

# BOARD OF SCHOOL DIRECTORS

SEPTEMBER 12, 2022

APPROVED MINUTES

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## 1. Pledge of Allegiance

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### Minutes

The West Perry School District Board of School Directors met on Monday, September 12, 2022 in the West Perry High School Auditorium. President Jean Rice called the meeting to order at 7:36 PM. The meeting opened with Board members, audience members, and virtual members standing and reciting the Pledge of Allegiance.

After the Pledge of Allegiance, Mr. Kenneth Medina, Business Manager/Board Secretary, made a statement as a warm invitation for board members to collaborate on a "Transparency Project," a dashboarding concept that would allow the public to consider data (i.e. measures, metrics, or Key Performance Indicators) through a graphical interface developed in conjunction with West Perry High School students, their teachers, and principal, using baseline financial data sanitized from all personally-identifying information.

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## 2. Roll Call

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### Minutes

Mrs. Bidwell - Here

Mr. Fishel - Here

Mrs. Johnson - Here

Mr. Kitner - Here

Mr. McKee - Here

Mrs. Miller - Here

Mrs. Morris - Here

Mrs. Rice - Here

Ms. Wills - Here

Members present: 9    Members absent: 0

Others: Dr. Adamek, Michele Dubaich, David Walker-Appel, Yost, & Zee, Amanda Dittmer-WPEA, Joan Adams, Kenneth Medina, Karen Sheaffer, Paula Jones, Lucas Clouse, Liz Derr, Renee LeDonne, Chris Rahn, Lenny Jumper, Scott Kelley, Luke Roman-PCT, 45-50 public/teachers/virtual participants.

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## 3. Superintendent's Report

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### Minutes

Dr. Adamek reported on the following:

- On Friday, September 9, 2022, Governor Wolf announced that Pennsylvania will make it possible for all students participating in the School Breakfast Program (SBP) to provide free breakfasts for all enrolled students during the 2022-2023 school year, beginning with breakfast meal served October 1, 2022.
  - Reminded parents to fill out forms for Free and Reduce Lunches. If buildings reach a certain percentage, free lunches may be given to each child in that building.
  - Sadler Health Center is working with the Landisburg Fire Company and have donated \$300.00 in community aid gift cards for district families. This will continue each quarter.
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## 4. Special Presentations

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### Minutes

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1. Student/Staff Spotlight: Mr. Jumper- Maintenance Supervisor, spotlighted his entire staff, maintenance and custodial, for all their hard work during the summer months to get the buildings and grounds ready for school to begin, working in the evenings to get the buildings ready for the next day, working at sporting events to help keep the district fields ready for sporting events and also clean up after sporting events to keep the district grounds looking nice.

2. Building Presentations - Principals

Elementary Principals: Mrs. Kepner reported the elementary principals had no new updates at this time; Routines and procedures are underway at all elementary buildings; Since the start of the year, transportation concerns have resolved, and we thank Mr. Kelley for all his efforts.

West Perry Middle School Principal: Ms. LeDonne reported as part of the Comprehensive Plan the middle school submitted an attendance plan with steps outlined to support regular student attendance; To date, the middle school is averaging 91% daily attendance; Out lowest percent was 87% leading into the following the Labor Day weekend; Our highest percent was today, September 12th, at 95%; 314/500 have attended all 14 days.

West Perry High School Principal: Mr. Rahn reported Homecoming week is September 19th-24th; Resource period : FlexTime Manager, Teachers able to roster struggling students, Office hours/additional supports, tracking of attendance, student/staff choice; Unified Indoor Bocce Ball and Special Olympics partnership with West Perry High School - discussion at the October 3rd Committee of the Whole meeting and hopefully approval at the October 17th Board meeting.

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## 5. Recognition of Visitors

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### Minutes

1. West Perry Education Association: Mandy Dittmer, WPEA Membership Chair, reported that the school year is off to a great start! A lot of teachers have shared how excited they are about the work they are doing at West Perry to fulfill our mission to prepare, inspire, and empower every student, every day. Every student means each and every student, regardless of gender, sexual orientation, race, religion, ability, or socio-economic status. What a privilege we have to get to know these young people as we work together while they learn the content we are most passionate about.

I'm also here to advocate for our teachers and to ask for your support and your help. Could we please ask individuals to follow the chain of command when concerns arise? Reaching out to the teacher first, then an administrator, and finally a board member? Could we consider limiting board meeting comments to agenda items only? A lot of misconceptions and misunderstandings could be cleared up by simply talking to one another.

I hope this evening that the comments which follow mine are helpful to our mission and come from a place of wanting to help every student, every day at West Perry.

2. West Perry Education Support Professional Association: No one present

3. Other:

Chris Bassett - Parent Banned from Practice

Robbyn Metz - Tolerance vs. Acceptance

Gabriella Brandt - School climate over due

Gabriella Brandt - Data Assessment and integrity for Responsive Classroom

Gabriella Brandt - Thought exchange for the Comprehensive Plan

Gabriella Brandt - Responsive classroom wrong

Ashley Weaver - Regarding school visit August 30, 2022

Winter Levarto - Press code, sex clubs

Melody Knoll - Thank the Board for offering tuition reimbursement benefit to professional staff

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## 6. Approval of Minutes

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**Minutes**

Ms. Wills moved, seconded by Mrs. Johnson, to approve the August 1, 2022 Voting Committee of the Whole Minutes, August 8, 2022 Minutes, and August 22, 2022 Minutes.

All members present voted in the affirmative. Motion carried: 9 Yes 0 No

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## 7. Board Committee Reports

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**Minutes**

A. Capital Area Intermediate Unit - Mrs. Rice reported the CAIU met on August 25th; Good start to the year for all programs; Transportation is still an issue because of a bus driver shortage; Phase 1 of the remodeling of CAIU's conference and public spaces is almost complete; Human Resources had a busy summer addressing department inefficiencies and streamlining processes for recruitment and employee ease of using the systems; Technology Department is working on projects in their footprint and cyber security areas; Keystone State Challenge Academy is up and running, the program started with an enrollment of 20 cadets; Business Department is in the midst of a state audit; Champions For Children Golf Tournament was recently held; Working on the 2022-2023 Strategic Plan.

B. Cumberland Perry Area Career and Technical Center - Mr. McKee reported the CPACTC met on August 29th; Within the first week of school there were 30+ students heading out for co-op work; Reaching out to get \$75,000 in grant funds to do security upgrades to the facility.

C. Harrisburg Area Community College - Mrs. Miller reported HACC did not meet, they should be meeting in October.

D. Pennsylvania School Boards Association - Mrs. Johnson reported yearly, PSBA members seek election to office for the association; PSBA members were required to submit a nomination form no later than May 20, 2022; The voting procedure for PSBA members is that each member entity will have one vote for each officer and cast their vote electronically through a secure third-party web-based voting site that will require a password login; Our Board will be handling the voting of the PSBA officers under New Business; In the case of school districts, it will be the board secretary who will then cast our votes; For those of you who would like to read more on each officer, please go out to PSBA and you can search PSBA Officer Elections to find more details on each candidate.

E. Athletic Committee - Mr. Anderson was not present at the meeting, no committee report was given.

F. President's Report - Mrs. Rice reported the Board met in executive session for information gathering prior to the regular meeting; The Board met on September 1st, September 7th and September 8th, to continue the search for the new Superintendent; Also met for litigation and personnel issue.

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## 8. Treasurer's Report

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**Minutes**

Mrs. Bidwell noted discussion has taken place on the last few months on how we can get these reports delivered in a timely manner. Meetings with Dr. Adamek on a bi-weekly basis will take place so the reports can be delivered to the Board.

Mrs. Bidwell received and reviewed the reports from Mr. Medina on Friday, September 2, 2022. Mrs. Bidwell gave a treasurer's report for June 2022 and July 2022:

As of the end of June 2022

Total revenue balance is approximately \$820,000

Total revenue this period was \$5 Million

Year to date revenue is approximately \$43 Million

We have received 98.11% of our budgeted revenue whereas by the end of June 2021 we had received 104.83%

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Total expenditures this period is approximately \$8.3 Million  
Year to date expenditures are approximately \$45 Million  
By the end of June 2022. We disbursed 99.93% of budgeted expenses, whereas by the end of June 2021 we disbursed 99.78%

As of the end of July 2022

Total revenue balance is approximately \$40 Million

Total revenue this period was \$ 4.2 Million

Year to date revenue is approximately \$ 4.2 million

We have received 9.4%of our budgeted revenue whereas by the end of July 2021 we had received 8.40%

Total expenditures this period is approximately \$1.3 Million

Year to date expenditures are approximately \$284,000

By the end of July 2022. We disbursed 3.35% of budgeted expenses, whereas by the end of July 2021 we disbursed 5.48%

Mr. Kitner motioned, seconded by Ms. Wills, to approve the June 2022 and July 2022 Treasurer's Report.

Mrs. Johnson asked Mr. Medina when the Board could expect to receive the treasurer's reports for August and September.

Mr. Medina gave each Board member a copy of the 2022-2023 academic calendar. He explained the timeline between when financial reports are received by the Business Office from our financial institutions, compared to when the Board meetings take place. Once the Business Office receives the statements, they must then reconcile the reports and enter the data into the reports..

All members present voted in the affirmative. Motion carried: 9 yes 0 No

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## 9. Approval of Bills

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### Minutes

Ms. Wills moved, seconded by Mrs. Morris, to approve the regular monthly bills from August 1, 2022 to August 31, 2022.

All members present voted in the affirmative. Motion carried: 9 Yes 0 No

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## 10. New Business

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### Minutes

Ms. Wills moved, seconded by Mr. McKee, to approve New Business items 1-5:

1. The Administration is recommending Mr. Lucas Clouse, Communication and Compliance Administrator, West Perry School District, be granted the authority to sign any truancy citations issued through Blain Elementary, Carroll Elementary, and New Bloomfield Elementary.
  2. The Administration is recommending approval of the updated MOU between West Perry School District and UPMC Pinnacle-Community Health Initiative to provide personnel to assist West Perry School District with school-based health screenings.
  3. The Administration is recommending approval of the 2022-2023 Transportation Bus/Van Routes.
  4. The Administration is recommending approval of the revised Language Arts Teacher job description.
  5. the Administration is recommending approval of the revised PreK-1 Instructional Coach job description.
- All members present voted in the affirmative. Motion carried: 9 Yes 0 No

6. Mrs. Johnson moved, seconded by Ms. Wills, to approve the election of PSBA Officers:

- a. President Elect (one-year term)
    - Michael Gossert, Cumberland Valley School District
  - b. Vice President (one-year term)
    - Allison Mathis, North Hills School District
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- c. Central Zone Representative (three-year term)
  - Julie Preston, Northern Tioga School District
- d. Trustee (term ends December 31, 2025) Choose up to two candidates for a 3-year term
  - Kathy K. Swope
  - Roberta M. Marcus
- e. Forum Steering Committee (term ends December 31, 2024) Choose up to two incumbents for a 2-year term
  - Tracy Long, Keystone Central School District
  - Steve Skrocki, North Penn School District

All members present voted in the affirmative. Motion carried: 9 Yes 0 No

Mrs. Johnson motioned, seconded by Ms. Wills, to make a point of order for the meeting minutes to reflect the statement by Mrs. Johnson.

All members present voted in the affirmative to the motion. Motion carried: 9 Yes 0 No

Statement by Mrs. Johnson: In the vote, in June, two prior administrators who are no longer here, our prior board President who is no longer here, our prior Vice President had pertinent employment history information on a candidate that was not provided to me or to the other board members which could have possibly changed the vote.

Mrs. Johnson motioned a point of order to discuss board policy 904 - Public Attendance at School Events.

David Walker noted, that raising discussion topics as a point of order, does not need to be voted on by the Board, but the chair must recognize the point of order for discussion.

Mrs. Johnson motioned a point of order to discuss Board policy 904 - Public Attendance at School Events. Mrs. Rice acknowledged the point of order and noted a motion was not needed.

Mrs. Johnson noted Policy 904 states: The Board has the authority to prohibit at a school event the attendance of any individual whose conduct may constitute a disruption. Within the policy there is an attachment which discusses behavior at public school events. It discusses public behavior at school events and what the expected behavior should be. At times there are circumstances that warrant the administrator in charge to take appropriate action, including warning the person in violation, requesting the person to immediately leave district property, contacting law enforcement officials, and seeking to deny future admission to school events.

Mrs. Johnson noted this policy pertains to a disruption, which leads her to believe that parents who are sitting, participating by watching their kids in their sporting events, would continue to do so as long as there is no disruption.

Ms. Wills also noted that policies 707, 907, and 904 also state if there is a disruption.

Mrs. Johnson noted another point of order to discuss the GSA club. Mrs. Johnson asked for the full name of the club and how this club came about.

Ms. LeDonne noted the full name of the club is Gender Sexuality Alliance. Ms. LeDonne stated in late April or early May, teachers were asked to start thinking about clubs that students would enjoy or that students had brought up in conversations that they had during flex time and lunch time with teachers. Everyone was to submit an idea in June before they left for summer break. During pre-service prior to school starting, the clubs were fine-tuned with a mandatory submission of the club they were offering. That is how all of the clubs came about.

Mrs. Johnson asked who is the club advisor?

Ms. LeDonne noted it was a teacher that was voted on by the Board for the middle school building.

Mrs. Johnson asked if there was any qualifications of this individual for guidance counseling?

Ms. LeDonne noted club advisors are simply facilitators of the club and no guidance is given. Ms. LeDonne noted the seven members of the club were very excited to be in the club on Thursday. They unanimously

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wanted to watch "Big Hero 6", which is a Disney movie, to talk about social implications about accepting everybody for their differences based on the movie.

Ms. LeDonne also noted, that if there were no more than five students, the club would be absorbed into other days offering of the same club or the club would be eliminated. Currently there are five teachers co-advising clubs because those teachers did not have enough student interest in their club.

Mrs. Johnson asked if this club and other clubs have rules for the club(s) for what happens within the club.

Ms. LeDonne noted the club is to bring students together who have common interests and give them a safe place to explore those interests. For instance, hand sewing is not determined if a boy or girl can sign up for the club. If a boy wants to sew, he can sew; if a girl wants to sew, she can sew. Both boys and girls can join baseball club.

Mrs. Johnson shared the following information: GSA was the Gay Straight Alliance and in 2016 and they rebranded to the Gender Sexuality Alliance. GSA Network is a professional staffed nonprofit with a multimillion-dollar annual budget and is an umbrella organization for more than 4,000 US Schools across 40 states. Under the cover of the club through the GSA Network. It seeks to end bullying of LGBTQ youth however advises adult leaders to keep children's involvement in the club confidential from parents, working with young people to push the use of pronouns and support trans, queer, nonbinary, and similar projects.

Mrs. Johnson stated she has spoken to many within her region and around her region about their concerns of the GSA club. She also stated information on Act 147 of 2004, and that the Board has programs in place, like Care Solace, to help students. Our government has laws in place for students' rights through Equal Access Act and the 1st Amendment, which is outlined in Board policy 122.

Mrs. Johnson noted in Board policy 824 there are examples of prohibited conduct that violated professional boundaries (noted #7 and #16).

Mrs. Johnson would like to adopt policy language about parent notification to Board policies 122 and 824. She would like to have these policies discussed at the September 19th COW meeting and have a first reading of these policies at the October 17th Board meeting.

Mrs. Miller noted that parents in her region are up-in-arms about this club and feel parents need to be made aware and know what is happening at school.

Mrs. Rice noted that Board would take these points into advisement.

Mrs. Johnson also noted she would like a point of order to discuss PSBA governance and leadership and Board policy 006.

Mr. Walker suggested that Board agendas in the future include as standing items (1) a motion to approve the agenda for that meeting, and (2) a Good of the Order section where Board members can raise discussion on items not included as action items on the agenda.

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## 11. Personnel Items

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### Minutes

Mrs. Johnson moved, seconded by Mr. Kitner, to approve all Personnel items 11A through 11D:

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### 11.a. Resignation

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#### Minutes

1. Employee 002430, West Perry High School, Language Arts Teacher, resignation effective October 14, 2022, or when the position is filled, whichever event occurs first.
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### 11.b. Leave of Absence



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**Minutes**

1. Employee 019745, West Perry Middle School, Learning Support Teacher, is requesting an unpaid leave of absence for Thursday, September 1, 2022 and Friday, September 2, 2022. Employee 019745 will be using three personal days on Monday, August 29, 2022, through Wednesday, August 31, 2022 in conjunction with said leave.

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**11.c. Tenure**

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**Minutes**

1. The Administration is recommending the following teachers be awarded tenure:

- Katelyn Egolf - Carroll Elementary
- Shana Snyder - West Perry Middle School
- Erin Zeiders - Blain Elementary

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**11.d. Employment - All Pending Receipt of Required Documentation**

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**Minutes**

1. Rebecca Deiter, Blain Elementary, First Grade Teacher, effective upon release from current employer; Salary: \$62,498.00 (prorated for the 2022-2023 school year at \$330.68 per day) Masters, Step 10. Ms. Deiter will be filling the vacant position of Employee 304409, due to transfer, Board item 6.b.1 of the August 22, 2022 Board agenda.

2. Stacey Womer, Blain Elementary, Special Education Teacher, effective upon release from current employer; Salary: \$49,188.00 (prorated for the 2022-2023 school year at \$260.03 per day) Bachelors, Step 1. Ms. Womer will be filling the vacant position of Employee 305154, due to resignation, Board item 6.a.3 of the August 22, 2022 Board agenda. Continued employment is contingent upon educational obligations.

3. Lindsay Smeigh, New Bloomfield Elementary, School Counselor, effective upon release from current employer; Salary: \$52,148.00 (prorated for the 2022-2023 school year at \$270.62 per day) Masters, Step 1. Ms. Smeigh will be filling the vacant position of Employee 301370, due to resignation, Board item 11.a.1 of the August 8, 2022 Board agenda. Continued employment is contingent upon educational obligations.

4. Lori Ellerman, West Perry High School, Secretary to High School Principal, effective October 3, 2022; Salary: \$13.25 per hour. Ms. Ellerman will be filling the vacant position of Employee 013095, due to transfer, Board item 11.b.1 of the August 8, 2022 Board agenda.

5. 2022-2023 Supervising and Non-Supervising Volunteers

6. 2022-2023 Winter Coaches

7. The Administration is recommending the following coaches for approval: (Title IX note: The filling the these previously Board-approved positions does not imbalance gender equity.)

- Shannon Dyer, Volunteer Girls' Basketball Coach
- Terrance Quaker, Volunteer Football Coach

All members present voted in the affirmative. Motion carried: 9 Yes 0 No

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**12. Education**

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**Minutes**

1. Federal Programs Update: Mrs. Dubaich had no Federal Programs update.

Mrs. Miller moved, seconded by Ms. Wills, to approve Education items 2-7:

2. The Administration is recommending approval of the contract with Lindamood-Bell Learning Processes and West Perry School District from September 7, 2022 to June 1, 2023.

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3. The West Perry High School Administration is recommending approval for one Future Business Leaders of America (FBLA) Advisor and approximately four to eight FBLA members to attend the FBLA Pennsylvania State Leadership Workshop, at Kalahari Resort, Pocono Manor, PA on Sunday, October 30, 2022 and Monday, October 31, 2022.
4. The West Perry High School Administration is recommending approval for one FFA Advisor and nine FFA members to attend the Pennsylvania Fall Leadership Conference, in Altoona, PA, on Tuesday, October 4, 2022.
5. The Administration is recommending approval of the Title I NonPublic Programs and Services Agreement between the Capital Area Intermediate Unit (CAIU) and West Perry School District for the 2022-2023 school year.
6. The Administration is recommending approval of the agreement between West Perry School District and Vista Autism Services for the 2022-2023 school year.
7. The West Perry High School Administration is recommending the following junior be approved as an early graduate, effective August 23, 2022. The administration has verified the student has attained of all requirements for early graduation as outlined in policy P 217-Graduation Requirements.
  - Student 236056All members present voted in the affirmative. Motion carried: 9 Yes 0 No

### 13. Fiscal

#### Minutes

Ms. Wills moved, seconded by Mrs. Morris, to approve Fiscal items 1-4:

1. The Administration is recommending approval of the Permanent Exoneration list for the 2022-2023 school year.
  2. The Administration is recommending approval of the unused/unwanted equipment-furniture at Blain Elementary be declared surplus.
  3. The Administration is recommending approval of the unused/unwanted equipment-furniture at Carroll Elementary be declared surplus.
  4. The Board acknowledged and thanked Mt. Gilead United Methodist Church for the two donations, each in the amount of \$150.00, from to Carroll Elementary for general supplies or clothing for students in need.
- All members present voted in the affirmative. Motion carried: 9 Yes 0 No

### 14. Adjournment

#### Minutes

With no further business to discuss, Mrs. Miller moved, seconded by Ms. Wills, to adjourn the regular meeting.

All members present voted in the affirmative. Motion carried: 9 Yes 0 No

The meeting adjourned at 9:09 PM.

Respectfully submitted,

Kenneth Medina  
Board Secretary