The Special Board Meeting of the South Fayette Township Board of School Directors was called to order at 7:30 PM in the Pride Room in the Administration Building by President Iriti with the Pledge of Allegiance. President Iriti announced the Board held an Executive Session prior to the start of the meeting to discuss personnel and/or legal issues. This meeting was properly advertised.

Present: Lena Hannah, Alex Czaplicki (arrived at 7:50 PM), Teresa Burroughs, Len Fornella, Alan Vezzi, Jen Iriti

Absent: Todd Petrillo, Paul Brinsky, Arik Quam

Others: Fred Wolfe, Tucker Arensberg, P.C.; Dr. Kenneth F. Lockette, Superintendent; Student Representative Alexandra Bennett; Director of Finance/Human Resources Brian Tony; Assistant Director of Finance Maria Aguilar; Assistant to the Superintendent for Elementary Education Stephanie DeLuca; Assistant to the Superintendent for Secondary Education Dr. Jeff Evancho; Director of Pupil Personnel Dr. Mandi Davis Skerbetz; High School Principal Dr. Laura Hartzell; Middle School Principal Kristin Deichler; Middle School Assistant Principal Kevin Maurer; Intermediate School Principal Tom Kaminski; Elementary School Principal Laurie Gray; Elementary School Associate Principal Tyler Geist; Facilities Director Steve Timmins; Maintenance Manager Reggie Hale; Support Staff: Leslie Willetts, Tom Perpetua, Rhonda Fratto, Mark Petrillo, Lisa Bonnaure; Gretchen Generette, Michelle King, Nick Fratto, Ryan Coon, Arielle Evans, Bill Ainsworth, and Tiffany Vetter, Child Accounting/PIMS/District Registrar

Dr. Lockette announced the District has been working with consultants Dr. Gretchen Generette and Michelle King on one of the District’s strategic goals of diversity and inclusion and to revise some of the Board policies and parent/student handbooks. Dr. Generette and Ms. King reviewed the handbooks individually and collectively, held meetings and interviewed individual stakeholder groups of the Board, administrators, parents, and students; researched best practices regarding equity, discipline, and other related issues in the current field of education; resulting in the following six recommendations:

- Create an Ethnic and Racial Intimidation policy, neither the Unlawful Harassment or Bullying/Cyberbullying policies are sufficient for the crime of ethnic and racial intimidation
- Revise Board Policy #248 Unlawful Harassment, make consistent with new Ethnic and Racial Intimidation Policy, make clear the difference between harassment and racial and ethnic intimidation
- Revise Board Policy #249, make consistent with new Ethnic and Racial Intimidation Policy, ensure a clear path or course of action if racial or ethnic intimidation occurs

Mr. Czaplicki arrived at 7:50 PM.

- Create a district-wide community-based plan of action to revisit and rewrite the handbook over the course of the school year; a living document that represents the District and its stakeholders
- Make each handbook accessible, readable, and clearly define responsibilities for all stakeholders (teachers, students, parents, administrators, school board, community members); provide links to policies and contact information where necessary
- A path to reconciliation and forgiveness should be created through the use of restorative/transformative justice practices

Dr. Lockette announced policy updates will be brought to the Board throughout the school year and not just handbook changes, but also hiring practices, and cultural competencies.

President Iriti announced the presentation by the Hayes Design Group will be done at the end of the agenda.

**SUSPENSION OF BUSINESS TO HEAR FROM RESIDENTS AND/OR TAXPAYERS**

There were no comments at this time.

*Business Office*

Czaplicki seconded Hannah on the recommendation of the Superintendent, Director of Finance Brian Tony, and Director of Technology and Innovation Aileen Owens for Board approval to enter into an agreement with Digital Promise Global for consulting support of the District's PAsmart Grant STEAM Studio Model for Innovation effective retroactive to March 1, 2019 through June 30, 2020.

Voice Vote – All Yes

Hannah seconded Vezzi on the recommendation of the Superintendent, Director of Finance Brian Tony, and Director of Technology and Innovation Aileen Owens for Board approval to enter into a Research Subaward Agreement with the University of Pittsburgh as part of the PAsmart Grant to support the project titled: “STEAM Studio Model for Innovation: Building Robust Learning Ecologies and Pathways in Computer Science” for the 2019-2020 school year.

Voice Vote – Hannah, Czaplicki, Burroughs, Fornella, Vezzi – All Yes

Abstained – Iriti

The Board agreed to table the motion below until additional information could be provided.

The Superintendent, Director of Finance Brian Tony, and Director of Pupil Personnel Dr. Mandi Skerbetz recommend Board approval to enter into an agreement with Autism Education and Research Institute to provide professional services effective August 19, 2019 through June 12, 2020.

*Personnel*

Czaplicki seconded Burroughs on the recommendation of the Superintendent for Board approval to eliminate the position of Elementary/Intermediate Associate Principal effective retroactive to July 1, 2019.

And on the recommendation of the Superintendent for Board approval to hire Tyler Geist as the Elementary School Associate Principal effective retroactive to July 1, 2019.

And on the recommendation of the Superintendent and Intermediate School Principal Tom Kaminski for Board approval to hire Kristen Johnson as the Intermediate School Assistant Principal at the salary of $75,000 effective August 7, 2019.
And on the recommendation of the Superintendent and Administrators for Board approval to hire the following personnel for the 2019-2020 school year:

- Lauren Kimicata as a One Semester Permanent Substitute teacher in the Elementary School at the Bachelor's Step 1 rate of $48,081, this is due to a leave of absence.
- Carly Anton as a One Semester Permanent Substitute teacher in the Elementary School at the Bachelor’s Step 1 rate of $48,081, this is due to a leave of absence.
- Michelle Kornrich as a One Semester Permanent Substitute teacher in the Intermediate School at the Master’s Step 1 rate of $49,903 this is due to a leave of absence.
- Tanner Jones as a Social Worker at the Master’s plus 45 Step 1 rate of $51,597 this new position is due to District needs and increased enrollment.
- Dominique Johnson as a Student Monitor in the High School at the probationary rate of $9.59 per hour. After completion of a successful probationary period the rate will be $11.09 per hour.

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

- Rebecca Colangelo
- Annette Fauth
- Noelle Gagliardino
- Molly Franjione
- Sara Cremonese
- Rebecca Rudy
- Kara Pappas
- Tiffany Nickolas
- Elizabeth Poluszejko
- Sarah Sweet

And on the recommendation of the Superintendent, Assistants to the Superintendent Dr. Jeffrey Evancho and Stephanie DeLuca, and Director of Pupil Personnel Dr. Mandi Skerbetz for Board approval of Dr. Chuck Herring as Diversity/Inclusion Facilitator at the EPR rate of $3,860.00 effective for 2019-2020 school year.

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

- Katharine Sweeney, Early Childhood N-3/Elementary K-6
- Elizabeth Weimer, PK-4
- Alicia English, PK-4
- Debbi Basu, AIU Smart Start Program, pending receipt of required documents
- Asra Syeda, Student Monitor at the rate of $10.00 per hour
- Uma Sankaralingham, Student Monitor at the rate of $10.00 per hour
- Mollie Hornick, Student Monitor at the rate of $10.00 per hour
- Neelam Rana, Student Monitor at the rate of $10.00 per hour
- Bilquees Mandozi, Student Monitor at the rate of $10.00 per hour
- Geetha Krishnan, Student Monitor at the rate of $10.00 per hour
And on the recommendation of the Superintendent and Elementary School Principal Laurie Gray for Board approval to change the status of Kaitlyn Weber, from Permanent Substitute to Grade 2 teacher at the Master’s Step 3 rate of $52,915 effective for the 2019-2020 school year. Ms. Weber was approved at the July 16 meeting.

And on the recommendation of the Superintendent and Middle School Principal Kristin Deichler for Board approval of the retirement/resignation of Harriet Dausch as the Administrative Assistant in the Middle School. Mrs. Dausch’s last day will be January 2, 2020. She has been employed since August 2002.

And on the recommendation of the Superintendent and Director of Pupil Personnel Dr. Mandi Skerbetz for Board approval of the resignation of Lora Mowery as a Paraeducator in the Elementary School effective retroactive to July 30, 2019.

And on the recommendation of the Superintendent and Director of Transportation Brandon Soubie for Board approval of Patricia Luther as a Bus Aide at the rate of $18.39 per hour, effective retroactive to June 26, 2019.

And on the recommendation of the Superintendent and Director of Transportation Brandon Soubie for Board approval of Jamie Chappel as a substitute Bus Driver at the prevailing rate of $15.00 per hour, effective for the 2019-2020 school year.

And on the recommendation of the Superintendent and Director of Transportation Brandon Soubie for Board approval to hire the following as bus drivers at the probationary rate of $21.11 per hour. After completion of a successful probationary period, the rate will be $26.39 per hour:

- Keith Lucas, this position is due to a resignation
- Larry Miles, this position is due to a resignation
- Lisa Yerkey, this position is due to a retirement
- Lori Kercher, this is a new position

And on the recommendation of the Superintendent, Athletic Director Mark Keener, and Head Boys Varsity Soccer Coach Rob Eldridge for Board approval of Daniel Belkin as a Boys Volunteer Assistant Soccer Coach effective for the fall 2019-2020 season.

And on the recommendation of the Superintendent, Athletic Director Mark Keener, and Head Girls Varsity Volleyball Coach Scott Sundgren for Board approval of Sawyer Gray as a Girls Volunteer Volleyball Coach effective for the fall 2019-2020 season, pending receipt of required documents.

And on the recommendation of the Superintendent, Athletic Director Mark Keener, and Head Varsity Football Coach Joe Rossi for Board approval of Corey Garry as a Volunteer Assistant Football Coach for the 2019-2020 season, pending receipt of required documents.

**SUSPENSION OF BUSINESS TO HEAR FROM RESIDENTS AND/OR TAXPAYERS ON THE ABOVE MOTIONS.**

There were no comments at this time.

Voice Vote – All Yes
Education

Czaplicki seconded Hannah on the recommendation of the Superintendent, Assistant to the Superintendent for Secondary Education Dr. Jeff Evancho, and Middle School Principal Kristin Deichler for Board approval of the changes to the Middle School Program of Studies in Physical Education and Health.

And on the recommendation of the Superintendent and Assistant to the Superintendent for Elementary Education Stephanie DeLuca for Board approval for The Fred Rogers Center for Early Learning and Children’s Media to engage in a project supported by the Grable Foundation by filming Melissa Unger’s Learning Lab and one first grade teacher to better understand how teachers use technology and how they interact with students while using technology. There will be no cost to the District.

President Iriti questioned if parental permission will be given. Mrs. DeLuca commented special forms will be used.

Voice Vote – All Yes

SUSPENSION OF BUSINESS TO HEAR FROM RESIDENTS AND/OR TAXPAYERS

There were no comments at this time.

The Board took a ten minute recess from 8:16 PM to 8:26 PM for Hayes Design Group to set up the presentation.

Kevin Hayes, Mark Duane, and Rob Rensi from the Hayes Design Group reviewed the following information that assisted in creating the seven master plan options:

- Current and long term educational curriculum
- Enrollment projections and continued growth
- Priorities matrix filled out by the Board and Administration
- Existing facilities and site conditions, did not include an in-depth walk around, these will be done when the options have been narrowed down

The following seven options were presented along with the key considerations and preferences that emerged during the meetings with the administration along with important factors to consider:

- Option 1 – status quo on grade alignment, additions and alterations to each facility to accommodate growth and other areas would be added with limitations, pupil services moved to middle school
- Option 2A – new elementary school for grades K-3 on campus, additions to the intermediate school for grades 4-6, additions and major alterations to middle school for grades 7-9, no changes to the high school for grades 10-12, new pupil services and maintenance/transportation buildings on campus
- Option 2B – new elementary school for grades K-3 across road, additions and alterations to the intermediate school for grades 4-6, significant additions and alterations to middle school for grades 7-9, minor alterations to the high school for grades 10-12, pupil services moved to intermediate school
- Option 3A – middle school becomes elementary school for grades K-3 with major alterations and conversion of auditorium, intermediate school remains grades 4-6 with additions, new middle school for grades 7-9 on campus, no changes to the high school for grades 10-12, pupil services moved to elementary, new maintenance building across the road
- Option 3B – intermediate school becomes elementary school for grades K-3 with alterations and additions, middle school becomes intermediate school for grades 4-6 with major alterations, new middle school for grades 7-9 across the road, no changes to the high school for grades 10-12, pupil services moved to intermediate school
• Option 4A – new elementary school for grades K-3 but keep existing gym, addition to the intermediate school for grades 4-6, addition and major alterations to middle school for grades 7-9, no changes to the high school for grades 10-12, pupil services moved to new elementary school

• Option 4B – significant additions and major alterations to elementary school for grades K-3, additions and alterations to intermediate school for grades 4-6, significant addition and alterations to middle school for grades 7-9, minor alterations to the high school for grades 10-12, pupil services moved to elementary school

• Option 5A – significant additions and major alterations to elementary school for grades K-3, minor alterations to intermediate school for grades 4-5, new middle school for grades 6-9 across the road, minor alterations to high school for grades 10-12, pupil services moved to elementary school, pedestrian connection across Old Oakdale to new middle school

• Option 5B – significant additions and major alterations to elementary school for grades K-4, minor alterations to intermediate school for grades 5-6, new middle school across the road for grades 6-9, minor alterations to high school for grades 10-12, pupil services moved to elementary school, pedestrian connection across Old Oakdale to new middle school

• Option 6 - new elementary school for grades K-3 but keep existing gym, addition to intermediate school for grades 4-6, minor alterations to middle school for grades 7-8, additions and minor alterations to high school for grades 9-12, pupil services moved to new elementary school

• Option 7A – major alterations to elementary school for grades K-1, addition to intermediate school for grades 2-4, minor alterations to middle school for grades 5-6, new junior high school for grades 7-9 across the road, no changes to the high school for grades 10-12, pupil services moved to middle school

• Option 7B – addition and major alterations to elementary school for grades K-1, addition to intermediate school for grades 2-4, select alterations to middle school for grades 5-6, new junior high school for grades 7-9 on campus, no changes to the high school for grades 10-12, new pupil services and maintenance/transportation buildings on campus

Following a lengthy discussion, the Board narrowed the options to two, Option 2A and Option 7B. The Board discussed the an extra route on campus, borrowing capacity, which Mr. Tony added the maximum allowed to borrow is 35 million, with an additional six to eight million.

Mr. Hayes announced the next meeting is scheduled for September 10 where they will provide more specific information on the two options the Board selected. Mr. Hayes apologized to Mrs. Burroughs, who accepted.

Petrillo seconded Vezzi to adjourn the meeting at 10:33 PM.

    Voice Vote – All Yes

Cynthia Geisler, Board Secretary