

The Regular Meeting of the Board of School Directors of the Williamsport Area School District of which all members were duly notified and of which due public notice was given as required by Act 84 of 1986, was held on Tuesday evening, October 5, 2021, beginning at 6:07 PM in the Auditorium of the Williamsport Area High School, 2990 West Fourth Street, Williamsport, Pennsylvania.

The President, Lori A Baer, called the meeting to order with the following members:

PRESENT: Lori A. Baer, Cody L. Derr, Jennifer Lake, Lisa M. Nible, Jane L. Penman, Barbara D. Reeves, Adam C. Welteroth.

ABSENT: Patrick A. Dixon, Star Poole.

OPENING EXERCISES were provided by Mrs. Jennifer Lake.

A motion was made by Mr. Welteroth, seconded by Mrs. Derr, for an omnibus to include the agenda excluding item 6.1, the addendum, and the minutes for the September 21, 2021 meeting. Mrs. Erb noted a correction in the first paragraph of minutes, the date should be September 21 rather than September 7.

APPROVAL OF MINUTES: Regular Meeting – September 21, 2021

BOARD PRESIDENT’S REPORT – Ms. Lori A. Baer

FINANCE REPORT

5.1 Approve the following financial reports:

A. Payroll Report for the month of September 2021:

General Fund – Unrestricted	\$2,849,447.57
General Fund – Restricted	237,927.30
Food Service Fund	55,154.48
Earned Income Tax	44,992.46
Student Activities	0.00
TOTAL	\$3,187,521.81

5.2 Authorize payment of invoices and services rendered by the list submitted from September 22, 2021 to October 5, 2021 and direct the officers of the Board of School Directors to execute the same:

General Fund	\$438,905.52
Athletic Fund	4,142.00
EIT Operating Fund	303.94
Food Service Fund	6,980.71

5.2 Authorize payment of invoices and services rendered by the list submitted cont'd:

Payroll Fund	555,099.85
PLGIT Capital Projects Fund	0.00
Student Activities Fund	0.00
TOTAL	\$1,005,432.02

BOARD POLICY

A motion was made by Mr. Welteroth seconded by Mrs. Lake to consider item 6.1. It was noted that the change was to allow stakeholders to be included in public comment. Discussion occurred regarding the definition of stakeholders.

Members of the community that has an interest in the district (i.e. grandparents, parents from CTE from another district, parents of co-op for athletics, employee who lives outside the district, agency reps.) Prefer there be a definition of stakeholders. The consensus appeared to be to add “parents of district students, and employees of the district” to the list of individuals to provide public comment.

6.1 Motion made by Mrs. Reeves, seconded by Dr. Penman to TABLE the motion and to have the administration make the suggested changes to be considered at the next meeting. Direct the administration to prepare revisions to Policy 903 “Public Participation in Board Meetings” to allow “ parents/guardians of students in district programs, and district employees” to make public comments as well as residents and taxpayers.

The motion carried unanimously.

CURRICULUM REPORT

7.1 Approve an agreement with STEP Incorporated to host up to seven (7) AmeriCorps participants in the District for the 2021-22 school year. This agreement is between STEP AmeriCorps/Lycoming-Clinton Counties Commission for Community Action (STEP), Inc. Cost are included in the Student Services budget.

7.2 Revise as indicated (previously approved at the 06/15/21 Board Meeting) the Powerschool License and Support Agreement for the 2021-22 school year through CAIU at the cost of ~~\$53,361.00~~ \$56,545.00 to be funded through the Technology Department budget.

PERSONNEL REPORT

8.1 RESIGNATIONS

Accept the following resignation(s), effective on the dates and for the purposes indicated:

- A. Brittney N. Reese, part-time Administrative Support I (205 days) at Jackson Primary School, for other employment, effective October 11, 2021.

8.1 RESIGNATIONS CONT'D:

- B. Danielle L. Gottschall, part-time Food Service Worker at Curtin Intermediate School, effective August 6, 2021, for personal reasons.
- C. Susan M. Wood, full-time Aide/Sign Language Interpreter at the high school, for other employment, effective October 13, 2021.
- D. Booker T. Riddick IV, part-time Aide (Non-Special Education) at the middle school, for other employment, effective October 14, 2021.

8.2* LEAVE OF ABSENCE

Approve the following leave(s) of absence:

- A. Zoie Cipriani, part-time Aide (Special Education) at Cochran Primary School, extension of an unpaid leave effective October 1, 2021, through October 7, 2021.

8.3* ELECTION OF STAFF

Elect the following staff, for the purpose and on the date indicated:

- A. Approve up to one (1) additional long-term substitute teacher position to cover day-to-day special education teacher vacancies for the remainder of the first semester of the 2021-22 school year. Position assignment will be subject to the determination of the Superintendent. Salary for this position will be Step 1.
- B. Alexandra C. Sheppard as a temporary professional employee to be currently assigned to teach 5th Grade at Lycoming Valley Intermediate School, at a salary rate of Step 1, bachelor's, \$52,582, prorated, effective October 6, 2021 (replacing Laura Mullins, resigned).
- C. Kristin L. Myers as a temporary professional employee to be currently assigned to teach Mathematics at the middle school, at a salary rate of Step 1, master's, \$55,645, prorated, pending receipt of updated clearances and all required documentation, effective October 20, 2021 (replacing Justin Beatty, transferred).
- D. Blake E. Lambert as a long-term substitute teacher effective date to be determined through the remainder of the 2021-2022 school year (tentative ending date of June 9, 2022), to be currently assigned to teach CTE Business Computer and Information Technology at the high school, at a salary rate of Step 1, master's, \$55,645, prorated, pending receipt of appropriate PDE certification along with updated clearances and all other required documentation (replacing Seth Hensler, resigned).

8.3* ELECTION OF STAFF CONT'D:

- E. Sarah E. Rhone as a long-term substitute teacher effective October 6, 2021, through the remainder of the first semester of the 2021-2022 school year (tentative ending date of January 21, 2022), unless terminated sooner, to be currently assigned to special education vacancies with initial assignment at the middle school but may be used at any level where there is need and to support a remote platform if needed, at a salary rate of Step 1, bachelor's, \$52,582 (+ \$200), prorated (new position for the first semester of the 2021-2022 school year).
- F. Jaquille E. Drummond to be currently assigned to full-time Paraprofessional/ Intervention Specialist (up to 185 days, 7 hours per day) at Lycoming Valley Intermediate School, with a base wage rate of \$23,970, prorated, (\$18.51 per hour), effective October 6, 2021 (replacing Diana DeVaughn, resigned).
- G. Sara L. Geyer to be currently assigned to a full-time Aide (Special Education; up to 185 days per year; 7 hours per day) at Cochran Primary School, with a base wage rate of \$21,406, prorated, (\$16.53 per hour; without degree rate), effective October 6, 2021 (new position).
- H. Bobbi J. Mitstifer to be currently assigned to a part-time Aide (Special Education; 185 days per year; 5 hours per day) at the middle school, with a base wage rate of \$15.12 per hour (with degree rate), effective October 11, 2021 (replacing Asmaa Fahmy, resigned).
- I. Melissa S. Martin to be currently assigned to a part-time Aide (Special Education; 185 days per year; 5 hours per day) at the middle school, with a base wage rate of \$13.87 per hour (without degree rate), effective date to be determined (replacing Hannah Werner, resigned).
- J. Gina M. Raniero, Title I Reading Specialist at Cochran Primary School, to serve as the Title I Building Coordinator at Cochran Primary School for the 2021-2022 school term, at a total annual stipend of up to \$1,000, funded through Title I (availability of position and funds to reviewed annually).
- K. Amanda N. Richards, Title I Reading Specialist at Cochran Primary School, to serve as the Title I Parent Engagement Coordinator at Cochran Primary School for the 2021-2022 school term, at a total annual stipend of up to \$1,000, funded through Title I (availability of position and funds to reviewed annually).
- L. Stacey L. Robinson, Title I Instructional Coach at Jackson and Hepburn-Lycoming Primary Schools, to serve as the Title I Building Coordinator at Jackson Primary School for the 2021-2022 school term, at a total annual stipend of up to \$1,000, funded through Title I (availability of position and funds to reviewed annually).

8.3* ELECTION OF STAFF CONT'D:

- M. Kimberly A. Williamson, Title I Reading Specialist at Jackson Primary School, to serve as the Title I Parent Engagement Coordinator at Jackson Primary School for the 2021-2022 school term, at a total annual stipend of up to \$1,000, funded through Title I (availability of position and funds to reviewed annually).
- N. Tyra J. Crews, Title I Reading Specialist/Instructional Coach at Stevens and Cochran Primary Schools, to serve as the Title I Building Coordinator at Stevens Primary School for the 2021-2022 school term, at a total annual stipend of up to \$1,000, funded through Title I (availability of position and funds to reviewed annually).
- O. Tracy M. Mitstifer, Title I Reading Specialist at Cochran Primary School, to serve as the Title I Parent Engagement Coordinator at Stevens Primary School for the 2021-2022 school term, at a total annual stipend of up to \$1,000, funded through Title I (availability of position and funds to reviewed annually).
- P. The following persons to the positions indicated at the respective schools for the 2021-2022 school year, at the stipends established in accordance with the current Agreement by and between the Board of School Directors of the Williamsport Area School District and the Williamsport Education Association:

Williamsport Area High School

Billtown Banner Editorial Advisor	Amy R. Mahon (5)	\$3,543
Cherry & White Editorial Advisor	Michael A. Murafka (5)	\$3,543
Class of 2022 (Senior) Advisor	Spring M. Moore (5)	\$1,200
Class of 2023 (Junior) Advisor	Jennifer L. Flint (1)	\$1,020
Class of 2024 (Sophomore) Advisor	Tanya M. Swink (5)	\$ 800
Drama Club Advisor	Marie E. Fox (5)	\$1,600
Future Business Leader Advisor	Debra A. Baier (5)	\$ 800
Graduation Coordinator	Lawrence J. Flint (5)	\$ 800
Graduation Coordinator	Spring M. Moore (5)	\$ 800
Graduation Coordinator	Marie E. Fox (5)	\$ 800
LaMemoire Editorial Advisor (½ year)	Nicole L. Gilson (5)	\$2,000
National Honor Society Advisor	Lauren R. Reeder (0)	\$ 960
National Art Honor Society Advisor	Andrea M. McDonough	\$ 800
Publications Business Advisor	Coty L. McCloskey (5)	\$2,800
Student Government Assoc. Advisor	Michelle L. Pulizzi (5)	\$2,400
Pennsylvania Builders Assoc. Advisor	Randy L. Williamson	\$ 800
Skills USA	Karen L. Hill	\$ 800
Skills USA	Timothy A. Miller	\$ 800
Skills USA	VACANT	
Educators Rising Advisor	Patricia A. Miller	\$ 800

8.3* ELECTION OF STAFF CONT'D:

P. The following persons to the positions indicated at the respective schools cont'd:

Williamsport Area Middle School

Student Council Advisor	Vikki L. Cipriani (3)	\$ 760
Yearbook Advisor	Marcia L. McCann (5)	\$ 800
Educators Rising Advisor	Brandon M. Lusk	\$ 800

Q. The following winter sport coaches at the respective schools for the 2021-2022 school year at the salary rate in accordance with the agreement by and between the Board of School Directors of the Williamsport Area School District and the Williamsport Education Association (pending completion of all appropriate paperwork*):

Williamsport Area Middle School

Girls Basketball

8 th Grade Head Coach:	Dominique N. Thomas (4)	\$2,660
8 th Grade Head Coach:	Jakob E. Bower (0) *	\$2,240
7 th Grade Head Coach:	Ronald E. Sahm (5)	\$3,100
7 th Grade Head Coach:	TBA	
Volunteer:	Dana L. Smith	---

R. Caitlyn R. Stampf to be currently assigned to part-time Food Service Worker (up to 180 days; up to 4.5 hours per day) at Curtin Intermediate School, with a base wage rate of \$12.96 per hour, effective October 6, 2021 (replacing Danielle Gottschall, resigned).

S. The following substitute food service worker(s), at the salary rate of \$9.00 per hour, for the actual number of hours worked, effective date as indicated:

Kristie M. Martin (effective 10/06/21)
 Sarah E. Reed (effective 10/06/21)

T. Christine Nau to be currently assigned to part-time Administrative Support I (up to 225 days per year, prorated; 5 hours per day) in the Student Services Department at the DSC, with a base wage rate of \$13.75 per hour, effective date to be determined pending receipt of all required documentation including updated clearances (replacing Mary Beth Lingle, resigned).

8.4* POSITION CHANGES – None

8.5 ATTAINMENT OF TENURE STATUS

A. Acknowledge the attainment of tenure status of the following teachers, who have successfully completed a three-year probationary period as temporary professional employees with a satisfactory sixth rating, and extending professional employee contracts to them (*previously resigned in 2021):

8.5 ATTAINMENT OF TENURE STATUS CONT'D:

Earned January 2021:	Tyler J. Farabaugh	
Earned June 2021:	Valaquenta S. Anderson	Shanice C. Brandon
	Lexie E. Diaz	Cordell A. Faltz
	Olivia N. Lowe	Meghan L. Maeulen
	Tara L. Phlegar	Janee N. Smith
	Tiara R. Todd	
	Amber L. Giampietro* (resigned 08/17/2021)	
	Laura K Mullins* (resigned 9/25/2021)	

8.6 ADJUSTMENTS TO SALARY

A. Approve salary adjustments to the level indicated below, effective for the 2021-2022 term, as stipulated in the Agreement between the Board of School Directors and the Williamsport Education Association, for those having earned a Doctorate, Master's Degree or an Equivalency Certificate prior to the beginning of the 2021-2022 school term:

Sarah E. Kramer	Master's Degree
Derreck M. Lanzer	Master's Degree
Jamie L. Lasecki	Master's Degree
Elizabeth A. Long	Master's Degree
Ashley V. Muchler	Master's Degree
Casey M. Murtagh	Master's Degree
Anna M. Myers	Master's Degree
Dawn R. Reeder	Master's Degree
Samuel A. Robinson	Master's Degree
Tabatha P. Sponseller	Master's Degree
Andrew W. Wagner	Master's Degree
Erin M. Weaver	Master's Degree
Lauren L. Zehner	Master's Degree

B. Approve salary adjustments for the following staff members for credits earned after the Master's Degree, prior to the beginning of the 2021-2022 school term:

	TOTAL NEW <u>CREDITS</u>	CREDITS <u>TO DATE</u>
Kristie M. Anzulavich	9	18
Tanya E. Brown	9	27
Brooke E. Nenadal	9	27

PROFESSIONAL DEVELOPMENT

9.1 RELEASED TIME/TRAINING PROGRAMS

Approve released time for staff members to participate in professional development activities in accordance with the Professional Development Plan of the Williamsport Area School District and consider approving training programs. All expenditures proposed are within local, state and federal budget categories approved as noted.

STUDENT/COMMUNITY ACTIVITIES

10.1 Approve the following student trips:

Field trips are being presented for provisional approval in accordance with the District's Health and Safety Plan and may need to change or be canceled. All students must be in compliance with the school's field trip disciplinary requirements in order to participate.

- A. Seventy (70) members of the Williamsport Area High School marching band, accompanied by their teacher, staff and parent chaperones, to travel to Wilkes-Barre Area High School during October 2021 to attend a football game. Transportation will be provided by contract carrier and will be paid through the music budget.
- B. Seventy (70) members of the Williamsport Area High School marching band, accompanied by their teacher, staff and parent chaperones, to travel to Central Dauphin High School during November 2021 to attend a band competition. Transportation will be provided by contract carrier and will be paid through the music budget.

BIDS/CONTRACTS – None

TAX ITEMS – None

TRANSPORTATION

13.1 Approve the following drivers/monitors/mechanics for STA, Inc. for the 2021-22 school year:

Thomas Hogencamp Van Driver (retroactive to 9/23/21)

The motion carried unanimously with President Baer abstaining to item 8.3.

SUPERINTENDENT'S REPORT – Timothy S. Bowers, Ed.D.

The external large feasibility study committee will begin meeting again. The meeting will be held October 13 via Zoom.

SUPERINTENDENT'S REPORT CONT'D:-- Timothy S. Bowers, Ed.D.

The district has several openings for part-time aides and food service employees. Dr. Bowers encouraged the public to go to our website and apply.

The Curtin construction project is still on schedule and is going well.

ITEMS FROM BOARD MEMBERS

Mrs. Nible wanted the Board to discuss and consider a mobile COVID vaccination site at the district similar to the mobile dentist to coordinate for families and residents. Dr. Bowers stated that it is in our Health and Safety Plan to collaborate with local health agencies. However, he would recommend that should this occur, we consider using parking lots in the evenings or on Saturdays and staying away from the instructional day.

The Board discussion occurred regarding this noting concerns that this may not be something that the district should take on and whether it would appear as if we are advocating for the vaccines. It was also noted that there are several places that vaccines are given without appointments or costs. It was also noted that although there are locations, a large portion of our school population may not have the resources to get to these pop-up clinics, etc. Our health and safety plan does state that we will partner with health agencies. After continued discussion, it was the consensus that since we do not currently have a request we should wait until UPMC or River Valley Health approaches the district. Should they do so, we would require the appropriate facility use paperwork to be completed and it would be placed on an agenda for the Board to consider.

Mrs. Lake expressed condolences to the family of Andrea McEntire. President Baer called for a moment of silent reflection in her honor and to keep her family and district staff in our thoughts and prayers.

President Baer stated that an executive session for attorney advisement and personnel was held prior to the meeting.

ITEMS FROM PUBLIC

Sarah Reed, a district parent, expressed concerns regarding her child missing out on an education and grades slipping due to being quarantined twice because he sat near someone. She stated that her children will not be getting the vaccine because her doctor has said not to get the vaccine as we do not know what the side effects are. She asked the Board to please not put the vaccine in our schools or on our property. She spoke of the mobile dentist transporting students to dentist offices.

Dr. Poole clarified that the mobile dentist program has a full dentist office in the vehicle and remains on site, not transporting students to other facilities.

ITEMS FROM PUBLIC CONT'D:

Tom Adams, a district resident, indicated that he has an affidavit from an industrial hygienist that states masking is not effective. Mitigation efforts should include increased air flow, bringing outside air inside, and use of ultraviolet light equipment. He has concerns that the Board is not basing decisions on research. He has emailed the Board the history of masking and asks that they read this information.

Pam Gable of Jersey Shore and grandparent of a district student expressed concerns regarding the health of her grandchild. She feels that the mask causes his asthma to flare up. Over the summer, he had no problems and within a few days of being back in school with the mask on, he has had to go back to using a nebulizer. She wants the Board to be in conversation with the people. They want things to change and if the Board is not who they should speak with who should it be.

Sarah Reed addressed the Board again and would like the Board to answer questions that are asked at meetings. Currently, questions are asked but no responses are given. She wants the Board to have an open discussion with the public. She also would like for the Board to stop requiring masks referencing that it is not a requirement as many other districts are not requiring them.

Dr. Bowers reiterated that the school district must follow the Department of Health mandates. We do not have an option; the requirements are thrown on the district and we do not have input into them. He also stated that this section of the meeting is for public comment. It is not typical for school boards to have a back and forth with the public. President Baer suggested emailing questions to the board members.

President Baer stated that an executive session for attorney advisement and personnel would follow the meeting.

Upon motion made by Mrs. Reeves, seconded by Mrs. Lake and carried the meeting adjourned at 7:12 PM.

Wanda M. Erb, Board Secretary