

POTTSVILLE AREA SCHOOL DISTRICT

Board of Directors
Virtual Zoom Board Meeting
June 16, 2020
Academic Center/Zoom
7:05 p.m.

Present: Dr. Blankenhorn, Dr. Cardamone,
Dr. DiCello, Mrs. Dewitt, Mr. Moran
Mr. Quandel, Mr. Shields, Mr. Urban,
Ms. Wytovich, Dr. Zwiebel, Superintendent;
Mr. Manning, Business Manager;
Mrs. Lombel, Asst. Business Manager/
Board Secretary, Atty. Kevin Reid, Solicitor;
Dr. Gerace, Mrs. Hummel, Mr. Maley
Mrs. Mohl, Ms. Brennan, Ms. Sanayka,
Mrs. Dougherty

The meeting was called to order at 7:05 p.m. by President Noble Quandel.

After the Pledge of Allegiance, President Quandel welcomed everyone in attendance.

Mr. Quandel reminded the public that the public comment period is not a question and answer period, but rather the opportunity for the public to submit comments to the board. Public comments will follow our public comment procedures which require members of the public to identify themselves by indicating name and address and we will read comments consistent with all aspects of our public comment policy. With our meetings now being conducted virtually until further notice, you can submit comments via the Q & A feature.

President Quandel announced that the Board held the following Executive Session:

- Tuesday, June 16, 2020 via Virtual Zoom for the discussion of personnel matters and labor relations.
- Dr. Jared Gerace, School Safety and Security Coordinator, presented information about Act 44.

Mr. Manning and Mrs. Lombel read the following public comments. The public comment session will be limited to one (1) hour.

Librarians

Dear Dr. Zwiebel,

"Mrs. Hobbs, I don't have any books at home". These words were spoken to her by an elementary student during her first month as a certified teacher librarian. As a career defining moment, this life-long lesson continues to drive her today.

School libraries staffed by certified librarians are a basic component of a comprehensive education designed for student success (Lance & Kachel 2018). "Certified teacher librarians and library programs have a significant and measurable impact on student success" (Sun 2015). In fact since 1992 sixty nationwide studies (2002 and 2012 in Pennsylvania) confirm that schools with library programs staffed by certified teacher librarians have a positive effect on the following:

- Graduation rates are higher in schools with school librarians. Research reports that the graduation rate is significantly higher among students in high poverty schools (78.8% compared to 43.2%) (Sun 2015). Standardized test scores - Economically disadvantaged students and those with IEPs in schools with full-time librarians are almost three times as likely to have advanced reading and writing scores than all students combined (Lance & Schwartz 2012). Libraries staffed with certified teacher librarians counteract the effects of poverty and reading achievement.

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- Certified teacher librarians lead the fight against fake news by teaching students to distinguish between false claims and dubious websites by teaching them essential, ethical information literacy skills to locate, recognize and access trustworthy information sources. “Contrary to popular belief, students do not instinctively know how to navigate the abundance of information available to them through traditional and digital resources. 75% have no idea how to locate articles and resources they need for their research. 60% don’t verify the accuracy or reliability of the information they find. 44% do not know how to integrate knowledge from different sources” (School Libraries Work 2016).
- Certified teacher librarians work with classroom teachers to collaboratively teach curriculum standards which “classroom teachers and non-certified library staff aren’t able to do” (Seasholes & Merrigan 2015). In fact, the district’s library curriculum (adopted in 2015), designed for mastery of academic standards, is aligned with the Model Curriculum for Learners in Pennsylvania School Libraries, PA Core Standards, ISTE standards, AASL standards, Career Education and Work Standards, and the PA Career Skills continuum.

The library is an essential part of the learning community. What school librarians teach helps students to be productive future citizens who can contribute to our community and economy by being able to find, evaluate, and use trustworthy information to make good decisions about their finances, health and careers. “Quality school library programs are powerful boosters of student achievement that can make important contributions to improving schools in general and, in particular, closing the achievement gap among our most vulnerable learners” (Lance and Kachel 2018).

In conclusion, we are sharing a senior’s email sent to Mrs. Hobbs on May 5, 2020: “Happy National Teacher’s Day! I’ll forever miss talking about books with you and reading the ones you requested. You’ll always be one of my favorites and I’ll never forget how kind you are. Thank you.

Best regards,

Lillian K. Hobbs, M. Ed., Certified Teacher Librarian, Lead Teacher, Certified Gifted Support Teacher, PAHS

Judith DiObilda, M. Ed., Certified Teacher Librarian, Gifted Support Teacher, JSC

Gregory Schuettler, M. Ed., Certified Teacher Librarian, Gifted Support Teacher, DHHL

Athletic Fifth Graders

Dear Dr. Zwiebel and School Board Members,

As a group of athletic fifth graders, we are very upset and concerned that we will not be able to play sports for our school for a long time. We dream of wearing crimson and white on our school fields and courts. We have been working extremely hard since kindergarten with goals of becoming proud Tide athletes.

We wanted to play, learn, and grow in our traditionally awesome Pottsville sports programs, so by the time we get to high school we are prepared to be champions like the idols we have watched throughout our JSC and early middle school years. We want to be awesome on the football, baseball, and basketball courts like fellow Pottsville graduates Travis Blankenhorn, Mason Barnes, and Nick Schlitzer. We want to learn the work ethic the Crimson Tide coaches have always taught our athletes, so we can represent our school as winners. Making us wait until 10th grade feels like a punishment. Plus, waiting that long won’t give us the experiences we need to be champions. All of us are very disappointed that we cannot say “Roll Tide” in our team huddles for a very long time.

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Playing sports is a great learning opportunity. For us, it is as valuable as learning in the classroom. We learn how to work hard, concentrate, display confidence, and be good teammates. Playing sports pushes us to work hard in the classroom, too. Work hard. Play hard.

Taking away middle school and freshmen sports is a huge hit to us. We are sad. We are frustrated. We are disappointed that our school leaders are taking away junior high sports from us. We feel punished even though we didn't do anything wrong.

Please reconsider not cutting our sports programs. They are an important part of our growing and learning. Don't take away our chance to win for the Crimson Tide!

Sincerely, Christopher Hobbs, Colin McGinley, Andrew Allen, Brody Eroh, Brody Hess, John Yourey, Nick Huda, Dylan Hinkle, Harrison Ciavarella, Shay Strencosky, Chase Williams, Jacob Bowman, Max Clews, Nick Clarke

Donna Skosnick

My name is Donna Skosnick and I have taught math at Pottsville Area High School for the past 17 years. I used to be proud to work here. I no longer am. I am heartsick about all the cuts that are being presented tonight. The financial crisis the Pottsville School District is experiencing has not solely been caused by this pandemic. For the last five years this district has slowly been deteriorating. I would like to remind everyone about the time back in 2015 when an independent agency was hired to look into merging with Saint Clair. They predicted that Pottsville's finances would be in trouble in the near future. Obviously, nothing was done to prevent the situation from progressing to what it is today. I hope and pray that the school board and administration will develop a productive plan to guide the school district back to its once honorable reputation. The cuts to faculty, staff, academic programs and sports that will be presented tonight will destroy this district.

Josephine Kwiatkowski

Josephine Kwiatkowski, speaking as a concerned taxpayer.

Twenty-five years ago, when my husband and I were relocating to the area, we shopped for homes by school district as at the time we had a young child. The Pottsville Area School District, at that time, came highly recommended. We ultimately did purchase a home in Pottsville. Our daughter did get a good education at Pottsville, developed a love of reading and foreign languages, and was able to compete academically at a private college.

I am afraid that if I asked for a similar recommendation, I would not get the same response today. What has really transpired over the last 10 years? The district appears to be in a downward spiral with no end in sight.

How can you hire teachers one year and decide the next that you don't require 15 positions? Where is the long term planning, or even the short term planning? How can you get rid of the elementary library program when we should be fostering a love of reading? How can you dismiss a foreign language teacher when we live in a world of globalization? How can you cut off the health insurance for faithful, dedicated aides? What has prompted this new financial crisis that has led to these decisions? It cannot all be the Corona Virus or the Charter School. As taxpayers we deserve answers. I leave you with a quote:

"A leader is not an administrator who loves to run others, but someone who carries water for his people so that they can get on with their jobs." --Robert Townsend

Thank-you

Jennifer Kepner

I would like this statement read at the board meeting, thank you.

The nursing positions of the school districts are slightly different from the teachers in that the districts do get reimbursement for their services. As stated by Brian Manning, the district received \$53,000 for nursing services. This is calculated through a SHARRS report that the nurses complete each year. Was this taken into consideration when choosing to eliminate a nursing position? With health being the topic of every news and radio station you turn on, why did you decide to cut a health position? There are numerous time-consuming procedural safeguards that may be implemented upon the opening of the school districts, which will heavily impact the mandated nursing health services (ie. height, weight, BMI, vision, hearing, physicals, dentals, and scoliosis) in addition to medication administration and the daily visits to the school nurse. Eliminating the nursing staff only increases the liability to the district. Can you put a price tag on your family or your child's health?

Respectfully,

Jennifer Kepner, BSN, CSN

Lloren Reichert

Good evening. My name is Lloren Reichert and I am one of the 15 teachers on the furlough list. I appreciate this opportunity to talk to the board concerning this matter. Though these are my words they are said to reflect the sentiments of all those affected by this action.

I have been employed by the Pottsville Area School District for the past 11 years teaching Spanish 2, Honors Spanish 3, and Honors Spanish 4. During those 11 years I have spent parts of three summers in Ecuador, Peru, and Cuba traveling, studying and even teaching to enhance my area of expertise. From those experiences I have been able to incorporate a broader and more authentic Spanish curriculum to my students.

Three years ago, in a similar situation regarding furloughs, I was one of those teachers facing furlough. After learning of that possibility, I found a district in Schuylkill County looking for a Spanish teacher. I was in the process of applying to this district when I was relieved to gain a reprieve that I did not have to leave Pottsville. I have remained loyal to this district.

Now, three years later, I find myself facing the same situation. When the process began to recommend which teachers might be furloughed and which programs cut, I thought that I would be on the list. As it turned out, I was not on the original recommended list only to find out after a second meeting was held that now I would be let go. I don't understand the rationale for my being furloughed when following the original recommendations of the administration and superintendent my position as one of two high school Spanish teachers was needed due to current and projected enrollment trends. What changed when the German program was reinstated? I do not believe the two situations affect one another.

The Spanish program at the high school will suffer with one teacher and overcrowded classes diminishing the effectiveness and quality of learning for our students, who will be competing with students from other schools while in college. I wish that you would reconsider your decision and allow the foreign language programs at Pottsville Area High School to remain as they have been. We have always had a very strong foreign language program from which many excellent students have gone on to distinguish themselves at the next level of education.

Thank you for this opportunity to express my thoughts,

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Lloren Reichert
PAHS Spanish Teacher

Kevin DiCello

1. As the district declined its position over the years there were not monthly meetings to review the financials according to the Attorney General's state audit, Want to confirm that financials are prepared and reviewed monthly today?
2. What are the exact costs by sport that is looking to be cut and have we done anything to try to maintain those sports? One by one with the Head coaches and Athletic director?
3. What Administrative cuts are being made to mirror the proposed teacher cuts?
4. Do we have the research on how many students St. Clair lost by going to ½ day kindergarten? Also do we know how much the increased transportation costs will be so there is clear discussion on potential savings and not just "on paper" savings?
5. Have we looked at the Junior High Band and making that part of the high school band like others schools do?
6. Have we looked at Music teachers and why do we need 2?
7. Why are we cutting English teachers which is a state Tested ELD program but not looking at other areas that are not tested but have multiple teachers?
8. Why are there more cuts in middle and elementary school then in the high school?
9. Are we raising taxes to increase revenue?
10. Are we going door to door to verify the students we are paying for at Gillingham and Cyber actually live in our district?
11. Are we doing to anything to recruit the students we are losing to Gillingham and cyber to come back to our district? If so, what are we doing?
12. What does it cost the school exactly for a student at Gillingham? What is the cost to the school exactly for Cyber Student? Do we have someone that sits down with these people to get them to come to Pottsville and go over all the positives as to why they should come to Pottsville?
13. Did we review outsourcing Transportation and what are the savings if we would outsource transportation?
14. Did we review outsourcing our food services and turn this into a profit center? Can this be a money maker for us?
15. Are we doing anything to utilize our assets like Martz Hall, our Pool, our football stadium, our baseball fields, our soccer fields to drive more Revenue to the school?
16. Are we really limiting the amount of teachers that will be allowed to retire if a certain number is not met? Why would we not want whatever we can get?
17. There is a rumor that Mr. Manning has resigned, if this is true what is the Districts plan to fill his shoes? Will the assistant business manager step into this role further cutting some costs and can the board review and monitor the financials monthly to assist?
18. I saw that cutting Janitors is part of the proposed plan, I would like to caution against this in face of Covid 19 but also due to the age our facilities they need to be maintained or we will be adding expense down the road; Is this is the best interest of the district in the environment that we are in?
19. Lastly, when I read the financials we show 41 million in Revenue and 37million (both approx.) in expenses, Am I reading this correctly that we did make some good steps last year to get back on track? Was it a positive year and do we know why? Was there a one-time event that helped us?

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Do we have a projected 5 year plan and does it show an increasing fund balance or a decreasing fund balance over that period?

I hope you find these questions as productive and helpful and I look forward to hearing about the new plan and PAHS getting back on track and being the great district it always has been!!

Thank you for your time. Kevin DiCello

Paula Jones

Good afternoon. I hope you are staying healthy. This does not need to be read publicly but I felt it had to be said.

I wasn't planning on making a statement, I felt that if the administration and board members were so blind to not see my value and the value of my colleagues that mere words would mean nothing. However, that changed when I received an email from a former student who reminded me the importance of fighting for what you believe in. I would feel like I am doing her and all of our students an injustice if I said nothing.

This young girl has had to fight more battles in her 17 years on this planet than most of us ever will and with little help. Her email sent at 2:30 am this morning read:

"Hey Mrs. Jones...I know it has been awhile and that you have been worried, but don't. I am doing great because I decided to follow your advice from 8th grade when I was a snotty ass. I fought for myself. I stood up for myself and I made sure I reminded myself of my worth. I matter and I repeat that to myself every day. Thank you for not only putting up with my attitude, but for letting me read in the back of your room and showing up at my house with my work because you knew I was having a hard time. Thank you for the tough love because when I join the Coast Guard and they yell at me, I know I can take it because you have taught me to FIGHT my doubts and to VALUE me. I love you Mrs. Jones and please keep doing what you are doing because you MATTER."

We all MATTER and we will keep fighting. Even if these ridiculous cuts are passed, we will keep fighting for our students and we will make it work, because how dare you lower what we do to being a business. We are nothing close to a business...businesses are simplistic number game based on profit and loss and we are not a bottom line, SO I will simply say that what we do MATTERS and we will keep FIGHTING for our students and finally for OURSELVES.

Thank you for your time, Paula Jones, DHH Lengel Middle School

David DiCello

Dear Dr. Zwiebel,

As a Pottsville Area school system alumni, I am writing to request you provide additional information and bases for the selection of areas you recently recommended for personnel, funding, and duration of service reductions in the Pottsville school district. I am concerned your recommendations will destroy the excellent academic and sports reputation and performance of the Pottsville school system. As a business professional with over 30 years of experience and much experience in reducing costs, I cannot imagine a congruent thought process on how you came up with your recommendations, other than you want to destroy the school system by crippling the educational and extracurricular activities families in the district have counted on and supported for many years. Additionally, the lack of transparency by you and others on the board is disturbing, may be in violation of state requirements, and will likely end in legal action against you and others in the administration and on the school board. Being open and honest is always the best way to proceed.

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There are certainly better ways to reduce costs including eliminating at least as many administrative positions as teacher positions (and teacher positions only if class size limits can be maintained) and reducing operating costs using input from a short duration Cost Reduction Task Force or Focus Group made of local business professionals, some Pottsville school administrators, and at least one teacher from the Pottsville Elementary, Junior High and High Schools respectively. I recommend you add two outside independent members from nearby school systems such as Blue Mountain and Hamburg. I have found that single person autocratic processes rarely end in the best solutions and the eyes and thoughts of others actually find the best solutions to complex issues.

Based on your less than stellar track record on school district finances and the recommendations that clearly are not well thought out or in the best interest of the school district, you should resign your position with the Pottsville school district or the school board should terminate your contract immediately.

Sincerely, David C. DiCello

Aiyana Brode

"In light of the events at the Pottsville Area School District, I have a proposal for the School board. Solar panels do not come cheap, so we need to find a way to use money wisely instead of throwing it all away. The first thing we should do is cut all funding for extracurricular activities at all three schools. Not many students participate in these activities, and they can find other ways to entertain themselves. Paying off the debt is much more important than having a music program anyway.

Cutting certain programs and classes at the school can also allow us to let some teachers go. By firing teachers we can use their salaries to pay for solar panels which will allow us to pay off our debt. So far the board is doing an amazing job at paying off the debt. That is, if amazing is taking away everything the students care about and like. It's okay though, we only have a few million dollars in debt, right? We pay that off and we're good to go. Some students used to like the school, but that can change because that's not what school is supposed to be about.

We need to take charge, get rid of the non-essential programs at this school, and that's what will help. We can get rid of sports, clubs, and anything not required by the state and laws. The purpose of school is not to amuse the students or make them happy, school is to make them learn. School is meant to be a jail of knowledge, not a fun time socializing event. This is the plan we will use, and it will work."

This is a satirical essay I wrote for my English class. It may seem stupid or stretched, but this is how the students feel when they read about all the cuts that are being made in the district. I was a member of publications, and I was looking forward to being in the class next year but now there won't be a class. I am also a student who is in the Spanish program. If senorita Reichert is not teaching Spanish I won't learn much of anything. She is the best Spanish teacher I have had throughout school, and the only one who actually educated me. If a Spanish teacher is cut it shouldn't be her. I and many other students are deeply saddened by the cuts made because of the financial issues, these cuts would punish the students, and it's not their fault. I personally will not be attending Pottsville area school district next year if these cuts are made because other schools will still have the programs that make me enjoy school and stay focused.

~Aiyana Brode

Naomi Brode

Dear School Board,

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My name is Naomi Brode and I am a current Junior Publications Business EIC (editor-in-chief) and hopeful senior tennis captain next year. I'm also a third year Spanish student. I'm very concerned about some of the cuts and decisions that the board is proposing. The board had already previously decided to cut the position of publications advisor but assured us we would still have the class. Now it would appear that the entire class is being cut so that we won't have the time needed to make our award winning book. I was still trying to handle the loss of my favorite class, and I found out that the board would also like to cut the thing second most important to me, tennis. Next year would have been my fourth year playing. Another change is Spanish. Señorita Reichert taught me Spanish more than Senor Hannum or Senor Selinko ever did. All of these cuts would only bring about a lack of school pride and would not help fix any financial problems.

Not only would students start to not like school, many would consider transferring schools. When you cut out programs or sports that the students care about, they care less about school. I've already heard so many concerns from parents about transferring schools. I myself have also considered this but it would really hurt to up and move to a different school for my last year of high school, my SENIOR year.

In the Publications class, I have learned so many useful skills that I can take out and use to get a job. Many of the students in this class are even the students that have high class ranks, students in the national honor society. They didn't get into the National Honor society or the top percent of their class for lack of caring. They strived to reach the top because they enjoyed coming to school, they enjoyed their clubs and their sports.

The publications class has the mental benefits of learning skills, but tennis has so many physical benefits. Some of the physical benefits that come from playing tennis include increasing aerobic capacities, lowering resting heart rate and blood pressure, improving metabolic function, increasing bone density, lowering body fat, improving muscle tone, strength, flexibility, and increasing reaction times. I'm far from a med student but even I can see the long lasting benefits of these things. So many people end up with high blood pressure and heart conditions as they get older. If that can be prevented by learning a sport, isn't it worth it? I believe that \$6,000 is easily worth ensuring the health of students in their future.

One of the hardest changes to swallow might be the loss of Señorita Reichert. Don't get me wrong, she is a hard teacher. She pushes us but it's because she wants us to succeed. More than almost any other teacher, she has pushed me. I was shocked at the transition from Spanish two to three, the workload was harder and took more time. I was almost failing the class. I'm not proud to admit that, but it's the truth. I was pretty ashamed of it and I never asked for help after school. She was always available for anyone for after school work. Just because I never took advantage of that does not mean countless others did not. She always gave us opportunities to do small things to boost our grades. She makes us participate in class even if we are reluctant. I can't imagine taking Spanish four next year without her teaching me.

I know that you are not choosing these cuts and changes easily, but it is with a heavy heart that I ask you not to change these things. They might be small things to everyone else, but to me they are important. I will need all three of these things to further my education in college. I plan to join college as a Marine in training. I planned to double major in Criminal Justice and business while minoring in Spanish and possibly sign language. I also wanted to play tennis in college. These were to lead up to becoming a fish and game warden or police officer after serving time as a Marine. All of these small things were all leading up to my future. Now it feels as though these minor things will crush my future.

Please don't cut the things that make school for us, school. Whether or not this is dramatic, the years we spend at school we invest in programs that we enjoy. These programs become our lives. By removing them, it feels as though you are turning school against us. These things matter to so many people. I understand finances from my time in Pub and I know these aren't easy decisions to make but regardless, they won't make anything better for anyone.

Andrew Smink

My name is Andrew Smink. I teach at the high school and I'm a resident of Pottsville. I ask that Mr. Manning, Dr. Zwiebel, and the Board members list and detail the other financial savings they explored before arriving at these proposed cuts that affect our students.

Melissa Brennan

Mr. Manning,

I am writing first and foremost as a parent of two daughters that attend the DHH Lengel Middle School, a taxpayer, an alumni and a public educator for almost 25 years. Although, I have great concern for all of the proposed changes to the school district, my greatest concerns are for the following:

□ **Education- Furloughing of staff and elimination of programs**

By the reduction in staff and increasing class size you are creating an environment in classrooms that make it more difficult for students to learn and be successful. Research has proven and supports the common sense notion that teachers are able to meet the needs of students in a smaller classroom setting.

The DHH Lengel Middle School is classified as an A-TSI school by the Pennsylvania Department of Education because of poor performance of students with disabilities and economically disadvantage students. Furloughing teachers and reducing staff will only perpetuate this situation. Our district will never get ahead and recover academically. The effects of your proposed cuts will be felt by all students for many years in this district.

□ **Safety First**

I invite any school board member to spend the day in any classroom and see the challenges teachers are faced with when educating all students. The fact that you are reconfiguring staff and eliminating Dean positions at the middle and high school, you clearly are ignorant to what is going on in the classrooms of your school district.

There are behavior issues that prevent those students that want to learn the ability to learn. If anything, additional behavioral support staff should be hired. Students could then come to school, feel safe and not worry about volatile and insubordinate students and maybe actually learn!

□ **Elimination of Junior High Sports/High School Sports**

Research shows a child's involvement in sports develops the following: higher self-esteem, stronger connections to their school, better peer relationships, learning the value of teamwork, independence, fewer behavioral problems, lower dropout rate and health benefits. The lessons learned in the participation of sports help to develop successful adults. By cutting these programs you are denying your students the ability to acquire skills that will assist them throughout their entire lives.

□ **Half Day Kindergarten - Read the Research!!**

All children in full-day kindergarten classes demonstrate greater reading and mathematics gains than those in half-day classes. Full-day kindergarten also supports children at risk of school failure. Viewing half-day kindergarten as a vehicle for saving money is shortsighted. Currently the John S. Clarke Elementary Center has a 65% low income based on free and reduce lunch data and 20.3% minority population. Full-day kindergarten can produce long-term educational gains, especially for low-income and minority students. Which is the same population that has qualified the middle school as an A-TSI school and with the proposed cuts you are going to provide them with less education and full time aides! Know your demographics!

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A school district once rich in pride and tradition, has diminished and we are a local embarrassment. I am disheartened and deeply concerned for the educational, social and emotional future of my children. You need to do better for my children and all students in the Pottsville Area School District, they deserve a quality and respectable education!

Going forward, I ask that you reconsider and reevaluate the proposed changes to our school district. The education and social and emotional well-being of our students should be your priority. Do not compromise the educational experience of the students of the Pottsville Area School District.

“Education is the most powerful weapon which you can use to change the world.”

-Nelson Mandela

Respectfully, Melissa Brennan

Brigid McFadden

Good Morning Dr. Zwiebel:

I sent a prior e-mail regarding the elimination of High School Tennis and Golf. Here are some other concerns I would like the Board to consider

1. The elimination of Junior High sports will leave our students with nothing but more screen/phone time, no physical activity and no safe haven for those vital hours between 3:00 and the end of their parents work day. These students are too old for aftercare programs at daycare facilities so we are leaving them to their own devices. The students should not be denied Activities that other schools provide.
2. Has there been any consideration to freezing the salaries of administrators? It is my understanding that the Teachers have not received a raise in a couple years. Have you or other administrators received raises?
3. What is the savings to the District by going with half day Kindergarten? Will there not be an increase in costs for busing Kindergarten students? Why is the Board ignoring the multiple studies that prove the many benefits of full day Kindergarten? You thought it was viable in 2003 when you made the decision to have full day Kindergarten. What changed?

Thank you for your time. Brigid McFadden, Pottsville

Heather Martin

Hi Brian,

This is a question for the school board meeting tonight (or if you can answer me directly). Dr. Zwiebel stated at the end of the finance meeting that he will not be taking a raise for the fourth year in a row. Can you confirm, what exactly is his salary at this current time, and how much money is the district saving because he is not taking a pay increase. Also, did Dr. Zwiebel say that all administration is not taking a pay raise this year? I thought I heard him say that, but I'm not confident that I heard him correctly.

Also, and this is a suggestion that would probably be considered very drastic, but it may be helpful. My brother is a health and safety manager for MSC Corporation and everyone in an administrative position has agreed to take one full week of leave without pay. Their company is not in financial distress at this time, but they are doing this to save (and “bank” that saved money) just in case they begin to experience financial hardship. From what I understand, each person in an administrative position is choosing which week (over the next 10 weeks) they would like to take their leave without pay, but they will not lose any health care benefits during that time. However, during that week, the company will not make, or match, any contributions to their retirement funds. Do you think this is something we could ask of our administrators? Would it even make a difference?

Thank you for your time and consideration!

Sincerely, Heather Martin

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Alexis Fermaintt

To Whom It May Concern,

I would like to first begin by saying, that as a parent of two Pottsville School District children, I have nothing but positive educational experiences for both of my children. They have advanced through their respective grade levels with adequate support and care of their teachers from their enrollment in Kindergarten. It comes as a huge shock and utter let down, to learn that they been supported through tough education times as well as various emotional milestones by many of the school teachers, and 15 of those teachers may not be returning. It is my understanding that the reason for this is low enrollment and lack of need for these positions. I would be lying to say, that I feel this is an acceptable answer to improve the education within the district. How does that justify the teacher student ratio in the classroom? Has the amount of IEP students that already require individual attention in the classroom taken into account at all? As it is clear from the size of the classrooms currently, that there is a need for the current teachers, if not more teachers. What are the reasons that these budgets are necessary to sustain a decent education for our students? Will any of these positions be replaced, if so when is the plan to do this? How much of the learning of our student was considered in this decision, as it appears it will drastically disrupt their learning? There are many teachers retiring as of this school year, wouldn't that assist with reducing the budget for next school year? What is the status of seats open for next school year on the Board? The budget plans have never been clarified to taxpayers and that is extremely concerning. We have watched and put lots of faith in the decisions you have all made for our students over the course of years. Money continues to be loss and cuts were offset three years ago with outside sources to maintain the music program. We have loss girl's gym at the middle school and now are losing gym all together. A tenured math teacher is retired or on the process of retiring and another Math teacher is being furloughed. These kids are constantly being drilled on preparing for the PSSA's, how are these concerns going to be addressed with respect to maintaining their readiness for these current state assessments? It is also my understanding that elementary music was being covered by a substitute but there is no current posting to replace the position. Has that position been eliminated for the 2020-2021 school year as well? When consideration was taken for half-day kindergarten, was the curriculum presented discussed? There is so much pertinent instruction in the kindergarten curriculum to prepare them for first grade standards. What is the contingency plan for all of these positions furloughed and possibly not return? Doesn't the administration and school board salaries have to account for the education conditions and standards of our children also? As a parent, I am disturbed by the decisions being made. It does not appear that our kids are being thought of. These teachers have been in the trenches trying and doing their absolute best to educate with no support of their community and the people they work for. It's my understanding that the purpose of a school board is to provide the best people to oversee our kids' needs and maintain them in their best interest. When is that best interest going to start being taken into account? When there are no teachers willing to take to maltreatment? Please consider my concern utmost and foremost as a parent deeply concerned about the decrease in educational standards in the school currently and for the future. We have entrusted these best interests in many of you, and currently it doesn't seem to be showing where our money has been used and how it improved learning for our children.

Thank You, Alexis Fermaintt

Stephen Moyer

Please read this at the meeting with my four other questions.

Yes, so when are they going to care about the Senior citizens and make hard decisions in other areas.

Why do they always take the easy way out and take it out on the taxpayer? The money they came up

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with for a full day kindergarten and a few slots that they will not make layoffs on. Why didn't they make the hard decision and give the taxpayer a break? \$16M surplus in 7 years and you think next year will be any different. Seniors are taken for granted by way too many people. Very sad, Stephen Moyer.

If the board got enough money for full day kindergarten, and have some teachers that are retiring and they are not filling those slots. WHEN IS THIS BOARD GOING TO CARE ABOUT THE TAX INCREASES?

Michael Sninsky

I am a citizen and taxpayer of the District.

Since St. Clair Has offered money for sports in the budget, I request that funding for such DIRECTLY related education programs such as the teacher for PUB be included in the budget. The presentations from students at the last School Board Meeting clearly show the value of such programs as PUB. Seniors, who are moving on with their lives, know the value of the life skills they have learned, as well as the importance of what they have documented for PASD history.

When the presentation from St. Clair shows the cost of certain athletic programs, it becomes clearly necessary that the cost of each athletic program as well as other programs be published for transparency, and be included in budget considerations.

The PA State Audit, September 2019, clearly states that the SCHOOL BOARD has the RESPONSIBILITY for the financial status of the PASD. It also shows the necessary steps to be taken to avoid the "Financial Watch Status." The taxpayers need to receive reports concerning the status of the implementation of these actions.

I recognize that we will soon have our THIRD Business Manager in some short years. This is unsettling, but this makes it more important that this School Board provide Dr. Zwiebel the direction and strong support necessary to improve the PASD.

Mr. Quandel thanked everyone for their comments.

President Quandel introduced an excellent PowerPoint Presentation titled "Pottsville Area School District Changes in Schools for 20-21 Financial Overview". Mr. Quandel said that ongoing segments that show where the district is at and where the district is going will be presented at future Board meetings.
****PowerPoint Presentation is attached at the end of the June 16, 2020 meeting minutes.**

Mr. Quandel presented the following from the PowerPoint:

- List of Administrators and Board Members and Officers
- Administration obligation to offer a solid, fair and challenging education to our students that is fiscally responsible to our taxpayers and community. No discrimination on people and programs when making these decisions.
- **Dr. Gerace, John S. Clarke Elementary Center Principal, reviewed the key points for 2020-2021 school year:**
 - ❖ Administrative Team: Principal and Assistant Principal.
 - ❖ Reinstatement of full-day kindergarten.
 - ❖ Homeroom teachers will have time for children to select a book from the library.
 - ❖ An aide will inventory the books on a weekly basis.
 - ❖ Full-time music teacher.
- **Mr. Maley, DHH Lengel Middle School Principal, reviewed the key points for the 2020-2021 school year:**
 - ❖ Administrative Team: Principal, Assistant Principal and Director of Special Ed.

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- ❖ Six self-contained 5th grade classrooms.
- ❖ Library Media Center will be available for book selection each day.
- ❖ 5th grade will have scheduled time throughout each week to select books.
- ❖ Grades 6-8 will utilize the reference materials at the library.
- ❖ Students will continue to check out books throughout the week.
- ❖ Social Studies schedules will be consistent with other members of the department.
- ❖ Homeroom will still be utilized to allow band and choir practice.
- ❖ No change to Title I intervention blocks.
- Mrs. Hummel, Pottsville Area High School Principal, reviewed the key points for the 2020-2021 school year:
 - ❖ Administrative Team: Principal and Supervisor of Special Ed.
 - ❖ Move from 9 period day to an 8 period day.
 - ❖ The first 8 periods will be 41 minutes in length.
 - ❖ Students will participate in the last period of the day called WIN (What I Need), an activity period which will lessen the impact of students leaving early for sporting contests.
 - ❖ The library will still be available for teachers to utilize with their students.
- The administrative team began meetings last week after the PA Dept. of ED. (PDE) sent guidance on how to reopen PA schools for the next school year.
- 10 Year Enrollment History - 15% decline in student enrollment over that time period
- 2018 Cost Drivers - 74% are Salaries and Benefits
- PASD Charter School Costs - Since 2008, \$14 million dollars have been spent on Gillingham Charter School and cyber charter schools. 12 year no tax hike.
- Charter & Cyber Charter Spending - PASD has the highest charter school costs in Schuylkill County and only district in the county with brick and mortar charter school.
- PSERS (Pension Impact on PASD since 2010) - In 2008, the PSERS rate was 4.76%. The rate rose each year to what is the current rate of 34.29%. 12 year no tax hike.
- Expenditures vs. Revenues (2010-2018) - see chart on attached PowerPoint.
- Fund Balance Cash Burn 2011-2020 and Fund Balance Restoration Goals 2021-2023 - Expenses will be required to preserve the masonry of the PAHS and the stadium in the next 5 years. Expenses will be required for HVAC in John S. Clarke Elementary Center, DHH Lengel Middle School and the High School.
- What is a Fiduciary and Understanding Fiduciary Duties.
- Fiduciary industry guidelines recommend that fund balances be between five percent and ten percent of annual expenditures.
- Conclusion - The District's General Fund balance substantially deteriorated over the five years (2013 through 2018) and the financial stability of the District deteriorated. The District will need to make significant operational changes to reverse the financial downturn that occurred during our review. Without these operational changes, the District is in danger of being placed on financial watch status by PDE.

Mr. Quandel summarized the following:

- Administration staffing adjustments are based on principles of providing solid and challenging education, being fiscally responsible and no discrimination of people or programs.
- Enrollment decline of 15%+ from 2010-2019.
- 74% of budget is payroll.

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- Increase in charter costs. PASD spent \$14 million on the Gillingham Charter School from 2011-2019.
- PSERS state mandated pension liability.
- PSERS cost in 2018 alone was \$5,363,388.00.
- PASD did not raise taxes or cut expenses from 2005-20217 despite these massive added costs in District operations.
- Lack of Board Oversight.
- At future Board meetings, more information on these topics will be reviewed in depth.

Mr. Manning noted that he was hired after 2017 and there was an existing deficit of \$1.2 million.

On motion of Mr. Moran, seconded by Ms. Wytovich, the Board dispensed with the reading of the minutes of the May 12, 2020 Board Meeting. Since all members received copies, and there being no additions or corrections, the minutes were approved. Motion carried.

On motion of Dr. DiCello, seconded by Mr. Urban, the Board accepted the reports of the Treasurer for the month of May 2020 - Mid Penn Bank - \$(335,813.67) deficit. Mr. Manning held checks in the amount of \$914,583.51. Net Cash is \$578,769.84. This was due to cash flow and timing. Motion carried by roll call vote: Dr. Cardamone, Dr. DiCello, Mrs. Dewitt, Mr. Moran, Mr. Shields, Mr. Urban, Ms. Wytovich, Dr. Blankenhorn and Mr. Quandel, Aye.

On the recommendation of Mr. Manning, and on motion of Dr. Cardamone, seconded by Dr. DiCello, the Board approved the Cafeteria Financial Report for May 2020: Revenue Received - \$156,075.31; Expenditures - \$176,661.25; Net Loss - \$(20,585.94). Ending balance for May 31, 2020 - \$143,074.66. Motion carried.

A list of bills, as appended, was submitted for payment. (Copy to each Director.)

On motion of Mr. Urban, seconded by Dr. DiCello, vouchers were ordered drawn in payment of the bills listed or where vouchers had been drawn, such action was approved and the list of bills was ordered appended to the minutes. Motion carried.

On the recommendation of the Superintendent, and on motion of Mr. Shields, seconded by Dr. DiCello, the Board approved the Superintendent's preapproval of the credits indicated for the following professional employees be ratified in accordance with the negotiated agreement between the PASD and the PASDEA:

Michael Anthony	-	3 credits
Lucas Bricker	-	6 credits
Jacquelyn Butz	-	3 credits
Lisa Falkowski	-	3 credits
Deborah Lecker	-	3 credits
Jennifer Lipton	-	3 credits
Jeremiah Lynn	-	6 credits

Motion carried.

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On the recommendation of the Superintendent, and on motion of Ms. Wytovich, seconded by Mr. Urban, the Board approved the following professional employees be reimbursed as indicated for the successful completion of preapproved credit courses in accordance with the negotiated agreement between the PASD and the PASDEA:

Michael Anthony	-	\$ 3,096.00
Cody Blankenhorn	-	\$ 1,548.00
Kaycee Hess	-	\$ 900.00
Jennifer Kepner	-	\$ 1,548.00
Maggie Kergick	-	\$ 600.00
Jeremiah Lynn	-	\$ 1,548.00
Peter McDonald	-	\$ 300.00
Crystal Pugh	-	\$ 300.00
Loren Reichert	-	\$ 3,327.00
Ashley Shappell	-	\$ 1,548.00
Suzanne Sterner	-	\$ 300.00

Motion carried by roll call vote: Dr. Cardamone, Dr. DiCello, Mrs. Dewitt, Mr. Moran, Mr. Shields, Mr. Urban, Ms. Wytovich, and Mr. Quandel, Aye. Dr. Blankenhorn, Abstain.

On the recommendation of the Superintendent, and on motion of Dr. Cardamone, seconded by Mr. Moran, the Board accepted the resignations for retirement purposes the following professional employees in accordance with their submitted letters effective at the conclusion of the last day of school 2019-2020: Michelle Boran, Carmen DiCello and Sharon Modesto. Motion carried.

Dr. Zwiebel wished the retirees well and thanked them for their dedicated service to the district. Mr. Moran also thanked them for their dedicated years of service.

On the recommendation of the Superintendent, and on motion of Mr. Urban, seconded by Ms. Wytovich, the Board accepted the resignation of Stacey McClusky, John S. Clarke Elementary Reading Specialist in accordance with her letter submitted June 11, 2020. Motion carried.

On the recommendation of the Superintendent, and on motion of Dr. Cardamone, seconded by Mr. Urban, the Board granted Jennifer Kepner, school nurse, a sabbatical leave of absence for educational purposes during the 2020-2021 school year in accordance with the school district guidelines, the School Code, and the negotiated agreement between the PASD and the PASDEA. Motion carried.

On the recommendation of the Superintendent, and on motion of Mr. Shields, seconded by Mr. Urban, the Board granted Lloren Reichert, high school Spanish teacher, a sabbatical leave of absence for educational purposes during the 2020-2021 school year in accordance with the school district guidelines, the School Code, and the negotiated agreement between the PASD and the PASDEA. Motion carried.

On the recommendation of the Superintendent, and on motion of Mr. Moran, seconded by Dr. DiCello, the Board approved the Memorandum of Understanding between the Pottsville Area School District and the Pottsville Area School District Education Association. The position of the Athletic Director shall be removed from the Act 93 Administrators Unit and made part of the Collective Bargaining Agreement between the Pottsville Area School District and the Pottsville Area School District Education Association. Motion carried.

On the recommendation of the Superintendent, and on motion of Mr. Urban, seconded by Dr. Blankenhorn, the Board elected the following lead teachers at the stipend indicated for the 2020-2021 school year in accordance with the current negotiated agreement in effect between the PASD and the PASDEA. (See Office File). Motion carried.

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On the recommendation of the Superintendent, and on motion of Mr. Shields, seconded by Dr. DiCello, the Board approved the contract of Daniel Slotterback to serve as an Athletic Trainer from July 1, 2020 through June 30, 2021. Motion carried.

On the recommendation of the Superintendent, and on motion of Mr. Urban, seconded by Dr. DiCello, the Board approved the contract of Donna Romano to serve as an Assistant Nurse at the John S. Clarke Elementary Center from August 31, 2020 through the last day of school for the 2020-2021 school year. Motion carried.

On the recommendation of the Superintendent, and on motion of Mr. Moran, seconded by Ms. Wytovich, the Board approved the contracts for the following to serve as Licensed Social Workers from August 31, 2020 through the last day of school for the 2020-2021 school year: Jessica Coyle, Migdalia Gunoskey and Lara Swartz. Motion carried.

On the recommendation of the Superintendent, and on motion of Mr. Urban, seconded by Dr. DiCello, the Board approved the contract of Jessica Jansson to serve as an Occupational Therapist from August 31, 2020 through the last day of school for the 2020-2021 school year. Motion carried.

On the recommendation of the Superintendent, and on motion of Mr. Urban, seconded by Dr. DiCello, the Board approved the contracts for the following to serve as School Psychologists for the 2020-2021 school year:

Jocelyn Oakill – July 1, 2020 – June 30, 2021

Christine Schuebel – August 1, 2020 – June 30, 2021

Motion carried.

On the recommendation of the Superintendent, and on motion of Dr. DiCello, seconded by Mr. Moran, the Board approved the salary adjustment and become effective for the 2020 – 2021 school year: Peter McDonald – Master’s Degree. Motion carried.

On the recommendation of the Athletics and Extracurricular Activities, and on motion of Mr. Shields, seconded by Mr. Moran, the Board tabled the Extracurricular Activity Fee in the amount of \$50 per student for grades 9-12 and \$25 per student for grades 7-8. This fee will be an annual fee which covers all extracurricular activities a student participates in during the school year. I.e. if a student plays more than one sport or participates in band and plays a sport, the fee is only charged once. For families with multiple children, the fee will be capped at three students. Motion carried.

On the recommendation of the Athletics and Extracurricular Activities, and on motion of Mr. Shields, seconded by Dr. DiCello, the Board approved the proposal from Miller Sports Construction with the Base Bid, Alternate 1 & Alternate 2 totaling \$36,200.00 for the repair to the Martz Hall Gym floor. The total money for this project is coming out of the insurance reimbursement received on the damage to the floor. Motion carried.

Mr. Shields noted that the Martz Hall project is being paid for by insurance.

On the recommendation of the Athletics and Extracurricular Activities, and on motion of Mr. Shields, seconded by Dr. DiCello, the Board authorized the administration to accept and sign a proposal for the replacement of the Martz Hall backboards and rims in accordance with the Costars proposal from Miller

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Sports Construction. The total amount of the replacement will be paid with insurance reimbursement received on the damage to the floor. Motion carried.

Dr. Zwiebel thanked Mr. Joe Bosack for donating his time and expertise on this project.

On the recommendation of the Athletics and Extracurricular Activities, and on motion of Mr. Shields, seconded by Dr. DiCello, the Board approved the Pottsville Area School District Athletic Department Resocialization of Sports Recommendations as presented effective July 1, 2020 (or sooner if PIAA allows). Motion carried.

On the recommendation of the Athletics and Extracurricular Activities, and on motion of Mr. Shields, seconded by Dr. DiCello, the Board approved the Pottsville Area School District Athletic Department Participation Waiver for Communicable Diseases including COVID-19 as presented. Motion carried.

On the recommendation of the Athletics and Extracurricular Activities, and on motion of Mr. Shields, seconded by Dr. DiCello, the Board approved the Agreement between the Pottsville Area School District and Saint Clair Area School District for the provision of shared Athletics. Motion carried.

On the recommendation of the Athletics and Extracurricular Activities, and on motion of Mr. Shields, seconded by Dr. DiCello, the Board approved the Agreement between the Pottsville Area School District and Saint Clair Area School District for the provision of shared Athletics. Motion carried.

On the recommendation of the Finance Committee, and on motion of Dr. Blankenhorn, seconded by Dr. DiCello, the Board approved the agreement between the SPITZ, Inc. and the Pottsville Area School District for preventative maintenance for the planetarium, effective July 1, 2020 – June 30, 2021. The district received a 25% discount for the yearly preventative maintenance. The yearly cost is \$4,878.00 instead of the \$6,504.00 price. Savings to district is \$1,626.00. Motion carried.

On the recommendation of the Finance Committee, and on motion of Dr. Blankenhorn, seconded by Dr. DiCello, the Board approved the revised letter of agreement between the Pottsville Area School District and the Schuylkill Intermediate Unit for the Title IIA Nonpublic Programs and Services. The term of this agreement – September 1, 2019 until the 2019-2020 funds are expended. Motion carried.

On the recommendation of the Finance Committee, and on motion of Dr. Blankenhorn, seconded by Dr. DiCello, the Board approved the revised letter of agreement between the Pottsville Area School District and the Schuylkill Intermediate Unit for the 2019-2020 Revised Title I. The term of this Agreement – August 26 2019 through June 5, 2020.
Motion carried.

On the recommendation of the Finance Committee, and on motion of Dr. Blankenhorn, seconded by Dr. DiCello, the Board approved the Intent to Participate Agreement between the Pottsville Area School District and the Schuylkill Intermediate Unit for the 2020-2021 school year for Title III services. Motion carried.

On the recommendation of the Finance Committee, and on motion of Dr. Blankenhorn, seconded by Dr. DiCello, the Board enrolled in the "Cost Savings Program" with Behavioral Health Associates. This

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enrollment of 20% down payment of \$124,867.20 would be due August 30, 2020 and credited back to the district in five equal installments on the tuition bills from October 2020 through February 2021. Motion carried.

On the recommendation of the Finance Committee, and on motion of Dr. Blankenhorn, seconded by Dr. DiCello, the Board reappointed the Schuylkill County Recorder of Deeds to administer and collect the Realty Transfer Tax within the Pottsville Area School District for the fiscal year beginning July 1, 2020 and ending June 30, 2021. Motion carried.

On the recommendation of the Finance Committee, and on motion of Dr. Blankenhorn, seconded by Dr. DiCello, the Board appointed Jones and Company, Certified Public Accountants, to conduct the annual audit of the Pottsville Area School District accounts, including Federal Funds, for the school year ending June 30, 2020 at an amount of \$25,500. Motion carried.

On the recommendation of the Finance Committee, and on motion of Dr. Blankenhorn, seconded by Dr. DiCello, the Board approved the Single Audit Report for the Year ended June 30, 2019. Motion carried.

On the recommendation of the Finance Committee, and on motion of Dr. Blankenhorn, seconded by Dr. DiCello, the Board approved the School District Insurance Package with Seltzer Insurance for the 2020-2021 school year as follows:

Package Policy	\$ 98,751.00
(Property/Liability/Auto)	
Educators Legal Liability	\$ 15,129.00
Commercial Umbrella	\$ 16,106.00
Cyber Liability	\$ 8,814.00

Motion carried.

On the recommendation of the Finance Committee, and on motion of Dr. Blankenhorn, seconded by Dr. DiCello, the Board approved the School District Workers Compensation Insurance with McGriff Insurance for the 2020-2021 school year. Yearly cost is \$109,541.00. Motion carried.

On the recommendation of the Finance Committee, and on motion of Dr. Blankenhorn, seconded by Dr. DiCello, the Board extended the Line of Credit with Gratz Bank through June 30, 2021. Interest rate of 4% (19-20 rate was 5%). Motion carried.

On the recommendation of the Finance Committee, and on motion of Dr. Blankenhorn, seconded by Dr. DiCello, the Board designated the following institutions as depositories for the Pottsville Area School District for the 2020-2021 school year and to continue under presently existing depository agreements:

- Mid Penn Bank, Minersville, PA General Fund, Payroll Account, Federal Funds, HS Athletic Fund, Activities Fund, Auxiliary Account, Booster Club Account, Cafeteria Account
- Gratz Bank, Pottsville, PA Award Funds, Technology Account
- BB&T Bank, Pottsville, PA Ebay Account
- PSDLAF, Lancaster, PA Capital Reserve Account

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Motion carried by roll call vote: Dr. Cardamone, Dr. DiCello, Mrs. Dewitt, Mr. Moran, Mr. Urban, Ms. Wytovich, and Dr. Blankenhorn, Aye. Mr. Quandel, Mr. Shields, Abstain.

Dr. Blankenhorn read the following:

The Committee on Finance reported that the tentative budget notice and the adoption of the budget this evening was published in the Republican Herald on May 15, 2020 stating that the budget for the fiscal year commencing the first day of July 2020 would be adopted as of June 16, 2020. The budget herewith presented has been carefully considered by the Board of Directors and is now submitted by the Committee on Finance for action at this meeting.

The Committee on Finance recommended that the Board of Directors adopt the following budget resolution authorizing the expenditures of the amounts indicated in the various classifications for the general fund budget totaling \$40,141,570 and appended to and made a part of the minutes of this meeting:

RESOLUTION

RESOLVED THAT, the Board of Directors of Pottsville Area School District, Schuylkill County, hereby authorize expenditures of \$40,141,570 set forth in the school budget, as appended, during the school year 2020-2021 and levies a tax of 43.5319 mills (\$43.5319 per thousand dollars) of the County assessed valuation on real estate; a per capita tax of five dollars (\$5.00) per person under Section 679 of the Public School Code of 1949, as amended; a per capita tax of five dollars (\$5.00) per person under Act 511, Local Tax Enabling Law of 1965, as amended; an earned income tax of one-half percent (1/2%), also under Act 511, Local Tax Enabling Law of 1965, as amended; an occupation tax of 339.4493 mills based on the occupational assessment as set by the County Assessor or a total of \$123.84 also under Act 511, Local Tax Enabling Law of 1965, as amended; a business privilege tax of four and one-half (4 1/2) mills on each dollar of the whole or gross volume of business transacted within the territorial limits of the school district except for wholesale dealers or vendors, who will be taxed at the rate of one (1) mill, and retail dealers or vendors, who will be taxed at the rate of one and one-half (1 1/2) mills, also under Act 511, Local Tax Enabling Law of 1965, as amended; a local services tax at the rate of \$5.00, also under Act 511, Local Tax Enabling Law of 1965, as amended; and a realty transfer tax of one percent (1%), also under Act 511, Local Tax Enabling Law of 1965, as amended, and pursuant to Act 77 of 1986; to provide the necessary revenue for the expenditures hereby authorized.

The above taxes will be levied and collected in each of the following political subdivisions included in the Pottsville Area School District as follows: City of Pottsville, Borough of Port Carbon, Borough of Mechanicsville, Borough of Mount Carbon, Borough of Palo Alto, and Township of Norwegian.

On the recommendation of the Finance Committee, and on motion of Dr. Blankenhorn, seconded by Mr. Urban, the Board adopted the resolution.

Motion carried by roll call vote: Dr. Cardamone, Dr. DiCello, Mr. Shields, Mr. Urban, Ms. Wytovich, Dr. Blankenhorn and Mr. Quandel, Aye. Mrs. Dewitt, Mr. Moran, Nay.

The Committee on Finance recommended that the Board authorize and direct the following to collect the amount due on the 2019 taxes, real estate and personal, in the respective political subdivisions indicated:

Pottsville City	-	Ellen Micka
Port Carbon Borough	-	Kaitlyn Herndon
Mechanicsville Borough	-	Debra Witmer
Mount Carbon Borough	-	Linda Marchalk/ Sch. County Treasurer
Palo Alto Borough	-	Anna Cook
Norwegian Township	-	Krista Schaeffer

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On the recommendation of the Finance Committee, and on motion of Dr. Blankenhorn, seconded by Mr. Shields, the Board authorized and directed the collection of taxes.

Motion carried by roll call vote: Dr. Cardamone, Mrs. Dewitt, Dr. DiCello, Mr. Moran, Mr. Shields, Mr. Urban, Ms. Wytovich, Dr. Blankenhorn and Mr. Quandel, Aye.

The Committee on Finance recommended that the Board confirm the rates of compensation to tax collectors in the respective political subdivisions for the 2020 duplicates:

Pottsville City - School District's 1/3 share of tax office salaries, with the City of Pottsville and County of Schuylkill to pay the other two-thirds
Port Carbon Borough - \$3.00 per bill collected and paid to the District
Mechanicsville Borough - \$3.00 per bill collected and paid to the District
Mount Carbon Borough - \$3.00 per bill collected and paid to the District
Palo Alto Borough - \$3.00 per bill collected and paid to the District
Norwegian Township - \$3.00 per bill collected and paid to the District

On the recommendation of the Finance Committee, and on motion of Dr. Blankenhorn, seconded by Mr. Urban, the Board confirmed rates of compensation. Motion carried by roll call vote: Dr. Cardamone, Mrs. Dewitt, Dr. DiCello, Mr. Moran, Mr. Shields, Mr. Urban, Ms. Wytovich, Dr. Blankenhorn and Mr. Quandel, Aye.

The Committee on Finance reported as a matter of record that the resolution imposing a Per Capita Tax of five dollars (\$5.00) per person under Section 679 of the Public School Code of 1949, as amended; a Per Capita Tax of five dollars (\$5.00) on each resident of Pottsville Area School District under the provisions of Act 511, Local Tax Enabling Law of 1965, as amended, provided for the levy of this tax during the 1980-1981 school year and subsequent years. No additional resolution is required to continue these taxes which are currently in force.

The Committee on Finance reported as a matter of record that the resolution imposing an Earned Income Tax of one-half of one percent (1/2%) under Act 511, Local Tax Enabling Law of 1965, as amended, provided for the levy of this tax during the period beginning July 1, 1966 and ending December 31, 1966 and thereafter, during each successive calendar year. No additional resolution is required to continue this tax which is currently in force.

The Committee on Finance reported as a matter of record that the Realty Transfer Tax of one percent (1%) on the transfer of titles on real estate in the Pottsville Area School District under the provisions of Act 511, Local Tax Enabling Law of 1965, as amended, and pursuant to Act 77 of 1986, which is currently in effect, will continue during the 2020-2021 school year. No additional resolution is required to continue this tax.

The Committee on Finance reported as a matter of record that the Local Services Tax of \$5.00, under the provisions of Act 511, Local Tax Enabling Law of 1965, as amended, which is currently in effect, will continue during the 2020-2021 school year.

The Committee on Finance reported as a matter of record that the Business Privilege Tax of four and one-half (4 1/2) mills on each dollar of the whole or gross volume of business transacted within the territorial limits of the School District except for wholesale dealers or vendors, who will be taxed at the rate of one (1) mill, and retail dealers or vendors, who will be taxed at one and one-half (1 1/2) mills, under the provisions of Act 511, Local Tax Enabling Law of 1965, as amended, which is currently in effect, will continue during the 2020-2021 school year. No additional resolution is required to continue this tax.

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The Committee on Finance reported as a matter of record that the Occupation Tax of 339.4493 mills based on the occupational assessment as set by the County Assessor or a total of \$123.84 under Act 511, Local Tax Enabling Law of 1965, as amended, will continue during the 2020-2021 school year.

The Committee on Finance reported that proper notification of the continuance of Per Capita Tax (Section 679), Per Capita Tax (Section 511), Earned Income Tax, Realty Transfer Tax, Local Services Tax, Business Privilege Tax, and Occupation Tax for the fiscal year 2020-2021, will be forwarded to the Department of Community and Economic Development, Center for Local Government Services, by certified mail, as required.

POTTSVILLE AREA SCHOOL DISTRICT
TAX STRUCTURE - 2020-2021

Real Estate	43.5319 mills		
Per Capita - Section 679	\$ 5.00		
Per Capita - Act 511	\$ 5.00		
Earned Income Tax	1/2%		
Realty Transfer Tax	1% Shared with City - .5%		
Local Services Tax	\$ 5.00		
Business Privilege Tax	1 mill	Wholesale	
	1 1/2 mills	Retail	
	4 1/2 mills		Other/Service
Occupation Tax - Act 511	\$123.84		

RESOLUTION

RESOLVED, by the Board of School Directors of the Pottsville Area School District, that homestead and farmstead exclusion real estate tax assessment reductions were authorized for the school year beginning July 1, 2020, under the provisions of the Homestead Property Exclusion Program Act (part of Act 50 of 1998) and the Taxpayer Relief Act (Act 1 of 2006), as follows:

1. **Aggregate amount available for homestead and farmstead real estate tax reduction.**
The following amounts are available for homestead and farmstead real estate tax reduction for the school year beginning July 1, 2020:
 - a. **Gambling tax funds.** The Pennsylvania Department of Education (PDE) has notified the School District that PDE will pay to the School District during the school year pursuant to Act 1, 53 P.S. § 6926.505(b), as a property tax reduction allocation funded by gambling tax funds, the amount of \$705,692.
2. **Homestead/farmstead numbers.** Pursuant to Act 50, 54 Pa. C.S. § 8584(i), and Act 1, 53 P.S. § 6926.341(g)(3), the County has provided the School District with a certified report listing approved homesteads and approved farmsteads as follows:
 - a. **Homestead property number.** The number of approved homesteads within the School District is 4,578.
 - b. **Farmstead property number.** The number of approved farmsteads within the School District is 0.
 - c. **Homestead/farmstead combined number.** Adding these numbers, the aggregate number of approved homesteads and approved farmsteads is 4,578.

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3. **Real estate tax reduction calculation.** The school board has decided that the homestead exclusion amount and the farmstead exclusion amount shall be equal. Dividing the paragraph 1(a) aggregate amount available during the school year for real estate tax reduction of \$705,692 by the paragraph 2(c) aggregate number of approved homesteads and approved farmsteads of 4,578, the maximum real estate tax reduction amount applicable to each approved homestead and to each approved farmstead is \$154.32.
4. **Homestead exclusion calculation.** Dividing the paragraph 3 maximum real estate tax reduction amount of \$154.32 by the School District real estate tax rate of 43.5319 mills (.435319), the maximum real estate assessed value reduction to be reflected on tax notices as a homestead exclusion for each approved homestead is \$3,545.00, and the maximum real estate assessed value reduction to be reflected on tax notices as a farmstead exclusion for each approved farmstead is \$0.00.
5. **Homestead/farmstead exclusion authorization - July 1 tax bills.** The tax notice issued to the owner of each approved homestead within the School District shall reflect a homestead exclusion real estate assessed value reduction equal to the lesser of: (a) the County-established assessed value of the homestead, or (b) the paragraph 4 maximum real estate assessed value reduction of \$3,545.00. The tax notice issued to the owner of each approved farmstead within the School District shall reflect an additional farmstead exclusion real estate assessed value reduction equal to the lesser of: (a) the County-established assessed value of the farmstead, or (b) the paragraph 4 maximum real estate assessed value reduction of \$0.00. For purposes of this Resolution, "approved homestead" and "approved farmstead" shall mean homesteads and farmsteads listed in the report referred to in paragraph 2 above and received by the School District from the County Assessment Office on or before May 1 pursuant to Act 1, 53 P.S. § 6926.341(g) (3), based on homestead/farmstead applications filed with the County Assessment Office on or before March 1. This paragraph 5 will apply to tax notices issued based on the initial tax duplicate used in issuing initial real estate tax notices for the school year, which will be issued on or promptly after July 1, and will not apply to interim real estate tax bills.

On the recommendation of the Committee on Finance, and on motion of Dr. Blankenhorn, seconded by Mrs. Dewitt, the Board authorized the homestead and farmstead exclusion real estate tax assessment reductions. Motion carried.

On the recommendation of the Committee on Personnel, and on motion of Mrs. Dewitt, seconded by Dr. DiCello, the Board accepted the letter of resignation from Marcia Smink, paraprofessional at the Pottsville Area School District, effective June 2, 2020. Motion carried.

On the recommendation of the Committee on Personnel, and on motion of Mrs. Dewitt, seconded by Mr. Urban, the Board approved the following employees for the Summer Feeding Program at an hourly rate of \$10.00, effective June 8, 2020 through August 14, 2020:

Shannon Butler	Kimberly Malis
Renne Duncan	Patrick McGinley
Lisa Frederick	Colleen Miller
Robin Kalinich	Connie Stabinsky

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Michelle Kemfort
Crystal Major

Kris Thomas
Theresa Walsh

Motion carried.

On the recommendation of the Committee on Personnel, and on motion of Mrs. Dewitt, seconded by Mr. Urban, the Board approved the following substitute employees for the Summer Feeding Program at an hourly rate of \$10.00, effective June 8, 2020 through August 14, 2020:

Kellie Borrell
Patricia Goodman
Joan Goodwin
Jessica Rubright

Rebecca Schwiekert
Shawna Vesay
Renee Weismiller

Motion carried.

On the recommendation of the Committee on Personnel, and on motion of Mrs. Dewitt, seconded by Mr. Urban, the Board approved the following employees for the Extended School Year Program (ESY) at \$32.00/hour, effective June 16, 2020:

Teachers

Jacqueline Butz
Melissa Focht
Casey Horvath
Heather Martin
Nicole Molnar
Julie Saunders

Speech Therapists

Lauren Bubeck
Taylor Header

Occupation Therapy

Jessica Jansson

Physical Therapy

Lynn Babbitt (Contracted)

Motion carried.

On the recommendation of the Committee on Personnel, and on motion of Mrs. Dewitt, seconded by Mr. Urban, the Board accepted the resignation letter for the purpose of retirement from Joseph Rich, Director of Attendance, effective August 31, 2020. Motion carried.

On the recommendation of the Committee on Personnel, and on motion of Mrs. Dewitt, seconded by Mr. Urban, the Board approved the Act 93 personnel salaries at the same rate as 2019-2020 salaries. Motion carried.

On the recommendation of the Committee on Personnel, and on motion of Mrs. Dewitt, seconded by Mr. Urban, the Board approved the Managerial personnel salaries at the same rate as 2019-2020 salaries. Motion carried.

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On the recommendation of the Committee on Personnel, and on motion of Mrs. Dewitt, seconded by Dr. DiCello, the Board tabled the motion to eliminate the High School Assistant Principal position, effective August 20, 2020. Motion carried.

On the recommendation of the Committee on Personnel, and on motion of Mrs. Dewitt, seconded by Dr. DiCello, the Board tabled the motion to create the JSC Elementary Special Education Supervisor position effective July 1, 2020. Motion carried.

On the recommendation of the Committee on Personnel, and on motion of Mrs. Dewitt, seconded by Dr. DiCello, the Board tabled the motion to transfer Deneen Reese from Assistant Principal (JSC) to JSC Elementary Special Education Supervisor effective July 1, 2020. Motion carried.

On the recommendation of the Committee on Personnel, and on motion of Mrs. Dewitt, seconded by Dr. DiCello, the Board tabled the motion to eliminate the Elementary Assistant Principal position effective July 1, 2020. Motion carried.

On the recommendation of the Committee on Personnel, and on motion of Mrs. Dewitt, seconded by Mr. Urban, the Board approved change the status of the following employees from Full-time to Part-time status effective with the 2020-2021 school year (rate of pay will remain the same):

1. Michelle Aungst
2. Karen Bevan
3. Susan Griffin
4. David Hess
5. Bernadette Ott
6. Kimberly Pekarik
7. Tessa Remaley
8. Karen Runkle
9. Diane Schweikert
10. Brittany Stevenosky
11. Kathy Thompson
12. Christine Trapani
13. Kathleen Weiss

Motion carried by roll call vote: Dr. Cardamone,, Dr. DiCello, Mr. Shields, Mr. Urban, Ms. Wytovich, Dr. Blankenhorn and Mr. Quandel, Aye. Mrs. Dewitt, Mr. Moran, Nay.

On the recommendation of the Committee on Personnel, and on motion of Mrs. Dewitt, seconded by Mr. Urban, the Board accepted the Administration's modified proposal regarding the suspension of employees as follows: Due to the substantial decline in enrollment, in order to curtail its educational programs and conform with standards of organization and education activities, as well as maintain a thorough and efficient public school system, the attached Resolution for Suspension shall be approved, effectively suspending six (6) temporary and professional employees. Motion carried by roll call vote: Dr. Cardamone, Dr. DiCello, Mr. Shields, Mr. Urban, Ms. Wytovich, Dr. Blankenhorn and Mr. Quandel, Aye. Mrs. Dewitt, Mr. Moran, Nay.

On the recommendation of the Committee on Personnel, and on motion of Mrs. Dewitt, seconded by Mr. Urban, the Board accepted the Administration's proposal as follows: Due to the substantial decline in

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enrollment, in order to curtail its educational programs and conform with standards of organization and education activities, as well as maintain a thorough and efficient public school system, the attached Resolution for Suspension shall be approved, effectively suspending seven (7) nonprofessional employees. Motion carried by roll call vote: Dr. Cardamone, Dr. DiCello, Mr. Shields, Mr. Urban, Ms. Wytovich, Dr. Blankenhorn and Mr. Quandel, Aye. Mrs. Dewitt, Mr. Moran, Nay.

On the recommendation of the Committee on Personnel, and on motion of Mrs. Dewitt, seconded by Dr. DiCello, the Board (A.) Allocated funds received under the Elementary and Secondary School Emergency Relief Fund ("ESSER") to fund full day Kindergarten for the 2020-2021 School Year. Absent such funding, full day Kindergarten would experience cuts due to budget downfall (insufficient state/local funds to support those full time positions); and (B.) As a result of such funding allocation, maintain the District's Kindergarten instructor positions throughout the 2020-2021 School Year, specifically acknowledging that by doing so, the Administration's prior recommendation for furlough of the District's Kindergarten instructors is not approved. Motion carried by roll call vote: Dr. Cardamone, Mrs. Dewitt, Dr. DiCello, Mr. Moran, Mr. Shields, Mr. Urban, Ms. Wytovich, Dr. Blankenhorn and Mr. Quandel, Aye.

On the recommendation of the Committee on Technology, and on motion of Mr. Urban, seconded by Mrs. Dewitt, the Board approved a 5 year lease for the replacement of eight (8) district copiers to Fraser Advanced Information Systems at a monthly lease cost of \$1,749.15 equipment and per page print to be billed based on usage. The replacement will generate a 37% savings when compared to the current lease, broken down as follows: Monthly Savings - \$1,617.66; Yearly Savings - \$19,411.94; Total Savings over the life of the lease - \$97,059.70. Additional savings: 90 day no lease payment - \$5,247.45. 1st payment due in October 2020. This 5 year lease is a 63 month lease with no payments for the first 3 months. Motion carried.

On the recommendation of the Committee on Curriculum, and on motion of Dr. Cardamone, seconded by Dr. Blankenhorn, the Board approved the revised A-TSI plan for the Lengel Middle School. Motion carried.

On the recommendation of the Committee on Food Services, and on motion of Dr. Cardamone, seconded by Mr. Shields, the Board approved the Agreement for Participation in the Child Nutrition Program between the Pottsville Area School District and the following: Schuylkill Intermediate Unit 29 and Schuylkill County AVTS Operating Agency, effective July 1, 2020. Term of Agreement: July 1, 2020 through June 30, 2021. Motion carried.

On the recommendation of the Committee on Labor Relations, and on motion of Mr. Moran, seconded by Dr. Shields, the Board accepted the proposed Memorandum of Understanding between the Pottsville Area School District and Pottsville Area Education Association, pursuant to which eligible Association member employees shall be entitled to a Medical Retirement Incentive. Motion carried.

Under Legislation, Mr. Moran said that the legislation is working on how to assist the districts in keeping our children safe due to COVID 19.

On the recommendation of Mr. Manning and on motion of Mr. Urban, seconded by Mr. Moran, the Board approved the Revenue Report for May 2020, which included local, state and federal sources. (Local Sources -

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\$1,153,492.43; State Sources – \$133,179.67; Federal/Other sources - \$119,427.72. Total \$1,406,099.82). Motion carried by roll call vote: Dr. Cardamone, Dr. DiCello, Mrs. Dewitt, Mr. Moran, Mr. Shields, Mr. Urban, Ms. Wytovich, Dr. Blankenhorn and Mr. Quandel, Aye.

Under New Business:

On the recommendation of Mr. Manning and on motion of Mr. Urban, seconded by Mr. Moran, the Board approved the following Salary & Benefits Report for May 2020

(3 payrolls): Total Salaries \$1,965,102.24; Total Employer share Retirement - \$671,192.46; Total Employer Share FICA - \$148,034.11; Total Employer Paid Insurance Benefits - \$506,236.33. Grand Total for May 2020 - \$3,290,565.14. Motion carried.

On recommendation of Mr. Manning, and on motion of Dr. DiCello, seconded by Mr. Moran, the Board approved the following **Use of Facilities**:

PAHS

1. PAHS Guidance, 8th Grade Transition Night, January 6, 2021, 6:00 pm – 8:00 pm, HS Auditorium. (January 7, 2021 Snow Date)
2. PAHS Guidance, Freshman Orientation, August 18, 24, 2020, 6:30 – 8:30, HS Auditorium.
3. PAHS Drama Club, Fall Performance, October 24, 2020, 4:00 – 11:30 pm, October 25, 2020, 11:00 am – 6:00 pm, HS Auditorium. (Date Change)

DHHL

4. Schuylkill County Election Bureau, Election Poll Training, May 20, 2020, 10:00 am – 8:00 pm, MS Auditorium. (Retro)
5. Pottsville Volleyball, Open Gym, July 27 – August 13, 2020, 6:00 – 8:00 pm, Martz Hall/HS Boys Gym.
6. Pottsville Volleyball, JV Tournament, September 12, 2020, Varsity Tournament, October 10, 2020, 7:00 am – 7:00 pm, Martz Hall/HS Boys Gym.

Motion carried.

On the recommendation of Mr. Manning, and on motion of Mr. Moran, seconded by Mr. Shields, the Board appointed Donna Kalovcak as Right to Know Officer, effective July 1, 2020. Motion carried.

Mr. Moran thanked Mr. Manning for his dedication to the district as a Business Manager. Mr. Moran said he will be missed. Mr. Quandel also noted that Mr. Manning did a great job.

There being no further new business, on motion of Mr. Shields, seconded by Mr. Urban, the meeting adjourned at 9:19 p.m.

ATTEST: _____

BY: _____

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