The Regular Meeting of the South Fayette Township Board of School Directors was called to order at 8:00 PM in the Pride Room in the Administration Building by Vice President Paul Brinsky with the Pledge of Allegiance. Vice President Brinsky apologized for the late start as the Board held an Executive Session prior to the start of the meeting to discuss personnel and/or legal issues.

Present: Teresa Burroughs, Len Fornella, Alan Vezzi, Arik Quam, Paul Brinsky

Absent: Todd Petrillo, Lena Hannah, Alex Czaplicki, Jen Iriti

Others: Fred Wolfe, Tucker Arensberg, P.C.; Dr. Kenneth F. Lockette, Superintendent; Student Representative Alexandra Bennett; Director of Finance/Human Resources Brian Tony; Assistant to the Superintendent for Secondary Education Dr. Jeff Evancho; High School Principal Dr. Laura Hartzell; Middle School Principal Kristin Deichler; Middle School Assistant Principal Kevin Maurer; Intermediate School Principal Tom Kaminski; Intermediate School Assistant Principal Kristen Johnson; Elementary School Principal Laurie Gray; Elementary School Associate Principal Tyler Geist; Athletic Director Mark Keener, Director of Transportation Brandon Soubie; Facilities Director Steve Timmins; Maintenance Manager Reggie Hale; Teachers and Support Staff: Leslie Willetts, Lisa Bonnaure, Rhonda Fratto, Tom Perpetua, Kellie Cole, Molly Kuczinski; Ryan Coon, Arielle Evans, Bill Ainsworth, Tom Iagnemma, and Cynthia Geisler, Superintendent’s Assistant/Board Secretary

Mark Keener presented a request to the Board to approve a Boys Lacrosse Booster Club.

Mark Keener presented a request to the Board to purchase the swimming uniforms in black due to modesty issues with the female swimmers. The Board agreed to allow the purchase in black.

Kevin Hayes and Mark Duane from the Hayes Design Group (HDG) reviewed the steps to this point in the feasibility study. They reviewed the two plan options 2A which includes the following:

- Demolish existing Elementary School and build a new K-3 elementary school
- Renovate the Middle School for grades 7-9
- Minor alterations to the Intermediate School for grades 4-6
- Alterations to the High School for grades 10-12

Plan 7B which includes the following:

- Keep existing Elementary School for grades K-1
- Minor alterations to the Intermediate School for grades 2-4
- Keep existing Middle School for grades 5-6
- Build new Junior High for grades 7-9
- Minor alterations for High School for grades 10-12

Mr. Duane continued this last option would have 5 school buildings which results in more operating and maintenance costs. Mr. Hayes continued the Board and Administration had concerns with option 2A and the whether the alterations to the Middle School would meet the curriculum challenges. HDG reviewed and updated the plans for the Middle School to improve circulation, one of the key issues. Additional areas discussed included:
• District’s borrowing capacity and recommended scope of work in order not to raise taxes
• Timeline for the work on each building, 5 year plan
• Date for presentation of option 2A to the public

They presented the next steps of asking the Board for a consensus to present option 2A to the public and when. Dr. Lockette commented they will continue to discuss the approval to proceed and the presentation to the public at the November 19 meeting.

Consent Agenda

Burroughs seconded Vezzi on approval of the Minutes from the following Board Meetings:

<table>
<thead>
<tr>
<th>Committee Meeting</th>
<th>September 17, 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular Meeting</td>
<td>September 24, 2019</td>
</tr>
</tbody>
</table>

And on approval of the following Financial Reports which have been reviewed by the Superintendent and Secondary Administration:

- Aquatics Fund
- Athletic Fund
- High School Activity Fund
- Middle School Activity Fund

Sara Cremonese
Mark Keener
Harriet Dausch
Harriet Dausch

And on the recommendation of the Superintendent and Administrators for Board approval of the provided list of gifts/donations.

And to authorize payment of monthly invoices from the General Fund for the amount of $928,324.73 beginning with check number 66398 through check number 66647 and the Cafeteria Fund for the amount of $68,208.86 beginning with check number 7893 through check number 7912.

And on the recommendation of the Superintendent, Director of Finance Brian Tony, and Tax Collector Kevin Biber for Board approval of the provided list of Real Estate Refunds due to reduction in assessment and/or overpayment.

Voice Vote – All Yes

SUSPENSION OF BUSINESS TO HEAR FROM RESIDENTS AND/OR TAXPAYERS

There were no comments this time.

Old Business

There was not old business discussed.

New Business

There was no new business discussed.

Superintendent’s Monthly Report – Dr. Kenneth F. Lockette

Dr. Lockette reported the following:
• League of Innovative Schools Fall meeting in Washington, DC in which he, Dr. Evancho, and Mr. Kaminski attended was a fruitful trip visiting schools in the Loudoun County School District with much of the work done around diversity and equity
• Request for Cookies for a Cause Club taken off the agenda as there is no district sponsorship
• Seminar at Winchester Thurston on attracting employee candidates of color on November 15
• Reposting for High School Assistant Principal position closes October 24 and another first round of interviews on October 31; looking for an interim until the position is filled; and will keep the Board updated

**Student Representative Report**

Ms. Bennett reported the following:

- Student Government beginning the annual toy drive
- Boys and Girls Soccer both in the playoffs, along with the Cross Country team
- Mini-Thon hosting a fundraiser at Hundred Acres Manor on October 26, getting more students to volunteer for this fundraiser, the more will be donated to the Mini-Thon event
- FBLA running a book drive throughout the District to collect children’s books to send to children in India
- Student Diversity and Leadership Committee met last week with promising outcomes

**Business Office**

Vezzi seconded Burroughs on the recommendation of the Superintendent, Director of Finance Brian Tony, and Director of Student Support Services Dr. Mandi Skerbetz for Board approval of the $4,000 quote from Evolution Labs for the Suite360 program to provide a digital social and emotional learning program for students, restorative justice and intervention programs, and service/support, effective January 2020 through July 2020. The costs are included in the 2019-2020 budget.

And on the recommendation of the Superintendent and Director of Finance Brian Tony for Board approval of Resolutions 19-06 and 19-07, presented by bond counsel, authorizing the issuance of two series of General Obligation Bonds, to fund the redemption of all or portions of the School District’s (i) General Obligation Bonds Series of 2012, (ii) General Obligation Bonds Series A of 2012, and (iii) General Obligation Bonds Series of 2013, in order to achieve debt service saving, all in accordance with the Local Government Unit Debt Act.

Anthony Ditka, Bond Council, Dinsmore & Shohl explained the two resolutions look identical just different amounts to keep them bank qualified to get better rates, and how this may affect the district’s borrowing capacity moving forward.

**Voice Vote – All Yes**

Burroughs seconded Vezzi to table the motion below.

The Superintendent and Director of Finance Brian Tony for Board approval of Resolution 19-08 amending the District’s LERTA Resolution 18-02 to provide a Tax Abatement for qualifying improvements constructed on business properties in the PED zoning district as follows:

- In the first and second tax years after the completion of the construction of the improvements, qualifying improvements shall be eligible for a tax abatement in an amount equal to 100% of the increase in assessment attributable to the construction of the improvements
- In the third and fourth tax years the abatement shall be equivalent to 90% of the increase in assessed value attributable to the construction of the improvements
- In the fifth and sixth tax years the abatement shall be the equivalent to 80% of the increase in assessed value attributable to the construction of the improvements
- In the seventh and eighth tax years the abatement shall be the equivalent of 70% of the increase in assessed value attributable to the construction of the improvements
• In the ninth and tenth tax years the abatement shall be the equivalent of 60% of the increase in assessed value attributable to the construction of the improvements.
• Beginning in tax year 11 and continuing thereafter the improvements shall be taxed at 100% of their assessed value.

The portion of the assessment attributable to land shall at all times be taxed at 100% of its assessed value.

Voice Vote – All Yes

**Personnel**

Quam seconded Burroughs on the recommendation of the Superintendent for Board approval to appoint Tyler Geist, Elementary Associate Principal and Kevin Maurer, Middle School Assistant Principal as Co-Coordinators of School Safety and Security for the South Fayette Township School District pursuant to Section 1309B of the Pennsylvania School Code effective October 25, 2019.

And on the recommendation of the Superintendent and High School Principal Dr. Laura Hartzell for Board approval to grant a leave of absence request to Micki Cerchiaro, High School Social Studies teacher effective on or about January 10, 2020.

And on the recommendation of the Superintendent and High School Principal Dr. Laura Hartzell for Board approval to grant a leave of absence request to Megan Hackworth, High School Social Studies teacher effective on or about February 10, 2020.

And on the recommendation of the Superintendent and High School Principal Dr. Laura Hartzell for Board approval to grant a leave of absence request to Erin McCafferty, High School Special Education teacher effective on or about February 17, 2020.

And on the recommendation of the Superintendent and Assistant to the Superintendent for Secondary Education Dr. Jeff Evancho for Board approval to hire the following as an after school tutors for the 2019-2020 school year:

- Mike Perrott, Middle School PSSA Math/English Language Arts Coordinator
- Bobby Ruffolo, Middle School PSSA Math
- Jeremy Hall, Middle School PSSA Math
- Kathleen Fischer, Middle School PSSA English Language Arts
- Melissa Gielata, Middle School PSSA English Language Arts
- Jacquelyn Yakish, Intermediate School PSSA English Language Arts
- Samantha Holman, Intermediate School PSSA English Language Arts
- Karley Rossi, Intermediate School PSSA English Language Arts
- Sarah Cabonor, Intermediate School PSSA English Language Arts
- Shane Coyne, Intermediate School PSSA Math
- Ryan Schoenberger, Intermediate School PSSA Math

And on the recommendation of the Superintendent and Administrators for Board approval of the following EPR positions for the 2019-2020 school year:

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
</tr>
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<tbody>
<tr>
<td>Graduation Project Co-Coordinator</td>
<td>Gary Smith</td>
</tr>
<tr>
<td>Graduation Project Co-Coordinator</td>
<td>Nicole Marchinsky</td>
</tr>
<tr>
<td>Co-Director of School Safety Operations</td>
<td>Tyler Geist</td>
</tr>
<tr>
<td>Co-Director of School Safety Operations</td>
<td>Kevin Maurer</td>
</tr>
<tr>
<td>Middle School Musical Art Director</td>
<td>Nicholas Karafilis</td>
</tr>
</tbody>
</table>
And on the recommendation of the Superintendent and Administrators for Board approval for Daniel Kochman, a student at Duquesne University to complete his student teaching with Don Sekelik, High School Social Studies teacher and Shawn McArdle, High School Social Studies teacher in the High School from January 6, 2020 through April 24, 2020, pending receipt of required documents. There will be no cost to the District.

And on the recommendation of the Superintendent and Administrators for Board approval for Abigail DeFazio, a student at Point Park University to complete her student teaching with Robin Sciotto, Grade 2 teacher in the Elementary School from January 7, 2020, through April 17, 2020, pending receipt of required documents. There will be no cost to the District.

And on the recommendation of the Superintendent and Facilities Director Steve Timmins for Board approval to extend the personal necessity leave of absence request for Robert Gilbert, Custodian, to December 31, 2019.

And on the recommendation of the Superintendent and Fitness Center Director Vic Iagnemma for Board approval to hire Noelle Gagliardino as a Fitness Center Assistant at the rate of $7.25 per hour, effective October 23, 2019.

And on the recommendation of the Superintendent, Athletic Director Mark Keener, and Head Girls Varsity Basketball Coach Bryan Bennett for Board approval of Taylor Cortazzo as a Girls Assistant Basketball Coach effective for the 2019-2020 season, pending receipt of required documents.

And on the recommendation of the Superintendent and Athletic Director Mark Keener for Board approval of Ronald Kelly as the Head Boys Varsity Volleyball Coach effective for the 2019-2020 season, pending receipt of required documents.

And on the recommendation of the Superintendent, Athletic Director Mark Keener, and Head Varsity Wrestling Coach Rick Chaussard for Board approval of the following effective for the 2019-2020 season, pending receipt of required documents.

- Corey Garry as an Assistant Wrestling Coach
- Shawn Dunlap as an Assistant Wrestling Coach
- David A. Taylor as a Volunteer Assistant Wrestling Coach

And on the recommendation of the Superintendent, Athletic Director Mark Keener, and Head Varsity Track & Field Coach Scott Litwinovich for Board approval of William Finnerty as an Assistant Indoor Track & Field Coach effective for the 2019-2020 season.

And on the recommendation of the Superintendent, Athletic Director Mark Keener, and Head Girls Volleyball Coach Scott Sundgren for Board approval of the resignation of Micki Cerchiaro as an Assistant Middle School Girls Volleyball Coach effective for the 2019-2020 season.

And on the recommendation of the Superintendent, Athletic Director Mark Keener, and Head Girls Volleyball Coach Scott Sundgren for Board approval of Danielle Rudolph as an Assistant Middle School Girls Volleyball Coach effective for the 2019-2020 season. Ms. Rudolph is currently a Varsity Assistant Volleyball Coach.

And on the recommendation of the Superintendent, Athletic Director Mark Keener, and Head Boys Varsity Basketball Coach Dave Mislau for Board approval of GJ Schaeffer as an Assistant Boys Basketball Coach effective for the 2019-2020 season.
And on the recommendation of the Superintendent and Director of Transportation Brandon Soubie for Board approval to extend the personal necessity leave of absence request for John Albert, Bus Driver to November 22, 2019.

And on the recommendation of the Superintendent and Director of Food Service Tricia Wood for Board approval of the resignation of Christina Marszalek as a Food Service employee in the High School. Her last day of work will be October 31, 2019.

And on the recommendation of the Superintendent and Director of Student Support Services Dr. Mandi Skerbetz for Board approval to grant a leave of absence request to Theresa Smyczek, Special Education teacher in the High School effective on or about February 19, 2020.

And on the recommendation of the Superintendent and Administrators for Board approval to hire the following substitute (call-as-needed) support personnel for the 2019-2020 school year:

- Bhagya Chekka, Student Monitor at the rate of $10.00 per hour, pending receipt of required documents
- Christina Marszalek, Food Service at the rate of $9.25 per hour, effective November 1, 2019

And on the recommendation of the Superintendent for Board approval of a salary adjustment for Dr. Laura Hartzell, High School Co-Principal effective October 28, 2019, due to her position change from Co-Principal to Principal. The new salary will be $116,750.00 effective October 28, 2019.

And on the recommendation of the Superintendent, Facilities Director Steve Timmins, and Custodial Shift Supervisor Steve Lower for Board approval to hire James D. Thomas as a Custodian, effective pending receipt of required documents, at the probationary rate of $11.02 per hour. After completion of a successful probationary period, the rate will be $13.78 per hour. This position is due to a retirement.

And on the recommendation of the Superintendent and Assistant to the Superintendent for Secondary Education Dr. Jeff Evancho for Board approval to hire the following as an after school tutors for the 2019-2020 school year:

- Sarah Sweet – Intermediate School PSSA Math/ELA Coordinator
- Christine Thomas – Middle School PSSA Math

And on the recommendation of the Superintendent and Director of Finance Brian Tony for Board approval to hire Sheryl Chachula as a temporary Payroll Administrator on an as needed emergency basis effective October 23, 2019, at the rate of $30.00 per hour.

And on the recommendation of the Superintendent and Director of Finance Brian Tony for Board approval to hire Kim Hartnett as a temporary Payroll Administrator on an as needed emergency basis effective October 23, 2019, at the rate of $30.00 per hour.

Voice Vote – All Yes

**Education**

At the Committee Meeting of the Whole on October 15, 2019, the Board of School Directors approved the following item:

Quam seconded Brinsky on the recommendation of the Superintendent and High School Principal Dr. Laura Hartzell for Board approval to permit Yenny Chaves, High School Spanish teacher to attend the American Council of the Teaching of Foreign Languages (ACTFL) 2019 Convention and World Expo.
from Friday, November 22, 2019, through Sunday, November 24, 2019, in Washington DC. The costs for registration, travel, lodging, and meals are part of the 2019-2020 budget. The costs to the District will be for one substitute teacher for one day.

Voice Vote – All Yes

Quam seconded Vezzi to table the motion below.

1. The Superintendent and High School Principal Dr. Laura Hartzell recommend Board approval to permit Gary Smith, additional chaperones, and one school nurse to chaperone the Class of 2020 to Cedar Point, Sandusky, Ohio on Tuesday, June 2, 2020, leaving the District at approximately 6:30 AM and returning at approximately 11:00 PM that evening. Appropriate adult to student ratios for supervision will be assured by the administration. There is no cost to the District. This replaces the banquet/video and senior picnic.

Voice Vote – Fornella, Vezzi, Quam, Brinsky all Yes
Abstained – Burroughs

Transportation

Brandon Soubie reported the cost for the current camera company to outfit the entire fleet would be approximately $15,000 plus installation, for a total of approximately $25,000 - $30,000. However still looking for a more reliable and maintenance free camera, from two possible companies. Still gathering information from surrounding school districts on which would be best for our needs and next year purchase those cameras for the new buses. If the bus cams are order installed in the new buses, the cost would be approximately $350 per camera per bus. There are 43 live buses and 61-62 including the spares. If installed ourselves approximate cost $450, already installed when buses ordered, $350. The Board requested additional quotes from other companies for the November meeting.

Athletics

Quam seconded Fornella on the recommendation of the Superintendent, Athletic Director Mark Keener, and Head Girls Varsity Softball Coach Olesia Stasko for Board approval to permit the Girls Varsity Softball team to travel to Tampa, Florida, to participate in a softball tournament. The team would depart South Fayette tentatively on Wednesday, March 18, 2020, and tentatively return on Sunday, March 22, 2020. Students will be responsible for all school work during their absence. Appropriate adult to student ratios for supervision will be assured by the administration. There is no cost to the District.

And on the recommendation of the Superintendent and Athletic Director Mark Keener for approval for freshman Nevaeh Long to participate in Individual Gymnastics in the WPIAL and PIAA under South Fayette’s name. Her mother, Kendra Johnson would be her coach and there will be no cost to the district. Her parents are responsible for all transportation and documentation. This would be in effect for the 2019-2020, 2020-2021, 2021-2022, and 2022-2023 school years.

And on the recommendation of the Superintendent and Athletic Director Mark Keener for Board approval for freshman Rishika Panda to participate in Individual Gymnastics in the WPIAL and PIAA under South Fayette’s name. Her father, Muralidhar Panda would be her coach and there will be no cost to the district. Her parents are responsible for all transportation and documentation. This would be in effect for the 2019-2020, 2020-2021, 2021-2022, and 2022-2023 school years.

And on the recommendation of the Superintendent and Athletic Director Mark Keener for Board approval to purchase 60 new softball uniforms (30 home and 30 away) from Century Sports. The total cost for the 60 uniforms before shipping will be $7,059.90 and is included in the 2019-2020 budget.
And on the recommendation of the Superintendent and Athletic Director Mark Keener for Board approval to purchase 60 new baseball uniforms (30 home and 30 away) from Century Sports. The total cost for the 60 uniforms before shipping will be $8,454.00 and is included in the 2019-2020 budget.

Voice Vote – All Yes

Construction

There were no additional items discussed.

Miscellaneous

Vezzi seconded Burroughs on the recommendation of the Superintendent and Administrators for Board approval of the first reading of new Board Policy on Diversity and Equity.

And on the recommendation of the Superintendent and Administrators for Board approval of the first reading of revised Board Policy 248 – Unlawful Harassment

And on the recommendation of the Superintendent and Administrators for Board approval of the first reading of revised Board Policy 249 – Bullying/Cyberbullying

And on the recommendation of the Superintendent for Board approval to amend the Act 195 Resolution of 1990 which was revised on January 20, 1994, January 23, 2007, and March 27, 2012. The resolution permits non-profit organizations to receive a small games of chance license. The amendment would include the following club and/or booster organization to be added to the resolution.

- South Fayette Boys Lacrosse Boosters

Voice Vote – All Yes

SUSPENSION OF BUSINESS TO HEAR FROM RESIDENTS AND/OR TAXPAYERS

There were no comments at this time.

Solicitor’s Report

Mr. Wolfe reported continue to work on assessment appeals and day to day personnel.

Board Comments

Mrs. Burroughs announced no public comment will be made as to the status of the support negotiations until the entire support staff have been informed of the current offer.

BOARD COMMITTEE REPORTS

Executive Committee Report

President Jen Iriti

President Iriti was absent, Dr. Lockette had nothing to report.

South Fayette Foundation

Lena Hannah

Mrs. Hannah was absent, Mr. Fornella had nothing to report.

PSBA/Legislative Committee Report

Lena Hannah
Mr. Vezzi reported NOCT scores were number four in the state, only off by tenths from third place; enrollment continues to increase; outside schools asking to send tuition students.

Mr. Czaplicki was absent, Dr. Lockette reported law updates were held in mid-October and another law update scheduled within the next few weeks.

Burroughs seconded Vezzi to suspend the meeting at 9:01 PM and enter into another Executive Session to discuss personnel and/or legal matters.

Vice President Brinsky announced there may be votes taken after Executive Session.

Voice Vote – All Yes

Executive Session convened at 9:06 PM.

Vezzi seconded Burroughs to exit Executive Session at 9:53 PM and return to the regular meeting.

Voice Vote – All Yes

Burroughs seconded Vezzi on the recommendation of the Superintendent and Administrators for Board approval of the following EPR position for the 2019-2020 school year:

| Mentor Teacher for Angela Bell (prorated) | Elizabeth Poluszejko |

And on the recommendation of the Superintendent and Intermediate School Principal Tom Kaminski for Board approval to hire Angela Bell as a Grade 5 Permanent Substitute English Language Arts teacher in the Intermediate School at the Bachelor's Step 1 rate of $48,081, prorated, effective for the 2019-2020 school year.

Voice Vote – All yes

Vezzi seconded Quam to adjourn the meeting at 9:56 PM.

Voice Vote – All Yes

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Cynthia Geisler, Board Secretary