

PENN CAMBRIA SCHOOL DISTRICT
201 6TH STREET
CRESSON, PENNSYLVANIA 16630

BOARD OF EDUCATION
Regular Meeting
January 24, 2023

MEMBERS: Caleb Drenning, Matthew Kearney, Terry Krug, Rudy McCarthy,
Guy Monica, George Pyo, Justin Roberts, Michael Sheehan, Jeffrey Stohon

A Regular Meeting of the Penn Cambria School District Board of Education was called to order by Mr. George Pyo at 7:00 P.M., Tuesday, January 24, 2023 in the Library of the Penn Cambria High School.

ROLL CALL WAS TAKEN:	MEMBERS PRESENT:	Mr. Caleb Drenning Mr. Matthew Kearney Mr. Terry Krug Mr. Rudy McCarthy Mr. George Pyo Mr. Justin Roberts Mr. Michael Sheehan Mr. Jeffrey Stohon TOTAL..... 8
	MEMBERS ABSENT:	Mr. Guy Monica TOTAL..... 1 QUORUM PRESENT.

AMONG OTHERS PRESENT:	
William Marshall, Superintendent	Adam Clevenger, PCEA President
Jill Francisco, Business Administrator	Robin Lappi, PCESPA President
Ronald Repak, School Solicitor	Bill Dunmyer, PCESPA Vice President
Jeanette Black, Assistant to the Superintendent	Veronica Noll, PCESPA Secretary
Kaitlyn Kalwanaski, High School Principal	Kerry Nileski, Teacher
Dane Harrold, Middle School Principal	Amanda Smorto, Teacher
Joseph Smorto, Elementary Principal	Kayla Galebach, School Social Worker
Benjamin Watt, Assistant Middle School Principal	Kristin Baudoux, Mainliner Reporter
Scott Sherry, Director of Buildings, Grounds, & Maintenance	Sally Hoover, Parent
Lewis Hale, Director of Technology	Patty Farabaugh, Parent
Carrie Conrad, Special Education Director	Michael Noll, Parent
Jacquelyn Mento, Recording Secretary	

HEARING OF VISITORS - Questions, concerns, comments, related to school business.

- a. Attorney Repak stated the rules for public comment: “During this portion of the meeting, this is an opportunity for only residents, taxpayers, employees, and students of the district to provide information that you would like the Board to consider regarding a decision. We ask you to limit your comments to 5 minutes. If you share a common topic with others, we encourage the use of a single spokesperson for the group. Out of respect for our staff and students, we request that your public comments focus on issues or policies and not people. The intention of the audience of citizens is for the Board to listen to you. We will carefully weigh your comments, but may not engage in dialog, which is not the intended purpose of this opportunity. Should the comments be personally directed, or derogatory remarks made against District Board Members, District Officials, or District employees, or profanity used, the individuals remaining time will be forfeited. Please state your name and community in which you reside within Penn Cambria School District.”
- b. Michael Noll, Cresson, a Penn Cambria parent, addressed the Board of Directors with issues regarding a specific coach and the reasons why his child has not participated in the extracurricular activity this year, stating that we will never know the true extent of the damage caused by the coach to the program, the sport, or the students that participated.

- c. Patricia Farabaugh, Ebensburg, a Penn Cambria parent, came forward in support of student athletes, with concerns of an extracurricular program and the program's head coach. Ms. Farabaugh relayed recent posts on social media. She also shared mental health issues within the program and how athletics is a passion and an escape from the stress of education, peers, and home life.

EXECUTIVE SESSION

The Board entered Executive Session to discuss personnel at 7:11 P.M. on a motion by Mr. Roberts, seconded by Mr. Kearney.

Regular Meeting reconvened at 7:41 P.M. on a motion by Mr. Krug, seconded by Mr. McCarthy.

ANNOUNCEMENTS

- a. Mr. Roberts made a statement, on behalf of the eight (8) board members present, regarding the process used by the Board of Directors to support the community, students, and parents. The Board considers information from all sources and investigates it. The Board admires your courage to speak, knowing that it has not been an easy road to take. We thank you for your courage and appreciate it.
- b. Mr. Marshall made the following announcement:
"Please join us in thanking our Penn Cambria school directors for their hard work and dedication during January, which is School Director Recognition Month. They make our students' success their priority.

PA school directors are locally elected officials who voluntarily devote an average of 20 hours per month to school board business.

The Penn Cambria School Board advocates on behalf of our school, students, and community. We salute them for their volunteer investment of time and effort for the good of our children."

SPOTLIGHT ON STUDENT ACHIEVEMENTS - Congratulations to the following student-athletes who have been named to the Laurel Highlands Athletic Conference all-league team for the 2022 fall sports season: Boys cross country - Joshua Stolarski, Girls cross country - Kasey Farabaugh, Football - Offense Zachary Grove and Garrett Harrold; defense Vincent Chirdon and Mason Raymond, Golf - Zachary Martynuska and Alyssa Mostick, Boys soccer - Andrew Dillon and Vincent Gongloff, Girls soccer - Meghan Andersen and Chloe Karabinos, Volleyball - Kaylee Mento.

APPROVAL OF MINUTES

A motion was offered by Mr. Stohon, seconded by Mr. Kearney, and approved unanimously by voice aye vote, to accept the following resolution:

RESOLVED: That the minutes of the meeting held December 6, 2022, be approved as recorded in the copies mailed to the Board prior to this meeting.

PAYMENT OF BILLS

A motion was offered by Mr. Sheehan, seconded by Mr. McCarthy, and approved unanimously by voice aye vote, to accept the following resolution:

RESOLVED: That the invoices as mailed to Board prior to the meeting, and as evaluated and reviewed, reconciled, and recommended for payment by the Business Office be hereby approved for payment. Copy to be made part of the minutes. *(See Addendum "A")*

TREASURER'S REPORTS

A motion was offered by Mr. Roberts, seconded by Mr. Stohon, and approved unanimously by voice aye vote, to accept the following resolution:

RESOLVED: That the Treasurer's Reports for November and December 2022, be accepted as mailed to the Board and that a copy be filed with the official records of the School District. *(See Addendum "B")*

BUSINESS ADMINISTRATOR'S REPORT

A motion was offered by Mr. Drenning, seconded by Mr. Krug, and approved unanimously by voice aye vote, to accept the following resolutions:

FINANCIAL REPORTS

RESOLVED: That the reports of grants, projects and federal programs and financial reports for the general fund, capital reserve fund and cafeteria fund be accepted as presented to the Board and that a copy be filed with the official records of the School District. (*See Addendum "C"*)

REVISION TO TAX WORKBOOKS

RESOLVED: That the Board of Education authorize the payment to local tax collectors of \$1.00 (one dollar) for each addition, deletion, or address change to the tax workbooks. The district will provide guidelines for this compensation to the local tax collectors at the time new tax workbooks are distributed. The district's Business Office will validate all changes prior to payment.

ANNUAL DONATIONS

RESOLVED: That the Board of Education authorize the Business Administrator to continue past practice of making donations to local fire companies and libraries.

SOLICITOR'S REPORT

Mr. Ronald Repak commented on Information Item, policy 123 - Interscholastic Activities which includes wording on N.I.L. (Name, Image, and Likeness) that has been recently adopted by PIAA. Mr. Repak clarified that N.I.L. is not a contract with school districts, however, students that enter into any type of NIL agreement or contract must notify their school district within seventy-two (72) hours after entering into an agreement.

Participating students are also not permitted to wear school district clothing, state their district name, or endorse items such as alcohol, drugs, or things of that nature, while promoting.

SUPERINTENDENT'S RECOMMENDATIONS

A motion was offered by Mr. Sheehan, seconded by Mr. Krug, and approved unanimously by voice aye vote, to accept the following resolution:

RESOLVED: That the Superintendent's recommendations be approved as follows:

A. PERSONNEL ACTIONS

Accept Retirements, effective at the close of the 2022-2023 school year

Suzanne Creehan, Cresson, Elementary Teacher, after 28 years of service

Douglas Fogel, Ashville, Elementary Physical Education Teacher, after 31+ years of service

Ronald Walters, Hollidaysburg, 5th Grade Social Studies Teacher, after 24 years of service

Accept Resignations

Anne Ciaverella, Osterburg, High School Art Teacher, effective December 13, 2022

Alexis Eckenrode, Lilly, 6th Grade Social Studies Substitute and Middle School Family Consumer Science Teacher, effective January 13, 2023

Approve Appointments

Sarah Barlick, Lilly, Middle School Family Consumer Science Teacher, Bachelors Step 13, \$60,022, effective date to be determined

Brent Davison, Loretto, from Volunteer to Assistant Varsity Baseball Coach, at a stipend of \$1,931.20, effective immediately

Kimberly Eckenrode, Gallitzin, Aide, location to be determined, effective pending documentation

Emily Lane, Carrolltown, Elementary Art Teacher, Bachelors Step 1, \$38,822, effective February 8, 2023

Christina Racz, Ashville, Aide, location to be determined, effective immediately

Amanda Smorto, Cresson, from Assistant to Head Junior High Volleyball Coach, at a stipend of \$3,370, effective immediately

Christine Trexler, Cresson, from IU08 Substitute Teacher to High School, School-Year Secretary, retroactive to January 3, 2023

Marissa Vinglish, 6th Grade Social Studies Substitute Teacher, retroactive to January 18, 2023 through the close of the 2022-2023 school year.

Approve Leave

Employee # 008516, Middle School Teacher, effective on or about March 24, 2023 through on or about May 19, 2023

Approve Substitute Teacher

Marissa Vinglish, Dysart, retroactive to January 3, 2023

Approve Substitute Aide

Amanda Flynn, Lilly, effective pending documentation

Approve IU08 Substitute Teachers, effective pending documentation

Nicole Lundberg, Lilly
Alexandra Williams, Lilly

Approve McIlwain School Bus Lines, Inc. Drivers, effective pending documentation

Nikolas Bango, Windber
Travis Douberly, Portage
Lee Erickson, Revloc
Heidi MacDonald, Lilly
Nathan Matera, Johnstown
William Patterson, Lilly
Lloyd Rummell, Gallitzin
Brady Sikora, South Fork

B. APPROVE JOB DESCRIPTION

School Social Worker (*See Addendum "D"*)

C. APPROVE THE 2022-2023 REVISED SCHOOL CALENDAR (*See Addendum "E"*)

NEW BUSINESS

A motion was offered by Mr. McCarthy, seconded by Mr. Krug, and approved unanimously by voice aye vote, to accept the following resolutions:

IMPACT COUNSELING SERVICES, LLC AGREEMENT

RESOLVED: That the Board of Directors approve the Superintendent to effectuate any or all documents to enter into an agreement with Impact Counseling Services, LLC to provide Board Certified Behavioral Analyst contracted services with funding provided from the PCCD School Mental Health & Safety and Security Grant.

RESOLUTION IN LIEU OF PRELIMINARY BUDGET

RESOLVED: That the Board of Directors, in lieu of adopting a preliminary budget, will not raise the rate of any tax for the support of public schools for the 2023-2024 fiscal year by more than its index (5.8%). (*See Addendum "F"*)

ADOPTION OF NEW OR REVISED BOARD POLICIES

RESOLVED: That the Board of Directors approve the adoption of new or revised board policies:

011 - Principles for Governance and Leadership
305-AR - Compensation of Substitute Teachers (*See Addendum "G"*)

Mr. Pyo commented that changes to policy 011 – Principles for Governance and Leadership, that was approved last March and documented on the wall in the high school library, have been provided by PSBA (*Pennsylvania School*

Board Association) and reviewed by Attorney Repak. PSBA made these changes based on experiences over the last four months. Mr. Pyo also stated that if PSBA provides another signature page, the Board will sign and post.

A motion was offered by Mr. Roberts, seconded by Mr. Krug, to accept the following resolution:

COACHING POSITION

RESOLVED: That the Board of Directors approve retaining Leah Montgomery as Head Varsity Girls Volleyball Coach.

ROLL CALL VOTE:

YES: 0

NO: Mr. Kearney, Mr. Krug, Mr. McCarthy, Mr. Roberts, Mr. Sheehan, Mr. Stohon, Mr. Drenning, Mr. Pyo

Mr. Stohon initiated an amendment to the agenda to include resolution #12, Legal Counsel Investigation. A motion was offered by Mr. Kearney, seconded by Mr. Drenning, and approved unanimously by voice aye vote, to add resolution #12.

A motion was offered by Mr. Stohon, seconded by Mr. Krug, and approved unanimously by roll call vote, to accept the following resolution:

LEGAL COUNSEL INVESTIGATION

RESOLVED: That the Board of Directors hereby approve and authorize Legal Counsel to investigate confidentiality breaches and if necessary, file a petition in the court to necessitate the same.

ROLL CALL VOTE:

YES: Mr. Krug, Mr. McCarthy, Mr. Roberts, Mr. Sheehan, Mr. Stohon, Mr. Drenning, Mr. Kearney, Mr. Pyo

NO: 0

INFORMATIONAL ITEMS

First Reading of New or Revised Board Policies:

103 - Discrimination/Title IX Sexual Harassment Affecting Students

104 - Discrimination/Title IX Sexual Harassment Affecting Staff

123 - Interscholastic Activities

309.1 - Telework

334 - Sick Leave

610 - Purchases Subject to Bid/Quotation

611 - Purchases Budgeted

626 Attachment - Procurement – Federal Programs (*See Addendum "H"*)

ADMINISTRATOR'S REPORT

Mrs. Kaitlyn Kalwanaski, High School Principal, informed the Board of Directors on mental health concerns.

“As we continue to navigate through the post-pandemic world, we have seen an increase in concerns surrounding student mental health. That increase, paired with the decrease in the number of trained mental health professionals and the limited treatment availability, forces schools in uncharted territory. While we are still educators and not mental health professionals, the High School has placed a large focus this year on Trauma Skilled Schools training to create the best and safest environment possible for our students and staff.

While some of the High School staff began their Trauma Skilled Schools journey earlier, we dove in as a building starting with the August in-service. For this opening session, teachers completed the module one training. This portion of the training focused on the background: what the trauma skilled schools' model is, how stress and trauma can impact the brain, behavior, and learning, as well as purposeful practices. The purposeful practices are intentional (but not forced) activities that provide preemptive emotional regulation opportunities. These strategies can help students overcome the effects of stress and trauma to focus on what they are doing academically. When the High School staff met to debrief this training, they were encouraged to reflect on the purposeful practice list and engage their class in a practice that is appropriate to their content and classroom. Purposeful practices can be as simple as repeating a positive mantra out loud prior to beginning a task or taking a quick stretch break partway through class. Each practice, however, is dependent on the teacher, their class make-up, and the established atmosphere. Because each individual teacher operates differently within their classroom, that allows our students to

be subjected to multiple purposeful practices, potentially daily, and affords the students opportunities to realize what practices work for them specifically.

The second part of the Trauma Skilled Schools training was completed as part of the October in-service day. This portion of the model focused on building a culture of resilience and the five factors that contribute to resilience. Those five factors are connection, belonging, achievement, autonomy, and fulfillment. Resilience is defined as the process of adapting well in the face of adversity, trauma, tragedy, or significant sources of stress. Since the resilience portion of the trauma skilled schools training was broken into five key factors, the High School staff discussed each factor in a small group to weigh what they thought the High School did well and what the High School could improve upon before sharing their group's thoughts with the entire building. These conversations became such an in-depth reflection and analysis of the building environment that we decided to continue these conversations at the November in-service.

So, what did the staff feel that Penn Cambria High School was doing well in terms of the factors of resiliency? Of the five factors discussed, most of the High School teachers felt that we were best at the connection piece of the resilience puzzle. The main reasons for connection being the strongest area at the High School were the block schedule, which allows more time with the students, as well as the number of teachers here who coach, serve as club advisors, and interact with students outside of the classroom. Strengths from other areas included for one, the number of extracurricular activities and electives that are offered at the High School for students to enjoy; secondly, allowing students to select their classes and essentially choose their route through High School; and finally, the opportunities to acknowledge students for athletics, musical talent, artistic talent, and academic achievement.

While there were aspects of the trauma skilled schools training that the staff felt Penn Cambria High School does well, there is of course room for improvement. There were many great ideas shared during our in-service discussions, so the building voted to determine what is feasible for this year and what we would like to work on for next school year. Teachers will be implementing strategies to increase the students' sense of belonging in their classrooms across the building starting with the change of the semester. As an entire building, we are also working on some bigger activities as well. Starting this month, the High School is bringing back the Student of the Month award. Teachers will vote for two students each month from each grade level based on discipline, strong character, positive attitude, as well as academic effort. We are also in the process of putting together a PAWS Reward program for quarter three. Students have been able to suggest their own ideas for the program and are helping to plan the logistics of the event. The staff at the High School set and publicized criteria for attendance at this event. Moving into the 23-24 school year, we are looking to continue implementing knowledge from the Trauma Skilled Schools Training to increase our community engagement and service through a variety of activities.

While it is nice to be getting back to a more normal routine, we must be aware that our students have had anything but a normal experience over these past few years. Working together as a building to implement strategies from our Trauma Skilled Schools Training is a great way to get students ready for the next steps after High School. And, while our focus has been on the students with these practices, it is also important to be mindful of the staff's mental health and encourage them to use this training to self-reflect and prioritize their own well-being. I am optimistic that the skills learned throughout these trainings will help us build a more positive environment at PCHS both immediately and long-term."

ADJOURNMENT

A motion was offered by Mr. Krug, seconded by Mr. Kearney, and approved unanimously by voice aye vote, to accept the following resolution:

RESOLVED: That there being no further business, this meeting is adjourned at 8:05 P.M.