

RINGGOLD SCHOOL DISTRICT
400 Main Street
New Eagle, PA 15067

Regular Ringgold Board of School Directors' Meeting

Wednesday, January 20, 2021

I. CALL TO ORDER

The Regular Meeting of the Ringgold Board of School Directors, for General Purposes, was held at 7:00 P.M. Notices of this meeting were sent to all Board Members and it was properly posted and advertised. The meeting was called to order by President William Stein Jr. and the following Board Members were present/participating to the call of the roll. **Mr. Kennedy and Mr. Mauro attended the meeting on a virtual platform with Mrs. Garry, Mrs. Ott, Mr. Dodd, Ms. Bobnar, Mr. Gerard, Mrs. Flament, and Mr. Stein attending the meeting live and the community was given the information to join on a virtual platform.

II. ROLL CALL

President
First Vice President
Second Vice President

Mr. William C. Stein, Jr.
Mrs. Carol F. Flament
Mrs. Sherrie L. Garry
Ms. Harley Bobnar
Mr. James R. Dodd
Mr. Jason H. Gerard
Mr. Gene R. Kennedy
Mr. Lawrence L. Mauro
Mrs. Maureen A. Ott

Also Present/Participating

Superintendent & Board Secretary
Assistant Superintendent
Solicitor
Accounting & HR Specialist

Mr. Randall S. Skrinjorich
Dr. Cathy Taschner
Mr. Timothy R. Berggren
Mrs. Mariah Carpenter

III. SUPERINTENDENT'S REPORT – MR. SKRINJORICH

Mr. Skrinjorich acknowledged that January is School Board appreciation month. Mr. Skrinjorich recognized the Ringgold Board of School Directors and the vital role they play in the education of our students. He thanked the School Board for their hard work, dedication, and time to making Ringgold School District the best it can be.

IV. SECRETARY'S REPORT

No Report

V. APPROVAL OF MINUTES

The Board, by a unanimous voice vote of the nine members participating, approved a motion by Mrs. Flament, seconded by Mrs. Garry and Mrs. Ott, to accept the following minutes as presented:

A. Regular Board Meeting of Wednesday, December 16, 2020

VI. MON VALLEY CAREER AND TECHNOLOGY CENTER REPORT - MR. KENNEDY

No Report

VII. INTERMEDIATE UNIT I REPORT –MRS. OTT

No Report

VIII. SHASDA REPORT – MRS. OTT

No Report

IX. PSBA REPORT – MRS. OTT

No Report

X. SOLICITOR'S REPORT - MR. BERGGREN

Nothing to report publicly.

XI. PRESIDENT'S REPORT - MR. STEIN

Mr. Stein announced that the Board met in Executive Session prior to tonight's meeting and on January 13th, to discuss the following:

- A. Contract Issues**
- B. Personnel Issues**
- C. To Receive Legal Advice**

Wednesday, January 20, 2021

Mr. Stein thanked the staff for all they are doing to educate our children and to keep our children and each other safe during this pandemic. He recognized changes are being implemented daily, and it is pertinent that we are doing everything in our power to make sure this is the best educational institution that we can produce and that we give every child in this District a chance to learn and make something of themselves in an environment that is safe and free from harm.

XII. VISITORS' REQUESTS TO ADDRESS THE BOARD

No visitors' requests to address the Board were received.

XIII. COMMITTEE REPORTS

A. Business And Financial Services - Chairperson: Mrs. Flament - Co-chairpersons: Ms. Bobnar, Mr. Gerard and Mrs. Ott

Mr. Stein announced that as everyone had been provided with a copy of the Board agenda and the addendum, and had the opportunity to review each motion prior to the meeting, he asked for a motion to approve items 1 through 6 as stated below. The Board, by a unanimous vote to the call of the roll of the nine members participating, approved a motion by Mrs. Flament, seconded by Mrs. Garry, to approve the following motions.

1. Treasurer's Reports

To accept the Treasurer's Reports as presented. A copy of the Treasurer's Reports can be found in the Appendix of these Minutes on pages

2. Payment of Bills

To accept the Bills as presented. A copy of the Bills can be found in the Appendix of these Minutes on pages

3. Sale of District Property

To Adopt the Resolution to place the District's property known as Parcel ID Numbers 430-022-00-00-0001-00 and 130-006-00-00-0094-00 for sale by Sealed Bids.

4. Payment to CM Regent, LLC

To pay CM Regent, LLC in the amount of \$14,113.00 for the Final Audit of the Ringgold Middle School for the Owners Controlled Insurance Program.

5. The Future is Mine Agreement with the Consortium for Public Education for the 2020-2021 School Year

To enter into an agreement with the Consortium for Public Education for the Future is Mine program for the 2020-2021 school year.

6. **Assessment Appeal**

To authorize and direct the Administration and Solicitor to participate in the Assessment Appeal of Parcel Number 440-004-00-01-0002-00, and authorizing the Administration to engage the services of appraiser Kyle McCown at a cost not to exceed \$2,000.

7. **Approving the Attestation and Athletics Winter Sports Competition**

The Board, by a vote of 8-1 to the call of the roll of the nine members participating, approved a motion by Mrs. Flament, seconded by Mrs. Garry, approving the attestation form to resume in-person instruction on Monday, January 25, 2021 that will be submitted to the Pennsylvania Department of Education, and granting permission for Ringgold athletic teams to participate in winter sports competitions beginning on Thursday, January 21, 2021.

All Ringgold winter athletic teams will continue to follow all protocols outlined in the District's Athletic & Activities Health and Safety Plan, and continued participation in competitions will be subject to amendments and changes as determined necessary by the Superintendent, consistent with direction and guidance from the Department of Education and the Department of Health.

Voting Yes - Messrs.: Kennedy, Mauro, Gerard and Stein. Mesdames: Garry, Ott, Bobnar, and Flament

Voting No – Messrs.: Dodd

B. Personnel And Administration – Chairperson: Mrs. Ott Co-chairpersons: Mrs. Flament, Mrs. Garry And Mr. Dodd

Mr. Stein announced that as everyone had been provided with a copy of the Board agenda and the addendum, and had the opportunity to review each motion prior to the meeting, he asked for a motion to approve items 1, 2, and 4-8 as stated below. The Board, by a unanimous vote to the call of the roll of the nine members participating, approved a motion by Mrs. Ott, seconded by Mrs. Flament, to approve the following motions.

1. **Adoption of Organizational Chart**

To adopt the District's new Organizational Chart and create any new positions that are now contained in the new Organizational Chart.

2. **Approval of Employment Contracts**

To accept and approve the following five year employment contracts: Executive Assistant to the Assistant Superintendent; Executive Assistant to the Superintendent and Finance Coordinator; and Director of Finance.

4. **Police Officer and Permission to Petition the Court of Common Pleas**

To add Gregory Garlock as a Ringgold School District Police Officer and authorizing and directing the Superintendent and Solicitor to take the action necessary to petition the Court of Common Pleas to have Mr. Garlock appointed as school police officer for the Ringgold School District.

5. **Acceptance of Resignations**

To accept the following resignations:

Diane Post – Paraprofessional at Ringgold Elementary School North effective February 11, 2021.

6. **Early Retirement Incentive Program for Non-Professional Employees**

To accept and approve an Early Retirement Incentive Program for the District's non-professional employees (District secretaries, Administrative Assistants, Maintenance Workers and Custodians), contingent upon those individuals having at least ten (10) years of service in the Ringgold School District. This early retirement incentive would entitle the recipient to a one-time payment of \$5,000 or individual health insurance coverage for a period of one (1) year beginning the month following that employee's retirement. Both options are contingent upon the recipient providing an irrevocable letter of retirement to the School District on or before 3:00 p.m. on March 5, 2021 with an effective date of the individual's retirement being no later than June 30, 2021.

7. **Early Retirement Incentive Program for Professional Employees**

To accept and approve an Early Retirement Incentive Program for the School District's professional employees offering five annual payments of \$5,000 into a Qualified Health Insurance Retirement Account. Please see attached Incentive Plan (Appendix A).

8. **Addendum to Transportation Coordinator's Contract**

To accept and approve the Addendum to the Transportation Coordinator's Agreement for Employment amending the terms of her health care insurance.

3. **Employment of Personnel**

The Board, by a unanimous vote to the call of the roll of the nine members participating, approved a motion by Mrs. Ott, seconded by Ms. Bobnar, to employ the following individuals, pending proper documentation:

Jeffrey Miller as a Custodian at Ringgold Elementary School South effective January 21, 2021.

Deborah Hurlburt, Special Education Teacher at Ringgold High School at a salary of \$55,000.00 – Step 14 – Master’s (+30) Degree.

Elizabeth Smith, Special Education Teacher at Ringgold High School at a salary of \$40,000.00 – Step 1 – Master’s Degree.

C. **Curriculum, Education & Technology – Chairperson: Mr. Mauro Co-chairpersons: Mrs. Bobnar, Mr. Gerard and Mrs. Garry –**

1. **Acceptance of quote from Great Minds PBC for Virtual Professional Development**

The Board, by a unanimous vote to the call of the roll of the nine members participating, approved a motion by Mr. Mauro, seconded by Mrs. Flament, to accept the quote from Great Minds PBC for virtual professional development for Eureka Math in the amount of \$6,000.00.

D. **Athletics – Chairperson: Mrs. Garry Co-chairpersons: Mr. Gerard, Mr. Kennedy and Mr. Mauro**

Mr. Stein announced that as everyone had been provided with a copy of the Board agenda and the addendum, and had the opportunity to review each motion prior to the meeting, he asked for a motion to approve items 1-2 as stated below. The Board, by a unanimous vote to the call of the roll of the nine members participating, approved a motion by Mrs. Garry, seconded by Mr. Gerard, to approve the following motions.

1. **Resignation of a Coach**

To accept the following resignation:

Dean Mathies, Sr.- Head Middle School Girls Soccer Coach – effective December 9, 2020.

2. Appointment of A Coach

To appoint the following coaches. Coaching appointments are subject to contract documents prepared by the Administration and Solicitor. Individuals are required to sign a contract and the Coach's Code of Ethics and Conduct documents as a condition of their employment. All clearances and a drug test are mandatory and have been received.

Winter Coaches

1. Gymnastics

- a. **Charity Ruhl** – Volunteer Coach for Individual Athletes

2. Middle School Volleyball

- a. **Jamie Hummer** – Head 8th Grade Coach at a salary of \$1,820.70 (annual contract)
b. **Jamie Hummer** – Head 7th Grade Coach at a salary of \$1,820.70 (annual contract)

Spring Coaches

1. Baseball

- a. **Joe Pusatere** – Head JV/Assistant Varsity Coach at a salary of \$2,000.00 (contract follows head coach)
b. **Cody Gibson** – Volunteer Varsity Assistant Coach (annual contract)
c. **Walter Cameron** – Volunteer Varsity Assistant Coach (annual contract)
d. **David Ray** – Volunteer Varsity Assistant Coach (annual contract)
e. **Jeff Lessman** – Volunteer Varsity Assistant Coach (annual contract)

E. Health and Nutrition & Safety and Security – Chairperson: Ms. Bobnar Co-chairpersons: Mr. Dodd, Mr. Kennedy and Mrs. Flament

No Report

F. Facilities, Planning, and Transportation – Chairperson: Mr. Dodd Co-chairpersons: Mrs. Ott, Mr. Kennedy and Mr. Mauro

No Report

XIV. ADJOURNMENT

The Board, by a unanimous voice vote of the nine members participating, approved a motion by Mrs. Garry, seconded by Mr. Gerard, to adjourn.

The Board adjourned at 7:20 P.M.



Randall S. Skrinjorich

Secretary of the Board Ringgold Board of School Directors

EARLY RETIREMENT INCENTIVE PROGRAM

The Board of School Directors of the Ringgold School District is offering an Early Retirement Incentive Program to all qualified professional employees of the School District (collectively referred to herein as “Qualified Employees”). The program will consist of the Ringgold School District making annual payments of \$5,000 into a qualified Health Retirement Account on behalf of the qualified professional employee for a period of five (5) years, being paid in July of each year.

This Early Retirement Incentive Program is offered only to those professional employees who are not presently retired and who are retiring from the Pennsylvania Public School Employees' Retirement System (PSERS) effective on or before the last work day for the School District's professional employees in the 2020-2021 school year, subject to the restrictions stated herein. This Early Retirement Incentive is also subject to the Eligibility Requirements below, which are made a part of this Early Retirement Incentive Program.

ELIGIBILITY REQUIREMENTS

In order for a professional employee to be eligible for participation in this Early Retirement Incentive Program and be considered a Qualified Employee, the retiring employee must meet all of the following requirements.

1. The applicant will have completed a total of ten (10) years of full time service in the Ringgold School District as of June 30, 2021.
2. Applicants must be at step 16 or higher of the Salary Schedule for the 2020-2021 school year under the collective bargaining agreement between the Ringgold School District and the Ringgold Education Association.
3. The applicant must retire from the Ringgold School District and the Pennsylvania Public School Employees' Retirement System (PSERS) effective on or before the last work day for the School District's professional employees in the 2020-2021 school year. This Early Retirement Incentive is not offered to any person whose retirement is effective later than the last work day for the School District's professional employees in the 2020-2021 school year.
4. The applicant is not subject to permanent disability retirement.
5. The applicant is not presently retired from the Ringgold School District.
6. The applicant must file an official irrevocable written letter of retirement according to the terms of this Early Retirement Incentive Program with the Superintendent of Schools no later than 3:00 p.m. on March 5, 2021. This letter of retirement must specify that the applicant is requesting to participate in this Early Retirement Incentive Program, as well as the effective date of their retirement. An applicant will not be eligible to retire under this Early Retirement Incentive if their letter of retirement is not received as provided for herein.