

McKEESPORT AREA SCHOOL DISTRICT
Regular Board Meeting
November 25, 2014

Presiding	Patricia Maksin, Board President
Date, Time, Place	Tuesday, November 25, 2014, 7:40 PM, Board Room, Administration Building, 3590 O'Neil Boulevard, McKeesport, PA 15132.
Opening Exercises	Mrs. Maksin called the meeting to order at 7:30 PM, followed by the Pledge to the Flag. We did meet in Executive Session prior to the Regular Meeting to discuss personnel and potential litigation items and issues.
Present	Trisha Gadson Chris Halaszynski Mary Jane Keller Terri Kisan Steve Kondrosky Joe Lopretto Thomas Maglicco Patricia Maksin Scott Smith
Others Present	Dr. Rula S. Skezas, Superintendent Dr. Harry Bauman, Assistant Superintendent David M. Seropian, Business Manager/Board Secretary James G. Humanic, Director of Human Resources/ Assistant to the Business Manager Gary Matta, Solicitor

Board President's Remarks – During this time we especially want to reflect on the things for which we are thankful. We are thankful to have our Administration to help lead this district forward toward progress and success. We are thankful as always to our student athletes and coaches who bring joy and pride to our communities. We especially want to thank our football team for its great run this season. If you were able to attend the Veteran's Day program at our high school on November 11th, you will agree with me that we are grateful to our Veterans who served and thankful to our music department who performed beautifully. The program was stirring and incredibly touching. Congratulations to all involved. If you have not viewed the program, it is on our website, it was on that very same afternoon and it continues to be on our website. As more and more of our Veterans from World War II, Korea,

Regular Board Meeting
November 25, 2014

Vietnam and other 20th century wars pass on, it is our obligation to make this a true teachable moment and give our students knowledge about our history and heritage of service. We are thankful to our MASD staff at all levels that bring dedication and accountability to our buildings each and every day. They are to be commended and appreciated. Lastly, we are thankful to our students who work hard and bring pride to our families and communities in their daily commitment to educational excellence and accomplishments. All of these groups allow us to share our pride. Happy Thanksgiving to all in our MASD families and communities.

Superintendent's Report – Good evening. As you can see, there are many wonderful pictures that have been on display as you have been sitting waiting for us to come out of Executive Session and School Board, please take a look to see the fabulous pictures that we have that have been occurring during the past month. For example, you'll see Mrs. McCloskey's first grade classroom participating in a turkey hunt skit with kindergarten classes that occurred today. A second grade classroom did an angry pumpkin lesson teachable moment. At Twin Rivers we had our annual harvest parade as well as today a wonderful Thanksgiving feast and last week we had our second family night that was sponsored by the Title I Parent Involvement teachers. We had approximately 25 families attend and I have a quote from a parent that filled out the survey – this was a great way to include the families with learning and the folder given out had some very good game ideas to help make learning fun. Please put on more of these events, my daughter and I had fun. At Founders Hall our 6th graders had an anti-bullying concert. Our 8th graders as many of you may have read, are applying their classroom skills to the science of crime scene investigation. Students in the Academy in Math and Science Program, otherwise known as AIMS, took part in a weekly enrichment that includes an extra period of science. This work is extra-curricular and challenges students to reach beyond their standard curriculum watching science unfold to real life applications. The focus this year has been on forensic science. We were very fortunate and worked with the McKeesport Police Department and had a collaborative lesson again we thank the McKeesport Police and our Founders Hall science department. At the high school you will see the TLC had a why achiever speaker and the TLC stands for the Tiger Leadership Committee. We were partnered with the YMCA and they have various speakers come in to talk about college readiness skills and ideas when our students leave us. At this time I would like to thank, to take a moment and think about Thanksgiving, to remind all of us to pause and count our blessings. I wish all of you a very blessed Thanksgiving.

Treasurer's Report – Mr. Kondrosky moved to acknowledge receipt of the Treasurer's Report for the month of October 2014. Seconded by Mr. Maglicco.

Voting aye. Mrs. Gadson, Mr. Halaszynski, Mrs. Keller, Mrs. Kisan, Mr. Kondrosky, Mr. Lopretto, Mr. Maglicco, Mrs. Maksin, Mr. Smith

Regular Board Meeting
November 25, 2014

Hearing of Citizens – none

Minutes – Mr. Kondrosky moved to approve the minutes of the Open Agenda Meeting of October 15, 2014 and Regular Meeting of October 22, 2014. Seconded by Mr. Maglicco.

Voting aye. Mrs. Gadson, Mr. Halaszynski, Mrs. Keller, Mrs. Kisan, Mr. Kondrosky, Mr. Lopretto, Mr. Maglicco, Mrs. Maksin, Mr. Smith

Bills – Mr. Kondrosky moved to approve the list of bills. Seconded by Mr. Maglicco.

Voting aye. Mrs. Gadson, Mr. Halaszynski, Mrs. Keller, Mrs. Kisan, Mr. Kondrosky, Mr. Lopretto, Mr. Maglicco, Mrs. Maksin, Mr. Smith

Refunds – Mr. Maglicco moved to approve property tax refunds. Seconded by Mr. Kondrosky.

Voting aye. Mrs. Gadson, Mr. Halaszynski, Mrs. Keller, Mrs. Kisan, Mr. Kondrosky, Mr. Lopretto, Mr. Maglicco, Mrs. Maksin, Mr. Smith

Field Trips – Mr. Maglicco moved to approve the following field trips:

- A. High School students to the Water Design Project at the University of Pittsburgh on March 11 and 12, 2015.
 - B. High School students to “The Future Is Mine” conference at the Marriott in Pittsburgh on April 16 and 17, 2015.
- Seconded by Mrs. Keller.

Voting aye. Mrs. Gadson, Mr. Halaszynski, Mrs. Keller, Mrs. Kisan, Mr. Kondrosky, Mr. Lopretto, Mr. Maglicco, Mrs. Maksin, Mr. Smith

Members – Mr. Kondrosky moved to approve McKeesport Area Technology Center 2014/2015 Occupational Advisory Meeting Committee members in accordance with Chapter 339 regulations. Seconded by Mr. Maglicco.

Voting aye. Mrs. Gadson, Mr. Halaszynski, Mrs. Keller, Mrs. Kisan, Mr. Kondrosky, Mr. Lopretto, Mr. Maglicco, Mrs. Maksin, Mr. Smith

AIU – Mr. Kondrosky moved to approve Resolution #1103 – AIU Joint Purchasing. Seconded by Mrs. Kisan.

Voting aye. Mrs. Gadson, Mr. Halaszynski, Mrs. Keller, Mrs. Kisan, Mr. Kondrosky, Mr. Regular

Board Meeting
November 25, 2014

Lopretto, Mr. Maglicco, Mrs. Maksin, Mr. Smith

Transfers – Mr. Maglicco moved to approve year-end budgetary transfers per the auditor's recommendation. Seconded by Mr. Kondrosky. Discussion followed.

Voting aye. Mrs. Gadson, Mr. Halaszynski, Mrs. Keller, Mrs. Kisan, Mr. Kondrosky, Mr. Lopretto, Mr. Maglicco, Mrs. Maksin, Mr. Smith

Sound System – Mr. Kondrosky moved to accept the bid from Hollowood Music & Sound Inc. for replacement of the High School auditorium sound system in the amount of \$29,578. (Paid for by the Frew Foundation) Seconded by Mr. Maglicco.

Voting aye. Mrs. Gadson, Mr. Halaszynski, Mrs. Keller, Mrs. Kisan, Mr. Kondrosky, Mr. Lopretto, Mr. Maglicco, Mrs. Maksin, Mr. Smith

MOU – Mr. Kondrosky moved to approve a Memorandum of Understanding between the McKeesport Educational Support Personnel Association and McKeesport Area School District to establish a new classification for the Pre-K Instructional Assistants. Seconded by Mr. Maglicco.

Voting aye. Mrs. Gadson, Mr. Halaszynski, Mrs. Keller, Mrs. Kisan, Mr. Kondrosky, Mr. Lopretto, Mr. Maglicco, Mrs. Maksin, Mr. Smith

Furniture – Mr. Maglicco moved to authorize the purchase of furniture for the Founders Hall 6th Grade Academy and Locker Room addition from Bulldog Office Products, Inc. from CoStars State Contract #034-062 as follows:

Classroom/Faculty Room Furniture	\$27,198.29
LGI Room Furniture	\$22,999.37
(Paid for from donation made by the Frew Foundation)	
Coaches Offices/Meeting Room Furniture	\$ 8,593.62
Seconded by Mr. Kondrosky.	

Voting aye. Mrs. Gadson, Mr. Halaszynski, Mrs. Keller, Mrs. Kisan, Mr. Kondrosky, Mr. Lopretto, Mr. Maglicco, Mrs. Maksin, Mr. Smith

Change Orders – Mr. Maglicco moved to approve change orders for the Founders Hall project. Seconded by Mr. Smith

Voting aye. Mrs. Gadson, Mr. Halaszynski, Mrs. Keller, Mrs. Kisan, Mr. Kondrosky, Mr. Regular

Board Meeting
November 25, 2014

Maglicco, Mrs. Maksin, Mr. Smith

Voting no. Mr. Lopretto

Policies – First reading of the following Board Policies:

- 701 – Property – Facilities Planning
- 702 – Property – Gifts, Grants, Donations
- 702.1 – Property – Memorials
- 703 – Property – Sanitary Management
- 704 – Property – Maintenance
- 705 – Property – Safety
- 706 – Property – Property Records

Green Sheets – Mr. Kondrosky moved to approve the personnel recommendations (green sheets). Seconded by Mr. Smith.

PROFESSIONAL:

RETIREMENT: Effective 06-12-15: Retirement is requested under Year 1 of the Retirement Incentive for Professional Employees adopted 10-22-14:

1. Glenn Zeak
2. Wayne Tomaino

RESIGNATION: Effective 10-24-14:

1. Brianna Morcheid Permanent Day-to-Day Substitute at Founders' Hall

LEAVE OF ABSENCE:

1. Debra Calise World Language Itinerant, Francis McClure Primary/Intermediate Schools, leave of absence effective 11-17-14 to an undetermined date.
2. Kelly Headrick School Nurse, Founders' Hall, unpaid leave of absence effective 10-28-14 to an undetermined date. FMLA
3. Richetta Randolph World Language Itinerant, Twin Rivers Primary/Intermediate Schools, unpaid leave of absence effective 12-01-14 to an undetermined date. FMLA
4. Angela Schifino Reading Teacher, Founders' Hall, unpaid leave of absence effective 10-10-14 to an undetermined date. FMLA

Regular Board Meeting
November 25, 2014

5. Anita Siler Special Education Teacher, High School, leave of absence effective 12-23-14. Unpaid leave will commence on 01-21-15 to an undetermined date.
FMLA

TO BE HIRED: Long Term Substitute: Rate of pay will be \$80.00/day + benefits and Increase to \$125.00 on the 61st day:

- | | | |
|----|----------------------------------|---|
| 1. | Nevenka Kostly
(D. Calise) | World Language Itinerant, Francis McClure Primary/Intermediate Schools, effective 11-17-14. |
| 2. | Stephanie Emter
(R. Randolph) | World Language Itinerant, Twin Rivers Primary/Intermediate Schools, effective 11-17-14. |
| 3. | Dawn Shelly
(M. Gault) | Special Education Teacher, Founders' Hall, effective 11-04-14. |

TO BE HIRED: Permanent Day-to-Day Substitutes. Rate of pay will be \$80.00/day + individual benefits and increase to \$100.00 on the 61st day:

- | | | |
|----|-------------------------------|--------------------------------|
| 1. | Erica Koelsch
(D. Shelly) | Francis McClure Primary School |
| 2. | Megan Duncan
(B. Morcheid) | Founders' Hall |

VOLUNTEER: Extra Curricular Athletics effective for the 2014-2015 school year:

- | | | |
|----|-----------------|-----------------|
| 1. | Scott Smith | Swimming Coach |
| 2. | Cheryl McKelvey | Gymnastic Coach |

CHANGES TO SUBSTITUTE TEACHER LIST:

ADDITIONS:

- | | | |
|----|---------------|-------------|
| 1. | Matthew Carty | Mathematics |
|----|---------------|-------------|

SUPPORT STAFF:

RETIREMENT: Effective 06-30-15: Retirement is requested under the Retirement Incentive for Support Staff adopted 10-22-14:

- | | |
|----|--------------------|
| 1. | Richard Jozwiak |
| 2. | Sondra Weakland |
| 3. | Kathleen Busher |
| 4. | Frederick Jeffcoat |
| 5. | Debra Swauger |
| 6. | Daniel Weissert |

Regular Board Meeting
November 25, 2014

RESIGNATION:

1. Wendy Patterson General Worker, Food Service Department, High School, effective immediately.
2. Cathy Shaffer General Worker, Food Service Department, Founders' Hall, effective immediately.
3. Curtis Nelson Crisis Intervention Specialist, East End Academy, effective 11-21-14.

TO BE HIRED:

1. Rica Oslowski-Rush Special Education Assistant, Founders' Hall Annex, effective immediately. Salary will be Step 1 per MESPA contract.

CHANGES TO THE SUBSTITUTE LISTS:

ADDITIONS:

1. Cathy Shaffer General Worker
- 2.* Richard Martino Custodian

DELETIONS:

1. Michele Gordon General Worker

*Pending receipt of Act 34, 114 and 151 clearances, T.B. Tine Test and Drug Test results

Voting aye. Mrs. Gadson, Mr. Halaszynski, Mrs. Keller, Mrs. Kisan, Mr. Kondrosky, Mr. Lopretto, Mr. Maglicco, Mrs. Maksin, *Mr. Smith

*Abstain. – Volunteer Coach – item #1

Plan – Mr. Lopretto moved to approve the Act 93/Administrative Compensation Plan as presented. Seconded by Mr. Kondrosky.

Voting aye. Mr. Halaszynski, Mrs. Keller, Mrs. Kisan, Mr. Kondrosky, Mr. Lopretto, Mr. Maglicco, Mrs. Maksin, Mr. Smith

Abstain. Mrs. Gadson

Committee Reports -

Athletic –Mary Jane Keller/Terri Kisan – Mrs. Keller reported. Our committee met on November 19th. There were two items that were of importance. One is the announcement that there will be a re-dedication of the Neenie Campbell gym. It will be on Tuesday, December 9th, but the time for it is yet to be determined. We will be meeting next week to decide that very early in the week. The second was the security now at Founders Hall and that is specifically in the front lobby. There may be a need with new locker rooms and all the new things that have been added to the gym that we may be adding something as far as security goes or more security. That's my report. Mrs. Kisan – If I can add in. The Spring sports have started. The basketball started for the 7th and 8th grade, the 9th grade teams and JV and the high school teams. Wrestling, swim team and basketball and as our Board President mentioned in her opening remarks we also want to congratulate the football team for making the final four in the quad A, WPIAL playoffs finishing with a record of 10-2.

Buildings & Grounds –Scott Smith – All facilities including the buildings we have decided not to reopen have all been winterized. In the high school the first set of restroom renovations, and by the way these are restroom renovations that our maintenance department is taking on themselves. Utilizing some of the materials that existed in some of those other buildings. It is almost complete. Founders Hall – we had a water leak down in the basement area where the football storage was. It has been there for years and part of this renovation, I've got to say, it appears as if that leak is now corrected and we haven't experienced any water down there for the last two weeks. Gym complete and being used by the basketball team for practice and we expect the locker rooms in there to be completed by 12/5 which is for the tip off tournament. White Oak, our boiler continues to fail, the maintenance department has done a great job at getting that boiler to start back up and function to make it through the season and I'm sure we're all interested in getting those students moved over into the new building as soon as we can. Windows leaking over there as well as the roof is leaking in a few small areas. Again, items that we don't necessarily want to address or put much money into. Finally, the work order system, they have completed 194 work orders this month. The last thing I want to bring up is a quick five number assessment of how the contract and how the change orders to date on the project has gone. Just as a reminder, the total contract amount was \$14,472,500. To date, total change orders is \$39,828. We had a 5% contingency which is standard for this type of project which would have been set aside \$723,625. To date, we have only used 6% of the contingency and the project is only approximately four to six weeks of being completed and the total change orders to date is only .275% of the contract value as opposed to the 5% we set aside. That completes my report.

Regular Board Meeting
November 25, 2014

Career & Technology – Terri Kisan – We did meet on October 21st. We were discussing the supplemental grant that was awarded and two items that technology was looking to purchase an air brush machine or an embroidery machine. We are still working on that. Our director did meet at a conference and she did listen to future funding for vocational programs and the new Governor to be, Tom Wolf, was there mentioning and discussing vocational programs for the future. Our students will be competing in Skills USA in three areas which will be plumbing, building and construction and cabinet making. Our students also serviced Kane hospital, we had 21 of our students service 31 folks at Kane Hospital for their hair. We also have Fridays in our cosmetology area open to the public. They are willing to take groups in or on an individual basis. That's on Fridays. They are open to the public. Also, our Allied Health students participated in a community service at Riverside where they were giving out 53 flu vaccines and they also participated with a blood drive. Also commercial arts, they have holiday options which are engraving, they do t-shirts and they do bracelets. Our culinary is selling Christmas cookies, it was mentioned in the newspaper in the article, they are doing 5 dozen cookies on a tray for \$25 so you can place your orders if you are interested up until December 12th. They will be participating in the Festival of Trees which is December 4th. Our culinary students will be making some food to be served there. If I could on a separate note, just say something that I'm thankful for. I do have Tammi from Nutrition, Inc. in the audience. Tammi, I do want to thank you for all of the meals that have been serving all of our students at no cost to them. You have been serving breakfasts, you have been serving lunches and the new add on with the PAWS students that are at Twin Rivers, Francis McClure and Founders Hall, you are feeding all of them dinner and before they get on the bus you give them a nice snack. Whether the ceilings are falling, your gals and your workers find a way to accommodate and you're making sure all of these kids are getting three meals and their snacks. They are here until 6, 7, 8 o'clock and you're doing an amazing job and I just wanted to thank you. That's all Madame President.

Community Relations/Cultural Diversity –Trisha Gadson – Madame President, we met today at 4:00 PM for our regular meeting. During the first part of the meeting we discussed a community action plan that came out of a community meeting that the school district participated in. As a result of that there were several steps identified on how to prevent any future confrontation amongst teenagers with regards to inappropriate use of the internet. As a result Dr. Skezas announced that Phillip Little from the District Attorney's office will be presenting to parents on December 3rd at the Twin Rivers Community Room on this topic. So, all parents in the district are welcome to attend that event. Also discussed during a portion of that meeting was a Life skills retreat at which community mentors will be brought together to encourage young people to interact with one another and to build more positive conflict resolution skills. That will happen some time in the Spring of 2015. We then moved on to sub-committee reports at which time Pastor Coleman reported on the faith-based Regular

Board Meeting
November 25, 2014

sub-committee and talked about the angel tree activities that the Twin Rivers students participated in. The training sub-committee report was given by Mary Jane Keller who talked about the review of survey results from the poverty simulation that district staff participated in as a result of the comments made in the pre and post surveys there will be a transfer of learning activity implemented in the Spring of 2015. The Family and Community Engagement sub-committee is my committee. I indicated that the next community meeting that I will attend will be the Dravosburg Council Meeting in December and also under that committee we discussed the fact that the YSD sub-contractor that we work with is continuing to work with and support the work of the teacher empowerment grant to improve African American student presence in advanced placement classes. There was no report by the No One Is Alone Club; however, I am aware that they are continuing to meet and continuing to prepare the students for activities to presentations for 8th graders in the Spring. The last report was given by Dr. Bauman on behalf of him and Dr. Skezas in the hiring and retention sub-committee in which they discussed a program that is being offered by the district in partnership with California University of Pennsylvania to encourage existing employees who have degrees to obtain their certification in teaching so that we can retain the invested folks in our district and also make an effort to increase minority representation in the classroom. To take a page out of Mrs. Kisan's book, I would like to end my report by saying that I am thankful for all of the partners who work on this committee, particularly Dr. Bauman who did a tremendous job in researching the partnership program with California University. A lot has been done under this committee and it could not have been done if we did not roll up our sleeves and work collaboratively. That ends my report.

Education/Legislation/Policy – Mary Jane Keller – My committee met on November 19th. We had a presentation by Jennifer Knight on the envision math program which is a new math program being used in our elementary schools. She reported that three kindergarten classes invited their parents to visit the school and that they had a presentation on one lesson from their new math program. Her goal for the rest of the year in grades K-5 is to invite parents to come from all the schools through the next few months to answer question about new math and they would certainly see a new math lesson presented to them. She reported that our 6th grade has tutoring in place for all the grades and that K-5 at Twin Rivers the primary has two tutors that are helping them. Last thing was we are concerned about the transitioning from science in the middle school to their move to the high school. So, we are looking to the AIU to help us and give us suggestions about how best to do that. As far as Legislation and Policy we also met on November 19th first was the Policies that were presented for the first reading tonight that is policy 701 through 706. Next policy 830 is a policy that is for a breach of computerized personal information and we need to have that in our policy manual. Last was 707 which was reviewed and examined, no changes were made and this is the one that has to do with the use of facilities and the rental of them and the solution too is that if a group has any

Regular Board Meeting
November 25, 2014

difficulties or experiences any difficulties, they can certainly refer to Mr. Seropian who would be more than willing to help them out. Thank you, that is my report.

Finance/Grants/Outside Funding–Tom Maglicco – Yes, Madame President we did meet and our topic of discussion was our Annual Financial Report that puts the fund balance at \$4.4 million. Last year we used \$3.3 million from our fund balance. This is a concern. After the committee spoke to the Administration, they assured us that the budget is trending to use only about half of the fund balance that we budgeted for the 2014/2015 school year. Moving forward, the Administration and the School Board will continue to look at ways to save monies throughout the district. The early retirement incentive is one way the district will save money by reducing our overall cost in the 2015/2016 school year budget. That concludes my report and do you have any outside grants, Dr. Skezas?

Dr. Skezas – I can mention two that I shared, one was the School Resource Officer grant that we received a \$60,000 grant that will be implementation for the 2015/2016 school year. Also, we just received word that we did receive a \$16,000 some dollars in a safe schools that the purpose of that is because our Founders Hall is utilized so much, we going to have some pull down gates so that when outside community members come in or people that use our buildings, we can close off various sections of the building so that our teachers' classrooms would be safe and secure. I do have to say Dr. Chapman and her committee has done an outstanding job with the grants and we're real happy for receive them both.

Personnel –Joe Lopretto/Tom Maglicco – Mr. Lopretto reported. We did have a meeting and the green sheets reflect all that. Again, if it wasn't for Dr. Bauman, Dr. Skezas and Mr. Humanic working hard, diligently, getting the right people in the right places, things wouldn't work out, but the green sheet works out well for us and I appreciate everything you guys do. Safe Schools - Joe Lopretto – No we didn't have a meeting, but we are having a meeting on Tuesday, December 2nd.

Mrs. Maksin – I would like to say that I am thankful for each one of you who serve on committees and committee chairs that you can tell from our reports, there is a lot of work that goes on here and I'm grateful and thankful to each one of you for all the hard work that you bring to this group each month.

Mrs. Kisan – Madame President, I have one more update to my Athletic Committee report, this evening's final score in the Powder Puff game was Seniors 7 and Juniors 0.

Solicitor's Report – Just want to report that we had an Executive Session to go over personnel and potential litigation prior to the meeting.

Regular Board Meeting
November 25, 2014

Correspondence – none

New Business – none

Adjournment – 8:10 PM – Mr. Kondrosky moved for adjournment. Seconded by Mr. Maglicco.

Voting aye. All Members present.

ATTEST: _____
David M. Seropian, Business Manager/Board Secretary