

**TROY AREA SCHOOL DISTRICT
Board of Education – Work Session
Tuesday, August 13, 2019 – 7:00 PM
Troy Area School District – Community Room**

The Work Session of the Troy Area School District Board of Education, held on Tuesday, August 13, 2019, in the Community Room of the Troy Area School District Offices, was called to order by President, Dan Martin at 7:00 PM. Following the Pledge of Allegiance, roll call was taken:

Present:	Mrs. Angove	Mr. Curren	Mrs. May
	Mrs. Bohner	Mrs. Harer	Mrs. Ordway
	Mr. Brasington	Mr. Martin	Mr. Roy

Absent: None

Others Present: Dr. Martell, Superintendent; Mrs. Gilliland, Business Administrator; Ms. Abreu, Troy Intermediate School Principal; Mr. Blair, Maintenance Supervisor; Mr. Brion, Primary School Principal; Mrs. Markiw, Director of Support Services; Mr. Schrader, Director of Technology; Dr. Polly, Jr/Sr High School Principal; Mr. Brenner, Jr/Sr. High School Assistant Principal; Ms. Baxter, Student Board Representative; Ms. Call, Student Board Representative; Solicitor Blaney; as well as district staff and visitors.

Oath of Office:

A. Mrs. Deb Harer – Ms. Deb Hulslander attended the meeting to recite the Oath of Office as School Director with Mrs. Deb Harer.

Presentations:

Mrs. Caudill presented on the NASA Goddard conference she attended this summer with Mrs. Ingram. Mrs. Caudill noted the first two days mainly focused on what NASA does and why it is important. The remaining three days were spent doing experiments. Mrs. Caudill summarized a few of the experiments her and Mrs. Ingram participated in and also noted how the experiments could be used in our district.

Mr. Brion summarized the Title One program at WRC and TIS and the plan for the 2019/2020 school year. Mrs. Angove asked Mr. Brion how many Title One teachers and Aides does the District have? Mr. Brion replied 2 teachers and 2 Aides.

Visitors' Comments on Agenda Items:

Ms. Christine Woodward, Intermediate School teacher discussed why she recommended hiring Mr. Imbt as Assistant Principal at the Intermediate School. Specifics discussed include team leader, vested in the community, innovative, takes pride in our school, teaches co-workers on data, strength in technology, etc.

Mrs. Judson, Intermediate School Guidance Counselor discussed why she recommended hiring an Assistant Principal before school starts on August 22, 2019. Mrs. Judson noted Mr. Brion can't be at both WRC and TIS when students arrive off buses in the morning. Students and parents are looking forward to seeing their Principal there. It is not the

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same seeing only their teacher. It will cause disappointment in their faces if they don't see a Principal.

Mrs. Micki Williams, Troy, parent of an 9th & 11th grade student discussed why she recommended hiring Mr. Imbt as Assistant Principal at the Intermediate School. Specifics discussed include supportive, loyal, passionate about his job and sports, vested in the community, well liked by peers. Mrs. Williams noted we need to promote from within. Promoting from within typically results in a win for everyone.

The meeting adjourned to an executive session at 7:32 pm to discuss personnel and contracts.

The meeting reconvened at 8:27 pm.

Minutes: Mrs. Gilliland announced the June and July 2019 meeting minutes were emailed to Board members.

Financial Reports: Mrs. Gilliland announced the June and July 2019 financial reports were emailed to Board members.

Selection of Items for Removal from Consent Agenda:

Mrs. Gilliland reviewed the following:

Motion to Approve the Agenda as Follows: I) Budget, Finance & Transportation:

A.) Budget: 1) None;

B.) Finance: 1) 2019-2020 Extra Duty Activities; 2) Motion to approve tax additions, exemptions and exonerations; 3) Motion to approve a contract with Marriage and Family Therapy Services of the Southern Tier, P.C. with contractor Dr. Melissa DeVincentis, BCBA-D, LBA, BAS for behavior analytic consultation services three days per week for 36 weeks for the 2019/2020 school year; 4) Motion to approve a contract with Finding New Hope Counseling for Student Assistant Program for the 2019/2020 school year; 5) Approve a contract with Serve, Inc to provide an onsite Transition Coach for the purpose of providing students with Community Based Work Experiences for the 2019/2020 school year at a cost of \$252.00 per day; 6) Motion to approve the agreement with the Northern Tier Industry & Education Consortium; 7) Motion to approve a lease agreement through June 30, 2024 with LEAF for one (1) copier at a cost of \$167.71 per month; 8) Approve a contract with Michoice Technology Support for the 2019/2020 school year at a cost of \$806.25; 9) Motion to approve an agreement with Mt. Pisgah State Park, Pennsylvania Department of Conservation and Natural Resources for the use of the facility for Troy Jr./Sr. High School Cross Country; 10) Motion to approve an agreement with ALICE Training Institute LLC for e-Learning training licenses at a cost of \$8,385.00 for the time period of 8/15/19-8/13/22

II.) Transportation: A) Vehicle Upgrade, Bus 35; B) Vehicle Upgrade, Bus 1, Alba/Granville; C) 2019/2020 daily rate listing;

III) Personnel: A) Retirements: 1) Elizabeth Elliott, Chief Information Officer, effective August 2, 2019;

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Mr. Curren made a motion, seconded by Mr. Roy to approve the following:

B) Resignations: 1 A) Christine Davis, Librarian, effective June 30, 2019; **B)** Matthew McClellan, Assistant Girls' Soccer Coach, effective July 1, 2019; **C)** Matthew Knox, Social Studies, effective July 1, 2019; **D)** Matt Harold, JH Wrestling Coach, effective June 30, 2020; **E)** Nicole Case, Paraprofessional, effective August 16, 2019; **F)** Blaze Buckwalter, Physical Education/Assistant Wrestling Coach, effective July 16, 2019; **G)** Brandon Spiak, Assistant Baseball Coach, effective July 24, 2019; **H)** Amy Miller, Yearbook Advisor, effective July 29, 2019; **I)** Benjamin Miller, Assistant Principal K-6, effective August 9, 2019; **J)** Lindsay Bogart, Casual Cafeteria, effective August 2, 2019; **K)** Ann Bailey, Paraprofessional, effective August 16, 2019.

Roll Call Vote: Mrs. May, yes; Mr. Curren, yes; Mrs. Ordway, yes; Mrs. Harer, yes; Mr. Roy, no; Mr. Brasington, yes; Mrs. Bohner, yes; Mrs. Angove, yes; Martin, yes; Motion passed 8-1-0-0.

Mr. Curren made a motion, seconded by Mrs. May to approve the following:

During discussion Mr. Roy stated my reading of the administrative regulation that deals with filling an administrative vacancy is that both Board Members and Administrators sit on the panel to interview candidates. If the position was posted internally and anyone applied before the deadline who was not interviewed for this position in May/June, I believe we should formally interview all of those candidates before we vote on a recommendation.

Dr. Martell stated Administration followed Policy 309, *Assignments and Transfer*. Dr. Martell stated from the policy, "the assignment and transfer of administrative, professional and support employees within the district shall be determined by the management, supervisory, instructional and operational needs of the schools and the school district. Dr. Martell noted the vacancy was advertised internally to all staff. Administration is not required to interview applicants for transfer. This same process has been used previously in the district (examples were given). Administration makes decisions that are best for students. Dr. Martell's recommendation tonight is to transfer Mr. Imbt to the Assistant Principal position.

C) Transfer: (Voting Item this Agenda) 1) Michelle Roupp, from 3-hour Cafeteria to 4-hour Cafeteria, effective August 19, 2019; **2)** John Imbt, from Teacher, TIS to Assistant Elementary Principal, K-6, effective August 14, 2019; **3)** Jamie Ganiel, from Casual Cafeteria to Paraprofessional, effective August 19, 2019;

Roll Call Vote: Mr. Curren, yes; Mrs. Ordway, no; Mrs. Harer, yes; Mr. Roy, no; Mr. Brasington, no; Mrs. Bohner, no; Mrs. Angove, no; Mrs. May, yes; Martin, yes; Motion failed 4-5-0-0.

D) Permanent Professional Contracts: The following employees have completed a minimum of three (3) years of service in the Troy Area School District, with a final rating of satisfactory, thus entitling them to be issued a permanent professional contract (tenure). **A)** Amy Czako, Physical Education Teacher; **B)** Hannah Harris, Agriculture Teacher; **C)** Leighanne Ingram, 7th Grade Teacher.

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E) Employment: 1) Act 93: a) None;

Mr. Roy made a motion, seconded by Mrs. Harer to approve the following:

(Voting Item this Agenda): 2) Professional Contract Employees: a) 1) Megan Johnson, Librarian, effective August 19, 2019 pending paperwork, salary as per contract; 2) Curtis Miller, Physical Education Teacher, effective August 19, 2019 pending paperwork, salary as per contract.

Roll Call Vote: Mrs. Ordway, yes; Mrs. Harer, yes; Mr. Roy, yes; Mr. Brasington, yes; Mrs. Bohner, yes; Mrs. Angove, no; Mrs. May, yes; Mr. Curren, yes; Martin, yes; Motion passed 8-1-0-0.

3) TBA, Elementary Teacher, effective August 19, 2019, salary as per contract; 4) TBA, Elementary Teacher, effective August 19, 2019, salary as per contract.

Mr. Curren made a motion, seconded by Mr. Brasington to approve the following:

(Voting Item this Agenda): 3) Support Staff Employments: a) 1) Spring Morgan, Casual Custodian, effective August 14, 2019, salary as per contract; 2) Brenda Arnold, Casual Cafeteria, effective date TBD, salary as per contract; 3) Jenny Jennings, Casual Cafeteria, effective date TBD, salary as per contract; 4) Kim Morgan, Casual Cafeteria, effective date TBD, salary as per contract; 5) Heleen Moyer, Paraprofessional, effective August 19, 2019 pending paperwork, salary as per contract.

Roll Call Vote: Mrs. Harer, yes; Mr. Roy, yes; Mr. Brasington, yes; Mrs. Bohner, no; Mrs. Angove, no; Mrs. May, yes; Mr. Curren, yes; Mrs. Ordway, yes; Martin, yes; Motion passed 7-2-0-0.

4) Supplemental Contracts: a) 1) TBA, Yearbook Advisor, effective August 19, 2019, salary as per contract, no additional benefits; 2) TBA, Saturday Detention, effective September 1, 2019, \$20.00/hour, no additional benefits; 5) Coaching Contract: a) Continuation Contracts: 1) James Dewey, Volunteer Golf Coach, no additional benefits;

Mr. Curren made a motion, seconded by Mrs. Angove to approve the following:

b) New Employment (Voting Item this Agenda): 1) Danielle Benjamin, Assistant Volleyball Coach, effective August 14, 2019, salary \$4,167.00, no additional benefits; 2) Thomas Fritsch, Assistant Girls Soccer Coach, effective TBD, salary \$3,730.00, no additional benefits; 3) Tanya Mattocks, Head JH Volleyball Coach, effective August 14, 2019, salary as per contract, no additional benefits; 4) Dane Seeley, Head JH Soccer Coach, effective date TBD, salary TBD, no additional benefits.

Roll Call Vote: Mrs. Bohner, yes; Mrs. Angove, yes; Mrs. May, yes; Mr. Curren, yes; Mrs. Ordway, yes; Mrs. Harer, yes; Mr. Roy, yes; Mr. Brasington, yes; Martin, yes; Motion passed 9-0-0-0.

F) Position Eliminations: 1) None; **G) Create New Positions:** 1) None; **H) Contracts:** 1) Source4Teacher Substitute Listing; 2) Volunteer Listing; 3) Motion to approve the MOU with B/S/S/T Area Agency on Aging, Inc. Foster Grandparent Program to provide 3 volunteer services to children in the Troy Intermediate School; 4) Motion to approve the MOU with B/S/S/T Area Agency on Aging, Inc. Foster Grandparent Program to provide 3 volunteer services to children in the Troy W.R. Croman School; 5) Motion to approve the agreement with the Pennsylvania State Police and the Troy Area School District for a Risk and Vulnerability Assessment; 6) Motion to approve the contract with Bayada Home Health Care, Inc., and the Troy Area School District to provide professional health services; 7) Approve the contract with California University of PA for Troy Area School District to participate in the Administration and Leadership Program;

Mr. Roy made a motion, seconded by Mr. Brasington to table the following:

(Voting Item this Agenda) 8) Approve the contract between the Troy Area School District and the Troy Area School District Act 93 Administration to cover the 2018-2021 school years.

Roll Call Vote: Mrs. Angove, yes; Mrs. May, yes; Mr. Curren, yes; Mrs. Ordway, yes; Mrs. Harer, yes; Mr. Roy, yes; Mr. Brasington, yes; Mrs. Bohner, yes; Martin, yes; Motion passed 9-0-0-0.

Dr. Martell noted the Act 93 contract would be a voting item at the August 20, 2019 meeting.

D) Leave Requests: a) None.

J) Student Teacher Practicum/Observation: 1) Kaitlyn Hawthorne, Grand Canyon University, from September 5, 2019 to December 18, 2019, Assignment grades 1-4, Co-Op Teacher TBD, Building TBD

K) Request for Administration Intern: 1) Motion to approve the request for John Imbt for the 2018/2019 and 2019/2020 school year to obtain internship hours for California University of PA.

L) Request for Internship: 1) Motion to approve the request for Wayne Beeman for the 2018/2019 and 2019/2020 school year to obtain internship hours for Wilkes University.

IV) Buildings and Grounds: A) Motion to approve a contract change with Glenn O.Hawbaker Inc. in the amount of \$2,718.00 to do a full depth repair at the Auditorium entrance; B) Motion to approve a one-year contract with McClure Company for a preventative maintenance program at a cost of \$50,011.00 per year from September 1, 2019 through August 31, 2020; C) Motion to approve with Lee Landscaping to clean up the wooded area behind WRC at a cost not to exceed \$7,500.00.

Mr. Blair discussed why the contract change was needed to fix a repair in front of the Commons Building.

Dr. Martell discussed a quote received to have the woods behind W.R. Croman cleaned. The area has not been maintained and is a concern for student safety. Lee Landscaping

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provided a quote of \$7,500.00 to complete the work. The Board asked Dr. Martell to include the item on the August 20, 2019 agenda for approval.

V) Curriculum/Instruction and Assessment: **A)** Motion to approve the attached book listing; **B)** Motion to approve the JSHS student handbook for the 2019-2020 school year; **C)** Motion to approve the TIS parent handbook for the 2019-2020 school year; **D)** Motion to approve the WRC parent & staff handbooks for the 2019-2020 school year;

VI) Technology: **A)** None;

VII) Student Affairs: **A)** Approve the 2019/2020 Athletic Season Pass prices; **B)** Approve Hayden Dewey as Independent Golfer representing Troy Area School District as not cost to the district; **C)** Motion to approve the Class of 2025 Student Activity Club at the Junior/Senior High School.

VII) Community Relations: **A)** Motion to approve the donation from the First Presbyterian Church of Troy in the amount of \$500.00 in Memory of Fran Homet for the WRC Library; **B)** Pending permit provided to the school district, approve as a sanctioned District event a Homecoming Parade to be held on October 4, 2019; **C)** Motion to approve the donation of a load of gravel from Solid Ground Services to be used on the TIS playground; **D)** Motion to approve for the Northern Central Rail Trail Committee to hold their meetings at the Administration Building as a sanctioned district event for the 2019-2020 school year; **E)** Motion to approve a donation from First Citizens Community Bank in the amount of \$11,000.00 to support innovative educational programs; **F)** Motion to approve the updated 2019/2020 school calendar; **G)** Motion to approve the continuation of the Lady Trojan Goal Club; **H)** Motion to approve the donation in the amount of \$100.00 from Erin and Jake Cole for the Mobile Ag Lab; **I)** Motion to approve the donation in amount of \$500.00 from Joey and Ellen Foust for the Mobile Ag Lab.

VIII) Policy: **A) New:** **a) First Reading:** **i.)** 709 – Building Security; **ii.)** 709.1 – Video Camera Surveillance; **iii.)** 227 – Controlled Substances/Paraphernalia; **iv.)** 150 – Title 1 – Comparability of Services; **v.)** 220 – Student Expression/Distribution and Posting of Materials; **vi.)** 913 – Non-school Organizations/Groups/Individuals; **vii.)** 335 – Family and Medical Leaves; **viii.)** 702.1 – Crowdfunding; **ix.)** 618 – Student Activity Funds; **x.)** 210 – Medications; **xi.)** 339 – Uncompensated Leave; **xii.)** 113.2 – Behavior Support; **b) Second Reading:** **i.)** None;

Dr. Martell summarized the discussion at the policy committee meeting.

B) Revised: **a) First Reading:** **i.)** None; **b) Second Reading:** 1) None;

C) Retire: **a) First Reading:** **i.)** None;

D) Acknowledgement: **a)** 904-ATT-0 – Public Event Fee Schedule; **b)** 122 – Extracurricular Activities;

Mrs. Angove noted the Committee would like a \$60.00 family pass added to the event fee schedule. The pass would include 2 adult tickets and any children under the age of 12 would be free. Mrs. Angove also recommended adding a \$20.00 season student pass,

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\$10.00 senior citizen pass, and faculty passes would be free. If a senior citizen did not want to purchase a season pass, they would be charged \$2.00 at the gate.

After further board discussion administration was asked to add a \$30.00 family pass for only fall sports and one for winter sports.

Items Removed from Consent Agenda:

General Board Discussion:

Mr. Roy noted he would like the Assistant Principal position advertised and applications accepted again. He hoped Mr. Imbt would rise to the top.

Mrs. Angove thanked everyone for attending the meeting tonight. Mrs. Angove stated she voted no, only because she felt this was more of a promotion vs. a transfer.

Mr. Brasington discussed ways Troy stands out from other school districts. Troy needs to continue to find ways to do things differently.

Visitor Comment and Question Period:

Ms. Abreu noted she was very disappointed in the decision tonight. It is sad for kids. The District is starting off the school year with a huge gap. The District has done internal transfers before in the same manner. The District is missing a huge opportunity.

Mr. Roy thanked Ms. Abreu for her comments.

Adjournment: On a motion by Mr. Curren, seconded by Mrs. Ordway, the directors adjourned at 9:04 PM to an executive session to discuss personnel.

Respectfully submitted,

Traci Gilliland
Board Secretary

FYI: Acknowledgement:

- A. Trojan Transportation has decided to delay an increase in the driver rate and the mileage rate until the 2020/2021 school year.
- B. The TASD to host Troy Town Cruisers. The following people have been invited to serve: The Board of Directors, The Act 93 Team, and the Administrative office. This will take place 4:30 – 7:00 PM on August 20, 2019 located at the First Citizens Community Bank in Troy. We will be providing volunteers to serve, 3 lbs of hot dogs, 135 hot dog rolls, sloppy joe for 15 lbs of hamburger and 40 hamburger rolls.

Deduct Days - None

Name	Building	Date/s

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