

September 7, 2021

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, September 7, 2021, beginning at 6:11 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, Patrick A. Dixon, Jennifer Lake, Lisa M. Nible, Barbara D. Reeves, Adam C. Weltheroth.

ABSENT: Jane L. Penman, Star Poole.

OPENING EXERCISES were provided by President Baer.

President Baer announced that an executive session for personnel and attorney advisement was held prior to tonight's meeting.

A motion was made by Mr. Weltheroth, seconded by Mrs. Reeves, for an omnibus to include the agenda, addendum and the minutes from the August 17, 2021 meeting.

APPROVAL OF MINUTES: Regular Meeting – August 17, 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 August 2021:

General Fund – Unrestricted	\$2,596,994.78
General Fund – Restricted	196,445.22
Food Service Fund	6,754.06
Earned Income Tax	43,036.54
Student Activities	0.00
TOTAL	<u>\$2,843,230.60</u>

5.2 Authorize payment of invoices and services rendered by the list submitted from August 18, 2021 to September 7, 2021 and direct the officers of the Board of School Directors to execute the same:

General Fund	\$7,788,463.99
Athletic Fund	1,898.00
EIT Operating Fund	915.11

FINANCE REPORT CONT'D:

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

Food Service Fund	14,735.39
Payroll Fund	512,358.55
PLGIT Capital Projects Fund	3,270.32
Student Activities Fund	<u>0.00</u>

TOTAL \$8,321,641.36

5.3 Renew the annual school related organization liability insurance policy with The Cincinnati Insurance Company at a cost of \$913.00. This is an increase of \$18.00 from last year.

BOARD POLICY – None

CURRICULUM REPORT

- 7.1 Approve the professional development workshop Introduction to Collins Writing/Focus on Types One and Two with Kristine Gibson for all third through fifth grade teachers. Onsite training will take place on January 22, 2022. The cost will be \$2,850 and is budgeted under Title II.
- 7.2 Approve the renewal of VIP Creative Cloud Teams and Adobe –VIP for the 2021-22 school year at a cost of \$13,470.16. Costs will be paid through the Technology Budget.
- 7.3 Approve the renewal iBoss for the 2021-2022 school year at the standard support subscription at cost of \$9,370.00. Costs will be paid through the Technology Budget.

PERSONNEL REPORT

8.1 RESIGNATIONS

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

- A. Diana DeVaughn, full-time Paraprofessional/Intervention Specialist at Lycoming Valley Intermediate School, for personal reasons, effective August 27, 2021.
- B. Carey V. Chisolm, part-time Aide (Non-Special Education) at the high school, for personal reasons, effective August 30, 2021.
- C. Asmaa M. Fahmy, part-time Aide (Special Education) at the middle school, for personal reasons, effective August 23, 2021.
- D. Amber L. Giampietro, full-time 5th Grade teacher at Lycoming Valley Intermediate School, for other employment, effective August 17, 2021.

8.1 RESIGNATIONS CONT'D:

- E. Suzanne V. Glass, full-time Itinerant Gifted Education teacher for the District, for personal reasons, effective October 8, 2021.
- F. Tonia K. Yeagle, part-time Aide (Special Education) at the high school, for personal reasons, effective September 2, 2021.
- G. Susan L. Metzger, retiring as a substitute health room technician for the District, effective June 9, 2021.
- H. Terminate employment with the Williamsport Area School District for Madison E. Myers due to job abandonment of her position as a part-time Food Service Worker at the high school, effective September 8, 2021.
- I. Terminate employment with the Williamsport Area School District for Madison D. Whitney due to job abandonment of her position as a part-time Aide (Special Education) at Cochran Primary School, effective September 8, 2021.

8.2* LEAVE OF ABSENCE

Approve the following leave(s) of absence:

- A. Dana M. Null, full-time Title I Reading Specialist at Lycoming Valley Intermediate School, for a sabbatical leave effective for the 2021-2022 school year (tentative dates of August 26, 2021, through June 9, 2022) for the purpose of health restoration.

Ms. Null has been a teacher in the District since August 23, 2001, and has not taken a previous sabbatical.

8.3* ELECTION OF STAFF

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

- A. Jacqueline J. Bolton as a temporary professional employee, effective with the 2021-2022 school term (tentative date is August 26, 2021), to be currently assigned to teach 5th Grade at Lycoming Valley Intermediate School, at a salary rate of Step 1, bachelor's, \$52,582, pending receipt of updated clearances and all required documentation (replacing Amber Giampietro, resigned).
- B. Faith M. Dunkleberger as a long-term substitute teacher effective for the 2021-2022 school year (tentative dates of August 26, 2021, through June 9, 2022), unless terminated sooner, as a Title I Reading Specialist at Lycoming Valley Intermediate School, at a salary rate of Step 1, bachelor's, \$52,582 (replacing Dana Null, on sabbatical leave).

8.3* ELECTION OF STAFF CONT'D:

- C. William Doebler as a long-term substitute teacher effective for the 2021-2022 school year only (tentative dates are September 13, 2021 through June 9, 2022), unless terminated sooner, to be currently assigned primarily at the intermediate schools 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, pending receipt of all required documentation (new position approved for the 2021-2022 school year). Mr. Doebler will also be scheduled to participate in Induction Program activities during the 2021-2022 school term.
- D. Laurie M. Blair Dively to be currently assigned to a full-time Aide (Special Education; 185 days per year; 7 hours per day) at the high school, with a base wage rate of \$22,909 (\$17.69 per hour; with degree rate), effective August 27, 2021 (replacing Mary Kimble, retired).
- E. Laguana E. Cofer to be currently assigned to a part-time Aide (Special Education; 185 days per year; 5 hours per day) at Stevens Primary School, with a base wage rate of \$13.87 per hour (without degree rate), effective August 27, 2021 (replacing Julie Bittner Santos, resigned).
- F. Lydia C. Sparks to be currently assigned to a part-time Aide (Special Education; 185 days per year; 5 hours per day) at Hepburn-Lycoming Primary School, with a base wage rate of \$13.87 per hour (without degree rate), effective August 27, 2021 (replacing Mary Jo Walker, resigned).
- G. Tirae Nichols to be currently assigned to a part-time Aide (Special Education; 185 days per year; 5 hours per day) at Lycoming Valley Intermediate School, with a base wage rate of \$13.87 per hour (without degree rate), effective date to be determined (replacing Ed Hare, resigned), pending receipt of all required clearances and other documentation.
- H. Marshall J. Nork to be currently assigned to part-time Equipment Manager at the high school (up to 250 days; up to 5 hours per day), with a base wage rate of \$13.27 per hour, effective August 30, 2021 (replacing Elijah Clary, resigned). Mr. Nork's schedule will be set weekly with the Athletic Director, in accordance with the events occurring that week for the WASD athletic program.
- I. Shyanne L. Camacho to be currently assigned to part-time Food Service Worker (up to 180 days; 4.25 hours per day) at Cochran Primary, with a base wage rate of \$12.96 per hour, effective September 8, 2021 (replacing Kathleen Flock, transferred).
- J. Karissa M. Wells to be currently assigned to part-time Food Service Worker (up to 180 days; 4.00 hours per day) at Williamsport Area High School, with a base wage rate of \$12.96 per hour, effective September 8, 2021 (replacing Nancy Colley, retired).

8.3* ELECTION OF STAFF CONT'D:

- K. Melissa Kinley to be currently assigned to part-time Food Service Worker (up to 180 days; 4.75 hours per day) at Williamsport Area High School, with a base wage rate of \$12.96 per hour, effective September 8, 2021 (replacing Lukas Seyler, resigned).
- L. The following teachers as After School Tutors—Regular Education and Special Education for High School Students, effective September 13, 2021, through May 27, 2022, as needed. Program instructors will staff the program for up to three days per week (2:50 p.m. – 4:20 p.m.) at the end of the WAHS teacher day at the rate of \$31.20 per hour plus appropriate benefits, for the actual number of hours worked:

George H. Plowman, Jr.	Amy R. Mahon
Amanda J. Wolfe	Tyler J. Farabaugh

- M. The following teachers as After School Tutors—Regular Education and Special Education for Middle School Students, effective September 13, 2021, through May 27, 2022, as needed. Program instructors will staff the program for up to two days per week (2:50 p.m. – 4:10 p.m.) at the end of the WAMS teacher day at the rate of \$31.20 per hour plus appropriate benefits, for the actual number of hours worked:

Brandon M. Lusk	Diane E. Welch
Ashley V. Muchler	Marcia L. McCann
Amanda K. Kurtz	Tracey L. Graff
Robert P. Rook	

- N. The following fall sports 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

Cheerleading

MS Head Coach:	Kasi L. Mitchell (0)*	\$1,600
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- O. 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:

Alicia C. Coates (effective 08/30/21)
 Brittani R. DiMassimo (effective 08/30/21)
 Angie L. Hall (effective 08/30/21)
 Bobbi Jo Mitstifer (effective 08/30/21)
 Danielle R. Moyle (effective 08/30/21)
 Caitlyn R. Stamp (effective 08/30/21)

8.3* ELECTION OF STAFF CONT'D:

- P. The following person(s) as non-certified substitute teacher(s) with receipt of an emergency permit, subject to assignment by the Superintendent of Schools, at the salary and/or rates as established by Board policy (\$90 per day for first 45 days; \$110 per day for days beyond the 45th day; up to a maximum of 180 days/year) and only for the actual number of hours assigned and worked during the 2021-2022 school year:

Brynlin G. Carey
Tammy M. Robbins

- Q. The following substitute teacher(s), subject to assignment by the Superintendent of Schools, at the salary and/or daily rates as established by Board policy (\$120 per day for first 45 days; \$130 per day for days beyond the 45th day; up to a maximum of 180 days/year) and only for the actual number of hours assigned and worked:

Amanda R. Crum (effective 08/30/21)
Shawn A. Washington (effective 08/30/21)

- R. The following substitute administrative support/aide(s), subject to assignment by the Superintendent of Schools, at the hourly rates established by Board policy (\$9.00 per hour; up to a maximum of 180 days per year) and only for the actual number of hours assigned and worked:

Bobbi J. Mitstifer (effective 08/30/21)

8.4* POSITION CHANGES

Approve the following position change(s):

- A. Justin C. Beatty from Mathematics (7th Grade) teacher at the middle school to be currently assigned as an itinerant Gifted Education teacher with home school location at Lycoming Valley Intermediate School, at his 2021-2022 school year contract salary rate, effective date to be determined (replacing Suzanne Glass, resigned).

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) Williamsport Area High School marching band members, accompanied by their teacher, staff, and parent chaperones, to travel to Berwick Area High School during September 2021 to attend a football game. Transportation will be provided by contract carrier and will be paid through the music budget.
- B. Seventy (70) Williamsport Area High School marching band members, accompanied by their teacher, staff, and parent chaperones, to travel to Cedar Cliff High School during October 2021 for a band competition. District transportation is requested and will be paid through the music budget.
- C. Seventy (70) Williamsport Area High School marching band members, accompanied by their teacher, staff, and parent chaperones, to travel to Cedar Cliff High School during October 2021 for a band competition. Transportation will be provided by contract carrier and will be paid through the music budget.
- D. Seventy (70) Williamsport Area High School marching band members, accompanied by their teacher, staff, and parent chaperones, to travel to the 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.
- E. Seventy (70) Williamsport Area High School marching band members, accompanied by their teacher, staff, and parent chaperones, to travel to South Williamsport to participate in the Mummer's Parade and to Loyalsock Township High School for a band competition during October 2021. District transportation is requested and will be paid through the music budget.

BIDS/CONTRACTS

- 11.1 Authorize the Superintendent and/or Business Administrator to approve change orders related to the Curtin Secure Vestibule and Renovation project up to \$10,000 to keep the project moving forward. These change orders will appear on the next board agenda for retro-active approval.
- 11.2 Authorize the administration to execute agreement 21-22 LK 28 involving a confidential student issue.
- 11.3 Approve an agreement with the Old Lycoming Township Volunteer Fire Company to provide ambulance service for all home football games at the rate of \$60.00 per hour for the 2021 season. This is a \$5.00 increase over last year; rate was unchanged since 2011.

BIDS/CONTRACTS CONT'D:

- 11.4 Approve the proposal from AJ Gallagher, One2One Risk Solutions, St. Louis, MO to provide a stop gap type insurance policy for the student Chromebooks. The proposal has the district paying a premium amount up front and the company would invoice and collect the \$25 deductible per claim from the parent. This coverage will not be retroactive to the first day of school. The premium may change slightly due to adding/removing the number of devices throughout the year. The current proposal is estimated for a premium of \$33,100 including administrative fees. The district will be responsible for the first \$70,853 in damages before insurance reimbursement is provided.

TAX ITEMS – None

TRANSPORTATION – None

The motion was unanimously approved.

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

Dr. Bowers stated that he is pleased to announce that the school year is up and running with students back to in person instruction. He does have concerns with COVID numbers, today there were 9 positive cases. This is the highest one day total since the start of the pandemic. We will continue to watch and report cases on the COVID Dashboard found on the district website.

ITEMS FROM BOARD MEMBERS

Mrs. Derr read a statement regarding the lack of support as to whether or not masking is effective against COVID. She stated that she is against masking and wants the district and the Board to use a consistent approach to the handling of exemptions and to leave the exemptions in the hands of the parents.

Mr. Welteroth stated that he is disappointed in the Governor. Our superintendent has no choice but to follow the mandate from the Department of Health. The Governor has taken away the ability to make the decision locally. This is not fair to the students or the administration. The Governor has painted us with a broad brush across the Commonwealth and we are not all the same.

Mr. Welteroth requested the Board revise Policy #903 at our next board meeting and read the following statement for consideration.

At our last board meeting, a request was made to review the board's policy on Public Participation in Board Meetings, Policy 903, specifically limiting the ability of the public to speak at our board meetings to only residents and taxpayers. I fear when reviewing this policy, we may look at this policy through eyes of narrow and short-sided vision. We as a District are a flagship of education and proper governance to other districts and government entities around Lycoming County and beyond because of our size and geographical location. We should be proud of this! However, with this comes great responsibility of knowing that the decisions we make have a rippling effect well beyond our district. The decisions we make effect not just our community and beyond in education but in our community's economic development. It would

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be wrong for us to stifle the voice of others of whom we effect with the decisions we make in governance of our district. Stakeholders of our community should have the opportunity to voice their opinion to this board. If we were to start enforcing our current policy as it stands or not to expand upon our current policy to include the allowance of stakeholders to speak at our public meetings we would be limiting our employees who live outside the district, a parent (s) or grandparents of students who live outside the district, the parents of students from other districts who are educated or compete in athletics within our district (CTE students and student athletes on our swim team), and our alumni. This is not the millionaire way. The stakeholders should have the opportunity to voice their concerns, opinions, and criticisms to this board and not to do so would limit this board's ability to make proper, informed, and thoughtful decisions, which explore all viewpoints from the community that we represent. We should not enforce or set policy that tells our district's stakeholders their voice is not welcome.

I also question how we would even begin to enforce the current policy involving Community members that come before us as to whether they are a residence or taxpayer of the district or not in a real time manner. We by no fault of our own in the recent past we're unable to vet applying and sitting board members' status of being a resident in real time. However, my true fear is that we get it wrong. We stop a member of the community that comes before us that is a resident and/or a taxpayer. We have violated their right to freedom of speech and speaking to this board in the manner of decorum that is established for them. If we got this wrong, the civil liability that we would open this district up to would cripple us. Also, if we were to enforce this policy, we would not be able to make exceptions because if we did the argument could be made that we are accepting of voices and opinions that we agree with, but we are not accepting of voices and opinions that we do not agree with. We could be accused of censorship further extending our vulnerability to civil liability against the district. This is a Pandora 's Box we should not open.

I cannot in good conscience be a part of this, and I asked the rest of the board to also not be a part of this. Please consider not enforcing the current policy as it stands or even better; revising the current policy to include stakeholders. So, with this in mind, I make a motion to place the first reading of the revised policy to include residents, taxpayers, and stakeholders on the agenda at our next public board meeting.

A motion was made by Mr. Welteroth, seconded by Mrs. Derr to put this policy on the next agenda. The solicitor was asked to clarify whether under recent changes to the Sunshine Act if this is allowable. Attorney Holland stated that since the only action is to place the Policy on the next agenda for revision and a first reading, it is allowable. Discussion regarding how to define stakeholders and how to verify the speaker's claim of being a stakeholder occurred. The consensus was that "stakeholder" must be clearly defined. The need for proper decorum to be maintained by the speaker and audience was discussed, noting that with a lack of decorum the message of the speaker is often lost.

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The motion was amended by Mr. Weltheroth, seconded by Mrs. Derr to place Policy 903 on the first meeting in October for review and add stakeholders to the policy.

Voice Vote. Motion passed 6-1 with Mrs. Reeves voting against the motion.

ITEMS FROM PUBLIC

President Baer reminded the public that this section is limited to 20 minutes with each person limited to 3 minutes. There were still several people wishing to speak at the end of the 20 minutes. After a brief discussion, President Baer added an additional 15 minutes to the Public Comment Section for this meeting.

The following individuals spoke against masking some of the concerns expressed were lack of scientific proof of the effectiveness of masking, the legality of the Department of Health mandate, and the exemptions and the negative effects on student masking: - Domenic Schiraldi-Irrera, Jeff Stroehmann, Michelle Hazel, Prynne Sidleck, Mark Driscoll, Michelle Brockway, Karen DiSalvo, Carol Johnson, and Jennifer Streets.

The following individuals spoke in favor of the masking of students and staff referencing the letter sent to the superintendent signed by 52 local physicians supporting masking, various studies that repeatedly support the effectiveness of masks, limited hospital space and personnel and the issues this can have on others who need medical attention, the number of COVID related deaths compared to lives lost in WWII, the need to look to experts, etc. - Natasha Alligood, Keith Holmes, Dr. Janice Schifferli and Dr. Bill Keenan.

Upon motion made by Mrs. Reeves, seconded by Mrs. Nible and carried the meeting adjourned at 7:40 p.m.

Wanda M. Erb, Board Secretary