

**WYOMING VALLEY WEST SCHOOL DISTRICT  
SPECIAL MEETING – General Purposes  
FEBRUARY 23, 2024  
In-Person and Zoom**

A Special Meeting for General Purposes was held at the Middle School and on Zoom, on the above date. President Kamus called the meeting to order at 12:11 pm. The following Board Members answered present to roll call: Wilson (by phone), Dubaskas, Hardwick (by phone), Keating, McGinley, Perfetto, Cussatt (by phone) and Kamus. Mr. Kobusky was absent. Superintendent Tosh, Attorney Wendolowski, and Board Secretary Bullock were present. Moment of Silence was followed by a salute to the flag.

**STATEMENTS FROM INTERESTED CITIZENS**

(none)

**GENERAL RECOMMENDED ACTION**

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

**A. RESOLUTIONS PRESENTED TO THE BOARD FOR ACTION:**

1. Approved and authorized a **Request for Proposal (RFP)** for Architectural and Engineering Services.

**Roll Call:** Wilson (by phone), Dubaskas, Hardwick (by phone), Keating, McGinley, Perfetto, Cussatt (by phone), and Kamus voting yes.

**Motion Carried.** Mr. Kobusky was absent.

**STAFF RECOMMENDED ACTION**

Mr. Keating said the School Board along with the Personnel Committee has worked hard over the past couple of months to come up with a new way of compensating our principals. We recognize that we have had difficulty attracting or retaining principals and filling positions. We believe we will introduce something at our March meeting that solves the problem and recognizes the efforts and value of those currently employed and also sets a pattern that we are competitive with surrounding school districts. This Board has worked very hard to recognize all of these issues and to solve them properly once and for all.

Mr. McGinley thanked Mr. Keating and the Committee members for doing this work. He feels what will be coming forward at the March meeting will be a plus for Valley West and our administration and buildings going forward.

Mr. Tosh said he compliments the School Board for their vision and proactive progressive thinking. Over the years, we have lost a good number of talented administrators and this commitment by the School Board is greatly appreciated. He thanked Mr. Keating and the Finance Committee for their leadership. This is going to put the district in a much better and much more competitive ballpark with other area school districts and most importantly is going to create continuity within our administrative team. It is essential to have a successful school district.

President Kamus said he is anxiously awaiting our Business Manager/Finance Manager starting in two weeks. He gave Mr. Keating a very big thank you from this district for making an easy-to-read spreadsheet to help make these hard decisions that are going to be coming and figuring all this out. On item #2, Mr. Cordes has really stepped up and this is the least we can do.

Mr. McGinley agreed. Mr. Cordes has been helping out for about two weeks. He would like that reflected retroactively to the date he started to help.

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

A. RESOLUTIONS PRESENTED TO THE BOARD FOR ACTION:

1. Appointed recommended candidate, **Mallory Urbanski**, High School Assistant Principal, effective immediately.
2. Appointed **David Cordes**, temporary Buildings and Grounds Point of Contact, effective immediately, \$300/week stipend.
3. Appointed **Robert Gulich**, High School Chemistry Teacher, effective August 30, 2024, \$46,500.

**Roll Call:** Wilson (by phone), Dubaskas, Hardwick (by phone), Keating (Item #2 is retro to start date), McGinley, Perfetto, Cussatt (by phone), and Kamus voting yes. (Mr. Dubaskas abstained from Item #2)  
**Motion Carried.** Mr. Kobusky was absent.

President Kamus announced the next Work Session, Wednesday, March 6, 2024 and the Regular Monthly Meeting, Wednesday, March 13, 2024 at 7:00 pm.


**BOARD MEMBER COMMENTS**

Mr. Wilson congratulated Ms. Mallory Urbanski and Mr. Robert Gulich. He thanked the personnel committee and the administration staff for holding interviews. The issue with the principals and pay has been a topic of conversation for quite some time. This problem was not created overnight. This Board is adamant on correcting it and improving the district each and every day. The Board is determined to continue sensible spending for taxpayers simultaneously, with improving this district.

**ADJOURNMENT**

Motion made by Keating, seconded by Perfetto, that the Board of School Directors adjourn this meeting.  
**Motion Carried.**

**Meeting adjourned: 12:20 pm.**

  
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 meeting