

**Minutes of the  
KUTZTOWN AREA SCHOOL DISTRICT  
Board of Directors Meeting  
June 21, 2021 - 7:30 p.m.**

The Board of Directors of Kutztown Area School District met for a regular monthly board meeting on Monday, June 21, 2021, at 7:30 p.m., in the Middle School Commons and remotely via Zoom and YouTube, pursuant to due notice to board members and the public.

**Present** Michelle Batz, Randy Burch, Michael Hess, Caecilia Holt, Dennis Ritter, Charles Shurr, Eric Johnson (remotely, 9:15 p.m. departure), Karl Nolte, Alan Darion (remotely)

**Absent**

**Also Present** Christian Temchatin, Rikki DeVough, David Miller, Steven Leever, Diane Quinn, Ed Myers, Barry Flicker, James Brown, Richard Laubenstein, Beth Sica, Robyn Underwood, K. Lahneman, E. Wessner, Tricia Leiby, Jackie Bridges, Jill Wismer, Curt Treptow, Joan Baldwin, Jeri Sievert, Kathy Laudenslager, Vinny Illustre, Jeremiah Light, Randy Lewis, Laura Miller, Donna Feiertag, Heather Wagner, Jed Wood, Don Meyers, Leslie Mertz, Lisa Bailey, Jason Koch, Paul Vasko, Peter Hoffman, Chris A. Chris Smith, Jonathan Boyer, Brad Gammons, Heidi Wessner, Ellen Overcase, Michele Neiman, Mark Sackett, Leon Smith, Philip Sherrer, Art Laudenslager, Kathy Dietrich, Perry Dietrich, Steve Morris, Dan Wismer, Ralph Fegely, Duane Fegely, Angela Troutman, Jennifer Lampart, Karen Reiss, Erin Engle, Sherri Kugler, Eric Kugler, Mary Laub, Kathy Keiser, Carrie Wessner, Mike Erdman, Carl Ziegler, Chilton Smith

**Call to Order** The meeting was called to order at 7:43 p.m. by President Nolte.

**Welcome** President Nolte opened the meeting with a moment of silence and Pledge of Allegiance to the flag. He requested that anyone wishing to speak on an agenda item please use the raise his/her hand feature to be recognized. He indicated that this meeting was being recorded and there was an Executive Session held prior to the meeting for the purpose of Personnel and Legal content.

**Meeting Minutes** Motion made by Dennis Ritter, seconded by Caecilia Holt, to approve the Minutes of the June 7, 2021 School Board Meeting.

**Roll call vote: Yes 9 No 0 Absent 0**  
**Motion carried.**

**Treasurer's Report** Motion made by Randy Burch, seconded by Charles Shurr, to approve the Treasurer's Report of the General Fund.

**Roll call vote: Yes 9 No 0 Absent 0**  
**Motion carried.**

**Ratification of General Account** Motion made by Randy Burch, seconded by Michael Hess, to ratify for payment the general account bills in the amounts of \$1,398,223.55.

**Roll call vote: Yes 9 No 0 Absent 0**  
**Motion carried.**

**Approval of General Account** Motion made by Michael Hess, seconded by Dennis Ritter, to approve for payment the general account bills in the amount of \$743,781.23.

**Roll call vote: Yes 9 No 0 Absent 0**  
**Motion carried.**

**Ratification of Construction Account** Motion made by Michelle Batz, seconded by Michael Hess, to ratify for payment the construction account bills in the amount of \$793,037.40.

**Roll call vote: Yes 9 No 0 Absent 0**  
**Motion carried.**

**Superintendent's Report** Imagination Library Presentation  
High School Philosophy Club  
National History Day Competition  
Early Learning Community (ELC)

**Board Committee  
Reports**

<b>PSBA</b>	Webinar on July 2, 2021 to review the state budget.
<b>BCIU</b>	New elections and candidates seated until 2024. Health and Safety Plan for 2021-2022 was reviewed and various agreements were approved.
<b>BCTC</b>	Reviewed bids for welding technology program. Was presented information on the Senior Recognition Ceremony.
<b>P &amp; C</b>	Received an Ag update and reviewed policies for adoption.
<b>ECC &amp; Facilities</b>	Received a spring sports wrap-up presentation. Reviewed sidewalk renovations, repairs needed at the high school tennis courts, and music storage area renovations.
<b>TCC</b>	No report.

**Public Comment**

The following members of the public expressed their concern and disagreement with Policy 832 and Critical Race Theory and racial equality being taught in KASD buildings especially at the elementary level, and how it is creating racism:

1. Mark Sackett
2. Leon Smith
3. Dan Wismer
4. Tricia Leiby
5. Jackie Bridges
6. Joan Baldwin
7. Jeri Sievert
8. Vinny Illustre
9. Jeremiah Light
10. Donna Feiertag
11. Jed Wood
12. Heidi Wessner

The following members of the public expressed their support for the Equity Team and Policy 832:

1. Beth Sica
2. Robyn Underwood

**Personnel**

Motion made by Randy Burch, seconded by Michelle Batz, to approve the following personnel items:

1. The approval of Hillary Heffner as Elementary Teacher at Kutztown Elementary School effective August 10, 2021, at a salary of \$ 63,573.00 per Master's Degree, Step 1, of the KATA/KASD collective bargaining agreement.
2. The approval of Hillary Heffner as a per diem teacher, effective June 8, 2021, as needed to participate in professional development, at the curriculum rate of \$27.00 per hour.
3. The approval of Alia Emery as Long Term Substitute Elementary Teacher at Greenwich Elementary School effective August 10, 2021, at a salary of \$ 53,005.00 per Bachelor's Degree, Step 1, of the KATA/KASD collective bargaining agreement.
4. The approval of Alia Emery as a per diem teacher, effective June 8, 2021, as needed to participate in professional development, at the curriculum rate of \$27.00 per hour.
5. The approval of Leanne Seidel as Long Term Substitute Elementary Teacher at Kutztown Elementary School effective August 10, 2021, at a salary of \$ 53,005.00 per Bachelor's Degree, Step 1, of the KATA/KASD collective bargaining agreement.
6. The approval of Leanne Seidel as a per diem teacher, effective June 22, 2021, as needed to participate in professional development, at the curriculum rate of \$27.00 per hour.
7. The acceptance of the resignation of Logan Wengert, summer maintenance employee, effective June 9, 2021.
8. The acceptance of the resignation of Aiden Koch, summer maintenance employee, effective June 16, 2021.
9. The acceptance of the resignation of Molly Cook as Extended School Year staff, effective June 16, 2021.
10. The acceptance of the resignation of Manali Patel as Extended School Year paraprofessional, effective June 21, 2021.

11. The acceptance of the resignation of Lennon Neiman, summer technology employee, effective June 21, 2021.
12. It is the recommendation of the administration that the Board of School Directors approve the staffing for the 2021 summer programs:
 

Theodore Werkheiser	High School Summer School Teacher	\$27 per hour
Leanne Seidel	High School ESY Life Skills Staff	\$27 per hour
Brian Huber	ESY Paraprofessional Substitute	\$14 per hour
13. The approval of a transfer of Meredith Ache from a paid softball coach to a volunteer softball coaching position, retroactive to March 1, 2021.
14. The approval of Pierson Lang for 2021 summer maintenance help at a rate of \$11.00 per hour, effective June 22, 2021.
15. The approval of the following department leaders for the 2021-2022 school year:
 

Brenda Boyer	Information/Technology Resources	\$2,000.00
Danielle Berger	Special Education	\$2,000.00
Kerri Schegan	Elementary (ELA)	\$2,000.00
Alyssa Raifsnider	Elementary (Science)	\$2,000.00
Melissa Blatt	Elementary (Social Studies)	\$2,000.00
Lori Arndt	Elementary (Math)	\$2,000.00
Kristin Haring	Secondary (ELA)	\$2,000.00
Sallie Sandler	Secondary (Math)	\$2,000.00
Lucas Bricker	Secondary (Science)	\$2,000.00
Beth Patten	Secondary (Social Studies)	\$2,000.00
Michenelle Groller	World Languages	\$1,000.00

***Personnel is Approved Pending Receipt of All Mandated Credentials.***

**Roll call vote:    Yes 8                      No 0                      Absent 1 (Johnson)**  
**Motion carried.**

***Final Budget Adoption***

Motion made by Randy Burch, seconded by Charles Shurr, to adopt a Final Budget for the 2021-2022 school year with revenues of \$34,318,109 and expenditures of \$34,684,320 supported by Real Estate Tax of 29.9543 mils; Per Capita Tax, Sec. 679 (\$5.00); Per Capita Tax, Act 511 (\$5.00); Local Services Tax (\$5.00); Earned Income Tax (0.5%); Real Estate Transfer Tax (0.5%); and Amusement Tax (5%).

**Roll call vote:    Yes 8                      No 0                      Absent 1 (Johnson)**  
**Motion carried.**

***Policy Maintenance***

Motion made by Dennis Ritter, seconded by Al Darion, to approve the following:

1. Second reading and adoption:
  - a. Policy 113.2 - Behavioral Support

**Roll call vote:    Yes 8                      No 0                      Absent 1 (Johnson)**  
**Motion carried.**

Motion made by Dennis Ritter, seconded by Charles Shurr, to approve the following:

1. First reading:
  - a. Policy 004.1 - Student Representative
  - b. Policy 113.1 - Discipline of Students with Disabilities

**Roll call vote:    Yes 8                      No 0                      Absent 1 (Johnson)**  
**Motion carried.**

***Suspension of Policy 832***

Motion made by Michelle Batz, seconded by Dennis Ritter, to approve the continued suspension of Policy 832 - Educational Equity.

**Roll call vote:    Yes 5                      No 3 (Burch, Darion, Holt)                      Absent 1 (Johnson)**  
**Motion carried.**

***Employment Commitments***

Motion made by Randy Burch, seconded by Caecilia Holtt, to approve the Superintendent to make employment commitments to qualified professional applicants for the purpose of filling vacancies that occur after the June 21, 2021 Board meeting with action to be ratified by the Board of Directors at the next official meeting.

**Roll call vote:    Yes 8                      No 0                      Absent 1 (Johnson)**  
**Motion carried.**

<b>Act 93 Compensation Commitments</b>	Motion made by Caecilia Holt, seconded by Randy Burch, to approve the Administration and Act 93 salary compensation for the 2021-2022 school year, which includes an increase not to exceed 4%. <b>Roll call vote: Yes 8 No 0 Absent 1 (Johnson)</b> <b>Motion carried.</b>
<b>Support Staff Compensation</b>	Motion made by Michelle Batz, seconded by Caecilia Holt, to approve the support staff salary increases for the 2021-2022 school year which includes salary increases, the average across all support staff is not to exceed 3.5%. <b>Roll call vote: Yes 7 No 0 NA 1 (Nolte) Absent 1 (Johnson)</b> <b>Motion carried.</b>
<b>Behavioral Specialist Commitments</b>	Motion made by Michelle Batz, seconded by Caecilia Holt, to approve the the agreement to pay 50% of the compensation for a Behavioral Interventionist for the 2021-2022 and 2022-2021 school years to Brandywine Heights School District at a rate consistent with the Brandywine Heights School District Collective Bargaining Agreement. The cost will be paid with ESSR III funds. <b>Roll call vote: Yes 8 No 0 Absent 1 (Johnson)</b> <b>Motion carried.</b>
<b>Health/Safety Plan</b>	Motion made by Michael Hess, seconded by Charles, to approve the updated Kutztown Area School District Health and Safety Plan. <b>Roll call vote: Yes 8 No 0 Absent 1 (Johnson)</b> <b>Motion carried.</b>
<b>Math 180</b>	Motion made by Dennis Ritter, seconded by Randy Burch, to approve Math Solutions Online Coaching Membership for MATH 180 with Houghton Mifflin Harcourt at a cost of \$4,200 <b>Roll call vote: Yes 8 No 0 Absent 1 (Johnson)</b> <b>Motion carried.</b>
<b>Achieve 300 Commitments</b>	Motion made by Caecilia Holt, seconded by Randy Burch, to approve the annual contract with Achieve3000 and it's Actively Learn ELA Plan at a total cost of \$1,730 <b>Roll call vote: Yes 8 No 0 Absent 1 (Johnson)</b> <b>Motion carried.</b>
<b>Crowdstrike</b>	Motion made by Randy Burch, seconded by Michelle Batz, to approve Crowdstrike as a cyber security program, at a cost of \$12,007.55. <b>Roll call vote: Yes 8 No 0 Absent 1 (Johnson)</b> <b>Motion carried.</b>
<b>Google Workplace</b>	Motion made by Randy Burch, seconded by Michelle Batz, to approve Google Workplace for Education Plus as a Google domain management system at a cost of \$7,250.00. <b>Roll call vote: Yes 8 No 0 Absent 1 (Johnson)</b> <b>Motion carried.</b>
<b>Always Safe Sidewalks</b>	Motion made by Caecilia Holt, seconded by Randy Burch, to approve the agreement with Always Safe Sidewalks to repair sidewalks at a cost of \$7,855.00. <b>Roll call vote: Yes 8 No 0 Absent 1 (Johnson)</b> <b>Motion carried.</b>
<b>SOS Agreement</b>	Motion made by Michelle Batz, seconded by Ceacilia Holt, to approve the agreement with School Operations Services Group, Inc. (SOS). <b>Roll call vote: Yes 8 No 0 Absent 1 (Johnson)</b> <b>Motion carried.</b>
<b>Donation</b>	Motion made by Randy Burch, seconded by Charles Shurr, to approve a donation of \$250 to Kutztown Fire Company in appreciation of their donation of time and equipment to the Kutztown Area School District. <b>Roll call vote: Yes 8 No 0 Absent 1 (Johnson)</b> <b>Motion carried.</b>

**EAP** Motion made by Randy Burch, seconded by Caecilia Holt, to approve the agreement with Inroads at Family Guidance Center to provide Employee Assistance Program Services for a term of one year beginning July 1, 2021 at a cost of \$2,216.25.  
**Roll call vote: Yes 8 No 0 Absent 1 (Johnson)**  
**Motion carried.**

**Revised Policy 832** Motion made by Dennis Ritter, seconded by Al Darion, to direct administration to place a revised version of Policy 832, which has been developed, on the Board's July 19th meeting agenda for discussion and possible first reading approval at that meeting or a subsequent meeting of this board as a replacement for the currently suspended Policy 832 and that copies of it be made available at that meeting to the public.  
**Roll call vote: Yes 5 No 3 (Batz, Shurr, Nolte) Absent 1 (Johnson)**  
**Motion carried.**

**Adjournment** Motion made by Charles Shurr, seconded by Michael Hess, to adjourn the meeting at 9:59 p.m.  
**Motion carried unanimously.**

Respectfully Submitted by,

Rikki L DeVough  
School Board Secretary