as Information Technology items as unused and unnecessary and authorizes the Director of Finance, Operations and Human Resources to dispose of the item as deemed appropriate and grant permission to Administration to sell the items at a nominal value.

- High School Delta Bench Saw
- High School Bits to Bytes 3D Printer

8. **Kennedy School of Driving**

The Board of School Directors approves the Administration's recommendation to approve Kennedy School of Driving for the 2020-2021 school year, at no cost to the School District.

9. **Waive Facility Rental Fees**

The Board of School Directors approves the Administration's recommendation to waive the facility rental fees for Melting Pot Ministries that is being held at Ben Franklin Elementary School.

10. **Purchase of Pottery Wheels**

The Board of School Directors approves the Administration's recommendation to purchase five pottery wheels from Clay-King.com, Inc. for use in the high school Ceramics classes at a total cost of \$5,834.40.

11. **Approval of Tax Settlement**

The Board of School Directors approves the Administration's recommendation to approve the Tax Appeal Settlement listed below:

- HCG Pittsburgh, LLC, 319-M-210
- Joseph Horne Co., Inc. 394-H-10

12. **Acceptance of Donation**

The Board of School Directors approves the Administration’s recommendation to accept the donation from the Bethel Park Football Boosters in the amount of \$2,000 to be put toward the purchase of new varsity football uniforms.

13. **Purchase of Varsity Football Uniforms (2020-2021 Budget)**

The Board of School Directors approves the Administration’s recommendation to purchase 80 varsity football uniforms from Century Sports, Inc. at an amount not to exceed \$12,823. This amount will be paid out of the 2020-2021 General Fund Budget.

The Board of School Directors hereby authorizes approval of Resolutions 1 -13 under the Finance Committee.

ROLL CALL  
MOVED \_\_\_\_\_ SECONDED \_\_\_\_\_ VOTE \_\_\_\_\_

**POLICY COMMITTEE** **Kimberly Turner, Chairperson**

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

The Board of School Directors accepts the Administration’s recommendation to approve the following policy:

- 805.1 Relations with Law Enforcement Agencies

The Board of School Directors hereby authorizes approval of Resolution 1 under the Policy Committee.

ROLL CALL  
MOVED \_\_\_\_\_ SECONDED \_\_\_\_\_ VOTE \_\_\_\_\_

**OTHER**

1. **Board Meetings**

The Board of School Directors approves the Administration’s recommendation to adopt the January 2021 through December 2021 meeting dates.

2. **Student Agreements**

The Board of School Directors approves the Administrations recommendation to approve the resolutions and agreements for Student #1002053 and Student #1002125.

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)