

**AVELLA AREA SCHOOL DISTRICT
1000 AVELLA ROAD
AVELLA, PA 15312**

BOARD OF EDUCATION MINUTES

September 18, 2019

The Regular Board Meeting of the Avella Area School District Board of Education was held in the Avella Jr. Sr. High School Library on Wednesday, September 18, 2019. Ms. Leslie Cunningham, Board President, called the meeting to order at 7:05 p.m. An Executive Session was held prior to the meeting regarding personnel and contracts. Debra Bentz, Board Secretary, held roll call and the following board members were present:

BOARD MEMBERS: Karen Birdsall, Leslie Cunningham, Jeffrey Devenney, Melissa Dryer, James Gagich, Sharon Hixenbaugh, Corey McConn, Alex Paris, Leslie Thames

ADMINISTRATION: Cyril Walther, Superintendent
Laura Shola, Business Manager
Sheryl Wright-Brown, JSHS Principal
Zachary Zebrasky, Elementary Principal
Debra L. Bentz, Board Secretary

OTHERS: Barbara Graham, District Solicitor

A. GENERAL PROCEDURES

Roll Call

Pledge of Allegiance

Presentations/Recognitions - None

Request to Speak at the Board Meeting - None

Visitor's Request to Speak on Agenda Items - None

GENERAL PROCEDURE ITEMS

- 1. APPROVAL OF MINUTES** **ATTACHMENT "A"**
Board Members were furnished copies of the August 2019 Regular Board Meeting Minutes.

Moved by Mr. Paris, seconded by Mr. Devenney, to approve the August 2019 Regular Board Meeting Minutes.

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said "aye". Motion carried 9-0.

- 2. APPROVAL OF ACCOUNTS PAYABLE** **ATTACHMENT "B"**
Board Members were furnished copies of the Accounts Payable for the August and September 2019 General Fund.

Moved by Mr. Devenney, seconded by Mr. Paris, to approve the Accounts Payable for the August and September 2019 General Fund.

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said "aye". Motion carried 9-0.

- 3. FINANCIAL/BUDGET REPORTS** **ATTACHMENT "C"**
- 4. SOLICITOR'S REPORT** **ATTACHMENT "D"**
- 5. BOARD INSURANCE REPORT** **No Report**

B. NEW BUSINESS

- 1. ATHLETIC COMMITTEE & EXTRA CURRICULAR ACTIVITIES**
 - a. A discussion was held regarding the Winter Guard Dance Line program.**
 - b. Cheryl Rush, Head Winter Guard Dance Line Instructor**
Moved by Mr. Paris, seconded by Mr. McConn, to approve Cheryl Rush as the Head Winter Guard Dance Line Instructor for the 2019-2020 school year.

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said "aye". Motion carried 9-0.

- c. Jack Conn, Head Varsity Girls' Basketball Coach - Resignation**
Moved by Mr. Paris, seconded by Mr. McConn, to accept the resignation of Jack Conn as the Head Varsity Girls' Basketball Coach, effective September 18, 2019.

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said "aye". Motion carried 9-0.

B. NEW BUSINESS

1. ATHLETIC COMMITTEE & EXTRA CURRICULAR ACTIVITIES

d. Head Varsity Girls' Basketball Coach – Posting

Moved by Mr. Paris, seconded by Mr. McConn, to approve a posting (advertisement if necessary) for a Head Varsity Girls' Basketball Coach for the 2019-2020 school year.

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said "aye". Motion carried 9-0.

2. BUILDINGS & GROUNDS COMMITTEE

a. Use of School Facilities

Moved by Mr. Paris, seconded by Mr. Devenney, to approve the following Use of School Facilities:

NAME: Avella Youth Girls' Basketball
PURPOSE: Practice/Games
PLACE: Elementary Gym/Cafeteria
DATE: 2019-2020 Season

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said "aye". Motion carried 9-0.

3. CURRICULUM COMMITTEE

a. Mr. Walther reported he will be attending the Western Area Career & Technology Center meeting on September 19, 2019.

b. River School Therapies

Moved by Mr. McConn, seconded by Mr. Paris, to approve the Provision of Special Education Therapy Services (Social Workers) between Avella Area School District and River School Therapies for the 2019-2020 school year, per Attachment Curriculum "A".

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said "aye". Motion carried 9-0.

c. Kennywood Day

Moved by Mr. McConn, seconded by Mr. Paris, to approve the Kennywood School Picnic Agreement for June 15, 2020, per Attachment Curriculum "B".

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said "aye". Motion carried 9-0.

B. NEW BUSINESS

3. CURRICULUM COMMITTEE

d. Inventory Control

Moved by Mr. McConn, seconded by Mr. Paris, to approve Mr. Zebrasky's request to dispose/donate the outdated books listed on Attachment Curriculum "C".

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said "aye". Motion carried 9-0.

e. Intermediate Unit 1 - Title I Nonpublic School Services

Moved by Mr. McConn, seconded by Mr. Paris, to approve the Intermediate Unit's Title I Nonpublic School Services Form for the 2019-2020 school year, per Attachment Curriculum "D".

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said "aye". Motion carried 9-0.

f. Outside In

Moved by Mr. McConn, seconded by Mr. Paris, to approve the Letter of Agreement between the Avella Area School District and Outside In for the 2019-2020 school year, per Attachment Curriculum "E".

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said "aye". Motion carried 9-0.

g. Student Discipline

Moved by Mr. McConn, seconded by Mr. Paris, to approve the Waiver of Informal Hearing and Agreement between the Avella Area School District and SC and CC, and direct and authorize the Administration to implement it.

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said "aye". Motion carried 9-0.

h. Homecoming Activities:

- 10/10/19 – 7:00 p.m. - Homecoming Parade followed by Bon Fire
- 10/11/19 - Pregame @ 6:30 p.m./Kickoff @ 7:00 p.m.
Crowning @ Halftime
- 10/12/19 - Homecoming Dance 7-10 p.m.

4. FINANCE COMMITTEE – No Report

B. NEW BUSINESS

5. NEGOTIATIONS COMMITTEE

a. Mr. Cyril Walther – District Superintendent

Moved by Mr. McConn, seconded by Mr. Devenney, to approve the Agreement for Employment of Superintendent between Mr. Cyril Walther and the Avella Area School District for a term of five (5) years, commencing July 1, 2020 and continuing through June 30, 2025, in accordance with the terms of the mutually acceptable Employment Agreement, per Attachment Negotiation "A".

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said "aye". Motion carried 9-0.

b. Laura Shola, Business Manager Contract

Moved by Mr. Paris, seconded by Mr. Devenney, to approve the Business Manager Contract between Laura A. Shola, Business Manager, and the Avella Area School District for a term of five (5) years, commencing July 1, 2020 and continuing through June 30, 2025, per Attachment Negotiations "B" to Agenda.

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said "aye". Motion carried 9-0.

6. PERSONNEL COMMITTEE

a. David Niekum - Retirement

Moved by Ms. Dryer, seconded by Ms. Thames, to accept David Niekum, JSHS Teacher's request for retirement, effective the last day of the 2020-2021 school year (two year notice).

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said "aye". Motion carried 9-0.

b. Substitute Teacher List

Moved by Mr. McConn, seconded by Mr. Paris, to approve the following to the Substitute Teacher List for the 2019-2020 school year:

Gary Fonner
Kaitlin Kenney
Mary Kimberland
Christina Tarnik
Kelly Wagner

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said "aye". Motion carried 9-0.

c. School Volunteer List

Moved by Mr. McConn, seconded by Mr. Paris, to approve/ratify the following to the School Volunteer List for the 2019-2020 school year:

Maggie Amaismeier
Randy Ansell
Jennifer Bauduin
Amie Buel

B. NEW BUSINESS

6. PERSONNEL COMMITTEE

c. School Volunteer List - Continued

Jack Buel
Christy Byerly
Dianne Carnahan
Leslie Cunningham
Dana Dupain
Shantel Fairbanks
Adam Gailey
Amanda Gailey
Amy Heckman
Craig Kimberland
Danielle Leech
Natalie Papson
Alecia Slider
Jason Slider
Toni Snoke
Beth Strobe
Cassandra Throckmorton
Michael Throckmorton
James Wooldridge
Natalie Wooldridge

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said "aye". Motion carried 9-0.

d. Don Voytek, PA Constable

Moved by Mr. McConn, seconded by Mr. Paris, to approve Donald Voytek as a PA constable for the Avella Area School District, \$18 hour, effective September 18, 2019.

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said "aye". Motion carried 9-0.

e. Vocational Agricultural Stipend

Moved by Mr. McConn, seconded by Mr. Paris, to pay the following Vocational Agricultural stipend amounts for the 2018-2019 school year:
Sunnie Kopko - \$2,130.00
Kara Ruffalo - \$870.00

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said "aye". Motion carried 9-0.

7. POLICIES

a. PSBA Comprehensive Review – 300 Section-Employees

Moved by Mr. Devenney, seconded by Ms. Hixenbaugh, to approve the adoption/revision to the first phase of PSBA's Comprehensive Review of the *300 Policy Section – Employees, per* email Attachment Policies "A". (Sections 300/400/500 are now combined into the 300 section; therefore, policies not listed in the sections are deleted.)

B. NEW BUSINESS

7. POLICIES

a. PSBA Comprehensive Review – 300 Section-Employees - Continued

- 301 Creating a Position
- 302 Employment of Superintendent
- 304 Employment of District Staff
- 305 Employment of Substitutes
- 306 Employment of Summer Staff
- 307 Student Teachers/Interns
- 308 Employment Contract/Board Resolution
- 309 Assignment and Transfer
- 311 Reduction of Staff
- 312 Performance Assessment of Superintendent
- 313 Evaluation of Employees
- 314 Physical Examination
- 314.1 HIV Infection
- 317 Conduct Disciplinary Procedures
- 317.1 Educator Misconduct
- 317.2 Weapons
- 318 Penalties for Tardiness
- 319 Outside Activities
- 320 Freedom of Speech in Nonschool Settings
- 321 Political Activities
- 322 Gifts
- 323 Tobacco
- 324 Personnel Files
- 325 Dress & Grooming
- 326 Complaint Process
- 328 Compensation Plans/Salary Schedules
- 330 Overtime
- 331 Job Related Expenses
- 332 Working Periods
- 333 Professional Development
- 334 Sick Leave
- 335 Family & Medical Leave
- 336 Personal Necessity Leave
- 337 Vacation
- 338 Sabbatical Leave
- 338.1 Compensated Professional Leaves
- 339 Uncompensated Leave
- 340 Responsibility for Student Welfare
- 341 Benefits for Part-Time Employees
- 342 Jury Duty
- 343 Paid Holidays
- 347 Worker's Compensation Transitional Return-to-Work Program
- 351 Drug & Substance Abuse

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said "aye". Motion carried 9-0.

b. PSBA – PNN Vol III 2019

Moved by Mr. Devenney, seconded by Ms. Hixenbaugh, to approve PSBA's revised policies listed in PSBA's District PNN Vol III 2019, in response to recent amendments to the School Code, per emailed Attachment Policies "A".

B. NEW BUSINESS

7. POLICIES

b. PSBA – PNN Vol III 2019 - Continued

- 004 Membership
- 201 Admission of Students
- 204 Attendance
- 208 Withdrawal from School
- 209 Health Examinations/Screenings

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said “aye”. Motion carried 9-0.

8. SAFETY COMMITTEE

- a. A Safety Committee meeting is scheduled October 3, 2019 at 8:00 a.m.**

9. TECHNOLOGY COMMITTEE – No Report

10. TRANSPORTATION COMMITTEE – No Report

EXECUTIVE SESSION

Ms. Cunningham called an Executive Session at 7:39 p.m. regarding personnel and contracts with no further voting to occur.

C. ADJOURNMENT

With no further business before the Board, moved by Mr. McConn, seconded by Mr. Gagich, to adjourn the meeting at 7:40 p.m. Motion carried.

ROLL CALL: Ms. Birdsall, Ms. Cunningham, Mr. Devenney, Ms. Dryer, Mr. Gagich, Ms. Hixenbaugh, Mr. McConn, Mr. Paris, and Ms. Thames said “aye”. Motion carried 9-0.

Respectfully submitted,

Debra L. Bentz
Board Secretary