

## October 16, 2023 Regular Meeting

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

### **PRESENT:**

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

Absent: Eric Marasco, Helen Schuster, and Stephanie Scrivo

Administrators: Katy Pude, Sam Johnson, Erin Waugaman, Dave Ray, Missy Merry, Amber Benjamin, Sarah Tingley, Heidi Blatchley, Marty Cummins, Kim Swanson, Wes Lohrman, Jennifer Morgan, and Dave Green

News Media:

Visitors: Sara Stroup, Abbie Rhoades, Kendall Gracey-Dalton, Uriah Morris, Shawn Hartman, Jacob Rodgers, Kendall Dotson, David Eaton, Joshua Marrone, and Lisa Esch

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

### **RECOGNITION OF VISITORS**

None.

### **APPROVAL OF BOARD AGENDA**

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

### **APPROVAL OF MINUTES**

Regular Meeting – September 11, 2023

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

### **PRESENTATION**

A. Mr. David Ray – Principal, Bradford Area High School

### **BUSINESS OFFICE AND FINANCIAL AFFAIRS**

- A. Treasurer’s Report for the period ending August 31, 2023
- B. Treasurer’s Report for the period ending September 30, 2023

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

C. Payment of Bills: General Fund, Capital Reserve, Food Service, and G.O. Bond 2023

*Motion by Gretchen Daugherty, seconded by Vickie Baker, to approve the payment of bills as presented. Unanimously carried.*

D. Budget Transfers for the period of July 1, 2023 through September 30, 2023

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

E. Tax Exonerations, Additions, Homestead Adjustments, and Refunds Report

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

F. Quarterly Reports for Secondary Schools for the quarter ending September 30, 2023

*Motion by Vickie Baker, seconded by Carla Manion, to approve the reports as presented. Unanimously carried.*

## **STUDENTS AND CURRICULUM**

A. Field Trip

1. Permission is being requested for the High School Gifted Support students to attend a tour of the Rochester Institute of Technology and the Rochester Museum and Science Center on October 25, 2023.

*Motion by Carla Manion, seconded by Frances Forbes, to approve the field trip as presented above. Unanimously carried.*

B. Student Council Representative – Kendall Gracey-Dalton, President

## **PERSONNEL**

A. Policies

1. Policy #114.1: Gifted Education, New

Recommendation: The policy is being placed on the table for the requisite period of time. No action is required at this time. This policy will be placed on the November agenda for consideration.

B. Tenure

1. Megan Covert
2. Heather Gillespie
3. Colin Hirth
4. Aileen McGinnis

Recommendation: To award tenure to the above-listed staff members in accordance with the Pennsylvania School Code of 1949 as amended.

C. Resignations

1. Dakotah Giordano, Custodian at Bradford Area High School, effective October 17, 2023.

Recommendation: To approve the resignation of Mr. Giordano with regrets and appreciation for his 5 years of service to the students and staff of the District.

2. Gregory Babcock, Bus Driver at the Transportation Department, effective October 6, 2023.

Recommendation: To approve the resignation of Mr. Babcock with regrets and appreciation for his 2 years of service to the students and staff of the District.

3. Benjamin Koss, Assistant Swim Coach, effective September 21, 2023.

Recommendation: To approve the resignation of Mr. Koss with regrets and appreciation.

#### D. Offer of Employment Rescinded

1. Kristen Sisler as a General Aide at George G. Blaisdell Elementary School, effective September 12, 2023. The offer of employment was rescinded due to a lack of response during the onboarding process.

Recommendation: To approve the rescinding of the offer of employment as presented.

#### E. Hiring

1. Danielle Howard as a Reserve Driver with the Transportation Department at a rate of \$21.85 per hour for 4.0 hours per day, effective October 17, 2023, or another date mutually agreed upon by both parties.

Recommendation: To approve the employment of Ms. Howard, 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 AFSCME.

2. Haley Durphy, General Aide at George G. Blaisdell Elementary School at a rate of \$16.19 per hour for 7.25 hours per day, effective October 17, 2023, or another date mutually agreed upon by both parties.

Recommendation: To approve the employment of Ms. Durphy, 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. Angeline Ackerson, Mechanic at the Transportation Department at a rate of \$24.55 per hour for 8 hours per day, effective October 17, 2023 or another date mutually agreed upon by both parties.

Recommendation: To approve the employment of Ms. Ackerson, 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 AFSCME.

4. Kevin Bisker, Maintenance Staff at a rate of \$24.55 per hour for 8 hours per day, effective October 17, 2023 or another date mutually agreed upon by both parties.

Recommendation: To approve the employment of Mr. Bisker, 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 AFSCME.

5. William P. Goff Jr., 2nd Shift Custodian at GGB Elementary School at a rate of \$22.22 per hour, plus the \$0.40 differential for 2nd Shift for 8 hours per day, effective October 17, 2023 or another date mutually agreed upon by both parties.

Recommendation: To approve the employment of Mr. Goff, 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 Teamsters.

#### F. Coaches 2023-2024

1. Jennifer Barnes: Unified Bocce Coach Co-Coach
2. Connor Frederick: Unified Bocce Coach Co-Coach
3. Chuck Bell: Head JV/Assistant Varsity Girls Basketball Coach
4. Emily Treat: Head Middle School Volleyball Coach
5. Nicole Lohrman: Volunteer Middle School Girls Basketball Coach

Recommendation: To approve the employment of the above listed individuals for the coaching positions for the 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.

#### G. Transfers

1. John Close from 2nd Shift Custodian at George G Blaisdell Elementary School to 1st Shift Custodian at Bradford Area High School for 8 hours per day at a rate of \$22.22 per hour, effective September 18, 2023, or another date mutually agreed upon by both parties.
2. Donna Speziale from Run #7 at the Transportation Department to Run #31 for 6 hours and 23 minutes per day at a rate of \$21.85 per hour, effective September 5, 2023.
3. Vicki Niver from Reserve Driver at the Transportation Department to Run #7 for 5 hours and 44 minutes per day at a rate of \$21.85 per hour, effective October 2, 2023.

Recommendation: To approve the transfers as presented.

#### H. Bus Driver CDL Trainers

1. Stacie Gorse, effective September 20, 2023.

Recommendation: To approve the above listed Bus Driver (CDL) Trainer at a rate of pay per the current Collective Bargaining Agreement on an as needed basis under the discretion of the Director of Transportation, pending completion of all necessary paperwork and in accordance with Board Policy and the current Agreement between the Board and AFSCME.

#### I. Substitutes

1. Laurence Mays: Substitute Custodian, effective September 25, 2023.
2. Gregory Babcock: Substitute Bus Driver, Van Driver and Aide, effective October 11, 2023.
3. Lisa Brown: Substitute Custodian, effective September 28, 2023.
4. Colleen Frigo: Substitute Custodian, effective September 28, 2023.
5. Elizabeth Hoovler: Substitute Teacher, effective September 28, 2023.

6. Stephanie Rimer: Substitute Nurse, effective September 28, 2023.
7. Mary Bernard: Substitute Bus Driver, Van Driver and Aide, effective September 29, 2023.

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

#### J. Leaves

1. Employee #1215 has requested a leave of absence from November 7, 2023 – December 21, 2023, as outlined in the agreement between the Board and Act 93 and in accordance with FMLA Guidelines.
2. Employee #1856 has requested a leave of absence from September 15, 2023 – approximately November 7, 2023 or another date as requested by the employee’s physician, as outlined in the agreement between the Board and BAEA and in accordance with FMLA Guidelines.
3. Employee #2792 has requested a leave of absence from November 9, 2023 – December 3, 2023, as outlined in the agreement between the Board and BAEA and in accordance with FMLA Guidelines.
4. Employee #2620 has requested a leave of absence from October 23, 2023 – approximately December 18, 2023, or another date as requested by the employee’s physician, as outlined in the agreement between the Board and BAEA and in accordance with FMLA Guidelines.

Recommendation: To approve the leave(s) as presented.

***Motion by Gretchen Daugherty, seconded by Hiel Bartlet, to approve items B through J as presented above. Unanimously carried.***

### **SUPERINTENDENT’S REPORT**

Mrs. Pude spoke about:

1. The CTE Student of the Week: The High School CTE teachers have decided to honor a student of the month from the CTE program each month. They kicked off the program with an ice cream social at BAHS where they announced this month’s winner, Mackenzie Miller, who is a student in the Early Childhood Education program. Congratulations to Mackenzie!
2. Inservice Training for Teachers: Last week, in-service trainings were held on Monday and Tuesday for teachers as the students had the days off. There were some great trainings beginning with the Keys to Literacy training at both elementary schools to the Leader in Me trainings at Fretz. Fretz teachers and BAHS teachers also worked on their curriculum frameworks and teacher clarity. Parent-teacher conferences will be held on November 10<sup>th</sup> so parents should look for notices or should contact their schools if they are interested in meeting with their child’s teachers on that date.
3. College Fair: On Wednesday, October 18<sup>th</sup>, Bradford High will be having a College Fair with 25 different colleges and Tech schools present. The fair will be held from 9:00 – 11:00 AM in the high school auditorium.
4. Perkins Audit: We were recently informed that we will be audited on our Perkins funding (CTE) as we have not had an audit since 2003. We have also been chosen for the Civil Rights Audit.
5. Pre-K Counts: We finally have full enrollment (63) students in the Pre-K Counts program at GGB. Hopefully, the trend will move in a positive direction and the program will continue to grow back to its pre-covid numbers.

### **OTHER BUSINESS**

None.

## **ANNOUNCEMENTS**

- A. An executive session was conducted prior to this meeting at 5:00 p.m. to discuss personnel issues to include hiring, legal updates, and school safety.
- B. An executive session may be conducted for the reason stated in Section 8 of the Sunshine Law between now and the next regularly scheduled meeting.

## **RECOGNITION OF VISITORS**

Mr. Shawn Hartman approached the board with concerns about drug-use prevention at the high school. He asked if the district offers drug and alcohol counseling to those students who need it and if the district brings in police dogs to perform drug searches.

Mr. Oshman thanked Mr. Hartman for his comments and concern.

## **ADJOURNMENT**

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

The meeting was adjourned at 7:33 p.m.

Respectfully Submitted,

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Lisa L. Esch, Recording Secretary