

Highlands School Board Meeting Highlights

October 20, 2014 School Board Meeting

NOTE: This Board Highlights document includes the actions of the School Board Meeting. It is not meant to be an exact reflection of the meeting's minutes.

AGENDA

Mrs. Fox noted that the School Board meeting was delayed due to an Executive Session for Personnel / Contracts and Possible Litigation.

ROLL CALL – Mr. Lang and **Mr. Miles** were absent.

APPROVAL OF MINUTES – The Board approved the minutes of the September 15 2014 Special Meeting with the corrections being made to the Headers of the Minutes.

REMARKS BY VISITORS - Note: Remarks to be restricted to those items listed on the Agenda. Persons offering remarks, when recognized, are to stand and state their name and place of residence.

SECRETARY'S REPORT – No report.

STUDENT REPRESENTATIVE'S REPORT – Zaire Frison was absent but sent a report with the following items:

- COAT DRIVE: Highlands Senior Class will host a Coat Drive on behalf of Allegheny Valley Association of Churches on Saturday, Oct. 25 at the High School from 10 AM to 1 PM. Just pull up in the turnaround and a student will collect your new or gently used coats.
- In its second year, the National Honor Society at Highlands High School hosts monthly "Breakfast Buddy" meetings to partner students with special needs with students enrolled in NHS for time to get to know each other, share in an activity or presentation and form friendships. Breakfast Buddies get together once per month, generally on the last Friday.
- All Junior students and some 10th graders took the PSAT at Highlands on October 15. The fee for each junior was covered by the school. We were happy to be able to provide this opportunity since it is the first official step for our students in the college admissions process. It also registers the students for the National Merit Scholarship competition. Results will be back to the school in approximately six weeks.
- Homecoming week was a very busy and successful week from specific theme based dress days to the Pep Rally, Spirit Rally, Homecoming Game and the Homecoming Dance. Special thanks to Mrs. Galcik, Mrs. Eidenshink, Mrs. Gurrera, Mrs. Bonnett, Mr. Beresik, Mr. Lynn, Mrs. Evans, Mr. Zeiler and the Gridiron Club for helping to organize all of the of the wonderful activities for our students.
- This Thursday is the Fall Follies Talent Show at 7 PM. Please come to see all of the wonderful talent of our high school students.
- Friday night is the last home football game of the season. It is also Senior Night. Congratulations to our Rams for a great season.

SUPERINTENDENT'S REPORT – Dr. Michael Bjalobok reported the following:

- Highlands School District would like to reiterate some concerns regarding the soccer hazing incident. First, the district did meet with the parents of the underclassman immediately after being made aware of the incident and issued board-policy directed disciplinary sanctions for the upperclassmen involved. Highlands School District is moving forward and is using the incident as a teachable moment to notify students about the definitions of hazing, reminding students to follow the RAMS culture inside the buildings and in the community after school hours, and will begin an athletic workshop series to educate students and coaches about appropriate practices, ceremonies and traditions beginning this Spring. It is very unfortunate that one of our students had such a terrible experience. But we are very focused on creating a positive culture here at Highlands and because of the media exposure on this one event we are experiencing a national thrashing to our district's reputation. We want everyone to know that one experience does not define an entire district or the very compassionate community members we interact with on a daily basis. A primary target in the media following reports of this incident is the district's Special Education Department. The department, which recently was selected out of programs nationwide, excels at including students of all various levels of need into building activities, general education classrooms and athletic programs. At 82 percent inclusive for students with special needs, the department includes two autistic support classrooms for Grades K through 5, Life Skills classrooms for Grades 6 through 12, Partial Hospitalization programs for Grades 6 through 12, an Alternative Education program and Emotional and Therapeutic Support classrooms and specialists. The department also is piloting a statewide school-based program that provides counseling and support for not only special needs students, but also their family members. Highlands School District encourages a RAMS philosophy in school, on the game field, on the bus and in the community. The RAMS philosophy reminds Highlands

students and families to be Respectful, Accountable, Motivated and Safe. Students as young as 4 years old recite the philosophy and quickly display examples of how they can be RAMS in various situations and environments.

- In news of accolades:

Congrats to Coach Sam Albert who was named the Steelers Coach of the Week! Coach Albert will be attending the October 26 Steelers game and participating in a video presentation and pre-kick off events at 4:25 PM. He also will be featured on the Mike Tomlin Show and the USA Football website. Highlands School District Athletic Department will receive a \$1,000 donation from the NFL.

Football players Brayden Thimons and Elijah Jackson were selected as the "Joe Falsetti High School Football MVP." Brayden received the honor for the September 2 game and Elijah was selected for the October 10 game. Brayden and Elijah will get a jacket and our athletic department will receive 2 (two) \$250 donations from Westmoreland Insurance Services.

- Highlands will be working with the AIU to conduct a staff survey through BrightBytes about the state of Technology in the district and the work of Questeq, which guides the technology updates and help services.

ASSISTANT TO THE SUPERINTENDENT'S REPORT – Mr. Patrick Graczyk appeared at an alternate meeting. No report.

COMMUNITY OUTREACH - Ms. Misty Chybrzynski reported the following:

- VOTE! Y108's Boys of Fall! <http://y108.cbslocal.com/2014/10/18/boys-of-fall-2014-week-7/#.VEPYfYFDznw.facebook>

GHOST STORIES IN THE PARK: Friday October 24 at 7 PM in Harrison Hills Park Environmental Learning Center with Alison Babusci, Pittsburgh storyteller, artist and teacher. Appropriate for ages 5-105. Wear a Halloween costume for a chance to win a prize. All children ages 5 to 12 will receive a surprise gift. For further information call 412.586.8367.

-Don't forget to send your POSITIVE ATHLETE nominee to Misty Chybrzynski at mchybrzynski@goldenrams.com. Indicate the athlete's name, grade level, sport, and how they are being a positive athlete. Please also note the best way to contact you with questions.

- Dr. Sandy Reidmiller hosted a "Mountain Man" event at the Middle School today. Students helped to erect a 26 foot tipi right in the Middle School gymnasium for other students to tour, explore and hear many stories from author Robin Moore about living in the wild with no modern utilities.

The Board voted unanimously for the following agenda items (unless otherwise noted):

AGENDA ITEMS

CAFETERIA – Mrs. Thimons, Mr. Miles

- Approving the payment of Cafeteria Fund Bills, as submitted.

October to be paid: \$87,641.98

2.0 STUDENT ACTIVITIES – Mr. Love, Mr. Masarik

- The Student Activities Fund Financial Report, as submitted.

- The 2014-2015 Booster/PTO Organization, as submitted. **[SEE APPENDIX 2.2]**

INSTRUCTION – Mrs. Beale, Mrs. Thimons

No report.

TRANSPORTATION – Mr. Lang, Mrs. Beale

No report.

BUILDINGS & GROUNDS – Mr. Lang, Mr. Myers

- The Use of Facilities, with the noted changes*. **[SEE APPENDIX 6.1]**

* Addition of snow removal fees and removal of AV fees for the Generations House of Worship request.

* Addition of Highlands Elementary Wrestling Program in the Community Center beginning Oct. 27 through April 15 with the exception of dates that the Center is already scheduled. No fees.

PERSONNEL – Mr. Hanford, Mrs. Thimons

- The 2014-2015 Substitute Teacher Call List, as submitted. As per Board Policy #405 (Pre-Employment Drug Test), #514, Act 34, Act 151, and FBI Criminal Record Check.

- The 2014-2015 Substitute Custodian Call List, as submitted. As per Board Policy #505 (Pre-Employment Drug Test) #514, Act 34, Act 151, and FBI Criminal Record Check.

- The 2014-2015 Substitute School Nurse Call List, as submitted. As per Board Policy #505 (Pre-Employment Drug Test), #414, Act 34, Act 151, and FBI Criminal Record Check.

- The 2014-2015 Substitute Secretary/Aide Call List, as submitted. As per Board Policy #505 (Pre-Employment Drug Test) #514, Act 34, Act 151, and FBI Criminal Record Check).
 - Ratifying the resignation of the following staff:
 - Bise, Nicole
 - Custodian II
 - Fawn Primary Center
 - Effective September 25, 2014
 - Ratifying the change in position of Brian Erb from a Custodian II at Grandview to a Custodian I at the High School, effective September 5, 2014.
 - The following request for FMLA:
 - Eidenshink, Amy
 - Librarian – High School
 - November 16, 2014 through January 19, 2015
 - Ratifying the recall of the following furloughed secretary, according to the HESPA Secretaries & Aides Contract:
 - Misejka, Geralyn
 - Secretary to the Asst. to the Superintendent/Athletic Department Secretary
 - Effective September 15, 2014
 - The Substitute Custodian rate of \$8.90 per hour and pay for clearances for a 1-year period.
 - The hiring of the following Professional Staff in accordance with Board Policy #404 (Pre-Employment Drug Test), #415, Act 34, Act 151, and FBI Record Check:
 - Hurley, Elizabeth
 - Home & School Visitor/District Attendance Officer
 - Salary \$41,548 (Step 13, Master's Social Worker HEA)
 - Effective October 21, 2014

 - Robinson, Jennifer
 - Elementary Social Worker
 - Salary \$37,056 (Step 12, Bachelor's Social Worker HEA)
 - Effective October 21, 2014

 - Skedel, Molly
 - Assistant Principal – High School
 - \$78,000 per year
 - Effective October 21, 2014
 - The Board rescinded the High School Assistant Principal position of Adam Jones.
 - The hiring of the following Classified Employees in accordance with Board Policy #504 (Pre-Employment Drug Test), #515, Act 34, Act 151, and FBI Record Check:
 - Zimmer, Lynette
 - Food Services – Alternate (Replacement)
 - Effective October 21, 2014

 - Manocci, Donna
 - Personal Aide – Fawn (Replacement)
 - \$9.15/hr.
 - Effective October 21, 2014

 - Gaughan, Ashley
 - Title I Elementary Aide – Fawn (Replacement)
 - \$12.43/hr.
 - Effective October 21, 2014
 - The Act 93 Agreement through the 2018-2019 school year, as submitted.
 - Administration to collaborate with Tarentum Borough Police Department for the Development of a School Resource Officer.
- * Mr. Love voted "NO." Mr. Hanford abstained.*

FINANCE/TAX – Mr. Miles, Mr. Love

- Tax Refunds in the amount of \$11,964.35 for October 2014, as submitted.
- Payment of General Fund Bills, as submitted.

October to be ratified	\$ 595,839.34
October to be paid	<u>\$ 803,031.32</u>
TOTAL	\$1,398,870.66

FORBES ROAD CTC – Mrs. Fox, Mrs. Beale

No report.

PSBA/NSBA – Mr. Love

Mr. Love reported the following:

- This week is the annual PSBA Education Conference. Highlands representatives will be Mrs. Beale, Mr. Lang, Mrs. Thimons, Mrs. Fox, Dr. Bjalobok and Mr. Rupert.
- Congrats to Shauna D'Allesandro of the West Jefferson Hills School Board for winning the Allwein Advocacy Award. The Highlands SD Board voted for Shauna, who has advocated for students in our part of the state with a dedicated passion. Congratulations!

AIU3 REPORT – Mrs. Beale

Mrs. Beale reported the following:

- The AIU3 Board worked on a binder full of items at a recent conference and meetings. Much action is to come from the board this year. I am excited to be a part of it.
- A Highlands student, Tea Hicks, worked at the AIU3 as an intern this past summer. Tea was able to learn from the Center for the Deaf and the ESL for Adults program. She is an honors student, involved in the Marching Band and hopes to one day work for the United Nations.

POLICY – Mr. Masarik, Mr. Love

Mr. Masarik reported that the first section of the revised manual should be available from PSBA by next week.

ATHLETICS – Mr. Myers, Mr. Hanford

- The Athletic Fund Financial Report, as submitted.
- Permitting the Athletic Director to seek corporate sponsorships for the 2015-2016 school year.
- Continued suspension of the Varsity Wrestling program with individual wrestling and the district hiring a Part-Time Coach.*

** The Board did NOT approve this motion, with Mr. Myers, Mrs. Thimons, Mrs. Beale and Mr. Hanford voting "NO". The program stays as-is.*

- The hiring of the following athletic personnel for the 2014-2015 school year, in accordance with Board Policy #404 (Pre-Employment Drug Test), #414, Act 34, Act 151, and FBI Record Check (Salary as per Board/HEA collective Bargaining Agreement.) and/or Board Policy #916.1:

Name	Position
Mechling, Thomas	Varsity Boys/Girls Swim Coach
Vivino, Jeannine - RATIFY	Usher
Miller, Dawn - RATIFY	Usher
Conway, Sharon - RATIFY	Usher
Wells, Zach – RATIFY	Usher

MISCELLANEOUS

No report.

2014 Highlands School Board Members

Carrie Fox – President Ryan Hanford – Vice President
Laura Thimons Jonathon Love
Ron Lang Kerry Myers
Eric Miles Michael Masarik Debbie Beale