

RINGGOLD SCHOOL DISTRICT
400 Main Street
New Eagle, PA 15067

Regular Ringgold Board Of School Directors' Meeting

Wednesday, March 20, 2019

I. CALL TO ORDER

The Regular Meeting of the Ringgold Board of School Directors, for General Purposes, was held in the Administration Building, 400 Main Street, New Eagle, PA 15067 at 7:09 P.M. Notices of this meeting were sent to all Board Members and it was properly posted and advertised. The meeting was called to order by Vice-President Sherrie L. Garry and the following Board Members were present to the call of the roll.

II. ROLL CALL

First Vice President
Second Vice President

Mrs. Sherrie L. Garry
Mrs. Maureen A. Ott
Mr. James R. Dodd
Mr. Jason H. Gerard
Mrs. Gail A. Glaneman
Mr. Gene R. Kennedy
Mr. Lawrence L. Mauro

Absent

President
Board Member

Mrs. Carol F. Flament
Mr. William C. Stein, Jr.

Also Present

Superintendent
Board Secretary
and also
Director of Operations
and Financial Services
Solicitor
Recording Secretary

Ms. Megan Marie Van Fossan
Mr. Randall S. Skrinjorich

Mr. Timothy R. Berggren
Mr. Anthony Piscioneri

III. SUPERINTENDENT'S REPORT – MS. VAN FOSSAN

A. Presentation by Ms. Ashli Gilbert

Ms. Megan Van Fossan started the meeting by recognizing Ms. Ashli Gilbert to talk and present information about the CSI competition K-5 that was held at Ringgold Elementary School North. A student also presented on what he liked about the competition. Pictures were shown to the board on what the day looked like.

IV. SECRETARY'S REPORT

No Report

V. APPROVAL OF MINUTES

The Board, by a unanimous voice vote of the seven members present, approved a motion by Mrs. Ott, seconded by Mr. Dodd, to accept the following minutes as presented:

-Regular Meeting of Wednesday, February 20, 2019

VI. MON VALLEY CAREER AND TECHNOLOGY CENTER REPORT - MR. KENNEDY

No Report

VII. INTERMEDIATE UNIT I REPORT - MRS. OTT

Mrs. Ott reminded the board that the IU 1 conference was on Tuesday, March 26, 2019 at the Hilton Garden Inn. Mrs. Ott discussed that IU 1 will be sponsoring the Rachel's Challenge Program this year. She will share more information as the date approaches. Mrs. Ott also mentioned the SHASDA student showcase in which students from the area school districts shared some interesting projects. Ringgold was represented by Ian Dolfi, Trent Gerard, Ben Hoffman and Alex Vaccaro who described various robotic projects that they work on in their classes and clubs.

VIII. SOLICITOR'S REPORT - MR. BERGGREN

Mr. Berggren stated that he had nothing to report publicly.

IX. PRESIDENT'S REPORT - MRS. GARRY

Mrs. Garry announced that prior to tonight's meeting, the Board met in Executive Session to discuss the following:

- A. Personnel (hiring's, resignations & contracts)**
- B. Student Discipline**
- C. Receive Legal Counsel and Information**

X. VISITORS' REQUESTS TO ADDRESS THE BOARD

Bonnie McKinley & Marlene Weiss of Monongahela, PA – **Topic:** They talked to the board about the Paraprofessional Compensation Plan. They were there representing the 37 paraprofessionals from the district.

XI. COMMITTEE REPORTS

A. Business And Financial Services - Chairperson: Mr. Stein - Co-chairpersons: Mr. Kennedy and Mrs. Garry

1. Treasurer's Reports

The Board, by a unanimous voice vote of the seven members present, approved a motion by Mr. Kennedy, seconded by Mrs. Ott, to accept the Treasurer's Reports as presented. A copy of the Treasurer's Reports can be found in the Appendix of these Minutes on pages

2. Payment of Bills

The Board, by a unanimous vote to the call of the roll of the seven members present, approved a motion by Mr. Kennedy, seconded by Mr. Gerard, to accept the Bills as presented. A copy of the Bills can be found in the Appendix of these Minutes on pages

3. Acceptance of change order from First American Industries, Inc.

The Board, by a unanimous voice vote of the seven members present, approved a motion by Mr. Kennedy, seconded by Mrs. Glaneman, to accept a deduct change order from First American Industries, Inc., approved by the architects HHSDR, in the amount of (\$18,632.00) for services related to the domestic hot water tanks and fire alarm replacement project at Ringgold High School.

4. Agreement with Three Rivers Electric, Inc.

The Board, by a unanimous vote to the call of the roll of the seven members present, approved a motion by Mr. Kennedy, seconded by Mrs. Ott, to approve the Agreement with Three Rivers Electric, Inc. that addresses the settlement of claims by the District against Three Rivers Electric, Inc.

5. Acceptance of change order from Three Rivers Electric, Inc.

The Board, by a vote of 5-2 to the call of the roll of the seven members present, approved a motion by Mr. Kennedy, seconded by Mrs. Ott, to accept the Change Order from Three Rivers Electric, Inc., as approved by the Architects, HHSDR, in the total amount of \$163,055 for the PA "Clock" and Bell System work at the Ringgold High School.

Voting Yes - Messrs.: Gerard, Kennedy, Mesdames: Garry, Glaneman and Ott

Voting No – Messrs.: Dodd, Mauro

6. Acceptance of a Proposal from ePlus

The Board, by a unanimous vote to the call of the roll of the seven members present, approved a motion by Mr. Kennedy, seconded by Mrs. Ott, to accept a proposal from ePlus for an amount not to exceed \$354,045.90, pursuant to the terms and conditions of the PEPPM contract, for the purchase and installation of Cisco Networking Equipment at all schools, contingent upon eRate funding. Pricing is based on the eRate PEPPM mini-bid.

7. Acceptance of A Proposal From TriMark

The Board, by a unanimous vote to the call of the roll of the seven members present, approved a motion by Mr. Kennedy, seconded by Mr. Mauro, to accept a proposal from TriMark in the amount of \$39,655.00 for the purchase of a double-stack Alto Shaam Combi Oven at Ringgold Elementary School South. Pricing is based on COSTARS contract #0000198337.

8. Purchase of School Buses

The Board, by a unanimous vote to the call of the roll of the seven members present, approved a motion by Mr. Kennedy, seconded by Mrs. Ott, to accept the proposal from Blue Bird Bus Sales of Pittsburgh, Inc. for eight (8) new 2020 72-Passenger Blue Bird Vision school buses in the amount of \$89,279 each for a total cost of \$714,232, subject to final review of the contract documents by the Administration and Solicitor. Pricing is based on the NJPA/Sourcewell coop.

9. Application for Bus Purchase Rebate Program

Background: The Ringgold School District has applied for and has been awarded eight (8) rebates from the Pennsylvania DEP Onroad Diesel Rebate Program. Upon the purchase of the eight (8) new 2020 72-Passenger Blue Bird Vision school buses in the prior motion, the rebate may be redeemed by the District for \$40,000 for EACH bus purchased by the District. Eight (8) rebates will be redeemed in total for \$320,000. The requirement for redeeming the voucher includes destroying buses that are 2009 model year or older.

The Board, by a unanimous voice vote of the seven members present, approved a motion by Mr. Kennedy, seconded by Mrs. Ott, to approve a motion directing and authorizing the Administration to remove from service and destroy eight (8) of the District's older school buses per the requirements

of the Driving PA Forward – Onroad Rebate Program, and also to take all other action necessary to fulfill the requirements of this grant program.

10. Sale of Items in Former Middle School

The Board, by a unanimous vote to the call of the roll of the seven members present, approved a motion by Mr. Kennedy, seconded by Mrs. Glaneman, authorizing the Administration to include in the Agreement with Hostetter Auctioneers the sale of any unwanted property located in the former Middle School building, as well as the stained glass windows at the Ringgold Elementary School North property.

B. Personnel And Administration – Chairperson: Mrs. Glaneman Co-chairpersons: Mr. Stein And Mrs. Ott

1. Employment of Personnel

The Board, by a unanimous vote to the call of the roll of the seven members present, approved a motion by Mrs. Glaneman, seconded by Mrs. Ott, to employ the following individuals:

James A. Schmid Jr. as a Ringgold Bus Mechanic II – pending proper documentation.

2. Amendment to Act 93 Compensation Plan

Background: Due to the change in personnel since the School Board's adoption of the original Act 93 Compensation Plan and the Addendum of September 19, 2018, it has become necessary to amend the Plan to account for the change in personnel. No other changes have been made to the Plan.

The Board, by a unanimous vote to the call of the roll of the seven members present, approved a motion by Mrs. Glaneman, seconded by Mr. Gerard to adopt and accept the Amended and Revised Act 93 Compensation Plan affective July 1, 2016 through June 30, 2021.

3. Resignation of Personnel

The Board, by a unanimous voice vote of the seven members present, approved a motion by Mrs. Glaneman, seconded by Mrs. Ott, to accept the following resignation:

Amy Arbes – Bus Driver at Ringgold School District – Effective Friday, March 8, 2019.

Gloria Wineland – Bus Driver at Ringgold School District – Effective Friday, March 29, 2019.

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Carol Milliern – Cafeteria Utility Worker at Ringgold School District – Effective Wednesday February 27, 2019

Rosemarie Andrako – Teacher's Aide at Ringgold Middle School – Effective Monday March 11, 2019

Donna Schultz – School Nurse at Ringgold School District – Effective Friday, March 15, 2019.

Michele Dowell – Curriculum Director – Effective Thursday, March 21, 2019

4. **Additions to the Substitute Rosters**

The Board, by a unanimous voice vote of the seven members present, approved a motion by Mrs. Glaneman, seconded by Mrs. Ott, granting permission to add the following persons to the substitute rosters:

Bus Driver

Amy Arbes Monongahela, PA

Gloria Wineland Monongahela, PA

Theresa Thompson* New Eagle, PA
(*pending proper documentation)

Cafeteria

Carol Milliern Monongahela, PA

Brittany Vlosich New Eagle, PA

Custodial

Jeffrey Podroskey Belle Vernon, PA

Teacher

Emily Urso Monongahela, PA
(Effective Monday, March 18, 2019)

Clerical

Brittany Vlosich New Eagle, PA

5. **Student Discipline**

The Board, by a unanimous vote to the call of the roll of the seven members present, approved a motion by Mrs. Glaneman, seconded by Mr. Gerard, to accept the Agreement reached between the Administration and the Parent(s) of

- a. Student "A" whereby Student "A" be admitted into the RAMS Alternative Education Program beginning no later than Friday March 8, 2019 for up to 45 days.
- b. Student "B" whereby Student "B" be admitted into the RAMS Alternative Education Program beginning no later than Friday March 19, 2019 for up to 45 days.
- c. Student "C" whereby Student "C" be admitted into the RAMS Alternative Education Program beginning no later than Friday March 19, 2019 for up to 45 days.
- d. Student "D" whereby Student "D" be admitted into the RAMS Alternative Education Program beginning no later than Friday March 19, 2019 for up to 45 days.

6. **Approval and Acceptance of Supervisor of Accounting & Human Resources Contract**

The Board, by a unanimous vote to the call of the roll of the seven members present, approved a motion by Mrs. Glaneman, seconded by Mr. Kennedy, accepting and approving the Supervisor of Accounting & Human Resources Contract that will grant her an extension of her existing contract for a period of an additional five years beginning July 1, 2020.

7. **Approval of the Revised 2018-2019 School Calendar**

The Board, by a unanimous voice vote of the seven members present, approved a motion by Mrs. Glaneman, seconded by Mr. Kennedy, to approve and accept the revised 2018-2019 School Calendar.

8. **Approval of Policy**

The Board, by a unanimous voice vote of the seven members present, approved a motion by Mrs. Glaneman, seconded by Mrs. Ott, to approve the following policy:

Policy #222 – Tobacco/Nicotine Use (Pupils)

9. **Permission to take Students to PJAS State Competition**

The Board, by a unanimous vote to the call of the roll of the seven members present, approved a motion by Mrs. Glaneman, seconded by Mrs. Ott, granting permission for the following field trip request from Mr. John Laukaitis, a Ringgold High School Biology Teacher to take two students to the PJAS State Competition at Penn State University from May 19-21, 2019. The only cost to the district will be for Mr. Laukaitis's lodging, mileage and substitute teacher in the amount of \$654.44.

10. **Resolution Authorizing a Statement of Charges and Unpaid Leave for employee D.S.**

The Board, by a unanimous vote to the call of the roll of the seven members present, approved a motion by Mrs. Glaneman, seconded by Mrs. Ott, recommending that the Board adopt and approve the following resolution to authorize a statement of charges and unpaid leave for employee D.S.

RESOLUTION

**RESOLUTION OF THE RINGGOLD SCHOOL DISTRICT
AUTHORIZING A STATEMENT OF CHARGES AND
UNPAID LEAVE FOR EMPLOYEE D.S.**

WHEREAS, the Administration issued a Notice of Loudermill hearing regarding charges of misconduct against employee, D.S., and D.S. was given the opportunity to respond at the Loudermill hearing on March 19, 2019; and

WHEREAS, following the Loudermill hearing, the Administration reviewed the Statement of Charges and recommendation for termination with the Board of School Directors.

NOW, THEREFORE, be it resolved and it is hereby resolved as follows:

1. The Board authorizes the issuance of the formal Statement of Charges and notice of the right to request a Board hearing under Section 514 of the Public School Code of 1949, as amended.
2. The employee will be placed on unpaid leave pending termination effective March 21, 2019.

11. **Early Retirement Incentive Program for Non-Professional Employees**

The Board, by a vote of 6-1 to the call of the roll of the seven members present, approved a motion by Mrs. Glaneman, seconded by Mr. Gerard, to accept an Early Retirement Incentive Program for non-professional employees (District Secretaries, Administrative Assistants, Maintenance Workers and Custodians), contingent upon that individual having at least ten (10) years of service in the Ringgold School District. This retirement incentive would entitle the recipient to a onetime payment of \$5,000.00 or individual health insurance coverage for a period of one (1) year beginning the month following the employee's retirement. Both options are contingent upon the recipient providing an irrevocable letter of retirement to the School District on or before 3:00p.m. on Tuesday, April 30, 2019 with an effective date of the individual's retirement being no later than June 30, 2019.

Voting Yes - Messrs.: Gerard, Kennedy, Mauro, and Dodd Mesdames: Garry, and Glaneman

Voting No – Mesdames: Ott

12. **Early Retirement Incentive Program for Professional Employees**

The Board, by a vote of 6-1 to the call of the roll of the seven members present, approved a motion by Mrs. Glaneman, seconded by Mr. Kennedy, to offer an Early Retirement Incentive Plan to the School District's professional employees offering five annual payments of \$5,000.00 into a qualified Health Retirement Account. Please see attached Incentive plan (Appendix A).

Voting Yes - Messrs.: Gerard, Kennedy, Mauro, and Dodd Mesdames: Garry, and Glaneman

Voting No – Mesdames: Ott

C. **Curriculum and Education – Chairperson: Mr. Mauro Co-chairpersons: Mrs. Ott And Mr. Dodd**

No Report

D. **Technology – Chairperson: Mr. Gerard Co-chairpersons: Mr. Dodd And Mrs. Glaneman**

No Report

E. **Athletics – Chairperson: Mrs. Garry Co-chairpersons: Mr. Gerard And Mr. Mauro**

1. **Agreement for Athletic Trainers**

The Board, by a unanimous vote to the call of the roll of the seven members present, approved a motion by Mr. Gerard, seconded by Mrs. Ott, to enter into an Agreement with California University of Pennsylvania to provide athletic training students to the Ringgold School District until February 4, 2022.

2. **Appointment of A Coach**

The Board, by a vote of 5-2 to the call of the roll of the seven members present, approved a motion by Mr. Gerard, seconded by Mr. Kennedy, to appoint the following coaches. Coaching appointments are subject to contract documents prepared by the Administration and Solicitor and the individuals are required to sign a contract and Coach's Code of Ethics and Conduct documents as a condition of their employment. All clearances and a drug test are mandatory and have been received. The salary is based on the 2018-2019 Budget.

Spring Coaches

Baseball

Anthony Vavasori – Assistant Varsity Coach at a salary of \$2,000.00 (contract following head coach)

Softball

Natalie Adams – Assistant Varsity Coach at a salary of \$3,000.00 (contract following head coach)

Mike Temoshenka – Head Middle School Coach at a salary of \$1,750.00 (Annual contract)

Boys Tennis

Mike Warchol – Volunteer Assistant Coach (Annual contract)

Track & Field

Chris Buckley – Assistant Middle School Coach at a salary of \$1,500.00 (Annual contract)

Ramont Small – Assistant Varsity Track Coach at a salary of \$2,000 (contract following head coach)

Fall Coaches

Football

Sean Benjamin – Offensive Coordinator at a salary of \$6,000.00 (contract following head coach)

John Polefko – Assistant Varsity Coach at a salary of \$4,000.00 (contract following head coach)

John Simko – Head Middle School Coach at a salary of \$1,750.00 (Annual contract)

Voting Yes - Messrs.: Gerard, Kennedy, Mauro, and Dodd
Mesdames: Garry
Voting No – Mesdames: Ott and Glaneman

3. **Resignation of a Coach**

The Board, by a unanimous voice vote of the seven members present, approved a motion by Mr. Gerard, seconded by Mr. Dodd, to accept the following resignation:

Catherine Yohe – Assistant Varsity Girls Soccer Coach – Friday, February 22, 2019

4. **PIAA Championship Requests**

The Board, by a unanimous vote to the call of the roll of the seven members present, approved a motion by Mr. Gerard, seconded by Mrs. Ott, to authorize any athlete(s) and/or team(s) to attend the PIAA State Championships, if they were to qualify. The following are the dates for each trip:

- a. Boys Tennis
Team Championships – May 14, 17-18, 2019 in Hershey, PA
Individual Championships – May 24-25, 2019 in Hershey, PA
- b. Track & Field – May 24-25, 2019 at Shippensburg University
- c. Baseball – June 13-14, 2019 at Penn State University
- d. Softball – June 13-14, 2019 at Penn State University

Each trip would include lodging, travel (transportation and tolls), and meals for all coaches and athletes. Exact estimate would be calculated based on the size of each team or how many individuals qualify.

- F. Health And Nutrition – Chairperson: Mr. Dodd Co-chairpersons: Mrs. Glaneman And Mr. Mauro

No Report

- G. Safety And Security – Chairperson: Mr. Kennedy Co-chairpersons: Mr. Stein And Mrs. Garry

No Report

- H. Facilities, Planning, And Transportation – Chairperson: Mrs. Ott Co-chairpersons: Mr. Kennedy And Mr. Gerard

- 1. Requests for Use of Facilities

The Board, by a unanimous voice vote of the seven members present, approved a motion by Mrs. Ott, seconded by Mrs. Glaneman, granting permission for the following use of facilities requests.

- a. Boy Scout Troop 1446 – Mai Brna

What: Swim testing
When: Thursday March 28, 2019 from 5:30-8:30pm.
Where: RHS swimming pool
Cost: Fees – Water Safety Instructor and lifeguards

- b. Ringgold Youth Basketball Association – Matt Rowland

What: Off season training and practice
When: Beginning March 20, 2019, and lasting through June 6, 2019, whenever the gymnasium is available.
Where: Any available gymnasium
Cost: No fees associated with this usage provided that the request occurs during normal operating hours and does

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not require the presence of additional custodial or security personnel.

c. **Ringgold Interact Club – Bill Callaway**

What: Relay for Life fundraiser dance
When: 3:30-8pm on Saturday, April 13, 2019
Where: The RHS cafeteria
Cost: No fees associated – School Sponsored Event

d. **The Ringgold Rams Booster Club, Inc. – Carl Crawley**

What: Annual Hall of Fame banquet
When: 12-11pm on Saturday, November 2, 2019
Where: The RHS cafeteria
Cost: If applicable, will be determined once the updated facility policy goes into effect for 2019-2020

2. **Request to Donate**

The Board, by a unanimous voice vote of the seven members present, approved a motion by Mrs. Ott, seconded by Mrs. Glaneman, to donate stage curtains from the old middle school to the Bethlehem-Center School District, subject to the Bethlehem-Center School District signing an Agreement and Release document prepared by the Solicitor. Costs associated with taking down the curtains and transporting them will be paid by the Bethlehem-Center School District.

XII. RECESS AND RECONVENE

Prior to recess the Board met in Executive Session to discuss the following:

A. Confidential Student Matters

The Board, by a unanimous voice vote of the seven members present, approved a motion by Mr. Kennedy, seconded by Mrs. Glaneman, to adjourn.

The Board adjourned at 8:20 P.M.



Randall S. Skrinjorich
Secretary of the Board
Ringgold Board of School Directors