

**GREENSBURG SALEM SCHOOL DISTRICT  
REGULAR SCHOOL BOARD MEETING of November 10, 2021**

**PRESENT**

Mr. Brian Conway  
Mr. Frank Gazze  
Miss Lynn Jobe  
Mr. Ronald Mellinger, Jr.  
Mr. Jeff Metrosky  
Mr. Jon O'Brien  
Mrs. Robin Savage  
Mrs. Lynna Thomas  
Mr. Stephen D. Thomas

**ABSENT**

**NON-VOTING MEMBERS**

Dr. Kenneth A. Bissell, Acting Superintendent  
Mr. Lawrence E. George III, School Board Secretary pro tempore  
Mr. Lee Demosky, Solicitor  
Mr. John Scales, Superintendent

**OTHERS IN ATTENDANCE**

Mr. Anthony Barbato, Associate Principal, Amos K. Hutchinson Elementary School  
Mr. Kevin Bringe, Principal, Amos K. Hutchinson Elementary School  
Mr. Larry George, Director of Informational Services  
Mr. Adam Jones, Principal, Greensburg Salem Middle School  
Mrs. Jennifer Kapusta, Associate Principal, Greensburg Salem Senior High School  
Dr. Lenni Nedley, Coordinator of Elementary Education, Federal Programs and Instruction  
Mr. David Redinger, Associate Principal, Greensburg Salem Middle School  
Mr. Frank Sundry, Athletic Director  
Mr. Christopher Thomas, Principal, Dr. Robert F. Nicely Elementary School  
Mr. David Zilli, Principal, Greensburg Salem Senior High School

**NEWS MEDIA**

No one from the press was in attendance.

Approximately zero (0) citizens of the community.

**CALL TO ORDER**

Mr. Ronald Mellinger, Jr., School Board President, called the Meeting to Order at 7:34 P.M.

**BOARD SECRETARY PRO TEMPORE**

A motion was made by S.Thomas/Conway to approve the appointment of Lawrence E. George III as pro tempore Board Secretary for the November 10, 2021, December 1, 2021 Reorganization and December 1, 2021 Regular School Board Meetings.

Section 508 vote: All nine Board Members present voted in the affirmative.

**APPOINTMENT OF SUPERINTENDENT**

A motion was made to approve the appointment of a Superintendent at a maximum annual starting salary not to exceed \$144,000.00 for up to a five (5) year term subject to the Greensburg Salem School District and the Superintendent signing a contract (which includes management directives) and clearing all background checks and standard Greensburg Salem School District employment requirements.

**TABLE APPOINTMENT OF SUPERINTENDENT**

A motion was made by Conway to table the motion to appoint a Superintendent. Motion failed due to a lack of a second.

**APPOINTMENT OF SUPERINTENDENT**

A motion was made by S.Thomas/L.Thomas to approve the appointment of Dr. Kenneth A. Bissell, Ed.D., Superintendent at a maximum annual starting salary not to exceed \$144,000.00 for up to a five (5) year term subject to the Greensburg Salem School District and the Superintendent signing a contract (which includes management directives) and clearing all background checks and standard Greensburg Salem School District employment requirements.

Voting Aye: Conway, Gazze, Jobe, Mellinger, Metrosky, O'Brien, Savage, L.Thomas and S. Thomas.

Voting Nay: No one.

Abstaining: No one.

Absent: No one.

Motion passes.

**ROLL CALL**

Mr. Lawrence E. George III called the Roll, which is indicated above.

**EXECUTIVE SESSION**

An Executive Session of the Board was held for legal, personnel and safety matters beginning at 6:30 P.M. The Regular School Board Meeting of November 10, 2021, convened at 7:34 P.M.

**INFORMATIONAL ITEMS**

Miss Lynn Jobe extended congratulations and gratitude to all students who participated in fall sports and activities. She also gave a shout out to all team members who earned post season WPIAL awards. Student Emily Campbell presented her proposed Girl Scout Gold Project idea in pursuit of the Girl Scout Gold Award and asked for the District's support.

**STUDENT REPRESENTATIVE**

No student representative was in attendance.

**RECOGNITION OF VISITORS**

No one signed in to address the Board.

**REGULAR SCHOOL BOARD MEETING MINUTES OF OCTOBER 6, 2021**

A motion was made by S.Thomas/Savage to approve the minutes of the Regular School Board Meeting of October 6, 2021 as presented.

Section 508 vote: All nine Board Members present voted in the affirmative.

SEE ATTACHMENTS 1-11

**FINANCIAL REPORTS**

A motion was made by Savage/Metrosky to approve the following financial reports for October: Bank Reconciliation October; Tax Report - October; Capital Projects Fund – October; Schedule of Grants and Donations – October; Student Activity Funds - October; Schedule of Grants and donations; Year-to-Date Expenditure Function Totals – General Fund – October; Year-to-Date Revenue Function Totals – General Fund - October; Year-to-Date Expenditure Function Totals – Capital Project Fund - October; Year-to-Date Revenue Function Totals – Capital Project Fund - October; Year-to-Date Expenditure Function Totals – Cafeteria Fund - October; and Year-to-Date Revenue Function Totals – Cafeteria Fund.- October.

Section 508 vote: All nine Board Members present voted in the affirmative.

SEE ATTACHMENTS 12-33

**DISBURSEMENTS MADE SINCE LAST MEETING/BILLS TO BE PAID**

A motion was made by S.Thomas/O'Brien to approve the following:  
Disbursements Made Since Last Meeting: General Fund - \$2,787.903.80;  
Disbursements Made Since Last Meeting: Capital Project Fund; - \$30,805.59;  
Disbursements Made Since Last Meeting: Cafeteria Fund - \$832.11; Bills to be

**DISBURSEMENTS MADE SINCE LAST MEETING/BILLS TO BE PAID (cont'd)**

Paid – General Fund - \$885,690.68; and Bills to be Paid – Capital Project Fund - \$8,884.60.

Section 508 Vote: All nine Board Members present voted in the affirmative.

SEE ATTACHMENTS 34-102

**ESEA TITLE I, II, AND VI**

Dr. Lenni Nedley gave an update on ARP ESSER Grant Funds and Homeless Grant.

**BOARD REPORTS**

**Central Westmoreland Career and Technology Center Board** – Mrs. Robin Savage shared the following: Tenth grader Rylee O'Donnell designed the logo for breast cancer awareness t-shirts; forty (40) students are out on co-op; started the CWCTC road show, showcasing virtual simulators with more simulators coming in the future; received a \$15,000.00 grant to be used for students with disabilities; Milwaukee Tools spend the day sharing what they have to offer for students; and twenty-two (22) students enrolled in driver education classes.

**Westmoreland Intermediate Unit** – Mrs. Lynna Thomas noted that a representative needs to be appointed to the Westmoreland Intermediate Unit Board to replace her.

**Greensburg Salem Education Foundation** – Mrs. Lynna Thomas shared that the Purse Bash was a great success and expressed appreciation for all of the hard work. She also shared that the District needs to appoint a District representative to replace her.

Mr. Ronald Mellinger shared that someone needs to be appointed to replace him as the District representative to the Greensburg Community Development Corporation.

**COMMITTEE REPORTS**

**Buildings and Grounds** – Heating project is on schedule and the heat will be on this weekend. We will have heat in the buildings on Monday at Metzgar and Nicely. Contractors have been in every day and night The Middle School ceilings will start to be opened next week, with the Senior High School project to replace the heaters is six (6) to eight (8) weeks out. He also shared that we lost the bid on a truck. Dr. Bissell shared with the public that we had a safety and security issue at the Senior High School today which was handled by the City of Greensburg police department. He also shared that the Middle School is above the 5% threshold with COVID cases and will be closed as per CDC guidelines. In person instruction will resume on Monday, November 22, 2021.

**SOLICITOR'S REPORT**

No report at this time.

**SUPERINTENDENT'S REPORT**

All appointments and additions to the substitute lists under the Personnel Report are pending receipt of governmental clearances, certification records, and physical and tuberculin test, where applicable.

**RETIREMENT**

A motion was made by Savage/Conway to approve the retirement of Karen Gnesda, Administrative Assistant – Superintendent's Office/Human Resources Coordinator effective at the end of the day on Friday, December 31, 2021.

Section 508 vote: All nine Board Members present voted in the affirmative.

**RESIGNATION**

A motion was made by Savage/O'Brien to approve the resignation of Autumn Rhodes, Assistant Varsity Boys' and Girls' Swim Team Coach, effective November 3, 2021.

Section 508 vote: All nine Board Members present voted in the affirmative.

**FAMILY AND MEDICAL LEAVES**

A motion was made by S.Thomas/O'Brien to approve the following Family and Medical Leaves:

- Middle School Employee #318 effective beginning November 17, 2021 through approximately December 3, 2021;
- Dr. Robert F Nicely Employee #178 effective beginning November 23, 2021 through approximately December 7, 2021;
- Middle School Employee #1842, Maternity/Family and Medical Leave effective beginning January 5, 2022 and continuing for approximately six (6) to eight (8) weeks; and
- Middle School Employee #1842, Child-Rearing/Family and Medical Leave effective following Maternity/Family and Medical Leave through March 30, 2022.

Section 508 vote: All nine Board Members present voted in the affirmative.

**UNPAID CHILD-REARING LEAVE**

A motion was made by S.Thomas/Jobe to approve an Unpaid Child-Rearing Leave for Middle School Employee #1842 effective beginning March 31, 2022 through April 14, 2022.

Section 508 vote: All nine Board Members present voted in the affirmative

**APPOINTMENT**

A motion was made by S.Thomas/Metrosky to approve the appointment of Mike Gigliotti as the Interim Business Manager effective beginning November 11, 2021 working three (3) days per week, salary set at \$625.00 per day.  
Motion was not voted on as read.

**APPOINTMENT**

A motion was made by S.Thomas/O'Brien to approve the appointment of Beth Butala, School Counselor effective beginning November 1, 2021, salary set at \$56,637.00, first step masters prorated as per the negotiated Agreement.  
Voting Aye: Jobe, Mellinger, O'Brien, L.Thomas and S.Thomas.  
Voting Nay: Conway, Gazze, Metrosky and Savage.  
Abstaining: No one.  
Absent: No one.  
Motion passes.

**APPOINTMENT**

A motion was made by to approve the appointment of Rachael Lhota, Special Education Teacher, salary set at \$59,637.00, first step masters +30 prorated as per the negotiated Agreement.  
Section 508 vote: All nine Board Members present voted in the affirmative.

**APPOINTMENT**

A motion was made by Savage/O'Brien to approve the appointment of Doris Simpson, substitute School Nurse effective November 11, 2021 through June 6, 2022, salary set at 80% first step bachelors prorated as per the negotiated Agreement.  
Section 508 vote: All nine Board Members present voted in the affirmative.

**APPOINTMENT**

A motion was made by Savage/Jobe to approve the appointment of Kristen Solomon, English Department Chairperson effective beginning with the 2021-2022 school year, salary set at \$1,629.00 supplemental contract prorated as per the negotiated Agreement.  
Section 508 vote: All nine Board Members present voted in the affirmative.

**APPOINTMENT**

A motion was made by S.Thomas/Metrosky to approve the appointment of Delaine Hughes, Boys' Eighth Grade Basketball Coach effective beginning with the 2021-

**APPOINTMENT (cont'd)**

2022 school year, salary set at \$3,849.00 supplemental contract as per the negotiated Agreement.

Section 508 vote: All nine Board Members present voted in the affirmative.

**APPOINTMENT**

A motion was made by S.Thomas/Metrosky to approve the appointment of Delaine Hughes, Boys' Eighth Grade Basketball Coach effective beginning with the 2021-2022 school year, salary set at \$3,849.00 supplemental contract as per the negotiated Agreement.

Section 508 vote: All nine Board Members present voted in the affirmative.

**APPOINTMENTS**

A motion was made by Conway/O'Brien to approve the appointment of the following After School Program Teachers effective for the 2021-2022 school year, salary set at \$29.50 supplemental hourly rate as per the negotiated Agreement paid from ESSER grant monies: Billie Jo Crouse; Courtney Doran, Susan Johnson; Morgan McFeely, Kylie McSwaney; Madalyn Minahan, Camille Nemanic; Christa Stedeford; Georgeanne Trask; Lisa Young; Marissa Dubrow; Nicole Gnesda; Brittany D'Amico; Elizabeth Jamison; Teri Kepchia; Madison Kladnik; Casey McCardell; Shannon Moore; Patricia Neil; Keli Shevchik; Karin Stamford; Lisa Thomas; Heather Zeoli and Taylor Guido.

Section 508 vote: All nine Board Members present voted in the affirmative

**APPOINTMENTS**

A motion was made by Savage/L.Thomas to approve the appointment of the following clerical staff to cover for the After-School Program effective for the 2021-2022 school year, salary set at their respective hourly rate as per the Board Policy for Administrative Assistants, Classroom Instructional Assistants and Nurse Assistants: Heather Johnson - \$17.15 per hour; Mary Ann Jordan - \$23.43 per hour; and Judith McMichael - \$23.43 per hour.

Section 508 vote: All nine Board Members present voted in the affirmative

**APPOINTMENT**

A motion was made by Jobe/Savage to approve the appointment of Kelly Clark, substitute After Math Teacher at the Middle School effective for the 2021-2022 school year, salary set at \$29.50 hourly rate as per the negotiated Agreement.

Section 508 vote: All nine Board Members present voted in the affirmative.

**APPOINTMENT**

A motion was made by Savage/O'Brien to approve the appointment of Christina Branthoover to take over the Sub Calling/Sub Tracking responsibilities currently handled by Darlene Santia effective for the remainder of the 2021-2022 school year with stipend set at \$3,200.00 prorated.

Section 508 vote: All nine Board Members present voted in the affirmative.

**APPOINTMENT**

A motion was made by Jobe/L.Thomas to approve the appointment of Marty Sharp, Clock Operator for varsity swimming effective for the 2021-2022 school year, salary set at \$25.00 per event as per the Schedule for Athletic Event Workers.

Section 508 vote: All nine Board Members present voted in the affirmative.

**APPOINTMENT**

A motion was made by S.Thomas/O'Brien to approve the appointment of Joseph Armstrong, Custodian at the Senior High School, full-time permanent position effective beginning November 11, 2021, salary set at \$15.00 per hour as per the negotiated Agreement.

Section 508 vote: All nine Board Members present voted in the affirmative.

**APPOINTMENT**

A motion was made by Jobe/O'Brien to approve the appointment of Terry Madarish, volunteer Assistant Varsity Boys' Tennis Coach effective for the 2021-2022 school year.

Section 508 vote: All nine Board Members present voted in the affirmative

**ADDITIONS TO THE SUBSTITUTE LISTS**

A motion was made by S.Thomas/L.Thomas to approve the following additions to the substitute lists effective for the 2021-2022 school year:

- Custodians - Joseph Armstrong, Ronald Evancho, Charles Pedder and Sharon Young, salary set at \$12.00 per hour; and
- Lunchroom Supervisors at James H. Metzgar Elementary School – Stacey Bopp, salary set at \$8.00 per hour.

Section 508 vote: All nine Board Members present voted in the affirmative.

**ADVERTISE POSITIONS**

A motion was made by Savage/O'Brien to advertise the following positions:



**ADVERTISE POSITIONS (cont'd)**

- Nurse Assistant, full-time permanent position, salary set at \$23.00 per hour as per the Board Policy for Administrative Assistants, Classroom Instructional Assistants and Nurse Assistants; and
- Assistant Varsity Boys' and Girls' Swim Team Coach effective beginning with the 2021-2022 school year, salary set at \$3,039.00 supplemental contract as per the negotiated Agreement.

Section 508 vote: All nine Board Members present voted in the affirmative.

**REFUND TAXES**

A motion was made by Jobe/L.Thomas to refund taxes paid for Tax Map #33-02-04-0-007 to Leona Smith in the Amount of \$2,738.18 as presented.

Section 508 vote: All nine Board Members present voted in the affirmative.

SEE ATTACHMENTS 103-105

**SECTION B. FINANCE, NUMBER 2. WAS TABLED AND NOT PRESENTED FOR A VOTE.**

**CREDIT REIMBURSEMENT**

A motion was made by S.Thomas/L.Thomas to pay Credit Reimbursement in November for the 2021-2022 school year as presented.

Section 508 vote: All nine Board Members present voted in the affirmative.

SEE ATTACHMENT 106

**YOUNG MEN'S CHRISTIAN ASSOCIATION OF GREENSBURG AGREEMENT**

A motion was made by Jobe/Savage to retroactively enter into an Agreement by and between Greensburg Salem School District and Young Men's Christian Association of Greenburg (YMCA of Greenburg) outlining the use of District facilities by the YMCA for Before and After School Enrichment (BASE), Greenburg Y Track and Field and Youth Sports Activities and the use of the YMCA by the District's Swim Teams effective retroactive beginning August 2021 through June 30, 2022 as presented.

Section 508 vote: All nine Board Members present voted in the affirmative.

SEE ATTACHMENTS 107-108

**CCL TECHNOLOGIES MEMORANDUM OF UNDERSTANDING**

A motion was made by S.Thomas/O'Brien to retroactively approve the Memorandum of Understanding by and between Greensburg Salem School

**CCL TECHNOLOGIES MEMORANDUM OF UNDERSTANDING (cont'd)**

District and CCL Technologies to renew the twelve (12) month Contract for additional IT services effective retroactive to July 1, 2021 through June 30, 2022 at a cost of \$2,550.00 per month, based on month to month service with a thirty (30) day termination notice as presented.

Section 508 vote: All nine Board Members present voted in the affirmative.

SEE ATTACHMENTS 109

**ADELPHOI VILLAGE, INC. PURCHASE OF SERVICE AGREEMENT**

A motion was made by Savage/Gazze to retroactive approve the Purchase of Service Agreement – Day Treatment Supplemental Contract by and between Greensburg Salem School District and Adelphoi Village, Inc. to provide child welfare services on an as needed basis effective July 1, 20o21 through June 30, 2022 as presented.

Section 508 vote: All nine Board Members present voted in the affirmative.

SEE ATTACHMENTS 110-125

**RECYCLING SERVICES**

A motion was made by Savage/O'Brien to utilize the services of GreenWave Recycling to recycle all end-of-life and/or badly damaged technology equipment at no cost to the District.

Section 508 vote: All nine Board Members present voted in the affirmative.

**ACKNOWLEDGE ADDITIONAL BUS DRIVERS**

A motion was made by Jobe/Savage to acknowledge Pamela Baker, Anthony Greendonner and Thomas Tucci as additional bus drivers for DMJ Transportation, Inc. effective for the 2021-2022 school year, pending receipt of all governmental clearances, certification records, safety training, physical examinations and tuberculin tests where applicable.

Section 508 vote: All nine Board Members present voted in the affirmative.

**TENURE**

A motion was made by S.Thomas/Savage to grant tenure to Amy Elyes effective September 30, 2021.

Section 508 vote: All nine Board Members present voted in the affirmative.

**ADDENDUM TO BOARD POLICY FOR ADMINISTRATIVE ASSISTANTS, CLASSROOM INSTRUCTIONAL ASSISTANTS AND NURSE ASSISTANTS**

A motion was made by Jobe/O'Brien to approve the Addendum to the Board Policy for Administrative Assistants, Classroom Instructional Assistants and Nurse Assistants, Article V Work Schedule to include Administrative Assistant – Athletic Office and Appendix A to reflect the change in Administrative Assistant – Payroll/Benefits Specialist position and to define the hours of the Administrative Assistant – Athletic Office.

Section 508 vote: All nine Board Members present voted in the affirmative.

**PARTICIPATION IN WPIAL GYMNASTICS**

A motion was made by Jobe/Conway to grant approval for Tia Shook, a twelfth-grade student to compete in the 2021-2022 WPIAL Gymnastics as independent representative of Greensburg Salem Senior High School with Lori Mertz serving as her coach and representative for the season.

Section 508 vote: All nine Board Members present voted in the affirmative

**FACILITY USAGE**

A motion was made by S.Thomas/O'Brien to approve the following facility usage requests:

- Boy Scouts of America to use the Multi-Purpose Room at Dr. Robert F. Nicely Elementary School for Cub Scout Sign-Up Night from 6:00-7:30 P.M. retroactive on Tuesday, October 19, 2021; and
- Greensburg Salem Coaches to hold an Elementary and Middle School Volleyball Clinic for Greensburg Salem students in grades 4-8 in the Senior High School gymnasium from 5:00-8:00 PM retroactive for November 1, 2, 8, 9, 15, 16, 2021.

Section 508 vote: All nine Board Members present voted in the affirmative.

**FACILITY USAGE**

A motion was made by Savage/O'Brien to grant approval to use the gymnasium at Dr. Robert F. Nicely Elementary School to provide a Vaccination Clinic conducted by Hayden's Pharmacy for families who would like to receive a COVID vaccination for children ages 5-11. The Clinic will be held from 6:00-7:00 P.M. on Tuesday, November 16, 2021.

Section 508 vote: All nine Board Members present voted in the affirmative.

**FACILITY USAGE**

A motion was made by Jobe/S.Thomas to grant approval for administration to bill Greensburg Recreation Department football program facility use expenses at the Group 2 classification for school affiliated organizations.  
Final vote not take as an ancillary motion was presented.

**FACILITY USAGE**

A motion was made by Savage/Conway to table the facility usage request for administration to bill Greensburg Recreation Department football program facility use expenses at the Group 2 classification for school affiliated organizations.  
Section 508 vote: All nine Board Members present voted in the affirmative.

**USE OF GREENBURG SALEM LIONS LOGO**

A motion was made by S.Thomas/Savage to grant approval for Fancy Fox to use the Greensburg Salem Lions logo for spirit wear provided by the PTA at James H. Metzgar Elementary School.  
Section 508 vote: All nine Board Members present voted in the affirmative.

**Acting Superintendent Dr. Kenneth A. Bissell announced that there would be no Board Discussion Meeting for December. The Reorganization Meeting will be held on Wednesday, December 1, 2021 at 7:30 P.M. as a ZOOM Meeting. The Regular School Board Meeting for December will be held on Wednesday, December 1, 2021 immediately following the Reorganization Meeting as a ZOOM Meeting.**

**After a discussion regarding the December 2021 Meetings the above announcement was amended to:**

**Acting Superintendent Dr. Kenneth A. Bissell announced that the Reorganization Meeting will be held on Wednesday, December 1, 2021 at 7:30 P.M. in Room 003 of the Greensburg Salem Middle School. The Regular School Board Meeting for December will be held on Wednesday, December 1, 2021 immediately following the Reorganization Meeting in Room 003 of the Greensburg Salem Middle School.**

Mr. Mellinger asked if anyone in the audience had questions. Solicitor Lee Demosky shared that we still fall under the mask mandate because there has been an appeal filed. Mrs. Heather Shearer had questions about the Standards Based Progress Report, when it was implemented and who implemented it, and why parents were not involved. Dr. Kenneth Bissell explained how it works and why the District has moved in that direction and explained that it is a process which takes time. He also shared that we have partnered with Marzano Research and R.K. Mellon. Dr. Lenni Nedley shared that an elementary focus group meeting was held this summer but only two (2) parents were present. Mrs. Emily Miller expressed concerns about Standards Based Learning – there are no standards for printing or writing in manuscript, correspondence as well as concern that the Standards are not written in laymen’s terms. Dr. Lenni Nedley shared that we do provide instruction in printing and writing to elementary students and that the teachers are working are writing information on the standards for students and parents. Dr. Kenneth Bissell stated the District has full control over the content of instruction involved in those standards. Mrs. Shearer also asked about expanding Emily Campbell’s projected to the fifth-grade wing of the elementary schools. Mr. Jeff Metrosky thanked Ron Mellinger and Lynna Thomas for their dedication and hard work as members of the Greensburg Salem Board of School Directors.

**ADJOURN**

A motion was made by S.Thomas/Savage to adjourn the meeting.

Section 508 vote: All nine Board Members present voted in the affirmative.

The Regular School Board Meeting of the Greensburg Salem School District Board of Education held on Wednesday, November 10, 2021, beginning at 7:34 P.M. was adjourned at 9:03 P.M.

ATTEST:

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Lawrence E. George III,  
School Board Secretary pro tempore