

**AMBRIDGE AREA SCHOOL DISTRICT**  
**Board of Directors Meeting**  
**AGENDA**  
**August 15, 2018**

**7:00 p.m.**

**High School Library Media Center**

**I. Call to Order**

The regular monthly Board Meeting of the Ambridge Area School District Board of Directors on Wednesday, August 15, 2018 is now called to order.

**II. Flag Salute-Please rise**

**III. Public Videotaping.** The purpose of videotaping a meeting is for public information. The opinions expressed by any member of the public do not necessarily reflect the view or opinion of the Ambridge Area School District Board of School Directors and are solely that of the speaker. The Ambridge Area School District Board of School Directors hereby expressly disclaims any and all responsibility or liability for any false, defamatory or slanderous statements expressed by the speaker. Any unauthorized re-broadcasting of any video, audio or still image of the video recording of the meeting is strictly forbidden without the written permission of the Ambridge Area School District Board of School Directors.

**IV. Roll Call**

**V. Sunshine Law**

Section 708 of the Sunshine Law permits agencies to hold executive sessions to discuss employment and personnel matters, labor relations and arbitration matters, purchase or lease of real estate up to the time an option or agreement is obtained, litigation or potential litigation, and other agency business which if discussed in public would violate lawful privilege or would violate confidentiality laws.

The Board of School Directors held an Executive Session on Wednesday, August 8, 2018 and Wednesday, August 15, 2018 to discuss:

- 1) Employment and personnel matters
- 2) Salary Schedule and Labor Relations

**VI. Correspondence**

**VII. Motion to accept or correct the Minutes of:** July 18, 2018 Meet and Discuss and Board Meeting

**VIII. Motion to Accept the Treasurer's Report dated:** August 2018

**IX. Addendum to Agenda/Approval of Agenda**

**X. Board President's Report**

## **XI. Recognition/Presentation**

- Marianne Salzman - Introduction of the Board candidates
- Penn Energy – Presentation

## **XII. Public Comment (Regarding Agenda Items Only)**

At this time, DISTRICT RESIDENTS may come forward to comment on agenda items only. Each person must state their first and last name and address prior to speaking. Each resident will be allowed three minutes and can speak only once. This period for public comment prior to the standing committee reports will be limited to one-half hour. Although not required, board members desiring to address questions or concerns may do so after the residents comment/question or at the conclusion of the committee reports. There will still be an opportunity for residents to comment on any business relevant to the Ambridge Area School District under Old and New Business at the end of the meeting.

## **XIII. Committee Reports**

### **Education and Technology**

**Mrs. Pedigo**

#### 1. Administrative Goals

It is recommended to approve the Ambridge Area School District goals for the 2018-2019 school term.

#### 2. Assessment Schedule

It is recommended to approve the District's Assessment Schedule.

#### 3. Holy Family Institute (HFI) Specialized Learning Agreement

It is recommended to approve a service agreement between the Ambridge Area School District and the HFI Specialized Learning for the 2018-2019 school year at a rate of \$120.00 per day for 180 days to ensure a safe and positive environment on school buses, approval subject to Solicitor review.

#### 4. Western Pennsylvania School for Blind Outreach Program

It is recommended to approve the Service Agreement between the Ambridge Area School District and the Western Pennsylvania School for the Blind Outreach Program for the 2018-2019 school year.

#### 5. The Watson Education Center Agreement

It is recommended to approve the Individual Student Enrollment Agreement between the Ambridge Area School District and the Watson Institute for the 2018-2019 school year for one student with a disability to attend the Education Center in Sewickley, PA. Annual tuition cost of the program is \$47,146.00.

6. Student Handbooks

- a. It is recommended to adopt the High School Student Handbook for the 2018-2019 school year.
- b. It is recommended to adopt the Middle School Student Handbook for the 2018-2019 school year.
- c. It is recommended to adopt the Elementary Student Handbook for the 2018-2019 school year.

**Finance and Budget**

**Mr. Sas**

1. School District Monthly Bills and Salaries

It is recommended that the monthly school district bills in the amount of \$1,078,230.98 and the monthly school district personnel salaries in the amount of \$1,074,021.45 be paid.

2. Cafeteria Monthly Bills and Salaries

It is recommended that the monthly cafeteria bills in the amount of \$10,481.00 and the monthly cafeteria personnel salaries in the amount of \$10,691.30 be paid.

3. Construction Fund 31 Bills

It is recommended that the monthly Construction Fund 31 bills in the amount of \$107,383.45 be paid.

4. Crossing Guards

It is recommended that crossing guards be placed at locations throughout the Ambridge Area School District for the 2018-2019 school term as listed below:

- 15<sup>th</sup> Street and Church Street
- High School / then 10<sup>th</sup> & Lenz Avenue
- 11<sup>th</sup> Street and Merchant Street
- 1<sup>st</sup> Street and Valley Road
- 5<sup>th</sup> Street and Duss Avenue
- High School / then 8<sup>th</sup> & Duss Avenue
- 6<sup>th</sup> Street and Duss Avenue
- Harmony Road and State Street-Baden

5. Tax Exoneration

It is recommended to approve tax exoneration regarding 2015 Ambridge Area School District Real Estate Tax in the amount of \$1,227.95 relevant to Parcel No. 09-002-0425.000 451 Merchant Street, Ambridge PA 15003 to be purchased by Sid Aykent.

6. Repository Settlement

It is recommended the Board approve the Sale of Property from the Beaver County Repository of Unsold Property for the following properties:

- a) 1633 Church Street, Ambridge, PA Tax Parcel 12-005-0327.000 for the bid amount of \$1,690.00 to Gary Bernard McLaurin.

7. PA-Educator

It is recommended to approve the contract of service between the Ambridge Area School District and Pennsylvania Educators' Clearinghouse, (PA-Educator.net) for the 2018-2019 school year at a cost of \$2,175.00.

8. Library Contributions

It is recommended that distribution of budgeted allotments for the 2018-2019 school year be approved as follows:

Baden Memorial Library:           \$6,250.00  
Laughlin Memorial Library:       \$7,250.00

**Buildings and Grounds**

**Mr. Kowal**

**Athletics**

**TBD**

**Public Relations**

**Mrs. Mylan**

**Steering and Rules**

**Mrs. Kehoe**

1. Policy 105 – Curriculum Development – Third and Final Reading

It is recommended, as a third and final reading, to adopt updated School Policy 105-*Curriculum Development*, to ensure that curriculum is evaluated on a continuing basis.

2. Policy 138 – Language Instruction Educational Program for English Learners – Third and Final Reading

It is recommended, as a third and final reading, to adopt School Board Policy 138 – *Language Instruction Educational Program for English Learners* and retire School Board Policy 138 – English as a Second Language/Bilingual Program (adopted June 24, 2009), to increase the English language proficiency of eligible students so they can achieve academic success.

3. Policy 224 – Care of School Property – Third and Final Reading

It is recommended, as a third and final reading, to adopt updated School Board Policy 224 – *Care of School Property*, to help students learn to respect property and develop feelings of pride in community institutions.

4. *Policy 815 – Responsible Computer, Telecommunications, and Information Technology Use – Third and Final Reading*

It is recommended, as a third and final reading, to adopt School Board Policy 815 – *Responsible Computer, Telecommunications, and Information Technology Use*, and retire School Board Policy 815 – *Acceptable Use of Internet, Computers and Network Resources* (adopted October 19, 2011) to ensure the use of District’s technology resources is for appropriate school related educational and operational purposes consistent with the educational mission of the District.

5. *Policy 236 – Student Assistance Program – Third and Final Reading*

It is recommended, as a third and final reading, to adopt School Board Policy 236 – *Student Assistance Program*, to assist all students achieve to their fullest potential by addressing the behavioral, social and emotional needs of District students.

6. *Policy 237 – Personal Electronic Devices – Third and Final Reading*

It is recommended, as a third and final reading, to adopt School Board Policy 237 – *Personal Electronic Devices* and retire School Board Policy 237 – *Electronic Devices* (adopted September 16, 2009), to set forth expectations for appropriate use of existing and emerging technologies which students may possess.

7. *Policy 239 – Foreign Exchange Students – Third and Final Reading*

It is recommended, as a third and final reading, to adopt updated School Board Policy 239 – *Foreign Exchange Students*, to promote cultural awareness and understanding and to provide diverse experiences to District students by admitting foreign exchange students into District schools.

8. *Policy 248 – Unlawful Harassment (Pupils) – Final Reading*

It is recommended, as a final reading, to amend School Board Policy 248 – *Unlawful Harassment* – to provide a safe, positive learning climate and maintain an educational environment in which harassment in any form is not tolerated.

9. *Policy 348 – Unlawful Harassment (Administrative Employees) –Final Reading*

It is recommended, as a final reading, to amend School Board Policy 348 – *Unlawful Harassment* – to provide a safe, positive learning climate and maintain an employment environment in which harassment in any form is not tolerated.

10. *Policy 438 – Unlawful Harassment (Professional Employees) –Final Reading*

It is recommended, as a final reading, to amend School Board Policy 438 – *Unlawful Harassment* – to provide a safe, positive learning climate and maintain an employment environment in which harassment in any form is not tolerated.

11. Policy 538 – Unlawful Harassment (Classified Employees) – Final Reading

It is recommended, as a final reading, to amend School Board Policy 538 – *Unlawful Harassment* – to provide a safe, positive learning climate and maintain an employment environment in which harassment in any form is not tolerated.

12. Policy 249 – Anti-Bullying/Cyberbullying – Final Reading

It is recommend, as a final reading, to adopt School Board Policy 249 – *Anti-Bullying/Cyberbullying* and retire School Board Policy 249 – *Anti-Bullying/Cyberbullying* (adopted May 17, 2010 and revised August 13, 2014) – to provide all students with the right to a safe and civil educational environment, free from harassment or bullying, in accordance with 22 Pa. Code 12.3.

**Legislative**

**Mrs. Kehoe**

**Salary Schedule and Labor Relations**

**Mr. Wear**

1. Collective Bargaining Agreement

It is recommended to approve the five (5) year collective bargaining agreement between the Ambridge Area School District and Local 218 Ambridge Area School Employees AFSCME-AFL-CIO.

2. Permanent Contracts

It is recommended the following professional employee, who has completed three years of satisfactory service in the Ambridge Area School District as of the effective date designated, be given a permanent professional contract:

<u>Name</u>	<u>Hire Date</u>
Jamie Seifert	8-12-2015

**Personnel**

**Mrs. Locher**

1. Physician

It is recommend Dr. Jeffrey Hein be approved to serve as the District Physician for the 2018-2019 school year, pending receipt of current clearances, satisfactory drug screening, TB testing and responses by current/former employers to Act 168 screening.

2. Dentist

It is recommended Dr. Michael A. Harris be approved to serve as the District Dentist for the 2018-2019 school year, pending receipt of current clearances, satisfactory drug screening, TB testing and responses by current/former employers to Act 168 screening.

3. Rhodes Transit Bus Drivers / Aides / Substitutes

It is recommended to approve the individuals listed as operators, attendants, and maintenance for Rhodes Transit, Inc. for the 2018-2019 school year, pending receipt of current clearances, satisfactory drug screening, TB testing and responses by current/former employers to Act 168 screening.

4. Substitute Cafeteria/Food Service Assistants

It is recommended to hire the following individuals for placement on the substitute cafeteria/food service assistant list for the 2018-2019 school year, pending receipt of current clearances, satisfactory drug screening, TB testing and responses by current/former employers to Act 168 screening.

Lilibeth Begis	Gloria Broerman	Jane Divinney
Linda Chmura	Sharon Katich	Karen Frynkewicz
Vincent Fernandez	Kristyn Hernandez	Priscilla Shotter
Georgia Niznik		

5. Cafeteria Food Service Assistants/Part-Time Non-Bargaining Unit Employees

It is recommended to hire the following individuals listed as Food Service Assistants/Part-time non-bargaining unit employees for the 2018-2019 school year, pending receipt of current clearances, satisfactory drug screening, TB testing and responses by current/former employers to Act 168 screening.

Kathleen Costa	Joyce Appel	Karen Kuhel
Gina Kraus	Linda Davis	Patty Haliscek-Saunders
Jeannette McFarland	Florence Ilko	Karol Wawrykow
Douglas Richard	Sandee Mutschler	

6. Cafeteria Workers

It is recommended to hire the following individuals as Cafeteria Staff as per the terms of the collective bargaining agreement, pending receipt of current clearances, satisfactory drug screening, TB testing and responses by current/former employers to Act 168 screening.

Leah Hartman – four-hour cafeteria position at Highland Elementary School

Rhonda Scheidmantel – three and one half hour cafeteria position at the High School

7. Posted Positions: Department Heads and Building Heads

It is recommended the following individuals who have applied for the specified posted positions for the 2018-2019 school year be approved at the salary designated in the negotiated agreement, pending receipt of current clearances and drug screening:

<u>DEPARTMENT HEADS</u>		<u>SALARY</u>
<u>Elementary</u>		
Kindergarten	Tammy Kennedy	\$1,315.00

First Grade	Lisa Kovach	\$1,315.00
Second Grade	Michelle Fetkovich	\$1,315.00
Third Grade	Brenda Antoline	\$1,315.00
Fourth Grade	Erin Malatesta	\$1,315.00
Fifth Grade	Stacey Brock	\$1,315.00
Sixth Grade	Jessica Niemeier	\$1,315.00
Special Education	Susan Manuppelli	\$1,315.00

**Secondary**

English	Greg Helsel	\$1,315.00
Math	Joanne Gonzalez	\$1,315.00
Social Studies	Grace Debona	\$1,315.00
Science	Paul Hladio	\$1,315.00
Special Education	Jason Groom	\$1,315.00

**K-12**

Physical Education	David Turk	\$1,315.00
Reading	Greta Bible	\$1,315.00
Foreign Language	Davide Sciulli	\$1,315.00
Business	Terry George	\$1,315.00
Fine Arts	Todd Hartman	\$1,315.00
Applied Science and Tech	Ben Holmes	\$1,315.00
Guidance	Genifer Scaletta	\$1,315.00

**Building Heads**

Middle School	Brad Olenic	\$1,400.00
Economy Elementary	Sean Beighley	\$1,400.00
Highland Elementary	Lauren Metz	\$1,400.00
State Street	Jessica Scerbo	\$1,400.00

8. Posted Positions: Clubs / Activities

It is recommended the following individuals who have applied for the specified posted positions for the 2018-2019 school year be approved at the rate of pay as per the collective bargaining agreement:

<b><u>ACTIVITY/CLUB (High School)</u></b>		<b><u>SALARY</u></b>
Band 2 <sup>nd</sup> Assistant	Greg Becker	\$3,400.00

<b><u>ACTIVITY/CLUB (Middle School)</u></b>		
Yearbook	Devin Householder	\$ 420.00

9. Resignation

It is recommended to accept the resignation of Stacey Boal, a School Psychologist in the Ambridge Area School District, effective August 17, 2018, with regret.



10. Resignation

It is recommended to accept the resignation of Lucy Negrón, a Special Education Teacher at the Middle School, effective August 10, 2018, with regret.

11. Resignation

It is recommended to accept the resignation of Eric DuBrowa, Maintenance, in the Ambridge Area School District, with regret.

12. Resignation

It is recommended to accept the resignation of Daniel Kornosky, a Spanish Teacher at the High School, with regret. The District reserves the right to retain the employee for the sixty (60) day statutory period or until the position is filled whichever occurs first.

13. Resignation

It is recommended to accept the resignation of Carrie Quinn, an English Teacher at the High School, with regret. The District reserves the right to retain the employee for the sixty (60) day statutory period or until the position is filled whichever occurs first.

14. Resignation

It is recommended to accept the resignation of Almedina Merzihic, a Para-Professional (Teaching Assistant) at Highland Elementary School, effective August 10, 2018, with regret.

15. Resignation

It is recommended to accept the resignation of Trevor George, a Para-Professional (Teaching Assistant) at the High School, effective August 12, 2018, with regret.

16. Resignation

It is recommended to accept the resignation of Karen DeMarco, the High School Musical Director, effective August 13, 2018, with regret.

17. Safety Coordinator

It is recommended that the Board of School Directors appoint L. Douglas McCausland as the Safety Coordinator for the Ambridge Area School District. This is in compliance with new PDE guidelines and requirements.

18. Highland Elementary Afterschool Club

It is recommended to approve the following individual as an instructor of the Highland Elementary Afterschool Club at the rate of pay as per the terms of the collective bargaining agreement.

<u>Club</u>	<u>Instructor</u>
Highland Yearbook Club	Amy Wass

19. State Street Elementary Afterschool Clubs

It is recommended to approve the following individual as an instructor of the State Street Elementary Afterschool Club at the rate of pay as per the terms of the collective bargaining agreement.

<u>Club</u>	<u>Instructor</u>
State Street Scrabble Club	Chris Petukauskas

20. Employee Agreement

It is recommended to ratify the employee agreement between the Ambridge Area School District and Josh Jones. The agreement should commence and is retroactive to July 1, 2018 and expires on June 30, 2021.

21. Employee Agreement

It is recommended to ratify the employee agreement between the Ambridge Area School District and June Mueller. The agreement should commence and is retroactive to July 1, 2018 and expire on June 30, 2021.

22. Employee Agreement

It is recommended to ratify the employee agreement between the Ambridge Area School District and Marianne Salzman. The agreement should commence and is retroactive to July 1, 2018 and expire on June 30, 2021.

23. Itinerant Speech and Language Pathologist

It is recommended to hire Patricia Fronk as the Itinerant Speech and Language Pathologist at State Street Elementary and Highland Elementary at a salary of \$42,802.00 (Step 1 Master Degree), pending receipt of current clearances, satisfactory drug screening, TB testing and responses by current/former employers to Act 168 screening.

24. School Psychologist

It is recommended to hire Dr. Tiffany Miller as a School Psychologist in the Ambridge Area School District at a salary of \$51,102.00 (Step 3 Master Degree Plus 30), pending receipt of current clearances, satisfactory drug screening, TB testing and responses by current/former employers to Act 168 screening.

25. School Safety and Security Coordinator

It is recommended to approve Josh Jones to coordinate school safety and security in the District at a stipend of \$3,500.00.

\*Mr. Jones holds the following Federal Emergency Management Agency (FEMA) certifications: IS-100.SCa, IS-360, IS-362.a, IS-700.a, IS-907, IS-200b, IS-29, IS-42. He also holds certification in a proactive options based response to Active Shooter & Armed Intruder program. In addition, his IT background will prove instrumental with building surveillance, security and fire systems, and communication with police.

26. Prevention Network

It is recommended to approve the agreement between the Ambridge Area School District and the Prevention Network for the 2018-2019 school year. This will include two Prevention Network Specialists, five (5) days per week, at Highland Elementary and Ambridge Area High School at an annual contracted amount of \$85,000.00.

27. 2018-2019 Band Camp Positions

It is recommended the following individuals be approved for the 2018-2019 summer band camp positions at the designated stipend, pending receipt of current clearances, satisfactory drug screening, TB testing and responses by current/former employers to Act 168 screening:

Instructor	Katrina Levendoski	\$ 1,800.00
Assistant Percussion Instructor	Matt Hladio	500.00
Auxiliary Percussion Instructor	Open	800.00
Bridger Belle Choreographer	Elizabeth Dewar	500.00
Color Guard Choreographer	Emily Gregory	300.00
Wind Instructor/Staff Arranger	Kevin Newton	1,000.00

## 28. 2018 Fall Coaches

It is recommended the following individuals be approved to fill the designated fall coaching positions for the 2018-2019 school year at a salary as per the terms of the collective bargaining agreement, pending receipt of current clearances, satisfactory drug screening, TB testing and responses by current/former employers to Act 168 screening.

### Football

Varsity 1 <sup>st</sup> Assistant	Chris Kessler	\$5,000.00
Varsity Assistant	Alex Verikas	\$4,200.00
Varsity Assistant	Anthony Marsillo	\$4,200.00
Varsity Assistant	Guy Ward	\$4,200.00
9 <sup>th</sup> /Middle School	Keith Humpherys	\$3,350.00
9 <sup>th</sup> /Middle School	Marion Kittrell	\$3,350.00
9 <sup>th</sup> /Middle School	Bernard Lewis	\$3,350.00
Weightlifting	Terry George	\$3,500.00
Equipment Manager	Craig Wiltrek	\$ 500.00
Equipment Manager	Ron Wilson	\$3,000.00

### Girls' Volleyball

Head Coach	Jorge Bojorquez	\$4,300.00
Assistant Coach	Ashley Kittrell	\$2,350.00
Volunteer	Jessica Prentice	No Remuneration

### Girls' Cross Country

Head Coach	Denise Duncan	\$4,300.00
------------	---------------	------------

### Boys' Cross Country

Head Coach	Susan Erickson	\$4,300.00
------------	----------------	------------

### Girls' Soccer

High School Head Coach	Greg Helsel	\$4,300.00
Middle School Head Coach	Donald Skinner	\$2,000.00

### Boys' Soccer

High School Assistant Coach	Dean Search	\$2,350.00
Middle School Head Coach	Rob Van Rheenen	\$2,000.00
Middle School Assistant Coach	Max Lorei	\$1,300.00

Girls' Golf

Head Coach	Larry Knopsnyder	\$4,300.00
Assistant Coach	Brandi Skonieczny	\$1,000.00

Boys' Golf

Head Coach	Jason Groom	\$4,300.00
Assistant Coach	Gerry States	\$1,000.00

Girls' Tennis

Head Coach	Georgia Barlamas	\$4,300.00
Assistant Coach	Megan Racioppo	\$1,000.00

29. School Resource Officer Agreement

It is recommended to approve a Resource Officer position at the Ambridge Area High School for the 2018-2019 school year. The Ambridge Police Department will bill the Ambridge Area School District at a rate of \$27.63 per hour toward the salary of the SRO for the term of this agreement.

30. Administrator Equity Adjustments

It is recommended that the Superintendent, Dr. Jo Welter, receive consideration for a 2% (two percent) increase in salary with a one-time \$1,000 bonus for the 2018-2019 school year based on her evaluation for the 2017-2018 school year.

31. Director of Academic Affairs

It is recommended to approve a change of title for Mr. Barry King from Director of Curriculum Instruction, Assessment and Special Projects to Director of Academic Affairs.

32. Para-Educators (Teaching Assistants)

It is recommended to hire the following individuals to fill current Para-Educator (Teaching Assistants) vacancies as per the terms of the Ambridge Area Education Support Professional Association (ESPA/PSEA-NEA) collective bargaining agreement pending receipt of current clearances, satisfactory drug screening, TB testing and responses by current/former employers to Act 168 screening:

- Patricia Filbert – High School
- Rob Van Rheenen – High School
- Jodi Ludwick – State Street Elementary
- Kathleen Crago – Middle School
- Natalie Canello – Economy Elementary

### 33. Hall Monitor

It is recommended to hire Ron Jones as a Hall Monitor at the High School as per the terms of the Ambridge Area Education Support Professional Association (ESPA/PSEA-NEA) collective bargaining agreement pending receipt of the current clearances, satisfactory drug screening, TB testing and responses by current/former employers to Act 168 screening.

### **XIV. Solicitor's Report**

### **XV. Superintendent's Report**

### **XVI. Old and New Business**

It is now time for old and new business. Any DISTRICT RESIDENT who desires to comment on any business relevant to the Ambridge Area School District should now come forward. Each person must state their first and last name and address prior to speaking. Each person will be allowed three minutes and can speak only once.

### **XVII. Motion to Adjourn**