

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, August 17, 2021, beginning at 6:08 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, Patrick A. Dixon, Jennifer Lake, Lisa M. Nible, Jane L. Penman, Barbara D. Reeves, Adam C. Welteroth.

ABSENT: Cody L. Derr, Star Poole.

**OPENING EXERCISES** were provided by Mr. Adam Welteroth.

President Baer announced there was an executive session prior to the meeting for personnel and legal advisement.

**APPROVAL OF MINUTES:** Regular Meeting – August 3, 2021

A motion was made by Mr. Welteroth, seconded by Dr. Penman, for an omnibus to include the agenda, the minutes for the August 3, 2021 regular meeting, and the addendum.

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

A. Approve Saxton & Stump Lawyers and Consultants law firm to assist the District with Title IX investigations and other legal matters.

**FINANCE REPORT**

Mrs. Erb informed the Board that the State Auditors would be conducting their normal audit for the fiscal years beginning July 1, 2016 through June 30, 2020.

5.1 Approve the following financial reports:

A. Treasurer’s Report for the month of July 2021:

5.2 Authorize payment of invoices and services rendered by the list submitted from August 4, 2021 to August 17, 2021 and direct the officers of the Board of School Directors to execute the same:

General Fund	\$996,221.93
Athletic Fund	0.00
EIT Operating Fund	967.45
Food Service Fund	23,858.21
Payroll Fund	819,915.83

**FINANCE REPORT CONT'D:**

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

PLGIT Capital Projects Fund	418,268.22
Student Activities Fund	<u>0.00</u>
<b>TOTAL</b>	<b>\$2,259,231.64</b>

5.3 Approve the transfer of our investment advisory agreement from PFM Asset Management LLC to US Bancorp (PFM is being sold to US Bancorp) [with no changes to our terms.]

5.4 Waive parent paid student Chromebook insurance for the 2021-2022 school year.

**BOARD POLICY – None**

**CURRICULUM REPORT**

7.1 Approve a Collins Writing Program with John Collins, Ed. D for all third through twelfth grade teachers. Onsite training will take place on November 22, 2021. The cost will be \$2,700 and is budgeted under Title II.

7.2. Approve AIM Institute for Learning & Research to provide 8-10 hours of professional development on The Science of Reading Overview Module for K-6 learning support and Title I teachers. The cost of \$5,000.00 will be funded through the Title I budget.

7.3 Approve an agreement with the Susquehanna Community Health and Dental Clinic to provide dental care services to students in the school district for the 2021-2022 school year. Services will be provided on site, at the schools within the district via the River Valley Health & Dental mobile care unit and portable equipment. There will be no cost to the district for this program.

7.4 Approve the fall 2021 athletic schedules.

7.5 Approve up to five (5) special education teachers for up to five (5) days to write and attend IEP/MDE meetings for incoming early intervention kindergarten students at the curriculum rate of \$150.00 per day.

## PERSONNEL REPORT

### 8.1 RESIGNATIONS

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

- A. Charles T. Johnson, full-time General Maintenance Worker (250 day) for the District, for the purpose of retirement, effective September 8, 2021.

RESOLVED: that the Board of School Directors of the Williamsport Area School District acknowledges with profound regret the retirement of Charles T. Johnson from service in the Williamsport Area Schools and expresses its sincere appreciation for his 37 years of dedicated service to our school system as a maintenance worker and custodian. It further expresses the hope that his years of retirement will be many and richly rewarding.

- B. Karen E. Clark, part-time Aide (Special Education) at Stevens Primary School, for personal reasons, effective August 10, 2021.
- C. Tammy L. Sewell, part-time Food Service Worker at the middle school, verbal resignation for personal reasons per conversation with Ms. Logue, effective August 5, 2021.
- D. Morgan K. Williams, full-time 2<sup>nd</sup> Grade teacher at Stevens Primary School, for personal reasons, effective August 3, 2021.
- E. Lisa A. Zerby Byerly, full-time 3<sup>rd</sup> Grade teacher at Stevens Primary School, for other employment, effective August 4, 2021.
- F. Marc S. Fortney declined position as part-time Aide (Special Education) at the high school, for personal reasons, effective August 13, 2021.
- G. Nicole M. Scocchera, full-time Administrative Support I (245 days) in the Business Office, for other employment, effective August 31, 2021.

### 8.2\* LEAVE OF ABSENCE

Approve the following leave(s) of absence:

- A. Jacqueline J. Morgan\*, full-time Head Custodian at Cochran Primary School, for an unpaid leave on an intermittent basis (as needed), effective August 9, 2021, through June 30, 2022.
- B. Theodore C. Paul\*, full-time Custodian at the high school, for an unpaid leave effective August 6, 2021, through September 3, 2021.

8.3\* ELECTION OF STAFF

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

- A. Megan E. Becker as a temporary professional employee, effective with the 2021-2022 school term (tentative date is August 26, 2021), to be currently assigned to teach 3<sup>rd</sup> Grade at Stevens Primary School, at a salary rate of Step 1, bachelor's, \$52,582, pending receipt of updated clearances and all required documentation (replacing Lisa Zerbe Byerly, resigned). Ms. Becker will also be scheduled to participate in Induction Program activities before the start of the 2021-2022 school term.
- B. Ryan J. Emery as a temporary professional employee, effective with the 2021-2022 school term (tentative date is August 26, 2021), to be currently assigned to teach 2<sup>nd</sup> Grade at Stevens Primary School, at a salary rate of Step 1, bachelor's, \$52,582, pending receipt of updated clearances and all required documentation (replacing Morgan Williams, resigned). Mr. Emery will also be scheduled to participate in Induction Program activities before the start of the 2021-2022 school term.
- C. Seth R. Hensler as a temporary professional employee, effective with the 2021-2022 school term (tentative date is August 26, 2021), to be currently assigned to teach CTE Business Computer and Information Technology at the high school, at a salary rate of Step 1, bachelor's, \$52,582, pending receipt of appropriate PDE certification along with the receipt of updated clearances and all other required documentation (replacing Marianne Beane, resigned). Mr. Hensler will also be scheduled to participate in Induction Program activities before the start of the 2021-2022 school term.
- D. Brady W. Sahm as a long-term substitute teacher effective for the 2021-2022 school year only (tentative dates are August 26, 2021 through June 9, 2022), unless terminated sooner, to be currently assigned primarily 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 (new position approved for the 2021-2022 school year). Mr. Sahm will also be scheduled to participate in Induction Program activities before the start of the 2021-2022 school term.
- E. Alexandra C. Sheppard as a long-term substitute teacher effective for the 2021-2022 school year only (tentative dates are August 26, 2021 through June 9, 2022), unless terminated sooner, to be currently assigned primarily at the primary 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 updated clearances and all required documentation (new position approved for the 2021-2022 school year). Ms. Sheppard will also be scheduled to participate in Induction Program activities before the start of the 2021-2022 school term.

8.3\* ELECTION OF STAFF CONT'D:

- F. Alayne M. Smith as a long-term substitute teacher effective for the 2021-2022 school year only (tentative dates are August 26, 2021 through June 9, 2022), unless terminated sooner, to be currently assigned primarily at the high 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 (new position approved for the 2021-2022 school year). Ms. Smith will also be scheduled to participate in Induction Program activities before the start of the 2021-2022 school term.
- G. Brittney N. Reese to be currently assigned to part-time Administrative Support I (185 205 days, 5 hours per day) at Jackson Primary School, with a base wage rate of \$13.75 per hour, August 18, 2021 (replacing Megan Cohick, resigned).
- H. Christine M. Zangara to be currently assigned to part-time Administrative Support I (185 days, 5 hours per day) at Stevens Primary School, with a base wage rate of \$13.75 per hour, August 27, 2021 (replacing Kelli Neece, transferred).
- I. Tia M. Cole to be currently assigned to a part-time Aide (Special Education; up to 185 days per year; up to 5 hours per day) at Curtin Intermediate School, with a base wage rate of \$15.12 per hour (with degree rate), effective August 30, 2021 (replacing Amanda Rennicks, retired).
- J. Avion L. DeWitt to be currently assigned to a part-time Aide (Special Education; up to 185 days per year; up to 5 hours per day) at Curtin Intermediate School, with a base wage rate of \$15.12 per hour (with degree rate), effective August 27, 2021 (replacing Jessica Beckman, resigned).
- K. Susan A. DiMassimo to be currently assigned to a part-time Aide (Special Education; up to 185 days per year; up to 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 Michelle Beggs, transferred).
- L. Denise Y. Ertel to be currently assigned to a part-time Aide (Special Education; up to 185 days per year; up to 5 hours per day) at the high school, with a base wage rate of \$13.87 per hour (without degree rate), effective August 27, 2021 (replacing Mary McDonough, transferred).
- M. Sarah A. Signor to be currently assigned to a part-time Aide (Special Education; up to 185 days per year; up to 5 hours per day) at Cochran Primary School, with a base wage rate of \$13.87 per hour (without degree rate), effective August 27, 2021 (replacing Ruth Musser, transferred).

8.3\* ELECTION OF STAFF CONT'D:

- N. Isabel S. Smith to be currently assigned to a part-time Aide (Special Education; up to 185 days per year; up to 5 hours per day) at Curtin Intermediate School, with a base wage rate of \$15.12 per hour (with degree rate), effective August 27, 2021 (replacing Miranda Bower, resigned).
- O. Kristi R. Swartz to be currently assigned to a part-time Aide (Special Education; up to 185 days per year; up to 5 hours per day) at the high school, with a base wage rate of \$13.87 per hour (without degree rate), effective August 27, 2021 (replacing Nyric Gosley, administratively transferred).
- P. Cortney J. Borrosco to be currently assigned to a part-time Aide (Special Education; up to 185 days per year; up to 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 (new position).
- Q. 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 High School**

Football

Volunteer: David A. Becker ---

Girls Soccer

Assistant Coach: Scott A. Phillips (0)\* \$2,240

**Williamsport Area Middle School**

Football

MS Assistant – White: Blaze A. McClements (0)\* \$2,240

Cross Country (Boys & Girls)

MS Assistant Coach: Benjamin R. Thomas (0)\* \$1,280

Softball

MS Assistant Coach: Dominique N. Thomas (2) \$1,360

- R. 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:

Jody A. Butters (effective 08/26/21)

Michelle D. Wilson (effective 08/30/21)

8.3\* ELECTION OF STAFF CONT'D:

- S. 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 45<sup>th</sup> day; up to a maximum of 180 days/year) and only for the actual number of hours assigned and worked:

Morgan K. Williams (effective 08/30/21)

- T. 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 45<sup>th</sup> 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:

Courtney E. Baumer  
Kathleen M. Carey  
Wendy R. Corey  
Olivia K. Erb  
Kristine M. Fagnano  
Voncier C. Gammage  
James M. Gardner  
Jenny G. Kerns

Jordyn L. Gehr  
Alyssa S. Pequignot  
Joel M. Poritsky  
Danielle L. Rohler  
Mary D. Sumpter  
Hannah M. Werner  
Corbin C. Woodling  
Don E. Smith

- U. The following substitute health room technician(s), subject to assignment by the Superintendent of Schools, at the hourly rates established by Board policy (LPN--\$20.00 per hour; RN--\$32.00 per hour; up to a maximum of 180 days per year) and only for the actual number of hours assigned and worked:

Krista A. Fagnano (RN)

(effective 08/26/21)

8.4\* POSITION CHANGES

Approve the following position change(s):

- A. Kyle C. Weaver from a part-time Aide (Non-Special Education; 185 days, 5 hours per day) at Curtin Intermediate School to be currently assigned to full-time Paraprofessional/Intervention Specialist (185 days, 7 hours per day) at Cochran Primary School, with a base wage rate of \$23,970 (\$18.51 per hour), effective August 27, 2021 (replacing Manuel Baez, resigned).
- B. Nyric L. Gosley administratively transferred from a part-time Aide (Special Education) at the high school to be currently assigned to a part-time Aide (Non-Special Education; 185 days, 5 hours per day) at the high school, with a base wage rate of \$15.12 per hour (with degree rate), effective August 27, 2021 (replacing Selena Lopez, resigned; position was declined by Jacklyn Anderson).

8.4\* POSITION CHANGES CONT'D:

- C. Tonia K. Yeagle administratively transferred from a part-time Aide (Special Education) at the high school to be currently assigned to a part-time Aide (Special Education; up to 185 days per year; up to 5 hours per day) at the high school, with a base wage rate of \$13.87 per hour (without degree rate), effective August 27, 2021 (replacing Carol Shipman, resigned).

8.5 OTHER

- A. Approve up to one (1) additional long-term substitute teacher position for the 2021-22 school year. Position assignment will be subject to the determination of the Superintendent. Salary for this position 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. (See attachment)

**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's marching band, accompanied by their teacher, staff and parent chaperones, to travel to Shamokin Area High School during September 2021 for a band competition.

Transportation will be provided by contract carrier. All costs will be paid through the music department budget.

**BIDS/CONTRACTS**

- 11.1 Approve the purchase of 99 EPSON BrightLink 725Wi Interactive Projectors and 17 EPSON 100" Whiteboard Projection Screens from CDW-G LLC, Vernon Hills, IL for \$188,132.83. This purchase is through PEPPM and will be funded using ESSER grant funds.



**BIDS/CONTRACTS CONT'D:**

- 11.2 Approve the purchase of 600 Dell 3100 11” Chromebooks and 600 Google Chrome management console licenses from Dell Marketing LP, Round Rock, TX for \$150,198. This purchase will be made using the PEPPM Contract and will be paid for using the ESSER grant funds
- 11.3 Approve the purchase of 65 Elkay Wall Mounted Filtered Water Bottle Refilling Stations with replacement filters from Global Industrial, Port Washington, NY for \$83,087.35. This purchase will be through the BuyBoard Contract #577-18 and will be funded using ESSER grant funds.
- 11.4 Amend a Cooperative Sports Agreement to include Montoursville Area School District and St. John Neumann Regional Academy governing the terms and conditions of a cooperative sponsorship in the sport of interscholastic boys and girls swimming & diving for the student-athletes of the Montoursville High School, St. John Neumann High School, Loyalsock Township High School, South Williamsport High School and the Williamsport Area High School. The amended agreement will take effect at the beginning of the 2021-2022 school year and will remain in force as long thereafter as the cooperating schools mutually agree and are in compliance with PIAA enrollment requirements.

**TAX ITEMS – None**

**TRANSPORTATION**

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

Nikol	Meixel	CDL Driver
William	Miller	CDL Driver

The motion carried.

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

- Cochran playground is nearing completion.
- Camera project is about 99% complete.
- Pre-construction meeting was held today for the Curtin Vestibule Project. Everything is going well. Discussion occurred regarding change orders, Dr. Bowers suggested the Board consider authorizing the Business Administrator and Superintendent to approve change orders up to \$10,000 to keep project moving forward, with retroactive approval at the next meeting. He will have a motion on the next agenda for consideration.
- The Health and Safety Plan has been on display on our website for public comment. We received about 140 or so responses. The majority of the responses continue to support and agree with the plan. Those who have expressed concerns, all seem to be about not requiring masks. Dr. Bowers had no suggestions for changes as we do not have an overwhelming response for the need to change the current plan.

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

The Board discussed the Health and Safety Plan primarily surrounding the topic of masking.

Mrs. Reeves asked about the CDC recommendation for indoor masking. Dr. Bowers explained that it is a recommendation not a mandate. Our plan allows for automatic change should masks be mandated. Our mission is public education. If someone whose mission is public health mandates masks, then we should be reviewing our plan and making adjustments.

Our plan currently states that in the event that the state or county requires masks that the district will comply.

We are certainly not discouraging anyone from wearing masks. Dr. Poole provided a brief overview of contact tracing and quarantining. Parents should know that if they chose not to have their child wear a mask and they are exposed the child will be required to quarantine. If they are wearing a mask other factors are considered such as length of time, the distance, etc. but the child may not have to quarantine. This may also be the case if the child is vaccinated. Parents of students who have been vaccinated are encouraged to share this information with the school nurse.

Mr. Welteroth asked if the district would lose funding if we did not adhere to a masking mandate. Dr. Bowers responded that this is debatable and would probably end up being settled in the court system. He also shared that as a commissioned officer he swore to uphold the laws of the Commonwealth. Therefore, he would not recommend intentionally violating a state law or mandate. If the majority of the Board chose to do this, Dr. Bowers would go on record as not recommending this and would suggest the Board consult the solicitor. Fred Holland did offer his opinion that regardless of funding status, it is not wise to violate state laws.

Additional discussion focusing on what is occurring locally and not making decisions on the status of the entire state occurred. Questions were raised regarding people including employees traveling into the district from other counties and states. If students mask during the day and are not masked after school how does this impact the situation?

The administration shared that we do have the Virtual Academy available for students who have demonstrated success in the remote setting and have a documented need. This program will utilize Engenuity. It was also noted that this is not our teachers or curriculum.

Quarantined students will use Schoology. Our teachers will provide lessons, however, unlike last year they may not be live lessons.

Concerns were expressed about district employees not becoming the enforcer for children who are not wearing masks when parents want them to. The administration will be developing a process and sharing this with parents.

While on school buses, students must be masked.

August 17, 2021

The question was raised regarding why the district does not just require masks for the sake of caution. Dr. Bowers expressed concerns with parents then choosing cyber school, which even without considering the financial impact, the district has major concerns with the learning loss that occurs when students are in the cyber charter setting.

Questions regarding the requirement to mask on buses were raised. Dr. Bowers explained that PDE attorneys have determined that school buses are public transportation so therefore we must comply with public transportation face covering mandates. Fred Holland stated that he concurs with this.

Discussion occurred regarding whether the district can offer any assistance to parents for child care, etc. if schools are closed. We can only make parents aware of the possibility of this occurring and suggest they make plans to address the potential situation.

Dr. Bowers thanked everyone for the open discussion. He will continue to keep everyone updated.

### **ITEMS FROM BOARD MEMBERS**

Mrs. Reeves noted that many counties have experienced violence during board meetings. She asked about only allowing residents of Williamsport Area School District to have voice during meetings. Fred Holland indicated that this can be difficult to monitor because someone could own property but not reside in the district, etc. Dr. Bowers will send our current policy regarding public comment to the Board for their review.

### **ITEMS FROM PUBLIC**

Upon motion made by Mrs. Reeves, seconded by Dr. Penman and carried the meeting adjourned at 7:04 p.m.

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Wanda M. Erb, Board Secretary