

**WYOMING VALLEY WEST SCHOOL DISTRICT  
REGULAR NOVEMBER BOARD MINUTES  
NOVEMBER 13, 2024  
In Person and Zoom**

The Regular November Meeting of the Board of School Directors of the Wyoming Valley West School District was held at the Middle School and on Zoom on the above date. Meeting was called to order at 7:15 pm by President Kamus. The following Board Members answered present to roll call: Wilson, Dubaskas, Hardwick, Keating, McGinley, Perfetto, Kobusky, and Kamus. Mrs. Cussatt was absent. Superintendent Tosh, Finance Manager Kachurak, Attorney Messinger, and Board Secretary Bullock were present. Student representatives, Isabel Carrozza and Emily Bolan were also present. Moment of Silence was followed by a salute to the flag. President Kamus announced that an executive session was held prior to this meeting to discuss a contract.

**STUDENT REPRESENTATIVES TO THE BOARD** – Isabel Carrozza and Emily Bolan

**SUPERINTENDENT'S COMMENTS**

Mr. Tosh said we had a great turnout at the High School last night for Parent Teacher Conferences. Tomorrow afternoon they are at the Middle School from 12:30 to 3:00 and 6:00 to 8:00 at night, and on Monday, Elementary Parent Teacher Conferences are from 1:00 to 3:30 and 6:00 to 8:00 at night. I would like to thank all parents and guardians who are able to come out and be part of their child's education. This is an extremely important part.

I would like to say thank you and compliment all the buildings on the Veterans Day assemblies and programs last Friday, as well as the High School Spartan Marching Band, for participating in the Wyoming Valley Veterans Day Parade on their day off. Mr. Kolojejchick does a wonderful job with the Marching Band, and this is Mr. Kolojejchick's thirty-first year as the Spartan Marching Band leader. He is reaching legend status. We are very fortunate to have him.

Please join us at the High School auditorium for the fall dramatic production of Puffs. Puffs is a play that takes the audience through the seven increasingly eventful years at a certain school of magic and magic. The show will be performed in the auditorium of the Munson Wing for the Arts at the Wyoming Valley West High School on November 21<sup>st</sup>, 22<sup>nd</sup>, and 23<sup>rd</sup> at 7 p.m. each evening. Admission is \$10 per person and tickets may be purchased at the door.

I talked to Mrs. Carey, our principal, our stem lab is really starting to come together. We are very excited about it. The stock ticker was put up today and within a two-to-four-week period we are looking potentially at having the stem lab open and up and running. We are very excited.

The Middle School PBIS (Positive Behavior Instructional Support) Team is hosting a book fair this week. Students attend the book fair during classes, with an extra opportunity to attend with parents during Parent Teacher Conferences on Thursday the 14<sup>th</sup>, both afternoon and evening sessions. On October 26<sup>th</sup>, State Street held their 2<sup>nd</sup> annual Trunk or Treat at the school. Approximately 2,000 people were treated to a variety of trunks, a DJ, food trucks, and basket raffles. A big thank you to all faculty, staff, and volunteers who participated in holding this event for our community. Thank you to all who participated in the Veterans Day Program and thank you to our two Veterans, Mr. Dubaskas and Mr. Perfetto who were in attendance.

Third Ave. Elementary School recently celebrated Star Spartans for October. Star Spartans celebrate monthly academic achievements. A big thank you to our high school students who recently came down to Third Ave. to help paint the playground.

Dana Street is hosting their annual Book Fair from December 9<sup>th</sup>-13<sup>th</sup>. More information at the December 4<sup>th</sup> Board meeting. Thank you to Mrs. Cupano and the students at Dana Elementary for

their musical celebration honoring our Veterans, on Veterans Day, with special recognition to our 5th grade student, Akeyzia Myers, for her beautiful rendition of the National Anthem. She did a phenomenal job. The Dana St. Breakfast Club has begun with the start of the second marking period and included a special bilingual portion for our non-English speaking students. The Breakfast Club at Dana comprises 3<sup>rd</sup> and 4<sup>th</sup> grade students tutoring kindergarten, 1<sup>st</sup> and 2<sup>nd</sup> grade. It is a cool thing to see the children working together.

Chester Street, Miss Chajko and Mrs. Mazza, conducted a Veterans Day Program with guest speakers, who were alumni of Wyoming Valley West and served in branches of the armed forces. They shared their experiences in the service with the 4<sup>th</sup> grade students.

### **STATEMENTS FROM INTERESTED CITIZENS**

Citizens addressing the Board are asked to state their name and town of residence in accordance with Board Policy #903 (copy available). Statements are limited to three minutes.

(none)

### **MINUTES APPROVED**

Moved by McGinley, seconded by Keating, that the Board of School Directors approve the minutes of the Regular **October 9, 2024** Board Meeting, and Special Meeting for General Purposes, **October 18, 2024**.

Voice vote. **Motion Carried.**

### **COMMITTEE REPORTS**

Mr. Dubaskas, *Athletics*, winter sports will start their official first day of practice this Friday. Winter sports has boys and girls basketball, boys and girls swimming, boys and girls winter track and for the first time in our history we have boys and first time girls wrestling at Wyoming Valley West. Coach Vassello will do a great job.

Mr. Keating, *Contracts & Personnel*, thanked the administration, our business manager pointed out that our Ready to Learn Block Grant jumped from \$890,000 to \$5,515,000. The grant will fully fund the CTC, our pre-K, and also provide for additional educational training. PDE, the ESSERS monitors, said we met all our requirements for 2024 and 2025. According to the e-mail received by the finance office, it is a good sign we probably will not have to go through monitoring for 2026. The Personnel Committee has been busy interviewing, some are on the agenda this evening and very well deserving of the positions.

As Mr. Tosh referred to Andy's legend status, Brian asked about any teachers still here when I attended. One person still around that predates me, the Dick Clark of athletic trainers, Coach Fred. Coach Fred has been around for a long time and is still running up and down the sidelines for all different sports. What an asset he has been to the school district.

Mr. McGinley, *Policy*, a whole bunch of policies with a second reading to pass tonight. We will be moving next to finance and purchasing.

Mr. Hardwick, *ESSERS*, ESSERS I, II, and III components to the funding provided through the state. We used not only every dollar of the (ARPA) dollars provided to the district but added in a little bit of our own to make sure some projects got completed the way that was needed. He thanked all the people participating on the committee, leadership, administration, Mr. Kachurak, Mr. Tosh, Kim Walck, and Anthony Diction. A lot of people did a lot of work getting these projects started. By the end of the year, we might be able to remove that bullet from our agenda.

President Kamus, *Buildings & Grounds*, agenda item #60, only one meeting next month, December 4<sup>th</sup>, the Reorganization Meeting/Regular December Meeting. Item #61, InfraHorse for the 18” Stormwater Lining Project at Third Avenue. We added, R.N. DeMeck for the repairs of the patching of the roof on Dana St. There is a Buildings & Grounds meeting tomorrow at 2:30, meeting with SitelogIQ to go over our asset management and liabilities.

### GENERAL RECOMMENDED ACTION

Moved by Dubaskas, seconded by Wilson that the Board of School Directors act on the following General Recommended Items:

1. Approved **Real Estate Property Tax Exemption** through the Pennsylvania State Veterans' Commission to the following, as presented:
  - ❖ John F. Burke Jr.
  - ❖ John Kasczak
  - ❖ Alfred Kircher
  - ❖ Edison D. Pulgarin
2. Adopted **Policy 301**, Creating a Position. (Second Reading)
3. Adopted **Policy 302**, Employment of Superintendent. (Second Reading)
4. Adopted **Policy 304**, Employment of District Staff. (Second Reading)
5. Adopted **Policy 305**, Employment of Substitutes. (Second Reading)
6. Adopted **Policy 306**, Employment of Summer School Staff. (Second Reading)
7. Adopted **Policy 307**, Student Teachers/Interns. (Second Reading)
8. Adopted **Policy 308**, Employment Contract/Board Resolution. (Second Reading)
9. Adopted **Policy 309**, Assignment and Transfer. (Second Reading)
10. Adopted **Policy 309.1**, Telework. (Second Reading)
11. Approved recommendation to retire **Policy 310**, Abolishing a Position. (Second Reading)
12. Adopted **Policy 311**, Reduction of Staff. (Second Reading)
13. Adopted **Policy 312**, Performance Assessment of Superintendent. (Second Reading)
14. Adopted **Policy 313**, Evaluation of Employees. (Second Reading)
15. Adopted **Policy 314**, Physical Examination. (Second Reading)
16. Adopted **Policy 314.1**, HIV Infection. (Second Reading)
17. Approved recommendation to retire **Policies 315, 415, 515**, Disqualification by Reason of Health. (Second Reading)
18. Approved recommendation to retire **Policies 316, 416**, Non-Tenured Employees/Non-Tenured Staff Members. (Second Reading)
19. Adopted **Policy 317**, Conduct/Disciplinary Procedures. (Second Reading)
20. Approved recommendation to retire **Policies 317a, 417a, 517a**, Disciplinary Procedures. (Second Reading)
21. Adopted **Policy 317.1**, Educator Misconduct. (Second Reading)
22. Adopted **Policy 318**, Attendance and Tardiness. (Second Reading)
23. Adopted **Policy 319**, Outside Activities. (Second Reading)
24. Adopted **Policy 320**, Freedom of Speech in Nonschool Settings. (Second Reading)
25. Adopted **Policy 321**, Political Activities. (Second Reading)
26. Adopted **Policy 322**, Gifts. (Second Reading)
27. Adopted **Policy 323**, Tobacco and Vaping Products. (Second Reading)
28. Adopted **Policy 324**, Personnel Files. (Second Reading)
29. Adopted **Policy 325**, Dress and Grooming. (Second Reading)

30. Adopted **Policy 326**, Complaint Process. (Second Reading)
31. Approved recommendation to retire **Policy 327**, Management Team. (Second Reading)
32. Adopted **Policy 328**, Compensation Plans/Salary Schedules. (Second Reading)
33. Adopted **Policy 330**, Overtime. (Second Reading)
34. Adopted **Policy 331**, Job Related Expenses. (Second Reading)
35. Adopted **Policy 332**, Working Periods. (Second Reading)
36. Adopted **Policy 333**, Professional Development. (Second Reading)
37. Adopted **Policy 334**, Sick Leave. (Second Reading)
38. Adopted **Policy 335**, Family and Medical Leaves. (Second Reading)
39. Adopted **Policy 336**, Personal Necessity Leave. (Second Reading)
40. Adopted **Policy 337**, Vacation. (Second Reading)
41. Adopted **Policy 338**, Sabbatical Leave. (Second Reading)
42. Adopted **Policy 338.1**, Compensated Professional Leaves. (Second Reading)
43. Adopted **Policy 339**, Uncompensated Leave. (Second Reading)
44. Adopted **Policy 340**, Responsibility for Student Welfare. (Second Reading)
45. Adopted **Policy 341**, Benefits for Part-Time Employees. (Second Reading)
46. Adopted **Policy 342**, Jury Duty. (Second Reading)
47. Adopted **Policy 343**, Paid Holidays. (Second Reading)
48. Approved recommendation to retire **Policies 346, 446, 546**, Workers' Compensation Salary Renumeration Payments. (Second Reading)
49. Adopted **Policy 347**, Workers' Compensation Transitional Return-to-Work Program. (Second Reading)
50. Approved recommendation to retire **Policies 348, 448, 548**, Sexual/Unlawful Harassment. (Second Reading)
51. Adopted **Policy 351**, Drug and Substance Abuse. (Second Reading)
52. Approved recommendation to retire **Policies 352, 452, 552**, Personnel Records. (Second Reading)
53. Approved recommendation to retire **Policies 429, 529**, Substitute Compensation. (Second Reading)
54. Approved recommendation to retire **Policy 539.1**, Use of Paid Leave and Leave Without Pay. (Second Reading)
55. Approved renewing contract with **Guardian** for AD&D and Life Insurance, November 1, 2024 – October 31, 2025.
56. Approved the addition of an **Assistant Varsity Girls Wrestling Coach**, \$4,155.
57. Approved adding a stipend of \$2,000 to the position of **Varsity Boys/Girls Head Wrestling Coach**.
58. Approved **Invoice #4182-10** for **SitelogIQ** in the amount of \$563,915 as presented.
59. Approved **Invoice #7253-04** for **SitelogIQ** in the amount of \$150,410 as presented.
60. Approved setting the December Board Meeting date as follows:  
**REORGANIZATION MEETING – Wednesday, December 4, 2024 at 7:00 p.m.**,  
 Middle School, Kingston, immediately followed by the **Work Session and Regular December Board Meeting**.
61. Approved proposal from **InfraHorse** for 18" Stormwater Lining Project at Third Avenue Elementary School, \$21,000.
62. Approved Agreement with **Templeton Advantage, LLC** to assist in the Superintendent search and transition services, \$15,000 plus travel and advertising expenses.
63. Approved proposal from **R.N. DeMeck** for repairs to the roof at Dana Elementary School, \$10,000. (price not to exceed)

**Roll Call:** Wilson, Dubaskas, Hardwick, Keating, McGinley, Perfetto, Kobusky, and Kamus voting yes.  
**Motion Carried.** Mrs. Cussatt was absent.

### STAFF RECOMMENDED ACTION

Moved by McGinley, seconded by Perfetto, that the Board of School Directors act on the following Staff Recommended Items:

1. Approved **excused absences** October 1, 2024 – October 31, 2024.
2. Approved addition to Substitute Teacher list: **Amistad Hackett**.
3. Approved the following **termination** due to abandonment of employment:
  - ❖ **Emp. #489674** – effective October 10, 2024.
4. Appointed the following **new hires**:
  - ❖ **Trebor Gibson** – Autistic Support Aide/State Street, \$13.50/hr. effective September 6, 2024.
  - ❖ **Najwa Hayah** – Autistic Support Aide/State Street, \$13.50/hr. effective October 25, 2024.
  - ❖ **Nydazia Williamson** – Autistic Support Aide/State Street, \$13.50/hr. effective October 9, 2024.
  - ❖ **Sumayah Haya** – Computer Aide/State Street, \$12.00/hr. effective October 15, 2024.
  - ❖ **Shalise Sanders** – Autistic Support Aide/Middle School, \$13.50/hr. effective October 16, 2024.
  - ❖ **Randy Paredes-Gomez** – Cleaner/High School, \$13.00/hr. effective October 24, 2024.
  - ❖ **Bianca Ramirez-Ramirez** – Clerk/Middle School, \$12.50/hr. effective October 28, 2024.
5. Accepted the following **resignations**:
  - ❖ **Lori Readler** – Autistic Support Aide/Third Ave., effective October 28, 2024.
  - ❖ **Jamila Farris** – PCA/State Street, effective October 22, 2024.
  - ❖ **Lyn Headman** – General Duty Aide, Attendance/Middle School, effective November 6, 2024.
  - ❖ **Dawn Littman** – Cleaner/High School, effective October 23, 2024.
  - ❖ **Milaidys Morales-Vazquez** – PCA/Middle School, effective November 4, 2024.
6. Accepted resignation, with regret, **Maya Noble**, State Street Emotional Support Teacher K-2, effective October 28, 2024.
7. Appointed the following **Teacher Mentors** for 2024/2025:
 

<u>New Teacher</u>	<u>Mentor</u>	<u>Building</u>
Zachary Lepley	Melanie Cupano	Chester St./Third Ave.
Kylene Sautner	Samantha Kozokas	High School
8. Sabbatical, **Emp. #644198**, effective the first day of the 3<sup>rd</sup> marking period of the 2024/2025 school year; returning the first day of the 3<sup>rd</sup> marking period of the 2025/2026 school year.
9. Accepted resignation, with regret, due retirement, **Colin Snyder**, High School Social Studies Teacher, effective January 18, 2025.
10. Medical Leave, **Emp. #419645**, effective November 12, 2024; returning November 25, 2024.
11. Approved stipend of \$1,280 for **GIEP** writing and implementation to the following *High School Teachers* for 2024/2025:
 

Jack Baranski	Rebecca Dicton	Theodore Settas
Melissa Bennett	Edward Groth	Douglas Shook
Sarah Bozinko	Rich Rovine	Edward Zawatski

12. Appointed the following recommended candidate, **Christine Rudy**, 5<sup>th</sup> Grade Teacher, State Street Elementary School, effective TBD, \$46,500.
13. Appointed **Mary Jo Walsh**, Dean of Students, Middle School, Act 93 Grant Funded, effective TBD, \$75,000.
14. Appointed **Christopher Gildein**, Dean of Students, High School, Act 93 Grant Funded, effective TBD, \$75,000.
15. Appointed **Danielle Sennett**, Accounting Clerk, Central Office, Act 93 Grant Funded, effective TBD, \$43,000.
16. Child-Rearing Leave (unpaid), **Emp. #892126**, effective November 19, 2024; returning January 2, 2025.
17. Appointed the following recommended 2025 Girls Varsity Softball Coach, **Jessica Ras**, \$4,240.
18. Appointed the following recommended **Winter Coaches** for 2024/2025:

<u>SPORT/POSITION</u>	<u>SALARY</u>
<b><u>GIRLS' BASKETBALL</u></b>	
VARSITY 10-12 Gary Ferenchick	\$7380
GIRLS ASSISTANT VARSITY 10-12 Keith Ferenchick	\$4155
GIRLS ASSISTANT 9 Joe Amato	\$3918
GIRLS ASSISTANT 8 Eric Raitter	\$3560
GIRLS ASSISTANT 7 Joe Podskoch	\$3560
<b><u>SWIMMING</u></b>	
GIRLS VARSITY 9-12 Ed Zawatski	\$4776
BOYS VARSITY 9-12 Ed Zawatski	\$4776
DIVING (Boys & Girls) 9-12 TBA	\$2867
<b><u>TRACK (BOYS &amp; GIRLS) WINTER 9-12</u></b>	
VARSITY (Girls) Courtney Thomas	\$4449
VARSITY (Boys) Ashley Temarantz	\$4449
<b><u>WRESTLING</u></b>	
VARSITY BOYS/GIRLS 10-12 Ryan Vassello	\$7380
ASSISTANT VARSITY 10-12 Kyle Medrow	\$4155
ASSISTANT VARSITY 10-12 (GIRLS) Dan Seip	\$4155
ASSISTANT VARSITY 7-9 (Head) Tim Casey	\$3918
ASSISTANT VARSITY 7-9 Dan Modrow	\$3560
ASSISTANT VARSITY 7-9 Matt Judge	\$3560
<b><u>BOYS' BASKETBALL</u></b>	
BOYS VARSITY 10-12 Chris Parker	\$7380
BOYS ASSISTANT VARSITY 10-12 Phil Woods	\$4155
BOYS ASSISTANT 9 Omar Kellom	\$3918
BOYS ASSISTANT 8 Andy Barilla	\$3560
BOYS ASSISTANT 7 Jamie Calloway	\$3560

**Roll Call:** Wilson, Dubaskas, Hardwick, Keating, McGinley, Perfetto, Kobusky, and Kamus voting yes.  
**Motion Carried.** Mrs. Cussatt was absent.

### FINANCE RECOMMENDED ACTION

Moved by Keating, seconded by Wilson, that the Board of School Directors approve the following:

1. Accepted and approved the following as presented: **Bills for Payment, Finance Manager's Reports and Treasurer's Report.**

**Roll Call:** Wilson, Dubaskas, Hardwick, Keating, McGinley, Perfetto, Kobusky, and Kamus voting yes.  
**Motion Carried.** Mrs. Cussatt was absent.

**NEW BUSINESS**

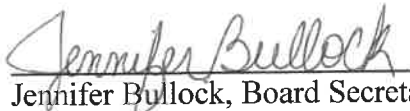
Mr. Wilson asked about the offer from Mr. Mericle to do a free land study at our Larksville property. Mr. Hardwick stated the committee is still interviewing for the Operations Manager and Mr. Nick Michalisin from OneSource will provide additional candidates.

President Kamus announced a Special Board Meeting next Thursday, November 21, 2024 at 12:00 noon at the Middle School, Kingston.

**ADJOURNMENT**

Moved by McGinley, seconded by Dubaskas, that the Board of School Directors adjourn this meeting.  
**Motion Carried.**

**Adjourned: 7:34 p.m.**



Jennifer Bullock, Board Secretary

A tape of this meeting will be maintained at the District Office until the minutes are accepted at the next scheduled Board Meeting.