



UPPER ST. CLAIR SCHOOL DISTRICT

BOARD OF SCHOOL DIRECTORS

Mrs. Jennifer A. Schnore, President ↔ Dr. Danielle Z. Wetzel, Vice-President
Mrs. Barbara L. Bolas ↔ Dr. Daphna Gans ↔ Ms. Kelly P. Hanna ↔ Mr. Justin Lamber
Mr. Michael R. Mascaro ↔ Mrs. Angela B. Petersen ↔ Mrs. Hallie H. Snyder
Dr. John T. Rozzo, Superintendent ↔ Mrs. Jocelyn P. Kramer, Solicitor

SCHOOL BOARD MEETING MINUTES

Monday, October 21, 2024 @ 7:00pm

Executive Session @ 5:30 pm (personnel and legal matters)

District Administration Building Board Room

Notice having been advertised and posted and members duly notified, a Board Meeting of the Board of School Directors was held on October 21, 2024 in the District Administration Board Room.

School Board Members:

Mrs. Jennifer A. Schnore, President (in-person)
Dr. Danielle Z. Wetzel, Vice-President (in-person)
Mrs. Barbara L. Bolas (in-person)
Dr. Daphna Gans (in-person)
Ms. Kelly P. Hanna (in-person)
Mr. Justin Lamber (in-person)
Mr. Michael R. Mascaro (not in attendance)
Ms. Angela B. Petersen (in-person)
Mrs. Hallie H. Snyder (in-person)

School Personnel:

Dr. John Rozzo, Superintendent (in-person)
Dr. Amy Pfender, Deputy Superintendent (in-person)
Mr. Scott Burchill, Director of Business & Finance (in-person)
Dr. Lou Angelo, Director of Operations & Facilities (in-person)
Mr. Raymond Berrott, Director of Technology (in-person)
Dr. Judith Bulazo, Director of Curriculum and Development (in-person)



Dr. Sharon Suritsky, Director of Special Education – Substitute (in-person)

Dr. Lauren Madia, Director of Pupil Services (in-person)

Mr. Bradley Wilson, Director of Strategic Initiatives (in-person)

Mrs. Jocelyn Kramer, Solicitor (in-person)

Mrs. Sarah MacDonald, Board Stenographer (virtual)

Mr. Daniel Seewald, Student Board Representative (in-person)

Ms. Isabella Donnelly, Student Board Representative (in-person)

Call to Order & Pledge of Allegiance

(Schnore, School Board President)

Ms. Schnore called the meeting to order at approximately 7:02pm.

Roll Call of School Board

(Solicitor)

Solicitor Kramer took a roll call vote of the Board:

Mrs. Bolas - present

Ms. Hanna - present

Dr. Gans - present

Mr. Lamber - present

Mr. Mascaro - not in attendance

Ms. Petersen - present

Ms. Schnore - present

Mrs. Snyder - present

Dr. Wetzel - present

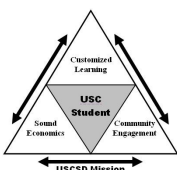
Solicitor Kramer advised that eight Board members were in attendance.

Reading of the Mission:

(Schnore, School Board President)

Dr. Wetzel read the following mission:

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





Reading of the Shared Belief Statement #20 from Strategic Plan:

(Schnore, School Board President)

Mrs. Bolas read the following Shared Belief Statement #20:

We Believe that:

Lifelong learning, a process that begins with parents in the home and is cultivated by teachers and staff in the schools, is essential for success in a changing society.

Residents' Comments - (Regarding Any District Related Items)

(Schnore, School Board President)

Note: As per Guidelines for Resident's Comments, please state your name, confirm you are a resident, and limit your comments to three minutes.

There were no resident comments at this time.

Approval of Minutes

(Schnore, School Board President)

MOTION: BY GANS: I move that the Board approve the Meeting Minutes of the September 16, 2024 Board Meeting, as attached. Seconded by Bolas and carried by unanimous voice vote.

Student Board Representative Report

Mr. Jack Yurcich and Ms. Isabella Donnelly

(Schnore, School Board President)

Mr. Yurcich and Ms. Donnelly gave their student board reports. Mr. Yurcich reported on arts and athletics. Ms. Donnelly reported on activities and academics.



Superintendent’s Report

(Rozzo, Superintendent of Schools)

a. District Update

(Rozzo, Superintendent of Schools)

Dr. Rozzo gave Districts updates on several items, including: Halls of Fame, the end of the first nine weeks of school, and the upcoming inservice days.

b. Approval of Staffing Resolutions 2024-10, 2024-11, 2024-12, and 2024-13

(Rozzo, Superintendent of Schools)

- i. Decrease: 1.0 Senior Director of Operations & Administrative Services
(Resolution 2024-10)**
- ii. Decrease: 1.0 Assistant Director of Operations & Facilities
(Resolution 2024-11)**
- iii. Increase: 1.0 Director of Administrative Services
(Resolution 2024-12)**
- iv. Increase: 1.0 District Head Athletic Trainer and Assistant Athletic
Director
(Resolution 2024-13)**

Dr. Rozzo reviewed staffing resolutions 2024-10, 2024-11, 2024-12, and 2024-13, advising that the decreases are due to vacant positions not being filled and the increases are due to restructuring and promotions, as well as a substantial need for an athletic trainer, due to the number of students participating in sports.

MOTION: BY HANNA: I move that the Board approve Staffing Resolutions 2024-10, 2024-11, 2024-12, and 2024-13 as listed above. Seconded by Gans and carried by unanimous voice vote.



c. Approval of District Director and Manager Compensation Plan

(Rozzo, Superintendent of Schools)

Dr. Rozzo reviewed the District Director and Manager Compensation Plan for approval. He explained that the current Compensation Plan is expired and being recommended for renewal. The Compensation Plan includes the Director of Operations and Facilities, Director of Transportation, and the Human Resources Manager.

MOTION: BY SNYDER: I move that the Board approve the District Director and Manager Compensation Plan, effective July 1, 2024 through June 30, 2027. Seconded by Hanna and carried by unanimous voice vote.

d. Approval of Personnel Listings

(Rozzo, Superintendent of Schools and Pfender, Deputy Superintendent)

Dr. Rozzo reviewed the personnel listings for approval. He highlighted several positions on the listing, including two retirements, one being Fort Couch Counselor Mr. Jace Palmer and the other being a bus driver. He reported on the recommendation to fill the Director of Special Education with Dr. Rachel Andler, who will join the District from South Fayette School District. Finally he reviewed the promotion of Mr. Daniel Snyder to Director of Operations and Facilities and Dr. Angelo's title change to Dr. of Administrative Services.

MOTION: BY LAMBER: I move that the Board approve the Personnel listing as presented, subject to all required pre-employment history reviews and clearance requirements. Seconded by Snyder and carried by unanimous voice vote.

Administrator's Report

(Rozzo, Superintendent of Schools)

a. District Enrollment Update

(Rozzo, Superintendent of Schools)

Dr. Rozzo reviewed the annual District Enrollment update. He reported that enrollment is up, including the elementary class being up forty students from last year, indicating that elementary enrollment is the highest it has been in a decade. He also advised about the largest and smallest class sizes, as well as the number of students currently attending nonpublic schools. He noted that he will continue to monitor the elementary school class sizes.



b. Strategic Initiative School Start-Time Update and Presentation

(Rozzo, Superintendent of Schools; Wilson, Director of Strategic Initiatives; and Wagner, High School Principal)

Mr. Wilson and Dr. Wagner gave a school start-time update and presentation. Their presentation included the following slides: 2015 Strategic Plan HS Experience Team; 2019 USCHS Student Schedule; Rationale for Change for High School Students; Block Schedule; Significant Changes in 2020s; Data Considerations; USCHS Focus Groups; Student Feedback: Start Time Change; Student Feedback: Schedule Format; Student Feedback: Unstructured Time; and a Sample Student Experience.

Dr. Gans thanked Mr. Wilson and Dr. Wagner and asked about student tardiness. Mr. Wilson and Dr. Wagner answered her questions. Dr. Wetzel thanked Mr. Wilson and Dr. Wagner and commented on student perception and the tardies and absences. Dr. Rozzo thanked Mr. Wilson and Dr. Wagner for all the time they put into the start-time change and the presentation, advising it's not just about start-time but it's about helping to prepare students for life after high school.

c. Approval of Agreements with Bob Steineck & Associates, Inc.

(Pfender, Deputy Superintendent)

Dr. Pfender reviewed the Agreements with Bob Steineck & Associates for approval. She explained that is requesting a blanket approval of Agreements with Bob Steineck for the Fall Play, the High School Musical and Fort Couch Musical, for lighting design services, at a total cost not to exceed \$13,000.00.

MOTION: BY PETERSEN: I move that the Board authorize its officers to enter into Agreements with Bob Steineck & Associates, Inc. for the Fall Play and the High School and Fort Couch Musicals, at a total cost not to exceed \$13,000.00, subject to final terms and conditions acceptable to the Superintendent and Solicitor. Seconded by Lamber and carried by unanimous voice vote.



d. Second Reading and Adoption of the following School Board Policies

(Pfender, Deputy Superintendent and Kramer, Solicitor)

i. 103 - Discrimination/Harassment Affecting Students (REVISED POLICY)

Dr. Pfender and Solicitor Kramer reviewed policy 103, advising it is a second reading and the reasoning behind revisions of the policy and timeline of the update to the policy.

MOTION: BY WETZEL: I move that the Board approve Policy 103, as presented.
Seconded by Petersen and carried by unanimous voice vote.

e. Approval to Accept Pennsylvania Commission on Crime and Delinquency (PCCD) Grant Funds

(Pfender, Deputy Superintendent)

Dr. Pfender reviewed the approval to accept grant funds. She reported that the District hopes to use the funds in order to build out student support programming, especially in emotional support programming at Fort Couch.

MOTION: BY BOLAS: I move that the Board approve the acceptance of the PCCD School Safety and Mental Health Grant in the total amount of \$170,162.00. Seconded by Wetzel and carried by unanimous voice vote.

f. Approval of High School International Trips

(Pfender, Deputy Superintendent)

Dr. Pfender reviewed the High School International trips for approval, advising that two trips will take place during the 2024-2025 school year.

MOTION: BY GANS: I move that the Board approve the High School International trips to Toronto, Canada for a Performing Arts Trip and the Dominican Republic for Kids Helping Kids, during the 2024-2025 school year, pursuant to policy 121, Student Trips and subject to final terms and conditions acceptable to the Superintendent and Solicitor. Seconded by Bolas and carried by unanimous voice vote.



g. Approval of Special Education Settlement Agreement

(Suritsky, Substitute Director of Special Education)

MOTION: BY HANNA: I move that the Board approve the Special Education Settlement Agreement 2024-10-21, on terms and conditions approved by the Superintendent and Solicitor. Seconded by Gans and carried by unanimous voice vote.

h. Approval of Broadcast Rights Letter of Agreement with Teall Properties Group, LLC

(Berrott, Director of Technology)

Mr. Berrott reviewed the Broadcast Rights Letter of Agreement with Teall Properties Group. He advised that the Agreement will allow the District to air the WPIAL for a one-time fee, as opposed to paying a per-game fee.

MOTION: BY SNYDER: I move that the Board approve the Broadcast Rights Letter of Agreement with Teall Properties Group, LLC to broadcast WPIAL postseason events, for a total cost of \$2,000.00, for a term of October 14, 2024 through June 30, 2025, subject to final terms and conditions acceptable to the Superintendent and Solicitor. Seconded by Hanna and carried by unanimous voice vote.

i. Approval of Service Agreement for Network Connectivity at 108 Commerce Blvd

(Berrott, Director of Technology)

Mr. Berrott reviewed the Service Agreement for Network Connectivity at the Robotics Lease location. He advised that the District is currently conducting fiber surveys, as Cecil is a difficult area for connectivity.

Dr. Gans stated that it would have been helpful to have known about the connectivity expense when the robotics lease agenda item was presented for approval. Mr. Berrott, Dr. Angelo, and Dr. Rozzo advised about the robotics lease and the process for obtaining network connections in the space.



MOTION: BY LAMBER: I move that the Board authorize its proper officers to enter into a service agreement with a network fiber provider selected by the Director of Technology for connectivity at 108 Commerce Boulevard for a two (2) year term at a monthly rate not to exceed \$1,000, with three (1) year extensions, subject to final terms and conditions acceptable to the Superintendent and Solicitor. Seconded by Snyder and carried by unanimous voice vote.

j. Approval to Declare Items Surplus or Obsolete
(Berrott, Director of Technology)

MOTION: BY PETERSEN: I move that the Board declare the attached, listed equipment surplus/obsolete and be authorized to sell, exchange, dispose, or donate in accordance with the provisions in Board Policy 706.1 - Sale or Disposal of Surplus Property, Equipment, Supplies, and Textbooks. Seconded by Lamber and carried by unanimous voice vote.

k. Approval of Title I Services Addendum with Allegheny Intermediate Unit (AIU)
(Bulazo, Director of Curriculum and Professional Development)

Dr. Bulazo reviewed the Title I Services Addendum with the AIU, noting its a standard annual request for funding, which goes to nonpublic schools.

MOTION: BY WETZEL: I move that the Board approve the Title I Contract with the AIU, for the AIU to provide the District with services to support students that reside in the District, but enroll at a non-public school, for a term of July 1, 2024 through June 30, 2025, subject to terms and conditions acceptable to the Superintendent and Solicitor. Seconded by Petersen and carried by unanimous voice vote.



l. Approval of Agreement with COSTARS Contractor Mongiovi & Son Fire Protection Service, L.P.

(Angelo, Director of Operations & Facilities)

Dr. Angelo reviewed the contract with COSTARS Contractor Mongiovi & Son Fire Protection Service, L.P. to replace the Baker Elementary School fire alarm system.

MOTION: BY BOLAS: I move that the Board approve the Agreement with Mongiovi & Son Fire Protection Service L.P. (COSTARS #040-E24-264) to replace the fire alarm system at Baker Elementary School at a total cost of \$48,913.00, which includes a 10% contingency, subject to final terms and conditions acceptable to the Superintendent and Solicitor. Seconded by Wetzel and carried by unanimous voice vote.

m. Approval of Agreement with with JML Landscaping

(Angelo, Director of Operations & Facilities)

Dr. Angelo reviewed the Agreement with JML Landscaping for Districtwide landscaping services. He advised that the Agreement is implementing two new additions to include Spring flower bulb planting and mulch.

MOTION: BY GANS: I move that the Board approve the Agreement with JML Landscaping, for District-wide landscaping services, for a term of five years, at an initial total cost of \$97,822.00 for 2025, and 3% annual increases thereafter, subject to final terms and conditions acceptable to the Superintendent and Solicitor. Seconded by Bolas and carried by unanimous voice vote.



Business & Finance

(Burchill, Director of Business & Finance)

- a. Approval of Treasurer's Report - October 21, 2024**
Approval of Supplemental Report - October 21, 2024
(Burchill, Director of Business & Finance)

Mr. Burchill reviewed the financial reports.

Mrs. Bolas thanked Mr. Burchill for his report and all that he includes within the report.

MOTION: BY HANNA: I move that the Board approve the Treasurer's Report including approval of total Bill List and check File Listing, as follows.
Seconded by Gans and carried by unanimous voice vote.

Fund 10 (General Fund): \$2,437,992.64
Fund 32 (Capital Reserve Fund): \$45,342.57
Fund 51 (School Lunch Fund): \$169,972.46

Committee Reports

(Schnore, School Board President)

Dr. Gants gave a Committee Report from the Parent Teacher Council (PTC). She advised that the PTC recently had an event, which was organized between the school and the PTC Wellness Committee, noting it was very successful and well attended and is part of a larger series.

Mrs. Bolas gave a Committee Report from PSBA. She gave updates on an international study group to Germany, school leadership recap, and more.

Mrs. Petersen gave a Committee Report from Parkway West. She advised that the school is doing great and has a very high enrollment of students.



Matters of Information/Other

(Rozzo, Superintendent of Schools)

- a. Mr. Berrott advised that he would like to clarify items regarding his Network Connectivity agenda item. He gave further details regarding what was entailed in finding options for network connection at the new robotics lease.
- b. **Announcement - School Director - Financial Institution Employee Form**
(Kramer, Solicitor)

Solicitor Kramer advised that she had a brief announcement, reporting that as required by his employer, Mr. Lamber has submitted an affidavit advising about his employment with KeyBank and that he will not deliberate about any matters involving his employer.

Announcement Regarding Executive Session

(Schnore, School Board President)

Ms. Schnore made the following announcement regarding Executive Session:

- a. Executive Session was held at 5:30pm on October 21, 2024 for personnel and legal matters.

Adjournment

(Schnore, School Board President)

Ms. Schnore adjourned the meeting at approximately 8:36pm.



Signed by:

Jennifer A. Schnore

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Ms. Jennifer Schnore, President

BOARD OF SCHOOL DIRECTORS

DocuSigned by:

Scott P. Burchill

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Scott P. Burchill, Secretary

BOARD OF SCHOOL DIRECTORS

DocuSigned by:

Sarah MacDonald

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Submitted by: Sarah MacDonald

SCHOOL BOARD STENOGRAPHER



UPPER ST. CLAIR SCHOOL DISTRICT

BOARD OF SCHOOL DIRECTORS

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Mr. Michael R. Mascaro ↔ Mrs. Angela B. Petersen ↔ Mrs. Hallie H. Snyder
Dr. John T. Rozzo, Superintendent ↔ Mrs. Jocelyn P. Kramer, Solicitor

SCHOOL BOARD MEETING MINUTES

Monday, September 16, 2024 @ 7:00pm

Executive Session @ 5:30pm (personnel and legal matters)

District Administration Building Board Room

Notice having been advertised and posted and members duly notified, a Board Meeting of the Board of School Directors was held on September 16, 2024 in the District Administration Board Room.

School Board Members:

Mrs. Jennifer A. Schnore, President (in-person)
Dr. Danielle Z. Wetzel, Vice-President (in-person)
Mrs. Barbara L. Bolas (in-person)
Dr. Daphna Gans (in-person)
Ms. Kelly P. Hanna (in-person)
Mr. Justin Lamber (in-person)
Mr. Michael R. Mascaro (in-person)
Ms. Angela B. Petersen (in-person)
Mrs. Hallie H. Snyder (in-person)

School Personnel:

Dr. John Rozzo, Superintendent (in-person)
Dr. Amy Pfender, Deputy Superintendent (in-person)
Mr. Ray Carson, Senior Director of Operations & Administrative Services (in-person)
Mr. Scott Burchill, Director of Business & Finance (in-person)
Dr. Lou Angelo, Director of Operations & Facilities (in-person)
Mr. Raymond Berrott, Director of Technology (in-person)



Dr. Judith Bulazo, Director of Curriculum and Development (in-person)
Dr. Sharon Suritsky, Director of Special Education – Substitute (in-person)
Dr. Lauren Madia, Director of Pupil Services (in-person)
Mr. Bradley Wilson, Director of Strategic Initiatives (in-person)
Mrs. Jocelyn Kramer, Solicitor (in-person)
Mrs. Sarah MacDonald, Board Stenographer (virtual)
Mr. Daniel Seewald, Student Board Representative (in-person)
Ms. Isabella Donnelly, Student Board Representative (in-person)

Call to Order & Pledge of Allegiance

(Schnore, School Board President)

Ms. Schnore called the meeting to order at approximately 7:09pm.

National Anthem

Carlee Santel (Senior) & Adam Khila (Sophomore)
(Schnore, School Board President)

Students Ms. Carlee Santel and Mr. Adam Khila played the National Anthem. Ms. Schnore thanked them for attending the meeting and playing the National Anthem

Roll Call of School Board

(Solicitor)

Solicitor Kramer took a roll call of the School Board:

Mrs. Bolas - present
Ms. Hanna - present virtually
Dr. Gans - present
Mr. Lamber - present
Mr. Mascaro - present
Ms. Petersen -present
Ms. Schnore - present
Mrs. Snyder - present

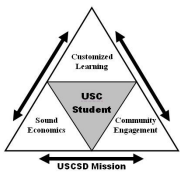


Solicitor Kramer announced that all School Board members were present, with Ms. Hanna joining virtually. Ms. Schnore announced that Ms. Hanna will not be reading any motions, but she will still be voting on agenda items.

Reading of the Mission:

(Schnore, School Board President)

Dr. Wetzel read the following mission:



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

Reading of the Shared Belief Statement #19 from Strategic Plan:

(Schnore, School Board President)

Mrs. Bolas read the following Shared Belief Statement:

We Believe that:

Service to others encourages students to develop an understanding of and appreciation for other people and encourages them to become contributing members of society.

Residents' Comments - (Regarding Any District Related Items)

(Schnore, School Board President)

Note: As per Guidelines for Resident's Comments, please state your name, confirm you are a resident, and limit your comments to three minutes.

There was one resident comment at this time:

1. Kristy Murray: Ms. Murray requested four minutes and forty five seconds to speak. Ms. Schnore accepted her request. She spoke about restructuring in the High School Music Department.



Approval of Minutes

(Schnore, School Board President)

MOTION: BY GANS: I move that the Board approve the Meeting Minutes of the August 7, 2024 Board Meeting, as attached. Seconded by Bolas and carried by unanimous voice vote.

Dr. Gans abstained from the minutes, as she did not attend the meeting.

Presentation of GASB 75 Report

(Rozzo, Superintendent of Schools, Duda, Joe, Duda Actuary, & Burchill, Director of Business & Finance)

Mr. Burchill introduced Mr. Joe Duda, from Duda Actuarial Consulting, who was in attendance virtually. Mr. Duda gave a brief overview of the GASB 75 Report, advising the report has to be done every three years.

a. Approval of Acceptance of GASB 75 Report

(Burchill, Director of Business & Finance)

MOTION: BY SNYDER: I move that the Board accept the GASB 75 Report, as presented. Seconded by Gans and carried by unanimous voice vote.

Introduction of New Student Board Representative

Ms. Isabella Donnelly

(Rozzo, Superintendent of Schools)

Dr. Rozzo welcomed the student board representatives to the meeting. He welcomed Mr. Jack Yurchich back for his second year on the Board, and welcomed new Student Board Representative, Ms. Isabella Donnelly.



Student Board Representative Report

Mr. Jack Yurcich and Ms. Isabella Donnelly
(Schnore, School Board President)

Mr. Yurcich reported on the arts and athletics and Ms. Donnelly reported on activities and academics. Ms. Donnelly thanked everyone for the warm welcome and advised she is excited to be a representative for the students.

PSBA Honor Roll Recognition

Ms. Jennifer Schnore
(Rozzo, Superintendent of Schools)

Dr. Rozzo recognized Ms. Schnore for five years of service on the School Board and presented her with a PSBA certificate of recognition.

Superintendent's Report

(Rozzo, Superintendent of Schools)

a. District Update

(Rozzo, Superintendent of Schools)

Dr. Rozzo reported on several items. He gave an update on the Nutrition Center referral program, advising six new employees have been hired since it was rolled out. He also reported on the start of the school year, including open houses and the PTC New Family Welcome. He also advised that Shop@USC will be celebrating ten years of being in business. He gave several additional updates on FID days, a cyber security panel that he and Mr. Berrott recently attended, and strategic initiatives. He also gave an update on the band and Dr. Wagner gave additional comments about the marching band.



b. Approval of School Board to Cast Votes for PSBA Office Elections

(Rozzo, Superintendent of Schools)

MOTION: BY LAMBER: I move that the Board approve the School Board to cast votes for the PSBA Officer Elections. Seconded by Snyder and carried by unanimous voice vote.

c. Authorization to Execute Statements of Acceptance for Steams Elementary School PYP International Baccalaureate (IB) Programme

(Rozzo, Superintendent of Schools)

PYP program scheduled for site visit. As part of the process, as we have done with other programs, this authorizes acceptance for the process to occur.

MOTION: BY MASCARO: I move that the Board authorize the execution of the Statement of Acceptance for Streams Elementary School International Baccalaureate PYP Program Evaluation. Seconded by Lamber and carried by unanimous vote.

d. Approval of Bus Driver and Attendant Referral and Sign-on Bonus Program

(Rozzo, Superintendent of Schools and Angelo, Director of Operations & Facilities)

Dr. Rozzo reviewed the bus driver and attendant incentive program and advised it will be similar to the Nutrition Center referral and incentive program, which has been successful.

MOTION: BY PETERSEN: I move that the Board approve the Bus Driver and Attendant Sign-on and Referral Bonus Program, as presented. Seconded by Mascaro and carried by unanimous voice vote.



e. Approval of Staffing Resolutions 2024-08 and 2024-09

(Pfender, Deputy Superintendent)

**i. Decrease: 1.0 Streams Teacher Aide
(Resolution 2024-08)**

**ii. Increase: 1.0 Baker Teacher Aide
(Resolution 2024-09)**

Dr. Pfender reviewed the staffing resolutions 2024-08 and 2024-09. She advised that there will not be an actual increase in overhead staffing, rather a reallocating of staff positions. She explained that after evaluating the District's current staffing and student enrollment needs, it was determined that an aide was needed in Baker.

MOTION: BY WETZEL: I move that the Board approve Staffing Resolutions 2024-08 and 2024-09, as listed above. Seconded by Petersen and carried by unanimous voice vote.

f. Approval of Personnel Listings

(Rozzo, Superintendent of Schools and Pfender, Deputy Superintendent)

Dr. Rozzo reviewed the personnel listings, which included one new teacher at Eisenhower, several ECAs, and robotics volunteers.

MOTION: BY BOLAS: I move that the Board approve the Personnel listing as presented, subject to all required pre-employment history reviews and clearance requirements. Seconded by Wetzel and carried by unanimous voice vote.



Administrator's Report

(Rozzo, Superintendent of Schools)

a. Approval of Agreement with Music Theater International (MTI) for the High School Spring Musical

(Pfender, Deputy Superintendent)

Dr. Pfender reviewed the agreement with MTI for the High School Spring musical. She advised that the agreement is to secure the rights and materials for the Spring Musical. She also noted that the High School spring musical is a secret, as students do not know yet which production has been selected.

MOTION: BY GANS: I move that the Board approve the Agreement with MTI for the High School Spring Musical, at a total cost not to exceed \$6,000.00, subject to final terms and conditions acceptable to the Superintendent and Solicitor. Seconded by Bolas and carried by unanimous voice vote.

b. First Reading of the following School Board Policies

(Pfender, Deputy Superintendent and Burchill, Director of Business & Finance)

- i. 103 - Discrimination/Harassment Affecting Students (REVISED POLICY)**
- ii. 609 - Investment of District Funds (REVISED POLICY)**

Dr. Pfender reviewed policy 103. She noted that the policy was originally listed for a first reading at the August 7, 2024 Board meeting, however, after the meeting, based on feedback, substantive changes were made. Therefore, the policy is listed for a first reading again.

Mr. Burchill reviewed policy 609. He advised the policy was revised to maximize the District's investments and based on PSBA recommendations.



c. Second Reading and Adoption of the following School Board Policies:

(Pfender, Deputy Superintendent)

- i. **104** - Discrimination/Harassment Affecting Staff (REVISED POLICY)
- ii. **807** - Opening Exercises/Moment of Silence/Flag Displays (REVISED POLICY)
- iii. **815.1** - Use of Generative Artificial Intelligence in Education (NEW POLICY)

MOTION: BY SNYDER: I move that the Board approve the New and Revised School Board Policies, as presented. Seconded by Gans and carried by unanimous voice vote.

d. Approval of Agreement with Lincoln Intermediate Unit (LIU) Training Services

(Bulazo, Director of Curriculum and Professional Development)

Dr. Bulazo reviewed the Agreement with Lincoln Intermediate Unit (LIU) for professional development training services for artificial intelligence.

MOTION: BY LAMBER: I move that the Board approve the Agreement with LIU, for professional development of staff and administration, during November 2024, at a total cost not to exceed \$5,500.00, subject to final terms and conditions acceptable to the Superintendent and Solicitor. Seconded by Snyder and carried by unanimous voice vote.



e. Approval of Agreement with CJL Engineering

(Angelo, Director of Operations & Facilities)

Dr. Angelo reviewed the Agreement with CJL Engineering, for professional engineering services to handle the repair and replacement of two air handling units at the High School.

MOTION: BY MASCARO: I move that the Board approve the Agreement with CJL Engineering, to provide professional engineering services for the replacement or rebuilding of two air handling units, at the High School, at a total cost not to exceed \$85,800.00, subject to final terms and conditions acceptable to the Superintendent and Solicitor. Seconded by Lamber and carried by unanimous voice vote.

f. Approval to Award COSTARS Contract to Combustion Service and Equipment Company

(Angelo, Director of Operations & Facilities)

Dr. Angelo reviewed the COSTARS contract for approval with Combustion Service and Equipment Company for the boilers at Eisenhower Elementary School.

MOTION: BY PETERSEN: I move that the Board approve awarding the COSTARS Contract (COSTARS #008-E22-784) to Combustion Service and Equipment Company, for the Eisenhower boiler replacement project, at a total cost not to exceed \$657,657.00, subject to final terms and conditions acceptable to the Superintendent and Solicitor. Seconded by Mascaro and carried by unanimous voice vote.



g. Approval of Agreement with Trans Associates Engineering Consultants, Inc. and Authorize Advertising for Bids

(Angelo, Director of Operations & Facilities)

Dr. Angelo reviewed the Agreement with Trans Associates, to evaluate the location of the flash school zone signs, along Fort Couch Road, for Fort Couch Middle School.

MOTION: BY WETZEL: I move that the Board approve the Agreement with Trans Associates Engineering Consultants, Inc. to conduct a review of the Fort Couch school zones signage, and if needed, submit an updated plan to the Pennsylvania Department of Transportation at a total engineering cost of \$8,750.00, subject to final terms and conditions acceptable to the Superintendent and Solicitor, and if needed, authorize the Administration to advertise for bids to complete any necessary signage work. Seconded by Petersen and carried by unanimous voice vote.

h. Approval of Lease Agreement with Mark R. Scalise for 108 Commerce Boulevard, Lawrence, PA 15055

(Angelo, Director of Operations & Facilities)

Dr. Angelo reviewed the Lease Agreement with Mark R. Scalise to support the growing needs of the District's Robotics team. The Robotics club plans to contribute approximately \$10,000.00-\$12,000.00 towards the lease. Dr. Wetzel commented and asked a question regarding searching for alternate spaces that are not off-location. Dr. Angelo answered her questions about spacing availability on District property. Mr. Mascaro thanked Dr. Angelo.

MOTION: BY BOLAS: I move that the Board approve the Lease Agreement with Mark R. Scalise for 108 Commerce Boulevard located in Lawrence, PA, to support the District's Robotics program, for a term of one-year, at a total one-year cost of \$50,667.96, with potential monetary contributions from the USC Robotics Club, subject to final terms and conditions acceptable to the Superintendent and Solicitor. Seconded by Wetzel and carried by unanimous voice vote.



i. Approval to Declare Items Surplus or Obsolete

(Angelo, Director of Operations & Facilities)

MOTION: BY GANS: I move that the Board declare the attached, listed equipment surplus/obsolete and be authorized to sell, exchange, dispose, or donate in accordance with the provisions in Board Policy 706.1 - Sale or Disposal of Surplus Property, Equipment, Supplies, and Textbooks. Seconded by Bolas and carried by unanimous voice vote.

Business & Finance

(Burchill, Director of Business & Finance)

a. Approval of Treasurer's Report - September 16, 2024

Approval of Supplemental Report - September 16, 2024

(Burchill, Director of Business & Finance)

MOTION: BY WETZEL: I move that the Board approve the Treasurer's Report including approval of total Bill List and check File Listing, as follows. Seconded by Gans and carried by unanimous voice vote.

Fund 10 (General Fund): \$10,873,199.66

Fund 32 (Capital Reserve Fund): \$222,400.41

Fund 39 (Construction Fund): \$517,235.00

Fund 50 (School Lunch Fund): \$66,778.21



b. Approval to Extend Western Pennsylvania Natural Gas Consortium Contract

(Burchill, Director of Business & Finance)

Mr. Burchill reviewed the extension of the Western Pennsylvania Gas Consortium contract for approval. He advised that by extending the contract, the District will be able to save money.

MOTION: BY LAMBER: I move that the Board approve a three-year contract extension with UGI for Natural Gas on the Peoples Gas System, with a start date of September 1, 2025 and a basis price of (-\$0.50) cents per Dth, subject to final terms and conditions acceptable to the Superintendent and Solicitor. Seconded by Snyder and carried by unanimous voice vote.

Committee Reports

(Schnore, School Board President)

Mrs. Bolas gave a Committee Report from PSBA. She gave updates on the school law handbook, an upcoming program for certification for school safety preparedness, the PA Student Support Program, and more.

Mrs. Snyder gave an update from Pathfinder, advising that Pathfinder has hired a new Principal, who will start at the beginning of the year.

Matters of Information/Other

(Rozzo, Superintendent of Schools)

Dr. Rozzo advised that there were no matters of information at this time.

Announcement Regarding Executive Session

(Schnore, School Board President)

Ms. Schnore made the following announcement:

- a. Executive Session was held on August 26, 2024 for personnel and on September 16, 2024 for personnel and legal matters.



Adjournment

(Schnore, School Board President)

Ms. Schnore adjourned the meeting at approximately 8:27pm.

Ms. Jennifer Schnore, President
BOARD OF SCHOOL DIRECTORS

Scott P. Burchill, Secretary
BOARD OF SCHOOL DIRECTORS

Submitted by: Sarah MacDonald
SCHOOL BOARD STENOGRAPHER

Board Meeting

Personnel List

October 21, 2024

ELECTION

Staff Name	Location	New Assignment	New Assignment Status	Effective Date
Andler, Rachel	District Office	Director of Special Education	FT	TBD
Bears, Joshua	High School	Assistant Coach: High School Boys Basketball (JV)	ECA	11-15-24 through 02-06-25
Beaver, Jeremiah	Ft. Couch	Coach: Middle School Boys Basketball	ECA	10-22-24 through 12-20-24
Buckshaw, Nicholas	High School	Coach: High School Bocce	ECA	11-15-24 through 02-06-25
Calvetti, Gregory	Ft. Couch	Coach: Middle School Boys Basketball	ECA	10-22-24 through 12-20-24
Cecere, Denise	Substitute	Substitute Custodian	Substitute	09-19-24
Dunleavy, Katherine	Substitute	Substitute Nurse	Substitute	10-03-24
Fedko, Katherine	High School	Assistant Coach: High School Strength/Conditioning	ECA	09-23-24 through 10-25-24
Fedko, Katherine	High School	Assistant Coach: High School Strength/Conditioning	ECA	11-15-24 through 02-06-25
Grape, Michael (Eli)	Ft. Couch	Coach: Middle School Wrestling	ECA	11-15-24 through 02-06-25
Grove, Judith	Substitute	Substitute Teacher (Certified)	Substitute	09-30-24
Gurkar, Aditi	Boyce/Fort Couch	FLL Parent Coach	Volunteer	2024-2025 School Year
Hazo, Samuel	High School	Marching Band: Senior Advisor	ECA	10-02-24 through 12-15-24
Jovancevic-Misic, Jelena	Boyce/Fort Couch	FLL Parent Coach	Volunteer	2024-2025 School Year
Kumar, Rajesh	Boyce/Fort Couch	FLL Parent Coach	Volunteer	2024-2025 School Year
Kuppill, Vamsi Krishna	Boyce/Fort Couch	FLL Parent Coach	Volunteer	2024-2025 School Year
Kurzawa, Erika	High School	Assistant Coach: High School Indoor Winter Track	ECA	11-15-24 through 02-06-25
Levine, Stephen	Ft. Couch	Middle School: E- Sports Coach	ECA	09-06-24 through 12-09-24
Lucas, Andrew	Ft. Couch	Coach: Middle School Boys Basketball	ECA	10-22-24 through 12-20-24
Matrascia, Sarah	Ft. Couch	1.0 School Counselor - LTS (J. Palmer)	LTS	10-14-24 through LDTR
Martini, Robert	Ft. Couch	Nutrition Center General Worker	PT	10-02-24
Ondo, Emily	High School	Assistant Coach: High School Girls Basketball	Volunteer	11-15-24 through 02-06-25
Oskin, Jamie	Ft. Couch	Nutrition Center General Worker	PT	09-25-24
Pasquarelli, Patrizia	High School	Nutrition Center General Worker	PT	10-21-24
Lenthall, Riley	Substitute	Substitute Teacher Aide	Substitute	10-16-24
Schon, Gisela	Substitute	Substitute Teacher Aide	Substitute	10-01-24
Simeone, Kimberly	Substitute	Substitute Teacher (certified)	Substitute	10-18-24
Van Hoorelbeke, Gretchen	Substitute	Substitute Teacher (ETC)	Substitute	10-03-24

CHANGE OF STATUS

Staff Name	Location	Current Assignment	Current Assignment Status	New Assignment	New Assignment Status	Effective Date
Angelo, Louis	District Office	1.0 Director of Operations	FT	1.0 Director of Administrative Services	FT	10-22-24
Blocky, Nicholette	Ft. Couch	Nutrition Center General Worker	PT	Substitute Nutrition Center General Worker	Substitute	10-04-24
Dietrich, Cynthia	High School	Assistant Coach: High School Co-ed Rifle	Volunteer	Head Coach: High School Co-Ed Rifle	ECA	11-15-24 through 02-06-25
Dietrich, Thomas	High School	Assistant Coach: High School Co-ed Rifle	ECA	Assistant Coach: High School Co-ed Rifle	Volunteer	11-15-24 through 02-06-25
Fuentes Mateos, Maria del Pilar	Boyce	Substitute Teacher (certified)	Substitute	.5 Spanish Teacher (Per-Diem Sub)	PT	09-23-24 through 10-14-24
Hartnett, Timothy	High School	1.0 Chemistry Teacher	FT	Personal Leave of Absence	Leave	Beginning 10-14-24
Lehman, Denise	Boyce	1.0 Teacher Aide	FT	Personal Leave of Absence	Leave	Beginning 11-14-24
Palmer, Jace	Ft. Couch	1.0 School Counselor	FT	Personal Leave of Absence	Leave	Beginning 09-18-24
Snyder, Daniel	High School	1.0 Assistant Director of Operations and Facilities	FT	1.0 Director of Operations and Facilities	FT	10-22-24
Verzellesi, Alfred	Bus Garage	Bus Driver	PT	Personal Leave of Absence	Leave	Beginning 09-19-24
Wagner, Gregory	High School	Assistant Coach: High School Winter Track	ECA	Assistant Coach: High School Winter Track	Volunteer	11-15-24 through 02-06-25

REAPPOINTMENT

Staff Name	Location	Current Assignment	Current Assignment Status	Effective Date
Bilko, Megan	High School	Assistant Coach: High School Swimming Co-Ed	ECA	11-15-24 through 02-06-25
Bowers, Andrew	Ft. Couch	Coach: Middle School Boys Basketball	ECA	10-22-24 through 12-20-24
Braddock, Jacob	High School	Assistant Coach: High School Wrestling (JV)	ECA	11-15-24 through 02-06-25
Camps, Vincent	High School	Assistant Coach: High School Wrestling	ECA	11-15-24 through 02-06-25
Cosgrove, Matthew	High School	Assistant Coach: High School Track	ECA	11-15-24 through 02-06-25
Cremonese, Frank	High School	Coach: Strength/Conditoning	ECA	11-15-24 through 02-06-25
D'abruzzo, Joseph	High School	Assistant Coach: High School Boys Basketball	Volunteer	11-15-24 through 02-06-25
Ferrari-Engle, Rachel	High School	Theater Head Technician	ECA	2024-2025 School Year
Froelich, Keith	High School	Assistant Coach: High School Boys Basketball	ECA	11-15-24 through 02-06-25
Hunsberger, Thomas	Fort Couch	Choral/Spring Musical Director	ECA	2024-2025 School Year
Klein, Samuel	Ft. Couch	Coach: Middle School Boys Basketball	ECA	10-22-24 through 12-20-24
McClester, Brandon	High School	Assistant Coach: High School Boys Basketball	ECA	11-15-24 through 02-06-25
McConnell-Serio, Suzanne	High School	Assistant Coach: High School Girls Basketball	ECA	11-15-24 through 02-06-25
Parente, Antonio	Ft. Couch	Coach: Middle School Boys Basketball	ECA	10-22-24 through 02-06-24
Petrick, Douglas	High School	Head Coach: High School Track	ECA	11-15-24 through 02-06-25
Sabram, Timothy	High School	Assistant Coach: High School Boys Basketball	Volunteer	11-15-24 through 02-06-25
Schraven, David	High School	Head Coach: High School Swimming Co-Ed	ECA	11-15-24 through 02-06-25
Selep, Joseph	High School	Assistant Coach: High School Boys Basketball	Volunteer	11-15-24 through 02-06-25

Serio, Peter	High School	Head Coach: High School Girls Basketball	ECA	11-15-24 through 02-06-25
Stash, Kristen	High School	Assistant Coach: High School Girls Basketball	ECA	11-15-24 through 02-06-25
Tarr, Christopher	High School	Head Coach: High School Wrestling	ECA	11-15-24 through 02-06-25
Taylor, Mia	High School	Theater Assistant Technician	ECA	2024-2025 School Year
Tirabassi, Daniele	High School	Assistant Coach: High School Swimming	ECA	11-15-24 through 02-06-25
Turner, Cassidy	High School	Assistant Coach: High School Winter Track	ECA	11-15-24 through 02-06-25
Wagner, Anne	High School	Coach: High School Bocce	ECA	11-15-24 through 02-06-25
Williams, Gavin	High School	Assistant Coach: High School Boys Basketball	Volunteer	11-15-24 through 02-06-25
Worstell, Courtney	High School	Assistant Coach: High School Girls Wrestling	ECA	11-15-24 through 02-06-25

RETIREMENT

Staff Name	Location	Current Assignment	Current Assignment Status	Effective Date
Nozum, Michael	Bus Garage	Bus Driver	PT	02-18-25
Palmer, Jace	Ft. Couch	1.0 School Counselor	FT	01-20-25

RESIGNATION

Staff Name	Location	Current Assignment	Current Assignment Status	Effective Date
Ali, Richard	Ft. Couch	Coach: Middle School Boys Basketball	ECA	10-08-24
Banbury, Lisa	Boyce	1.0 Teacher Aide	FT	10-17-24
Bartolacci, Kimberly	Substitute	Substitute Teacher (Certified)	Substitute	08-13-24
Blocky, Nicholette	Ft. Couch	Nutrition Center General Worker	PT	10-04-24
Feriozzi, Anthony	Boyce	Nutrition Center General Worker	PT	09-17-24
Johnson, Cole	Substitute	Substitute Teacher (Certified)	Substitute	09-16-24
Kane, Megan	Substitute	Substitute Nutrition Center General Worker	Substitute	08-13-24
Levin, Stephen	Ft. Couch	Coach: Middle School Boys Basketball	ECA	10-08-24
McDonald, Nancy	High School	Nutrition Center General Worker	PT	09-26-24
Nicholson, Jared	High School	1.0 Math Teacher	FT	01-17-25
Turner, Jermaine	High School	Assistant Coach: High School Boys Basketball	ECA	10-01-24

OTHER

EE# 1360 - Approval of Letter of Agreement

EE# 3115 - Approval of Letter of Agreement

EE# 2004 - Approval of Paid Administrative Leave Change date FROM Beginning 09-06-24 TO 09-6-24 through 09-18-24

DocuSign Envelope ID: 014BA2DA-8BED-4F48-A503-1DA9D554A474

EE# 2719 - Approval of Paid Administrative Leave Beginning on 09-27-24 through 10-11-24

EE# 2247 - Approval of Paid Administrative Leave on 09-30-24

Approval of Employee Discipline Resolution 2024-08

INFORMATION

Allen, Betsy - (Baker Elementary School Robotics Coordinator) salary change

Hart, Denise - (Eisenhower Elementary School Robotics Coordinator) salary change

Hazo, Anna - (1.0 French Teacher Per-Diem sub for A. Tena) change Per diem dates FROM 08-16-24 through 09-27-24 TO 08-16-24 through 10-14-24

LaSalle, Emily - (Streams Elementary School Robotics Coordinator) salary change

Rodgers, Scott - (High School - 1.0 Custodian) change Personal Leave of Absence FROM Beginning 08-12-24 TO 08-12-24 through 10-09-24

Scola, Sarah - (High School Nutrition Center General Worker) start Date change FROM TBD TO 08-13-24



Book Policy Manual

Section 100 Programs

Title Discrimination/Title IX Sexual Harassment Affecting Students Code 103

Status: Second Reading and Adoption: October 21, 2024

Legal

[1. 22 PA Code 12.1](#)

[2. 22 PA Code 12.4](#)

[3. 22 PA Code 15.1 et seq](#)

[4. 22 PA Code 4.4](#)

[5. 24 P.S. 1301](#)

[6. 24 P.S. 1310](#)

[7. 24 P.S. 1601-C et seq](#)

[8. 24 P.S. 5004](#)

[9. 43 P.S. 951 et seq](#)

[10. 20 U.S.C. 1681 et seq](#)

[11. 16 PA Code 41.201 et seq](#)

[12. 29 U.S.C. 794](#)

[13. 42 U.S.C. 12101 et seq](#)

[14. 42 U.S.C. 1981 et seq](#)

[15. 42 U.S.C. 2000d et seq](#)

[16. U.S. Const. Amend. XIV, Equal Protection Clause](#)

[17. Pol. 103.1](#)

[18. Pol. 113.1](#)

[19. Pol. 218](#)

[20. Pol. 233](#)

[21. Pol. 317](#)

[22. Pol. 806](#)

[23. Pol. 113.2](#)

[24. Pol. 113.3](#)

[25. Pol. 218.3](#)

[26. 24 P.S. 1318.1](#)

[27. 20 U.S.C. 1232g](#)

[28. 16 PA Code 41.201 et seq](#)

[29. Reserved](#)

[30. Reserved](#)

[31. 34 CFR Part 99](#)

[32. Reserved](#)

[33. Pol. 113](#)

[34. 34 U.S.C. 12291](#)

[35. 20 U.S.C. 1092](#)

[36. Reserved](#)

[37. Pol. 150](#)

[38. Pol. 317.1](#)

[39. 18 Pa. C.S.A. 2709](#)

[40. 20 U.S.C. 1400 et seq](#)

[41. 28 CFR Part 41](#)

[42. 28 CFR Part 35](#)

[43. 34 CFR Part 100](#)

[44. 34 CFR Part 104](#)

[45. 34 CFR Part 110](#)

[46. U.S. Const. Amend. I](#)

Authority

The Board declares it to be the policy of this district to provide an equal opportunity for all students to achieve their maximum potential through the programs and activities offered in the schools without discrimination on the basis **of a protected classification, including** race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, marital status, pregnancy or handicap/disability.

[\[1\]\[2\]\[3\]\[4\]\[5\]\[6\]\[7\]\[8\]\[9\]\[10\]\[11\]\[12\]\[13\]\[14\]\[15\]\[16\]\[17\]](#)

The Board also declares it to be the policy of this district to comply with federal law and regulations under Title IX prohibiting **sex-based discrimination and** sexual harassment, ~~which is a form of unlawful discrimination on the basis of sex~~. Such discrimination shall be referred to throughout this policy as Title IX sexual harassment. Inquiries regarding the application of Title IX to the district may be referred to the Title IX Coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

The district is committed to the maintenance of a safe, positive learning environment for all students that is free from discrimination by providing all students **admission**, course offerings, counseling, assistance, services, employment, athletics and extracurricular activities without any form of discrimination, including Title IX **sex-based discrimination or sexual** harassment. Discrimination is inconsistent with the rights of students and the educational and programmatic goals of the district and is prohibited at or, in the course of, district sponsored programs or activities, including transportation to or from school or school-sponsored activities.

Violations of this policy, including acts of retaliation as described in this policy, or knowingly providing false information, may result in disciplinary consequences under applicable Board policy and procedures. [\[18\]\[19\]\[20\]\[21\]](#)

The Board directs that the foregoing statement of Board policy be included in each student and staff handbook, and that this policy and ~~related attachments-~~ **procedures** be posted to the district's website.

The Board requires a notice stating that the district does not discriminate in any manner, including Title IX sexual harassment, in any district education program or activity, to be issued to all students, parents/guardians, employment applicants, employees and all unions or professional organizations holding collective bargaining or professional agreements with the district. All discrimination notices and information shall include the title, office address, telephone number and email address of the individual(s) designated as the Compliance Officer and Title IX Coordinator.

Reports of Title IX Sexual Harassment and Other Discrimination and Retaliation

The Board encourages students and third parties who believe they or others have been subject to Title IX sexual harassment, **other harassment**, discrimination or retaliation to promptly report such incidents to the building principal, even if some elements of the related incident took place or originated away from school grounds, school activities or school conveyances. A person who is not an intended victim or target of discrimination but is adversely affected by the offensive conduct may file a report of discrimination.

The student's parents/guardians or any other person with knowledge of conduct that may violate this policy is encouraged to immediately report the matter to the building principal.

A school employee who suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the building principal, as well as properly making any mandatory police or child protective services reports required by law.^[22]

If the building principal is the subject of a complaint, the student, third party or a reporting employee shall report the incident directly to the Title IX Coordinator.

The complainant or the individual making the report may use the Discrimination/Sexual Harassment/Bullying/Hazing/Dating Violence/Retaliation Report Form attached to this policy for purposes of reporting an incident or incidents in writing; however, verbal reports of an incident or incidents shall be accepted, documented and the procedures of this policy and the relevant **attachments procedures** followed.

The building principal shall promptly notify the Title IX Coordinator of all reports of discrimination, Title IX sexual harassment or retaliation. The Title IX Coordinator shall promptly contact the complainant regarding the report to gather additional information as necessary, and to discuss the availability of supportive measures. The Title IX Coordinator shall consider the complainant's wishes with respect to supportive measures.

~~The Title IX Coordinator shall conduct an assessment to determine whether the reported circumstances are most appropriately addressed through the Discrimination Complaint Procedures prescribed in Attachment 1 to this policy, or if the reported circumstances meet the definition of Title IX sexual harassment and are most appropriately addressed through the Title IX Sexual Harassment Procedures and Grievance Process for Formal Complaints in Attachment 2, or other Board policies.~~

Disciplinary Procedures When Reports Allege Title IX Sexual Harassment

When a report alleges Title IX sexual harassment, disciplinary sanctions may not be imposed until the completion of the grievance **procedures** ~~process for formal complaints outlined in Attachment 2~~. The district shall presume that the respondent is not responsible for the alleged conduct until a determination has been made at the completion of the grievance **procedures** ~~process for formal complaints~~.

When an emergency removal, as described in **the grievance procedures**~~Attachment 2~~, is warranted

to address an immediate threat to the physical health or safety of an individual, and it is not feasible to continue educational services remotely or in an alternative setting, the normal procedures for suspension and expulsion shall be conducted to accomplish the removal, including specific provisions to address a student with a disability where applicable. **The district shall provide the respondent with notice and an opportunity to challenge the emergency removal immediately following the removal.** [\[18\]](#)[\[20\]](#)[\[23\]](#)[\[24\]](#)

When an emergency removal is not required, disciplinary sanctions shall be considered in the course of the Title IX grievance **procedures** ~~process for formal complaints~~. Following the issuance of the ~~written~~ determination and any applicable appeal, any disciplinary action specified in the ~~written~~ determination or appeal decision shall be implemented in accordance with the normal procedures for suspensions, expulsions or other disciplinary actions, including specific provisions to address a student with a disability where applicable. [\[18\]](#)[\[19\]](#)[\[20\]](#)[\[23\]](#)

Discipline/Placement of Student Convicted or Adjudicated of Sexual Assault

Upon notification of a conviction or adjudication of a student in this district for sexual assault against another student enrolled in this district, the district shall comply with the disciplinary or placement requirements established by state law and Board policy.[\[25\]](#)[\[26\]](#)

Confidentiality

Confidentiality of all parties, witnesses, the allegations, the filing of a report and the investigation related to any form of discrimination or retaliation, including Title IX sexual harassment, shall be handled in accordance with applicable law, regulations, **Board this policy and procedures, the attachments** and the district's legal and investigative obligations **to carry out the grievance procedures.**[\[27\]](#)[\[31\]](#)

Retaliation

The Board prohibits retaliation, **including peer retaliation between students**, by the district or any other person against any person for:

1. Reporting or making a formal complaint of any form of discrimination or retaliation, including Title IX sexual harassment.
 2. Testifying, assisting, participating or refusing to participate in a related investigation, process or other proceeding or hearing.
 3. Acting in opposition to practices the person reasonably believes to be discriminatory.
- The district, its employees and others are prohibited from intimidating, threatening, coercing, or discriminating against anyone for actions described above. Individuals are encouraged to contact the Title IX Coordinator immediately if retaliation is believed to have occurred.

Definitions

Complaint shall mean a verbal or written request to the district that objectively can be understood as a request to investigate and make a determination about alleged discrimination.

Complainant shall mean an individual who is alleged to be the victim.

Respondent shall mean an individual alleged to be the perpetrator of the discriminatory conduct.

Retaliation shall mean intimidation, threats, coercion or discrimination against any person by the district, a student, employee or other person authorized to provide a district aid, benefit or service, for the purpose of interfering with any right or privilege under applicable law or Board policy, or because the person has reported information, made a complaint,

testified, assisted, participated or refused to participate in any manner in an investigation, proceeding or hearing, including an informal resolution process or any other actions taken by the district in accordance with applicable law and this policy and procedures. This term shall not include the district requiring an employee or other individual providing a district aid, benefit or service to participate or assist with an investigation, proceeding or hearing in accordance with applicable law and this policy.

Pregnancy or related conditions, as defined in state/federal law, shall mean [28]:

- 1. Pregnancy, childbirth, termination of pregnancy, or lactation;**
- 2. Medical conditions related to pregnancy, childbirth, termination of pregnancy, lactation; or**
- 3. Recovery from pregnancy, childbirth, termination of pregnancy, lactation or related medical conditions.**

Discrimination

Discrimination shall mean to treat individuals differently, or to harass or victimize based on a protected classification **as defined by state/federal law** including race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, marital status, pregnancy, or handicap/disability.

Harassment is a form of discrimination based on the protected classifications listed in this policy consisting of unwelcome conduct such as graphic, written, electronic, verbal or nonverbal acts including offensive jokes, slurs, epithets and name-calling, ridicule or mockery, insults or put-downs, offensive objects or pictures, physical assaults or threats, intimidation, or other conduct that may be harmful or humiliating or interfere with a person's school or school-related performance when such conduct is:

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

Definitions Related to Title IX Sexual Harassment

~~**Formal complaint shall mean a document filed by a complainant or signed by the Title IX Coordinator alleging Title IX sexual harassment and requesting that the district investigate the allegation under the grievance process for formal complaints. The authority for the Title IX Coordinator to sign a formal complaint does not make the Title IX Coordinator a party in the grievance process for formal complaints. The phrase "document filed by a complainant" refers to a document or electronic submission that contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint.[32]**~~

Supportive measures shall mean nondisciplinary, nonpunitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a **formal** complaint ~~or where no formal complaint has been filed.~~

Supportive measures shall be designed to restore or preserve equal access to the educational program

or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the educational environment, or to deter sexual harassment. Supportive measures may include, but are not limited to:

1. Counseling.
2. Extensions of deadlines or other course-related adjustments.
3. Modifications of work or class schedules.
4. Campus escort services.
5. Mutual restrictions on contact between the parties.
6. Changes in **class, extracurricular or other activities**, work or housing locations.
7. Leaves of absence.
8. Increased security.
9. Monitoring of certain areas of the campus.
10. Assistance from domestic violence or rape crisis programs.
11. Assistance from community health resources including counseling resources.

Supportive measures may also include assessments or evaluations to determine eligibility for special education or related services, or the need to review an Individualized Education Program (IEP) or Section 504 Service Agreement based on a student's behavior. This could include, but is not limited to, a manifestation determination or functional behavioral assessment (FBA), in accordance with applicable law, regulations or Board policy.[17][18][23][24][33]

Title IX sex-based harassment or discrimination means conduct on the basis of sex that satisfies one or more of the following:

1. ***Quid pro quo harassment*** – a district employee **or other person authorized to provide a district aid, benefit or service explicitly or impliedly** conditioning the provision of a district aid, benefit, or service on an individual's participation in unwelcome sexual conduct.
2. ***Hostile environment harassment*** - unwelcome **sex-based** conduct **that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from a district education program or activity. Determination of whether a hostile environment has been created is a fact-specific inquiry that includes consideration of factors, including but not limited to:**
 - a. **The degree to which the conduct affected the complainant's ability to access the district's education program or activity;**
 - b. **The type, frequency and duration of the conduct;**
 - c. **The complainant's and respondent's ages, roles in the district education program or activity, previous interactions and other relevant factors;**
 - d. **The location and context in which the conduct occurred; and**
 - e. **Other sex-based harassment in the district's education program or activity.**
3. Sexual assault, dating violence, domestic violence or stalking.
 - a. ***Dating violence*** means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of

such a relationship is determined by the following factors:[34]

- i. Length of relationship.
 - ii. Type of relationship.
 - iii. Frequency of interaction between the persons involved in the relationship.
- b. **Domestic violence** includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving federal funding, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.[34]
- c. **Sexual assault** means a sexual offense under state or federal law that is classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.[35]
- d. **Stalking**, under Title IX means stalking on the basis of sex, for example when the stalker desires to date a victim. Stalking means to engage in a course of conduct directed at a specific person that would cause a reasonable person to either:[34]
- i. Fear for their safety or the safety of others.
 - ii. Suffer substantial emotional distress.

Such conduct must have taken place during a district education program or activity and against a person in the United States to qualify as sexual harassment under Title IX. An education program or activity includes the locations, events or circumstances over which the district exercises substantial control over both the respondent and the context in which the harassment occurs. Title IX applies to all of a district's education programs or activities, whether such programs or activities occur on-campus or off-campus.

Delegation of Responsibility

In order to maintain a program of nondiscrimination practices that is in compliance with applicable laws and regulations, the Board designates the Director of Pupil Services as the district's Compliance Officer/Title IX Coordinator for students.

Address:

1775 McLaughlin Run Road
Pittsburgh, PA 15241

Email:

lmadia@uscscd.k12.pa.us
mharkleroad@uscscd.k12.pa.us

Phone Number:

(412) 833-1600 Ext. 2214

The Compliance Officer/ Title IX Coordinator shall fulfill designated responsibilities to ensure adequate nondiscrimination procedures are in place, to recommend new procedures or modifications to procedures, **to monitor and address barriers to reporting**, and to monitor the implementation of the district's nondiscrimination procedures in the following areas, as appropriate:

1. Curriculum and Materials - Review of curriculum guides, textbooks and supplemental materials for discriminatory bias.
2. Training - Provide training for students and staff to prevent, identify and alleviate **conduct which may constitute discrimination or harassment** ~~problems of discrimination.~~
3. Resources - Maintain and provide information to staff on resources available to complainants in addition to the school complaint procedure or Title IX procedures, such as making reports to the police, and available supportive measures such as assistance from domestic violence or rape crisis programs and community health resources including counseling resources.
4. Student Access - Review of programs, activities and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.
5. District Support - Assure that like aspects of the school programs and activities receive like support as to staffing and compensation, facilities, equipment, and related areas.[37]
6. Student Evaluation - Review of assessments, procedures, and guidance and counseling materials for stereotyping and discrimination.
7. Reports/Formal Complaints - Monitor and provide technical assistance to individuals involved in managing informal reports and formal complaints.

Guidelines

Title IX Sexual Harassment Training Requirements

All school employees shall receive training required by law and consistent with their position within the district.

~~The Compliance Officer and Title IX Coordinator, investigator(s), decision maker(s), or any individual designated to facilitate an informal resolution process related to Title IX sexual harassment shall receive the following training, as required or appropriate to their specific role:~~

- ~~1. Definition of sexual harassment.~~
- ~~2. Scope of the district's education program or activity, as it pertains to what is subject to Title IX regulations.~~
- ~~3. How to conduct an investigation and grievance process for formal complaints, including examination of evidence, drafting written determinations, handling appeals and informal resolution processes, as applicable.~~
- ~~4. How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest and bias.~~
- ~~5. Use of relevant technology.~~
- ~~6. Issues of relevance including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant.~~
- ~~7. Issues of relevance, weight of evidence and application of standard of proof and drafting investigative reports that fairly summarize relevant evidence.~~
- ~~8. How to address complaints when the alleged conduct does not qualify as Title IX sexual harassment but could be addressed under another complaint process or Board policy. All training materials shall promote impartial investigations and adjudications of formal complaints of Title IX sexual harassment without relying on sex stereotypes.~~

~~All training materials shall be posted on the district's website.~~

Disciplinary Consequences

A student who is determined to be responsible for violation of this policy shall be subject to appropriate disciplinary action consistent with the Code of Student Conduct, which may include but is not limited to: [\[18\]](#)[\[19\]](#)[\[20\]](#)

1. Loss of school privileges.
2. Permanent transfer to another school building, classroom or school bus.
3. Exclusion from school-sponsored **and extracurricular** activities.
4. Detention.
5. Suspension.
6. Expulsion.
7. Referral to law enforcement officials.

An employee who violates this policy shall be subject to appropriate disciplinary action consistent with the applicable Board policy, collective bargaining agreement and individual contract, up to and including dismissal and/or referral to law enforcement officials.[\[21\]](#)[\[38\]](#)

Reports of Discrimination

~~Any reports of discrimination that are reviewed by the Title IX Coordinator and do not meet the definition of Title IX sexual harassment but are based on race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, marital status, pregnancy or handicap/disability shall follow the Discrimination Complaint Procedures in Attachment 1 to this policy.~~

Reports of Title IX Sexual Harassment

~~Any reports deemed by the Title IX Coordinator to meet the definition of sexual harassment under Title IX shall follow the Title IX Sexual Harassment Procedures and Grievance Process for Formal Complaints in Attachment 2 to this policy.~~

Handling of Reports

All reports of discrimination or Title IX sex-based discrimination or harassment shall be handled in accordance with the Grievance Procedures attached to this policy or other applicable process for complaints occurring prior to the adoption of this policy.

Revised Adopted: August 9, 2023 (ratified)

Revised Adopted: February 22, 2021

Adopted: October 12, 2020

Broadcaster: Upper St. Clair School District

Contract Date: 10/16/2024

BROADCAST RIGHTS LETTER OF AGREEMENT

This Letter of Agreement is entered into between Teall Properties Group, LLC (“TPG”), representing the Western Pennsylvania Interscholastic Athletics League (“WPIAL”) and Upper St. Clair School District (“Broadcaster”). The term of this agreement shall be from October 14, 2024 through June 30, 2025.

CONTRACT TERMS

1. Broadcast Rights Benefits.

TPG shall grant Broadcaster the nonexclusive right to audio broadcast WPIAL Post Season Events. TPG shall grant Broadcaster the nonexclusive right to video broadcast WPIAL Post Season Events declined by the NFHS Network.

2. Fees

In exchange for the grant of the Broadcast Rights and the Broadcaster Benefits, Broadcaster agrees to pay a Broadcast Fee of \$2,000. The Broadcast Fee shall be paid to TPG no later than November 8, 2024.

3. Term

This Agreement will be valid for the period of October 14, 2024 to June 30, 2025.

4. Additional Broadcaster Obligations

Broadcaster further agrees to:

- A.** Broadcast live on terrestrial radio and/or on digital audio WPIAL Post Season Events during the term of this Agreement.
- B.** Bear all costs associated with producing the broadcasts.
- C.** Share all listenership data related to assets and inventory covered under this Agreement, if possible.

Broadcaster agrees to abide by all FCC, NFHS and WPIAL rules and regulations. Any violation by Broadcaster of these rules may be considered a breach of this agreement.

Broadcaster: Upper St. Clair School District

Contract Date: 10/16/2024

5. Broadcaster Trademarks and Materials

Subject to the terms herein, Broadcaster grants TPG a non-exclusive, revocable license to use Trademarks in the United States. TPG shall provide Broadcaster, for review prior to use, all proposed uses of Trademarks and examples thereof. Trademarks shall be used only in the exact form, manner and context Broadcaster approves in writing. Permitted uses of Trademarks may include use: on signage; in advertising or other marketing communication materials; on web sites, in video clips or via other mediums; or for display on promotional premiums for give away or resale.

TPG acknowledges Trademarks are and shall remain the exclusive property of Broadcaster, which is the sole owner of Trademarks and their associated goodwill, and TPG, by reason of this Agreement or otherwise, has not acquired any right, title, interest or claim of ownership to them. TPG's use of Trademarks, and any and all goodwill arising from such use, shall inure solely to Broadcaster's benefit.

6. Indemnification.

TPG is solely responsible for, and will defend, indemnify and hold harmless Broadcaster its officers, agents, employees and each and all of its member schools (collectively "Broadcaster Indemnified Parties") from any and all claims, demands, causes of action, suits or proceedings, and all losses, damages, liabilities, expenses and costs arising there from, including reasonable counsel fees, arising out of any claim or suit brought by a third party based on:

- A. TPG's breach of any representation or obligation under this Agreement.
- B. The unauthorized use of or infringement of any patent, copyright, trademark or other proprietary right by TPG in connection with the designs and webpages covered by this Agreement (other than rights purportedly granted by Broadcaster to TPG under this Agreement).
- C. Any acts or omissions of TPG and/or its directors, officers, employees, agents, contractors, or servants in connection with the performance of TPG's obligations under this Agreement

Broadcaster is solely responsible for, and will defend, indemnify and hold harmless TPG, its affiliates, officers, agents and employees (collectively "TPG Indemnified Parties") from any and all claims, demands, causes of action, suits or proceedings, and all losses, damages, liabilities, expenses and costs arising there from, including reasonable counsel fees, arising out of any claim or suit brought by a third party based on:

- A. Broadcaster's breach of any representation or obligation under this Agreement.
- C. Any acts or omissions of Broadcaster and/or its directors, officers, employees, agents, contractors, or servants in connection with the performance of Broadcaster's obligations under this Agreement

The indemnification hereunder shall survive the expiration or termination of this Agreement.

7. Limitation of Liability

In no event shall either party be liable to the other party for any consequential, incidental, indirect, or punitive damages regardless of whether such liability results from breach of contract, breach of warranties, tort, strict liability, or otherwise.

Broadcaster: Upper St. Clair School District

Contract Date: 10/16/2024

8. Confidentiality

The Parties agree to keep the terms of this Agreement confidential. Neither the terms of this Agreement nor a copy of this Agreement shall be disclosed to any third party, in whole or in part, without the prior express written consent of the other Party, unless required by operation of law. Should such disclosure be required by law, the Party making such disclosure shall notify the other Party in writing upon learning of the request or demand for disclosure.

9. Relationship of Parties.

This Agreement shall neither be deemed nor construed to create a joint venture or partnership between TPG and Broadcaster, nor shall this Agreement be deemed or construed as making either Party the agent or representative of the other Party. Neither Party shall have the authority to bind the other Party in any respect.

10. Assignment

This Agreement is personal to Broadcaster. Neither this Agreement nor any of Broadcaster's rights hereunder shall be sold, transferred or assigned by Broadcaster without TPG's prior written approval, and no rights shall devolve by operation of law or otherwise upon any Broadcaster assignee, receiver, liquidator, trustee or other party. Any such unauthorized assignment shall be void and of no effect unless approved by TPG in writing. Subject to the foregoing, this Agreement shall be binding upon any approved Broadcaster assignee or successor, and this Agreement shall inure to the benefit of TPG, its successors and permitted assigns.

11. Prohibition on Other Licenses or Sublicenses

Broadcaster may not license or sublicense the broadcast rights contained in this Agreement to any third party and may not share any of the content granted to it under this Agreement with any third party.

12. Compliance with Law.

Broadcaster will comply with all laws and regulations related to the broadcasts and promotions thereof, including with all applicable federal, state and local laws, codes, rules and regulations, FCC regulations and with the WPIAL Media Policy https://wpial.org/documents/2023/8/7/WPIAL_MEDIA_POLICY.pdf

13. Miscellaneous

This Agreement sets forth the entire understanding of the Parties with respect to its subject matter, supersedes all prior negotiations and agreements between the Parties concerning such subject matter and may be modified or amended only by a written instrument signed by each Party. Each Party represents and warrants to the other Party (i) the individual signing this Agreement on its behalf is duly authorized to do so and (ii) no representations have been made or relied upon by either Party other than those expressly provided for. This Agreement may be executed via mail delivery or other commonly used electronic means (e.g., via a PDF attachment) in one (1) or more counterpart(s), each of which shall be deemed an original, but all of which, taken together, shall constitute one (1) and the same agreement. No agent, employee or other representative of either Party is empowered to alter any of this Agreement's terms, unless in a written instrument signed by an authorized officer or agent of the appropriate Party. A waiver by either Party of any of the terms or conditions of this Agreement in any instance will not be deemed or construed to be a waiver of such term or condition for the future, or of any subsequent breach thereof. TPG may terminate this Agreement, effective immediately upon delivery of written notice to Broadcaster, in the event TPG's

Broadcaster: Upper St. Clair School District

Contract Date: 10/16/2024

rights agreement with Association/Event is terminated for any reason; provided, however, TPG shall provide Broadcaster a *pro rata* refund of any amounts paid for benefits not yet received as of the effective date of such termination, less any expenses incurred by TPG in fulfillment of this Agreement as of the effective date of such termination. This Agreement will be governed by and construed in accordance with the laws of the state of Pennsylvania without giving effect to its conflict of law rules.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their respective, duly-authorized officers, employees or representatives.

On behalf of TPG:

Name: Amanda Liscinski

TPG

Title: General Manager, WPIAL

Date

On behalf of Upper St. Clair School District:

Name: Daniel Holzer

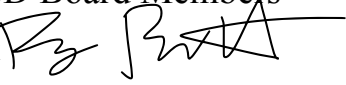
Upper St. Clair School District

Title: Athletic Director

Date

Memo



To: Dr. Rozzo, USCSD Board Members
From: Raymond Berrott 
Date: October 16, 2024
RE: **Surplus/Obsolete Equipment**

We would like to declare the following equipment surplus/obsolete:

Item	Quantity
Chromebook	387
printer	1
video device	2
laptop	4
desktop	4
periperal	4
	402

I recommend the Board declare this equipment surplus and that the administration be authorized to sell, exchange, dispose, or donate in accordance with the provisions in Board Policy #706.1 - Sale or Disposal of Surplus Property, Equipment, Supplies and Textbooks.

Title I Services Addendum

This Title I Services Addendum (the “Addendum”) is entered into as of October 28, 2024 by and between Upper St. Clair, with district administrative offices located at 1775 McLaughlin Run Road Pittsburgh, PA 15241 and the Allegheny Intermediate Unit an intermediate unit organized and operated under the laws of the Commonwealth of Pennsylvania, with its Central Office located at 475 East Waterfront Drive, Homestead, PA 15120 (the “AIU”).

In consideration of the covenants contained herein, and under the authority of the Public School Code of 1949, as amended, intending to be legally bound, the parties to this Addendum do hereby covenant and agree as follows:

1. **Comprehensive Services Agreement.** This Addendum is subject to and incorporates the terms of the Allegheny Intermediate Unit Comprehensive Services Agreement – 2024-2025 as executed by the parties. To the extent that the terms of the Comprehensive Services Agreement conflict with this Addendum, the terms of this Addendum shall control.
2. **Services/Fees/Payment.** The AIU shall provide the School/District with the services to support students that reside in the School/District, but enroll and attend a non-public school (“Non-Public Students”) as set forth in the scope of work attached hereto as Exhibit A (the “Services”). In exchange for the Services provided by the AIU, the School/District shall pay to the AIU the fees set forth in Exhibit A. The AIU will not invoice the School/District until and unless at least one Non-Public Student is identified to receive the Title I Services described herein. If at any point during the term of the Addendum no Non-Public Students are receiving Title I Services, then School/District will pay only for periods during which Services were provided by the AIU. The AIU shall invoice School/District twice annually. Invoices shall include supporting documentation describing the number of hours of Services received by each student in the applicable billing period. If this Addendum is terminated for any reason, School/District shall be responsible for paying AIU only for services rendered through the effective date of termination.
3. **Term/Termination.** This Addendum shall commence as of July 1, 2024 and remain in effect through June 30, 2025 unless otherwise terminated in accordance with the terms contained herein. This Addendum may be terminated for convenience by the School/District only if all eligible Non-Public Students are dismissed from the program, in which case the School/District shall pay the AIU in accordance with Section 2 above. This Addendum may be terminated for cause by either party in the event of a material breach by the other party following 30 days’ written notice of such breach and intent to terminate, provided the breaching party fails to cure such breach. In the event of termination for cause, the AIU shall cease providing services as of the termination date and the School District shall be liable for Services rendered through the termination date.
4. **School/District Obligations.** School/District shall cooperate in good faith with the AIU in all matters relating to the Services and respond to AIU’s reasonable requests for instructions,

information or approvals required by the AIU to provide the Services in accordance with this Addendum. This obligation shall include but is not limited to School/District:

- a. Providing the AIU with names of non-public schools identified to participate in Title I;
 - b. Assisting the AIU in identifying addresses of students who reside in Title I attendance areas;
 - c. Informing the AIU of any and all circumstances which may directly or indirectly affect the performance of this Agreement, including changes in the original funding allocation; and
 - d. Providing the AIU, prior to or upon commencement of Services, with written notice of any School/District policies applicable to the AIU's provision of Services.
5. **Counterparts.** This Agreement may be executed in counterparts, each of which, when executed and delivered, shall be deemed an original and all of which, taken together, shall constitute one and the same instrument, even though both Parties are not signatories to the original or the same counterpart. Furthermore, the Parties may execute and deliver this Agreement by electronic means. Each of the Parties agrees that the delivery of the Agreement by electronic means will have the same force and effect as delivery of original signatures and that each of the Parties may use such electronic signatures as evidence of the execution and delivery of the Agreement by both Parties to the same extent as an original signature.

[SIGNATURE PAGE FOLLOWS]

IN WITNESS WHEREOF, the parties hereto have set their hands and seals the date first above.

ATTEST:

SCHOOL/DISTRICT

Secretary

By: _____
President
Board of Directors

ATTEST:

ALLEGHENY INTERMEDIATE UNIT

Secretary

By: _____
President
Board of Directors

Exhibit A

Scope of Work

Description of Services/Deliverables:

The AIU shall provide the following services:

- 1) Title I Remedial reading and math instructional services for Non-Public Students attending the following non-public schools: St. Louise DeMarillac

Selection of students for receipt of the remedial instructional services will be determined through multiple criteria, including but not limited to standardized assessment scores, student referrals, and classroom assessments. Barring scheduling interruptions, Non-Public Students will receive remedial instructional services a minimum of twice per week with session length as requested by the Non-Public Student's Non-Public School (ranging 30 – 40 minutes at the student's Non-Public Schools). The AIU's provision of Services is subject to availability of staff. The AIU will provide the School/District with a list of participating Non-Public Students in October and will verify any new referrals with School/District throughout the year.

The AIU will administer AimsWeb assessments upon initial referral of each Non-Public Student during fall, winter, and spring benchmark assessment windows. Performance data will be sent to School/District at the completion of the school year or upon School/District request. The AIU will provide a template for performance goals that School District may use for eGrants reporting.

- 2) Parent and family engagement activity services will be provided by the AIU to the School/District for no additional fees regardless of Title I set-aside for such services. Parent and family engagement activity services include, but are not limited to open house and parent/guardian conferences, family nights, off-site family events, and additional school-specific opportunities as applicable.

In providing the Services, the AIU will:

- Provide instructional services by an appropriately certified teacher, as required by Title I
- Use appropriate evaluative testing/screening procedures and materials
- Provide small group supplemental reading and math instruction for participating non-public school students
- Provide the School/District with the data necessary to complete its Title I responsibilities including assessment data and related data
- Meet with non-public school administrators to review services provided to participating students

- Require AIU teachers delivering the Services to complete the following requirements in addition to providing the weekly instructional periods:
 - Conduct benchmark testing and progress monitoring as needed for all Non-Public Students receiving Services
 - Maintain records of assessment data, instructional activities, and attendance for participating Non-Public School students
 - Meet with parents/guardians of participating Non-Public Students for conferences as requested

Key Personnel:

AIU: Amy Richert
Amy.richert@aiu3.net
412-394-4194

School/District: Dr. Judy Bulazo
Jbulazo@uscscd.k12.pa.us
412-916-4150

Fees:

At the time of execution of the Addendum, School/District’s per pupil allocation for each Non-Public school is listed below (the per-pupil allocation times the number of low income Non-Public Students):

Non-Public School	Allocation
St. Louise DeMarilliac	\$4798
Total School/District Allocation*:	\$4798

In the consideration of the Services provided hereunder, the School/District shall compensate the AIU as follows:

The School/District shall pay the entire Total School/District Allocation listed above.

*School/District’s final Title I allocation may not be determined until after March 1st. In the event that School/District’s allocation is adjusted, the Total School/District Allocation stated herein shall be accordingly increased or decreased and the AIU’s final invoices shall account for any such adjustment to the School/District’s Title I allocation.

Memo



Upper St. Clair School District
Unity - Success - Character

To: Dr. John Rozzo, USC Board Members

From: Scott P. Burchill

Date: October 21, 2024

RE: FINANCIAL SUMMARY AND PRELIMINARY FINANCIAL STATEMENTS FOR THE PERIOD ENDED SEPTEMBER 30, 2024 (PRELIMINARY AND UNAUDITED)

Financial statements for the General Fund, Food Service Fund, Capital Reserve Fund and Construction Fund for the period ended August 31, 2024, are enclosed for your review. The reports reflect the realized revenues and expenses incurred from July 1, 2024, through September 30, 2024.

GENERAL FUND

	2024-25	2024-25 through September 30, 2024		2023-24	2023-24 through September 30, 2023	
<i>(in millions of dollars)</i>	Budgeted	Actual	% of Budget	Budgeted	Actual	% of Budget
Current Real Estate Revenues	\$69.08	\$63.06	91%	\$67.45	\$61.30	91%
EIT	\$7.67	\$1.47	19%	\$6.77	\$1.48	22%
All Other Local Revenues	\$5.22	\$1.52	29%	\$4.62	\$1.57	34%
State Revenues	\$21.88	\$5.26	24%	\$20.84	\$4.21	20%
Federal Revenues	\$0.51	\$0.00	0%	\$0.47	\$0.00	0%
All Other	\$0.10	\$0.00	0%	\$0.10	\$0.00	0%
Total Revenues	\$104.46	\$71.31	68%	\$100.25	\$68.56	68%
Expenditures	\$104.45	\$14.57	14%	\$100.25	\$21.92	22%
Revenues less Expenditures	\$0.010	\$56.74		\$0.000	\$46.64	

Balance Sheet	As of June 30, 2023 (Audited)	As of September 30, 2024
Cash and Marketable Securities	\$22,913,179	\$71,322,020
Total Assets	\$28,147,150	\$69,946,973
Total Liabilities	\$16,629,372	\$19,539,761
Nonspendable Reserves	\$398,380	\$398,380
Adjustment to Fund Balance		\$37,714,758
Fund Balance	\$11,119,398	\$12,294,075

FOOD SERVICE FUND

	2024-25	2024-25 through September 30, 2024	2023-24	2023-24 through September 30, 2024
<i>(in millions of dollars)</i>	Budgeted	Actual	Budgeted	Actual
Revenues	\$2,311,138	\$394,983	\$2,236,444	\$245,782
Expenditures	\$2,341,592	\$268,317	\$2,203,510	\$281,281
Net	(\$30,454)	\$126,666	\$32,934	(\$35,499)

	As of June 30, 2023 (Audited)	As of September 30, 2024
Cash and Marketable Securities	\$1,038,661	\$1,141,067
Total Assets	\$1,176,372	\$1,297,005
Total Liabilities	\$689,357	\$825,128
Unassigned Fund Balance	\$487,015	\$471,877

CAPITAL RESERVE FUND

	2024-25	2024-25 through September 30, 2024	2023-24	2023-24 through September 30, 2023
Revenues	1,655,000	1,664,614	270,000	426,459
Expenditures	1,655,282	156,602	276,497	781,448
Net	(282)	1,508,012	(6,497)	(354,989)

	As of June 30, 2023 (Audited)	September 30, 2024 (Unaudited)
Cash and Marketable Securities	629,973	918,530
Total Assets	1,483,221	1,413,735
Total Liabilities	246,054	0
Encumbrances	0	0
Adjustment to Fund Balance	0	(146,988)
Assigned Fund Balance	1,237,167	1,560,724
Total Reserves	1,237,167	1,413,736

CONSTRUCTION FUND

	2024-25 through September 30, 2024		2023-24 through September 30, 2023	
Revenues	\$142,319		\$8,296,673	
Expenditures	\$623,107		\$1,134,692	
<i>Net</i>	<i>(\$480,788)</i>		<i>\$7,161,981</i>	

	As of June 30, 2023 (Audited)	As of September 30, 2024 (Unaudited)
Cash and Marketable Securities	\$236,986	\$4,202,066
Total Assets	\$236,985	\$4,202,066
Total Liabilities	\$0	\$0
Adjustments to Fund Balance	\$0	
Restricted Fund Balance	\$0	\$0
<i>Fund Balance</i>	<i>\$236,985</i>	<i>\$4,202,066</i>

2024 - 25 State Budget Appropriation

	Governor's Budget in February 2024	Upper St. Clair SD Budget	2024-25 State Budget Appropriation	Budget to Actual Difference	Governor's Budget to State Budget Appropriation
Basic Education	\$6,781,758	\$5,835,554	\$5,885,562	\$50,008	(896,196)
Special Education	\$2,255,307	\$2,290,891	\$2,316,307	\$25,416	61,000
Ready to Learn	Not released	\$332,045	\$421,681	\$89,636	N/A
Cyber Charter Reimbursenent	Not proposed	\$0	\$31,201	\$31,201	N/A
	\$9,037,065	\$8,458,490	\$8,654,751	\$196,261	(835,196)

\$196,261 is .1879% of Total Revenues

\$6.78 million proposed in Febraruy 2024. \$956,878 of that total was a proposed Tax Equity Supplement for Districts with high local tax effort. The money was stripped away and reallocated to higher MVAR District's.

BUDGET TRANSFERS

Budget transfers in the amount \$99,459.02 is presented for approval.

BILL LIST

The bill list is included in the supplemental financial report for your review and approval.

Memo



To: Dr. Rozzo, USC Board Members
From: Scott P. Burchill
Date: October 21, 2024
RE: SUPPLEMENTAL FINANCIAL REPORT

The Supplementary Bill Lists are enclosed for your review and approval.

The credit card bill for September purchases:

ART	\$ 267.48	HS SOCIAL STUDIES	\$ 53.72
ATHLETICS	\$ 31.00	HS STEAM	\$ 95.00
BAKER	\$ 87.99	HUMAN RESOURCES	\$ 302.68
BOARD SERVICES	\$ 301.01	LIBRARY	\$ 574.23
BOYCE	\$ 230.32	MARCHING BAND	\$ 1,549.38
BUSINESS OFFICE	\$ 115.31	MS CAPS	\$ 20.12
EISENHOWER	\$ 62.95	MS SOCIAL STUDIES	\$ 79.73
ELEM SCIENCE	\$ 7.99	MS STEAM	\$ 1,065.37
FACS	\$ 2,711.57	MUSIC	\$ 583.13
FT COUCH	\$ (22.09)	NURSING	\$ 9.99
GUIDANCE	\$ 48.42	OPS & MAINTENANCE	\$ 5,533.16
HIGH SCHOOL	\$ 3,126.73	PLC GRANT	\$ 750.00
HS ACTIVITIES	\$ 753.69	SHOP @ USC	\$ 1,618.44
HS LIBRARY	\$ (2,065.00)	STAFF DEVELOPMENT	\$ 3,473.21
HS MATH	\$ 74.27	SUPERINTENDENT	\$ 7,814.28
HS ROBOTICS CLUB	\$ 1,284.62	TECHNOLOGY	\$ 2,042.94
HS SCIENCE	\$ 353.70	WORLD LANGUAGE	\$ 878.91
HS SKI CLUB	\$ 500.00		\$ 34,314.25

2024-2025	October-24	GENERAL FUND 10	CAPITAL RESERVE FUND 32	SCHOOL LUNCH FUND 51
Bill List Description	Submission to Board for Approval	Bill List Amount	Bill List Amount	Bill List Amount
Check List	For Board Meeting dated 10/21/2024	\$1,290,806.71		\$169,972.46
ACH Payment	For Board Meeting dated 10/21/2024	\$174,319.37	\$45,342.57	
ACH Payment	ACSHIC October payment	\$972,866.56		
Total for Board Meeting		\$2,437,992.64	\$45,342.57	\$169,972.46