

May 8, 2023 Regular Meeting

The regular meeting of the Board of Directors of the Bradford Area School District was held at 7:00 pm in the Cafeteria at Floyd C. Fretz Middle School, 140 Lorana Avenue, Bradford, PA.

PRESENT:

Directors: Shane Oschman, President; Carla Manion, Vice-President; Vickie Baker, Treasurer; Hiel Bartlett, Gretchen Daugherty, Frances Forbes, and Eric Marasco

Absent: Helen Schuster and Stephanie Scrivo

Administrators: Katy Pude, Sam Johnson, Judy Bodamer, Erin Waugaman, Dave Ray, Ken Coffman, Amber Benjamin, Jennifer Morgan, Sarah Tingley, Heidi Blatchley, Kim Swanson, Wes Lohrman, Melissa Merry, Barry Bryan, and Dave Green

News Media: Mandy Colosimo, *The Bradford Era*

Visitors: Bill Moore, Kendall Gracey-Dalton, Sayge Bruno, Dana Mollander, Jennifer Taylor, Tanya Wilbon, David Eaton, Sherylanne Waterman, Crystal Salada, Sally Wineberg, Brigid Lundgren, Michael Ernst, and Lisa Esch

President Oschman called the meeting to order at 7:03 p.m.

RECOGNITION OF VISITORS

Jennifer Taylor approached the board to ask questions and bring up concerns she had related to section VII-A: Flexible Learning Option on tonight's agenda.

APPROVAL OF BOARD AGENDA

Motion by Carla Manion, seconded by Gretchen Daugherty, to approve the agenda as presented. Unanimously carried.

APPROVAL OF MINUTES

Regular Meeting – April 3, 2023

Motion by Frances Forbes, seconded by Vickie Baker, to approve the minutes as presented. Unanimously carried.

PRESENTATION

A. Nutrition Inc. – Ms. Melissa Kingen

RESOLUTION FOR EXPULSION

A. "It is hereby RESOLVED, by the Board of Directors of the Bradford Area School District that the student who violated policy #218.2: Terroristic Threats/Acts on April 30, 2023, referred to as 2022-2023 #3, is expelled for the period of time set forth in the Agreement dated May 4, 2023, as recommended by the Superintendent, a copy of which is on file in the student's file located in the Superintendent's office and which provisions are approved by the Resolution as if fully set forth herein."

Motion by Carla Manion, seconded by Hiel Bartlett, to approve the resolution as presented. 7 Yeas, 0 Nays, 2 Absent

BUSINESS OFFICE AND FINANCIAL AFFAIRS

A. 2023 - 2024 Preliminary Budget Presentation

B. 2023 - 2024 Preliminary General Fund Budget

Motion by Carla Manion, seconded by Gretchen Daugherty, to approve the 2023 - 2024 Preliminary General Fund Budget as presented. 7 Yeas, 0 Nays, 2 Absent

C. 2023 – 2024 Preliminary Capital Reserve Budget

Motion by Gretchen Daugherty, seconded by Vickie Baker, to approve the 2023 - 2024 Preliminary

Capital Reserve Budget as presented. 7 Yeas, 0 Nays, 2 Absent

D. Treasurer's Reports for the period ending March 31, 2023 and April 30, 2023

Motion by Hiel Bartlett, seconded by Carla Manion, to approve the reports as presented. Unanimously carried.

E. Payment of Bills – General Fund, Capital Reserve and Food Service

Motion by Hiel Bartlett, seconded by Vickie Baker, to approve the payment of bills as presented. Unanimously carried.

F. Budget Transfers for the period ending April 30, 2023.

Motion by Gretchen Daugherty, seconded by Hiel Bartlett, to approve the transfers as presented. Unanimously carried.

G. Quarterly Reports for Secondary Schools for the period ending March 31, 2023

Motion by Vickie Baker, seconded by Gretchen Daugherty, to approve the reports as presented. Unanimously carried.

H. Student Laptop Proposal

1. To approve the proposal for 750 student laptops for Bradford Area High School from IT Outlet Inc. per Costars Contract # 003-483. Total cost is \$631,500.

Motion by Frances Forbes, seconded by Gretchen Daugherty, to approve the proposal as presented. 7 Yeas, 0 Nays, 2 Absent

I. Transportation Software Proposal

1. To approve the proposal by Tyler Technologies, a Sourcewell contract, # 090320-TTI, in the amount of \$99,888. This is a 3-year contract beginning July 1, 2023.

Motion by Hiel Bartlett, seconded by Vickie Baker, to approve the proposal as presented above. 7 Yeas, 0 Nays, 2 Absent

J. Nutrition Inc. Renewal Contract and Operating Budget

1. The renewal with Nutrition Inc. expires June 30, 2023. This will extend the contract for one year. The estimated budget shows a deficit of \$ 37,141.03.

Motion by Frances Forbes, seconded by Gretchen Daugherty, to approve the contract and operating budget for Nutrition Inc. as presented. 7 Yeas, 0 Nays, 2 Absent

K. High School Gymnasium Floor Replacement Proposal

1. To approve the proposal by All American Athletics per Costars contract #014-E23-317 in the amount of \$232,000.00

Motion by Carla Manion, seconded by Hiel Bartlett, to approve the proposal as presented. 7 Yeas, 0 Nays, 0 Absent

L. Contract with Buffamante, Whipple, Buttafaro, P.C.

1. This contract is for auditing services for the 2022-2023 fiscal year. The fee for the year ending June 30, 2023 will be \$37,500 which is a 15.4% increase over last year.

Motion by Gretchen Daugherty, seconded by Frances Forbes, to approve the contract as presented. 7 Yeas, 0 Nays, 2 Absent

M. Resolution and Contract with Seneca Highlands IU9

1. Contract and Board Resolution for Support Services for the 2023-2024 school year.

Motion by Vickie Baker, seconded by Carla Manion, to approve the contract and resolution as presented. 7 Yeas, 0 Nays, 2 Absent

STUDENTS AND CURRICULUM

A. Flexible Instruction Day (FID) Plan

Motion by Frances Forbes, seconded by Gretchen Daugherty, to approve the FID plan as presented. Unanimously presented.

B. CARE for Children – 2023- 2024 Service Agreements

1. The agreement renewals for the provision of Physical Therapy, Occupational Therapy, and Speech Services for the 2023 – 2024 school year are presented for your approval.

Units are equivalent to 15 minutes.

- a. Occupational Therapy Services - \$25.00 per therapy unit.
- b. Physical Therapy Services - \$32.00 per therapy unit.
- c. Speech-Language Services - \$20.00 per therapy unit for single student; \$30.00 per therapy unit for two students; \$45.00 per unit for three students.

*Motion by Carla Manion, seconded by Vickie Baker, to approve the agreements as presented.
7 Yeas, 0 Nays, 2 Absent*

C. Overnight Trip

1. Permission is being requested for the Envirothon team to attend the State Competition on May 24, 2023, in Lewisburg, PA.

Motion by Gretchen Daugherty, seconded by Frances Forbes, to approve the overnight request as presented. Unanimously carried.

D. Student Council Representative – Sayge Bruno, President

PERSONNEL

A. Policies

1. Policy #11: Principles for Governance and Leadership, Revised
2. Policy #137: Home Education Programs, Revised
3. Policy #137.1: Extracurricular Participation by Home Education Students, New
4. Policy #137.2: Participation in Cocurricular Activities and Academic Courses by Home Education Students, New
5. Policy #137.3: Participation in Career and Technical Education Programs by Home Education Students, New
6. Policy #200: Enrollment of Students, Revised
7. Policy #202: Eligibility of Nonresident Students, Revised
8. Policy #204: Attendance, Revised
9. Policy #217: Graduation, Revised
10. Policy #221: Dress and Grooming, Revised
11. Policy #233: Suspension and Expulsion, Revised
12. Policy #251: Students Experiencing Homelessness, Foster Care, and Other Educational Instability, Revised
13. Policy #810: Transportation, Revised

Recommendation: These policies are being placed on the table for a requisite period of time. No action is required at this time. These policies will be placed on the June agenda for consideration.

B. Contracts

1. Athletic Trainer Agreement with Charles Cole Memorial Hospital

Agreement renewal for the provision of Athletic Trainer services through Charles Cole Memorial Hospital for the contract period of the 2023-2024 School Year, or the first day of fall practices, through June 30, 2-24 at a rate of \$32.70 per hour. This is an increase of \$1.10 per hour.

*Motion by Gretchen Daugherty, seconded by Vickie Baker, to approve the contract as presented.
7 Yeas, 0 Nays, 2 Absent*

2. AFSCME – July 1, 2023 – June 30, 2027

Motion by Carla Manion, seconded by Gretchen Daugherty, to approve the Collective Bargaining Agreement as presented, effective July 1, 2023. 7 Yeas, 0 Nays, 2 Absent

C. Memorandum of Understanding

1. Memorandum of Understanding between the Bradford Area School District and the Bradford City Police Department in regard to policies and procedures between the two entities.

D. Hiring

1. Kristina Sowers, Science Teacher at Bradford Area High School, MBA St. Bonaventure University Pennsylvania Certified Biology 7-12. Salary will be Master's Step 1, \$48,430 effective August 17, 2023, or another date mutually agreed upon by both parties.

Recommendation: To approve the employment of Ms. Sowers, for the position as shown above, pending completion of all necessary paperwork, pre-employment drug test, and in accordance with Board Policy and the current agreement between the Board and BAEA.

2. Julie Walter, Full-Time General Aide at George G. Blaisdell Elementary School for 7.25 hours per day, at a rate of \$15.81 per hour, effective May 9, 2023, or another date mutually agreed upon by both parties.

Recommendation: To approve the employment of Ms. Walter, for the position as shown above, pending completion of all necessary paperwork, pre-employment drug test, and in accordance with Board Policy and the current agreement between the Board and BAESPA.

3. Michael Ernst, Special Education Teacher at Bradford Area High School, B.S. Social Studies, University of Pittsburgh at Bradford Pennsylvania Emergency Certification for Special Education PK-12. Salary will be Bachelor Step 1, \$46,636, effective August 17, 2023, or another date mutually agreed upon by both parties.

Recommendation: To approve the employment of Mr. Ernst, for the position as shown above, pending completion of all necessary paperwork, certification completion, pre-employment drug test, and in accordance with Board Policy and the current agreement between the Board and BAEA.

E. Resignations

1. Patrick Giordano, Maintenance/HVAC Worker, effective June 30, 2023.

Recommendation: To approve the resignation of Mr. Giordano with regrets and appreciation for his 9 years of service to the students and staff of the District.

2. Tina Slaven, Principal at Floyd C. Fretz Middle School, effective June 30, 2023, or another date mutually agreed upon by both parties.

Recommendation: To approve the resignation of Ms. Slaven, for the purpose of retirement, with regrets and appreciation for her 21 years of service to the students and staff of the District.

F. Transfers

1. Donna Speziale, from Full-Time Bus Driver for Run #7 to Full-Time Bus Driver for Run #31, at a rate of \$21.85 per hour for 6 hours and 23 minutes per day, effective August 23, 2023, or another date mutually agreed upon by both parties.

Recommendation: To approve the transfer of Ms. Speziale, for the position above, in accordance with Board policy and the current Agreement with AFSCME.

2. Amber Benjamin, from Assistant Principal/Dean of Students at Bradford Area High School to Assistant Principal at Floyd C. Fretz Middle School, effective July 1, 2023.

Recommendation: To approve the transfer of Ms. Benjamin, for the position shown above, in accordance with Board Policy and the current Act 93 Agreement.

3. Melissa Merry, from Assistant Principal at Floyd C. Fretz Middle School to Principal at Floyd C. Fretz Middle School. Salary will be \$85,461, effective July 1, 2023.

Recommendation: To approve the transfer of Ms. Merry, for the position shown above, in accordance with Board Policy and the current Act 93 Agreement.

4. Marty Cummins, from Kindergarten Teacher at George G Blaisdell Elementary School to Dean of Students at Bradford Area High School, effective August 17, 2023.

Recommendation: To approve the transfer of Ms. Cummins, for the position shown above, in accordance with Board Policy and the current agreement between the Board and BAEA.

G. Temporary Summer Technology Workers

The Temporary Summer Technology Workers will be employed at a rate of \$12.00 per hour through June 30, 2023, then \$12.30 per hour beginning July 1, 2023 on an as-needed basis, effective June 2, 2023.

1. Elyse Godding
2. Logan Green
3. Lauren Boser

Recommendation: To add the above-named individuals to the District's approved Summer Technology Worker list pending completion of all necessary paperwork, pre-employment drug test (where applicable), and in accordance with Board Policy.

H. Temporary Summer Custodial Workers

The Temporary Summer Custodial Workers will be employed at a rate of \$12.00 per hour through June 30, 2023, then \$12.30 per hour beginning July 1, 2023 on an as-needed basis, effective June 2, 2023.

1. Barry Corbett
2. Stephanie Cottillion
3. Krista Whitlow
4. Angeline Ackerson

Recommendation: To add the above-named individuals to the District's approved Summer Custodial Worker list pending completion of all necessary paperwork, pre-employment drug test (where applicable), and in accordance with Board Policy.

I. Coaches 2022 – 2023

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|--|----------------|
| 1. Assistant Middle School Girls' Track Coach: | Ashley Jackson |
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Coaches 2023 – 2024

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| 1. Volunteer Football Coach: | Justin Taylor |
| 2. Volunteer Football Coach: | Michael Haviland |
| 3. Volunteer Football Coach: | Jeremy Luna |
| 4. Volunteer Football Coach: | Stuart Abers |
| 5. Volunteer Football Coach: | Jerad Rosendahl |

Recommendation: To approve the employment of the above listed individuals for the coaching positions for the 2022-2023 and 2023-2024 school years, as shown above, pending completion of all necessary paperwork, pre-employment drug test (where applicable) and in accordance with Board Policy and the current agreement between the Board and BAEA. Approval and payment for services is contingent upon adequate enrollment in each program as determined by the Board, and completion of the full season. In the event the sport season is cancelled or shortened, for any reason, prior to the start of the season, no payment for services will be made. In the event the sport season is cancelled, for any reason, during the season, payment for services will be pro-rated.

J. Substitutes

1. Ian Hoffman, Substitute Bus Driver, Substitute Van Driver, Substitute Bus Aide, effective April 17, 2023, or another date mutually agreed upon by both parties.
2. Ekaterina Wilson, Substitute Teacher, effective April 25, 2023, or another date mutually agreed upon by both parties.
3. Ashley Zeigler, Substitute Bus Driver and Substitute Bus Aide, effective April 27, 2023, or another date mutually agreed upon by both parties.
5. Tessa Vendetti, Substitute Teacher, effective May 15, 2023, or another date mutually agreed upon by both parties.

Recommendation: To approve the above-listed substitute employees, pending completion of all necessary paperwork, pre-employment drug test, and in accordance with Board Policy.

K. Leaves

1. Employee #2562 has requested a childbearing/childrearing leave of absence from May 8, 2023 through July 3, 2023, as outlined in the Agreement between the Board and BAESPA and in accordance with FMLA Guidelines.
2. Employee #2952 has requested a leave of absence from March 30, 2023 through April 6, 2023, as outlined in the Agreement between the Board and BAEA and in accordance with FMLA Guidelines.
3. Employee #2288 has requested a leave of absence from April 3, 2023 through April 25, 2023, as outlined in the Agreement between the Board and BAEA and in accordance with FMLA Guidelines.
4. Employee #1356 has requested a leave of absence from April 17, 2023 through May 5, 2023, as outlined in the Agreement between the Board and BAEA and in accordance with FMLA Guidelines.
5. Employee #2368 has requested a childbearing leave of absence from September 14, 2023 through November 9, 2023, as outlined in the Agreement between the Board and BAEA and in accordance with FMLA Guidelines.

Recommendation: To approve the leaves as presented.

Motion by Gretchen Daugherty, seconded by Hiel Bartlett, to approve Items D through Items K as presented above.

RECOGNITION OF VISITORS

David Eaton approached the board to give an end of the year update on the Motivational Monday t-shirt sales. The district raised \$15,000 and was able to feed 200 families this year and wanted to thank the Board, Mrs. Pude, and all those who participated in making this event a success!

ADJOURNMENT

*Motion by Gretchen Daugherty, seconded by Hiel Bartlett, that the meeting be adjourned.
Unanimously carried.*

The meeting adjourned at 8:21 p.m.

Lisa L. Esch, Recording Secretary