

Avonworth School District
Regular Meeting - August 8, 2022

BOARD NOTES

The following items were approved at this meeting:

- Minutes of the June 6, 2022 Budget Hearing and the July 11, 2022 Regular Meeting.
- Ratify payment of General Fund bills for July 2022, beginning with Check #53846 and ending with Check #53975 in the amount of \$814,034.67.
- Ratify the July 2022, payroll in the amount of \$991,805.55.
- Treasurer's Report for June 2022.
- Ratify payment of Food Service Fund bills for July, 2022, beginning with Check #3211 and ending with Check #3218 in the amount of \$6,511.17.
- The proposal from AMASTI (Advanced Machine & System Technologies, Inc.) for mailing equipment under a 63 month lease agreement at a cost of \$323.10 per month as presented.
- The Service Agreement with The Watson Institute for the 2022-2023 School Year as presented.
- The Letter of Agreement with Pressley Ridge regarding service coordination for individual students and possible placement in the programs they operate. There is no financial cost associated with this agreement; any costs pertain to the placement of individual students.
- The EITC Letter of Support for Wesley Family Services to accompany their application for inclusion for educational improvement organizations to the Dept. of Community and Economic Development.
- Meal prices for the 2022-2023 School Year as presented. There has been no increase in breakfast or lunch pricing for students.
- To extend the contract for milk and juice/drink products for Schneider's Dairy, the lowest responsible bidder, for the 2022-2023 School Year.
- To award the bread products bid to Klosterman's Baking Company for the 2022-2023 School Year.
- The Paeducator.net Contract of Service with the AIU for the 2022-2023 School Year as presented.
- To accept the award of the Little Tugboat (foundation) grant in the amount of \$32,250 as presented.
- To move to record in the Minutes of this meeting that the following employees have attained Professional Employee status and will be issued a Professional Employee contract as per PA School Code #1108 and #1121:
 1. Ms. Alexis Moore
 2. Ms. Monica Swartz
 3. Ms. Elaine Schmidt
- The leave request as presented:

o Employee	Reason	Dates
#2668	For up to 12 weeks of FMLA	August 24 - October 6, 2022

- The request for an educational sabbatical as presented:

Employee	Reason	Dates
#1431	for an educational sabbatical	for the first semester of the 2022-2023 School Year (Aug. 18, 2022-Jan. 11, 2023)

- The request of Employee #2867 for Child Care Leave from August 24 - approximately Sept. 22, 2022.
- The unpaid leave request for Employee #2879 to fulfill Military Service August 25-26, 2022; Nov. 3-4, 2022; and March 9-10, 2023.

- To accept the resignations as presented:

Name	Position	Effective Date
Mr. Brad Waters	accept the Letter of Intent to Retire as Director of Fiscal Management	February 3, 2023
Mr. Mervin Doerfler	accept the Letter of Intent to Retire as Food Service Worker	July 27,2022
Mr. Peter Yannopoulos	accept letter of resignation as a Paraprofessional	July 29, 2022
Ms. Rebecca Murphy - ADDENDA ITEM	accept letter of resignation as a Paraprofessional	effective August 1, 2022
Ms. Jessica Stokes - ADDENDA ITEM	accept letter of resignation as a Food Service Worker	July 31, 2022

- Appointments as presented:

ALL ADDENDA ITEMS		
Name	Position	Effective Date
Ms. Melissa Longmore	as a Paraprofessional at a salary according to the AESPA contract, with benefits.	August 22, 2022
Ms. Beverly Dimond	as a Paraprofessional at a salary according to the AESPA contract, with benefits.	August 22, 2022
Ms. Tracey Zewe	as a Paraprofessional at a salary according to the AESPA contract, with benefits.	August 22, 2022
Mr. Jordan Rapp	as a Paraprofessional at a salary according to the AESPA contract, with benefits.	August 22, 2022
Ms. AnneMarie Irlbacker	as a Paraprofessional at a salary according to the AESPA contract, with benefits.	August 22, 2022
Ms. Carley Cavaliere	as a Long Term High School English Substitute at Category B, Step 1 with benefits per the current AEA Contract	from August 18, 2022-January 13, 2023 (First Semester) of the 2022-2023 School Year.
Ms. Marnie Arnold	as a Mentor for Ms. Carley Cavaliere, Long Term High School English Substitute	from August 18, 2022-January 13, 2023 (First Semester) of the 2022-2023 School Year.
Ms. Danielle Tepe	as a Mentor for Ms. Emily Hough, Elementary Guidance Counselor	for the 2022-2023 School Year.
Ms. Pam Rawlings	as a Mentor for Ms. Kristina Busti, School Psychologist	for the 2022-2023 School Year.
Mr. Ronnie Ziccardi	as a Mentor for Mr. Marshall Henry, Elementary Music Teacher	for the 2022-2023 School Year.
Mr. Robert Eastwood	as the Elementary School Assistant Principal at a salary of \$75,000 with benefits according to the current Act 93 Agreement	August 9, 2022
Ms. Anastasia Simpson	as an extended Day to Day Grade 6 ELA Substitute Teacher at \$140/day with no benefits	from August 18 - October 27, 2022.

- The salary increases for Act 93 personnel per the attached Document P-2 effective July 1, 2022.
- The salary increases for non-union personnel per the attached Document P-3, effective July 1, 2022.
- The Collective Bargaining Agreement between the Avonworth School District and the Avonworth Education Support Association (AESPA) effective July 1, 2022 through June 30, 2027 as presented.

- The Service Agreement with Addiction Treatment Technologies, LLC, DBA Care Solace as presented. This will be paid for with the PCCD Physical Safety and Mental Health Grant funds.
- To enter into an agreement between the Avonworth School District and STAT Staffing Medical Services, Inc. to provide substitute nursing services during the 2022-2023 School Year.
- The agreement with the AIU for Deaf and Hard of Hearing consultative services for the 2022-2023 School Year as presented.
- The agreement with the AIU for Deaf and Hard of Hearing support services for the 2022-2023 School Year as presented.
- The Agreement with Pittsburgh Behavioral Services In., DBA Pittsburgh ABA, for educational services and related support.
- Ms. Alice Cahill to train Ms. Pam Robinson, new Athletic secretary, for a total of five days at a rate of \$22.47/hour.
- To amend the motion from May 9, 2022 and approve the purchase of Mathia for Carnegie Learning grades 6-11 at a cost of \$84,192 over the next five (instead of six) years. This cost includes professional development and Mathia licenses for five (instead of six) years.
- To declare several Elementary School library books as obsolete and to donate/dispose of accordingly.
- The Facility Usage Fees for the 2022-2023 School Year as presented.
- To accept the resignation of a coach as presented:

Name	Position	Effective Date
Ms. Abby Ifft	JV Cheerleading Coach	7/29/2022

- To approve the following coaches as presented:

Name	Position	Effective Date
Mr. Shawn Dugan	as a volunteer Varsity Boy's Soccer Assistant Coach without benefits.	for the 2022-2023 School Year.
Ms. Lindsey Thelk	as a returning Assistant Varsity Cheer Coach	for the 2022-2023 School Year.
Ms. Stefanie Hightower	as a returning Head Middle School Cheer Coach	for the 2022-2023 School Year.

In the event that an athletic season or other activity is shortened or cancelled in its entirety, payment for the affected supplemental positions(s) shall be reduced on a pro-rata basis. This appointment does not guarantee any of the persons listed that his/her position will be needed and in place or that it will continue uninterrupted during the 2022-2023 School Year.

- The resignation of a supplemental sponsors as presented.

Sponsor	Position	Effective Date
Ms. Stefanie Mack	6th Grade Lunch Duty	July 20, 2022
Ms. Kathy Galecki - ADDENDA ITEM	8th Grade Level Chair	August 4, 2022

- To approve the Supplemental Sponsors as presented:

Name	Position	Effective Date
Ms. Becky Kolesar	Primary Center PM Bus Duty	for the 2022-2023 School Year.
Mr. Mike Lincoln	as the Personal Pathways Leader for Business, Finance & Entrepreneurship	for the 2022-2023 School Year.

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- To approve the University of Pitt-Bradford's proposal for a research/positive psychology intervention opportunity for the volleyball team.
- To approve the Health & Safety Plan as presented.
- To approve a minimum of four (4) Ohio Township canine visits throughout all areas of District facilities, including parking lots and one visit to the Elementary School and Primary Center during the 2022-2023 School Year.

- To approve the updates to policies 122.4 Co-Curricular Activities, 218 Student Discipline, 220 Student Expression/ Dissemination of Materials, 227 Controlled Substances/Paraphernalia, 237 Electronic Devices, 808 Food Service, and 006 Meetings (ADDENDA ITEM) as presented.
- To approve the first reading of policies 236.1 Threat Assessment and 146.1 Trauma-Informed Approach as presented.
- To approve retiring policies in the following sections: 300 Administrative Employees, 400 Professional, and 500 Classified Employee. These policies were consolidated with the 300 Employee section.

300 Administrative	400 Professional	500 Classified	Replaced By Employee Section No.
304 Nepotism			304 Employment of District Staff
	404.1 Hiring Process		Per PSBA, this is primarily procedural
316 Non-Tenured Employees	416 Non-Tenured Staff Members		This was deemed by PSBA to not add value to the policy manual.
322 Gifts	422 Gifts		322 Gifts
323 Tobacco Use	423 Tobacco Use	523 Tobacco Use	323 Tobacco and Vaping Products
324 Personnel Files	424 Personnel Files	524 Personnel Files	324 Personnel Files
325 Dress & Grooming	425 Dress & Grooming	525 Dress & Grooming	325 Dress and Grooming
326 Complaint Process		526 Complaint Process	526 Complaint Process
327 Management Team			This was deemed by PSBA to not add value to the policy manual.
328 Compensation Plan	428 Salary Determination	528 Salary Determination	328 Compensation Plans/Salary Schedules
		530 Overtime	330 Overtime
331 Job Related Expenses	431 Job Related Expenses	531 Job Related Expenses	331 Job Related Expenses
	432 Working Periods	532 Working Periods	332 Working Periods
333 Professional Development	433 Professional Development		333 Professional Development
334 Sick Leave	434 Sick Leave	534 Sick Leave	334 Sick Leave
335 Family & Medical Leaves	435 Family & Medical Leaves	535 Family & Medical Leaves	335 Family and Medical Leaves
335.1 Employee Assistance Program	435.1 Employee Assistance Program	535.1 Employee Assistance Program	Per PSBA, this is not necessary as a standalone policy.
336 Personal Necessity Leave	436 Personal Necessity Leave	536 Personal Necessity Leave	336 Personal Necessity Leave
337 Vacation		537 Vacation	337 Vacation
338 Sabbatical Leave	438 Sabbatical Leave		338 Sabbatical Leave
338.1 Compensated Professional Leaves	438.1 Compensated Professional Leave		338.1 Compensated Professional Leaves
339 Uncompensated Leaves	439 Uncompensated Leave	539 Uncompensated Leave	339 Uncompensated Leave
339.1 Maternity Leave	439.1 Maternity Leave	539.1 Maternity Leave	Per PSBA, this is primarily procedural
	440 Responsibility for Student Welfare		340 Responsibility for Student Welfare
		541 Benefits for Part Time Personnel	341 Benefits for Part-Time Employees
342 Court Leave	442 Court Leave	542 Court Leave	342 Jury Duty
		543 Paid Holidays	343 Paid Holidays
351 Drug & Substance Abuse	451 Drug & Substance Abuse	551 Drug & Substance Abuse	351 Drug & Substance Abuse

- To approve the following updated handbooks for the 2022-2023 School Year as presented:
 1. Avonworth Middle School Guidebook
 2. Avonworth School District Faculty Handbook
 3. Avonworth School District Student Handbook & Discipline Code
 4. Induction Handbook