

May 3, 2021

## SCRANTON, PENNSYLVANIA

The Scranton School Board of Directors held a regular board meeting on Monday, May 3, 2021 at 7:00PM prevailing time in the auditorium of Scranton High School, 63 Munchak Way, Scranton, PA 18508.

### 1. Call to Order

President Gilmartin called the meeting to order at 7:50PM.

### 2. Pledge of Allegiance

### 3. Roll Call – by Mr. Pat Laffey. (Mrs. Orr was away on vacation)

Present: Directors Cruz, Dempsey, Fox, Hume, Malloy, McAndrew, Welby, Yanni and President Gilmartin.

Absent: All Present.

### 4. Motion to Approve Agenda

President Gilmartin announced that Item E-2 will be removed from the agenda under the Operations Committee.

A motion to approve the agenda as amended was made by Director Cruz, seconded by Director Dempsey and duly passed 9-0.

### 5. Communications to the Board-Executive Sessions were held on April 26, 2021 and this evening to discuss personnel, negotiations, real estate and litigation.

### 6. Solicitor's Report - Attorney John Audi

Mr. Audi announced that they met with the Act 93 and the decision was made for the sake of being consistent since the members of the board have met with Act 93, the Board President and the Personnel Committee Chair or designee will sit in on the negotiations with the SFT from this point forward.

### 7. Superintendent's Report - Mrs. Melissa McTiernan

Mrs. McTiernan announced a member of the CTC Graphics Team, Kim Hernandez, a Scranton High School student, placed 1<sup>st</sup> in the National Phoenix Foundation Challenge Competition for Flexographic Printing. Ms. Hernandez will receive \$1000 reward. Mrs. McTiernan congratulated Ms. Hernandez and her family on this wonderful accomplishment.

Mrs. McTiernan announced that Hometown Healthcare of NEPA will be hosting a vaccine event for all Scranton School District students and their families at Scranton High School on Wednesday, May 12<sup>th</sup>. The Pfizer vaccine will be distributed and the second dose will be administered 21 days later on Wednesday, June 2<sup>nd</sup> at the same time as the first dose. Registrants must be 16 years or older but there is a possibility that 12 year olds may be eligible very soon. All minors must be accompanied by a parent or guardian.

Mrs. McTiernan also announced that Chromebooks will not be collected at the end of the school year (excluding 12<sup>th</sup> grade students who will be graduating). Mrs. McTiernan is hopeful that all students will take advantage of the Summer Academy.

Mrs. McTiernan will be attending a Fair Funding Press Conference on May 6<sup>th</sup> at 10AM at the Abington Heights School District. The press conference is being run by PASBO, PASA and the PA School Works.

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Mrs. McTiernan announced the Scranton School District Summer Academy registration is now open and the free academy for current students in Pre-K through 11<sup>th</sup> grade will run from June 28<sup>th</sup> through July 29<sup>th</sup> and the deadline to register is May 14<sup>th</sup> and to visit the district website to access more information and view the application under News and Announcements.

#### 8. PSBA Report - Director Michelle Dempsey

Mrs. Dempsey reported the following: [PSBA Report - May 2021.pdf](#)

#### 9. Public Comment

Frances Regan, teacher at Bancroft, spoke against closing Bancroft and wait until the feasibility study is complete before voting on closing Bancroft School. Ms. Regan also spoke on capacity throughout the district, closing the Administration Building, paying rent on buildings, keeping Pre-School and Administrators raises.

Margie Holmes, teacher at Bancroft, spoke against closing Bancroft, bringing Pre-School back, the District's incomprehensible decisions, selling or renting the Administration Building, wait for next year's enrollment to be calculated before closing a school, ventilation issues and hiring a district solicitor.

Samantha Kurilla, parent of Bancroft student, spoke against closing Bancroft, difficulties transporting their children to Tripp, ventilation issues, safety and education at risk because money not being used properly, misuse of funds bidding out services and who she will not be voting for on May 18<sup>th</sup>.

Jackson Kurilla, Bancroft student, spoke against closing Bancroft, the safety of children walking to Tripp Elementary, Covid cases in his school and the three feet spacing requirements.

Scott Dustman, teacher at West Scranton High School, spoke about the lack of a teacher's contract, the issue of step movements and retroactive pay, what is owed to the teachers, comparisons of Scranton and other area school district salaries and they deserve a fair contract.

Holly Meade, teacher at Northeast Intermediate, spoke about the neglect they feel as professional educators, the board's parameters to observe or participate in negotiations, poor legal advice and money spent on legal fees, urged everyone to work together and asked about the COVID tracking on the website and the Summer Academy.

Laura Christianson, teacher and parent, spoke of the need to save Bancroft school, why Bancroft is not receiving the same treatment as Northeast Intermediate when they were displaced, renovation costs, huge administrator raises and mistakes and loss of grants and qualified teachers.

Rosemary Boland, SFT President, asked who will be attending negotiations.

Mr. Audi responded that the Board President and the Personnel Committee chair or designee.

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Ms. Boland spoke about the National Pre-K Program, upcoming negotiation dates, asked about the book selection committee, why the rush to pick a textbook before the end of this academic term, there is no need to rush into this and also spoke of staff leaving the district.

Haley Passero, student at Bancroft, spoke against the closing of Bancroft.

Lisa Suda, Vice President of Bancroft PTA, spoke against the closing of Bancroft.

Sagan Suda, student at Bancroft, spoke against the closing of Bancroft.

Kimberly Spindler – not in the room at this time.

Mrs. McTiernan addressed some concerns saying that substitute pay is \$90; the board considered a motion to increase the sub rate pay using ESSER funds but after seeking guidance it was decided they would not use those funds to support that so at this time the substitutes are being paid \$90 consistently.

Mrs. McTiernan also addressed concerns of Bancroft bidding and in order to move into bidding projects they needed to get an engineering study before the bids can go out so once the jobs are identified that's when the bids would go out.

Mrs. McTiernan addressed a concern regarding the Covid Report and the report can be found on the SSD website on Quick Links, Covid 19 Updates and click on Report.

Mrs. McTiernan spoke about the ELA and math K-12 series that they are looking at and the goal is to look at and purchase something in August. Supervisors will work with teachers but they are going to make sure it is the right program for the district. Teachers will have input, a committee will work with our supervisors.

Directory Dempsey asked if there is potential to invest in online textbooks.

Mrs. McTiernan said the supervisors are in the initial stages with the teachers but most companies today do offer the online versions and believes at this time they are exploring all options.

Kimberly Spindler, paraprofessional, spoke of her experience being furloughed and recalled back. Ms. Spindler shared that a student tested positive for COVID, she was sent home to quarantine and then tested positive herself and was expected to work virtually. Ms. Spindler said she was placed in harm's way and the building was shut down by the Department of Health for exceeding the number of allowable cases. Ms. Spindler said everyone needs to get their act together because no one wants to work in this district anymore.

President Gilmartin asked about transportation and safe routes being identified by PennDot.

Mrs. McTiernan said part of the plan was that we would bus the students from Bancroft to Tripp. Mrs. McTiernan asked Mr. Kevin Kearney to address the hazardous routes.

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Mr. Kearney said if there is a concern for a hazardous route a parent can do that on the appeal process on the website, it is looked at from a district's standpoint, the district fills out and submits a form to PennDOT and they evaluate that route and they determine if it is hazardous or not. The District does not determine if the route is hazardous or not. That is the process we have been following at this time.

Dr. Finan wanted to speak on transportation and President Gilmartin also asked Dr. Finan to talk about the process to amend the recovery plan.

Dr. Finan said the students will be bused from Bancroft to Tripp.

Dr. Finan spoke about amending the recovery plan, we are in the beginning stages of the plan and yes it can be amended if we're not meeting the goals, if we're not able to achieve the goals but that is not the case. They are still working towards achievement of those goals. Dr. Finan read a statement out of the law that says the Board of School Directors shall comply with all directives of the Chief Recovery Officer under subsection A2 and may take no action that is inconsistent with the plan or not specifically identified in the plan or not directed by the Chief Recovery Officer. People may not like what is in this plan but it is a plan, it has been adopted and is a legal document. It is a very comprehensive plan based on data and walking the district from the financial situation it has been in and is currently in to sustainability and sustainability means the district has to be able to raise taxes at an appropriate level consistent with what the community can afford and keep the buildings open and employees compensated at a reasonable fare. That is what the plan does and the fact that the district is over \$300 million dollars in debt, although it wasn't this board, it was previous boards and for years, but it doesn't go away and so they must work on this step by step. Dr. Finan knows it's not easy and the plan can be amended when they have something to amend it for but at this point they don't have anything. They must proceed forward and they must take step by step action as the plan states and if for some reason the revenues would increase at a level on a consistent basis that would be reason to amend it but that's not happening now. It is a legal document, it is to be maintained as it is, and this has been approved at the highest level of the Department of Education and is not something she conjured up. This is something that they must follow if they want to get out of recovery. Dr. Finan has heard that maybe receivership is better but trust her, as a community, receivership is not better and understand that she is the recovery officer, there will be a receiver and there will also be a recovery officer if they went into receivership but there are so many other things that would happen in receivership and they actually as a board would lose power except to set taxes and to pass a budget; the rest is just committee work. Dr. Finan said they can't amend the plan as they aren't even through the first couple steps of the plan but they are getting there, they do have a fund balance for the first time in years and they are moving in the correct direction, so the plan has emerged from law and that law stands as it is and it is approved not just by this Board by also by the Secretary of Education and they will follow the plan.

Director Dempsey confirmed with Dr. Finan that the ESSER funds are not recurring and that is why they don't amend the plan because of the ESSER funds.

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Dr. Finan responded that is correct. The ESSER funds are one time funds and in order to get to sustainability they need reoccurring funds, they need massive revenue streams that will occur year after year. ESSER funds are not that, they are one time funds, she would call them gifts, and they need to utilize those funds appropriately.

Director Yanni asked Dr. Finan, purely out of respect, she's glad Dr. Finan clarified but her question is why it came to this Board, why Bancroft is closing; why is it a Board decision at this point because it does state in the recovery plan that schools need to close so she would like that clarified.

Dr. Finan said there is also other laws on the books, you as a public school district are going to close a taxpayer paid facility, there must be a public vote taken to close a facility, it's required by law but it's a different law that the recovery plan.

Director McAndrew said if this plan is not amendable why at last meeting she said she'll never pick what buildings close, that it's not her decision it's the Board's decision but basically she is picking this building to close.

Dr. Finan asked Mr. McAndrew to repeat his question.

Director McAndrew repeated that Dr. Finan said it is not her decision to close the close, it's a Board decision so can they change the plan, can they not change the plan; it's a lot of talking around, so it's her decision to close Bancroft, that's her decision, her recommendation.

Dr. Finan responded that at the last meeting, at great length she discussed the process that they went through to decide what building should be the first shuttered and that whole process began in the fall of 2019 and it was a building committee, many members of the advisory committee were part of that building committee, they went to all of the facilities, looked at all of the issues, many of which they approved at the last meeting and will approve tonight for repair because they were identified at that time in discussing what building should be shuttered first, a couple of the issues that emerged was they'd like to keep all of the students together so they could go to a building together, they would have identity themselves and they could be absorbed into another building; that was one criteria that was set. Another is they'd like to maintain a presence of elementary schools within different sections of the community so that's very understandable but in that particular section where there's Bancroft, also Adams, Morris and Prescott, so that was another consideration. When Bancroft was first looked at some of the issues were much more evident in that building than other buildings and when they core facilities were looked at, the core facilities are not reasonably expandable, at Bancroft, whereas some of the other buildings actually Adams, was discussed as being may be a target to be closed but that has better core facilities and when the engineers were looking at it they told them that some of those facilities might be repairable more easily, having a cafeteria in the basement where there was as they didn't know it at the time, they thought it was limited ventilation but there's no ventilation, was a concern to the building facility committee so it was several discussions, she was not the only one discussing it so that's why she said it was based on some factors. Dr. Finan believes someone mentioned that they didn't have any discussion about which building but that's not true, they've had almost a year and a half of discussion about which building to shutter first and the

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Administration Building has been talked about, they do believe it has value and so they're going to get some assessment or valuation of that building but that's not a school building and they can relocate folks when they find appropriate places for them so the Administration Building is not off the list. Some of the other buildings are not off the list; McNichols Plaza was another school they looked at in great detail but after the tour they discovered that that building had some potential that some of the other buildings didn't have and they could work within those buildings. Bancroft is a very small school, she understands the emotionality around it but she also wanted them to know there was a building facility committee that also kind of wrapped itself into the advisory committee, we're almost one in the same, just like the financial advisory committee is part of the advisory committee at this point so there were a lot of discussions surrounding Bancroft. Dr. Finan said she did not solely make that decision but she does have a list in the recovery plan of the targeted schools and they're listed there. Some of the information that was used to compile that plan came from the feasibility study from 2012; the newer information upon examination by a number of experts that they walked around the buildings with showed additional information that they took into account.

Director McAndrew said there's a lot of time that went into this and a process so she knew they had a vote coming up last month, his question is, why wasn't Bancroft's feasibility study done? Why didn't we ask them to do it first, the planning to him was poor and as a board member if he is going to make a vote he needs all the facts in front of him and a few of them had to beg for it, they couldn't even get the full report and he thinks that's what they need to start changing in this district, it has to stop because the last minute and half reports, it's not going to make for good decisions, it's tough as a board member and he thinks it's disrespectful.

Dr. Finan responded last fall it was brought to them under the discussion of the Capital Improvement Plan, that they needed to do a feasibility study, she believes that vote was taken in December. A feasibility study is not written over night. They were looking at the overall building and whether or not those students could fit into another building. They were looking at a reconfiguration, it was never about which building was worse than another, they never talked about that, it was never about the money but when it came to this board, they made it about the money and we're now waiting for the feasibility study and will be done probably towards the end of the third week of May, but it wasn't about money and he can ask anyone on that building committee, it wasn't about that, it was about those other factors they talked about.

Director McAndrew said it comes down to money, everything is about money, that's why she's here, we're broke, so it is a financial decision, if you do want to keep it open it is a financial decision so that's why they're asking for it to have all that in front of them so they could make an informed decision and he was shocked that they couldn't have that in time and planned out well, and he hopes going forward with this plan and there's decisions like that, they have all the information as board members first.

Dr. Finan understood and they will have a complete feasibility study done by the end of May and then they will be able to look at all of the buildings and what the cost will be to upgrade those buildings.

Director McAndrew said they should have had that before.

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At this time, President Gilmartin asked Mr. Audi to clarify, give them some idea of the services that his firm provides. She doesn't want to confuse the public that the vast legal services boil down to simply what he delivers here at these meetings.

Mr. Audi said there is incorrect information about the amount of money that the district is spending on its Solicitor. It's an entire legal department and an entire legal service. They handle every single issue from special education to solicitor ships, to labor, to tax assessments; they have a staff of at least 10-15 people that work on providing services to the Scranton School District on a regular basis. They have in many situations saved the district hundreds of thousands of dollars that the district would have paid if they didn't have the expertise that his firm has. They have done complete redesigns of the special education program which is saving the district hundreds of thousands of dollars. He and his firm have not cause the labor problems in this community, the SFT negotiations have been ongoing long before John Audi or Sweet Stevens entered into this district and certainly John Audi did not create that schedule for pay that starts at \$39,000/year and keeps teachers at a low level, until they get to a \$20,000 jump step, that was not John Audi who did that, he never negotiated that, and he has said in negotiations that its inappropriate, no wonder teachers leave, they should get money earlier but you can't do that and keep a \$20,000 jump step at the end. He is just clarifying some of the targets that have been placed on him and he thinks that they provide services that are moving this district forward on a professional level and with a level of expertise that it's never seen before.

Director McAndrew asked Mr. Laffey if he has any stats to back up what Mr. Audi said about what he has saved the district.

Mr. Laffey did not have any information at the moment but if the board would like to make a request he would be happy to look into it. Director McAndrew said yes, thank you.

President Gilmartin thinks it's important to clarify the allegation that this board is receiving kick backs, it is apparent that they don't always agree with one another. She certainly wish they all had similar styles from time to time but she is willing to speak with great confidence that none of the people who sit with her are participating in any conduct that got the district to where it is today and thinks it is very important for everyone to know that and she asked if those allegations are ever shared in front of them to please help to clarify them, they are making plenty of mistakes, they are making plenty of decisions with which some do not agree but she knows they are working very hard, doing their research, giving a great deal of thought to everything that comes before them and she is confident they are doing it in a fair, open, honest transparent manner and with the utmost integrity.

Director Yanni added she absolutely feels that every person sitting on this board is here because they are about the students and the district and not a single board member is doing anything for any kick back, everyone puts in a lot of long hours, a lot of time and as Ms. Gilmartin said, they may not agree on things but they all have the same end goal and that's to get the best education they can for the students.

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10. Motion to Approve Meeting Minutes of March 15, 2021 and March 29, 2021

President Gilmartin asked for a motion to approve the meeting minutes.

A motion to approve the meeting minutes of March 15, 2021 and March 29, 2021 was made by Director Dempsey, seconded by Director Cruz and duly passed 9-0.

11. Motion to Approve Consent Agenda.

A motion to approve the Consent Agenda was made by Director Yanni, seconded by Director Dempsey and passed unanimously on roll call.

**The Consent Agenda include the following items:**

11.01 {B-1} Approve Bill List

List of Bill Payments: \$686,207.90 Financial Impact: \$770,509.28

[B-1 Bill List 5.3.21.pdf](#)

11.02 {B-2} Approve Exception Bill List

Bill Payments: **\$2,728,348.68**

Payrolls: **\$5,778,073.52**

April 16, 2021 \$482,539.21

April 16, 2021 \$3,516,115.51

April 30, 2021 \$2,245,809.47

April 30, 2021 \$2,261,958.01

**\$2,728,348.68**

**\$5,778,073.52**

[B-2 Bill List 5.3.21.pdf](#)

11.03 {B-3} Approve Delinquent Tax Report

Delinquent Tax Report for the month of March, 2021 as collected by the Lackawanna County Tax Claim Bureau as attached. [March 2021 Delinquent Tax Report 5.3.21.pdf](#)

\$949,040.46

Penalty

\$ 96,100.25

Interest

\$ 62,320.63

Total

\$1,107,461.34

Commission

\$ (55,374.54)

Net to District

\$1,052,086.80

11.04 {B-4} Approve Capital Improvement Bill List

Capital Projects Bill List as attached. [Capital Project Bill List 5.3.2021.pdf](#)

\$56,624

11.05 {C-1} Approve Sandy Hook Donation to West Scranton High School SAVE Club

Approve donation of \$500 from Sandy Hook Promise to West Scranton High School SAVE

Club. The purpose of this stipend is to be better able to utilize the Say Something Resources. It will allow the club to implement and sustain the *Start With Hello* and *Say Something* programs for safer schools and communities.

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11.06 {D-1} Approve 2021-2022 CTC Budget

Budget of the Career Technology Center of Lackawanna County for the fiscal year July 1, 2021 to June 30, 2022 be approved as previously provided for review.

[2021-2022 CTC Proposed Budget.pdf](#)

11.07 {D-2} Approve 2021-2022 School Calendar

Approve 2021-2022 Instructional School Calendar as attached.

[SSD 2021-22 SY calendar](#)

11.08 {E-1} Approve University of Scranton Memorandum of Understanding

Approve agreement with University of Scranton Track and Field Program for the use of Memorial Stadium. \$125.00 per practice. 22 track and field practices on the dates indicated in attached agreement.

11.09 {G-1} Approve Second Read Revisions of Policies 137.1 - Extracurricular Participation by Home Education Students, 150 - Title I Comparability of Services, 810.1 - School Bus Drivers & School Commercial Motor Vehicle Drivers and 810.3 - School Vehicle Drivers

11.10 {G-2} Approve Second Read Revisions of Board Operating Guidelines 003-BOG-4 - Role of Directors & Superintendents in Governance and Management and 005-BOG-1 - Board Standing Committees

11.11 {G-3} Approve First Read 003-BOG-0 Duties of Board Officers and 005-BOG-2 Functions of Standing Committees

11.12 {H-1} Approve Custer City Private School 2020-21 School Year Agreement

Approve Custer City Private School Agreements effective 7/1/2021 through 6/30/2021.

11.13 {I-1} Motion to Approve Mom & Pop Contract-Williams

Approve transportation contract for Vivian Williams, 1129 Rundle St., Scranton, PA 18504 .58 per mile or \$6.96/day. Total \$264.48 (38 days)

11.14 {I-2} Motion to Approve Mom & Pop Contract – Moran

Approve transportation contract for Heather Moran, 507 Green Bush St., Scranton, PA 18508 .58 per mile or 17.63/day. Total \$2,644.50 (150 days)

## **12. NON CONSENT AGENDA ITEMS**

### **13. BUDGET AND FINANCE (Budget, Real Estate and Leases)**

13.01 {B-5} Motion to Approve Disposal of Assets

Approve assets, textbook and equipment disposals per the attached.

[Disposal of Assets 5.3.21.pdf](#)

Director Dempsey made a motion, seconded by Director Malloy and passed unanimously on roll call.

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14. COMMUNITY RELATIONS (Intergovernmental, Public Relations) – no actions.

15. EDUCATION (Education, Technology and Vocational Ed)

15.01 {D-3} Motion to Approve Building Reconfiguration Plan as presented on January 5, 2021  
Motion to approve the Building Reconfiguration plan presented on January 5, 2021 which includes the following:

- Permanently close Bancroft Elementary at the end of the 2020-2021 school year.

Starting in the school year 2021-2022 implement the following:

- Grade K-4 Bancroft Elementary students would attend Isaac Tripp Elementary.

Director Yanni made a motion, seconded by Director McAndrew.

ON THE QUESTION:

Director Welby, referring to item D-3 asked to clarify the bussing; is it the proposal to bus those students even if the building closes, to bus them from their neighborhood to Tripp.

Mrs. McTiernan responded yes, that was part of the original plan.

Director Yanni said she has spent some time reflecting on whether or not Bancroft is the right school to close and she listened to the advisory committee meeting this past week which both Director Hume and Dr. Finan did reiterate the districts position and the decision to close Bancroft is not a financial decision, it's instead rather reducing that of the district's footprint so she doesn't see how waiting for the full feasibility study is actually going to change the minds of any of her fellow board members who may see this differently than she does. She does feel after listening to the speakers tonight, especially the children, she feels like they're putting them through unimaginable stress and anguish as they continue to kick this can down the road. For her personally, she is prepared to vote tonight, she feels that she asked since the public hearing in January, she's been asking for the financial data, asking for the documentation, asked who was involved in making this decision, she's reached out to community members, state representatives and she has yet to find a single one who will acknowledge actively participating in this decision to close Bancroft, so in light of that she is prepared to vote no tonight to closing this school and she feels if the majority of this board feels that way they can ask Dr. Finan and the administration to go back to the drawing board and figure out how they can reduce the footprint in a way that is not going to cause this kind of anguish to the community. It's a very emotional and difficult decision and she doesn't think it's fair to the community to put this off any further.

Director McAndrew said he is also ready to vote, he's been saying the same thing that Director Yanni has been saying; he's wanted the facts before they have a vote. They had to beg for it, they can't get clear cut answers; it's a committee and formed another committee and there a lot of dancing around. If something is this poorly planned then he is very afraid it's going to be poorly executed and he doesn't think it's a good plan. He will be voting no for closing the building.

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Director Dempsey referred to the motion stating to permanently close Bancroft Elementary; is that required by PDE, the word permanently. For example, Dr. Finan has demonstrated the mothballing approach, her concern being that it has been brought up that we are leasing a facility that contains SSD students and we're shuffling our 5<sup>th</sup> grade into middle schools, are we completely sure that we will have capacity, her concern is the permanent closure of the working of the motion means that if they should need this building in two years, does this give the district leeway to reopen that building if necessary. Mrs. Dempsey agrees they have to reduce the footprint of the district but she is concerned.

Mr. Audi said they would have the ability to reopen.

Director Dempsey asked if the word permanently does not mean permanently.

Mr. Audi said it means the intention is to have it permanently closed but if they own the building and there's a need for it, it can be reopened.

Dr. Finan said another point of clarification is that every building has an AUN number and an number of things are computed by building level and so permanently means they eliminate that AUN number. PDE would not have it as a building and if they were to reopen it, they would have to apply for a new AUN number.

Director Dempsey said all the questions that she had regarding closing Bancroft at the prior meeting she feels she is also prepared to make a vote this evening.

Director Hume hears what Director Yanni is saying and she totally agrees, she thinks it's awful that people are going through this stress and anguish. The point is that they cannot keep every school building in this district open if they are to meet any chance at all of getting out of recovery. Director Hume was on that building reconfiguration committee and she did discuss in large negotiations the closure of Bancroft so she feels a bit sad that Director Yanni has forgotten so quickly their conversation because she was part of those discussions. Director Hume agrees it is anguish that they have to close buildings but if they're going to get out of recovery they have to close buildings unless the board thinks they can keep every building in this district open they are going to have to face this tough decision about one school or another very shortly. Ms. Hume said she suggested at the work session last week that they postpone the vote this evening not because she believes that Bancroft as a school is not a prime candidate to be one of the first schools closed, she thinks they also need to acknowledge that Bancroft will not be the only school building that will close. Ms. Hume suggested it because members of the board felt they did not have enough information and it was agreed they could look at it in the broader context. Now it appears they don't need a broader context, they feel they have enough information to make this without the broader context. She feels she has enough information to make a decision but in the interest of people's wish and particularly the members of the public who felt they were racing this, she moved that they should wait until they had a full facilities report, partly because she does not believe that the full facilities report will be good news for anyone in the district, she thinks we're going to find out we're going to have enormous capital expenditure needs and then we're going to have to make the decision, do we spread those very thin across a whole bunch of

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old buildings and have some moderately adequate old buildings or do we make sensible financial decisions and her feeling was after listening to the public, the protests, the requests from Mrs. Yanni and Mr. McAndrew for the extra information, we lose nothing by considering the total facilities plan in its entirety which may make it very clear that we can very quickly decide on an overall plan which will completely satisfy no one because no one is going to be happy if their school is recommended for closure. Ms. Hume feels in the interest of what they said to the public it is a little bit disingenuous to ask for information and then say we don't need it because it may well be that when we look at the total facilities reconfiguration plan we will come up with a recommendation that will leap off the page and we will then spare some schools the anguish and communities are closing but that will be transferred and she doesn't see any way that we as a responsible board committed to the recovery plan which clearly states we need to reduce our footprint cannot with great reluctance not face the fact that we are going to cause the kind of community anguish referenced. She doesn't like it, she doesn't do it for joy and they can't make this a great school district unless they make the tough decisions and reduce the footprint.

Director Fox said that at the last meeting most agreed that they could postpone or table until they had the facilities study and she understands dragging this community along so she's trying to understand the difference of postponing or tabling until then but if they're waiting for the feasibility study to see if this is the right decision is there a way to not drag this community along until that point.

Director Yanni said she listened to the advisory committee meeting and listened to Dr. Finan and Director Hume and the point they made is the feasibility study doesn't really matter and it is more about reducing the footprint, they don't see it as financial and she thinks Dr. Finan stated that. Mrs. Yanni does see it as financial so she is seeing it differently and that is why she continued to ask for that financial piece but she doesn't think at this point it's going to change the final decision with the way that this is voted on with Bancroft so she appreciates the fact we're going to get that but she doesn't think it's going to change and in the meantime we have put our community and this board through a lot with this and trying to make the right decision so she feels they should move forward tonight and make this vote. Mrs. Yanni doesn't think it is up to this board to figure out what schools to close, she thinks that's administration's position and Dr. Finan's. If we were to say no then they would need to rework their plan to best reduce the footprint and bring it back to the board and she thinks it's time to make that vote.

President Gilmartin thinks this is an unfortunate but necessary step to take, they absolutely have to reduce the footprint and given the capacity at Bancroft and the core spaces, given the number of students in classrooms they are able to accommodate in that building she understands why this proposal is put before them. Ms. Gilmartin asked Directors Yanni, McAndrew and Dempsey if they are comfortable doing that when they came to consensus at the last work session and represented to the community that they would wait for the feasibility study.

Director Yanni said she was taken aback at the meeting, she didn't see that coming with Director Hume stating that, she didn't speak much because she wasn't really sure where they were going with all of that so after digesting it she can say yes, she is comfortable making that decision because she really wasn't following it, it was very hard via Zoom and it was a work session so she doesn't know if they can come to a consensus during a work session.

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Ms. Gilmartin asked Mr. Audi if they can come to a consensus after a work session.

Mr. Audi said yes you sure can.

Director Dempsey said the reason she motioned to postpone at the last meeting had nothing to do with the feasibility study, her questions were relating to capacity issues, the permanent closure, knowing that we're closing a building when we have SSD students in a facility where we're paying \$500,000/year for. She had a lot of concerns about that, she was able to discuss those after last meeting and she did attend the recovery meeting where they did discuss the feasibility study and the work session happened last Monday but once she found out that really the feasibility holds no water here in regards to the closure of Bancroft. The feasibility study is probably just going to give them more of an idea how much it will cost and how much it will cost to keep other buildings open so that is the reason for why she doesn't believe it is necessary to delay a vote at this point in time, understanding they came to consensus but that things have changed since then in her understanding of what the feasibility study means and that again it's not a financial decision, we have to reduce the footprint so they need to move forward.

Director Fox asked Dr. Finan if she had anything to add in regards to the weight of what the feasibility study holds at this point. Is the feasibility study something they should be waiting for at this time?

Dr. Finan believes they are asking about a timeline and thinks it is towards the end of May.

Director Fox asked if it is her recommendation that they do or don't wait for the feasibility study.

Dr. Finan said it's always been about reducing the footprint and as Director Hume said this is not going to be just one closure of a building when there is empty capacity in buildings. It's not just about Bancroft and they do legally have to close that school, they have to close that identity.

Dr. Finan doesn't know how to answer Director Fox's question because the feasibility study will know a comparative of all the buildings. When she first arrived here she stated to Dr. Kirijan that the buildings are in deplorable condition and she was appalled at that but here we are a few years later and they are still in deplorable condition. They're going to need a lot of money, you will not have enough money to do everything that will be listed in the feasibility study so a quick process in determining what should be done and what buildings should be maintained is going to take a lot of time. She isn't going to say that for the intermediate or high schools because you need those but the eleven elementary schools you have capacity in other buildings, you cannot afford to keep eleven elementary schools so whether one will cost \$7.5 million dollars and another will cost \$7.7 million dollars, is that the metric they're going to use to decide which building to close. She doesn't know, she told them the metrics that they used as a committee and there were previous board members on that committee when they first started. As a committee they will have to look at all those metrics, if you're just going to look at dollars and cents that's not going to do it, we're going to need to look at where that building serves within your school district in that community and what the capacity is and what those core spaces are for elementary, that's critically important. Some of the buildings have very nice size classrooms,

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other buildings have very small size classrooms, actually if you took out a wall you could reduce your building in half to have normal size classrooms, that's how small some of those classrooms are. The feasibility study is more data; they did push the engineering team to make sure they had it in advance. She is confused because at the last meeting she heard they wanted to wait for the feasibility study to make the decision, now she is hearing they can make the decision. She's not a voting member, the board needs to make the decision; she likes to wait for data and she thinks it give you one more piece to look at.

Director Hume spoke of the capacity of Prescott, Adams, Morris and Bancroft and asked if they vote no on closing Bancroft tonight and then they get the feasibility study and there is always the possibility that the closing of Bancroft is the logical conclusion would come again we would then be forced to impose more anguish on people.

Director Malloy thinks it's important to know what words mean so just to make sure he and the public have it straight, he's heard about a feasibility study and also heard about a facility study; are they talking about the same thing.

Dr. Finan said yes, it's technically called a feasibility study.

Director Malloy asked Dr. Finan to reread the law and the school board's duty that Dr. Finan read earlier.

Dr. Finan first spoke of Director Hume's comments of the four schools and said she may want to wait for the feasibility study to look at the cost of each of those buildings and it may mean a new building as opposed to renovation of those buildings; she believes that's what she was referencing.

Director Hume said that's a possibility, it's an idea that comes to mind. We need 21<sup>st</sup> Century facilities for our kids because we can put a lot of money into repairing buildings that are 100-120 years old and they will not last long enough so she is looking at the best outcome for building for the future and with more information they could look at these things and she would hate to vote not to keep Bancroft tonight and then have to revisit that.

Dr. Finan now responded to Mr. Malloy's request and said the Board of School Directors shall comply with all directives of the Chief Recovery Officer under subsection A2 and may take no action that is inconsistent with the plan, not specifically identified in the plan or not directed by the Chief Recovery Officer as necessary to implement the plan. If a Board of School Directors fails to comply with the paragraph she just read the school district shall be subject to the appointment of a receiver under subdivision 6 and it goes on.

Mr. Malloy asked, so if this board were to vote no on closing Bancroft, and then the same issues come up with the next school that we're discussing as being possibly closed, since the recovery plan calls for the reduction of our footprint, at what point does she as the recovery officer decide that the board is not implementing the plan.

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Dr. Finan said for example, if this board were to vote tonight to not close Bancroft she has to report that immediately, every time something is not complied with, she must report it to her supervisors.

Director Malloy said he finds himself agreeing with Director Hume and also with President Gilmartin about the consistency of the position they took last time and the position they're taking this time so he would support any motion to postpone the vote until after he got a chance to read the feasibility study.

Director Hume now moved to make a motion to postpone any action on item D-3; to approve the Building Reconfiguration Plan as presented on January 5, 2021 until such time as the Board has received and studied the feasibility report. Director Malloy seconded.

#### ON THE QUESTION:

President Gilmartin, as she said before, she maintains that this is the necessary move but she feels deeply concerned that they have misrepresented the action they intended to take here this evening were they not to postpone this vote and if that is what happens she would like to go on record saying to the community that she is deeply sorry that there was this amount of confusion over such a difficult decision.

President Gilmartin moved to roll call on the motion to postpone.

The motion to postpone any action on item D-3 passed with six (6) affirmative and three (3) negative. Directors McAndrew, Yanni and Dempsey voted in the negative.

#### 16. OPERATIONS (Buildings & Grounds, Health & Safety and Athletics & Stadium)

~~16.01 {E-2} Motion to Award Plumbing Services RFP~~ – previously removed from the agenda.

##### 16.02 {E-3} Motion to Approve District Wide Summer Abatement Project

Motion to award the 2021 Summer Abatement Project to Datom Products Inc., to provide asbestos abatement and remediation services for Adams Elementary, Bancroft Elementary, Sumner Elementary, McNichols Plaza Elementary, Prescott Elementary, Morris Elementary West Intermediate and Willard Elementary at a cost of \$119,100.00.

Director Cruz made a motion, seconded by Director Malloy and the motion passed unanimously on roll call.

#### ON THE QUESTION:

Director Dempsey questioned the reason Bancroft is included in this motion and if that is pending the vote to close the school.

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Mrs. McTiernan responded that they had to prepare the motion as if the school wasn't closing, so yes.

16.03 {E-4} Motion to Approve Electrical Engineering Fee Proposal for the Northeast Intermediate Emergency Lighting System Project

Motion to authorize Greenman-Pedersen (GPI) to provide electrical engineering services for the Northeast Intermediate School Emergency Lighting System Project. The scope of the work will include the preparation of construction documents, assisting with the bidding process, and construction administration. The financial impact is \$8,900.00.

Director Malloy made a motion, seconded by Director Yanni and the motion passed unanimously on roll call.

16.04 {E-5} Motion to Approve GPI Design Fee for Northeast Intermediate Ventilation Addition Services

Motion to authorize Greenman-Pedersen (GPI) to provide updated mechanical engineering design services for the Northeast Intermediate School Ventilation Project. The scope of the work will include the preparation of construction documents, providing architectural details, assisting with the bidding process, and construction administration. The financial impact is \$23,400.00.

Director Yanni made a motion, seconded by Director Fox and passed unanimously on roll call.

17. PERSONNEL (Human Resources and Labor Relations)

17.01 {F-1} Motion to Approve Personnel Report

Motion to Approve Personnel Report as attached.

Director Hume made a motion, seconded by Director Fox.

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| BOARD AGENDA FOR MAY 3, 2021                               |                                              |                           |                                                             |                |     |              |  |           |  |
|------------------------------------------------------------|----------------------------------------------|---------------------------|-------------------------------------------------------------|----------------|-----|--------------|--|-----------|--|
| NAME                                                       | POSITION                                     | LOCATION                  | EFFECTIVE DATE                                              | REPLACED       | NEW | SALARY       |  |           |  |
| <b>A. RECOMMENDATION FOR LONG-TERM SUBSTITUTE POSITION</b> |                                              |                           |                                                             |                |     |              |  |           |  |
| 1 Joanna Hiller                                            | Art Teacher                                  | West Scranton High School | 4/26/2021                                                   | X. John Hart   |     | \$38,377.00  |  | pro-rated |  |
| 2 Noah Ostrowski                                           | English Teacher                              | Scranton High School      | 4/12/2021                                                   | X. K. Scanlon  |     | \$38,377.00  |  | pro-rated |  |
| 3 Jessica Clarke                                           | ESL Teacher                                  | Prescott Elementary       | 4/20/2021                                                   | X. T. Price    |     | \$38,377.00  |  | pro-rated |  |
| 4 Richard Albright                                         | English Teacher                              | Scranton High School      | 4/12/2021                                                   | X. P. Nestrick |     | \$38,377.00  |  | pro-rated |  |
| <b>B. PROFESSIONAL LEAVE OF ABSENCE</b>                    |                                              |                           |                                                             |                |     |              |  |           |  |
| 1 Melinda Conforti                                         | Grade 4 Teacher                              | Kennedy Elementary        | FMLA 4/7/2021-6/4/2021                                      |                |     |              |  |           |  |
| 2 Katherine Spager                                         | Autistic Support                             | Kennedy Elementary        | FMLA 5/1/2021-end of school year                            |                |     |              |  |           |  |
| 3 Tricia Natale                                            | Learning Support                             | Prescott Elementary       | FMLA 5/21/2021-6/14/2021                                    |                |     |              |  |           |  |
| 4 Kerri Gaughan                                            | Kindergarten Teacher                         | Adams Elementary          | FMLA 3/29/2021-5/26/2021                                    |                |     |              |  |           |  |
| 5 Allison Mackey                                           | Autistic Support Teacher                     | Kennedy Elementary        | FMLA 4/28/2021-6/17/2021                                    |                |     |              |  |           |  |
| 6 Julianne McGloin                                         | ESL Teacher                                  | McNichols Plaza           | FMLA 9/3/2021-12/7/2021                                     |                |     |              |  |           |  |
| <b>C. PROFESSIONAL APPOINTMENT</b>                         |                                              |                           |                                                             |                |     |              |  |           |  |
| 1 Robert Rucker                                            | Director of Facilities                       | District-Wide             | T.B.D.                                                      | X. J. Brazil   |     | \$116,150.00 |  |           |  |
| <b>D. NON-PROFESSIONAL RETIREMENT</b>                      |                                              |                           |                                                             |                |     |              |  |           |  |
| 1 Robert Nych                                              | Auditor                                      | Single Tax Office         | 5/7/2021                                                    |                |     |              |  |           |  |
| 2 Mary Calpin                                              | 230 Clerk                                    | Northeast Intermediate    | 6/30/2021                                                   |                |     |              |  |           |  |
| <b>E. NON-PROFESSIONAL RESIGNATION</b>                     |                                              |                           |                                                             |                |     |              |  |           |  |
| 1 Valerie Bonner                                           | LPN                                          | Prescott/Willard          | 4/14/2021                                                   |                |     |              |  |           |  |
| 2 Holly Abood                                              | PCA                                          | West Intermediate         | 4/21/2021                                                   |                |     |              |  |           |  |
| <b>F. NON-PROFESSIONAL APPOINTMENT</b>                     |                                              |                           |                                                             |                |     |              |  |           |  |
| 1 Margaret Voldenberg                                      | Confidential Secretary to the Superintendent | Administration Building   | 5/4/2021                                                    | X. N. Giordano |     | \$33,201.90  |  |           |  |
| 2 Linda Reggie                                             | Hall Monitor                                 | West Intermediate         | 4/15/2021                                                   | X. J. Loscombe |     | \$16,172.75  |  |           |  |
| 3 Shawna Kester                                            | LPN                                          | Itinerant                 | 5/3/2021                                                    | X. V. Bonner   |     | \$24,910.00  |  |           |  |
| <b>G. RECALL TO EMPLOYMENT</b>                             |                                              |                           |                                                             |                |     |              |  |           |  |
| 1 Robin Gallagher                                          | Para-Emotional Support                       | West Scranton High School | 4/19/2021                                                   |                |     |              |  |           |  |
| 2 Sean Cunningham                                          | Para-Emotional Support                       | West Intermediate         | 4/13/2021                                                   |                |     |              |  |           |  |
| 3 Amy Guzlewicz                                            | PCA                                          | Kennedy Elementary        | 4/12/2021                                                   |                |     |              |  |           |  |
| 4 Cruz Garcia                                              | Para-Emotional Support                       | South Intermediate        | 4/19/2021                                                   |                |     |              |  |           |  |
| 5 Gail Curry                                               | PCA                                          | Monticello                | 4/19/2021                                                   |                |     |              |  |           |  |
| 6 Michele Diana                                            | Para- Life Skills                            | Northeast Intermediate    | 4/13/2021                                                   |                |     |              |  |           |  |
| 7 Maura O'Boyle                                            | PCA                                          | Prescott Elementary       | 4/19/2021                                                   |                |     |              |  |           |  |
| 8 Danielle Spano                                           | Para-Emotional Support                       | West Scranton High School | 5/3/2021                                                    |                |     |              |  |           |  |
| 9 Bernice Ferranti                                         | Para-Autistic Support                        | South Intermediate        | 4/15/2021                                                   |                |     |              |  |           |  |
| 10 Tammy McHale                                            | Para-Autistic Support                        | South Intermediate        | 4/19/2021                                                   |                |     |              |  |           |  |
| 11 Heather Kulick                                          | Para- Life Skills                            | Scranton High School      | 4/19/2021                                                   |                |     |              |  |           |  |
| 12 Nancy Tierney                                           | Para-Autistic Support                        | Monticello                | 4/19/2021                                                   |                |     |              |  |           |  |
| 13 Rossy Guzman                                            | Para-Autistic Support                        | Scranton High School      | 4/26/2021                                                   |                |     |              |  |           |  |
| <b>H. NON-PROFESSIONAL LEAVE OF ABSENCE</b>                |                                              |                           |                                                             |                |     |              |  |           |  |
| 1 Robin O'Hearn                                            | PCA                                          | Monticello                | FMLA 2/8/21-5/10/21<br>previously approved for 2/8-5/7/2021 |                |     |              |  |           |  |
| 2 Judy Vitris                                              | Paraprofessional                             | Willard Elementary        | Intermittent FMLA 5/31-6/16/21                              |                |     |              |  |           |  |

ON THE QUESTION:

Director Yanni made a motion to separate the Director of Operations position from the other business on the Personnel Report to allow the Board to vote separately on this and to have the necessary discussion regarding filling this high level administrative position.

Director McAndrew seconded and the motion passed with five (5) affirmative and four (4) negative. Directors Welby, Fox, Hume and Malloy voted in the negative.

Motion on the Personnel Report passed unanimously on roll call with the exception of the Director of Facilities, Grounds and Operation.

President Gilmartin now asked for a motion to approve the professional appointment of the Director of Facilities.

Director Hume made a motion, seconded by Director Cruz.

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## ON THE QUESTION:

Director Cruz asked Mr. John Castrovinci to summarize the process by which the recommendation of this candidate was reached.

Mr. Castrovinci explained the Administrative Regulation regarding the interviewing of Administrative Employees was followed; there was a Round One interview committee that consisted of Mr. Castrovinci, Carl Pugliese, an SFT member, a building principal, and two Central Administrators. Mr. Castrovinci and Mr. Dougherty screened approximately 100 applications, screened them down to the top six. Five candidates accepted interviews and of those five applicants, four accepted Round One interviews which were held on April 23<sup>rd</sup>. The interview committee recommended three applicants to Round Two and of the three, two applicants accepted the second round interview. The Round Two committee consisted of the Superintendent, Mr. Paul Dougherty, Ann Grebeck, Arif Fazil from D'Huy Engineering, Building Principal Rob DeLuca and Board Member Director Ro Hume. Two candidates were interviewed and they recommended the name that is before the Board this evening.

Director Yanni asked Mr. Castrovinci how this position was advertised and did he use the \$30,000 HR software program that was recently approved.

Mr. Castrovinci replied that the system is currently being implemented, training is occurring weekly with a Frontline trainer and they are hoping by the end of May they can implement that system but it takes a while, there is a lot of work behind the scenes to get a system that large up and running.

President Gilmartin asked if it would be fair to say that it takes some time to implement this system because a job search is not the only facet of this system and is it a valuable tool for the HR Department.

Mr. Castrovinci said correct; there is a lot of work that goes on behind the scenes, there's all the new hire paperwork that has to be entered and all completed employee forms and it's not just simply posting jobs and it absolutely without question is a valuable tool.

Mr. Castrovinci added that the position was advertised on the district website, Indeed and also on the PSBA Career Gateway.

Director Dempsey said this is a much needed position in the district as Mr. Dougherty has been wearing this hat for a number of months, she wishes Mr. Rucker the best of luck and she thinks he has quite the job ahead of him but by the sound of it he is going to make some positive changes in the district.

Director Cruz echoed Director Dempsey's sentiments.

Director Yanni said this isn't personal, she doesn't know this candidate but she's not confident this candidate has the education, or is pursuing he degree that is necessary to fulfill the requirements of this position. Mrs. Yanni feels that we're in the business of Education so a

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candidate's education has to matter in this case. Mrs. Yanni added that we have faculty on staff with both bachelors and masters degrees and they're not making anywhere near \$116,000 so she would prefer that they wait, they use that \$30,000 HR software and look for a candidate that has the education that is needed for this position.

Director Hume said she had the privilege of sitting in on the interview and she was impressed with Mr. Rucker's familiarity with Scranton School District, with Scranton, and his experience as an OSHA inspector, his management of \$2 billion dollar projects out of Tobyhanna, she thinks they've come very close to a very fine candidate with Mr. Rucker and she thinks he'll make a great addition to the team.

Director McAndrew relied on the recommendation from D'Huy Engineering who do this on a day to day basis as it is out of his scope with Buildings and Grounds. Mr. McAndrew referred back to when they had an issue with a ventilation report and no one could read the report so he asked if this gentleman could read a ventilation report and he was told yes and if that recommendation is coming from D'Huy he feels comfortable with the decision but going forward they should wait to start using the HR software for hiring.

Motion to appoint Mr. Robert Rucker, Director of Facilities, Grounds and Operation now passed with eight (8) affirmative and one (1) negative. Director Yanni voted in the negative.

Mrs. McTiernan thanked Mr. Dougherty for his help and guidance throughout this past year.

17.02 {F-2} Motion to Approve Act 93 Agreement

Approve Act 93 agreement for the term January 1, 2018 – December 31, 2022.

Director Cruz made a motion, seconded by Director Dempsey.

ON THE QUESTION:

Director Yanni made a motion to table this and it's public knowledge that the board met with members of Act 93 this evening at which time they asked the board to reconsider voting on Act 93 this evening. Director Yanni and the Act 93 members still have unanswered questions and she thinks they can all benefit from further clarification and purely out of respect for these administrators who took the time tonight to speak to them, who are face to face with our kids every day that we could honor their request and table this until the next meeting. Director Cruz seconded the motion.

Motion to table failed with three (3) affirmative and six (6) negative. Directors Dempsey, Fox, Hume, Malloy, Welby and Gilmartin voted in the negative.

President Gilmartin asked if there are some points to clarify on this agreement and Director Hume asked Mr. Audi to speak to the process of the negotiations.

Mr. Audi responded that this agreement expired in 2017 and he can only speak to the last two years that he was involved in this but he does know there was a meeting when he first started where the entire board at that time attended negotiations with the Act 93, thereafter, starting in he

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believed December of 2020, a proposal was made that is essentially the identical proposal that is being voted on today. There were some counters and discussions with the Act 93 group; they had questions about the funding which was explained by Mr. Laffey and the only thing he believes that changed since December, 2020 is the inclusion of other unrepresented personnel that are non-supervisory into the Act 93 group so what they're voting in today is not new to the Act 93 group nor is it new to the board. The board had the opportunity to review this and the finances were discussed, the funding comes from the change in healthcare and it's a percentage so the people that were added into the group didn't water down the amount of money. The amount of money was proportionate to those people that came into the group because there would be savings from the healthcare aspects of it.

Mr. Laffey added it is important to note that when they approached this it was the same approach that's been taken for the other labor negotiations that they've had and that savings from within the agreements or the contracts would be what it has funded these contracts or these proposals. With these other classification of employees that are included in it, the amount of dollars allocated towards salary increases for each group was separate therefore it was based off the total staffing for each category as compared to the total staffing of the entire district so they've been consistent with the approach and consistent with the recovery plan that any contracts or agreements are funded through savings within the agreement.

Director Hume asked if this means now everybody working in the district now has representation.

Mr. Audi said that is correct; everyone is protected and when it comes time for raises they know now how to treat certain people because there was a large group of people that were just floating out there without parameters and when the bargaining units would get pay raises nobody would know what to do with this group of people so they're all organized now where they all can be treated appropriately and fairly which is consistent with how other school districts operate and the savings are found through the healthcare change to ELAP.

Director Malloy asked Mr. Laffey if he had any equitable concerns with regard to how he approached this and how each group of employees were being treated; the 32BJs, Act 93 and teachers, and if he had concerns how did he address them.

Mr. Laffey said they've taken the same approach to each group so they feel that it's been handled fairly.

Director Cruz said that since she has been on this board she believes that about five principals have left the district, two have resigned and gone to other districts since maybe January or February and they always hear it's been a big loss to the district and she feels that for the teachers also but she doesn't want to see anymore leave and move on to other districts and take what they've learned and how they've grown in the Scranton School District so she will be voting no.

Upon roll call, the motion to approve the Act 93 Agreement passed with five (5) affirmative and four (4) negative. Directors McAndrew, Yanni, Cruz and Dempsey voted in the negative.

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18. POLICY (Policy & Legislative) – no motions for non consent.

19. SPECIAL EDUCATION – no motions for non consent.

20. VENDOR RELATIONS (Purchasing, Food Services, Transportation)

20.01 {I-1} Motion to Approve Food Service Renewal for 2021-2022 School Year  
Approve optional year 1 FSMC renewal for 21-22 SY with Aramark Educational Services

National School Lunch Program (NSLP) Projected Operating costs attached with a guarantee return of \$1,092,000 inclusive of SFA labor. Subject to the exceptions guarantee outlined in the original 20-21 bid proposal.

Summer Food Service Program (SFSP) operating a breakeven budget of \$90,357.72.  
Director Malloy made a motion, seconded by Director Welby and motion passed unanimously on roll call.

21. NEW BUSINESS

Director Dempsey said the district is required to do an assessment of the Wellness Policy and gather a Wellness Committee to review the results of the assessment and ensure that the current policy aligns to the USDA model approved policy by June 30, 2021. The current school district Wellness Policy No. 246 requires the committee be composed of at least one of each of the following: a School Board member, a district administrator, a food service representative, a student, a parent or guardian, a school health professional, a physical education teacher and a member of the public. Mrs. Dempsey said as chair of the Policy Committee she volunteers for the role of school board member and perhaps they can review the list of applicants from the prior committee and encourage any member of the public or parent to submit their application to Mrs. Orr if they'd like to be considered.

Mr. Laffey added that as Director Dempsey mentioned this is something that is required; there was a one year waiver or extension that was granted to all school districts last year due to the pandemic. In addition to reviewing the policy they also need to conduct assessments of our schools and their compliance with the policy so we will begin that most likely this week, we'll be reaching out to the principals; the assessments do need to be public and reported on the district's website. They will be coming to the board with an update to the policy and the results of the assessments.

President Gilmartin said she and Director Dempsey discussed this briefly today and they thought perhaps they could utilize some of the parents we weren't able to engage in the Reopening Committee and also put a call out on the website for anyone else who may be interested and perhaps work with our secondary principals to identify a student to participate.

Director Hume now spoke of the recent inaugural meeting of the Reopening Advisory Committee saying that it was a very productive, very frank and free discussion about the

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reopening and determined that we will be opening to all students five days a week in-person in September. Ms. Hume said discussions were held regarding the role of the committee, the summer program, and a schedule of meetings. The committee will meet every two months until December when hopefully they will disband because we will be reopened so thoroughly that we won't be needed anymore. The meeting raised issues that they're going to think and talk about at the next meeting on June 2<sup>nd</sup>. They will be talking about attendance, expectations, social and emotional well-being, virtual programs and expansion of the cyber program. Ms. Hume thought the meeting was very beneficial, very positive and looks forward to its next meeting.

Mrs. McTiernan also spoke highly of the meeting and reiterated that it was made clear that the district will be reopening five days a week in-person in September. Mrs. McTiernan said it was nice to hear the perspective of parents and they will be assigning two more teachers and two more administrators at each level for the next meeting. Mrs. McTiernan said it was a great meeting, with very frank and constructive criticism and that's what is needed in order to improve as we work towards getting the kids back five days a week in-person in September.

Director Cruz reminded everyone that this evening at 11:59 is voter registration deadline and to check status and register online.

## 22. PRESIDENT'S REPORT

President Gilmartin expressed thanks and gratitude to all teachers for Teacher Appreciation Week especially for their hard work and challenges during these times.

## 23. ADJOURNMENT

There being no further business a motion to adjourn was made by Director Cruz, seconded by Director Dempsey and the meeting adjourned at 10:14PM.

By: \_\_\_\_\_