

PENN CAMBRIA SCHOOL DISTRICT  
201 6<sup>TH</sup> STREET  
CRESSON, PENNSYLVANIA 16630

BOARD OF EDUCATION  
Regular Meeting  
November 18, 2025

MEMBERS: Caleb Drenning, Anthony Dziabo, Matthew Kearney, Rudy McCarthy, Guy Monica,  
Michael Sheehan, Cindy Sheehan-Westrick, Jeffrey Stohon, and Anthony Tomaselli  
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A Regular Meeting of the Penn Cambria School District Board of Education was called to order by Michael Sheehan,  
Board President, at 7:00 P.M., Tuesday, November 18, 2025, in the Library of the Penn Cambria High School.

ROLL CALL WAS TAKEN:  
MEMBERS PRESENT:

Mr. Anthony Dziabo  
Mr. Matthew Kearney  
Mr. Rudy McCarthy  
Mr. Guy Monica  
Mr. Michael Sheehan  
Mr. Jeffrey Stohon  
TOTAL. . . . . 6

MEMBERS ABSENT:

Mr. Caleb Drenning  
Mrs. Cindy Sheehan-Westrick  
Mr. Anthony Tomaselli  
TOTAL. . . . . 3

QUORUM PRESENT.

AMONG OTHERS PRESENT:

|   |  |
|---|--|
| Jaime Hartline, Superintendent                                | Lewis Hale, Director of Technology         |
| Jeanette Black, Assistant to the Superintendent               | Katlin Little, Athletic Director           |
| Jill Francisco, Business Administrator                        | Justine Hrzic-Smith, Food Service Director |
| Ronald Repak, School Solicitor                                | Sean Davison, Teacher                      |
| Carrie Conrad, Special Education Director                     | Kerry Nileski, Teacher                     |
| Benjamin Watt, High School Principal                          | Jacquelyn Mento, Recording Secretary       |
| Dane Harrold, High School Principal                           | Matt Churella, Altoona Mirror Reporter     |
| Scott Sherry, Director of Buildings, Grounds, and Maintenance | Kristin Baudoux, Mainline Reporter         |

Following the Pledge of Allegiance, the following were the items of business and discussion.

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

**AGENDA**

**RESOLVED:** The Board of Directors approve the agenda as presented.

- ANNOUNCEMENTS**
- A. Mr. Sheehan announced that there will be a Special Board meeting to be held on December 9, 2025 at 7:00PM in the High School Library.
  - B. Michael Sheehan recognized Mr. Drenning for his years of service as a School Board Director and thanked him for his contribution.
  - C. Mr. Hartline informed the Board of Directors that the last addendum for the building project will be released tomorrow and that part of that addendum is the replacement of the phone line that runs from the Pre-Primary Building to the High School. The current phone system that runs on that line will be end-of-life in 2027. However, the School District has an option to go another route and install a new VoIP phone system that will cost more at initial replacement but will be billed on a subscription basis. The administrative office will prepare a resolution for the December 2<sup>nd</sup> meeting, based off of Mr. Hale’s research and recommendation.

*Cindy Sheehan-Westrick arrived at 7:03PM.*

**HEARING OF VISITORS** - There were no questions, concerns, comments related to school business.

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

**MINUTES**

**RESOLVED:** That the minutes of the regular meeting held October 21, 2025, be approved as recorded in the copies mailed to the Board prior to this meeting.

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

**PAYMENT OF BILLS**

**RESOLVED:** That the invoices as mailed to the 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"*)

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

**TREASURER'S REPORT**

**RESOLVED:** That the Treasurer's Report for October 2025 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. Stohon, seconded by Mr. Kearney, 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 projects 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"*)

**INTERIM REAL ESTATE TAX ASSESSMENT**

**RESOLVED:** That the Board of Directors of the Penn Cambria School District approve Interim Real Estate Tax Assessment for 2026-2027 as per Section 677.1 of Public-School Code.

**SOLICITOR'S REPORT** - Attorney Repak informed the Board of Directors that the state budget has passed, though he was not able to say that there will be a significant change in payments to cyber charter schools as a result, but certain new deductions may cause some savings. Also included is the requirement of cyber charter schools to conduct weekly wellness checks on students to increase accountability. Regarding changes to basic and special education funding, more details on Penn Cambria's share will be provided. Mr. Repak also announced that there are two outstanding tax assessment appeals and an appraisal of property for one appeal will be brought before the Board at the December 2<sup>nd</sup> meeting.

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

**SUPERINTENDENT'S RECOMMENDATIONS**

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

A. Personnel Actions

1. **Accept Resignations**

- a. Randall Beers, Volunteer Football Coach, effective October 24, 2025
- b. Thomas Creehan, Head Junior High Soccer Coach, effective October 24, 2025
- c. Melissa Kane, High School Science Teacher and National Honor Society Advisor, effective date tentatively December 23, 2025

2. **Accept Retirement**

- a. William Delaney, Business Teacher, after 33 years of service, effective at the close of the 2025-2026 school year
- b. Renee Schreyer, Chemistry Teacher, after 35 years of service, effective at the close of the 2025-2026 school year

*Mr. Hartline thanked William Delaney and Renee Schreyer for their years of service to the district.*

3. **Approve Leave**
  - a. Employee #016519, Professional Employee, effective on or about January 15, 2026 through on or about April 19, 2026
4. **Approve Substitutes**
  - a. Douglas Fogel, Substitute Teacher, retroactive to November 12, 2025
  - b. Todd Mahalko, IU08 Substitute Teacher, effective pending documentation
  - c. Cassandra Maidment, Substitute Teacher, effective pending documentation
5. **Approve Appointments**
  - a. Alexis Dignan, Paraprofessional, 5.5 hours per day, retroactive to October 27, 2025
  - b. Billie Jo Farabaugh, Volunteer Wrestling Coach, effective immediately
  - c. Mackenzie Kearney, Volunteer Wrestling Coach, effective immediately
  - d. Douglas Fogel, High School Substitute Teacher, retroactive to November 12, 2025 through on or about December 23, 2025
  - e. Hope Kephart, Kindergarten Substitute Teacher, effective on or about January 15, 2026 through on or about April 19, 2026
  - f. Cassandra Maidment, High School Science Substitute, effective December 17, 2025 through the end of the 2025-2026 school year, pending documentation
6. **Award Tenure**
  - a. Katelyn Myers

#### **NEW BUSINESS**

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

##### **ACT 93 AGREEMENT**

**RESOLVED:** That the Board of Directors hereby approve the Administrator Compensation Plan (Act 93) which covers the period from July 1, 2026 through June 30, 2031.

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

##### **APPOINT REPRESENTATIVE TO APAVTS**

**RESOLVED:** That the Board of Directors appoint Michael Sheehan as representative to the Admiral Peary Area Vocational Technical School Joint Operating Committee, for a three-year term expiring December 1, 2028.

A motion was offered by Mr. Kearney, seconded by Mrs. Sheehan-Westrick, and approved by voice aye vote, with the exception of Mr. Monica who opposed, to accept the following resolution:

##### **PLANNED MAINTENANCE PROGRAM**

**RESOLVED:** That the Board of Directors approve a planned maintenance program proposal from McCarl's Preferred Services for a term of 1 year retroactive to August 1, 2025 for a fee of \$23,339.

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

##### **LAUREL HIGHLANDS ATHLETIC CONFERENCE**

**RESOLVED:** That the Board of Directors approve renewal of membership with the Laurel Highlands Athletic Conference for the four-year cycle beginning Fall 2027 through Spring 2031.

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

##### **WRESTLING BOOSTERS' TOURNAMENT SPONSOR**

**RESOLVED:** That the Board of Directors approve Pursuit Sports Apparel as the official sponsor of the Penn Cambria Wrestling Boosters' Tournament to be held December 19 and 20 at Mount Aloysius College, per Policy #915. The official name of the tournament will be known as the Panther Holiday Classic Tournament, presented by Pursuit Sports Apparel.

A motion was offered by Mr. Stohon, seconded by Mrs. Sheehan-Westrick, and approved unanimously by voice aye vote, to open the following resolution up for discussion:

### **MAINTENANCE GARAGE AND STORAGE BUILDING**

**RESOLVED:** That the Board of Directors approve the purchase, construction, and assembly of a maintenance garage and storage building from Darr Construction, Inc. through COSTARS Contract # \_\_\_\_\_ in the amount of \$ \_\_\_\_\_.

Mr. Hartline informed the Board of Directors of several options regarding the purchase and erection of a new maintenance garage and storage building. After Board discussion, a motion was offered by Mr. Kearney, seconded by Mrs. Sheehan-Westrick, to table the resolution until the December 2, 2025 Board of Directors meeting.

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

#### **SECOND READING AND ADOPTION OF REVISED BOARD POLICIES:**

- A. 102 - Academic Standards
- B. 105 - Curriculum (*See addendum "D"*)

A motion was offered by Mr. Monica, seconded by Mr. Kearney, and rejected by roll call vote, to accept the following resolution:

#### **SECOND READING AND ADOPTION OF NEW BOARD POLICY:**

- A. 719 - Honorary Plaque Policy (*See addendum "E"*)

ROLL CALL: Yes: Mr. Kearney and Mr. Monica

No: Mr. Dziabo, Mr. McCarthy, Mr. Stohon, Mrs. Sheehan-Westrick, and Mr. Sheehan

#### **FIRST READING OF NEW, REVISED, OR BOARD POLICIES FOR REVIEW:**

- A. 827 - Conflict of Interest (*See addendum "F"*)

### **INFORMATIONAL ITEMS**

- A. Reorganization Meeting of the Board of School Directors is scheduled for Tuesday, December 2, 2025 at 7:00 PM in the Library of the Penn Cambria High School for the following purposes:
  - 1. Elect a President
  - 2. Elect a Vice-President
  - 3. Select a Solicitor
  - 4. Designate time and place for committee and regular monthly meetings for 2026
  - 5. Conduct any additional business to come before the Board

**ADMINISTRATOR'S REPORT** - Jeanette Black, Assistant to the Superintendent, informed the Board that state assessment and growth scores have been released and updated on the **Future Ready PA Index** website. This public resource provides data on assessment performance, growth, attendance, graduation rates, and other key measures for schools statewide.

#### **Highlights:**

- **High School Performance:** Keystone Exam scores and growth remain strong, exceeding state averages in Algebra, Literature, and Biology.
- **Middle School ELA:** Grades 7–8 continue to outperform state averages, with strong writing skills reflected in Text-Dependent Analysis scores.
- **Elementary ELA:** The district finally got a three-year trend for positive growth in Grade 4 ELA and is close to state averages in grades 3, 4, and 5.
- **Mathematics:** Grades 3–8 math performance and growth remain a challenge, only having a three-year trend in growth in grade 7. For all other grades, our scores and growth rise and fall with no consistency, performing under state averages. We are working to introduce more fact fluency and foundational skill work to help our students improve during small group and intervention time.
- **Instructional Tools:** Many elementary classrooms are using Waggle with Go Math for personalized practice and skill acceleration.
- **State Assessments:** All state assessments will be administered online in the spring.
- **Attendance:** Average Daily Attendance remains good.
  - Pre-pandemic: 94.8%; 2024–2025: 92.8%.
  - Chronic absenteeism is still a concern, although our numbers are down just a bit from 15% to 14.2%, with K–8 rates below the state average.

- Attendance on 2-hour early dismissal days averages 94%, comparable to the average daily attendance from August-November.
- **Curriculum Updates at PCHS:** Some of our new curricular offerings at PCHS have been very well received by students.
  - Health is now required for Class of 2027 and beyond; some seniors enrolled voluntarily.
  - Electives: Strength Training (93 students), STEM–Engineering (27), STEM–Robotics (33), Intro to Esports (25).
- **Professional Development:** 2-hour in-service sessions have been busy with teachers engaged in a variety of activities. They have participated in Go Math training, dual credit teachers met at the Mount to review research resources, department work, suicide awareness and prevention training, and parent conferences. Upcoming sessions include artificial intelligence, required structured literacy sessions, and various department collaborations.
- **Comprehensive Planning:**
  - Using data to identify key goal areas
    - Reading instruction will be key component as outlined in changes to PA School Code. We are already meeting some of these expectations in relation to screening, interventions, and progress monitoring, but there will still be some things we need to revise or add to meet new requirements.
  - Updates include PD and induction plans and student services plans
  - Getting input from various committees and groups. If interested in providing feedback, please contact me.
  - Draft plan expected January 2026

**EXECUTIVE SESSION** - There was no executive session.

**ADJOURNMENT**

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

**RESOLVED:** That there being no further business, this meeting is adjourned at 7:51 P.M.