

**PLUM BOROUGH SCHOOL DISTRICT
900 ELICKER ROAD
PLUM, PA 15239**

**MINUTES
REGULAR VOTING MEETING**

**December 20, 2016
Plum Borough Building – Council Chambers
7:00PM**

The Plum Borough School District's mission is to educate children in a safe and engaging learning environment while developing creative problem-solvers, critical thinkers, and globally competitive citizens.

Plum Borough Board of School Directors held their Regular Voting Meeting on Tuesday, December 20, 2016 at 7:00PM in the Plum Borough Council Chambers in Allegheny County at 4575 New Texas Road Plum, PA 15239

Call to Order/Pledge of Allegiance

Mr. Dowdell called the meeting to order at 7:02PM and led the group in the Pledge of Allegiance

Roll Call

Mrs. Vento took roll.

Present: Caldwell, Colella via phone, Dowdell, Gallagher, Rogers, Schlauch, Zucco

Absent: Stepnick

Solicitor: Mr. Lee Price

Executive Session

The Board met in Executive Session on December 6, and this evening, December 20, 2016 to discuss matters of student confidentiality, personnel, negotiations, and real estate.

Approval of Minutes

Recommend approval of the following Meeting Minutes: November 22, 2016 Regular Board Meeting; and the December 6, 2016 Reorganization Meeting, Special Voting, and Discussion Meeting.

Motion by: Gallagher, Second by: Caldwell

Final Resolution: Motion passes

Yes: Caldwell, Colella via phone, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Stepnick

Student Features

Coach Anthony Russo – **Boys' Soccer Team**

1. **Brenden Akut** – WPSCA, WPIAL AAAA Section 3 All Section Team First Team, AAAA All WPIAL First Team
2. **Cooper Myers** - WPSCA, WPIAL AAAA Section 3 All Section Team First Team, AAAA All WPIAL First Team
3. **Andrew Nolan** - WPSCA, WPIAL AAAA Section 3 All Section Team First Team

4. **Callan Scharba** - WPSCA, WPIAL AAAA Section 3 All Section Team Second Team
5. **Kole Lisovich** – WPSCA Honorable Mention, WPIAL AAAA Section 3 All Section Second Team
6. **Mario Coreno** - WPIAL AAAA Section 3 All Section Honorable Mention
7. **Cole Kelly** - WPIAL AAAA Section 3 All Section Honorable Mention

Coach Joe Ionta – **Cross Country Team**

1. **Angela Valotta** – Alle-Kiski Valley First Team, PIAA State Qualifier and WPIAL Championship 27th Place
2. **Conrad Hankinson** – Alle-Kiski Valley Second Team
3. **Robert Hankinson** – Alle-Kiski Valley Second Team

Coach Matt Morgan – **Football Team**

1. **Keyshawn Smith** – 5A Big East Conference All Conference First Team Tackle
2. **Rahmon Hart, Jr.** - 5A Big East Conference All Conference Second Team Receiver
3. **Kevin Brown** - 5A Big East Conference All Conference Second Team Multipurpose Back and Honorable Mention Receiver
4. **Corey Thomas** - 5A Big East Conference All Conference Second Team Linebacker
5. **Nick Coxon** - 5A Big East Conference All Conference Second Team Defensive Back
6. **Jackson Gildea** - 5A Big East Conference All Conference Second Team Punter
7. **Aaron Shefler** - 5A Big East Conference All Conference Honorable Mention Tackle
8. **Karrson Ewing** - 5A Big East Conference All Conference Honorable Mention Defensive Line
9. **Mike Giannizzi** - 5A Big East Conference All Conference Honorable Mention Defensive Line
10. **Dante Bernardi** - 5A Big East Conference All Conference Honorable Mention Defensive Back

Citizens' Comments on Agenda Items

1. Amy Bocchieri, Aberdeen Drive, spoke to the change in a math teacher in her daughter's fifth grade classroom, students need continuity, don't do a demographic study, consider classroom size, and the rush to close Regency Park Elementary School.

2. Leigh Ann Weiss, Vale Avenue, spoke to spending more money with David Demographics.
3. Robert Williams, Cherry Wood Drive, spoke to keeping the same sub in the classroom for consistency, the confederate flag at PHS and lack of discussion from teachers and administrations in the past.

Citizens' Comments on Non-Agenda Items

1. Reginald Hickman, Douglas Drive, spoke to the Confederate flag on clothing, including parents in the discussion, reinstate Principal Kociela.
2. Dr. Rohman Hart, Sr. Balkan Drive, spoke to the Confederate flag, lack of action by adults in the school, threats of violence, concerns for the children's safety.
3. Robert Williams, Cherry Wood Drive, spoke to the Confederate flag in school, meeting with parents and meeting with students.
4. Gail Boyden, Cape Cod Drive, spoke to the Confederate flag, safety of the students, the athletes are friends as well as a team.
5. Maurice Freeman, Lacebark Court, spoke to the safety of the students.
6. Maurice Jones, Lacebark Court, spoke to the safety of the students.
7. Bill Chapla, Pine Valley Drive, spoke to student safety and the steering committee for the Safe and Supportive Schools Committee.
8. Leigh Ann Weiss, Vale Avenue, spoke to Confederate flag, she has run a diversity program, where she works, for incoming 9th grade students.
9. Robert Williams, Cherry Wood Drive, spoke again to sensitivity training and gun violence.
10. Natalie Thomas, Locharron Court, spoke to offensive comments made by a board member.
11. Susan Kelly, _____, spoke to the Diversity Forum.
12. Dr. Hart, Sr., Balkan Drive, spoke again to diversity and sensitivity.
13. Laura Freeman, Lacebark Court, spoke to the Confederate flag, negativity, discussion, sharing, show the positive regarding PBS, and empathy.
14. Kevin Brown, Foxtail Drive, unable to attend another citizen submitted a letter from Mr. Brown it is attached to the Minutes.
15. Latika and Maurice Jones, Lacebark Court, unable to attend another citizen submitted a letter from Mr. and Mrs. Jones, it is attached to the Minutes.

Agenda

Facilities Committee - Mr. Rich Zucco, Chair

Recommend approval to pay the GOB Invoices, as presented.

Motion by: Zucco, Second by: Gallagher

Final Resolution: Motion passes

Yes: Caldwell, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Colella, Stepnick

Recommend approval to dispose of unused/obsolete equipment, as presented.

Motion by: Zucco, Second by: Rogers

Final Resolution: Motion passes

Yes: Caldwell, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Colella, Stepnick

Mr. Zucco made this report.

At 8:49PM the board took a brief recess, they reconvened at 8:56PM.

Personnel Committee - Mr. Steve Schlauch, Chair

Recommend approval of the retirement of Barbara Arrigo, Technology Administrative Assistant, effective January 3, 2017.

Motion by: Schlauch, Second by: Gallagher

Final Resolution: Motion passes

Yes: Colella, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Caldwell (briefly stepped out), Stepnick

Recommend approval of the resignation of Norma Gregory, Bus Driver, retroactive to November 9, 2016.

Motion by: Schlauch, Second by: Gallagher

Final Resolution: Motion passes

Yes: Caldwell, Colella, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Stepnick

Recommend approval to hire Mia Emiliani as a Long-Term Substitute Math Teacher at Plum High School, at the contracted rate, effective January 17, 2017.

Motion by: Schlauch, Second by: Caldwell

Final Resolution: Motion passes

Yes: Caldwell, Colella, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Stepnick

Recommend approval to hire Nicole Hoover as a Substitute 5th Grade Teacher, retroactive to December 12, 2016 through a date determined by the Superintendent, at a per diem of \$110.

Motion by: Schlauch, Second by: Caldwell

Final Resolution: Motion passes

Yes: Caldwell, Colella, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Stepnick

Recommend approval to hire Janice Phillips, as a Ten Month Administrative Assistant at Plum High School, at the contracted rate, effective December 21, 2016.

Motion by: Schlauch, Second by: Caldwell

Final Resolution: Motion passes

Yes: Caldwell, Colella, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Stepnick

Recommend approval to hire Brenda Batley-Bianco as a Substitute Bus Driver at the contracted rate, effective December 21, 2016.

Motion by: Schlauch, Second by: Caldwell

Final Resolution: Motion passes

Yes: Caldwell, Colella, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Stepnick

Recommend intermittent leaves, in accordance with the Family Medical Leave Act (FMLA), for the following, as listed:

- a. Antoinette Bush retroactive to November 14, 2016 through December 16, 2016.
- b. Pamela Hockenberry retroactive to August 26, 2016 through the end of the 2016-17 school year.
- c. Sherry Lucas retroactive to December 7, 2016 through December 6, 2017.

Motion by: Schlauch, Second by: Caldwell

Final Resolution: Motion passes

Yes: Caldwell, Colella, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Stepnick

Recommend approval to accept the contract between Plum Borough School District and Lori Demetrio, Confidential Administrative Assistant - Human Resources, effective July 1, 2017 through June 30, 2019, as attached.

Motion by: Schlauch, Second by: Gallagher

Final Resolution: Motion passes

Yes: Caldwell, Colella, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Stepnick

Education Committee – Mrs. Susan Caldwell, Chair

Recommend approval for Kristen Rowe to attend the Pennsylvania School Librarian Association's Annual Conference in Hershey, PA from March 30 to April 1, 2017.

Motion by: Caldwell, Second by: Gallagher

Final Resolution: Motion passes

Yes: Caldwell, Colella, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Stepnick

Recommend approval to accept the following Grants, as listed.

Awarded to	Donated by	Grant / Amount
Plum High School	PA Training & Technical Assistance Network (PaTTAN)	Establishment Grant / \$10,000
Holiday Park Elementary School	EcoCycle	EcoCycle Aquaponics/ \$1,000 in supplies
Holiday Park Elementary School	Pets in the Classroom	Pets in the Classroom/ \$125 in supplies

Motion by: Caldwell, Second by: Gallagher

Final Resolution: Motion passes

Yes: Caldwell, Colella, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Stepnick

Recommend approval to accept a Mediation Agreement with Student A.

Motion by: Caldwell, Second by: Gallagher

Final Resolution: Motion passes

Yes: Caldwell, Colella, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Stepnick

Mrs. Caldwell made this report.

Finance Committee – Mr. Sal Colella, Chair

Recommend approval of the Treasurer's Report and bill payments for November 2016, as presented.

Motion by: Colella, Second by: Zucco

Final Resolution: Motion passes

Yes: Caldwell, Colella, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Stepnick

Recommend approval to accept the December Budget Transfers, as presented.

Motion by: Colella, Second by: Caldwell

Final Resolution: Motion passes

Yes: Caldwell, Colella, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Stepnick

Recommend approval to hire Wessel & Company at a contracted rate not to exceed \$1,000 weekly for accounting services, as presented.

Motion by: Colella, Second by: Caldwell

Final Resolution: Motion passes

Yes: Caldwell, Colella, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Stepnick

Recommend authorizing Plum Borough School District to participate in the Gasoline/Diesel Consortium for 2017-2018 school year, as presented.

Motion by: Colella, Second by: Rogers

Final Resolution: Motion passes

Yes: Caldwell, Colella, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Stepnick

Recommend approval with Davis Demographics for Demographic Services and Boundary Assistance, as attached.

Motion by: Colella, Second by: Zucco

Final Resolution: Motion passes

Yes: Colella, Dowdell, Roessler, Rogers, Schlauch, Zucco

No: Caldwell, Gallagher

Absent: Stepnick

Policy Committee – Mrs. Vicky Roessler, Chair

Mrs. Roessler made this report.

Safe and Supportive Schools Committee – Mrs. Vicky Roessler, Chair

Mrs. Roessler made this report.

Transportation Committee – Mr. Jim Rogers, Chair

Mr. Rogers made this report.

Athletic Committee – Mrs. Michele Gallagher, Chair

Recommend approval to hire the following Spring Coaches for the 2016-2017 school year, at the contracted rates, as listed:

Name	Position
Charles Casile	Senior High Boys' Varsity Lacrosse Assistant Coach
JoAnn Ward	Senior High Girls' Varsity Lacrosse Assistant Coach
Sean Oglesby	9 th Grade Head Baseball Coach
Jesse Mallon	Junior High Head Softball Coach
Rich Bernardi	Senior High Assistant Track Coach # 3

Motion by: Gallagher, Second by: Caldwell

Final Resolution: Motion passes

Yes: Caldwell, Colella, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Stepnick

Recommend approval to amend the November 22, 2016 board motion to reflect the following, as listed:

Name	Position
Kelsey Bonk	9 th Grade Girls' Volleyball Head Coach
Carly Bonk	Junior High Girls' Volleyball Head Coach

Motion by: Gallagher, Second by: Caldwell

Final Resolution: Motion passes

Yes: Caldwell, Colella, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Stepnick

Recommend approval to accept the following Volunteer Winter Coaches for the 2016-2017 school year, as listed.

Name	Position
Dennis Rockwell	Volunteer 9 th Grade Boys' Basketball Coach
John Riggs	Volunteer 8 th Grade Boys' Basketball Coach
Joseph Citrano	Volunteer Junior High Wrestling Coach
Jason Szymanski	Volunteer Junior High Wrestling Coach

Motion by: Gallagher, Second by: Caldwell

Final Resolution: Motion passes

Yes: Caldwell, Colella, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Stepnick

Recommend approval to accept a donation from Coach Joe Ionta in the amount of \$1,145.00 to fund the purchase of an Indoor Track Record Board, installed in the Gym balcony at Plum High School.

Motion by: Gallagher, Second by: Caldwell

Final Resolution: Motion passes

Yes: Caldwell, Colella, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Stepnick

Forbes Road Career and Technology Center - Mr. Jim Rogers, Representative
Mr. Rogers made this report.

President's Report – Mr. Kevin Dowdell

Mr. Dowdell made this report.

Announcements

- a. A Budget Workshop is scheduled for Tuesday, January 10, 2017 at 6:00PM in the Plum High School Board Room.
- b. The Discussion Meeting is scheduled for Tuesday, January 17, 2017 at 6:00PM in the Borough Council Chambers.
- c. The regular January Board Meeting is scheduled for Tuesday, January 24, 2017 at 7:00 PM in the Borough Council Chambers.

Adjournment

Motion to adjourn at 9:28PM.

Motion by: Zucco, Second by: Rogers

Final Resolution: Motion passes

Yes: Caldwell, Colella, Dowdell, Gallagher, Roessler, Rogers, Schlauch, Zucco

No: None

Absent: Stepnick

ATTEST TO:

Board Secretary

Kevin E Brown
[REDACTED] Foxtail Drive
Pittsburgh, PA 15239
[REDACTED]

December 20, 2016

To whom it may concern:

Unfortunately, I am unable to attend tonight's meeting, but do not want my absence to minimize my sincere concern on the recent incidents and rumors surrounding our school district. I do want to first acknowledge my appreciation for the School Superintendent in making the right decision and not allowing any kids to wear any clothing or articles that are offensive to any race or culture. Simply put, anything that bears any racial overtones, or is insulting to anyone does not have a place in any school district.

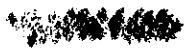
Having said that I am still deeply concerned as to what's next? Are you going to be the type of Board, and are we going to be the type of community that is only reactive to a negative outcome? I don't think we can afford that at the expense of any children in the district. No kid should have to go to school worried about protests and gun threats! The safety of all children should be a top priority!

My hope is that now that this issue has been brought to the forefront that the board and the community get together and take some proactive measures to avoid the possibility of any negative outcome. I would personally like to see the Board implement some type of diversity group to work with school administrators to discuss the needs and safety of all of our children.

I am always open to discussion with regard to anything that will help the district provide a safe and healthy learning environment for our children. If anyone would like to contact me feel free via email listed above or my cell phone [REDACTED]

Sincerely,


Kevin E Brown



Plum School District Superintendent and School Board:

We are the parents of ██████████, a student in the 10th grade, at Plum Senior High School. In light of the recent events that have occurred at the high school pertaining to confederate clothing and flags, we along with other parents would like have a meeting to discuss some next steps. We personally have witnessed students carrying confederate flags (with "don't run" on them--see photo below) and have deemed this as a hostile act thus environment which we would like to see investigated by the Department of Education--Office of Civil Rights (OCR).

We understand that whether conduct constitutes a hostile environment must be determined from the totality of the circumstances with particular attention paid to the factors discussed within the parameters of the law. However, in the meantime there is something that can be done. We firmly believe that the faculty, administrators, parents, and students could use some assistance with addressing what has occurred at Plum Senior High School.

The United States Department of Justice Community Relations Service (CRS) works with schools across the country to ease tension and promote safe learning environments. CRS can assist us by:

- Aiding school staff, faculty, and administrators in facilitating programs that help students understand the underlying issues of school conflicts, particularly those involving discrimination, harassment and hate activity;
- Helping staff/faculty, administrators, and students in developing and maintaining viable mechanisms for preventing and responding to hate or bias-motivated incidents;
- Assisting students, parents, and administrators in communicating about concerns regarding perceived disparate treatment of students, and acts of harassment by students by facilitating meetings, conducting mediations, and hosting dialogues.

Lastly, as written by Jarvis Williams we too firmly believe that:

"The Confederate flag/clothing is a symbol of racial hatred and terror. Historically and currently, when some African Americans see the confederate flag they fear for their lives. Many view the Confederate flag as a symbol of racial terrorism. It represents the battle fought over the enslavement of black people. It is a symbol of resistance to the civil rights of African-Americans. It represents years of lynching, Jim Crow, and black suffering. It served as an emblem of racial hatred of blacks and other ethnic minorities for many hate groups throughout history, including the Ku Klux Klan and the Aryan Nations. And most recently, the flag served as a symbol of white supremacy and terrorism for Roof. The racially motivated murders in Charleston and the burning of black churches in the South suggest to many African-Americans—as well as to a growing number of racially diverse Americans—that the Confederate flag/clothing should no longer proudly displayed in public or in school settings."

Please know that we believe that hate incidents cannot merely be addressed by a diversity forum or training of select parents. Experts independent of the district must be brought in to the address this serious problem. The Dept. of Justice (CRS) can help conciliate, mediate, facilitate, and educate on this issue and is known for its peacemaking ability. We would like to discuss the CRS Program with you and all parents concerned about the confederate flag/clothing issue. Let's set-up a meeting after school so that all interested parents are able to attend.

Thanking You in Advance,

Latika and Maurice Jones

Parent of ██████████ (10th Grader at Plum Senior High School)



