

**Avonworth School District**  
**258 Josephs Lane**  
**Pittsburgh, PA 15237**  
**Avonworth Board of School Directors**  
**Minutes – Regular Meeting – July 13, 2020**  
**Avonworth School District – LGI & Virtually**  
**7:30 P.M.**

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

Mr. Beau Blaser, Mr. John Brandt, Ms. Vicki Carlson, Ms. Yu-Ling Cheng, Mr. Patrick Stewart

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

Ms. Sandra Bolain, Ms. Kathryn Monti, Ms. Kristin Thompson, Ms. Danielle White

**OTHERS PRESENT IN THE BOARD ROOM:**

Dr. Thomas Ralston, Superintendent  
Dr. Jeff Hadley, Asst. Superintendent  
Mr. Brad Waters, Director, Fiscal Management  
Ms. Cindy Donovan, Board Secretary

**OTHERS PRESENT VIRTUALLY:**

Mr. Robert Michaels, AMS Principal Intern	Ms. Maureen Sweeney, Parent
Ms. Amy Kantenwein, Paraprofessional	Ms. Kelly Sommers, Parent
Ms. Merett Southall, Parent	Ms. Carly Molchen, Parent
Mr. Jared Quinn, Parent	Ms. Alexandra Imbrogno, Teacher Candidate
Ms. Kelli Sommers, Parent	Mr. Chris Foreman, Parent
Ms. Laura Dentel, Resident	Ms. Nicole Hahna, Parent
Mr. Doug Haskins, Teacher, AEA VP	Ms. Kelly Haskins, Teacher, AEA President,
Ms. Alaina Schrader, School Counselor	Ms. Brittney Livesay, Teacher
Ms. JoAnne Bova, Teacher	Ms. Sherah Rothman, Teacher
Ms. Sara Studt, Teacher	Ms. Jaclyn Keane, Teacher
Ms. Tracy Graff, Secretary	Ms. Adrienne Leveto, Teacher
Ms. Karen Russell, Teacher	Ms. Gail Lipchak, Teacher
Ms. Laura Dzadovsky, Teacher	Ms. Hope Lucas, Parent
Ms. Jennifer Beck, Parent	Ms. Amanda Berneburg, Parent
Ms. Angela Schlumpf, Teacher	Ms. Beth Hendrickson, Parent
Ms. Mary Ann Mihalko, Parent	Ms. Becky Marszalek, Paraprofessional, AESPA President
Ms. Megan Campedel, Teacher	Ms. Kathy Scrabis, Paraprofessional
Ms. Erica Snyder, Teacher	Ms. Breanna Maisner, Teacher
Ms. Carla Zimmerly, Parent	Ms. Molly Long, Teacher
Ms. Sheila Applegate, Teacher	Mr. Jason Smith, Teacher
Ms. Yvonne Hudnall, Parent	Mr. David Leibach, Teacher
Ms. Lindsay Scharding, Parent	Ms. Tracy Wiley, Teacher
Ms. Jennifer Gould, Teacher	Ms. Sara Croft, Teacher
Ms. Alisha Fahlgren, Teacher	Ms. Katie Straley, Teacher
Ms. Rachael MacKenzie, Parent	Ms. Jackie Karwoski, Parent
Ms. Morgan Bassaly, Teacher	Ms. Hannah Fassler, Teacher
Ms. Katie Libbon, Teacher	Ms. Melissa Costantino, Teacher
Ms. Sharon Knable, Parent	Ms. Laurie Parker, Teacher
Mr. Christopher Butsko, Parent	Ms. Sara Osborn, Parent

**OTHERS PRESENT VIRTUALLY, continued:**

Ms. Siobahn Gallagher, Parent  
Mr. Paul Pietrusinski, Parent  
Mr. Dean Zuppe, Teacher  
Ms. Cristina DelCampo, Parent  
Ms. Becky Filiaggi, Teacher  
Ms. Cate Potter, Teacher  
Ms. Melinda Newhouse, Parent  
Ms. Amy Besterman, Teacher  
Ms. Jennifer Revesz, Teacher  
Ms. Jessica Johnston, Parent  
Ms. Kristin Schleis, Parent  
Ms. Tricia Floyd-Scheller, Paraprofessional  
Ms. Rachael Latore, Parent  
Ms. Stacie Dinkel, Parent  
Ms. Lisa Samarin, Parent  
Mr. Nick Mancini, Teacher  
Ms. Amy Tokar, Parent  
Ms. Ashley Hanzes, Teacher  
Ms. Pharlan Ives, Asst. Principal  
Ms. Debbie Hunt, Paraprofessional  
Ms. Makenzie Wetzell, Paraprofessional  
Ms. Iashonna Austin, Parent  
Ms. Lauren Zivic, Teacher  
Mr. Tony Trovato, Parent  
Ms. Sarah Flower, Teacher  
Ms. Laureen Morgan-Douds, Parent  
Ms. Krystyn Birt, Parent  
Ms. Melissa DeSimone, Teacher  
Ms. Caroline Boughton, Parent  
Ms. Tiffany White, Teacher  
Ms. Emily Gavin, Parent  
Mr. Mike Mancuso, Teacher  
Ms. Sara Klein, Parent  
Ms. Amanda White, Teacher  
Mr. Ron Antkiewicz, Parent  
Ms. Nora Silvey, Parent  
Mr. Ross Addler, Parent  
Ms. Mara Alterio, School Nurse  
Ms. Mala Mason, Parent  
Ms. Andrea Jacobs, Parent  
Ms. Shelby James, Teacher Candidate  
Mr. William Andrews, Esq., Solicitor

Ms. Julia Udovich, Teacher  
Ms. Kaitlin Remensky, Asst. Principal  
Mr. Eduardo Intriago, Parent  
Mr. Mark Silvey, Parent  
Ms. Kelly Kokosko, Parent  
Ms. Nicole Cannon, Parent  
Mr. Bill White, Teacher  
Ms. Stefanie Wiegand, Teacher  
Ms. Kari Johnson, Teacher  
Ms. Cheryl Noethiger, Paraprofessional/Parent  
Ms. Becky Kolesar, Teacher  
Ms. Christine Matthews, Parent  
Ms. Jessica Antell, Parent  
Mr. Joseph Dawley, Parent  
Ms. Tessa Babcock, Teacher  
Ms. Lisa Simmons, Paraprofessional/Parent  
Ms. Lisa Milsom, Parent  
Ms. Stephani Machen, Paraprofessional/Parent  
Ms. Jessica Kostewicz, Teacher  
Ms. Kathy Galecki, Teacher  
Ms. Beth Hendrickson, Parent  
Ms. Shelly Bynum, Parent  
Ms. Joyce Raymond, Paraprofessional  
Ms. Raili Kielely, Parent  
Ms. Ann Marie Harvey, Parent  
Ms. Irene Pendel, Teacher  
Ms. Megan Parreaguirre, Teacher  
Ms. Sharon Weingartner, Food Service  
Ms. Renee Simkins, Parent  
Ms. Kristen Buttenfield, Teacher  
Ms. Jana Stahl, Teacher  
Mr. Justin Campalongo, Paraprofessional  
Mr. Jason Klein, Parent  
Ms. Emily Hickman, Teacher  
Mr. Brant Colamarino, Int. Supv. Bldgs./Grounds  
Ms. Kerri Villani, Teacher  
Mr. Phil Coffin, Teacher  
Ms. Allison Hull, Parent  
Ms. Carrie Velisaris, Paraprofessional/Parent  
Ms. Sonia Ewell, Teacher Candidate  
Ms. Marissa Timko, LTS Teacher Candidate  
Ms. Nancy White, *The Citizen*

**Call to Order**

*Board President, Mr. Beau Blaser, called the Regular Meeting to order at 7:40 P.M.*

**Visitors' Comments**

*No visitor comments*

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*Mrs. Kelly Hansen, AEA President, read a statement containing questions and concerns of staff members. She thanked administrators, students, parents and staff for their support and dedication transitioning to online learning. Questions included enforcing masks, social distancing, how lunchtime, and what students do before and after school will be handled, quarantining procedures and notification.*

*Senior football player, Jax Miller, was recognized by the Board for his accomplishments on the field and his framed jersey was displayed. Jax thanked the school district for their support throughout the years.*

*Mrs. Dwulit provided an update on graduation plans for July 17. The rain date is scheduled for July 18. There is a limit of 50 people at Lenzner Field. Seniors will be in groups of 30, six feet apart and as they are called to receive their diploma, their family can walk on the field but must return to their car immediately after their child receives their diploma. Speeches will be prerecorded and the ceremony will be broadcast live on Facebook.*

*Dr. Ralston presented a **preliminary** Return to School Health & Safety Plan for the fall 2020 he wrote along with Dr. Hadley and Mr. Hall. The Department of Education had requested each district develop a Board-approved health and safety plan and post it on the school website. The plan covers what will be done in the interest of the health and safety of our staff and students including cleaning and sanitizing, ventilation, social distancing and other safety protocols. The plan includes scenarios for students attending school in person or virtually. Parents who do not feel safe sending their child to school will have an online learning option. Mr. Waters said First Student will limit students to 48 students per bus, two students per seat. Dr. Ralston continued: The busses will be sanitized after each run. Drivers and students will be required to wear masks on the bus. Parents who can drive their child to school will be asked to do so. Hand sanitizing stations will be located in all buildings, wearing masks will be emphasized, custodians will be trained on sanitizing, windows will be kept open and the air conditioning is an air exchange system with outside air. Students buying their lunch will eat in the cafeterias while students who bring their lunch will eat in classrooms or other designated spaces to limit student movement. Parents will be asked to take their child's temperature before leaving for school each morning. The Perfect Attendance award will be suspended indefinitely because we do not encourage students to attend school if they do not feel well. K-6 student movement will be restricted and they will be kept in pods, middle school students will be in pods of 50. High school students will be divided in two groups and each group will attend school two days a week in person and two days virtually. No high school students will attend school in person one day a week. The Allegheny County Health Department will guide us if anyone is identified as having COVID-19.*

*Chat questions from the on-line audience were as follows. Some questions were answered during the meeting and those answers are in bold print.*

*Shelly Reese-Bynum: Good evening.*

*Mr. Blaser: We will be starting the meeting in just another minute or two.*

*Doug Haskins: I have been informed that the Zoom has met max capacity from an AEA member.*

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Pat Stewart: We will start in 2 minutes. We had to expand the Zoom account to allow more than 100 people.

Sandra Bolain: thx

Shelly Reese-Bynum: How will ASD handle things if a student or staff member contracts COVID? How will ASD restrict student movement in the building? Will lunch be done differently? is ASD set on an opening date?

Rachael Geary MacKenzie: Will we be allowed to ask questions after we hear the plan?

mnewhouse: I'd like update on Diversity/Inclusion committee also, well done, Jax! congrats

Kathy Galecki: Congratulations, Jax! Your teachers are so proud of you!

Dean Zuppe: Congrats Max!! Jax!!

Shelly Reese-Bynum: How will ASD prepare teachers to engage with other and students around the racial climate locally and nationally.

Sheila Applegate: Congrats Jax! Stay safe@

Michael Baker: Congrats to the Miller family

Shelly Reese-Bynum: other adults – not other

Jackie: Thank you for all your hard work on this, Mrs. Dwulit!

Dave: To clarify, so we are currently in the GREEN, does that mean we are currently planning for in person instruction? And would only change course if we change to Yellow or Red?

Kelly Hansen: What if we are in green with restrictions as there are now?

Eduardo Intriago: Will the kids learn exactly the same online vs in school?

**Dr. Ralston: We will use our curriculum, concepts will be the same. Activities may be different.**

Amanda: If a space needs to be shut down for cleaning, where would those displaced students be moved to?

Eduardo Intriago: Will the school have supplied PPE for kids who don't have them, or will they be sent back home?

Alaina Schrader: Who will be assigned to supervise students who are in the COVID symptoms isolation room until they are picked up? And when will that staff person be informed of this duty?

Amanda: Will students and staff be required to self-quarantine if in contact with a person who tests positive?

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Mara Alterio: How will we support multiple symptomatic students while awaiting pick up and how will cleaning be conducted in the isolation room if it is recommended to “close” that room for 24 hours before cleaning occurs.

Amanda: Was a hybrid model considered for the other buildings to limit interaction and reduce class size?

**Dr. Ralston**: **The survey results indicated it was difficult to have students at home.**

Sheila Applegate: Is it permissible by the state to have classes of 40(ish) in integrated classes with the rule of no more than 25 can gather?

Jackie: Can the hybrid model be used for AMS/AES/APC to reduce numbers of students in the buildings? I would favor this for my middle schooler over 5 day per week school, at this time.

Alaina Schrader: If possible – could the board discuss and clarify the recommendation for students to wear masks, the exceptions, and how ASD will respond if the majority of students begin to report exceptions/reasons to not wear masks.

Amanda Berneburg (privately): can you mute everyone except Dr. Ralston?

Jackie: Will the 10-day absence limit be enforced if a student has COVID symptoms or other illnesses and misses more than that?

**Dr. Ralston**: **No, the limit will not be enforced in this instance.**

Kerri Penrose: Will the hybrid model be considered while we are in the green phase considering the increasing case count in the country?

**Dr. Ralston**: **We will watch the case count closely without color codes it puts the onus on us. We will be doing what is best for our kids.**

Amanda: Are there any reductions in class size to allow for distancing if we are in yellow?

**Dr. Ralston**: **We have removed some counters in rooms to gain more floor space.**

Amanda Berneburg: thank you, Dr. Ralston. This is a huge undertaking, and we appreciate your work and the committee’s work.

Pat Stewart: Please keep your microphone off. You were talking over Dr. Ralston and everyone heard your conversation...

Mala Mason: we muted it

Pat Stewart: I muted it for you.

Julia Udovich: When a teacher gets sick, and we have no available substitute teachers, what will we do with our students? In the past we have split them up among other classes in the grade level. This would only increase the number of students in those classes.

Amanda: Can the hybrid model be considered for other buildings if there is parent interest/need or if it is deemed safer?

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Kelly Hansen: Was a hybrid model considered for the other buildings to limit interaction and reduce class size?

Chris Foreman: There was feedback on the line when you discussed probable/confirmed covid cases. Does ACHD have recommendations – at this point – as to how a district should react to a positive case in a building?

Sheila Applegate: Mostly I have safety questions with those numbers. I know how packed we are normally! :) (Middle School Integrated Teacher here) I would be intrigued with the hybrid in Middle School but I know how hard that is for parents.

Mr. Smith: I was unclear on the requirement for students to wear masks while seated in a classroom. Or, are students just required to wear masks when moving from one room to the next?

Jana: Besides opening windows to increase ventilation, are we making any modifications to our air filtration systems in our buildings?

Dave: Outdoor classes?

Hope Lucas: Great presentation. Will this be available online? Thank you.

Yvonne Hudnall: When will school start?

Amanda: Perhaps safety could trump convenience in regards to the hybrid model. Classrooms will be overwhelmed with the amount of students and taking out counters will only add 2 feet of space.

Yvonne Hudnall: Will kids have to take Keystone testing they missed in 19/20 school year?

cmathew3: Thanks for all of the thought and effort that has gone into and will continue to go into making plans for a safe return to school.

Keera Dwulit: Student-led event coming up: Avonworth Caravan for Change: Uniting the Community Towards a Common Good on July 31, 2020 at 7:00 p.m. in the Primary Center. correction for Caravan of Change: IN the Primary Center Parking Lot (drive-in style event)

Shelly Reese Bynum: In addressing the local and national racial climate, books such as HOW TO BE AN ANTIRACIST, LIES MY TEACHER TOLD ME, and WHITE FRAGILITY can be very helpful. It is of utmost importance to engage on this issue. Beyond having student representatives, all students should be given opportunities to express themselves on this issue.

Shelly Reese Bynum: Will sports events have spectators during the fall?

Dr. Ralston: Thank you Mrs. Bynum. Currently spectators are not permitted at athletic events. This is a state restriction, not from Avonworth. I also appreciate you sharing the resources. I have read two of the books and they are very good.

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Jackie: Just to add to your list of questions regarding re-opening, which can be addressed later, if Middle School will be in pods of 50 students, can the students have input on other students they would like to be grouped with? Although it is a lot of extra planning, it is important for them to be with at least a couple friends they are comfortable with.

Keera Dwulit: Agree and thank you, Mrs. Bynum...we are compiling “tool-kits” of resources for students and families...agree, we are working on avenues to encourage critical conversations and hear ore voices...our work this coming year will hopefully be in collaboration with ADL and a message of anti-hate.

Kelly Hansen: I just received a question asking if there is consideration for a half day kindergarten model?? Half day hybrid model. Sorry.

vi:D: Welcome to the Avonworth Staff

Jen Beck: Welcome to all the new teachers!!!!

Kate: Welcome to you all! I hope to get to meet you soon!

Dr. Hadley: Welcome to all new teachers! I look forward to working with you and having you in our induction program this coming school year!

Kaitlin Remensky: We are excited to have you all here!!

Sheila Applegate: Welcome!

Kelly Hansen: Welcome new teachers!!! We are happy to have you!

Kerri Villani: welcome new teachers!

Alex: Thank you!

Kelly Hansen: Thank you Mr. Brandt! :)

Nicole Hahra: This is so important, thank you!

mnewhouse: I applaud the anti-racist resolution that was just passed. This is important work that must be undertaken in our district. A key point in the resolution is take action.

Rachael Geary MacKenzie: What will be considered school property if we end up having only online school?

Nicole Hahra: Great idea!

Laureen: <https://www.carnegielibrary.org/staff-picks/rade-and-social-justice-books-for-kids/>

Dr. Hadley: Laureen – thank you for this list. Our Board member, Mrs. Yu-Ling Behr recently shared this list with all of us. There are some natural matches between some of these books and modules in our K-5 reading program. We will be looking at integrating where appropriate.

Rachael Geary MacKenzie: Thank you for taking the time and answering questions.

Nicole Hahra: Thank you!

Alaina Schrader: Thank you!

Dr. Ralston hopes to have a finalized plan at the August 3 Board Meeting. Mr. Blaser said the questions will be addressed in the next review.

Report of Administration – Dr. Thomas Ralston, Superintendent

Dr. Ralston said we have been planning for our facility changes. Administrators visited the Hawkins School, Uniontown Lake School, and Cleveland International School in Cleveland to see and discuss their unique answers to facility planning. He will present their findings to the Board in September. Dr. Ralston reported that three students from our Social Justice Club will attend a ZOOM meeting on July 22 that focuses on student experiences and how we can make our schools a better place for all.

Report of the Assistant Superintendent – Dr. Jeff Hadley

Dr. Hadley reported that one teacher has written curriculum and another is currently writing curriculum and both will be submitted for Board approval. Teachers will put what they've learned in the last few months to good use in the upcoming school year.

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

Mr. Andrews gave a status report on the Real Estate tax assessment appeals. He said that due to the pandemic courts had been closed and they have now started to opening in a different format. Municipal cases have to be attended in person while property owners can attend virtually or in person. For 2019 \$114,800 in taxes have been collected. There are three residential and three commercial appeals outstanding from 2019. 2018 appeals can be brought to a close with \$107,803.12 collected in taxes. Delinquent taxes total \$280,500 which is down \$260,000 from last year due to the pandemic. He will continue to try to collect these delinquent taxes.

Beattie Key Notes/AIU News – Ms. Kate Monti

Ms. Monti reported at the last AWBCC meeting they discussed their Return to School plan and it is still under discussion.

**Motion:** P. Stewart; **Second:** J. Brandt; **Motion Carried:** Unanimous voice vote to approve the Minutes of the June 1, 2020 Work Session, the June 8, 2020 Regular Meeting, and the June 26, 2020 General Purpose Meeting. (Voice Vote)

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

**Motion:** D. White; **Second:** J. Brandt; **Motion Carried:** Unanimous voice vote to approve items 1.1-1.5:

- 1.1 Ratify payment of General Fund bills for May, 2020, beginning with Check #49023 and ending with Check #49208 in the total amount of \$529,986.78.
- 1.2 Ratify the June, 2020 payroll in the amount of \$1,592,994.46.
- 1.3 Treasurer's Report for May, 2020.

General Fund

Payroll

Treasurer's Rpt.



**Finance, continued**

- 1.4 Ratify payment of Food Service Fund checks for May, 2020, beginning with Check #2749 and ending with Check #2752 in the total amount of \$2,612.09. *Food Svc. Fund*
- 1.5 To ratify June capital project payments of \$30,620.06. *Capital Projects*

**PERSONNEL – K. Thompson/V. Carlson, Co-Chairs**

**Motion:** K. Thompson; **Second:** J. Brandt; **Motion Carried:** Unanimous voice vote to approve items 1-11:

- 1. To approve **Ms. Alexandra Imbrogno** as a Temporary Professional Employee with an assignment as a High School Social Studies Teacher commencing August 18, 2020, at Category M, Step 1, with benefits, according to the current AEA contract, pending requirements of the District. *New Teacher Hire*
- 2. To approve **Ms. Sonia Ewell** as a Temporary Professional Employee with an assignment as a High School English Teacher commencing August 18, 2020, at Category M+30, Step 3, with benefits, according to the current AEA contract, pending requirements of the District. *New Teacher Hire*
- 3. To approve **Ms. Shelby James** as a Professional Employee with an assignment as a High School Art Teacher commencing August 18, 2020, at Category M, Step 4, with benefits, according to the current AEA contract, pending requirements of the District. *New Teacher Hire*
- 4. To approve **Ms. Marissa Timko** as a Long Term Substitute Grade 6 Inclusion Teacher for the 2020-2021 School Year, at Category B, Step 1, with benefits, according to the current AEA contract pending requirements of the District. *LTS*
- 5. To approve **Ms. Patricia Jackson** as a Substitute Paraprofessional and a Substitute Secretary as needed. Clearances are on file in the District Office. *Sub Para/Secretary*
- 6. To accept the resignation of Second Grade teacher, **Mr. Mike Murray**, as of August 7, 2020. *Resignation*
- 7. To accept the resignation of Half Time Reading Specialist, **Ms. Dorothy Duckworth**, as of August 1, 2020. *Resignation*
- 8. The salary increases for Act 93 personnel per attached Document P-2. *Act 93 Salary Incr.*
- 9. To approve a stipend in the amount of \$1,500 to **Mr. Ryan Johnson**, Athletic Trainer, for his extra effort in assisting with the Return to Athletics Plan. *Stipend*
- 10. To approve a stipend in the amount of \$599 to **Mr. Ron Ledbetter**, for his assistance with the Athletic Director search and interview process. *Stipend*
- 11. To approve an unpaid leave of absence for **Mr. Gary Wilhelm**, custodian, retroactive to May 18, 2020 through August 14, 2020 contingent upon doctor’s release to return to work. *Unpaid Leave*

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

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

1. To approve Resolution #71320-A recognizing Administrators, staff, and teachers for their flexibility and hard work through the COVID crisis as attached. *Resolution*
2. To approve Resolution #71320-B Supporting the Development of an Anti-Racist School Climate by the Board of Directors of the Avonworth School District. *Resolution*

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

**Motion:** J. Brandt; **Second:** P. Stewart; **Motion Carried:** Unanimous voice vote to approve items 1-4:

1. To accept the resignation of **Mr. Mike Murray**, as Middle School Head Basketball Coach and as Varsity Assistant Football Coach, effective August 7, 2020. *Resignation*
2. To approve the Ross-West View Emergency Medical Systems (EMS) Agreement for the 2020- 2021 School Year at a cost of \$750.00. *(Note: This amount has remained the same for the past six years.)* *EMS Agreement*
3. To approve **Ms. Erica Johnson** as a returning volunteer Athletic Trainer for the 2020-2021 School Year, with no benefits. Clearances are on file in the District Office. *Vol. Ath. Trainer*
4. To approve **Ms. Alexandra Martin** as a shared Marching Band Percussion Instructor for the 2020-2021 School Year at a stipend according to the current AEA contract. *Shared Marching Band Perc. Instr.*

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

**Motion:** K. Monti; **Second:** J. Brandt; **Motion Carried:** Voice vote as follows: Ms. Sandra Bolain – AYE, Mr. John Brandt - AYE, Ms. Vicki Carlson - NAY, Ms. Yu-Ling Cheng - AYE, Ms. Kathryn Monti – AYE, Mr. Patrick Stewart – AYE, Ms. Kristin Thompson – AYE, Ms. Danielle White – AYE, Mr. Beau Blaser - AYE

1. To accept the change to Policy 249 Bullying/Cyberbullying as attached. *Pol. 249 Change*

*Dr. Ralston explained this Policy must be reviewed every three years. Due to case law restricting our ability to enforce bullying/cyber bullying outside of school, Mr. Andrews explained the Third Circuit Court’s ruling that schools do not have jurisdiction and cannot punish off-campus speech. Members questioned bullying via a school-issued device and Mr. Andrews said we have no jurisdiction if it occurred off school property regardless of the device. Dr. Ralston said we will be calling on law enforcement more.*

**Old Business**

*Dr. Ralston said the Resolution passed tonight confirms the Board's commitment. We will ensure that our teachers will be prepared to listen and diversify learning. Dr. Hadley will highlight what we have been doing. He has been speaking to parents on reconstituting the diversity committee. We will provide opportunities where students feel they have a voice and a greater sense of belonging. Many items in the Resolution come from our diversity plan. We will present our strategic plan later this summer.*

**New Business**

*Mr. Waters said IKM is working on the facilities master plan. They've demolished the house at 146 Harveys Lane and have cut in a temporary road. He will ask the Board at the August meeting for approval for IKM to get options from a civil engineers for parking ideas. This could be done by the Fall, weather permitting. A soil study has been completed and shared with IKM. Mrs. Bolain asked Mr. Waters to remind IKM for dual use of the parking lot.*

**Adjournment**

**Motion:** P. Stewart; **Second:** J. Brandt; **Motion Carried:** Unanimous Voice Vote to adjourn the Regular Meeting at 9:30 P.M. to an Executive Session to discuss personnel and student matters.

Respectfully submitted,

Cindy S. F. Donovan,  
Board Secretary

**RESOLUTION #071320-A**  
**AVONWORTH SCHOOL DISTRICT**  
**RESOLUTION CONCERNING COVID-19 CRISIS**

**BE IT RESOLVED**, by the Board of Directors of the Avonworth School District, the Board of Directors recognizes the Avonworth School District Administration and all District employees for their flexibility and hard work though the COVID crisis in the Spring Semester of the 2019-2020 School Year. Your efforts enabled the district to fulfill its primary missions of Sustaining and Educating the students of the Avonworth School District through an unprecedented period.

To the Administration: Our thanks for your foresight and for the timely organization and implementation of plans that allowed a rapid switch to online learning, continuation of student nutritional programs and to the extent possible, preserving the Avonworth Student identity.

To the Staff: Our recognition that you maintained our buildings, produced and delivered meals and kept district communication active in ways that none of us imagined would be necessary.

And finally, to our Avonworth Teachers: Without your flexibility, dedication and love of our students the learning process in our District would have ceased this Spring. We understand that you were challenged as professionals to apply your education expertise in ways you were not trained to, in an environment that was not designed for teaching and without the day to day direct student contact that you were accustomed to. Thank you for not only meeting, but surpassing in every way the challenge placed in front of you.

Thank You All. As your Board of Directors, we are very proud of our District and what we have achieved in the face of the COVID Crisis.

RESOLVED, this 13<sup>th</sup> day of July, 2020

AVONWORTH SCHOOL DISTRICT

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Cindy S. F. Donovan, Board Secretary

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Beau Blaser, Board President

**RESOLUTION #071320-B**  
**SUPPORTING AN ANTI-RACIST SCHOOL CLIMATE**  
**BY THE BOARD OF DIRECTORS OF THE AVONWORTH SCHOOL DISTRICT**

**WHEREAS**, we are deeply saddened and outraged by the violence against Black men and women. Recent events have shined a spotlight on the harmful effects of racism and inequality that our Black students, families, staff, and communities have endured for centuries and continue to face today.

**WHEREAS**, we must recognize that racism and hate have no place in our schools and society. Consequently, we acknowledge that we must look at our own school policies and practices through an anti-racist and equity lens to address any traces of racism and inequity that still exist within our own school community.

**WHEREAS**, we must center the voices of staff, students, families, and communities who have historically endured discrimination and marginalization. Their lived experiences and stories require attention, require respect, require empathy, and most importantly require action. Therefore, it is essential that we establish an expectation that a diversity of students, families, and community members, specifically those that have been ignored, discriminated against, and marginalized, are heard and included on substantive school and district issues.

**WHEREAS**, we must better educate ourselves and seek to educate the community on the historical and current impact of racism and discrimination on our students, families, and communities, as well as understand our role in perpetuating such inequity. Through continuous professional development and opportunities for honest dialogue and listening sessions, we hope to build partnerships in the community focused on overcoming racism and other barriers. By doing so, we can create opportunities to ensure that each child has the tools and support needed to thrive.

**WHEREAS**, we must advocate to advance civil rights and cultivate an anti-racist school climate necessary to meet the needs of ALL students in our care. Our students, no matter their race, ethnicity, religion, gender, gender identity, sexual orientation, socioeconomic status, language ability, disability, and other identities, deserve to feel safe, to feel seen, and to feel affirmed.

**NOW, THEREFORE BE IT RESOLVED** that the Avonworth School Board, unequivocally stands firm in our collective responsibility to foster an equitable and inclusive environment for every student, staff member, parent, and community member. We commit to use our role as school board directors to recognize, respond, and speak out against injustice and racial inequity in our school community. In support of this goal, the Avonworth School Board commits to the following action steps within the Avonworth School District:

- Review District policies and procedures for alignment to best practices when responding to offenses regarding racism and discrimination
- Develop and communicate a strong, consistent message regarding anti-racism and inclusivity

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- Institute a curriculum cycle that includes a tool to review curricula for cultural responsiveness and anti-racism
- Review & revise K-12 literary canon for cultural responsiveness
  - Representation
  - Multiple perspectives
  - Anti-racism
- Explore restorative justice practices for student discipline
- Facilitate professional learning for cultural sensitivity/social justice/equity in teaching
- Conduct parent workshops for multiple topics related to diversity/equity/inclusion/racism
- Implement new teacher induction session focused on unconscious bias
- Conduct a multi-cultural festival
- Create and support a Social Justice Club
- Explore partnerships with diverse schools
- Continue to work to attract and retain a diverse staff
- Conduct an equity audit and act on recommendations
- Conduct annual stakeholder surveys for feedback on cultural sensitivity/social justice/equity
- Implement No Place for Hate program at Middle/High School

Adopted this 13th day of July, 2020.

Signed,

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Beau Blaser, Board President

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Cindy S. F. Donovan, Board Secretary

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Book: Policy Manual  
Section: 200 Pupils  
Title: Bullying/Cyberbullying  
Code: 249  
Status: Active  
Adopted: November 10, 2008  
Last Revised: January 17, 2011  
Last Reviewed: September 13, 2016

### **Purpose**

The Board is committed to providing a safe, positive learning environment for district students. The Board recognizes that bullying creates an atmosphere of fear and intimidation, detracts from the safe environment necessary for student learning, and may lead to more serious violence. Therefore, the Board prohibits bullying by district students.

### **Definitions**

**Bullying** means an intentional electronic, written, verbal or physical act or series of acts directed at another student or students, which occurs in a school setting ~~and/or outside a school setting~~, that is severe, persistent or pervasive and has the effect of doing any of the following:[\[1\]](#)

1. Substantial interference with a student's education.
2. Creation of a threatening environment.
3. Substantial disruption of the orderly operation of the school.

**Bullying**, as defined in this policy, includes cyberbullying.

**School setting** means in the school, on school grounds, in school vehicles, at a designated bus stop or at any activity sponsored, supervised or sanctioned by the school.[\[1\]](#)

### **Authority**

The Board prohibits all forms of bullying by district students.[\[1\]](#)

The Board encourages students who have been bullied to promptly report such incidents to the building principal or designee.

The Board directs that complaints of bullying shall be investigated promptly, and corrective action shall be taken when allegations are verified. Confidentiality of all parties shall be maintained, consistent with the district's legal and investigative obligations. No reprisals or retaliation shall occur as a result of good faith reports of bullying.

### **Delegation of Responsibility**

Each student shall be responsible to respect the rights of others and to ensure an atmosphere free from bullying.

The Superintendent or designee shall develop administrative regulations to implement this policy.

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The Superintendent or designee shall ensure that this policy and administrative regulations are reviewed annually with students.[\[1\]](#)

The Superintendent or designee, in cooperation with other appropriate administrators, shall review this policy every three (3) years and recommend necessary revisions to the Board.[\[1\]](#)

District administration shall annually provide the following information with the Safe School Report:[\[1\]](#)

1. Board’s Bullying Policy.
2. Report of bullying incidents.
3. Information on the development and implementation of any bullying prevention, intervention or education programs.

### **Guidelines**

The Code of Student Conduct, which shall contain this policy, shall be disseminated annually to students.[\[1\]\[2\]\[3\]](#)

This policy shall be accessible in every classroom. The policy shall be posted in a prominent location within each school building and on the district website, if available.

### **Education**

The district may develop and implement bullying prevention and intervention programs. Such programs shall provide district staff and students with appropriate training for effectively responding to, intervening in and reporting incidents of bullying.[\[1\]\[4\]\[6\]](#)

### **Consequences for Violations**

A student who violates this policy shall be subject to appropriate disciplinary action consistent with the Code of Student Conduct, which may include:[\[1\]\[3\]\[7\]](#)

1. Counseling within the school.
2. Parental conference.
3. Loss of school privileges.
4. Transfer to another school, classroom or school bus.
5. Exclusion from school-sponsored activities.
6. Detention.
7. Suspension.
8. Expulsion.
9. Counseling/Therapy outside of school.
10. Referral to law enforcement officials.

### **Legal**

- [1. 24 P.S. 1303.1-A](#)
- [2. 22 PA Code 12.3](#)
3. Pol. 218
- [4. 24 P.S. 1302-A](#)

6. Pol. 236
7. Pol. 233
- Pol. 000
- Pol. 248