

## School Board President's Report

Jacob Wyland

October 17, 2022

I would like to start this evening by reaffirming my statements from our discussion meeting last week. Once again I hope that my remarks are taken as sincerely as I intend them. We deeply respect the work of the members of the Mt. Lebanon Secretarial/Aides Education Support Professionals Association. Not only do we respect the work that you do, but we respect the importance of the work that you do in our schools for our children, and recognize your drive and passion.

We are currently in contract negotiations with the Secretarial/Aides Education Support Professional Association. While in active negotiations we must adhere to the standards and practices of good faith negotiations in the way this must be handled. The parents, members of the association, and supporters who come to the meetings and call in to support are heard and valued. However, it would be inappropriate for me to engage in any back-and-forth outside of the process that we have set in place for contract negotiations.

It continues to be a priority of the board to offer a livable wage in conjunction with a robust benefits package.

You will see two action items on the agenda for this evening addressing temporary, or agency placed, substitute staffing to assist with some of our vacancies at this time. We are hopeful and optimistic to fill these positions with our own employees. Our Director of Human Resources, Tenecia Ross, has begun the work to cast a wider net and adopted new strategies to recruit for these positions more heavily than before.

These types of contracts are not unique in the fact that we use these in many different sectors and departments within the school district. They are never intended to replace anyone and are merely used to ensure that we are following the laws and regulations we need to. For example, the District has a legal obligation to meet the IEP needs of students. Where we don't have the support personnel to support those needs, is where we need to use temporary staffing services to fill those roles.

I am confident in our team who has been negotiating and their ability to think outside of the box to find commonalities and work with the members of the association to settle the terms of this contract.

Next this evening, It is my pleasure to take time this evening to recognize the Mt. Lebanon PTA presidents and PTA Council members who work tirelessly and volunteer countless hours each school year to make our schools a better place for students and staff alike. As I call

your name, please come to the stage and accept a Certificate of Appreciation and line up for a photo:

- Angela Ferguson, Foster Elementary
- Jennifer Boal, Hoover Elementary
- Angela Grella, Howe Elementary
- Ginny Chambers, Jefferson Elementary
- Lorraine May, Lincoln Elementary
- Stacie Carlson, Markham Elementary
- Christina Shaffer, Washington Elementary
- Marisa Hupe, Jefferson Middle School
- Jen Larence, Mellon Middle School
- Becki Campanaro, PTA Council President
- Jean Thomas, PTA Council Vice President & High School President
- Priya Sukumaran, PTA Council Second Vice President
- Kelly Lotona, PTA Council Secretary
- Denis Skorskiy, PTA Council Treasurer
- Lindi Patorius, PTA Council Historian