



Customizing Learning,
Nurturing Potential...
Delivering Excellence

**UPPER ST. CLAIR BOARD OF SCHOOL DIRECTORS
REGULAR BOARD MEETING**

**MONDAY, MAY 20, 2019 - 7:00 PM
CENTRAL OFFICE BOARD ROOM**

5:15 PM - EXECUTIVE SESSION - PERSONNEL & STUDENT MATTERS

Notice having been advertised and posted and members duly notified, the regular meeting of the Board of School Directors was held on May 20, 2019 in the Central Office Board Room.

School Board Members in attendance:

Mrs. Amy L. Billerbeck, President
Mrs. Barbara L. Bolas, Vice-President
Mr. Phillip J. Elias
Dr. Daphna Gans
Mr. Patrick A. Hewitt
Mrs. Angela B. Petersen
Mr. Dante R. Plutko, Jr.

School personnel in attendance:

Dr. John T. Rozzo, Superintendent
Dr. Sharon Suritsky, Assistant/Deputy Superintendent
Mr. Raymond Berrott, Director of Technology
Dr. Judith Bulazo, Director of Curriculum & Professional Development
Mr. Scott P. Burchill, Director of Business & Finance
Mr. Ray Carson, Director of Human Resources
Mrs. Amy Pfender, Director of Student Support Services
Mr. Brad Wilson, Supervisor of Customized & On-Line Learning
Mrs. Mary Ann Stabile, Stenographer
Ms. Val Faeth, Solicitor

CALL TO ORDER/PLEDGE OF ALLEGIANCE (Billerbeck)

Mrs. Billerbeck called the meeting to order at approximately 7:00 p.m.

STAR SPANGLED BANNER (Maddie Bruno, Erin Lang, Kiera James)

High School students Maddie Bruno, Erin Lang, and Kiera James sang the Star Spangled Banner.

READING OF THE MISSION

Dr. Gans read the following School District Mission Statement:



Developing lifelong learners and responsible citizens for a global society is the mission of the Upper St. Clair School District, served by a responsive and innovative staff who in partnership with the community provides learning experiences that nurture the uniqueness of each child and promotes happiness and success.

SHARED BELIEF STATEMENT #3 FROM STRATEGIC PLAN

Mr. Elias read the following Shared Belief Statement #3 from the Strategic Plan:

We believe that:

A commitment to excellence demands an investment of financial, human, and materials resources.

RESIDENTS' COMMENTS (REGARDING AGENDA ITEMS ONLY)

Note: As per Guidelines for Residents' Comments, please state your name and address and limit your comments to three minutes.

There were no residents' comments at this time.

APPROVAL OF AGENDA (Billerbeck)

MOTION: By Petersen: I move that the Board approve the agenda as presented. Seconded by Bolas, and carried on unanimous voice vote.

REPORT FROM STUDENT BOARD REPRESENTATIVES (Rebecca Speer and Gabriella Spina)

Gabriella Spina reported on various activities at the High School, including Community Day, Keystone Exams, AP/IB Tests, and the Pickleball Tournament

APPROVAL OF MINUTES

MOTION: By Bolas: I move that the Board approve the minutes of the April 23, 2019 Board meeting. Seconded by Petersen, and carried on unanimous voice vote.

PRESENTATION REGARDING PROPOSED FINAL 2019-20 BUDGET - ATTACHED

Dr. Rozzo thanked the administrative team for their comprehensive overview of the proposed 2019-20 budget at the Committee meeting on May 6. He also thanked Dr. Suritsky for leading the presentation and filling in for him while he was absent due to a death in his family.

Dr. Rozzo explained that the School District's focus is on investing in excellence and educating the whole child. He shared a number of programs designed to accomplish the School District's mission as well as awards that the School District has received. He noted that the proposed 2019-20 budget is highly committed to safety and security.

Mr. Burchill shared information regarding the 2019-20 budget overview, investments/expenditures breakdown, proposed expenditures and revenues, cumulative revenue projections and budget timeline.

Dr. Rozzo reviewed the notable investments and expenditures and his recommendation for a 2% real estate tax increase for the 2019-20 budget. He noted that the administrative team worked very hard during the budget process.

Mrs. Billerbeck thanked Dr. Rozzo, Mr. Burchill, and the team for their work during the budget process over many months. She noted that the Board is very cognizant of their financial responsibility and balancing the best needs of the District while maintaining the standards of excellence for the students.

SUPERINTENDENT'S REPORT (Rozzo)

APPROVAL OF COMMENDATIONS & RECOGNITIONS - ATTACHED

Dr. Suritsky read the Commendations & Recognitions.

MOTION: By Hewitt: I move that the Board approve the Commendations & Recognitions AS ATTACHED. Seconded by Bolas, and carried on unanimous voice vote.

ADOPTION OF PROPOSED FINAL 2019-20 BUDGET AND APPROVAL TO SET DATE FOR ADOPTION OF FINAL BUDGET (Rozzo/Burchill) - ATTACHED

MOTION: By Plutko: I move that the Board adopt the following resolution. Seconded by Petersen, and carried on unanimous roll call vote.

RESOLVED, that the proposed final budget for the 2019-20 school year in the amount of \$85,605,415.00, with a real estate tax rate of 26.3775 mills be and is hereby approved as The proposed budget for the School District AS ATTACHED TO THE PERMANENT RECORD OF THE MINUTES OF THIS MEETING.

RESOLVED, that the Secretary of the Board be and is hereby directed to make copies of such proposed budget available for public inspection in accordance with the requirements of the School Code at least 20 days prior to the adoption of the budget, and the Secretary be and is hereby further directed to give not less than 10 days' notice to the public of the meeting at which the final budget shall be adopted.

FURTHER RESOLVED, that the Board set the date of Wednesday, June 19, 2019, at 8:00 a.m. in the Central Office Board Room for the adoption of the 2019-20 school district budget.

ADMINISTRATIVE REPORTS

APPROVAL TO RATIFY CONTRACT FOR SERVICES WITH CRIME PREVENTION CENTER FOR TRAINING AND SERVICES (Carson)

Mr. Carson shared information regarding a contract to conduct a school security assessment and requested approval to ratify a Contract for Services.

MOTION: By Gans: I move that the Board ratify the Contract for Services with Crime Prevention Center for Training and Services to conduct a school security assessment at the cost of \$46,500 to be paid in three installments, contingent upon final approval by the Superintendent and Solicitor, AS ATTACHED TO THE PERMANENT RECORD OF THE MINUTES OF THIS MEETING. Seconded by Bolas, and carried on unanimous roll call vote.

DISCUSSION REGARDING AGREEMENT FOR REVIEW OF DISTRICT EMERGENCY OPERATIONS PLAN (Carson)

Mr. Carson shared information regarding engaging the firm of OneStar to review and create new, actionable plans to meet the requirements of Act 44 that requires a comprehensive disaster and emergency preparedness plan. He explained that OneStar would also deliver training to District personnel so that we can develop the competencies to produce future plans and sustain plan compliance.

Mr. Carson noted that he would be requesting approval of the agreement at the June 3 meeting

FIRST READING OF POLICY #3015 - NONDISCRIMINATION/DISCRIMINATORY HARASSMENT - SCHOOL AND CLASSROOM PRACTICES TO REPLACE POLICY #3015 - NO HARASSMENT OF STUDENTS POLICY (Pfender) - ATTACHED

Mrs. Pfender explained that as part of the strategic plan for district safety and security, Goal 2 is to systematically monitor and adjust policies and procedures to maximize the safety and security of students and staff. She presented a first reading of Policy #3015 – Nondiscrimination/Discriminatory Harassment – School and Classroom Practices to replace Policy #3015 – No Harassment of Students Policy that was originally adopted in 1989 with a revision in October of 2011. The replacement of the No Harassment of Student Policy to include nondiscrimination addresses a broader area of safety and well-being for students.

FIRST READING OF REVISIONS TO POLICY 6008.6 - BULLYING AND CYBERBULLYING (Pfender) - ATTACHED

Mrs. Pfender also presented a first reading of revisions to Policy #6008.6 – Bullying and Cyberbullying. She explained that as part of safe schools reporting, a documented review of the bullying policy is required every three years by July 31. Given that the original policy was adopted in 2008 with no recommendations for revision occurring in subsequent years, some revisions are now necessary to be more comprehensive and to provide additional administrative guidelines for the management/ investigation of reported bullying incidents. Mrs. Pfender noted that it is essential to continue to review policies that are directly related to student safety, security, and well-being.

BUSINESS & FINANCE (Burchill)

APPROVAL OF BID AWARDS FOR CAPITAL REPAIRS

Mr. Burchill and Mr. McLean shared information regarding the bids submitted for capital repairs as well as their recommendation for the bid award.

MOTION: By Elias: I move that the Board award the bid for Exterior Window and Door Caulking at Eisenhower and Streams Elementary Schools to Wilson Restoration in the amount of \$94,900 and award the bid for Sanitary Piping Repairs and Replacement at the High School and Boyce Middle School to Tedesco Construction in the amount of \$94,000. Seconded by Petersen, and carried on unanimous roll call vote.

DISCUSSION REGARDING RESOLUTION OPPOSING STATEWIDE SYSTEM OF COLLECTING LOCAL EARNED INCOME TAX

Mr. Burchill shared information regarding a resolution that he is recommending that the Board support opposing the proposed statewide system of collecting local earned income tax. He noted that the Township would also be approving a similar resolution. Mr. Burchill explained that the Pennsylvania Department of Revenue conducted a feasibility study regarding the replacement of local earned income tax collection methods by local taxing communities with a statewide collection method within the Department of Revenue. He stated that there is no evidence that a statewide system of tax collection would be more efficient and less costly than the current system or provide political subdivisions revenue

as quickly as the current system. Currently, the Allegheny County Southwest Tax Collection Committee collects taxes under the Commonwealth of Pennsylvania's Act 32 of 2008, which has resulted in increased revenues for the School District and other political subdivisions since its adoption. Mr. Burchill recommended that this resolution be placed on the June 3 meeting for approval.

APPROVAL OF CONSENT AGENDA

MOTION: By Petersen: I move that the Board approve the following Consent Agenda items, contingent upon documentation acceptable to the Superintendent and Solicitor, AS ATTACHED TO THE PERMANENT RECORD OF THE MINUTES OF THIS MEETING. Seconded by Bolas, and carried on unanimous roll call vote.

a. APPROVAL OF RESOLUTION REGARDING STAFFING (Rozzo)

Approve the following resolution regarding staffing:

The District staff be decreased by the following position:

1.00 - Food Service Driver

The District staff be increased by the following position:

1.00 - District Driver/Delivery

b. APPROVAL OF PERSONNEL LISTINGS (Rozzo/Carson) - ATTACHED

Approve the Personnel Listings, pending receipt of all paperwork and required clearances, AS ATTACHED.

c. APPROVAL OF UPPER ST. CLAIR/LEVERKUSEN PARTNERSHIP EXCHANGE PROGRAM FOR 2019-20 SCHOOL YEAR (Suritsky)

Approve the Upper St. Clair/Leverkusen Partnership Exchange Program for the 2019-20 school year authorizing students to travel to Washington, D.C. in the fall of 2019 and to Leverkusen and surrounding areas during the summer of 2020.

d. APPROVAL TO DECLARE EQUIPMENT SURPLUS (Berrott/Burchill)

Declare a list of technology equipment, school buses, and nutrition center equipment surplus and authorize the administration to sell, exchange, dispose, or donate the items in accordance with the provisions of Policy #3006 - Sale or Disposal of Surplus Property, Equipment, Supplies, and Textbooks.

e. APPROVAL OF TECHNOLOGY LEASES (Berrott)

Approve the following leases with Apple Financial Services as per the terms and conditions in the original Master Lease Agreement (2006):

Lease Schedule #15 for the replacement of 1:1 iPads for two grade levels at the middle schools at a yearly cost not to exceed \$87,000 for a three-year term.

Lease Schedule #16 for Promethean ActivPanels for High School classrooms, video broadcasting equipment for Baker, Eisenhower, Streams, and the High School, various large screen non-interactive monitors for elementary and middle school conference rooms and small group instruction rooms, and printer replacements throughout the District at a yearly cost not to exceed \$76,000 for a five-year term.

**f. APPROVAL OF TREASURER'S REPORT - 5-6-19
INCLUDING SUPPLEMENTAL REPORT - 5-6-19**

Approve the Treasurer's Report, including approved total of Bill List and Check File Listings as follows:

Fund 10 (General Fund) - \$2,254,125.29
Fund 36 (Construction Fund) - \$1,575,185.21
Fund 50 (School Lunch Fund) - \$153,705.03

g. APPROVAL OF BID AWARDS FOR SUPPLIES FOR 2019-20

Approve the final bid awards for supplies for the 2019-20 school year, contingent upon Board approval of the Final 2019-20 Budget.

h. APPROVAL OF EASEMENT AT HIGH SCHOOL FOR WEST PENN POWER

Approve obtaining and recording of an easement with West Penn Power of property located at Upper St. Clair High School, 1825 McLaughlin Run Road.

APPROVAL OF CHANGE ORDERS FOR CAPITAL PROJECTS (Burchill/Brennan/McLean)

MOTION: By Bolas: I move that the Board approve the following change orders for Capital Improvements at High School and Boyce. Seconded by Petersen, and carried on unanimous roll call vote.

<u>Change Order No.</u>	<u>Vendor</u>	<u>Amount</u>
GC-008	Walter Mucci Construction, Inc.	\$25,075.00
PC-009	Tedesco Plumbing	\$ 3,715.00
EC-004	A-1 Electric, Inc.	\$34,369.00

COMMITTEE REPORTS

Mrs. Bolas reported on four bills currently being considered for approval by the House. She noted that PSBA recommends that the bills be voted on separately rather than collectively because they only support two of the four bills.

Mrs. Bolas also reported that PSBA is requesting that voting delegates be approved by school boards before June 28 and for school districts to also submit items for the legislative platform.

ANNOUNCEMENT REGARDING EXECUTIVE SESSIONS (Billerbeck)

Mrs. Billerbeck announced that the Board met in executive sessions as follows:

May 6, 2019 – Safety & Security and Personnel Matters
May 20, 2019 – Personnel & Student Matters

MATTERS OF INFORMATION - SUPERINTENDENT & ADMINISTRATION

**PITTSBURGH BUSINESS TIMES 2019 REPORT CARD: RANKING THE TOP SCHOOLS IN
WESTERN PENNSYLVANIA**

Dr. Rozzo congratulated the students, staff, and families for USC being ranked the #1 school in western Pennsylvania by the Pittsburgh Business Times.

REPORT FROM COMMUNITY DAY - MAY 18

Dr. Rozzo thanked the Board members and administrators who participated in the Community Day parade. He also noted the huge part that the high school students play in the planning of Community Day.

HIGH SCHOOL AWARDS NIGHT - MAY 21

Dr. Rozzo announced that the High School Awards Night would be held tomorrow, May 21.

JUNE MEETING SCHEDULE

Dr. Rozzo announced the meeting schedule for June as follows:

Monday, June 3, 2019 – Committee of the Whole Meeting @ 7:00 pm
Wednesday, June 19, 2019 – Regular Board Meeting @ 8:00 a.m.

HIGH SCHOOL COMMENCEMENT - JUNE 6 @ 7:00 PM (BACCALAUREATE @ 5:30 PM)

Dr. Rozzo announced that High School Commencement would be held on Thursday, June 6 at 7:00 pm. He explained that the high school stadium home stands will be completed by then and that graduation will be held in the stadium, weather permitting. He noted that spectators would be sitting on the home side and that plans are being finalized to accomplish that.

JUNE 3 BOARD MEETING

Dr. Rozzo reviewed a few of the following items that will be on the Committee of the Whole Meeting Agenda on June 3:

- Curriculum Recommendations Presentation @ 5:00 pm
- Recognition of Rebecca Speer, Student Board Representative 2017-18 and 2018-19
- Presentation Regarding Baker Wellness Initiatives
- Retiree Recognitions of Service

ADJOURNMENT

It was moved, seconded, and carried on unanimous voice vote that the meeting adjourn into executive session at approximately 8:09 p.m.

EXECUTIVE SESSION - PERSONNEL MATTERS

The Board adjourned into executive session to discuss personnel matters.

Amy L. Billerbeck, President
BOARD OF SCHOOL DIRECTORS

Scott P. Burchill, Secretary
BOARD OF SCHOOL DIRECTORS

Submitted by: Mary Ann L. Stabile
School Board Stenographer

Proposed 2019-2020 Final Budget

May 20, 2019



Customizing Learning,
Nurturing Potential...
Delivering Excellence

Investing in Excellence



Full-time
counselors in
each building



Emphasis on daily, high-
quality, student-
centered learning



Highly skilled police
& security officer in
every school

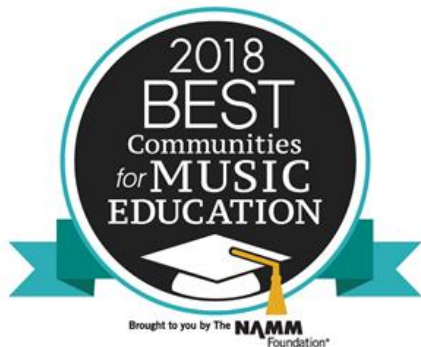


Extensive
program of
studies



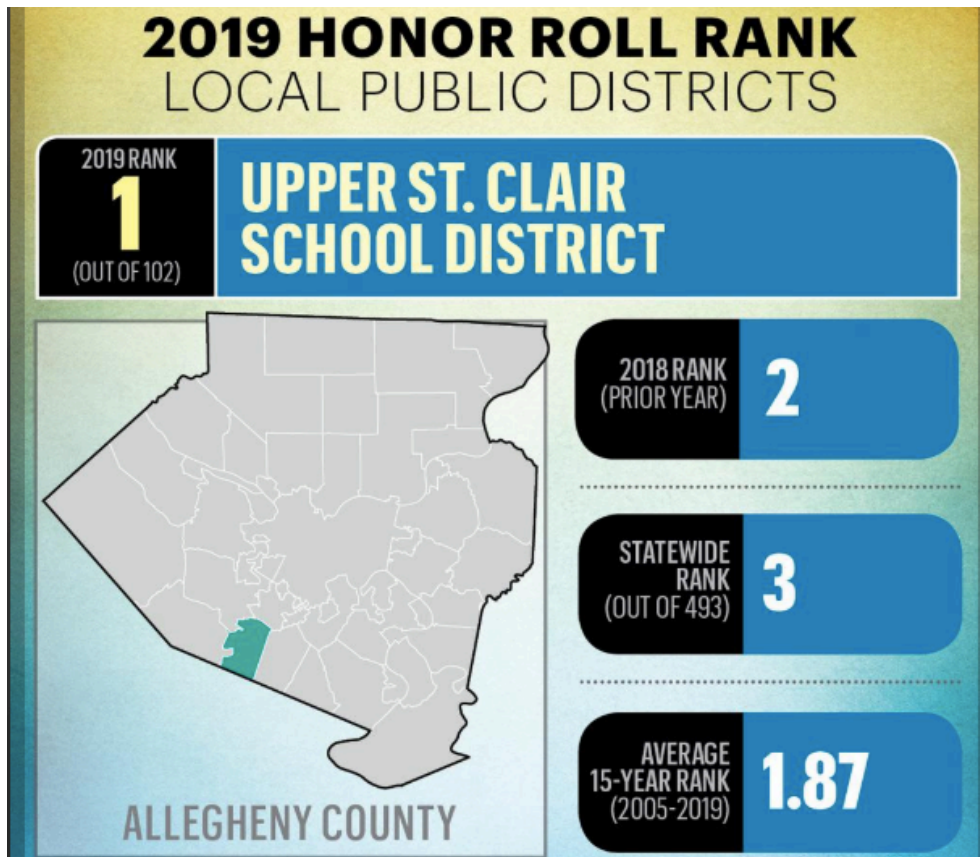
Investing in Excellence

Investing in Excellence



Investing in Excellence

A Tradition of Excellence



PBT 15 Year Averages		
#1	Upper St. Clair SD (1.87)	Unionville- Chadds Ford (2.64)
#2	Mt. Lebanon SD (2.27)	Upper St. Clair SD (3.50)
#3	Hampton Twp. SD (3.85)	Tredyffrin Eastown SD (3.86)
#4	North Allegheny SD (4.13)	Radnor Twp. SD (4.36)
#5	South Fayette SD (5.07)	Mt. Lebanon SD (4.71)

Safetyand**Security**

 Professional
Learning
Community



Strategic Plan (2015-2020)



HIGH SCHOOL
EXPERIENCE



Investing in Excellence

2019-20 Budget Overview

- Act 1 Index is set at 2.3% for 2019-20.
- May 6 deficit was (\$209,034) with a 2.0% real estate tax increase.
- May 20 deficit is (\$12,260) with a 2.0% real estate tax increase
- Current year budget (2018-19) has a millage rate of 25.8603.
 - At 2.0% increase, 26.3775

Notable Investments/Expenditures (Revised)

- Salaries increased \$1.45 mil (+\$652k related to jump step)
- The PSERS contribution rate increased 33.43% to 34.29% (**+\$398k**)
- Charter school budget increased (+\$238k)
- Security budget increased (**+\$513k**)
- Student needs (support/wellness) increased (+\$285k)
- Replacement of seven buses for the 2019-20 school year (+\$104k)
- Healthcare premiums increased 1.9% (+\$110k)

Investment/Expenditure Breakdown

BUDGET

OTHER USES

5.6%

MISC FEES

6.3%

EQUIPMENT

0.2%

BOOKS & SUPPLIES

4.3%

OTHER PURCHASED SE...

4.7%

PURCHASED SERVICES

1.5%

CONTRACTED SERVICE

4.7%

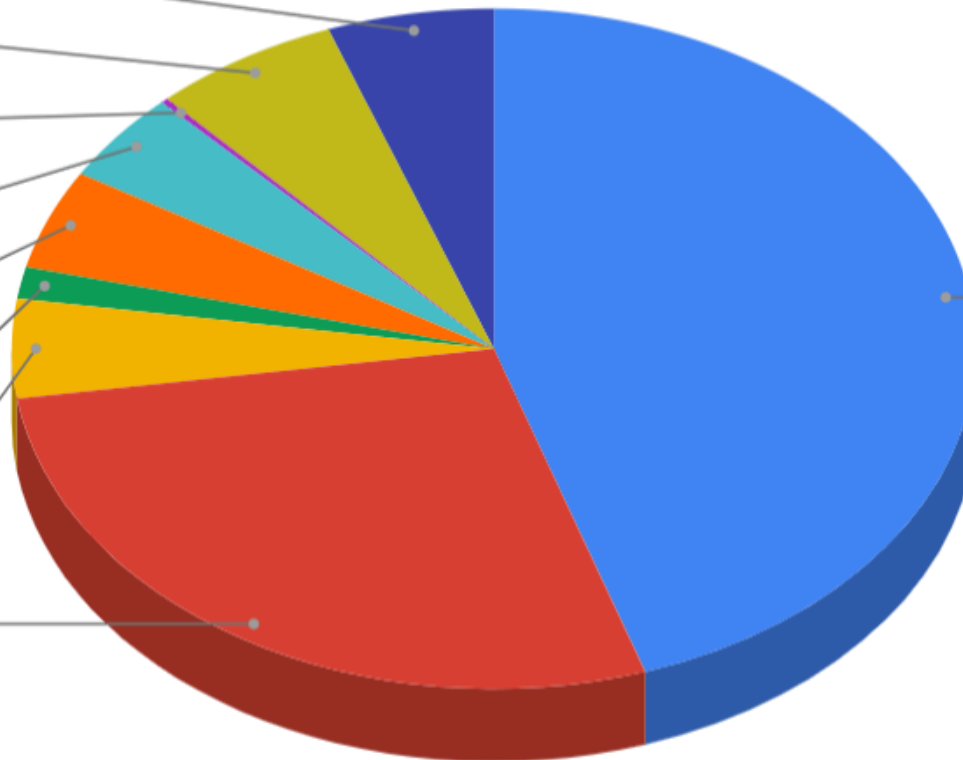
BENEFITS

27.7%

Salary + Benefits = 72.6%
of all budget expenditures

SALARIES

44.9%



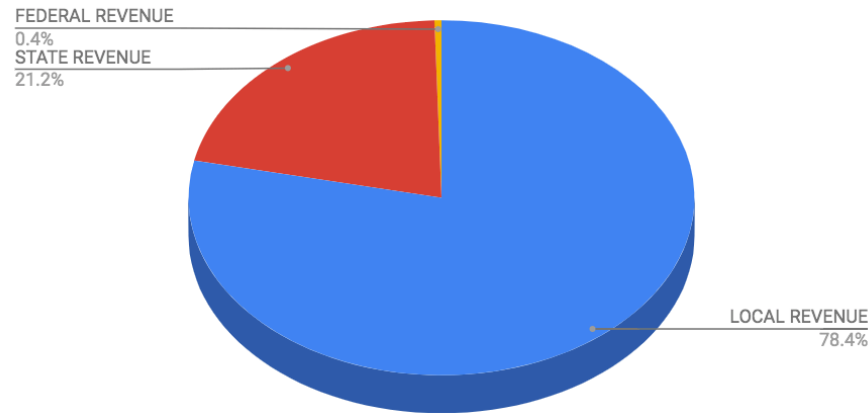
2019-20 Proposed Expenditures

BUDGET BY OBJECT		2016-17	2017-18	2018-19	2019-20	2019-20	YOY Difference	YOY Difference
		ACTUAL	ACTUAL	BUDGET	BUDGET	% of Budget	\$ Change	% Change
100	SALARIES	\$34,062,813	\$36,060,813	\$37,045,645	\$38,558,275	45.04%	\$1,512,630.59	4.08%
200	BENEFITS	\$20,295,826	\$21,589,017	\$22,885,628	\$23,685,967	27.67%	\$ 800,338.89	3.50%
300	CONTRACTED SERVICE	\$3,581,050	\$3,382,503	\$3,781,324	\$3,966,235	4.63%	\$ 184,910.93	4.89%
400	PURCHASED SERVICES	\$1,778,053	\$1,226,374	\$1,239,286	\$1,290,360	1.51%	\$ 51,073.79	4.12%
500	OTHER PURCHASED SERV	\$3,589,831	\$3,704,576	\$4,017,828	\$4,068,804	4.75%	\$ 50,975.84	1.27%
600	BOOKS & SUPPLIES	\$2,028,010	\$3,360,566	\$3,586,900	\$3,626,304	4.24%	\$ 39,403.65	1.10%
700	EQUIPMENT	\$292,926	\$59,205	\$160,186	\$191,654	0.22%	\$ 31,467.77	19.64%
800	MISC FEES	\$6,062,100	\$5,707,732	\$6,281,476	\$5,426,984	6.34%	\$ (854,492.42)	-13.60%
900	OTHER USES	\$3,855,412	\$4,660,426	\$4,622,078	\$4,790,832	5.60%	\$ 168,754.27	3.65%
TOTAL		\$ 75,546,022	\$ 79,751,213	\$ 83,620,352	\$ 85,605,415		\$1,985,063.31	
		4.44%	5.57%	4.85%	2.37%			



BAB Interest Reimbursement Payment of \$1,071,000 not included (Actual YOY % increase: 3.65% for comparability purposes)

USC 2019-20 Proposed Revenue



Revenue Source	2017-18 Actual	2018-19 Budget	2019-20 Budget	% of Budget
LOCAL REVENUE	\$62,799,884	\$64,650,464	\$67,114,726	78.4%
STATE REVENUE	\$16,936,513	\$17,510,804	\$18,072,403	21.1%
FEDERAL REVENUE	\$1,600,946	\$1,452,027	\$381,027	0.4%
SALE OF FIXED ASSETS	\$70,647	\$0	\$25,000	0.0%
TOTAL REVENUE	\$81,407,990	\$83,613,295	\$85,593,155	100%

Cumulative Revenue Projections

Estimated Tax/Revenue Impact

% millage increase for 2019/20	Increase in 2019/20 real estate taxes for an assessed home of \$250K.	Revenue reduction in 2019/20 below 2.3% (1 year impact)	Cumulative reduction of revenue in 2024/25 (5 year impact)	Cumulative reduction of revenue in 2029/30 (10 year impact)
1.8%	\$9.70/month	(\$287,655)	(\$1,549,809)	(\$3,303,277)
2.0%	\$10.77 /month	(\$172,415)	(\$909,759)	(\$1,904,398)
2.3%	\$12.39/month	-	-	-

Superintendent's Recommendation

2019-20 Final Budget (at 2.0% Real Estate Tax Increase)	
Revenue	\$85,593,155
Expenditures	\$85,605,415
Total Deficit	(\$12,260)

- 2.0% increase for 2019-20 budget
- Rationale
 - Fiscal responsibility to not increase to Act 1 Index max
 - Maintain standard of excellence
 - Continued improvements in safety, security and student wellness
- Capital Project Forecasting
 - Key areas to monitor: USCHS roof & paving, Boyce track/field, evaluating elementary schools

USCSD 2019-20 Budget Timeline

Date	Budget Action
May 6, 2019	Detailed Budget Presentation
May 20, 2019	Adopt 2019-20 Proposed Final Budget (PDE 2028)
June 3, 2019	Budget Update & Capital Reserve Budget Presentation
June 19, 2019	Adopt 2019-20 Final Budget



Questions?



COMMENDATIONS & RECOGNITIONS

MAY 2019

BAKER

Baker Elementary was named the Rookie Site of the Year for the Kids of STEEL Program – a honor bestowed on the largest new site to the program. The announcement was made on May 4th at the starting line for the Pittsburgh Kids Marathon. The kids of STEEL program is an award-winning, physical activity and nutrition program offered free of charge to any interested classroom, school or youth organization. Over 110 students participated this year under the leadership of a school nurse and PTA volunteer, as well as many other Baker staff members and parent volunteers.

STREAMS

Sarah Sakowitz is one of 27 finalists in the 2019 WQED Writers Contest. Her story “The Dragonfly That Lived,” was selected from more than 1,000 entries from throughout Pennsylvania, West Virginia, Ohio, Maryland and Delaware. Winners of the 2019 Writers Contest will be announced at the Winners Red Carpet celebration on Friday May 31st at WQED’s Fred Rogers Studio in Oakland.

BOYCE

The sixth-grade girls’ basketball team (team black) finished third in the state tournament, finishing the season 48-1. The team won both the Chartiers Valley and the South Hills Basketball League Championships. In addition, the girls finished first in each of the tournaments they competed in, including the West Allegheny Best of the West, The South Fayette February Frenzy, as well as the Upper St. Clair Tournament, which they hosted.

FORT COUCH

Two students earned high honors at the recent Pennsylvania Federation of Music Clubs Festivals Piano Competition on April 20th in Pittsburgh.

Winning students:

Leona Chen – First Place in respective level & First Place in overall competition among all levels.

Eva Twedt – First Place in respective level & Second Place in overall competition among all levels.

Three students earned individual honors at the Covestro Pittsburgh Regional Science and Engineering Fair, which was held March 29-30th at Heinz Field.

Winning students:

Ava Halligan & Mariyam Baytar – Sponsor award from the National Oceanic and Atmospheric Administration for their project “Does the number of turbine blades affect the amount of energy produced?”.

Joseph Donnelly – Sponsor award from the Spectroscopy Society of Pittsburgh for project “The Speed of Light in Gelatin”.

Noah Stein has been selected to compete for Team Pennsylvania at the U16 National Duals. Noah will wrestle in the 88-pound weight class in the national tournament June 11-15th in Spokane, Washington. Noah is one of only two Pennsylvania wrestlers selected to compete in his weight-class. In total, Team Pennsylvania is comprised of 27 wrestlers from 17 weight classes.

HIGH SCHOOL

Four students recently earned recognition in the 2019 Secondary School Chemistry Contest, sponsored by the Pittsburgh Section of the American Chemical Society. Winning students will be honored at the organization’s Annual Awards Dinner in May at Duquesne University.

Students included:

Christian Chiu – First Place

Richa Mahajan – Second Place

Julia Brubach – Second Place

Nicholas Devlin – Third Place

Junior, Lucas Gillespie, placed second in the SkillsUSA Pennsylvania Championship in the Building Construction Category. Approximately 1400 students from throughout Pennsylvania participated in the 52nd SkillsUSA Pennsylvania Leadership Conference, which was held April 10-12th in Hershey, PA.

A team of students placed first at the Cultural Communications Alliance's Marketing Competition on April 30th at the University of Pittsburgh. Teams in the competition were tasked with preparing a marketing strategy to introduce GNC's Earth Genius SuperFoods Supreme to Japan.

Team members included:

Olivia Fera

Claudia Ng

Madeline Nolen

Katherine Li

Richa Mahajan

Two teams of students qualified to advance to the National Future Business Leaders of America competition, set for June 29-July 2nd in San Antonio, Texas.

The Emerging Business Issues Team finished third in the Pennsylvania Competition. The Business Ethics Team placed fourth. The top four in each category at the state-level competition qualified for nationals. The FBLA State Leadership Conference was held April 8-10th in Hershey, PA.

Teams included:

Emerging Business Issues Team – Third Place

Mallika Matharu

Meghan Joon

Arushi Khaitan

Business Ethics Team – Fourth Place

Mathena Jencka

Anika Sinha

Olivia John

Two students earned individual honors, including one scholarship – at the Covestro Pittsburgh Science & Engineering Fair, which was held March 29-30th at Heinz Field.

Winners included:

Shanthi Krishnaswamy – Scholarship award to University of Pittsburgh, Bradford and Sponsor award from the U.S. Navy/U.S. Marine Corps for Project "A Self-Sustaining Aquaponic System".

Shana Reddy – Sponsor award from the National Oceanic and Atmospheric Administration for Project "Investigating the Ecological Impact of Ocean Acidification".

Two students were named South Hills Area School Districts Association (SHASDA) Student Performance Award winners. They were honored during the Annual SHASDA Conference on April 27th at the Hilton Garden Inn at Southpointe. Each year SHASDA presents awards to two students from each participating high school, who have demonstrated significant improvement in student performance and/or have overcome obstacles in their academic careers.

Students included:

Madison Zediker

Riley Davis

The Upper St. Clair High School has earned the rank of the top two percent of high schools in the nation, according to the US News and World Report. The newspaper released its list of 2019 Best High Schools on April 30th. Ranked ninth in Pennsylvania, Upper St. Clair is the highest-ranking high school in Allegheny County. Nationally, Upper St. Clair ranks 444th out of the 23,265 high schools in the nation— among the top two percent.

Two students have been selected to participate in the Student Leader Program, sponsored by Bank of America. Aicha Bellaoucha and Harley Robinson will be interning at the Sarah Heinz House and will also attend the Student Leaders Summit July 8-13th in Washington, D.C. This summer marks the first year that the program has operated in Pittsburgh.

Five students recently completed the Westinghouse Science Honors Institute (WSHI), a free program for high school juniors from throughout the region, who demonstrate a strong interest in science and engineering and who are high scholastic standing. WSHI provides a forum for talented high school juniors to gain exposure to the latest advances in science, technology and engineering.

Participants include:

Julia Brubach

Eri Hayakawa

Katie Hobart

Ian Rankin

Elena Schwimer

ALL DISTRICT

According to the 2019 Guide to Western Pennsylvania Schools, published by The Pittsburgh Business Times, the Upper St. Clair School District ranks first among 102 school districts throughout the seven-county Pennsylvania region and third among the commonwealth's 500 school districts. The rankings, which were released on May 7th, are based upon PSSA and Keystone Exam scores – three years of data were used, with the current year given the most weight.

The Upper St. Clair Community raised \$3,358 to benefit the Tree of Life Synagogue victims and their families. Funds, which will be sent to the Jewish Federation, were raised through the sale of Kindness Matters shirts and sweatshirts. The Kindness Matters was designed by 2018 Upper St. Clair High School alumna, Catherine Sanford and produced by the school's Shop@USC program.

FINAL GENERAL FUND BUDGET

Fiscal Year 2019-2020

General Fund Budget Approval**Date of Adoption of the General Fund Budget:**

President of the Board - Original Signature Required

Date

Secretary of the Board - Original Signature Required

Date

Chief School Administrator - Original Signature Required

Date

Scott Burchill

(412)833-1600

Extn :2054

Contact Person

Telephone

Extension

sburchill@uscscd.k12.pa.us

Email Address

**CERTIFICATION OF ESTIMATED ENDING FUND BALANCE
FROM 2019-2020 GENERAL FUND BUDGET**

24 PS 6-688

(10/2010)

SCHOOL DISTRICT : Upper Saint Clair SD	COUNTY : Allegheny	AUN : 103029203
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No school district shall approve an increase in real property taxes unless it has adopted a budget that includes an estimated, ending unreserved undesignated fund balance (unassigned) less than or equal to the specified percentage of its total budgeted expenditures:

Total Budgeted Expenditures	Fund Balance % Limit (less than or equal to)
Less Than or Equal to \$11,999,999	12.0%
Between \$12,000,000 and \$12,999,999	11.5%
Between \$13,000,000 and \$13,999,999	11.0%
Between \$14,000,000 and \$14,999,999	10.5%
Between \$15,000,000 and \$15,999,999	10.0%
Between \$16,000,000 and \$16,999,999	9.5%
Between \$17,000,000 and \$17,999,999	9.0%
Between \$18,000,000 and \$18,999,999	8.5%
Greater Than or Equal to \$19,000,000	8.0%

Did you raise property taxes in SY 2019-2020 (compared to 2018-2019)?

Yes

☒

No

☐

If yes, see information below, taken from the 2019-2020 General Fund Budget.

Total Budgeted Expenditures	\$85605416
Ending Unassigned Fund Balance	\$4446550
Ending Unassigned Fund Balance as a percentage (%) of Total Budgeted Expenditures	5.2%

The Estimated Ending Unassigned Fund Balance is within the allowable limits.

Yes

☒

No

☐

I hereby certify that the above information is accurate and complete.

SIGNATURE OF SUPERINTENDENT	DATE
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DUE DATE: AUGUST 15, 2019

**CERTIFICATION OF USE OF PDE-2028
FOR PUBLIC INSPECTION OF 2019-2020 PROPOSED BUDGET**

24 PS 6-687(a)(1)

(03/2006)

School District Name : Upper Saint Clair SD	County : Allegheny	AUN Number : 103029203
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Section 687(a)(1) of the School Code requires the president of the board of school directors of each school district to certify to the Department of Education that the proposed budget was prepared, presented and will be made available for public inspection using the uniform form prepared and furnished by the Department of Education.

I hereby certify that the above information is accurate and complete.

SIGNATURE OF SCHOOL BOARD PRESIDENT 	DATE 5/20/19
---	------------------------

DUE DATE:

**IMMEDIATELY FOLLOWING
ADOPTION OF PROPOSED
FINAL GENERAL FUND BUDGET**

<u>ITEM</u>	<u>AMOUNTS</u>	
Estimated Beginning Unreserved Fund Balance Available for Appropriation and Reserves Scheduled For Liquidation During The Fiscal Year		
0810 Nonspendable Fund Balance	1,300,000	
0820 Restricted Fund Balance		
0830 Committed Fund Balance		
0840 Assigned Fund Balance	1,300,000	
0850 Unassigned Fund Balance	3,858,811	
Total Estimated Beginning Unreserved Fund Balance Available for Appropriation and Reserves Scheduled For Liquidation During The Fiscal Year		<u>\$5,158,811</u>
Estimated Revenues And Other Financing Sources		
6000 Revenue from Local Sources	67,114,725	
7000 Revenue from State Sources	18,072,403	
8000 Revenue from Federal Sources	381,027	
9000 Other Financing Sources	25,000	
Total Estimated Revenues And Other Financing Sources		<u>\$85,593,155</u>
Total Estimated Fund Balance, Revenues, and Other Financing Sources Available for Appropriation		<u>\$90,751,966</u>

LEA : 103029203 Upper Saint Clair SD

	<u>Amount</u>
REVENUE FROM LOCAL SOURCES	
6111 Current Real Estate Taxes	57,292,675
6112 Interim Real Estate Taxes	364,998
6113 Public Utility Realty Taxes	57,500
6150 Current Act 511 Taxes - Proportional Assessments	6,693,552
6400 Delinquencies on Taxes Levied / Assessed by the LEA	640,000
6500 Earnings on Investments	565,000
6700 Revenues from LEA Activities	175,000
6800 Revenues from Intermediary Sources / Pass-Through Funds	600,000
6910 Rentals	260,000
6920 Contributions and Donations from Private Sources	150,000
6940 Tuition from Patrons	85,000
6990 Refunds and Other Miscellaneous Revenue	231,000
REVENUE FROM LOCAL SOURCES	\$67,114,725
REVENUE FROM STATE SOURCES	
7110 Basic Education Funding	4,609,832
7271 Special Education funds for School-Aged Pupils	1,967,316
7311 Pupil Transportation Subsidy	849,238
7312 Nonpublic and Charter School Pupil Transportation Subsidy	50,000
7320 Rental and Sinking Fund Payments / Building Reimbursement Subsidy	775,000
7330 Health Services (Medical, Dental, Nurse, Act 25)	84,000
7340 State Property Tax Reduction Allocation	1,390,394
7505 Ready to Learn Block Grant	332,045
7810 State Share of Social Security and Medicare Taxes	1,454,842
7820 State Share of Retirement Contributions	6,559,736
REVENUE FROM STATE SOURCES	\$18,072,403
REVENUE FROM FEDERAL SOURCES	
8514 NCLB, Title I - Improving the Academic Achievement of the Disadvantaged	78,437
8515 NCLB, Title II - Preparing, Training and Recruiting High Quality Teachers and Principals	47,078
8516 NCLB, Title III - Language Instruction for Limited English Proficient and Immigrant Students	9,500
8517 NCLB, Title IV - 21st Century Schools	10,000
8810 School-Based Access Medicaid Reimbursement Program (SBAP) Reimbursements (Access)	236,012
REVENUE FROM FEDERAL SOURCES	\$381,027

	<u>Amount</u>
OTHER FINANCING SOURCES	
9400 Sale of or Compensation for Loss of Fixed Assets	25,000
OTHER FINANCING SOURCES	\$25,000
TOTAL ESTIMATED REVENUES AND OTHER SOURCES	85,593,155

Act 1 Index (current): 2.3%

Calculation Method:	Rate	
Approx. Tax Revenue from RE Taxes:	\$57,292,675	
Amount of Tax Relief for Homestead Exclusions	<u>\$1,390,394</u>	
Total Approx. Tax Revenue:	\$58,683,069	
Approx. Tax Levy for Tax Rate Calculation:	\$60,186,980	
	Allegheny	Total

2018-19 Data		
a. Assessed Value	\$2,239,282,441	\$2,239,282,441
b. Real Estate Mills	25.8603	
I. 2019-20 Data		
c. 2017 STEB Market Value	\$2,023,166,993	\$2,023,166,993
d. Assessed Value	\$2,281,754,541	\$2,281,754,541
e. Assessed Value of New Constr/ Renov	\$0	\$0
2018-19 Calculations		
f. 2018-19 Tax Levy	\$57,908,516	\$57,908,516
(a * b)		
2019-20 Calculations		
g. Percent of Total Market Value	100.00000%	100.00000%
h. Rebalanced 2018-19 Tax Levy	\$57,908,516	\$57,908,516
(f Total * g)		
i. Base Mills Subject to Index	25.8603	
(h / a * 1000) if no reassessment		
(h / (d-e) * 1000) if reassessment		
Calculation of Tax Rates and Levies Generated		
j. Weighted Avg. Collection Percentage	97.44218%	97.44218%
k. Tax Levy Needed	\$60,186,980	\$60,186,980
(Approx. Tax Levy * g)		
I. 2019-20 Real Estate Tax Rate	26.3775	
(k / d * 1000)		
III. m. Tax Levy Generated by Mills	\$60,186,980	\$60,186,980
(l / 1000 * d)		
n. Tax Levy minus Tax Relief for Homestead Exclusions		\$58,796,586
(m - Amount of Tax Relief for Homestead Exclusions)		
o. Net Tax Revenue Generated By Mills		\$57,292,675
(n * Est. Pct. Collection)		

Act 1 Index (current): 2.3%

Calculation Method:	Rate	
Approx. Tax Revenue from RE Taxes:	\$57,292,675	
Amount of Tax Relief for Homestead Exclusions	<u>\$1,390,394</u>	
Total Approx. Tax Revenue:	\$58,683,069	
Approx. Tax Levy for Tax Rate Calculation:	\$60,186,980	
	Allegheny	Total

Index Maximums		
p. Maximum Mills Based On Index (i * (1 + Index))	26.4550	
q. Mills In Excess of Index (if (l > p), (l - p))	0.0000	
r. Maximum Tax Levy Based On Index (p / 1000 * d)	\$60,363,816	\$60,363,816
IV. s. Millage Rate within Index? (If l > p Then No)	Yes	
t. Tax Levy In Excess of Index (if (m > r), (m - r))	\$0	\$0
u. Tax Revenue In Excess of Index (t * Est. Pct. Collection)	\$0	\$0

Information Related to Property Tax Relief		
V. Assessed Value Exclusion per Homestead	\$8,804.30	
Number of Homestead/Farmstead Properties	5987	5987
Median Assessed Value of Homestead Properties		\$226,200

Act 1 Index (current): 2.3%

Calculation Method:	Rate
Approx. Tax Revenue from RE Taxes:	\$57,292,675
Amount of Tax Relief for Homestead Exclusions	<u>\$1,390,394</u>
Total Approx. Tax Revenue:	\$58,683,069
Approx. Tax Levy for Tax Rate Calculation:	\$60,186,980
	Allegheny
	Total

State Property Tax Reduction Allocation used for: Homestead Exclusions	\$1,390,394	Lowering RE Tax Rate	\$0	\$1,390,394
Prior Year State Property Tax Reduction Allocation used for: Homestead Exclusions	\$0			\$0
Amount of Tax Relief from State/Local Sources				\$1,390,394

2019-2020 Final General Fund Budget				Local Education Agency Tax Data			
LEA : 103029203 Upper Saint Clair SD				REAL ESTATE, PER CAPITA (SEC. 679), EIT/PIT (ACT 1), LOCAL ENABLING (ACT 511)			
Printed 5/22/2019 2:17:46 PM				Page - 1 of 1			
<u>CODE</u>							
6111 <u>Current Real Estate Taxes</u>							
<u>County Name</u>	<u>Taxable Assessed Value</u>	<u>Real Estate Mills</u>	<u>Tax Levy Generated by Mills</u>	<u>Amount of Tax Relief for Homestead Exclusions</u>	<u>Tax Levy Minus Homestead Exclusions</u>	<u>Percent Collected</u>	<u>Net Tax Revenue Generated By Mills</u>
Allegheny	2,281,754,541	26.3775	60,186,980			97.44218%	
Totals:	2,281,754,541		60,186,980	- 1,390,394	= 58,796,586	X 97.44218%	= 57,292,675
				<u>Rate</u>	<u>Estimated Revenue</u>		
6120	<u>Current Per Capita Taxes, Section 679</u>			\$0.00	0		
6140	<u>Current Act 511 Taxes – Flat Rate Assessments</u>			<u>Rate</u>	<u>Add'l Rate (if appl.)</u>	<u>Tax Levy</u>	<u>Estimated Revenue</u>
6141	Current Act 511 Per Capita Taxes			\$0.00	\$0.00	0	0
6142	Current Act 511 Occupation Taxes – Flat Rate			\$0.00	\$0.00	0	0
6143	Current Act 511 Local Services Taxes			\$0.00	\$0.00	0	0
6144	Current Act 511 Trailer Taxes			\$0.00	\$0.00	0	0
6145	Current Act 511 Business Privilege Taxes – Flat Rate			\$0.00	\$0.00	0	0
6146	Current Act 511 Mechanical Device Taxes – Flat Rate			\$0.00	\$0.00	0	0
6149	Current Act 511 Taxes, Other Flat Rate Assessments			\$0.00	\$0.00	0	0
Total Current Act 511 Taxes– Flat Rate Assessments						0	0
6150	<u>Current Act 511 Taxes – Proportional Assessments</u>			<u>Rate</u>	<u>Add'l Rate (if appl.)</u>	<u>Tax Levy</u>	<u>Estimated Revenue</u>
6151	Current Act 511 Earned Income Taxes			0.500%	0.000%	11,337,104	5,668,552
6152	Current Act 511 Occupation Taxes			0.000	0.000	0	0
6153	Current Act 511 Real Estate Transfer Taxes			0.500%	0.000%	130,000,000	650,000
6154	Current Act 511 Amusement Taxes			0.000%	0.000%	0	0
6155	Current Act 511 Business Privilege Taxes			0.000	0.000	0	0
6156	Current Act 511 Mechanical Device Taxes – Percentage			0.000%	0.000%	0	0
6157	Current Act 511 Mercantile Taxes			0.0015	0.000	250,000,000	375,000
6159	Current Act 511 Taxes, Other Proportional Assessments			0	0	0	0
Total Current Act 511 Taxes– Proportional Assessments						391,337,104	6,693,552
Total Act 511, Current Taxes							6,693,552
Act 511 Tax Limit -->				2,023,166,993	X	12	24,278,004
				Market Value		Mills	(511 Limit)

Tax Function	Description	Tax Rate Charged in:		Percent Change in Rate	Less than or equal to Index	Index	Additional Tax Rate Charged in:		Percent Change in Rate	Less than or equal to Index
		2018-19 (Rebalanced)	2019-20				2018-19 (Rebalanced)	2019-20		
6111	<u>Current Real Estate Taxes</u>									
	Allegheny	25.8603	26.3775	2.00%	Yes	2.3%				
	<u>Current Act 511 Taxes – Proportional Assessments</u>									
6151	Current Act 511 Earned Income Taxes	0.500%	0.500%	0.00%	Yes	2.3%				
6153	Current Act 511 Real Estate Transfer Taxes	0.500%	0.500%	0.00%	Yes	2.3%				
6157	Current Act 511 Mercantile Taxes	0.0015	0.0015	0.00%	Yes	2.3%				

LEA : 103029203 Upper Saint Clair SD

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<u>Description</u>	<u>Amount</u>
1000 Instruction	
1100 Regular Programs - Elementary / Secondary	35,462,608
1200 Special Programs - Elementary / Secondary	10,609,033
1300 Vocational Education	270,000
1400 Other Instructional Programs - Elementary / Secondary	223,491
Total Instruction	\$46,565,132
2000 Support Services	
2100 Support Services - Students	2,766,879
2200 Support Services - Instructional Staff	2,741,723
2300 Support Services - Administration	5,143,690
2400 Support Services - Pupil Health	697,825
2500 Support Services - Business	1,037,202
2600 Operation and Maintenance of Plant Services	8,952,505
2700 Student Transportation Services	4,493,000
2800 Support Services - Central	1,499,586
2900 Other Support Services	61,751
Total Support Services	\$27,394,161
3000 Operation of Non-Instructional Services	
3200 Student Activities	1,841,330
Total Operation of Non-Instructional Services	\$1,841,330
5000 Other Expenditures and Financing Uses	
5100 Debt Service / Other Expenditures and Financing Uses	9,269,793
5200 Interfund Transfers - Out	285,000
5900 Budgetary Reserve	250,000
Total Other Expenditures and Financing Uses	\$9,804,793
Total Estimated Expenditures and Other Financing Uses	\$85,605,416

LEA : 103029203 Upper Saint Clair SD

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<u>Description</u>		<u>Amount</u>
1000 Instruction		
1100 <u>Regular Programs - Elementary / Secondary</u>		
100 Personnel Services - Salaries		21,043,507
200 Personnel Services - Employee Benefits		12,746,444
300 Purchased Professional and Technical Services		214,150
400 Purchased Property Services		41,166
500 Other Purchased Services		383,290
600 Supplies		842,526
700 Property		50,017
800 Other Objects		141,508
Total Regular Programs - Elementary / Secondary		\$35,462,608
1200 <u>Special Programs - Elementary / Secondary</u>		
100 Personnel Services - Salaries		4,588,628
200 Personnel Services - Employee Benefits		3,203,757
300 Purchased Professional and Technical Services		1,373,260
400 Purchased Property Services		19,588
500 Other Purchased Services		1,258,200
600 Supplies		70,950
800 Other Objects		94,650
Total Special Programs - Elementary / Secondary		\$10,609,033
1300 <u>Vocational Education</u>		
500 Other Purchased Services		270,000
Total Vocational Education		\$270,000
1400 <u>Other Instructional Programs - Elementary / Secondary</u>		
100 Personnel Services - Salaries		146,440
200 Personnel Services - Employee Benefits		75,051
300 Purchased Professional and Technical Services		2,000
Total Other Instructional Programs - Elementary / Secondary		\$223,491
Total Instruction		\$46,565,132
2000 Support Services		
2100 <u>Support Services - Students</u>		
100 Personnel Services - Salaries		1,633,303
200 Personnel Services - Employee Benefits		994,676
300 Purchased Professional and Technical Services		70,250
500 Other Purchased Services		11,550
600 Supplies		45,525
800 Other Objects		11,575
Total Support Services - Students		\$2,766,879
2200 <u>Support Services - Instructional Staff</u>		
100 Personnel Services - Salaries		1,152,299
200 Personnel Services - Employee Benefits		653,174
300 Purchased Professional and Technical Services		121,425
400 Purchased Property Services		93,364
500 Other Purchased Services		90,933

LEA : 103029203 Upper Saint Clair SD

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<u>Description</u>	<u>Amount</u>
600 Supplies	575,528
700 Property	54,000
800 Other Objects	1,000
Total Support Services - Instructional Staff	\$2,741,723
2300 <u>Support Services - Administration</u>	
100 Personnel Services - Salaries	2,706,518
200 Personnel Services - Employee Benefits	1,601,012
300 Purchased Professional and Technical Services	550,000
500 Other Purchased Services	145,320
600 Supplies	63,700
800 Other Objects	77,140
Total Support Services - Administration	\$5,143,690
2400 <u>Support Services - Pupil Health</u>	
100 Personnel Services - Salaries	404,254
200 Personnel Services - Employee Benefits	249,946
300 Purchased Professional and Technical Services	15,500
400 Purchased Property Services	875
500 Other Purchased Services	1,400
600 Supplies	25,850
Total Support Services - Pupil Health	\$697,825
2500 <u>Support Services - Business</u>	
100 Personnel Services - Salaries	395,335
200 Personnel Services - Employee Benefits	232,067
300 Purchased Professional and Technical Services	127,000
400 Purchased Property Services	113,600
500 Other Purchased Services	161,200
600 Supplies	6,000
800 Other Objects	2,000
Total Support Services - Business	\$1,037,202
2600 <u>Operation and Maintenance of Plant Services</u>	
100 Personnel Services - Salaries	3,215,594
200 Personnel Services - Employee Benefits	2,257,246
300 Purchased Professional and Technical Services	1,246,550
400 Purchased Property Services	712,257
500 Other Purchased Services	346,000
600 Supplies	1,127,937
700 Property	46,921
Total Operation and Maintenance of Plant Services	\$8,952,505
2700 <u>Student Transportation Services</u>	
100 Personnel Services - Salaries	1,545,187
200 Personnel Services - Employee Benefits	714,482
300 Purchased Professional and Technical Services	9,000
400 Purchased Property Services	257,400
500 Other Purchased Services	1,323,550
600 Supplies	620,348

LEA : 103029203 Upper Saint Clair SD

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<u>Description</u>	<u>Amount</u>
700 Property	21,633
800 Other Objects	1,400
Total Student Transportation Services	\$4,493,000
2800 <u>Support Services - Central</u>	
100 Personnel Services - Salaries	844,080
200 Personnel Services - Employee Benefits	567,896
300 Purchased Professional and Technical Services	73,000
500 Other Purchased Services	12,110
600 Supplies	2,000
800 Other Objects	500
Total Support Services - Central	\$1,499,586
2900 <u>Other Support Services</u>	
500 Other Purchased Services	61,751
Total Other Support Services	\$61,751
Total Support Services	\$27,394,161
3000 Operation of Non-Instructional Services	
3200 <u>Student Activities</u>	
100 Personnel Services - Salaries	883,130
200 Personnel Services - Employee Benefits	390,216
300 Purchased Professional and Technical Services	164,100
400 Purchased Property Services	52,110
500 Other Purchased Services	3,500
600 Supplies	245,940
700 Property	19,084
800 Other Objects	83,250
Total Student Activities	\$1,841,330
Total Operation of Non-Instructional Services	\$1,841,330
5000 Other Expenditures and Financing Uses	
5100 <u>Debt Service / Other Expenditures and Financing Uses</u>	
800 Other Objects	4,763,961
900 Other Uses of Funds	4,505,832
Total Debt Service / Other Expenditures and Financing Uses	\$9,269,793
5200 <u>Interfund Transfers - Out</u>	
900 Other Uses of Funds	285,000
Total Interfund Transfers - Out	\$285,000
5900 <u>Budgetary Reserve</u>	
800 Other Objects	250,000
Total Budgetary Reserve	\$250,000
Total Other Expenditures and Financing Uses	\$9,804,793
TOTAL EXPENDITURES	\$85,605,416

LEA : 103029203 Upper Saint Clair SD

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<u>Cash and Short-Term Investments</u>	<u>06/30/2019 Estimate</u>	<u>06/30/2020 Projection</u>
General Fund	13,000,000	13,100,000
Public Purpose (Expendable) Trust Fund		
Other Comptroller-Approved Special Revenue Funds		
Athletic / School-Sponsored Extra Curricular Activities Fund		
Capital Reserve Fund - § 690, §1850		
Capital Reserve Fund - § 1431	250,000	125,000
Other Capital Projects Fund	8,000,000	
Debt Service Fund		
Food Service / Cafeteria Operations Fund	35,000	50,000
Child Care Operations Fund		
Other Enterprise Funds		
Internal Service Fund		
Private Purpose Trust Fund		
Investment Trust Fund		
Pension Trust Fund		
Activity Fund		
Other Agency Fund		
Permanent Fund		
Total Cash and Short-Term Investments	\$21,285,000	\$13,275,000
<u>Long-Term Investments</u>	<u>06/30/2019 Estimate</u>	<u>06/30/2020 Projection</u>
General Fund		
Public Purpose (Expendable) Trust Fund		
Other Comptroller-Approved Special Revenue Funds		
Athletic / School-Sponsored Extra Curricular Activities Fund		
Capital Reserve Fund - § 690, §1850		
Capital Reserve Fund - § 1431		
Other Capital Projects Fund		
Debt Service Fund		
Food Service / Cafeteria Operations Fund		
Child Care Operations Fund		
Other Enterprise Funds		
Internal Service Fund		
Private Purpose Trust Fund		
Investment Trust Fund		
Pension Trust Fund		
Activity Fund		
Other Agency Fund		

LEA : 103029203 Upper Saint Clair SD

<u>Long-Term Investments</u>	<u>06/30/2019 Estimate</u>	<u>06/30/2020 Projection</u>
Permanent Fund		
Total Long-Term Investments		
TOTAL CASH AND INVESTMENTS	\$21,285,000	\$13,275,000

LEA : 103029203 Upper Saint Clair SD

<u>Long-Term Indebtedness</u>	<u>06/30/2019 Estimate</u>	<u>06/30/2020 Projection</u>
General Fund		
0510 Bonds Payable	138,375,000	135,105,000
0520 Extended-Term Financing Agreements Payable	3,132,856	4,029,797
0530 Lease-Purchase Obligations		
0540 Accumulated Compensated Absences	1,500,000	1,400,000
0550 Authority Lease Obligations		
0560 Other Post-Employment Benefits (OPEB)	16,950,000	16,750,000
0599 Other Noncurrent Liabilities		
Total General Fund	\$159,957,856	\$157,284,797
Public Purpose (Expendable) Trust Fund		
0510 Bonds Payable		
0520 Extended-Term Financing Agreements Payable		
0530 Lease-Purchase Obligations		
0540 Accumulated Compensated Absences		
0550 Authority Lease Obligations		
0560 Other Post-Employment Benefits (OPEB)		
0599 Other Noncurrent Liabilities		
Total Public Purpose (Expendable) Trust Fund		
Other Comptroller-Approved Special Revenue Funds		
0510 Bonds Payable		
0520 Extended-Term Financing Agreements Payable		
0530 Lease-Purchase Obligations		
0540 Accumulated Compensated Absences		
0550 Authority Lease Obligations		
0560 Other Post-Employment Benefits (OPEB)		
0599 Other Noncurrent Liabilities		
Total Other Comptroller-Approved Special Revenue Funds		
Athletic / School-Sponsored Extra Curricular Activities Fund		
0510 Bonds Payable		
0520 Extended-Term Financing Agreements Payable		
0530 Lease-Purchase Obligations		
0540 Accumulated Compensated Absences		
0550 Authority Lease Obligations		
0560 Other Post-Employment Benefits (OPEB)		
0599 Other Noncurrent Liabilities		
Total Athletic / School-Sponsored Extra Curricular Activities Fund		
Capital Reserve Fund - \$ 690, \$1850		
0510 Bonds Payable		
0520 Extended-Term Financing Agreements Payable		

<u>Long-Term Indebtedness</u>	<u>06/30/2019 Estimate</u>	<u>06/30/2020 Projection</u>
0530 Lease-Purchase Obligations		
0540 Accumulated Compensated Absences		
0550 Authority Lease Obligations		
0560 Other Post-Employment Benefits (OPEB)		
0599 Other Noncurrent Liabilities		
Total Capital Reserve Fund - \$ 690, \$1850		
Capital Reserve Fund - \$ 1431		
0510 Bonds Payable		
0520 Extended-Term Financing Agreements Payable		
0530 Lease-Purchase Obligations		
0540 Accumulated Compensated Absences		
0550 Authority Lease Obligations		
0560 Other Post-Employment Benefits (OPEB)		
0599 Other Noncurrent Liabilities		
Total Capital Reserve Fund - \$ 1431		
Other Capital Projects Fund		
0510 Bonds Payable		
0520 Extended-Term Financing Agreements Payable		
0530 Lease-Purchase Obligations		
0540 Accumulated Compensated Absences		
0550 Authority Lease Obligations		
0560 Other Post-Employment Benefits (OPEB)		
0599 Other Noncurrent Liabilities		
Total Other Capital Projects Fund		
Debt Service Fund		
0510 Bonds Payable		
0520 Extended-Term Financing Agreements Payable		
0530 Lease-Purchase Obligations		
0540 Accumulated Compensated Absences		
0550 Authority Lease Obligations		
0560 Other Post-Employment Benefits (OPEB)		
0599 Other Noncurrent Liabilities		
Total Debt Service Fund		
Food Service / Cafeteria Operations Fund		
0510 Bonds Payable		
0520 Extended-Term Financing Agreements Payable		
0530 Lease-Purchase Obligations		
0540 Accumulated Compensated Absences		
0550 Authority Lease Obligations		

<u>Long-Term Indebtedness</u>	<u>06/30/2019 Estimate</u>	<u>06/30/2020 Projection</u>
0560 Other Post-Employment Benefits (OPEB)		
0599 Other Noncurrent Liabilities		
Total Food Service / Cafeteria Operations Fund		
Child Care Operations Fund		
0510 Bonds Payable		
0520 Extended-Term Financing Agreements Payable		
0530 Lease-Purchase Obligations		
0540 Accumulated Compensated Absences		
0550 Authority Lease Obligations		
0560 Other Post-Employment Benefits (OPEB)		
0599 Other Noncurrent Liabilities		
Total Child Care Operations Fund		
Other Enterprise Funds		
0510 Bonds Payable		
0520 Extended-Term Financing Agreements Payable		
0530 Lease-Purchase Obligations		
0540 Accumulated Compensated Absences		
0550 Authority Lease Obligations		
0560 Other Post-Employment Benefits (OPEB)		
0599 Other Noncurrent Liabilities		
Total Other Enterprise Funds		
Internal Service Fund		
0510 Bonds Payable		
0520 Extended-Term Financing Agreements Payable		
0530 Lease-Purchase Obligations		
0540 Accumulated Compensated Absences		
0550 Authority Lease Obligations		
0560 Other Post-Employment Benefits (OPEB)		
0599 Other Noncurrent Liabilities		
Total Internal Service Fund		
Private Purpose Trust Fund		
0510 Bonds Payable		
0520 Extended-Term Financing Agreements Payable		
0530 Lease-Purchase Obligations		
0540 Accumulated Compensated Absences		
0550 Authority Lease Obligations		
0560 Other Post-Employment Benefits (OPEB)		
0599 Other Noncurrent Liabilities		
Total Private Purpose Trust Fund		

<u>Long-Term Indebtedness</u>	<u>06/30/2019 Estimate</u>	<u>06/30/2020 Projection</u>
Investment Trust Fund		
0510 Bonds Payable		
0520 Extended-Term Financing Agreements Payable		
0530 Lease-Purchase Obligations		
0540 Accumulated Compensated Absences		
0550 Authority Lease Obligations		
0560 Other Post-Employment Benefits (OPEB)		
0599 Other Noncurrent Liabilities		
Total Investment Trust Fund		
Pension Trust Fund		
0510 Bonds Payable		
0520 Extended-Term Financing Agreements Payable		
0530 Lease-Purchase Obligations		
0540 Accumulated Compensated Absences		
0550 Authority Lease Obligations		
0560 Other Post-Employment Benefits (OPEB)		
0599 Other Noncurrent Liabilities		
Total Pension Trust Fund		
Activity Fund		
0510 Bonds Payable		
0520 Extended-Term Financing Agreements Payable		
0530 Lease-Purchase Obligations		
0540 Accumulated Compensated Absences		
0550 Authority Lease Obligations		
0560 Other Post-Employment Benefits (OPEB)		
0599 Other Noncurrent Liabilities		
Total Activity Fund		
Other Agency Fund		
0510 Bonds Payable		
0520 Extended-Term Financing Agreements Payable		
0530 Lease-Purchase Obligations		
0540 Accumulated Compensated Absences		
0550 Authority Lease Obligations		
0560 Other Post-Employment Benefits (OPEB)		
0599 Other Noncurrent Liabilities		
Total Other Agency Fund		
Permanent Fund		
0510 Bonds Payable		
0520 Extended-Term Financing Agreements Payable		

2019-2020 Final General Fund Budget		Schedule Of Indebtedness (DEBT)	
LEA : 103029203 Upper Saint Clair SD			
Printed 5/22/2019 2:17:50 PM		Page - 5 of 6	
<u>Long-Term Indebtedness</u>	<u>06/30/2019 Estimate</u>	<u>06/30/2020 Projection</u>	
0530 Lease-Purchase Obligations			
0540 Accumulated Compensated Absences			
0550 Authority Lease Obligations			
0560 Other Post-Employment Benefits (OPEB)			
0599 Other Noncurrent Liabilities			
Total Permanent Fund			
Total Long-Term Indebtedness	\$159,957,856	\$157,284,797	

<u>Short-Term Payables</u>	<u>06/30/2019 Estimate</u>	<u>06/30/2020 Projection</u>
General Fund		
Public Purpose (Expendable) Trust Fund		
Other Comptroller-Approved Special Revenue Funds		
Athletic / School-Sponsored Extra Curricular Activities Fund		
Capital Reserve Fund - \$ 690, \$1850		
Capital Reserve Fund - \$ 1431		
Other Capital Projects Fund		
Debt Service Fund		
Food Service / Cafeteria Operations Fund		
Child Care Operations Fund		
Other Enterprise Funds		
Internal Service Fund		
Private Purpose Trust Fund		
Investment Trust Fund		
Pension Trust Fund		
Activity Fund		
Other Agency Fund		
Permanent Fund		
Total Short-Term Payables		
TOTAL INDEBTEDNESS	\$159,957,856	\$157,284,797

Account Description	Amounts
0810 Nonspendable Fund Balance	1,300,000
0820 Restricted Fund Balance	
0830 Committed Fund Balance	
0840 Assigned Fund Balance	700,000
0850 Unassigned Fund Balance	4,446,550
Total Ending Fund Balance - Committed, Assigned, and Unassigned	\$5,146,550
5900 Budgetary Reserve	250,000
Total Estimated Ending Committed, Assigned, and Unassigned Fund Balance and Budgetary Reserve	\$6,696,550

3015 Nondiscrimination/Discriminatory Harassment – School and Classroom Practices

Authority

The District shall provide an equal opportunity for all students to achieve their maximum potential through the programs offered in the schools without discrimination on the basis of race, color, age, creed, religion, sex/gender (including identity, expression, and orientation), ancestry, national origin, marital status, pregnancy or disability.^{[1][2][3][4][5][6][7][8][9][10][11][12][13][14][15][16][17][18][19]}

The District strives to maintain a safe, positive learning environment for all students that is free from discrimination. Discrimination is inconsistent with the educational and programmatic goals of the District and is prohibited on school grounds, at school-sponsored activities and on any conveyance providing transportation to or from a school entity or school-sponsored activity.

The District shall provide to all students, without discrimination, course offerings, counseling, assistance, services, any opportunities for employment, athletics and extracurricular activities. The District shall make reasonable accommodations for identified physical and mental impairments that constitute disabilities, consistent with the requirements of federal and state laws and regulations.

The Board encourages students and third parties who believe they or others have been subject to discrimination to report such incidents promptly to designated employees, even if some elements of the related incident took place or originated away from school grounds, school activities or school conveyances.

The Board directs that verbal and written complaints of discrimination shall be investigated promptly and that appropriate corrective or preventative action be taken when allegations are substantiated. The Board directs that any complaint of discrimination brought pursuant to this policy shall also be reviewed for conduct which may not be proven discriminatory under this policy but merits review and possible action under other Board policies.

Confidentiality

Confidentiality of all parties, witnesses, the allegations, the filing of a complaint and the investigation shall be handled in accordance with this policy and the District's legal and investigative obligations. When a parent/guardian requests confidentiality and will not consent to the alleged victim's participation in an investigation, the building principal or designee will explain that the school shall take all reasonable steps to investigate and respond to the complaint consistent with that request for confidentiality as long as doing so does not preclude the school from responding effectively to the discrimination and preventing discrimination of other students.

Retaliation

The Board prohibits retaliation against any person for making a report of discrimination or participating in a related investigation or hearing, or opposing practices the person reasonably believes to be discriminatory. A complaint of retaliation shall be handled in the same manner as a complaint of discrimination.

If it is concluded that a student knowingly made a false complaint under this policy, such student shall be subject to disciplinary action.

Definitions

Responding party is defined as the person identified by the report.

Discriminatory Harassment

Harassment by students, employees or third parties on the basis of race, color, age, creed, religion, sex/gender (including identity, expression, and orientation), ancestry, national origin, marital status, pregnancy, disability or for participation in reports or investigations of alleged discrimination is a form of discrimination and is subject to this policy. A person who is not necessarily an intended victim or target of such harassment but is adversely affected by or witnesses the offensive conduct may file a report of discrimination on his/her own behalf.[\[20\]](#)[\[21\]](#)[\[22\]](#)[\[23\]](#)[\[24\]](#)[\[25\]](#)[\[26\]](#)

For purposes of this policy, **harassment** shall consist of unwelcome conduct such as graphic, written, electronic, verbal or nonverbal acts including offensive jokes, slurs, epithets and name-calling, ridicule or mockery, insults or put-downs, offensive objects or pictures, physical assaults or threats, intimidation, or other conduct that may be harmful or humiliating or interfere with a person's school or school-related performance and which relates to an individual's or group's race, color, age, creed, religion, sex/gender (including identity, expression, and orientation), ancestry, national origin, marital status, pregnancy or disability when such conduct is:

1. Sufficiently severe, persistent or pervasive; and
2. A reasonable person in the reporting party's position would find that it creates an intimidating, threatening or abusive educational environment such that it deprives or adversely interferes with or limits an individual or group of the ability to participate in or benefit from the services, activities or opportunities offered by a school.

Sexual Harassment

Sexual harassment is a form of discrimination on the basis of sex and is subject to this policy. For purposes of this policy, **sexual harassment** shall consist of unwelcome sexual advances; requests for sexual favors; and other inappropriate verbal, nonverbal, written, graphic or physical conduct of a sexual nature when:

1. Submission to such conduct is made explicitly or implicitly a term or condition of a student's status in any educational or other programs offered by a school; or
2. Submission to or rejection of such conduct is used as the basis for educational or other program decisions affecting a student; or
3. Such conduct deprives a student or group of individuals of educational aid, benefits, services or treatment; or
4. Such conduct is sufficiently severe, persistent or pervasive that a reasonable person in the reporting party's position would find that it unreasonably interferes with the reporting party's performance in school or school-related programs, or otherwise creates an intimidating, hostile, or offensive school or school-related environment such that it unreasonably interferes with the reporting party's access to or participation in school or school-related programs.

Federal law declares sexual violence a form of sexual harassment. **Sexual violence** means physical or sexual acts perpetrated against a person's will or where a person is incapable of giving consent. An individual may be unable to give consent due to an intellectual or other disability. Sexual violence includes but is not limited to rape, sexual assault, sexual battery and sexual coercion.

Delegation of Responsibility

In order to maintain a program of nondiscrimination practices that is in compliance with applicable laws and regulations, the Board designates the Deputy Superintendent as the District's Compliance Officer. All nondiscrimination notices or information shall include the position, office address, telephone number and email address of the Compliance Officer.

The Compliance Officer shall publish and disseminate this policy and complaint procedure at least annually to students, parents/guardians, employees and the public to notify them of where and how to initiate complaints under this policy.

The Compliance Officer is responsible for ensuring adequate nondiscrimination procedures are in place, for recommending new procedures or modifications to procedures and for monitoring the implementation of the District's nondiscrimination procedures in the following areas:

1. Curriculum and Materials - Review of curriculum guides, textbooks and supplemental materials for discriminatory bias.
2. Training - Provision of training for students and staff to prevent, identify and alleviate problems of discrimination.

3. Resources - Maintain and provide information to staff on resources available to alleged victims: the school complaint procedure, making reports to the police, available assistance from domestic violence or rape crisis programs and community health resources including counseling resources.
4. Student Access - Review of programs, activities and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.
5. District Support - Assurance that like aspects of the school program receive like support as to staffing, compensation, facilities, equipment, and related areas.
6. Student Evaluation - Review of tests, procedures, and guidance and counseling materials for stereotyping and discrimination.
7. Complaints - Monitor and provide technical assistance to building principals or designee in processing complaints.

The building principal or designee shall be responsible for completing the following duties promptly upon receipt of a report of discrimination or retaliation from a student, employee or third party:

1. If the building principal is the subject of the complaint, refer the reporting party to the Compliance Officer to carry out these responsibilities.
2. Inform the reporting party about this policy including the right to an investigation of both oral and written complaints of discrimination.
3. Notify the parents/guardians of the alleged victim(s) and responding party(ies) that the school will be investigating the complaint as set forth in this policy, that their child's participation in the investigation is completely voluntary and that students may decline to participate at any stage of the investigation. The parent/guardian of the alleged victim should be notified that the failure to participate may limit the completeness of the investigation and make a finding of a violation difficult. The parent/guardian of the responding party should be notified that failure to participate may limit the completeness of the investigation and result in the finding of a violation without considering information known only to the responding party. Parents/Guardians may be granted the opportunity to accompany their child during an investigatory interview if there is not an immediate health, safety or welfare concern necessitating an immediate interview and their participation does not unreasonably delay the interview. The notices required by this section shall be provided in writing on a form specified by the Compliance Officer or designee.

4. Provide relevant information on resources available to alleged victims: the school complaint procedure, how to report to the police, available assistance from domestic violence or rape crisis programs, and community health resources including counseling resources.
5. Immediately notify the Compliance Officer of the complaint. The Compliance Officer shall assess whether the investigation should be conducted by the building principal, another District employee, the Compliance Officer or an attorney and shall promptly assign the investigation to that individual.
6. After consideration of the allegations and in consultation with the Compliance Officer and other appropriate individuals, promptly implement interim measures as appropriate to protect the reporting party and others as necessary from violation of this policy during the course of the investigation.

Guidelines

Complaint Procedure – Student/Third Party

Step 1 – Reporting

A student or third party who believes s/he has been subject to conduct by any student, employee or third party that constitutes a violation of this policy is encouraged to report the incident immediately to the building principal or school employee. Any person with knowledge of conduct that may violate this policy, is encouraged to report the matter immediately to the building principal or school employee.

A school employee who suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the building principal, as well as properly make any mandatory police or child protective services reports required by law.[27]

If the building principal is the subject of a complaint, the student, third party or employee shall report the incident directly to the Compliance Officer.

The reporting party or reporting employee may be encouraged to make the complaint in writing or to use the District's report form available from the building principal, Compliance Officer, and the District website; however, oral complaints shall be accepted, documented and the procedures of this policy implemented. The person accepting the written or verbal complaint may provide the reporting party with factual information about the investigative process, the impact of choosing to seek confidentiality and the right to file criminal charges. In all other respects, the person accepting the complaint shall handle the report objectively, neutrally and professionally, setting aside personal biases that might favor or disfavor the reporting party or those accused of a violation of this policy.

Step 2 – Investigation

The Compliance Officer shall ensure that the individual assigned to investigate the complaint has an appropriate understanding of the relevant laws pertaining to discrimination issues and this policy and how to conduct investigations.

The investigator shall work with the Compliance Officer to assess the anticipated scope of the investigation, who needs to be interviewed and what records may be relevant to the investigation.

The investigator shall conduct an adequate, reliable and impartial investigation. The reporting party and the responding party may suggest additional witnesses and provide other evidence during the course of the investigation. When the initial complaint involves allegations relating to conduct which took place away from school property, school-sponsored activities or school conveyances, the investigation may include inquiries related to these allegations to determine whether they resulted in continuing effects such as harassment in school settings.

The investigation may consist of individual interviews with the reporting party, the responding party, and others with knowledge relative to the allegations. The investigator may also evaluate any other information and materials relevant to the investigation. The person making the report, parties, parents/guardians and witnesses shall be informed of the prohibition against retaliation for anyone's participation in the process and that conduct believed to be retaliatory should be reported. All individuals providing statements or other information or participating in the investigation shall be instructed to keep the matter confidential and to report any concerns about confidentiality to the investigator.

If the investigation reveals that the conduct being investigated may involve a violation of criminal law, the investigator shall promptly notify the Compliance Officer, who shall promptly inform law enforcement authorities about the allegations.[27][28][29]

The obligation to conduct this investigation shall not be negated by the fact that a criminal or child protective services investigation of the incident is pending or has been concluded. The investigator should coordinate with any other ongoing investigations of the allegations, including agreeing to requests for a short delay in fulfilling the District's investigative responsibilities during the fact-finding portion of a criminal or child protective services investigation. Such delays shall not extend beyond the time necessary to prevent interference with or disruption of the criminal or child protective services investigation.

Step 3 – Investigative Report

The investigator shall prepare and submit a written report to the Compliance Officer within thirty (30) days of the initial report of alleged discrimination, unless the nature of the allegations, anticipated extent of the investigation or the availability of witnesses requires the investigator and the Compliance Officer to establish a different due date. The parties shall be notified of the anticipated date the investigative report will be completed and of any changes to the anticipated due date during the course of the investigation.

The report shall include a summary of the investigation, a determination of whether the complaint has been substantiated as factual, the information and evaluation that formed the basis for this determination, whether the conduct violated this policy and of any other violations of law or Board policy which may warrant further District action, and a recommended disposition of the complaint. An investigation into discriminatory harassment or sexual harassment shall consider the record as a whole and the totality of circumstances in determining whether a violation of this policy has occurred, recognizing that persistent and pervasive conduct, when taken together, may be a violation even when the separate incidents are not severe.

The reporting party and the responding party shall be informed of the outcome of the investigation, for example, whether the investigator believes the allegations to be founded or unfounded, within a reasonable time of the submission of the written report to the extent authorized by the Family Educational Rights and Privacy Act (FERPA) and other applicable laws. The responding party shall not be notified of the individual remedies offered or provided to the reporting party.[30][31][32]

Step 4 – District Action

If the investigation results in a finding that some or all of the allegations of the complaint are established and constitute a violation of this policy, the District shall take prompt, corrective action designed to ensure that such conduct ceases and that no retaliation occurs. The District shall promptly take appropriate steps to prevent the recurrence of the prohibited conduct and to address the discriminatory effect the prohibited conduct had on the reporting party and the school or school program environment. District staff shall document the corrective action taken and, where not prohibited by law, inform the reporting party. The Compliance Officer shall follow up by assessing the effectiveness of the corrective action at reasonable intervals.

If an investigation results in a finding that a different policy was violated separately from or in addition to violations of this policy, or that there are circumstances warranting further action, such matters shall be addressed at the conclusion of this investigation or through disciplinary or other appropriate referrals where further evaluation or investigation is necessary.

Disciplinary actions shall be consistent with the Code of Student Conduct, Board policies and administrative regulations, District procedures, applicable collective bargaining agreements, and state and federal laws.

Appeal Procedure

1. If the reporting party or the responding party is not satisfied with a finding made pursuant to the policy or with recommended corrective action, s/he may submit a written appeal to the Compliance Officer within fifteen (15) days of the date of the disposition notice. If the Compliance Officer investigated the complaint, such appeal shall be made to the Superintendent.

2. The individual receiving the appeal shall review the investigation and the investigative report and may also conduct or designate another person to conduct a reasonable supplemental investigation to assess the sufficiency and propriety of the prior investigation.
3. The person handling the appeal shall prepare a written response to the appeal within thirty (30) days of receipt of the written appeal. Copies of the response shall be provided to the reporting party, the responding party and the investigator who conducted the initial investigation.

Legal

1. 20 U.S.C. 1681 et seq
2. 22 PA Code 12.1
3. 22 PA Code 12.4
4. 22 PA Code 15.1 et seq
5. 22 PA Code 4.4
6. 24 P.S. 1301
7. 24 P.S. 1310
8. 24 P.S. 1601-C et seq
9. 24 P.S. 5004
10. 29 U.S.C. 794
11. 42 U.S.C. 12101 et seq
12. 42 U.S.C. 1981 et seq
13. 42 U.S.C. 2000d et seq
14. 43 P.S. 951 et seq
15. Pol. >
16. Pol. >
17. Pol. >
18. Pol. >
19. U.S. Const. Amend. XIV, Equal Protection Clause
20. 29 CFR 1604.11
21. 29 CFR 1606.8
22. Davis v. Monroe County Board of Education, 526 U.S. 629 (1999)
23. Franklin v. Gwinnett County Public Schools, 503 U.S. 60 (1992)
24. Office for Civil Rights - Guidance on Schools' Obligations to Protect Students from Student-on-Student Harassment on the Basis of Sex; Race, Color and National Origin; and Disability (Oct. 26, 2010)
25. Office for Civil Rights - Resources for Addressing Racial Harassment
26. Office for Civil Rights - Revised Harassment Guidance: Harassment of Students by School Employees, Other Students or Third Parties Title IX (January 2001)
27. Pol. >
28. 18 Pa. C.S.A. 2709
29. Pol. >
30. 20 U.S.C. 1232g
31. 34 CFR Part 99

32. Pol. >
28 CFR Part 35
28 CFR Part 41
34 CFR Part 100
34 CFR Part 104
34 CFR Part 106
34 CFR Part 110

Replaces Policy #3015 – No Harassment of Students Originally Adopted – March 13, 1989 and last revised October 24, 2011

FIRST READING OF REVISION: May 20, 2019

6008.6 Bullying & Cyberbullying

Purpose

The Board is committed to providing a safe, positive learning environment for District students. The Board recognizes that bullying creates an atmosphere of fear and intimidation, detracts from the safe environment necessary for student learning, and may lead to more serious violence. Therefore, the Board prohibits bullying by District students.

Definitions

Bullying means an intentional electronic, written, verbal or physical act or series of acts directed at another student or students, which occurs in a school setting and/or outside a school setting that is severe, persistent or pervasive and has the effect of doing any of the following:

1. Substantially ~~interference~~ **interfering** with a student's education;
2. ~~Creation of a threatening environment.~~ **Creating an environment that a reasonable person in the reporting party situation would find threatening;**
3. Substantially ~~disruption of~~ **disrupting** the orderly operation of the school.

Bullying, as defined in this policy, includes cyberbullying.

For the purpose of this policy, District student includes an individual who is enrolled in a District school, attends class in a District school building, participates in school activities, or rides school District-provided transportation.

School setting means in the school, on school grounds, in school vehicles, at a designated bus stop or at any activity sponsored, supervised or sanctioned by the school.[1]

Responding party is defined as the person identified by the report.

Authority

The Board prohibits all forms of bullying by District students **in all school settings. The Board also prohibits all forms of bullying by District students in non-school settings, and will enforce consequences provided under this policy to acts of bullying occurring in a non-school setting to the fullest extent permitted by law.**[1]

The Board encourages students who **believe they or others** have been bullied to report promptly such incidents to the building principal or designee **or a school counselor, teacher or other adult District employee, who shall then promptly report such incident to the building principal or designee.**

Students are encouraged to use the District's report form, available from the building principal and online on the District's website, or to put the complaint in writing; however, oral complaints shall be accepted and documented. The person accepting the complaint shall handle the report objectively, neutrally and professionally, setting aside personal biases that might favor or disfavor the student filing the complaint or those accused of a violation of this policy.

The Board directs that **verbal and written** complaints of bullying shall be investigated promptly, and **appropriate** corrective **or preventative** action shall be taken when allegations are ~~verified~~ **substantiated**. **The Board directs that any complaint of bullying brought pursuant to this policy shall also be reviewed for conduct which may not be proven to be bullying under this policy but merits review and possible action under other Board policies.** ~~Confidentiality of all parties shall be maintained, consistent with the District's legal and investigative obligations. No reprisals or retaliation shall occur as a result of good faith reports of bullying.~~

Discrimination/Discriminatory Harassment

Every report of alleged bullying that can be interpreted at the outset to fall within the provisions of policies addressing potential violations of laws prohibiting discrimination and discriminatory harassment shall be investigated under both the bullying and nondiscrimination policies with the participation of the Compliance Officer. If, in the course of a bullying investigation, potential issues of discrimination or discriminatory harassment are identified, the Compliance Officer shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged bullying. [2][3]

Confidentiality

Confidentiality of all parties, witnesses, the allegations, the filing of the complaint and the investigation shall be handled in accordance with this policy and the District's legal and investigative obligations.

Retaliation

Reprisals or retaliation relating to reports of bullying or participation in an investigation of allegations of bullying is prohibited and shall be subject to disciplinary action.

Delegation of Responsibility

Each student shall be responsible to respect the rights of others and ~~to ensure for ensuring~~ an atmosphere free from bullying.

The Superintendent or designee shall develop administrative regulations to implement this policy.

~~The Superintendent or designee shall assess current administrative regulations and develop new administrative regulations, if necessary, to implement this policy. This policy is supplemental to Policy 3015 – No Harassment of Students Policy.~~

The Superintendent or designee shall ensure that this policy and administrative regulations are reviewed annually with students.**[1]**

The Superintendent or designee, in cooperation with other appropriate administrators, shall review this policy every three (3) years and recommend necessary revisions to the Board.**[1]**

District administration shall annually provide the following information with the Safe School Report:**[1]**

- a. Board's Bullying Policy.
- b. Report of bullying incidents.
- c. Information on the development and implementation of any bullying prevention, intervention or education programs.

Guidelines

The Code of Student Conduct, which shall contain this policy, shall be disseminated annually to students.**[1][4][5]** ~~and parents through communications such as the Student Handbooks.~~

This policy shall be accessible in every classroom. The policy shall be posted in a prominent location within each school building and on the District website.**[1]** if available.

Incidents of bullying by District students, as defined in this policy, that occur outside the school setting and result in an arrest, citation or conviction that is reported to school authorities by law enforcement or official authorities shall be subject to appropriate disciplinary action.

The filing of knowingly false bullying reports will be punishable under the Student Code of Conduct.

Education

The District may develop, ~~and implement~~ **and evaluate** bullying prevention and intervention programs **and activities**. ~~Such programs~~ **Programs and activities** shall provide District staff and students with appropriate training for effectively responding to, intervening in and reporting incidents of bullying.~~[1][6][7][8]~~

Consequences for Violations

A student who violates this policy shall be subject to appropriate disciplinary action consistent with the Code of Student Conduct, which may include:~~[1][5][9]~~

1. Counseling within the school.
2. Parental conference.
3. Loss of school privileges.
- ~~4. Transfer to another school building, classroom or school bus.~~
4. Exclusion from school-sponsored activities.
5. Detention.
6. Suspension.
7. **Suspension from School District-provided transportation.**
8. Expulsion
9. Counseling/Therapy outside of school.
10. Referral to law enforcement officials.
11. Transfer to another classroom or school bus.

Legal

1. 24 P.S. 1303.1-A

2. Pol. 103

3. Pol. >

4. 22 PA Code 12.3

5. Pol. >

6. 20 U.S.C. 7118

7. 24 P.S. 1302-A

8. Pol. >

9. Pol. >

ADOPTED: November 24, 2008
 REVIEWED: August 2012, August 2015, August 2017 - Reviewed by the Upper St. Clair Board of School Directors with no recommendation for revision

REVISED: FIRST READING – May 20, 2019

PERSONNEL LISTINGS**DATE: May 20, 2019****Board Meeting****Curriculum Leader – Change of Status**

Name	From	To	Effective
Berrott, Kristy	(1.0) Elementary Language Arts Curriculum Leader (K-2) \$13,300 (pro-rated)	(1.0) Elementary Language Arts Curriculum Leader (3-4) \$13,300 (pro-rated)	7-1-19

Professional Staff – Elections

Name	Location	Assignment	Effective	Salary
Lazarova, Anne	.5 Eisenhower / .5 Ft. Couch	1.0 School Nurse (Temporary Professional Employee)	8-14-19	\$51,220 (pro-rated)
Tissue, Gabriella	Eisenhower	Special Ed Teacher (Long-term Substitute for A. Hadad) retroactively from 2-11-19 through last day of teacher responsibility for the 2018-19 school year	2-11-19	\$49,500 (pro-rated)

Professional Staff – Leave of Absence

Name	Location	Assignment	Type of Leave	Leave Dates
Brinkhoff, Carol	Boyce	Elementary Teacher	Personal Leave	4-2-19 through 6-13-19
Hadad, Angela	Eisenhower	Special Ed Teacher	Personal Leave	2-4-19 through 6-13-19
Kennedy, Megan	Boyce	Elementary Teacher	Personal Leave	4-22-19 through 6-13-19
McCullough, Gary	Boyce	Elementary Teacher	Military Leave	Return to Work 4-22-19
Wheeler, Katie	Baker	Special Ed Teacher	Personal Leave	5-1-19 through 6-13-19

Professional Staff – Resignation

Name	Location	Assignment	Notification Date	Last Date Worked
Nettles, Sarah	Ft. Couch	Mathematics Teacher	5-2-19	Last day of teacher responsibility for the 2018-19 school year

Professional Staff – Retirement

Name	Location	Assignment	Notification Date	Last Date Worked
Michalski, Walter	High School	Special Ed Teacher	4-28-19	Last day of teacher responsibility for the 2018-19 school year

Classified Staff – Change of Status

Name	From	To	Effective
Baumiller Eileen	Substitute Nutrition Center Worker (\$10.00/hour)	Boyce Part Time Nutrition Center Worker (\$12.03/hour)	5-15-19
Blodgett, Christine	Boyce Part Time Nutrition Center Worker (\$12.03/hour)	Substitute Nutrition Center Worker (\$10.00/hour)	5-3-19
Fast, Ellen	Substitute Nutrition Center Worker (\$10.00/hour)	Fort Couch Part Time Nutrition Center Worker (\$12.03/hour)	5-15-19
Stretavski, Kevin	1.0 Food Service Driver (\$18.24/hr)	1.0 District Driver/Delivery (\$19.64/hr)	5-1-19

Classified Staff – Change of Status (Building)

Name	From	To	Effective
Taylor, Charles	1.0 Central Office Custodian	.5 Bus Garage/.25 High School/.25 Central Office Custodian	5-1-19

Classified Staff – Leave of Absence

Name	Location	Assignment	Type of Leave	Leave Dates
Hayden, Beverly	Boyce	Custodian	Personal Leave	4-22-19 through 5-10-19

Classified Staff – Resignation

Name	Location	Assignment	Notification Date	Last Date Worked
Maddigan, Sarah	High School	Part Time Nutrition Center Worker	5-9-19	6-13-19

Classified Staff – Retirement

Name	Location	Assignment	Notification Date	Last Date Worked
Baumgartner, Margaret	Eisenhower	Nutrition Center Worker (Cook/Baker)	5-15-19	6-12-19
Green, Dawn	Boyce	Custodian	5-13-19	5-20-19

Other Staff – Leave of Absence

Name	Location	Assignment	Type of Leave	Leave Dates
Mechenbier, Richard	Bus Garage	Bus Driver	Personal Leave	Return to work 4-29-19

Other Staff – Retirement

Name	Location	Assignment	Notification Date	Last Date Worked
Wasielewski, Debra	Streams	Nutrition Center Supervisor	4-26-19	6-13-19

District Substitute List – Additions

Professional:

Name	Type of Substitute	Effective
Bartholomew, Aubrey	Grades PK-4	5-3-19
Chambers, Eleanor	Grades PK-4	5-15-19
Hobbs, Paula	School Nurse	5-14-19
Lazarova, Anne	School Nurse	5-20-19
McLean, Laura	Mid-Level Math 7-9	6-1-19
Minnick, Brooke	Grades PK-4 & Special Education PK-8	5-20-19
Moran, Marissa	Grades PK-4	4-29-19
O'Connell, Abigail	English 8-12	4-30-19

Classified:

Name	Type of Substitute	Effective
Baumgartner, Margaret	Nutrition Center Worker	10-1-19
Bruns, Jayne	Aide/Secretary/Attendant	5-1-19
Wasielewski, Debra	Nutrition Center Worker	10-1-19

Other:

Name	Type of Substitute	Effective
Swanson, Christopher	School Police Officer	To Be Determined

District Substitute List – Deletions

Professional:

Name	Type of Substitute	Effective
Lazarova, Anne	School Nurse	8-13-19
Magnotti, Amanda	Special Ed PK-8 & Grades PK-4	5-17-19
Over, Lisa	Mathematics 7-12	5-2-19
Ruslavage, Chuck	Physics 7-12, Earth Space Science 7-12, Chemistry 7-12, Business Communications & Information Technology K-12	5-16-19
Samples, Brittney	French K-12	4-29-19
Warmbein, Kayla	Special Ed Pk-8, Grades Pk-4	4-12-19

Extra-Curricular Activities – New Appointments (2018-2019 School Year)

Name	Position	Salary
Rankin, Tara	Fort Couch Middle School Musical Producer	\$1,200

Extra-Curricular Activities – Re-Appointments (2018-2019 School Year)

Name	Position	Salary
Calano, Kathryn*	Middle School Track Assistant Coach	\$1,600
Calvetti, Greg*	Middle School Track Head Coach	\$2,300
Dudley, Matt*	Boyce Club 24 Sponsor - Second Semester	\$ 225
Falascino, Caren*	Middle School Track Assistant Coach	\$1,600
Hoedeman, Kathy*	Boyce Club 24 Sponsor - Second Semester	\$ 375
Kappert, Kathleen*	Middle School Track Assistant Coach	\$1,600
Levine, Stephen*	Middle School Track Assistant Coach	\$1,600

Extra-Curricular Activities – Resignations (2018-2019 School Year)

Name	Position	Notification Date
Butler, Brian	Musical/Set Carpenter	5-6-19
Butler, Brian	Musical/Play Technical Director	5-6-19

Extra-Curricular Activities – Revised Salaries (2018-19 School Year)

Name	Position	Prior Board Approved Salary Amount	Revised Board Approved Salary Amount
Ficorilli, Josh	High School Boys Volleyball Head Coach	\$5,100	\$5,600
Lehman, Craig	High School Boys Volleyball Assistant Coach	\$2,100	\$3,000
Clark, Kevin*	Deer Valley Coordinator	\$1,300	\$2,500
Criner, Vivian*	Deer Valley Assistant Coordinator (.50)	\$1,182	\$2,000
Dudley, Matt*	Deer Valley Coordinator	\$1,300	\$2,500

Summer School Teachers (2019)

Name	Position	Effective
Calvetti, Gregory	Surviving Mars	6-17-19 through 6-21-19
Corr, Patrick	Surviving Mars	6-17-19 through 6-21-19
Cramer, Jennifer	Surviving Mars	6-17-19 through 6-21-19
Criswell, Joshua	Surviving Mars	6-17-19 through 6-21-19
Falascino, Caren	Surviving Mars	6-17-19 through 6-21-19
Fleckenstein, Susan	Surviving Mars	6-17-19 through 6-21-19
Hess, Betsy	Summer School Wellness PE	6-17-19 through 7-11-19
Kistler, Lynn	High School STEAM Academy	6-17-19 through 6-21-19
Lee, Kelly	Surviving Mars	6-17-19 through 6-21-19
Madge, Craig	Boyce & Fort Couch Band Camp	6-17-19 through 7-19-19
McGrath, Megan	Learning Literary Elements with Short Films & Creative Writing	6-18-19 through 6-28-19
Mellinger, Dana	Summer School Wellness PE	6-17-19 through 7-11-19
Mellinger, Matt	Summer School Wellness PE	6-17-19 through 7-11-19
Morton, Shawn	Summer School Wellness PE	6-17-19 through 7-11-19
Nicholson, Jared	Math Credit Recovery	6-18-19 through 7-26-19
Nunez, Corinne	High School STEAM Academy	6-17-19 through 6-21-19
Pickell, Don	Boyce & Fort Couch Band Camp	6-17-19 through 7-19-19
Robbins, Tim	Summer School Wellness PE	6-17-19 through 7-11-19
Rush, Paul	Boyce & Fort Couch Band Camp	6-17-19 through 7-19-19
Schlichting, Jane	Summer School Wellness PE	6-17-19 through 7-11-19
Seybert, John	Boyce & Fort Couch Band Camp	6-17-19 through 7-19-19
Smigel, Robyn	High School STEAM Academy	6-17-19 through 6-21-19
Stroyne, Steve	High School STEAM Academy	6-17-19 through 6-21-19
Toth, Zoltan	Summer School Wellness PE	6-17-19 through 7-11-19
Vacco, Tracey	High School STEAM Academy	6-17-19 through 6-21-19
Valentine, Erika	High School STEAM Academy	6-17-19 through 6-21-19
Watson, Dave	English Credit Recovery	6-18-19 through 7-26-19
Wayland, Glenn	Boyce & Fort Couch Band Camp	6-17-19 through 7-19-19
Yoder, Clayton	Surviving Mars	6-17-19 through 6-21-19

Student Help – New Appointments

Name	Assignment(s)	Effective	Salary
Lamb, Trevor	IT	4-26-19	\$7.25/hr.
Zahalsky, Eliana	IT	6-10-19	\$7.25/hr.