

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, April 5, 2022, beginning at 6:00 PM in the Board Room of the District Service Center, 2780 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,
Barbara D. Reeves, Jamie L. Sanders, Adam C. Welteroth, Scott R. Williams.

ABSENT: Michelle L. Deavor.

OPENING EXERCISES were provided by Mrs. Jennifer Lake.

APPROVAL OF MINUTES: Regular Meeting – March 22, 2022

**PUBLIC COMMENTS ON POTENTIAL CLOSING OF THADDEUS STEVENS
PRIMARY SCHOOL**

No one wished to address the Board regarding the potential closing of Stevens Primary School.

A motion was made by Mrs. Reeves, seconded by Mrs. Lake, for an omnibus to include the agenda with addendum and minutes from the March 22, 2022 meeting.

Item 8.3N was corrected by Mrs. Logue should be \$10 per hour rather than \$12.

Mr. Dixon highlighted Item 10.1A noting that students in Mr. Williamson’s class wrote a grant funded by Harbor Freight to repair the dugouts at Brandon Park. He would like the students to be invited to a future Board meeting to be congratulated and formally recognized.

BOARD PRESIDENT’S REPORT – None

FINANCE REPORT

5.1 Approve the following financial reports:

A. Payroll Report for the month of March 2022:

General Fund – Unrestricted	\$2,903,691.07
General Fund – Restricted	187,263.97
Food Service Fund	79,033.00
Earned Income Tax	48,430.26
Student Activities	3,350.00
TOTAL	\$3,221,768.30

FINANCE REPORT CONT'D:

- 5.2 Authorize payment of invoices and services rendered by the list submitted from March 23, 2022 to April 6, 2022 and direct the officers of the Board of School Directors to execute the same:

General Fund	\$483,337.46
Athletic Fund	130.00
EIT Operating Fund	702.45
Food Service Fund	612.85
Payroll Fund	553,312.23
PLGIT Capital Projects Fund	17,389.19
Student Activities Fund	<u>145.03</u>
 TOTAL	 \$1,055,629.21

- 5.3 Approve budget transfers for FY22, dated February 11, 2022 to March 30, 2022, as presented in accordance with Section 609 of the Public School Code of 1949, as amended:

BOARD POLICY – None

CURRICULUM REPORT

- 7.1 Approve an agreement with Jessica Pfeiffer and her education consulting company Intricate Roots consulting services to provide training and assistance in planning professional development in the core concepts of trauma and brain development for the 2022-23 school year. The consulting services will be from April-August 2022 for a maximum of 10 hours at a cost of \$250 an hour. This training and consultation will be funded from the district’s ARP ESSER State Set Aside funding that is allocated to be spent on mental health and trauma services.
- 7.2 Approve a license renewal with Committee for Children for Second Step for multi-site licenses for grades K-8 digital subscriptions totaling \$11,588.40. Costs will be paid through Title IV funds.
- 7.3 Approve an agreement with Hope Enterprises, Inc. for the rental of the TeenLink facility located at 612 Willow Street, Montoursville, PA during the 2022-23 school year. This will provide students with diverse abilities the opportunity to develop the skills for independent living. Rental is \$75.00/day at a total cost of \$1,350.00. Costs will be paid through the Special Education budget.
- 7.4 Approve the following payment for production staff of *Into the Woods*, which was performed at the Williamsport Area High School on March 18-19, 2022. This payment is funded through the Williamsport Area High School Musical Activity Account.

Trey Phillips Sound \$500.00

CURRICULUM REPORT CONT'D:

- 7.5 Approve the purchase of a Ganesh GTW-1640 Gear Head Engine Lathe at a cost of \$27,480, to include shipping and install. This equipment will be utilized to help students gain a thorough understanding of state mandated industry competencies in the Precision Machining program and enables students to perform tasks that align with industry expectations as well as replacing dated equipment. The equipment purchase is being funded through the Central Pennsylvania Apprentice Consortium Grant.
- 7.6 Approve the renewal of the student and staff Learning Management System (LMS) from Power School Group (Schoology) to include all student subscriptions, staff subscriptions, and the professional learning portal for the 2022-23 school year. The cost of \$31,602.48 will be paid through ESSER funds.
- 7.7 Approve the purchase of Amatrol trainer stations at a cost of \$26,390.40. This equipment will be utilized by students in the Electromechanical Technology program to gain a thorough understanding of state mandated industry competencies. The equipment purchase has been approved by the Electromechanical Occupational Advisory Committee and will be funded through the 2021-22 Perkins Supplemental Equipment Grant. All prices are from PEPPM contract #528897-013.
- 7.8 Approve the purchase of a TRAK Knee Mill at a cost of \$30,768.10. This equipment will be utilized to help students gain a thorough understanding of state mandated industry competencies in the Precision Machining program and enables students to perform tasks that align with industry expectations. The equipment purchase has been approved by the Precision Machining Occupational Advisory Committee and is being funded through the 2021-22 Perkins Supplemental Equipment grant. The vendor is on Pennsylvania Costars Contract #008-531.
- 7.9 Approve an Independent Educational Evaluation agreement between Steven P. Kachmar, M.A., Ph.D., NCSP and the Williamsport Area School District, to conduct an Independent Educational Evaluation for a special education student. The psychologist will provide and render services in accordance with the standards directed and established by the district and shall comply with all the state of Pennsylvania's policies, rules and regulations. The cost of this independent educational evaluation is not to exceed \$4,500.00 for the evaluation and written report, based on the rates provided on the fee scale. Costs will be paid through the Special Education budget.

PERSONNEL REPORT

8.1 RESIGNATIONS

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

- A. Kristie M. Anzulavich, full-time Health Occupations teacher at the Williamsport Area High School, for other employment, effective April 29, 2022.

8.1 RESIGNATIONS CONT'D:

- B. Denise M. Bell, part-time Food Service at the Williamsport Area High School, for the purpose of retirement, effective at the completion of the 2021-2022 school year (tentative ending date of June 9, 2022).

RESOLVED: that the Board of School Directors of the Williamsport Area School District acknowledges with profound regret the retirement of Denise M. Bell from service in the Williamsport Area Schools and expresses its sincere appreciation for her 15 years of dedicated service to our school system as a ~~teacher~~ Food Service Worker. It further expresses the hope that her years of retirement will be many and richly rewarding.

- C. Erica J. Bolden, full-time Paraprofessional/Intervention Specialist at Curtin Intermediate School, for personal reasons, effective March 28, 2022.

- D. Christine M. Knipe, full-time Library Aide at Stevens Primary School, for the purpose of retirement, effective at the completion of the 2021-2022 school year (tentative ending date of June 13, 2022).

RESOLVED: that the Board of School Directors of the Williamsport Area School District acknowledges with profound regret the retirement of Christine M. Knipe from service in the Williamsport Area Schools and expresses its sincere appreciation for her 22 years of dedicated service to our school system as a ~~teacher~~ Library Aide. It further expresses the hope that her years of retirement will be many and richly rewarding.

- E. Diane M. Snell, part-time Food Service Worker at Lycoming Valley Intermediate School, for the purpose of retirement, ~~effective June 9, 2022~~, effective March 23, 2022. (Originally board approved December 7, 2021 addendum)
- F. Kiana N. Walker, part-time aide at Lycoming Valley Intermediate School, for other employment, effective April 8, 2022.

8.2* LEAVE OF ABSENCE

Approve the following leave(s) of absence:

- A. Nichole M. Brown*, full-time Special Education teacher at Stevens Primary School, for an unpaid leave effective March 16, 2022 (1/4 day) through June 9, 2022.

8.3 ELECTION OF STAFF

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

- A. Rachel G. Brady as a temporary professional employee, effective with the 2022-2023 school term (tentative date is August 24, 2022), to be currently assigned to teach Mathematic at the Williamsport Area Middle School, at a salary rate of Step 1, bachelor's \$53,633, pending receipt of updated clearances and all required documentation (replacing Dan Carpenter, resigned). Ms. Brady will also be scheduled to participate in Induction Program activities before the start of the 2022-2023 school term.
- B. William F. Doebler V, as a temporary professional employee, effective with the 2022-2023 school term (tentative date is August 24, 2022), to be currently assigned to teach 5th Grade at Curtin Intermediate School, at a salary rate of Step 1, bachelor's \$53,633, pending receipt of updated clearances and all required documentation (replacing Christy Phillips, deceased). Mr. Doebler will also be scheduled to participate in Induction Program activities before the start of the 2022-2023 school term.
- C. Brent M. Gordner as a professional employee, effective with the 2022-2023 school term (tentative date is August 24, 2022), to be currently assigned to teach CTE Business, Computer & Information Technology at the high school, at a salary rate of Step 8, bachelor's \$68,213, pending receipt of updated clearances and all required documentation (replacing Dennis Waddell, retired). Mr. Gordner will also be scheduled to participate in Induction Program activities before the start of the 2022-2023 school term.
- D. Caylin M. Hartley as a temporary professional employee, effective with the 2022-2023 school term (tentative date is August 24, 2022), to be currently assigned to teach 5th Grade at Curtin Intermediate School, at a salary rate of Step 1, bachelor's \$53,633, pending receipt of updated clearances and all required documentation (replacing Carey Taddeo, retired). Ms. Hartley will also be scheduled to participate in Induction Program activities before the start of the 2022-2023 school term.
- E. Sydney Moyer as a temporary professional employee, effective with the 2022-2023 school term (tentative date is August 24, 2022), to be currently assigned to teach CTE Business, Computer & Information Technology at the high school, at a salary rate of Step 1, bachelor's \$53,633, pending receipt of PDE Certification, updated clearances and all required documentation (replacing Seth Hensler/Blake Lambert, both resigned). Ms. Moyer will also be scheduled to participate in Induction Program activities before the start of the 2022-2023 school term.
- F. Desiree B. Myers to be currently assigned to full-time Confidential Administrative Support (245 day) at the District Service Center, with a base wage rate of \$48,627, prorated, pending receipt of clearances and all required documentation, effective April 25, 2022 (replacing Darlene Owens, deceased).

8.3 ELECTION OF STAFF CONT'D:

- G. Brady W. Sahm as a long-term substitute teacher, effective with the 2022-2023 school year only (tentative dates are August 24, 2022 – June 8, 2023), unless terminated sooner, to be currently assigned primarily at the high school and middle 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 \$53,633, pending receipt of all required documentation (new position approved for the 2022-2023 school year). Mr. Sahm will also be scheduled to participate in Induction Program activities before the start of the 2022-2023 school term.

- H. Beckham B. Sibiski as a long-term substitute teacher, effective with the 2022-2023 school year only (tentative dates are August 24, 2022 – June 8, 2023), unless terminated sooner, to be currently assigned primarily at the high school and middle 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 \$53,633, pending receipt of all required documentation (new position approved for the 2022-2023 school year). Mr. Sibiski will also be scheduled to participate in Induction Program activities before the start of the 2022-2023 school term.

- I. Alayne M. Smith as a long-term substitute teacher, effective with the 2022-2023 school year only (tentative dates are August 24, 2022 – June 8, 2023), unless terminated sooner, to be currently assigned primarily at the high school and middle 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 \$53,633, pending receipt of all required documentation (new position approved for the 2022-2023 school year). Ms. Smith will also be scheduled to participate in Induction Program activities before the start of the 2022-2023 school term.

- J. The following additional teacher as After School Tutor—Regular Education and Special Education for High School Students, effective April 6, 2022, 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:

Michelle L. Pulizzi (replacing George H. Plowman, Jr., resigned as After School Tutor)

- K. Payment of stipends to active members of the Williamsport Area High School and Williamsport Area Middle School Student Assistance Teams for the 2021-2022 school year. The stipend rate is \$1,200 per year per the stipend schedule. Members are listed by building:

Williamsport Area High School

Jessica A. Becker
Denise M. Clark

Julie A. Caringi
Kaitlin L. Eck

8.3 ELECTION OF STAFF CONT'D:

K. Payment of stipends to active members of the Student Assistance Teams cont'd:

Williamsport Area High School

David R. Ferry

Andrew L. Paulhamus

Jeremy S. Steppe

Jennifer Y. Weaver

Susan E. McGehean

Matthew A. Radspinner (½ Year Only)

Heather E. Way

Jennifer J. Weaver

Williamsport Area Middle School

Loren E. Collins

Emily B. Linn

Marcia L. McCann

Tamra L. Rook

Erick J. Edler

Michael B. Lundy, Jr.

Christie M. Peck

Sara E. Watson

L. Chloe Waldman as a temporary professional employee, effective with the 2022-2023 school term (tentative date is August 24, 2022), to be currently assigned to teach Kindergarten at Stevens Primary School, at a salary rate of Step 1, bachelor's \$53,633, pending receipt of PDE certification, updated clearances and all required documentation (replacing Carol Fisher, retired). Ms. Waldman will also be scheduled to participate in Induction Program activities before the start of the 2022-2023 school term.

M. The following student teacher(s) as a substitute teacher(s), assigned only to his/her cooperating teacher, at the salary and/or daily rates as established by Board Policy (\$90 per day while substituting during student teaching experience, only for the actual number of hours assigned and worked). In accordance with PDE guidelines and University Policies, student teacher(s) may only substitute for his/her cooperating teacher for up to 10 days per placement during his/her student teaching experience.

Upon receipt of verification of meeting graduation and PDE certification requirements, student teacher will be considered a regular day to day certified substitute teacher, 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; only for the actual number of hours assigned and worked), and subject to assignment by the Superintendent of Schools.

Veronica Helfrich (effective 04/06/22) - (Student Teacher for Tanya Brown, cooperating teacher at Jackson Primary School)

N. The following event staff, with a base wage rate of ~~\$12.00~~ \$10.00 per hour, for the actual number of hours worked, effective date as indicated:

John H. Neylon, Jr. (effective 04/06/22)

8.3 ELECTION OF STAFF CONT'D:

- O. The following substitute administrative support/aide(s), subject to assignment by the Superintendent of Schools, at the hourly rates established by Board policy (\$12.00 per hour; up to a maximum of 180 days per year) and only for the actual number of hours assigned and worked:

Danae Roles (04/06/22)

- 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:

Ronald E. Shellhamer (04/06/22)

8.4 POSITION CHANGES - Approve the following position change(s):

- A. Erin F. Brouse, from full-time Assistant Principal at the Jackson Primary School to full-time Principal (245 day) at Jackson Primary School effective July 1, 2022, at a salary of \$95,000 and benefits as provided in the ACT 93 Compensation Plan (replacing Theresa Montgomery, transferred).
- B. James L. Ellis, from full-time Principal at Stevens Primary School to full-time Principal (245 day) at Cochran Primary School effective July 1, 2022, at a salary of \$104,425 and benefits as provided in the ACT 93 Compensation Plan (replacing Kirk Felix, transferred).
- C. Kirk C. Felix, from full-time Principal at Cochran Primary School to full-time Principal (245 day) at the Williamsport Area Middle School effective July 1, 2022, at a salary of ~~\$121,886~~ \$123,695 and benefits as provided in the ACT 93 Compensation Plan (replacing Justin Ross, transferred).
- D. Tristin R. Forney, from full-time Dean of Students at the Lycoming Valley Intermediate School to full-time Assistant Principal (205 day) at Lycoming Valley Intermediate School effective July 1, 2022, at a salary of \$87,446 and benefits as provided in the ACT 93 Compensation Plan (position change effective 2022-2023 school year).
- E. Roger W. Freed, from full-time grade-level Principal at the Williamsport Area High School to full-time Head Principal (245 day) at the Williamsport Area High School effective July 1, 2022, at a salary of \$120,000 and benefits as provided in the ACT 93 Compensation Plan (replacing Brandon Pardoe, transferred).

8.4 POSITION CHANGES CONT'D:

- F. Theresa L. Montgomery, from full-time Principal at Jackson Primary School to full-time Elementary Curriculum Supervisor (245 day) at District Service Center effective July 1, 2022, at a salary of \$104,354 and benefits as provided in the ACT 93 Compensation Plan (replacing John Killian, retired).
- G. Brandon S. Pardoe, from full-time Head Principal at the Williamsport Area High School to full-time Director of Student Services (245 day) at District Service Center effective July 1, 2022, at a salary of \$134,509 and benefits as provided in the ACT 93 Compensation Plan (replacing Richard Poole, transferred).
- H. Justin D. Ross, from full-time Principal at the Williamsport Area Middle School to full-time Associate Principal (245 day) at the Williamsport Area High School effective July 1, 2022, at a salary of \$119,296 and benefits as provided in the ACT 93 Compensation Plan (replacing Roger Freed, transferred). The Associate Principal position is a new ACT 93 position starting in the 2022-23 school year.

8.5 OTHER

- A. Approve up to five (5) additional long-term substitute teacher positions for the 2022-2023 school year. Positions will cover all grade levels. Salary for these positions will be Step 1.

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. Ten (10) Williamsport Area High School CTE students, accompanied by their teacher, to travel to Brandon Park during April 2022 to work on a dugout roof. The students will transport themselves to the park.

- 10.1 Approve the following student trips cont'd:
- B. Thirty (30) Williamsport Area Middle School Student Council members, accompanied by staff members, to travel to Jackson Primary School during April 2022 to assist teachers and work with the students. The students will walk to and from Jackson. Two substitutes will be required for several hours only.
 - C. Approximately 30 Williamsport Area High School students, accompanied by two teachers, to travel to Bloomsburg University during April 2022 to participate in a Model UN competition. District transportation is requested and will be paid through the social studies budget. Two substitutes will be required for the day.
 - D. Approximately 30 Williamsport Area High School students, accompanied by two teachers, to travel to Penn College during April 2022 to participate in a Model UN competition. District transportation is requested and will be paid through the social studies budget. Two substitutes will be required for the day.
 - E. Four (4) Williamsport Area Middle School student, accompanied by a teacher, to travel to the Pine Barn Inn (Danville) during April 2022 to participate in the What's So Cool About Manufacturing Awards Event. The students will be transported in a district van or by their parents.

BIDS/CONTRACTS

- 11.1 Retroactive approval for Change Order PCO-08 from Hepco Construction Inc. to install and remove 10 temporary doors and a fire rated wall to allow for temporary occupancy for Phase 1 and 2 until permanent doors are ready for installation for the Curtin Vestibule Project. This is at an increase in cost of \$2,530.00
- 11.2 Retroactive approval Change Order PCO-09 from Hepco Construction Inc. to delete the acoustical tile ceiling system in Storage G01A due to ceiling height and existing construction conflicts for the Curtin Vestibule Project. This is at a deduct in costs of \$950.00.
- 11.3 Retroactive approval Change Order PCO-10 from Hepco Construction Inc. to credit the base bid scope of work underlayment package at Phases 3 and 4 and utilize exterior grade ¼" underlayment grade sheets, feather patch as necessary for the Curtin Vestibule Project. This is a deduct in costs of \$19,728.00.
- 11.4 Approve an agreement with Barry Isett & Associates, Inc., Allentown, PA to provide professional services for the engineering, plan design, bid development, and construction oversight related to the repair of seating at STA Stadium at a cost of \$13,850.00 to be funded through the Capital Reserve. Total price includes up to five (5) periodic construction observations, with reports.

BIDS/CONTRACTS CONT'D:

- 11.5 Approve an agreement with Barry Isett & Associates, Inc., Allentown, PA to provide professional services for the engineering, plan design, bid development, and construction oversight related to the Cochran Primary School Paving Improvements at a cost not to exceed \$15,000.00 to be funded through the Capital Reserve. Total cost includes reimbursable expenses.
- 11.6 Authorize the administration to execute agreement 21-22 ATJ 30 involving a confidential student issue.

TAX ITEMS – None

TRANSPORTATION

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

Emy L. Hill	CDL – Driver
Max McCarty	CDL - Driver

Voice Vote. Motion carried unanimously.

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

Thanked the administrators who stepped up to take on new roles and responsibilities. This plan is based on three specific leadership philosophies:

1. Keep the end in mind.
2. Get the right people in the right seat on the bus.
3. Level 5 Leadership - Succession plan that keeps the district moving forward regardless of administrative vacancy.

Welcomed Brent Gordner to the CTE Program and the Millionaire Team.

Reminded the community that the Board wants to hear their thoughts and opinions related to the potential closing of Stevens Primary. The email for Stevens comments is StevensComments@wasd.org.

Shared that Kindergarten registration began last week. We currently have 189 enrolled. This is typical of Pre-Covid enrollment after the spring registration. If anyone knows of families with kindergarten-aged students that haven’t enrolled, please encourage them to get registered as soon as possible.

Congratulated the Cochran Primary School Odyssey of the Mind team for advancing to the 2022 World Finals at Iowa State University on May 25-28.

ITEMS FROM BOARD MEMBERS

President Baer congratulated all the administrators involved in the moves that were approved this evening. This is just another great example of how our district “grows our own.”

ITEMS FROM PUBLIC

Tammy George, resident and parent addressed the Board regarding some concerns that she believes should be addressed by providing more training for our staff (teachers and aides) on empathy.

Tom Adams, resident addressed the Board on the topic of Critical Race Theory. He understands that this is not included in our district curriculum, nor should it be. However, he wanted to know the discipline process if a teacher were to sneak it into lessons. Dr. Bowers told Mr. Adams that our teachers are expected to teach our curriculum and if they are not teaching our curriculum there are disciplinary steps that would occur.

Motion to adjourn was made by Mr. Sanders, seconded by Mrs. Lake. The meeting adjourned at 6:18 p.m.

Wanda M. Erb, Board Secretary