

**Avonworth School District**  
**258 Josephs Lane**  
**Pittsburgh, PA 15237**  
**Avonworth Board of School Directors**  
**Minutes – Regular Meeting – January 18, 2021**  
**Avonworth School District – LGI Room & Virtually**  
**7:30 P.M.**

**MEMBERS PRESENT IN THE BOARD ROOM (Roll Call Taken):**

Mr. Beau Blaser, Mr. John Brandt, Ms. Vicki Carlson

**MEMBERS PRESENT VIRTUALLY (Roll Call Taken & Verified by Voices & Video):**

Ms. Sandra Bolain, Ms. Yu-Ling Cheng, Ms. Kathryn Monti, Mr. Patrick Stewart,  
Ms. Kristin Thompson, Ms. Danielle White

**OTHERS PRESENT IN THE BOARD ROOM:**

Dr. Thomas Ralston, Superintendent  
Mr. Brad Waters, Director, Fiscal Mgmt.

Dr. Jeff Hadley, Asst. Superintendent  
Ms. Cindy Donovan, Board Secretary

**OTHERS PRESENT VIRTUALLY:**

Mr. William Andrews, Esq., Solicitor  
Mr. Tom DiOrio, Parent  
Ms. Breanna Maisner, Teacher  
Ms. Julie Tullar, Teacher  
Dr. Scott Miller, APC Principal  
Ms. Melanie Quinn, Parent  
Ms. Pamela Hershey, Parent  
Ms. Suzanne Basista, Parent  
Ms. Elizabeth Eberhardt, Parent  
Ms. Carla Zimmerly, Parent  
Ms. Melissa Lesko, Parent  
Ms. Gretchen Crawford, Parent  
Ms. Nancy Purcell, Parent  
Ms. Maureen Frew, Teacher  
Ms. Raili Kieley, Parent  
Ms. Tracy Theobald, Parent  
Ms. Melissa Cwynar, Teacher  
Mr. Ed Clark, Community Member  
Ms. Natalie Camacho, Parent  
Ms. Natasha Mitchell, Parent  
Ms. Tammy Scott, Parent  
Ms. Lisa Milsom, Parent  
Ms. Linda Morgan, Parent  
Ms. Amy Besterman, Teacher  
Ms. Amy Kantenwein, Paraprofessional  
Ms. Jana Stahl, Teacher  
Ms. Gail Lipchak, Parent  
Mr. Oscar Matous, Media Member  
Ms. Jennifer Revesz, Teacher

Ms. Erin Pascuzzi, Parent  
Ms. Katelyn Straley, Teacher  
Ms. Airah Shafiq, Student  
Ms. Melissa Nelson, Parent  
Ms. Monica Swartz, Teacher  
Ms. Jodi Buzzard, Parent  
Mr. Will Guess, Teacher  
Ms. Kelli Sommers, Parent  
Ms. Sherry Ehrin, Parent  
Mr. Dean Zuppe, Teacher  
Ms. Andrea Graf, Parent  
Ms. Durkhani Amanzai, Parent  
Ms. Kristy Alberts, Parent  
Mr. Len Tena, Teacher  
Ms. Antoinette Roll, Parent  
Ms. Jennifer Yoder, Parent  
Ms. Kristen Hubbell, Parent  
Mr. Robb Pfeil, Parent  
Ms. Julie Brown, Parent  
Ms. Elizabeth Dugan, Parent  
Ms. Jackie Karwoski, Parent  
Ms. Lisa Simmons, Parent & Paraprofessional  
Ms. Jodi Buzzard, Parent  
Mr. Dave Leibach, Teacher  
Mr. Chad Osborn, Parent  
Ms. Claire Pappas, Teacher  
Ms. Lisa Stevens, Paraprofessional  
Ms. Becky Marszalek, Paraprofessional & AESPA President  
Ms. Mallory Accamando, Teacher

Mr. Michael Hetcko, Parent  
Ms. Amanda Lemon, Parent  
Ms. Sara Studt, Teacher  
Ms. Jennifer Lindell, Parent  
Ms. Alicia Mielnicki, Parent  
Ms. Hannah Valeriano, Parent  
Ms. Kelly Hansen, Teacher & AEA President

Dr. Bill Battistone, AES Principal  
Mr. Erich Dinkfelt, Parent  
Mr. Brant Colamarino, Blgs./Grounds Supvsr.  
Ms. Pharlan Ives, Asst. APC/AES Principal  
Mr. Jared Quinn, Parent  
Ms. Makenzie Wetzal, Parent

**Call to Order**

*Board President, Ms. Vicki Carlson, called the Regular Meeting to order at 7:30 P.M.*

**PRESENTATION: Dr. Thomas Ralston, Superintendent**

**JANUARY, 2021 SCHOOL DIRECTOR RECOGNITION MONTH**

**WHEREAS, the role of locally elected school officials has served the Commonwealth of Pennsylvania and local communities in meeting the needs of public education since the passage of the Free School Act in 1834; and**

**WHEREAS, these local boards have discharged their responsibilities to public education in a manner which has placed public education in the forefront of our educational systems; and**

**WHEREAS, locally elected officials have distinguished themselves and their communities in this nonpaid, volunteer public service commitment; and**

**WHEREAS, the contributions of these men and women should be recognized and appreciated by those who benefit from the workings of our public school system;**

**NOW THEREFORE BE IT RESOLVED that the Board of Directors of the Pennsylvania School Boards Association hereby proclaims the month of January as School Director Recognition Month in the Commonwealth; and**

**FURTHER RESOLVE, that this proclamation hereby recognizes the Avonworth Board of School Directors for their outstanding efforts, difficult decisions, attention to educational success, and the invaluable amount of time they dedicate to making the Avonworth School District an outstanding educational institution.**

*Dr. Ralston said this past year has been particularly hard as the Board struggled with the pandemic and decisions for our students. Our Board members oversee budgets, policies, and hiring among other duties and are tireless in their commitment to children.*

**STUDENT BOARD RECOGNITION**

*Ms. Claire Pappas and Ms. Amy Besterman, Elementary Student Council Sponsors were present virtually this evening and, on behalf of the Elementary Student Council “The Game Changers,” presented books to the School Board for the Elementary and Primary Center Libraries. Books chosen were I want to Sleep Under the Stars! by Mo Willems, Sofia Valdez and the Vanishing Vote by Andrea Beaty, Bailey’s Story by W. Bruce Cameron, Best Friends by Shannon Hale and LeUyen Pham, Field Trip to the Ocean Deep by John Hare, and*

*My Papi has a Motorcycle. Middle School Student Council Sponsors, Ms. Katelyn Straley and Ms. Julie Tullar were present virtually along with Middle School Student Council Representatives, Airah Shafiq and Kacey Lavelle who presented And Then There Were Non by Agatha Christie and Price and Prejudice by Jane Austin. Kyra Carlson presented the Board with When Time Stopped by Ariana Neumann and The Story of More by Hope Jahren for the High School Library.*

*Dr. Ralston and Dr. Hadley provided a brief update and presentation regarding the hiring for the K-2 full-time in-person program and provided their recommendations regarding the Grade 3-6 educational model. Dr. Ralston said we are leaning on health professionals and based upon studies and recommendations by the Dept. of Health and the CDC, it is recommended that K-6 return to school in a hybrid program beginning tomorrow and returning K-2 students to full time, in-person instruction February 16. K-2 students would continue to have the option to attend the Virtual Academy. It is also recommended that Grades 7-12 return to the hybrid model on January 25 and maintain asynchronous on Wednesday. Grades 7-12 Virtual Academy would be aligned with the hybrid instruction via a synchronous learning model. We have some significant obstacles with space in the elementary school for Grades 3-6. We have identified bringing grade 3 back and feel it's possible to find space for them. This is contingent upon finding appropriate candidates. Three candidates are interviewing now. We do not want to dismiss Grades 4 and 5. Surveys have shown synchronous instruction is important. We would like to bring two teachers forward for Social Studies and Science instruction in Grades 4 and 5. It is recommended that we bring Grade 3 back for full time in-person instruction on February 16. Grades 4, 5 and 6 would maintain the hybrid model. Mr. Biden will provide additional stimulus funds to support schools and these additional funds would help cover the costs involved.*

*Mrs. Carlson then if there were any questions from virtual visitors or Board members.*

*Mrs. White said the Virtual Academy enrollment for Grades 3-6 does not look like it has shifted. Dr. Ralston said we have always had more challenges - Grade 6 program requires using more spaces like the gym, library, and LGI in order to feed students with 6 foot distancing. Even with Grade 3 we need more space. Regarding the survey, and the shift in the Virtual Academy to in-person, we saw significant movement in K-2. We did not see the same movement at the elementary school in the surveys. Dr. Hadley said we did not see a drop in Grades 3-6 Virtual Academy because we are not changing the program at this time. If we changed to full time in-person for 3-6 we would see a significant increase. When it comes to candidates, Dr. Miller got 33 applicants and Dr. Battistone received ten. Many teachers are interested in teaching the primary grades. We are not only going to face spaces but challenges to get quality candidates. Ms. Cheng checked for clarification on Grade 3 in the presentation. Would it be on a similar timeline with K-2? Dr. Hadley said we would like to set up the same with a two week training. Ms. Cheng asked if Social Studies and Science for Grades 4 and 5 would begin February 16. Dr. Hadley said that is our hope and would like them to be available to start on February 16.*

*Mrs. Monti asked if having one teacher for Social Studies and Science for Grades 4 and 5 is enough to cover for all of those kids. Dr. Hadley said yes – one for Grade 4 and one for Grade 5. Mrs. Monti asked if there was an adjustment for 6<sup>th</sup> grade. Dr. Hadley said 6<sup>th</sup> grade is running their program in three blocks.*

*Mr. Blaser feels having Grade 3 supported is a good idea and using the substitutes in Grades 4 and 5 is terrific. Regarding the budget, if funds are not available, would we be able to weather that commitment without impacting the budget? Dr. Ralston said there is a cost we have factored in. When looking at the budget there are things we look at like year-to-year things as well as one-time costs. Personnel is the largest year-to-year cost. Mr. Waters said there is a variable cost but in the calculation the reason for the gap is we do not know how many substitutes would take the insurance. The CARES Act funding at the end of the 2020 year that Mr. Trump signed into law will provide the district with a \$220,000 fund that we will use to offset these costs. Other funds Dr. Ralston mentioned would also offset the cost. He will recommend opening the 2020-2021 budget to add these additional costs once we see what we have with other candidates.*

*The presentation will be available on the District website.*

### **Visitors' Comments**

*No visitor comments.*

*Mrs. Carlson noted that the Curriculum Committee met this evening in the LGI Room and virtually at 6:30 P.M. to discuss curriculum matters.*

### **Report of Student Representative – Ms. Kyra Carlson**

*Ms. Carlson reported that the High School Student Council has begun a campaign to write letters to people who are isolated (specifically hospital patients and senior citizens) due to COVID restrictions and lockdowns and to send patients electronic cards. They are also planning Spirit Week the week of February 1.*

### **Report of Administration – Dr. Thomas Ralston, Superintendent**

*Dr. Ralston spoke about today being Martin Luther King, Jr. Day and addressed the District's efforts in making it a more welcoming, inclusive environment.*

*Dr. Ralston then read a statement that he wrote last year and that is posted on the District website: "It is my personal and professional belief that the most important thing that we can do as a school community is to provide a safe, nurturing, respectful place of belonging for our children to learn. It is my goal that all children in our schools grow to become empathetic, contributing citizens who reach their full potential and make our world a better place. In order for this to be possible, the school environment we create must be free from hateful speech and actions that encourage discrimination and violence."*

*"Racial and ethnic slurs, insults, and other disrespectful or threatening behaviors based on a person's individual characteristics have no place in our schools. Instead, we must choose to embrace a culture of kindness that celebrates the differences that make us all unique. Each of us has a special story to tell about our family, heritage, and traditions. Let's open our hearts and minds to those stories to better understand one another. We are stronger together! We all belong!"*

*I ask you to join me in this commitment to ensure Avonworth is a place of belonging for all. Have the courage to stand up, to intervene, to be kind. It is the right and most important thing we can do for our children."*

Report of the Assistant Superintendent – Dr. Jeff Hadley

Dr. Hadley extended his thanks to parents, Board members and students who are part of the Diversity, Equity and Inclusion Committee. Over 100 people expressed interest in attending the original committee meeting of the 2020-2021 school year. Approximately 75 individuals attended our first meeting and then 30 individuals volunteered for our smaller working group which has been having meetings on a regular basis. Dr. Hadley thanked Mrs. Torri Robinson who has really helped by taking the lead in some of the meetings and also assists with planning. Dr. Hadley provided an update on where we are. The top four areas to develop action plans around are courageous conversations, supporting students of color, developing a speaker series, and also a podcast/TED Talk/book, etc. series. The committee's goal is to provide our school community with ongoing opportunities for learning, awareness, and growth around diversity, equity, and inclusion. He noted that Ms. Cheng put the Committee in touch with Candi Castleberry-Singleton who will be the first speaker in a virtual community meeting. Candi is currently the Vice President of Inclusion & Diversity at Twitter. We will get information out to the school community as soon as the logistics of this speaking engagement are finalized.

Report of the Solicitor – Mr. William Andrews, Esq.

Mr. Andrews' connection was lost and, after several attempts, he was not able to continue attending the meeting virtually.

Beattie Key Notes/AIU News – Ms. Kate Monti/Ms. Kristin Thompson

Mrs. Monti reported that AWBCC students returned to the hybrid model last Monday. It seems virtual instruction was supported well by the instructors. We have a few students (60-65 kids) who are participating virtually. At the AWBCC meeting this Thursday they will hold a 2020-2021 budget review and policy notes. There is no meeting scheduled for February.

**Motion:** J. Brandt; **Second:** B. Blaser; **Motion Carried:** Unanimous voice vote to approve the Minutes of the November 23, 2020 Work Session/General Purpose Meeting, the Minutes of the December 7, 2020 Reorganization Meeting, and the December 7, 2020 Regular Meeting. (Voice Vote)

Minutes

**FINANCE – D. White/P. Stewart, Co-Chairs**

**Motion:** D. White; **Second:** B. Blaser; **Motion Carried:** Unanimous voice vote to approve items 1.1-1.6 and 2-9:

- |            |   |                    |
|------------|---|--------------------|
| <b>1.1</b> | Ratify payment of General Fund bills for December, 2020, beginning with Check #50118 and ending with Check #50274 in the total amount of \$815,061.52.    | General Fund       |
| <b>1.2</b> | Ratify the December, 2020 payroll in the amount of \$1,184,103.05.  | Payroll            |
| <b>1.3</b> | Treasurer's Report for November, 2020.  | Treasurer's Report |
| <b>1.4</b> | Ratify payment of Food Service Fund checks for December, 2020, beginning with Check #2775 and ending with Check #2779 in the total amount of \$12,959.78. | Food Svc. Fund     |
| <b>1.5</b> | Ratify payment of Athletic Fund checks for December, 2020, beginning with Check #9202 and ending with Check #9203 in the total amount of \$110.           | Athletic Fund      |
| <b>1.6</b> | To approve capital project payments of \$2,376.00.  | Capital Projects   |

**Finance, continued**

2. To approve the EITC Letter of Support for the YMCA of Greater Pittsburgh to accompany their application for inclusion for educational improvement organizations to the Dept. of Community and Economic Development. *EITC*
3. To approve the 2019-2020 Audited Financial statements as presented by Hosack, Specht, Muetzel, & Wood, LLC. *2019-2020 Audited Financial Stmts.*
4. To authorize the district’s solicitor (Andrews & Price) to continue the residential and commercial property assessment appeal program using the criteria detailed in their letter of January 4, 2021. *Solicitor Continue Assessment Appeal Program*
5. To approve Official Avonworth School District **Resolution #011821** Limiting Authority to Increase the Real Estate Tax Rate for 2021-2022 by More Than the Index of 3.0% as attached. (Based on the preliminary budget presented by Mr. Waters on December 7.) *Resolution*

**ADDENDUM ITEMS (4)**

6. To approve **Ms. Shelby James** to write a PA Council on the Arts Statewide Creative Catalyst (State) Grant in the amount of \$3,581.70 (1:1 match) and to approve **Ms. James** to receive a stipend in the amount of \$75 for writing the grant. *Grant*
7. To approve **Mr. Bill White** to write an AIU OnRamp (Foundation) Grant in the amount of \$2,500 and to approve **Mr. White** receive a stipend in the amount of \$75 for writing the grant. *Grant*
8. To approve **Ms. Brittany Covalt** to write an AIU OnRamp (Foundation) Grant in the amount of \$2,500 and to approve **Ms. Covalt** receive a stipend in the amount of \$75 for writing the grant. *Grant*
9. To approve the EITC Letter of Support for the Laughlin Children’s Center to accompany their application for inclusion for educational improvement organizations to the Dept. of Community and Economic Development. *EITC*

**PERSONNEL – K. Monti/Y. Cheng, Co-Chairs**

**Motion:** K. Monti; **Second:** J. Brandt; **Motion Carried:** Unanimous voice vote to approve items 1-10:

1. To accept the resignation of **Mrs. Donna Paff** as Part-Time Administrative Assistant as of December 7, 2020. *Resignation*
2. To eliminate the position of Part-Time Administrative Assistant. *Eliminate Position*
3. To eliminate the Maintenance Supervisor position. *Eliminate Position*

**Personnel, continued**

4. To approve creating the position of Confidential Secretary to the Assistant Superintendent. *Create Position*
5. To approve the salary adjustments as shown on document P-2 effective January 1, 2021. *Salary Adjustments*
6. To approve the transfer of 25 sick days for **Mr. Joseph Bandi** which were accumulated during his employment with the Lakeview School District. *Transfer of Sick Days*
7. To approve **Mr. Michael Shoats** as a Long Term Substitute for 9<sup>th</sup> grade Biology with benefits at Category M, Step 1, beginning January 11, 2021 through June 9, 2021. *LTS*
8. To approve the creation of a Pre-K Transition Leader supplemental position for the 2020-2021 School Year. The stipend will be paid using Title I Transition funds. *Create Supp. Position*

**ADDENDUM ITEMS (2)**

9. **Ms. Danielle Wilkinson** continue as a Long Term Substitute for Grade 4 Math/Science/Social Studies with benefits for the second semester of the 2020-2021 School Year at Category M, Step 2 from January 22, 2021 through June 9, 2021. *LTS*
10. **Ms. Emma Gustic** as a Substitute Paraprofessional for the 2020-2021 School Year effective January 25, 2021 at a rate of \$14.25/hour, pending requirements of the district. *Sub Paraprofessional*

**BUILDINGS & GROUNDS – P. Stewart/S. Bolain, Co-Chairs**

**Motion:** P. Stewart; **Second:** J. Brandt; **Motion Carried:** Unanimous voice vote to approve items 1-2:

1. To enter into an agreement with Gateway Engineers at a cost not to exceed \$41,500.00 (approximately 4% of cost estimate) to develop documents to construct a parking lot on the high school expansion property. *Parking Lot Development*
2. To accept the proposal from A & N Lawn Service, Inc., to provide snow plowing services at the elementary campus. *Snow Plowing*

**ATHLETICS & ACTIVITIES – J. Brandt/B. Blaser, Co-Chairs**

**Motion:** J. Brandt; **Second:** B. Blaser; **Motion Carried:** Unanimous voice vote to approve items 1-3:

1. To approve **Mr. Joseph Mancuso** as a volunteer Boys' Varsity Basketball Coach for the 2020-2021 School Year, pending requirements of the District. *Vol. Basketball Coach*

**Athletics & Activities, continued**

2. The Administration recommends approval of the following supplemental sponsor for the 2020-2021 School Year, pending requirements of the District. 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 below that his/her position will be needed and in place or that it will continue uninterrupted during the 2020-2021 School Year. *Supp. Sponsor*
- **Mr. Joseph Bandi** as supplemental sponsor of the following beginning January 25, 2021:
    1. High School Chamber Choir Director
    2. Middle/High School Choral Director
    3. Elementary Choral Director

**ADDENDUM ITEM**

3. To accept the resignation of **Mr. Doug Haskins** as sponsor of the following supplementals effective January 11, 2021: *Sponsor Resignation*
1. 9<sup>th</sup> Grade Team Leader
  2. Middle School Environmental Club
  3. Middle School Yearbook
  4. High School Yearbook Co-sponsor

**POLICY – S. Bolain/K. Monti, Co-Chairs**

**Motion:** S. Bolain; **Second:** Y. Cheng; **Motion Carried:** Unanimous voice vote to approve item 1:

1. Approval of the Kindergarten Program Guide for the 2021-2022 School Year. *K Program Guide*  
*(Informational note: No major educational content changes were made this year, only annual dates, times, etc. were updated)*
2. To readopt the Principles for Effective Governance and Leadership as stated in Policy 011 as attached. *Readopt Policy 011*

**Old Business**

*Mrs. White wants to understand where we stand with Grades 4, 5, and 6 hybrid. At what point in time when we are in moderate would we consider bringing them back full time in-person? Dr. Ralston said the big challenge is we made a commitment to adhere to 6 ft. distancing that we heard from professionals. We are trying to find the ability to distance at 6 ft. and find the space to distance students. According to Dr. Culler-Freeman and Dr. Rottinghouse, there are still a lot of unknowns about what happens even after vaccinations. That is where we have our challenge. The elementary school is not big enough even if we find teachers. Dr. Ralston said they did not feel comfortable giving us advice in the moderate or low ranges due to dismiss distancing or wearing masks.*

Minutes – Regular Meeting January 18, 2021

*Mrs. Carlson said unless recommendations change and studies show differently, this is the model we are moving forward with for the foreseeable future. Dr. Ralston said we have increased the times students are in the buildings on the secondary campus. There may be other options in the future including making things more synchronous. We may make Grade 4 and 5 more synchronous. Dr. Ralston said he is not closing the door to looking for further enhancements in the future. He confirmed he is still having weekly calls with the health professionals.*

**New Business**

*No new business.*

**Adjournment**

**Motion:** B. Blaser; **Second:** J. Brandt; **Motion Carried:** Unanimous Voice Vote to adjourn the Regular Meeting at 8:40 P.M. to an Executive Session to discuss contract matters.

Respectfully submitted,

Cindy S. F. Donovan,  
Board Secretary

**OFFICIAL  
AVONWORTH SCHOOL DISTRICT  
RESOLUTION #011821**

**A RESOLUTION OF THE BOARD OF SCHOOL DIRECTORS OF THE AVONWORTH SCHOOL DISTRICT LIMITING AUTHORITY TO INCREASE THE REAL ESTATE TAX RATE FOR 2021-2022 BY MORE THAN THE INDEX OF 3.0%**

WHEREAS, on June 27, 2006, the Pennsylvania legislature passed Act 1 of Special Session 2006, entitled the “Taxpayer Relieve Act” (Hereinafter “Act 1”), and

WHEREAS, Act 1 requires school districts to limit tax increases to the level set by an inflation index unless the tax increase is approved by voters in a referendum or the school district obtains from the Department of Education or a court of common pleas certain referendum exceptions; and

WHEREAS, Act 1 does, however, allow a board of school directors to elect to adopt a resolution indicating that it will not raise the rate of any tax for the support of the public schools for the following fiscal year by more than its index, provided this resolution must be adopted no later than 110 days prior to the date of the election immediately preceding the upcoming fiscal year; and

WHEREAS, the Avonworth School District index for the 2021-2022 fiscal year is 3.0%; and

WHEREAS, the Avonworth School District Board of Directors has made the decision that it shall not raise the rate of any tax for the support of the Avonworth School District for the 2020-2021 fiscal year by more than its index.

AND NOW, on the 18<sup>th</sup> day of January, 2021, it is hereby RESOLVED by the Avonworth School District (hereinafter “District”) Board of Directors (hereinafter “Board”) the following:

1. The Board certifies that it will not increase any school district tax for the 2021-2022 school year at a rate that exceeds the index as calculated by the Pennsylvania Department of Education.
2. The Board certifies that it will comply with the procedures set forth in Section 687, of the Pennsylvania Public School Code (hereinafter “School Code”), 24 PS §6-687, for the adoption of its proposed and final budget.
3. The Board certifies that increasing any tax at a rate less than or equal to the index will be sufficient to balance its final budget of the 2021-2022 fiscal year.
4. The Administration of the District will submit the District’s information on a proposed increase in the rate of a tax levied for the support of the District to the Pennsylvania Department of Education on the uniform form prepared by the Pennsylvania Department of Education no later than five days after the Board’s adoption of this Resolution.

5. The Administration of the District will send a copy of this Resolution to the Pennsylvania Department of Education no later than five days after the Board’s adoption of this Resolution.
6. The Board understands and agrees that by passing this Resolution it is not eligible to seek referendum exceptions under Section 333(f) of Act 1 and is not eligible to request approval from the voters through a referendum to increase a tax rate by more than the index as established for the 2021-2022 fiscal year.
7. Once this Resolution is passed, the Administration of the District is not required to comply with the preliminary budget requirements set forth in paragraphs (a) and (3. Of Section 311 of Act 1. Provided, however:
  - a) The Board understands and agrees that, upon receipt of the information submitted by the District as set forth in paragraphs 4 and 5 above, the Pennsylvania Department of Education shall compare the District’s proposed percentage increase in the rate of the tax with the index.
  - b) Within ten days of the receipt of this information, the Pennsylvania Department of Education shall inform the District whether its proposed tax rate increase is less than or equal to the index.
  - c) If the Pennsylvania Department of Education determined that the District’s proposed increase in the rate of the District’s tax exceeds the index, the District is subject to the preliminary budget requirements as set forth in paragraph (a) and (3. Of Section 311 of Act 1.

**ATTEST:**

**AVONWORTH SCHOOL DISTRICT**

\_\_\_\_\_  
Cindy S. F. Donovan, Secretary

By \_\_\_\_\_  
Victoria Carlson, President

## Minutes – Regular Meeting January 18, 2021

Book: Policy Manual  
Section: 000 Local Board Procedures  
Title: Principles for Governance and Leadership  
Code: 011  
Status: Active  
Adopted: April 13, 2009  
Last Revised: January 13, 2020

*This Board policy supports the Principles for Governance and Leadership adopted by the Board and signed by individual school directors.*

Pennsylvania school boards are committed to providing **every** student the opportunity to grow and achieve. The actions taken by the board ultimately have both short and long-term impact in the classroom. Therefore, school directors collectively and individually will . . .

### **Advocate Earnestly**

- Promote public education as a keystone of democracy
- Engage the community by seeking input, building support networks, and generating action
- Champion public education by engaging members of local, state and federal legislative bodies

### **Lead Responsibly**

- Prepare for, attend and actively participate in board meetings
- Work together in a spirit of harmony, respect and cooperation
- Participate in professional development, training and board retreats
- Collaborate with the Superintendent as the Team of 10

### **Govern Effectively**

- Adhere to an established set of rules and procedures for board operations
- Develop, adopt, revise and review policy
- Align decisions to policy
- Differentiate between governance and management, delegating management tasks to administration
- Allocate finances and resources
- Ensure compliance with local, state and federal laws

### **Plan Thoughtfully**

- Adopt and implement a collaborative comprehensive planning process, including regular reviews
- Set annual goals that are aligned with the comprehensive plan
- Develop a financial plan that anticipates both short and long-term needs
- Formulate a master facilities plan conducive to teaching and learning

### **Evaluate Continuously**

- Utilize appropriate data to make informed decisions
- Use effective practices for the evaluation of the Superintendent
- Assess student growth and achievement
- Review effectiveness of the comprehensive plan

### **Communicate Clearly**

- Promote open, honest and respectful dialogue among the board, staff and community
- Encourage input and support for the district from the school community
- Protect confidentiality
- Honor the sanctity of executive session

### **Act Ethically**

- Never use the position for improper benefit to self or others
- Act to avoid actual or perceived conflicts of interest
- Recognize the absence of authority outside of the collective board
- Respect the role, authority and input of the Superintendent
- Balance the responsibility to provide educational programs with being stewards of community resources
- Abide by the majority decision