

FOX CHAPEL AREA SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS

Regular Business Meeting
October 13, 2025 – 7 p.m.
Fox Chapel Area High School LGI Room

This meeting may be recorded and/or broadcast.

Attached Pages

I. CALL TO ORDER

PLEDGE OF ALLEGIANCE

II. ROLL CALL

III. GUESTS

• Ten Fox Chapel Area High School seniors have been designated as National Merit Semifinalists and 17 were named Commended Students in the 2026 National Merit Scholarship Program. The Semifinalists from Fox Chapel Area High School are **Michael Costello, Riley Hemingray, Alan Jiang, Eloise Johnson, Ulyana Kubini, Joanna Li, Gavin Lynch, Rodrigo Silva, Yash Tahiliani, and Helen Xu.** The Commended Students from Fox Chapel Area High School are **Marin Airik, Arman Alborzi, Tobias Conklin, Greta Erdner, Laila Golla, Charles Hahl, Nora Kelley, Steven Li, James Manges, Max Melocchi, August Mierwald, Dayna Mullan, Zehra Ozkaya, Zachary Rubin, Joshua Shah, Joseph Shin, and Ian Wellman.**

All of these students were selected based on their 2024 Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT) scores. Each year, more than 1.3 million juniors complete the PSAT/NMSQT and are automatically entered in the National Merit Scholarship Program. Approximately 16,000 advance to become Semifinalists and about 34,000 are Commended. The Semifinalists represent less than one percent of the nation’s high school seniors and the Commended Students scored in the top 5%. A Semifinalist must have an outstanding academic record throughout high school, be endorsed and recommended by a high school official, write an essay, and earn SAT or ACT scores that confirm the student’s earlier performance on the qualifying test. Semifinalists must also participate in school and community activities, demonstrate leadership abilities, and receive other awards and honors. The Commended Students are recognized for their exceptional academic promise.

The Semifinalists now have the opportunity to advance to the Finalist level and compete for some 6,930 National Merit Scholarships worth nearly \$26 million to be offered in the spring of 2026.

IV. FOX LEADERSHIP COUNCIL STUDENT REPRESENTATIVE

V. SUPERINTENDENT'S REPORT

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• **A Lens on Learning** – Each month, we focus on student work in our schools to highlight lessons, growth, and successes of all kinds.

VI. SOLICITOR'S REPORT

VII. APPROVAL OF MINUTES

- Approve the minutes of the combined agenda study session and regular business meeting dated September 8, 2025.

* **Motion:** Moved by _____ and seconded by _____, that the minutes of the combined agenda study session and regular business meeting dated September 8, 2025, are approved as written.

Roll Call Vote:

VIII. **FIRST PUBLIC COMMENT PERIOD** – Public comment is limited to residents or taxpayers of this district. The first public comment period is for items that are scheduled for deliberation or official action on the agenda. To register to make a public comment, please contact the Board Secretary during business hours, but no later than 12 p.m., on the day of the meeting by email (boardsecretary@fcasd.edu), telephone (412-967-2413), or at the district office (611 Field Club Road, Pittsburgh, PA 15238). Please provide your name, complete address, telephone number, the subject of the comment or topic to be addressed, and any group affiliation. During the meeting, the Board Secretary will call those community members scheduled to comment by telephone. Sign-in sheets will also be provided at each meeting for those attending who wish to offer public comment and did not register in advance.

IX. **OLD BUSINESS**

- A. **Academic Committee Report** (*Mrs. Cooper*)
- B. **Governance Committee Report** (*Mr. Frank*)
- C. **Projects and Planning Committee Report** (*Ms. Zych*)

X. **NEW BUSINESS**

- The superintendent is recommending that action be taken on the following items of business:

A. **Facilities / Transportation** (*Mrs. Lynch*)

1. **Additional School Bus Drivers – 2025-2026 School Year**

- Ratify hiring the additional ABC Transit, Inc., drivers from the attached list effective for the 2025-2026 school year. All required licensing, clearances, and all other essential employment requirements for school bus operators under the laws of the Commonwealth of Pennsylvania have been verified.

2. **Change Orders – Hartwood Elementary School HVAC Project**

- Approve change orders GC-001 at a cost of \$14,974; GC-002 at a cost of \$2,384; GC-003 at a cost of \$43,807; GC-004 at a cost of \$16,179; PC-002 at a cost of \$1,851; PC-003 at a cost of \$4,653; and HC-002 at a cost of \$42,397 as attached for the Hartwood Elementary School HVAC project. **These were reviewed and recommended by the Fox Chapel Area School Authority.**

* **Motion:** Moved by _____ and seconded by _____,
that Facilities / Transportation items 1 and 2 are approved.

Roll Call Vote:

B. **Finance** (*Mr. Hamilton*)

1. **Disbursements (Fund 10) – September 2025**

- General fund disbursements (Fund 10) in the amount of \$10,684,294.40 from September 1, 2025, through September 30, 2025, are approved as attached.

2. **Disbursements (Fund 31) – September 2025**

- Capital reserves fund disbursements (Fund 31) in the amount of \$661,539.86 from September 1, 2025, through September 30, 2025, are approved as attached.

3. **Finance Report – August 2025**

- The finance report for August 2025 is acknowledged and filed for audit as attached.

4. Budget Transfers

- The budget transfers for 2025-2026 are approved as attached.

* **Motion:** Moved by _____ and seconded by _____, that Finance items 1, 2, 3, and 4 are approved.

Roll Call Vote:

C. Instruction (Mrs. Cooper)

1. Seton Hill University – College Partnership Agreement

- Ratify the college partnership agreement as attached between the Fox Chapel Area School District and Seton Hill University for the period July 1, 2025, through June 30, 2028, and authorize the administration to execute the agreement on behalf of the district. **This is a continued partnership.**

2. Wesley Family Services – Site-Based Academic Services Agreement

- Ratify the site-based academic services agreement as attached between the Fox Chapel Area School District and Wesley Family Services for site-based education services and academic programs for the period July 1, 2025, through June 30, 2028. **This is a new agreement.**

3. MGT Impact Solutions, LLC – Master Services Agreement

- Ratify the master services agreement as attached between the Fox Chapel Area School District and MGT Impact Solutions, LLC to provide Title I services to Christ the Divine Teacher Academy for eligible Title I students residing within the Fox Chapel Area School District for the 2025-2026 school year. **This is a new agreement.**

4. Stipulated Adjudications

- Approve the stipulated adjudications as presented.

* **Motion:** Moved by _____ and seconded by _____, that Instruction items 1, 2, 3, and 4 are approved.

Roll Call Vote:

D. Legislation / Policy (Mr. Frank)

1. Policies – Revised – First Reading

- Approve the first reading of the following revised policies as attached:

- No. 234 – Pregnant/Parenting/Married Students
- No. 247 – Hazing
- No. 252 – Dating Violence
- No. 317 – Conduct/Disciplinary Procedures
- No. 317.1 – Educator Misconduct
- No. 320 – Freedom of Speech by Employees (name change only)
- No. 626 – Federal Fiscal Compliance
- No. 626.1 – Travel Reimbursement – Federal Programs
- No. 914 – Relations with Intermediate Unit
- No. 917 – Parental/Family Involvement

2. Policy – Retired

- Approve retiring the following policy as attached:

No. 919 – District/School Report Cards (This policy is no longer necessary based on the Pennsylvania Department of Education’s role in developing and issuing the Future Ready PA Index for measuring school performance.)

3. Board Operations Guidelines – Revised

- Approve the following revised board operations guidelines as attached:

No. 003-BOG-0 – Statement of Financial Interests

No. 003-BOG-3 – Filling a Board Vacancy

- * **Motion:** Moved by _____ and seconded by _____, that Legislation / Policy items 1, 2, and 3 are approved.

Roll Call Vote:

E. Personnel (Ms. Zych)

Candidates for employment under this section are approved subject to verification of the results of physical and drug screening examinations, required clearances, and all other essential employment requirements under Policy and Administrative Regulations 304-AR and 304-AR-4.

1. Resignations

a. Administration

- (1) The resignation of Kimberly M. Pawlishak, business manager for the Fox Chapel Area School District, due to personal reasons, is accepted effective December 10, 2025.

b. Educational Support

- (1) The resignation of Mia A. Carlino, personal care assistant at Dorseyville Middle School, due to personal reasons, is accepted effective September 8, 2025.
- (2) The resignation of Christine M. Harper, 12-month building secretary at O’Hara Elementary School, due to personal reasons, is accepted effective October 16, 2025.
- (3) The resignation of Shelley A. Zottola, instructional assistant at Fairview Elementary School, due to personal reasons, is accepted effective October 27, 2025.

c. Custodial/Maintenance

- (1) The resignation of Charles I. Milan, 10-month, 8 hours per day custodian at Kerr Elementary School, due to personal reasons, is accepted effective October 10, 2025.

d. Supplemental Contracts – Athletic

- (1) The resignation of Dominica Delaney, basketball-girls, HS JV head (50%), due to personal reasons, is accepted effective October 6, 2025.
- (2) The resignation of James Hastings, faculty manager – HS (39%), due to personal reasons, is accepted effective September 8, 2025.
- (3) The resignation of James Hastings, faculty manager – HS (7% partial salary from volleyball, boys, MS asst.), due to personal reasons, is accepted effective September 8, 2025.

- (4) The resignation of Caitlin Paul, volleyball, boys, MS asst. (93%), due to personal reasons, is accepted effective September 23, 2025.
 - (5) The resignation of Brendon Urso, basketball-girls, MS asst. (30%), due to personal reasons, is accepted effective September 5, 2025.
- e. Supplemental Contract – Non-Athletic**
- (1) The resignation of Elizabeth A. Scholz, band/orchestra trip – healthcare (50%), due to personal reasons, is accepted effective October 9, 2025.

2. Appointments

a. Educational Support

- (1) Cassidy M. Minton is approved as the library/media clerk at Fox Chapel Area High School, effective October 14, 2025. Salary is set based on the salary scale for 10-month secretaries/clerks, Step 3, with benefits as per the Fox Chapel Area Education Support Professionals Association Collective Bargaining Agreement. This position is available due to the retirement of Mary Helen Ryan.
- (2) Premalatha Mylarappa is ratified as a personal care assistant at Kerr Elementary School, effective October 1, 2025. Salary is set based on the starting wage for personal care assistants, with benefits as per the Fox Chapel Area Education Support Professionals Association Collective Bargaining Agreement. This position is available due to expanding special education programming.
- (3) Katharine S. Vavpetic is approved as the 10-month building secretary at Fox Chapel Area High School, effective October 14, 2025. Salary is set based on the salary scale for 10-month secretaries/clerks, Step 3, with benefits as per the Fox Chapel Area Education Support Professionals Association Collective Bargaining Agreement. This position is available due to the transfer of Diana Kuhn.

b. Custodial/Maintenance

- (1) James T. Berncic is approved as a 10-month, 8 hours per day custodial employee at Kerr Elementary School for a probationary period, effective October 20, 2025, pending the fulfillment of pre-employment requirements, pursuant to the Service Employees International Union Local 32BJ Collective Bargaining Agreement (CBA). The salary and fringe benefits are set as per the CBA. This position is available due to the resignation of Charles Milan.
- (2) David G. Whiteman is approved as a 10-month, 8 hours per day custodial employee at O'Hara Elementary School for a probationary period, effective October 14, 2025, pursuant to the Service Employees International Union Local 32BJ Collective Bargaining Agreement (CBA). The salary and fringe benefits are set as per the CBA. This position is available due to the retirement of Rose Dreslinski.
- (3) Gyneska Velasquez-Ramirez is approved as a 10-month, 8 hours per day custodial employee at Fox Chapel Area High School for a probationary period, effective November 3, 2025, pending the fulfillment of pre-employment requirements, pursuant to the Service Employees International Union Local 32BJ Collective Bargaining Agreement (CBA). The salary and fringe benefits are set as per the CBA. This position is available due to an open position.

c. Food Services

- (1) Christine Pfeffer is approved as a permanent, part-time (5 hours per day) food services employee in the O'Hara Elementary School cafeteria. Hourly wage is set based on the wage scale for food services employees, General Food Worker – 2, with no fringe benefits, effective October 14, 2025. This position is available due to the resignation of Sandra Nowak.

- (2) Nicole Werner is approved as a permanent, part-time (5 hours per day) food services employee in the Fox Chapel Area High School cafeteria. Hourly wage is set based on the wage scale for food services employees, General Food Worker – 2, with no fringe benefits, effective October 14, 2025, pending the fulfillment of pre-employment requirements. This position is available due to the retirement of Julie Conley.

c. Supplemental Contracts – Athletic

- (1) The following athletic supplemental contracts are ratified, effective September 1, 2025:

Jason Braun	Wrestling, MS Asst.	\$5,005
Matthew Harris	Swimming, HS 1st Asst.	\$4,110
Angela Tassari	Basketball-Girls, HS JV Head (50%)	\$3,047

d. Supplemental Contracts – Non-Athletic

- (1) The following non-athletic supplemental contracts are ratified, effective for the 2025-2026 school year:

Joshua Bryan-Branker	Overnight Camp Counselor	\$1,608
Brianne Claus	Overnight Camp Counselor	\$1,608
Wendy Donaldson	Overnight Camp Counselor	\$1,608
Maureen Johnson	Overnight Camp Counselor	\$1,608
Joshua Mariana	Overnight Camp Counselor (Leave Replacement)	\$1,608
Matthew Murslack	Overnight Camp Counselor	\$1,608

- (2) The following non-athletic supplemental contracts are ratified, effective October 1, 2025:

Susan Johnson	Bus Monitor #1 – O’Hara Elementary (25%)	\$ 326.84
Susan Johnson	Bus Monitor #6 – O’Hara Elementary (25%)	\$ 326.84
Timothy Kapalo-Allen	Bus Monitor #3 – O’Hara Elementary	\$1,307.34

3. Leave

a. Professional

- (1) Kayla M. Walnoha, computer literacy teacher at O’Hara Elementary School, is approved for childrearing / adoption leave, under Article Eleven (D) of the Fox Chapel Educators Association Collective Bargaining Agreement, effective November 17, 2025, with return scheduled for March 27, 2026.

4. Change of Status

a. Food Services

- (1) Deborah L. Tomson, a permanent, part-time (5.75 hours per day) food services employee in the Fox Chapel Area High School cafeteria, is ratified as a full-time (7.5 hours per day) food services worker in the Fox Chapel Area High School cafeteria. Hourly wage is set based on the wage scale for food services employees, General Food Worker – 3, with fringe benefits, effective September 15, 2025. This position is available due to the retirement of Julie Conley.

5. Purchase-of-Service Agreement

a. Athletics Operations Coordinator

- (1) The services agreement for an athletics operations coordinator between the Fox Chapel Area School District and John J. McGee, Ph.D., is approved effective on or about October 14, 2025, through on or about June 30, 2026, as presented. This is a new agreement.

6. Student Worker

a. Athletic

- (1) Michael Didomenico is ratified as a student athletic worker at a rate of \$7.25 per hour, effective for the 2025-2026 school year.

7. Correction

a. Educational Support

- (1) Megan G. Snee, previously approved as a personal care assistant at Hartwood Elementary School, with salary set based on the salary scale for instructional assistants, is ratified as a personal care assistant at Hartwood Elementary School, with salary set based on the starting wage for personal care assistants.

* **Motion:** Moved by _____ and seconded by _____, that Personnel items 1, 2, 3, 4, 5, 6, and 7 are approved.

Roll Call Vote:

F. Operations / Cooperative Services (Mr. Goode)

1. Fox Chapel Area School District Comprehensive Emergency Management (CEM) Plan

- Approve the district's Comprehensive Emergency Management (CEM) Plan. This multi-hazard plan replaces the basic emergency plan, and is in compliance with state and federal emergency guidelines under the Federal Emergency Management Agency (FEMA), the National Incident Management System (NIMS), and the Pennsylvania Emergency Management Agency (PEMA). This plan must be approved annually.

2. Cybersecurity Services Agreements

- Ratify the agreements related to cybersecurity services as presented.

3. Safety Incentive Program

- Ratify the Fox Chapel Area School District safety incentive program for the period October 1, 2025, through May 31, 2026, for district employees at an estimated cost of \$8,000 as attached.

4. Donation – Middle School Orchestra and High School Bands

- Accept the donation of items listed below from an anonymous donor.

To the Dorseyville Middle School orchestra:
K.C. Strings bass stand/stool

To the Fox Chapel Area High School bands:
Roland KC-550 keyboard amplifier
JBL LSR310S subwoofer
Pair of JBL LSR305 monitors
IsoAcoustics speaker stands
4U wooden rack
1U Behringer RX1602 mixer
1U Behringer MIC2200 mic amp
25 key MIDI keyboard
Mackie Big Knob passive monitor controller
Miscellaneous patch cables

- * **Motion:** Moved by _____ and seconded by _____, that Operations/Cooperative Services items 1, 2, 3, and 4 are approved.

Roll Call Vote:

- XI. **SECOND PUBLIC COMMENT PERIOD** – Public comment is limited to residents or taxpayers of this district. The second public comment period is for other matters of concern within the authority of the School Board. To register to make a public comment, please contact the Board Secretary during business hours, but no later than 12 p.m., on the day of the meeting by email (boardsecretary@fcasd.edu), telephone (412-967-2413), or at the district office (611 Field Club Road, Pittsburgh, PA 15238). Please provide your name, complete address, telephone number, the subject of the comment or topic to be addressed, and any group affiliation. During the meeting, the Board Secretary will call those community members scheduled to comment by telephone. Sign-in sheets will also be provided at each meeting for those attending who wish to offer public comment and did not register in advance.
- XII. **FOX CHAPEL EDUCATORS ASSOCIATION REPRESENTATIVE**
- XIII. **BOARD COMMENTS**
- XIV. **ADJOURNMENT**

- * **Motion:** Moved by _____ and seconded by _____, that the meeting is adjourned. Time: _____.

Voice Vote:

NOTE: Attachments cited within the agenda are available for the public on the district website. Anyone without access to the district website who wishes to review the attachments may do so by contacting the Board Secretary during regular business hours.

SUPERINTENDENT'S REPORT

A. Enrollment and Fire Drills

B. Information

•FCASD Receives Purple Star Designation

The Fox Chapel Area School District has been awarded the Purple Star School designation by the Pennsylvania Department of Education. Fox Chapel Area's designation will begin January 1, 2026, and last through December 31, 2029.

Purple Star Schools is a program that supports military-connected children as they relocate to new schools due to a parent's change in duty station. This designation is given to Local Education Agencies (LEAs) and schools for their commitment to serving active-duty military families and students through efforts including designating a military liaison and providing a transition initiative.

To achieve Purple Star School designation, LEAs and schools must meet multiple criteria, including designating a staff member as a military liaison, detailing how the LEA or school identifies military-connected students, maintaining a publicly accessible web page to provide resources for military-connected students and their parents/guardians, and providing a transition initiative led by students.

More information about the Purple Star Schools program can be found at <https://www.pa.gov/agencies/education/resources/student/empoweru/military-students/purple-star-schools-application-guidelines>.

•Art Teacher Chosen for Junk Kouture Advisory Board

Fox Chapel Area High School art teacher **Joan Marangoni** was selected to serve on the first ever United States Junk Kouture Teacher Advisory Board. She is one of only six educators from across the nation who will serve on the board for the 2025-2026 school year and Marangoni was selected for being "an influential and passionate Junk Kouture Educator." The board members will meet several times throughout the year to build a collection of feedback and published pieces that support the work of Junk Kouture.

Junk Kouture is an international sustainable fashion competition open to students ages 13-19 that challenges young people to create high-fashion designs from 100% recycled materials. The creations showcase the creativity, innovation, and environmental consciousness driving the next generation of changemakers. The competition is organized by Junk Kouture Operations Ireland Ltd. and is the largest sustainable fashion competition for young people.

During the last few years, Mrs. Marangoni and Fox Chapel Area High School art teacher **Christine Smith**, have worked with several students who have made it to the Junk Kouture national competition and World Finals. This school year, seniors **Raina Guzman** and **Claire Conti** qualified for the national contest and have qualified for worlds. During the 2023-2024 school year, then sophomores **Lily McLaughlin** and **Ayla Ojanen** made it to the national finals and then qualified for the world competition which took place in Dublin, Ireland. Lily and Ayla, now seniors and helped by senior **Katie Siddons**, also qualified for nationals this current school year. The first year a Fox Chapel Area student competed was during the 2022-2023 school year when then senior **Marley Pistella** (Class of 2023) qualified for the national competition.

•Student Named Among Top 300 in National Science Competition

Fox Chapel Area High School ninth-grader **Rishabh Krishnamurthy** was named one of the Top 300 Junior Innovators in the 2025 Thermo Fisher Scientific Junior Innovators Challenge (Thermo Fisher JIC) for the third consecutive year. Thermo Fisher JIC is the nation's premier science, technology, engineering, and math (STEM) competition for middle school students and the Top 300 represent the best and brightest middle school STEM talent in the United States and its territories. The Thermo Fisher JIC, a program of Society for Science, inspires young scientists, engineers, and innovators to solve the grand challenges of the future.

The Top 300 Junior Innovators (including six from Pennsylvania) were selected from nearly 2,000 entrants from 48 states, American Samoa, Guam, Northern Mariana Islands, and Puerto Rico who applied to compete in the Thermo Fisher JIC. Students who place in the top 10% of their local science fair are eligible to enter the contest. Rishabh was chosen based on his project “Robots: Filling the Human Void,” for which he was awarded a first place in the Pittsburgh Regional Science and Engineering Fair in April 2025 when he was an eighth-grader at Dorseyville Middle School.

“These young innovators embody the most promising science and engineering talent in the nation,” said Maya Ajmera, president and CEO, Society for Science and executive publisher, Science News. “They are taking on complex challenges and demonstrating a passion for STEM that can lead to impactful change. I am thrilled to celebrate their achievements.”

“We are inspired by the creativity and determination of the Top 300 Junior Innovators, whose projects reflect a true passion for solving real-world challenges,” said Dr. Karen Nelson, chief scientific officer, Thermo Fisher Scientific. “Recognizing and supporting young scientific minds is essential to fostering the next generation of innovators who will shape a brighter, more collaborative future for us all.”

Each of the Top 300 Junior Innovators received a \$125 award from Department of Defense (DoD) STEM, as well as a special prize package.

C. Fox Chapel Area School Board Upcoming Meetings

October 14, 2025

6 p.m.	Academic Committee Meeting	Administrative Offices	Staff Development Room
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October 21, 2025

6 p.m.	Projects and Planning Committee Meeting	Administrative Offices	Staff Development Room
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November 3, 2025

7 p.m.	Agenda Study Session	High School	LGI Room
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November 5, 2025

6 p.m.	Governance Committee Meeting	Administrative Offices	Staff Development Room
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November 10, 2025

7 p.m.	Regular Business Meeting	Kerr Elementary	Gym
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November 11, 2025

6 p.m.	Academic Committee Meeting	Administrative Offices	Staff Development Room
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November 25, 2025

6 p.m.	Projects and Planning Committee Meeting	Administrative Offices	Staff Development Room
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December 2, 2025 (Tuesday)

7 p.m.	Reorganization Meeting & Combined Agenda Study Session and Regular Business Meeting	High School	LGI Room
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Regular Business Meeting – 10/13/25

January 6, 2026

6 p.m. Governance Committee Meeting Administrative Offices Staff Development Room

January 13, 2026

6 p.m. Academic Committee Meeting Administrative Offices Staff Development Room

January 20, 2026

6 p.m. Projects and Planning Committee Meeting Administrative Offices Staff Development Room

February 3, 2026

6 p.m. Governance Committee Meeting Administrative Offices Staff Development Room

February 17, 2026

6 p.m. Academic Committee Meeting Administrative Offices Staff Development Room

February 24, 2026

6 p.m. Projects and Planning Committee Meeting Administrative Offices Staff Development Room

March 3, 2026

6 p.m. Governance Committee Meeting Administrative Offices Staff Development Room

March 10, 2026

6 p.m. Academic Committee Meeting Administrative Offices Staff Development Room

March 25, 2026

6 p.m. Projects and Planning Committee Meeting Administrative Offices Staff Development Room