

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
January 28, 2020 at 7:00 PM
(This meeting is being audiotape
and videotape recorded.)

Good News Report - 7:30 PM

- A. Call to Order
- B. Pledge of Allegiance
- C. Roll Call
- D. Presentation Cypher & Cypher
- E. Intent to Adopt Agenda for Business Items
- F. Approval of Minutes Regular Meeting Minutes of December 10, 2019
- G. Announcement of Executive Session December 17, 2019 - For Personnel, Other Legal Matters
and to Receive Information
January 7, 2020 - For Personnel, Other Legal Matters
and to Receive Information
January 14, 2020 - For Personnel, Other Legal Matters
and to Receive Information
January 21, 2020 - For Personnel, Other Legal Matters
and to Receive Information
January 28, 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. **2020-2021 School Calendar**
The Board of School Directors approves the 2020-2021 school calendar.
2. **Local Holidays**
The Board of School Directors approves the Administration's recommendation to approve the following dates as "local holidays":

November 27, 2020
December 24, 2020
December 28, 2020
December 29, 2020
December 30, 2020

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. **The 46th Annual Harvard National Invitational Forensics Tournament, Cambridge, MA - February 14-18, 2020**

Christine Robb as chaperone, coach, and judge along with five qualifying high school students, to participate in the Harvard National Forensics Tournament in Cambridge, MA from February 14-18, 2020.

B. **Distributive Education Clubs of America (DECA) State Career/Leadership Development Conference, Hershey, PA , February 19-21, 2020**

Amend the previously approved Distributive Education Club of America (DECA) State Career/Leadership Development Conference in Hershey PA from February 19-21, 2020 to reflect a change in chaperones. Suzanne Vighetti will be replacing Leigh Ann Totty, who was previously approved on October 22, 2019. Barry Christenson will be added as an additional chaperone.

C. **PA FCCLA State Leadership Conference at the Penn Stater Conference Center/Hotel in State College, PA from March 30 - April 1, 2020**

Amend the previously approved FCCLA State Leadership Conference to reflect nine qualifying members of the Independence Middle School FCCLA along with chaperones Heather Fontana and Annette Lorenzi, a qualified parent volunteer, to attend the PA FCCLA State Leadership Conference at the Penn Stater Conference Center/Hotel from March 30 to April 1, 2020.

4. **Dyslexia Screening & Early Literacy Intervention Pilot Program Expansion Grant Approval**

The Board of School Directors approves the Administration's recommendation to retroactively approve the Dyslexia Screening & Early Literacy Intervention Pilot Program Expansion Grant for the 2019-2020 and 2020-2021 school years in the amount of \$40,000 annually for a total of \$80,000.

5. **Professional Development**

The Board of School Directors approves the Administration's recommendation to permit Dan Sloan to attend the Pennsylvania State Athletic Directors Association Conference in the Hershey Lodge, Hershey, PA from March 25-27, 2020 at a cost of \$1,090.

6. **Additional January Graduate**

The Board of School Directors approves the Administration's recommendation to add Abigail Askins to the January 17, 2020 graduates having successfully completed all the required High School coursework.

The Board of School Directors hereby authorizes approval of Resolutions 1 - 6 under the Curriculum Committee.

MOVED _____ ROLL CALL
SECONDED _____ VOTE _____

PERSONNEL COMMITTEE**Darren McGregor, Chairperson****1. Changes to the Extra-Curricular Pay Schedule - Current Position - (2020-2021 School Year)**

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 2020-2021 school year as outlined below.

2020/2021 EXTRA DUTY	CONTRACT	NAME	STIPEND	DELETE/ADD
NOT IN CONTRACT				
HIGH SCHOOL/IMS				
SPONSORS				
Interact Club	0.00	NEW	\$1,176.00	ADD
MIDDLE SCHOOL - IMS				
SPONSORS				
Ukulele Club	0.00	NEW	\$942.00	ADD

2. 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
HIGH SCHOOL				
ATHLETICS				
9TH GRADE ASSISTANTS				
Baseball-9th Grade - Assistant	1,963	Michael Ryan	1,963.00	
SENIOR HIGH SCHOOL				
OTHER POSITIONS				
Weightroom Trainer-HS 1st & 2nd 9 wks.	3,505	Jeffrey Metheny	1,752.00	DELETE ADJUST
Weightroom Trainer-HS 3rd & 4th 9 wks.		Michael Milliken	1,753.00	ADD
SENIOR HIGH SCHOOL				
OTHER				
Lunch Proctor 10 (<i>Sharing position</i>)	1,052	Matthew Short (<i>Second Sem.</i>)	\$12.00	DELETE ADJUST
Lunch Proctor 10 (<i>Sharing position</i>)		Julie Hernandez (<i>Second Sem.</i>)	\$514.00	ADD
Lunch Proctor 10 (<i>Sharing position</i>)		Linda Bruckner (<i>First Sem.</i>)	526.00	PREVIOUSLY APPROVED
NOT IN CONTRACT				
HIGH SCHOOL - ATHLETICS				
Baseball - Assistant	Volunteer	Joseph Ranalli	0.00	
Baseball - Assistant	Volunteer	Scot Fischer	0.00	

Lacrosse (Boys) - Assistant	Volunteer	Luke Lewis	0.00	
Volleyball (Boys) - Assistant	Volunteer	Steven Eiben	0.00	
Volleyball (Boys) - Assistant	Volunteer	Jason Banes	0.00	

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

The Board of School Directors approves the following staffing change(s):

A. Open the following position:

1. Assistant Principal at the High School

4. **Approval of Temporary Special Education Paraprofessional Position**

The Board of School Directors approves the Administration's recommendation to open one temporary part-time special education paraprofessional position for a minimum of 10 hours to a maximum of 20 hours per week, concluding at the end of the 3rd 9-week period of the 2019/2020 school year.

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

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

6. **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. PROFESSIONAL

1. Donna DeCarlo, Health and Physical Education Teacher at Franklin Elementary 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.

B. CLASSIFIED

1. Dominique Johnson, Part-Time Special Education Paraprofessional, to be retroactively effective December 20, 2019.
2. William Waterman, Part-Time Custodian, to be retroactively effective January 3, 2020.
3. Tammy Perella, Full-Time Bus Driver, to be retroactively effective December 18, 2019.
4. Karl Frankenstein, Full-Time Bus Driver, to be retroactively effective, December 31, 2019.
5. Marian Cowan, Full-Time Bus Driver, to be effective January 31, 2020 for the purpose of retirement.
6. Gregory Falvo, Full-Time Bus Driver, to be effective February 28, 2020 for the purpose of retirement.
7. William Douglass, Full-Time Custodian, to be effective June 5, 2020 for the purpose of retirement.

7. **Attainment of Status of Professional Employee**

In accordance with Section 1108(b) (2) (3) and Section 1121 of the Pennsylvania School Code of 1949, as amended, the individual listed below has been rated as satisfactory and has thereby attained the status of Professional Employee:

- Keith Born - .5 Music Teacher at Franklin Elementary & Memorial Elementary Schools

8. **Approval of Leave of Absence**

The Board of School Directors approves the Administration's recommendation to approve a leave of absence for the following individuals per the provisions of the Teachers Collective Bargaining Agreement and FMLA policy, if applicable:

A. PROFESSIONAL

1. Michelle Sappas, Kindergarten Teacher at William Penn Elementary, to retroactively approve her leave to commence on or about November 12, 2019 through January 13, 2020 of the 2019-2020 school year.
2. Jaclyn McPherson, Reading Teacher at Independence Middle School, to commence on or about March 16, 2020 through the end of the 2019-2020 school year.
3. Leigh Ann Totty, English Teacher at the High School, to commence on or about March 7, 2020 through June 4, 2020 of the 2019-2020 school year.

9. 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. PROFESSIONAL

1. Michelle Sappas, Kindergarten Teacher at William Penn Elementary, retroactively effective January 14, 2020 through February 25, 2020.

10. Approval to Extend an Unpaid Leave of Absence

The Board of School Directors approves the Administration's recommendation for an extension of an unpaid leave of absence for the following individual per the provisions of the Teachers Collective Bargaining Agreement and FMLA policy, if applicable:

A. PROFESSIONAL

1. Milana Popovic, Librarian at William Penn, extending her leave to January 29, 2020 of the 2019-2020 school year.

11. 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. Laura Jara, Library Science/Elementary Education Teacher at William Penn Elementary School, at an annual salary of \$50,675 (Step BA-1) (Pro Rata) for the duration of the leave (August 16, 2019 through January 24, 2020 of the 2019-2020 school year), whichever is less, of Milana Popovic.
2. TBD, Reading Teacher at Independence Middle School at an annual salary of TBD (Step TBD) (Pro Rata) for the duration of the leave (on or about March 16, 2020 through the end of the 2019-2020 school year), whichever is less, of Jaclyn McPherson.
3. TBD, English Teacher at the High School at an annual salary of TBD (Step TBD) (Pro Rata) for the duration of the leave (on or about March 7, 2020 through June 4, 2020 of the 2019-2020 school year), whichever is less, of Leigh Ann Totty.
4. Lesa Donati, Kindergarten Teacher at William Penn Elementary School at an annual salary of \$50,675 (Step BA-1) (Pro Rata) for the duration of the leave (on or about February 3, 2020 through February 25, 2020 of the 2019-2020 school year), whichever is less, of Michelle Sappas.

B. PROFESSIONAL - TUTORS

Franklin (3 Tutors)	Lead Tutor: Assigned Position 1 Day 1-3: <i>Assigned</i>	Position 2 Day 1-3: <i>Assigned</i>	Position 3 Day 1-3: <i>Assigned</i>
Lincoln (3 Tutors)	Lead Tutor: Assigned Position 1 Day 1-3: <i>Assigned</i>	Position 2 Day 1-2: <i>Assigned</i> 3 Day: TBD	Position 3 Day 1-3: <i>Assigned</i>
Memorial (3 Tutors)	Lead Tutor: Assigned Position 1 Day 1-3: <i>Assigned</i>	Position 2 Day 1: <i>Assigned</i> 2 Day: Blaire Hunter (1/28/20) 3 Day: TBD	Position 3 Day 1-3: <i>Assigned</i>
Wm. Penn (2 Tutors)	Lead Tutor: Assigned Position 1 Day 1-3: <i>Assigned</i>	Position 2 Day 1-3: <i>Assigned</i>	
Washington (3 Tutors)	Lead Tutor: Assigned Position 1 Day 1-3: <i>Assigned</i>	Position 2 1 Day: Barbara Walsh (1/22/2020) 2 Day: TBD 3 Day: TBD	Position 3 1 Day: TBD 2 Day: TBD 3 Day: TBD
Neil Armstrong (2 Tutors)	Grade 5 Teacher: Day 1-2: <i>Assigned</i>	Grade 6 Teacher: 1 Day: TBD 2 Day: TBD	

C. CLASSIFIED

1. Danya Tierney, Full-Time Bus Driver, retroactively effective January 2, 2020 at a rate of \$16.03 per hour and all other provisions per the Transportation Department Bargaining Agreement.
2. William Lowry, Full-Time Bus Driver, retroactively effective January 6, 2020 at a rate of \$16.03 per hour and all other provisions per the Transportation Department Bargaining Agreement.
3. Melissa McCaffrey, Noontime Aide at Ben Franklin Elementary School, retroactively effective January 13, 2020 at a rate of \$8.00 per hour, pending proper clearances and pre-employment documentation.
4. Samantha Latham, Part-Time Special Education Paraprofessional, effective January 29, 2020, at 29.50 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.
5. TBD, Full-Time Bus Driver, effective TBD at a rate of \$16.03 per hour and all other provisions per the Transportation Department Bargaining Agreement, pending proper clearances and pre-employment documentation.
6. TBD, Full-Time Bus Driver, effective TBD at a rate of \$16.03 per hour and all other provisions per the Transportation Department Bargaining Agreement, pending proper clearances and pre-employment documentation.
7. MaryAnn Hart, Part-Time Special Education Paraprofessional, effective January 29, 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.
8. TBD, Part-Time Special Education Paraprofessional, effective TBD, 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.
9. TBD, Part-Time Special Education Paraprofessional, effective TBD, 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.

- 10. TBD, Full-Time Bus Driver, effective TBD at a rate of \$16.03 per hour and all other provisions per the Transportation Department Bargaining Agreement, pending proper clearances and pre-employment documentation.
- 11. TBD, Full-Time Bus Driver, effective TBD at a rate of \$16.03 per hour and all other provisions per the Transportation Department Bargaining Agreement, pending proper clearances and pre-employment documentation.
- 12. 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 10 hours to a maximum of 20 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.
- 13. Kathy Duff, Bus Aide, effective February 3, 2020 at a rate of \$11.45 and all other provisions per the Transportation Department Bargaining Agreement, pending proper clearances and pre-employment documentation.

12. 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. TBD - Health/PE Teacher
- 2. TBD - ESL: English as a Second Language Teacher

13. Approval of Substitutes

The Board of School Directors approves the Administration’s recommendation to approve the substitutes 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 SECRETARY/NOON TIME AIDE/BUS AIDE

- Colleen Jones *
- Melissa McCaffrey *

** New to the District*

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

ROLL CALL
MOVED _____ SECONDED _____ VOTE _____

FACILITIES AND SERVICES COMMITTEE

Russ Spicuzza, Chairperson

1. **Waterline Relocation Project**

The Board of School Directors approves the Administration’s recommendation to approve a contract with the Reynolds Group to relocate the waterline at the High School Stadium at a cost not to exceed \$45,000. This will be paid for out of the Capital Reserve Fund.

2. **Purchase of a Replacement Univent Unit for Washington Elementary School**

The Board of School Directors approves the Administration’s recommendation to approve the purchase of a replacement Univent Unit for Washington Elementary School from Trane at a cost not to exceed \$5,565.00. Installation of the unit will be done in-house.

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. **December 2019 and January 2020 Salaries and Bills**

The Board of School Directors approves the Administration’s recommendation to authorize the expenditures for the months of December 2019 and January 2020 regarding salaries and bills.

<u>December 2019</u>		<u>January 2020</u>	
Salaries	\$3,324,636.74	Salaries	\$3,260,555.35
Bills	<u>\$2,584,369.32</u>	Bills	<u>\$2,061,170.07</u>
Total	\$5,909,006.06	Total	\$5,321,725.42

2. **November 2019 Financial Report**

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

3. **December 2019 Financial Report**

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

4. **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.

5. **Adopt the 2020-2021 Preliminary General Fund Budget**

The Board of School Directors approves the Administration’s recommendation to adopt the 2020-2021 Preliminary General Fund Budget in accordance with Act 1 in the amount of \$92,372,391.

6. **Acceptance of the Audit Report for Year Ending June 30, 2019**

The Board of School Directors approves the Administration’s recommendation to approve the audited financial statements for the fiscal year ending June 30, 2019. The audit was certified by Cypher and Cypher, Certified Public Accountants on December 31, 2019.

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

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

- McGuire Memorial Employment Option Center
- Maxim Healthcare Staffing Services Agreement, pending solicitor review and approval

8. **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 \$4,800.

Qty.	Item	Vendor	School & Location	Unit Cost	Cost
1	Professional Services Upgrade	Harris Solutions	District-Wide	\$4,800.00	\$4,800.00

9. **eRate Consultant**

The Board of School Directors approves the Administration’s recommendation to authorize the additional expenditure of \$2,800 to contract with Funds for Learning for assistance with the eRate 2020-2021 C2 application process. This is in addition to the \$3,000 already recently authorized for Funds for Learning to assist with the application of eRate 2020-2021 C1 funding. Use of Funds for Learning ensures that eRate program guidelines are followed and that funds applied for are received.

10. **Sale of the District Vehicle**

The Board of School Directors approves the results of the sale of the 1979 Kubota tractor to Mark Gaudino in the amount of \$368.00.

11. **Purchase of a District Vehicle**

The Board of School Directors approves the Administration’s recommendation to purchase a 2003 GMC Sierra 3500 diesel truck from Triple C Autoplex at a cost not to exceed \$17,500.

12. **Tax Referendum**

The Board of School Directors approves submitting a ballot referendum for the April 28, 2020 primary regarding the proposal to restore the 2020-2021 real estate tax millage rate to the 2018-2019 rate of 22.8763 mills as indicated on Resolution #86-2020.

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

ROLL CALL

MOVED _____ SECONDED _____ VOTE _____

POLICY COMMITTEE

Kimberly Turner, Chairperson

1. **Approval of Policy (Final Reading)**

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

- 805.2 School Security Personnel

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

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

- 805 Emergency Preparedness and Response

3. **Policy Revision (Second of Three Readings)**

- 805.1 Relations with Law Enforcement Agencies

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

MOVED _____ SECONDED _____ ROLL CALL
VOTE _____

OTHER

1. **Student Agreement**

The Board of School Directors approves the Administration's recommendation to approve the resolution and agreement for Student #1001365.

The Board of School Directors hereby authorizes approval of Resolution 1 under Other.

MOVED _____ SECONDED _____ ROLL CALL
VOTE _____

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