

MIDD-WEST SCHOOL DISTRICT

Regular Meeting

Virtual Meeting via Zoom

Monday, November 16, 2020

A QUALITY EDUCATION FOR ALL, FOR LIFE

I. **OPENING CEREMONY**

II. **CALL TO ORDER: 7:00 p.m.**

Mr. Victor L. Abate

III. **ROLL CALL:**

Mr. Victor L. Abate

<u>BOARD OF SCHOOL DIRECTORS</u>	<u>PRESENT</u>	<u>ABSENT</u>	<u>LATE ARRIVAL</u>
Mr. Victor L. Abate, President	X		
Mr. Donald D. Pinci, Vice President	X		
Mr. Shawn A. Sassaman, Treasurer	X		
Mr. Terry L. Boonie	X		
Mrs. Julie R. Eriksson	X		
Mr. Justin T. Haynes	X		
Mrs. Wyona P. Lauver		X	
Mr. Christopher T. Nesbit	X		
Mrs. Sherryl L. Wagner		X	
Mr. Richard J. Musselman, Superintendent (Non-Voting Member)	X		
Ms. Allyson L. Folk, Secretary (Non-Member)	X		

OTHERS

Mr. Joseph W. Stroup, Director of Curriculum and Instruction
Mr. Ryan L. Wagner, Business Manager
Attorney Orris C. Knepp, III, Solicitor
Mr. Dane S. Aucker, Principal, Midd-West Middle School
Mr. Jeremy D. Brown, Assistant Principal, Midd-West High School
Mrs. Lee C. Bzdil, Supervisor of Special Education
Mr. Thor R. Edmiston, Principal, Midd-West High School
Mrs. Julie L. Lohr, Principal, Middleburg Elementary School
Miss Erin C. Sheedy, Principal, West Snyder Elementary School
Mrs. Bree A. Solomon, Athletic Director, Midd-West School District
Approximately 11 Concerned Citizens

IV. **PUBLIC COMMENT ON AGENDA ITEMS**

Public comment is restricted to three (3) minutes per speaker and on the subject of Agenda Action Items only. Any individual who wishes to address the Board on an agenda item should contact the Board Secretary by 1:00 p.m. the day of the Board meeting at (570) 837-0046, Ext, 1100.

There was no public comment.

V. **STUDENT REPORTS**

Miss Makenna M. Dietz and Miss Liliana E. Shutt

Miss Dietz reported on the following items:

1) Grade 12 Fundraisers

The senior class is currently selling Krispy Kreme doughnuts. The fundraiser ends November 23. Orders will arrive on December 3. Due to being out of school, the senior class is still making decisions and will be coming to the Board with senior class trip ideas on December 7.

2) Grade 11 Fundraiser

The junior class Gertrude Hawk fundraiser has been cancelled.

3) No Grade 10 or 9 Fundraisers

4) 2020 Fall Sports Season Summary

The boys soccer team finished their season 14-4-1.

The girls soccer team finished their season 8-9-1.

The field hockey team finished their season 8-9.

The football team finished their season 1-7.

5) Winter Sports Season Begins

The first day of practices for the winter sports season is November 20.

Miss Shutt reported on the following items:

1) FFA Chapter

FFA is having their annual fruit sale. The sale ended today (November 16), and delivery will be on December 7.

2) National Honor Society

The National Honor Society Induction Ceremony for new members has been postponed.

VI. **SCHEDULED SPEAKERS**

Mr. Victor L. Abate

1) Mr. Jay P. Darkey, JPD Architects, LLC, and Mr. Todd Smith, ELA Sport – Mid-West High School Stadium Project Update – Phase II

Mr. Darkey and Mr. Smith gave a 45-minute PowerPoint presentation bringing the Board up to date since the last progress two months ago.

Mr. Darkey started the presentation as follows:

The first slide was the Alumni Plaza; the proposed entrance plaza into the facility.

The second slide was the “Progress Since Last Update.” We got together the proposed stormwater and development agreements, and we were able to have the Solicitor take a look at them. We continued working on the construction and the bidding documents for the projects. We’re in pretty good shape with all of those right now. We did develop the construction cost estimate. I think the last one we had done was right after the conceptual design was completed. So, now we have a lot more information, a lot more detail into the project. We began construction phasing considerations. We’ve been looking at this as almost a master plan up to this point. The numbers we are going to share tonight are going to be for the entire project. So, we started to talk about how we could start to take this project and phase it different ways and timing wise as well to make it more palatable, and then we began some value engineering considerations.

The third slide was the “Design Revisions” (since the last update). We added a ball barrier netting at the end of stadium fields to protect track users. We added a ball barrier netting at the end of grass soccer fields to project solar panels. We added a standalone toilet structure down by the baseball and softball area. The revision of the showers in the locker rooms. We had at one point two individual shower stalls. We bumped that up to 14 total with two independent showers.

Mr. Smith continued the presentation as follows:

The next slide was a site drawing.

Mr. Darkey continued the presentation as follows:

The next slide as the “Proposed Field Layout.”

The next three slides were drawings of the site.

The next slide was the “Bidding Recommendations.” Items that were covered were as follows:

1. Bid Through COSTARS (late fall/early winter)

Site Work (95% of the entire project) \$6,825,000 (est.)

(Grading, Stormwater, Track, Turf Field, Fencing, Parking Lots, Drives, Retaining Walls, Walks, Dugouts, Batting Cages, Bullpens, Restroom Structure at Baseball/Softball Fields)

Bleachers

New Stadium Home Side 2,000 Seats and Press Box	\$ 900,000 (est.)
New Stadium Visitor Side 1,000 Seats	\$ 320,000 (est.)
Existing Soccer Field Home Side 500 Seats and Press Box	\$ 300,000 (est.)

Lighting

New Stadium (4 new poles and all required power for stadium)	\$ 580,000 (est.)
Soccer Field (retrofit three poles; add two new poles)	\$ 265,000 (est.)
Parking Lots and Walks (five new poles and fixtures)	\$ 75,000 (est.)
Baseball/Softball (ten new poles and electric)	\$ 620,000 (est.)

Benefits of using COSTARS for this portion of work

- Same process used for the soccer field

- Materials are already pre-bid through the state
- Ensures the same field manufacturer as the soccer field for continuity
- Earthwork can begin over the winter/early spring
- Allows the District to choose the contractors who perform the work
- Eliminates general contractor mark-up

2. Competitive Bid (late winter/early spring)

Fieldhouse Structures \$2,673,000 (est.)

Benefits of waiting to bid the structures

- Allows site work to get out in front to prepare the building pad
- Allows the bid market to improve

The next slide was “Next Steps?” We’re looking for, and it doesn’t necessarily have to be tonight, the Board to approve moving forward with bidding the project based on these recommendations. If you wanted to do it in a different way, now would be the time that we could have that conversation, but once we can start to bid this, whether it would be through COSTARS or independent bidding process, that’s when we could the negotiations and really fine tune some of these value engineering items that we want to take a look at and just start to get some realistic numbers. Then, some items that Todd and I have to do is complete prior to being able to drop the bid is we’d work with Mr. Knepp to execute the developer and the stormwater agreements, post the escrow for the municipal inspection fee and then record the land development and post construction stormwater management plans. Those are the precursor to being able to move forward with everything. Once everything is recorded, we’re ready to rock and roll. Then, the next step is starting the whole negotiation and bidding process portions of the project based on these recommendations. That’s kind of where we’re at right now.

The last slide is “Questions/Comments.” I’d like to open it up for questions and comments at this time.

Mr. Abate inquired, Mr. Darkey, what timeframe are you looking at? Our next meeting is on December 7. Would that give you enough time to get all of this moving?

Mr. Darkey responded well, as I said, for the building, the fieldhouse, we really won’t have enough time. We’re going to need at least a month to a month and a half to bid those projects, and I don’t think it’s a great time to do that right now quite honestly, but as far as the field, you want to get out in front of. Todd, I think you could comment on that. The folks that we’ve been working with through the COSTARS, I think they have a really good grasp on it, and I think we could be in pretty good shape if you’re ready to move in December. We could have numbers, more detailed numbers, probably for all of that site work and even the lighting back to you by then.

Mr. Smith stated I think some of it, too, comes down to total scope or where we start, and if we’re looking at the entire project or if we’re phasing our construction out over a period of time and what may not be part of that large contract initially but broken out to be executed sometime in the future.

Mr. Abate stated if I’m not mistaken, and we do have four new Board members with us when we first started talking about it, I do believe, and correct me if I’m wrong,

but we had this laid out in three different phases, and as you always say, Mr. Darkey, the low hanging fruit was first the soccer field, then the football and lacrosse, track was phase two, and then the softball and baseball fields were the three phases.

Mr. Darkey stated that's correct.

Mr. Abate stated so I can't speak because of four new Board members. So, I'd like to get their input on it as well.

Mr. Boonie stated my question was or is how were you originally planning on paying for this?

Mr. Abate responded well, the bulk of the money was coming from the PlanCon reimbursement from the West Snyder project. So, if I'm not mistaken, maybe, Mr. Wagner, you can correct me. It was roughly about \$5.5 to \$6 million dollars total and including that with Capital Reserve at this time.

Mr. Wagner stated yeah, I think that's where it would be once that reimbursement comes in.

Mr. Abate stated so, to answer your question, Mr. Boonie, we have about half. In my quick math, I have about \$12.5 million for the entire project.

Mrs. Eriksson inquired and where does the other half come from?

Mr. Abate responded I don't know.

Mrs. Eriksson stated okay. I was just asking.

Mr. Abate stated yeah, I don't know. That's why I think initially back we decided because of the financial, and now with this pandemic it's made matters a little worse. That's why we divided it out into three phases.

Mrs. Eriksson inquired can you pull the numbers back up onto the screen so we can see them?

Mr. Abate inquired, Mr. Darkey, if you could then when we're finished, could you send this presentation out to the Board, sir?

Mr. Darkey responded yeah, I'll send it to Mr. Musselman.

Mr. Boonie stated so, looking at these numbers if we pull out the baseball and softball, you have that all included in that site work, would that reduce that top site work number if we would hold off on the baseball and softball fields?

Mr. Darkey responded absolutely. Yeah, we always try to do that as one of the biggest and cleanest cuts because there's a lot. It's not just a baseball and a softball field. There's the bullpens, the drives, the parking down in that location, the restroom facility. That's a big ripple on that piece. There would be a substantial deduction from the number. Now there would still be some rough grading and some stormwater related work that we would have to do down there that would be part of the whole master plan, but all of that other work would be a substantial reduction. That's something we can have by the December meeting.

Mr. Abate inquired so, you're okay with the December 7 meeting, Mr. Darkey?

Mr. Darkey responded we'll make it happen.

Mr. Musselman stated I have a question for you. Are there any additional soft costs that are involved?

Mr. Darkey responded yeah, let me put together the soft costs to date and what we anticipate. I'll provide a breakout of soft costs.

Mr. Pinci stated let me ask. What would it do to the price or cost rather if instead of putting macadam driveways and roads in, we just leave it grass. I'm trying to count the number of times a year the stadium is going to be filled and we'll be using these parking lots, and I don't see more than 20 times a year. Maybe I'm missing something, but if we can just leave it all grass, people can park on grass.

Mr. Darkey stated we certainly can break out all of those macadam costs. All of the contractors should have that fairly easily to break out to see that.

Mr. Pinci stated to be truthful, I really hate to say no baseball and softball. I really want to see the track and the baseball and softball because we don't have those fields.

Discussions of other options rather than macadam; i.e., stones or other alternatives to paving.

Mr. Boonie inquired how many years yet do we have before we have any of our building projects paid off coming up where we had taken out a bond on those, and what's the possibility of doing something like that for this? Because right now, I would assume interest rates are fairly low that maybe we could just borrow it and get it all done because construction costs are only going to go up as well that if we're going to do it, then do we bite the bullet and do it right and do it once and not spend foolish, and I certainly don't want to just go spending money, but I also don't want to have a fiasco like the high school gym where it can't be really used because it's a hair too small. So, I want to do it right if we're going to do it.

Mr. Musselman inquired, Ryan, do you have an estimate of when? You've looked at it more recently than I have.

Mr. Wagner responded I have a schedule here. I'm trying to find it. Just give me a minute here and see what I can find.

Mr. Musselman stated to your point, Mr. Boonie, that is an option that you have. One of the things that we were hoping we could do, but Jay left me down with these numbers here. I'm so disappointed. We were hoping actually we could do a lot of this with money we have saved up. We do have some money set aside, but as to your point, that is something that the Board would have to sit down and discuss and decide if you wanted to go with a bond to do that. I don't know what bond rates are at this point, but you could take out a bond and do it, but it is another loan. You'd have to pay it back. You can your Capital money setting there. You could utilize that to pay on that bond or whatever and then when another one drops off there, just convert that money over. So, there's multiple ways that we could look at that. If the Board wishes to move forward with it, we would just have to come up with options of how you'd want to do that. It's the same thing as your home. Is this

something we want. It's something we need. We're willing to do what it takes to make this happen, and you are right. Construction prices are probably going to go up, and that's always been my fear. I like to phase things in because of dollars sometimes, and I also understand, too, that when we come back to it the next time where it was \$1 million dollars, and now it's \$1.5, and that's not good either.

Mr. Wagner stated it looks like 2023 and 2024 we should have two of our issues paid off.

Mr. Abate inquired what's the total dollar amount on that?

Mr. Wagner responded like \$6 million. I'll put together a better schedule for you and send it out.

Mr. Abate inquired could you also, Mr. Ryan, let us know what our percentage of debt is to our budget?

Mr. Wagner responded absolutely.

Mr. Boonie stated and I'm not saying that we have to go that route. I just wanted to explore all options.

Mr. Abate stated I agree, Mr. Boonie. When Mr. Rubillo and I talked about this, we're going to do it, we're going to do it right, or we're not going to do it at all. I'm one that doesn't quite like debt. So, we'll figure it out.

Mr. Darkey stated and you know I'm not one to disappoint Mr. Musselman, so you know I'm going to keep chipping at this thing.

Mr. Musselman stated COSTARS, you had mentioned, Jay, there's a lot of advantages to it, but sometimes do you think we should even look at going out to bid for any of that, or do you think that that's? I mean I'm kind of torn there looking at those prices. I don't know going out to bid if we could get it lower than that, but then again, I don't know who I'd necessarily have coming in to do some of that.

Mr. Darkey stated yeah, that's a good question, and I don't want to mention any of the contractors who we're talking with, but they're local, though, which I really liked, and there could be components of it that, especially maybe some of the earth work/site work. It just becomes then a coordination issue to break that into a separate contract instead of having one. That's why we were trying to keep all the site work sort of packaged together. You might be able to get a little bit less expensive if you break that earth moving out, but as far as the track and the turf field, things like that, those two especially, I would probably recommend they go through COSTARS just so you know what you're getting, who you're getting, but it's something we could look at as far as the earth work.

Mr. Boonie stated so, basically you could break the idea of doing all the earth work movement for both the baseball field and the track, the new stadium field. By doing it all once, it's kind of like buying in bulk. You're getting a better rate than if you break it apart, and I think that's like saying by splitting it apart and waiting between the costs certainly increasing and the materials and what it costs to do it plus the increased costs there because you are breaking it apart it might be about the same as what we're going to pay in interest. I'm not necessarily saying for sure,

but it's certainly something to consider.

Mr. Darkey stated yeah, that's a really good point because I've always looked at the fieldhouse structures as another example as having the potential to split those up, especially since we have men's and women's, but by code you have to have a certain amount of fixtures for the seating based in the stadium, but I think you probably could push that if you really needed to, but I thought the same thing. If you don't do the one, the smaller one. There's not a weight room in it. I would think there is an economy of scale, and then you're probably going to pay a premium when you come back and do that one later.

Attorney Knepp stated Mr. Wagner could also reach out to Mr. Flaherty and see what the rates are currently because if you're not going to have to borrow over \$10 million dollars, you'll be well below those limitations on borrowing, and I'm sure Mr. Flaherty would have a real good idea of where the markets are at this point. I mean we were surprised when you did your refinancing earlier that the bond market was still as good as what it was. So, hopefully, that hasn't changed that if you do have to borrow he can walk you at a rate that's palatable.

Mr. Smith stated and I think the other thing to look at, too, is the COSTARS is already all pre-bid pre-pandemic, and I don't know when their contract runs out, but when they come back to rebid with the pandemic and the costs of materials, everything that's been going on, I think the pricing would come in higher because at the time they did bid it, they didn't have the situation that we have now. So, that's one thing Jay and I should look into is when is the COSTARS bid expiring.

Mrs. Solomon inquired, Jay, not to add to the cost, but does this include any of the costs we would put out for the track and field equipment such as pole vault, pits and those types of things?

Mr. Darkey responded no, it does not, Bree, not at this point.

Mrs. Solomon stated so, I'm going to estimate that's probably another \$50 to \$60,000.00 as far as equipment to outfit your track and field team.

Mr. Smith stated, Jay, we do have the cage, the discus cage and the pads included, a padded cage. We have the shot put pad and running board included and the pole vault pit included as well. Again, also the long jump and triple jump take-off boards. So, I think what we don't have included with those we probably already have or may have are the landing pads and those types of things, but you'll definitely have the pole vault pit and cross bars and those kind of items included in this.

Mrs. Solomon stated okay, so then we probably really only need an additional \$10,000.00 for those types of things plus the pads like you said. So, that wouldn't be near as much.

Mr. Smith stated right, yeah. No, we don't have any of those types of things; the high jump or the pole vault pads or even additional hurdles or anything.

Mr. Darkey stated, Bree, let's put together a list. Let's put together FF&E list like that, and we'll make sure we got everything covered, and then we come back in December, we can clarify that.

Mrs. Solomon stated I'm sure I'll think of other things, but a sound system? Is that all included?

Mr. Darkey responded no, it's not, Bree, not at this point.

Mr. Boonie inquired you didn't say included Internet or a network access from our existing network to this facility?

Mr. Darkey responded it does include that, yes. There's a bunch of different spots.

Mr. Abate inquired scoreboards will also be additional, Mr. Darkey?

Mr. Darkey responded yes. So, we had talked about those as being a potential donor items. We have everything. This price does not include scoreboards. We have power and Internet to them at this point.

Mr. Smith stated yes, three scoreboards, the timing clocks for football and also track for timing system.

Attorney Knepp stated there is a move out right now with scoreboards and so forth where corporate sponsors will come in. They pay for the scoreboard in agreement to having their name or logo attached to that scoreboard. I've done some of the agreements, and that would be something Bree would know more about. The local folks may be interested in that. You could always throw that out and try to defer some of your costs that way.

Mr. Musselman stated Knepp & Snook. I could see it now.

Mrs. Solomon stated I thought that's what I heard him say that he wanted to sponsor. A little bit more on the press box. That's one press box? One side?

Mr. Darkey responded they're split. They're going to be split. So, there will be two sides. I'm going to get those to you, Bree, so you can take a look at them. We can make sure they have everything there that you need. So, I do have a plan for those. We have a little bit of time to work those out, but yeah, there's some detail in those press boxes we need to go through yet.

VII. CONSENT AGENDA

All matters taken under this section are considered to be routine, and action will be taken with one motion. There will be no separate discussion on these items. If discussion is desired, that item will be removed from the Consent Agenda and considered separately.

VIII. ITEMS FOR ACTION

A. BUSINESS AND FISCAL

Mr. Shawn A. Sassaman

Mr. Sassaman stated if there are no objections, we'll take 1. through 9. with the exception of 7. as one motion unless there's any comments or anybody wants to pull one out.

Mr. Haynes moved and Mr. Pinci seconded approval of Items 1. through 9. excluding 7.

1. **MINUTES**

a. Approval is recommended of the minutes of the October 26, 2020, regular meeting of the Mid-West School District Board of School Directors.

2. **LIST OF BILLS**

Approval is recommended of the list of bills for the period October 27, 2020, through November 16, 2020.

3. **TREASURER'S REPORTS**

Approval is recommended for the Treasurer's Reports for the General Fund, Capital Reserve Fund, Capital Projects Fund, Food Service Fund and Activity Fund for the period ending October 31, 2020.

4. **BUS DRIVERS**

Approval is recommended for the following individuals as bus drivers for the 2020-2021 school year:

Weikel Busing, LLC

Katherine D. Smith to be effective October 27, 2020
Lawrence U. Smith to be effective October 27, 2020

5. **BUS STOP**

Approval is recommended for the following bus stop:

Intersection Creek Mountain Road & Peppermint Lane, Middleburg

6. **WINTER ATHLETIC TRANSPORTATION BIDS**

Approval is recommended of the winter athletic transportation bids in the amount of \$7,028.36 as follows:

Hunters Valley, Inc.	\$3,072.00
Strawser Busing, LLC	\$1,890.00
Weikel Busing, LLC	\$2,066.36

8. **QUOTE FOR DELL SERVER**

Approval is recommended to accept the quote from Global Data Consultants, LLC, Mechanicsburg, PA, to purchase a Dell PowerEdge R540 – Dual Processor for the Mid-West School District at a cost of \$5,785.00.

9. **PROPOSED INSURANCE CLAIM FOR REMOVAL OF CONCESSION STAND AT WEST SNYDER ELEMENTARY SCHOOL**

Approval is recommended to accept the proposed insurance claim from Sedgwick for the removal of the concession stand at West Snyder Elementary School in the amount of \$13,690.03. *{Mid-West staff would*

do the removal.}

Yes: Abate, Boonie, Eriksson, Haynes, Nesbit, Pinci, Sassaman
No: None
Absent: Lauver, Wagner
7-0-2-0
MOTION CARRIED

7. **ACT 1 INDEX LIMIT RESOLUTION**

Mrs. Eriksson moved and Mr. Haynes seconded approval of the Resolution of the Board of School Directors of the Mid-West School District electing to not increase its tax rate above the Act 1 Index of 4.1% for the 2021-2022 fiscal year.

Discussion:

Mr. Pinci inquired is this the same percentage that we had last year?

Mr. Wagner responded last year's was 3.5%. It's adjusted every year.

Mr. Boonie inquired what would that be related to mills?

Mr. Wagner responded it would take 73.507 if we went to 4.1%.

Mr. Boonie inquired and our current millage is?

Mr. Wagner responded 70.612.

Mr. Musselman inquired, Ryan, did you calculate what that would bring in just going to the Index of 4.1%?

Mr. Wagner responded based on our current assessment, it's around \$515,000.00.

Yes: Abate, Boonie, Eriksson, Haynes, Nesbit, Pinci, Sassaman
No: None
Absent: Lauver, Wagner
7-0-2-0
MOTION CARRIED

B. **POLICY AND PROGRAMS**

Mr. Donald D. Pinci

Mr. Pinci stated we'll take 1. and 2. together.

Mrs. Eriksson moved and Mr. Nesbit seconded approval under Policy and Programs, Items 1. and 2.

1. **REVISED POLICY GUIDE 709 – COPY OF BUILDING SECURITY**

Approval is recommended of revised Policy Guide 709, Copy of Building Security, on second and final reading.

2. **NEW POLICY GUIDE 824 – MAINTAINING PROFESSIONAL ADULT/
STUDENT BOUNDARIES**

Approval is recommended of new Policy Guide 824, Maintaining Professional Adult/Student Boundaries, on second and final reading.

Yes: Abate, Boonie, Eriksson, Haynes, Nesbit, Pinci, Sassaman
No: None
Absent: Lauver, Wagner
7-0-2-0
MOTION CARRIED

C. **PERSONNEL**

Mr. Donald D. Pinci

1. **EMPLOYMENTS – CLASSIFIED**

Mr. Boonie moved and Mrs. Eriksson seconded approval to employ the following individuals:

- a. Classified Employee – Kelsey R. Guffey – Instructional Assistant/
Permanent Substitute – Mid-West School District – Effective:
November 17, 2020, pending receipt of Act 24 and 31 – Salary:
\$13.50 per hour {Replacement/Bzdil}
- b. Classified Employee – Patrick R. Leppert – Full-time Night-shift
Custodian – Mid-West Middle School – Effective: November 23,
2020 – Salary: \$12.35 per hour {Replacement/Aucker}

Yes: Abate, Boonie, Eriksson, Haynes, Nesbit, Pinci, Sassaman
No: None
Absent: Lauver, Wagner
7-0-2-0
MOTION CARRIED

Mr. Pinci stated I'd like to take 2. through 4. if there are no objections.

Mr. Haynes moved and Mr. Nesbit seconded approval under Items 2. through 4.

2. **APPOINTMENTS**

a. **EXTRA-CURRICULAR**

Approval is requested to appoint the following individual for the 2020-2021 school year:

Cameron C. Englehart* Assistant Bowling Coach MWHS \$2,226.00

**Pending receipt of Act 34, 114 and 31*

b. **EXTRA-CURRICULAR – VOLUNTEER**

Approval is recommended of the following individual as a volunteer for the 2020-2021 school year:

John L. Aucker, II Volunteer Bowling Coach MWHS

3. **ADDITIONS TO SUBSTITUTE LISTS**

a. **CERTIFICATED**

Approval is recommended of the following individual as a certificated substitute at a rate of \$90.00 per day for the 2020-2021 school year:

Area of Certification

Tiffany B. Kratzer All Instructional Areas PK – 12

b. **CLASSIFIED/FOOD SERVICE**

Approval is recommended of the following individual as a food service substitute at a rate of \$11.75 per hour for the 2020-2021 school year:

Megan D. Boyd

4. **ATHLETIC EVENT PERSONNEL**

Approval is recommended of the following individuals as winter athletic event personnel for the 2020-2021 school year:

<u>Clock Operator</u> (\$25.00/game)	Mark P. Ferster Barry E. Goss {substitute} Jennifer Hummel Brooke J. Keister {substitute} Emilee A. Shaffer {substitute} Lisa M. Wagner
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<u>Ticket Taker/Ticket Seller</u> (\$20.00/game)	Jennifer Hummel Brooke J. Keister {substitute} Kay E. Smith Ruth Ann Solomon {substitute} Lisa M. Wagner {substitute} Jane I. Zimmerman
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<u>Scorekeeper</u> (\$25.00/game)	Amy J. Adams Tabatha L. Spriggle Misty D. Wagner
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<u>Game Manager</u>	Matthew M. Dietz {substitute} Allyson L. Folk Michael A. Frye Jennifer Hummel {substitute} Lisa M. Wagner {substitute}
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(\$35.00/game junior high basketball)
(\$45.00/game basketball/wrestling)

Yes: Abate, Boonie, Eriksson, Haynes, Nesbit, Pinci, Sassaman

No: None

Absent: Lauver, Wagner

7-0-2-0

MOTION CARRIED

Mr. Pinci stated I'd like to take Items 5. through 7.

Mr. Boonie moved and Mr. Haynes seconded approval of Items 5., 6. and 7.

5. LEAVES OF ABSENCE

Approval is recommended of the following medical leaves of absence:

- a. Middleburg Elementary School – Effective: October 23, 2020, through approximately January 31, 2021
- b. West Snyder Elementary School – Effective: November 13, 2020, through November 23, 2020
- c. West Snyder Elementary School – Effective: December 8, 2020, through approximately December 22, 2020

6. RESIGNATION

Approval is requested to accept the following resignation:

Anna L. Clark Effective: October 30, 2020
 Personal Care Assistant – School-to-Work Transition Program
 Mid-West High School

7. CHANGE IN ASSIGNMENT

Approval is requested to accept the following change in assignment:

- 1) Norma J. Stahl as part-time cafeteria worker (3 hours per day) at Mid-West High School to cafeteria cashier/cafeteria worker (5½ hours per day) at Mid-West High School to be effective on November 17, 2020.

Yes: Abate, Boonie, Eriksson, Haynes, Nesbit, Pinci, Sassaman
 No: None
 Absent: Lauver, Wagner
 7-0-2-0
 MOTION CARRIED

D. OTHER

Mr. Victor L. Abate

1. DISCUSSION ON COVID-19 AND SCHOOL CLOSURES

Lengthy discussions covered the winter athletic season, the bowling team, basketball recommendations from P.I.A.A., play, band and choral concerts in District schools and what phase to come back in after the Thanksgiving break.

Consensus of the Board was to bring all students back after the Thanksgiving break in the Green Phase and continue to monitor where we are at with numbers. In addition, the athletic winter season will begin on November 20 and will go on as usual until P.I.A.A. makes changes and/or Governor Wolf mandates otherwise.

IX. **CLOSING CEREMONIES**

X. **PUBLIC COMMENT**

Mr. Victor L. Abate

Comment from the public is limited to three (3) minutes per person, and at the discretion of the Board President.

There was no public comment.

XI. **SCHEDULED SPEAKERS**

Mr. Victor L. Abate

There were no scheduled speakers.

XII. **REPORTS**

1. **SUPERINTENDENT**

Mr. Richard J. Musselman

Mr. Musselman reported on the following items:

1) Appreciation for Professional and Support Staff

I can't express how appreciative I have been. Our professional and our support staff pulling together to make things happen. Quite honestly, I play such a small role in what goes on every single day, and it's these folks that are supporting us all. So, kudos to them. I know we have some people on, but quite honestly, you guys have been fabulous. Honestly, you have been fabulous, and I just feel so fortunate and blessed to be able to work with this group of people that have taken a hard situation, and they make it the best possible for our kids. So, kudos to them.

2) Solar Farm Project Update

The solar panels are hooked up. West Snyder has been producing electricity, and that has been going out to the grids, and we're actually getting those credits that come in, and that the one here in Middleburg was hooked up. Final connections were made this week. I know that they're hooked up to the building. They have a few more things. That should be producing electricity and go out to the grid later this month. So, that process has moved ahead, and so, we actually are producing electricity at West Snyder, and we soon will be producing electricity here (Middleburg) before the end of the month. Thank you for your support on that. I know it's been awhile, but I'm glad that we're finally actually making electricity and shipping it out there.

Mr. Pinci inquired how is the building going? Is the building open?

Mr. Musselman responded it is not finished yet. If you recall, they are putting some drains in. The building is all up. Part of the concrete on the inside is poured. They did put doors and windows in. So, it's getting close. The electricity has been run inside, the lights and some receptacles. So, it's much closer. There's not a whole lot more to do, but I don't know when the floor is going to be poured. I think that's pretty much the last step inside, then we should be able to start moving things in, but, yes, that's coming along nicely.

2. **DIRECTOR OF CURRICULUM AND INSTRUCTION**

Mr. Joseph W. Stroup

Mr. Stroup reported on the following items:

- 1) Comparison Chart Comparing Student Numbers in 2019-2020 and 2020-2021
- 2) 2020-2021 Calendar Revisions

Because of November 2 and 3 earlier this month when our students were off, and our teachers were in working, we need to make some slight changes to the calendar or alterations so that our students in the middle school and Middleburg Elementary School have 180 days of instruction. We also have teachers now that have two more in-service days than teachers at the high school or West Snyder. So, the tentative plans have tried to address that would be to ask for a calendar change and make November 2 and November 3 Act 80 days for Middle West Middle School and Middleburg Elementary School. If you recall, an Act 80 day is where our students are off, and the teachers are doing in-service work, and you can do these by building rather than by District. So, those two buildings those days would go to Act 80 days. January 18 for the teachers would be off at both ME and Middle West Middle School to make up for one of those in-service days that were added for them, and then February 12 and March 19 would be half days for those teachers to make up for the second day of their in-service. So, they would be off. They leave at 11:00 to make up for the time they spent on those two days on the 2nd and 3rd. Now, February 12 and March 19 is how we make up the student days. We would use our newly approved Flexible Instruction Day plans that students would work from home using on-line learning strategies which now they're very familiar with because of what we've been through the last two weeks. Teachers would push content out those two days, and the students would work from home to complete it, and then the students would have 180 scheduled instructional days. We did talk with the Union about it. We shared it out with the principals, and we all seem to be on the same page at this point as far as a direction, and the way this year is going, it could change two or three more times until we get to some of these days on the calendar, but that would be as of today our recommendation.

- 3) Instructional Program During Mobile or Distance Learning Platform

Teachers have been providing grade content to students through our Sapphire and TEAMS platforms for the past couple weeks. Although it's not ideal, it is going quite well. Our middle school, for instance, has over 90% of their kids participating on a regular basis doing a lot of their classes through TEAMS getting personal interaction. Really good things there. Our elementary teachers, this is their first experience with that, but they were jumping in with both feet, and they were doing a great job as I went around to classrooms and saw them learning and engaging students, and our high school teachers who have a little more experience with this were working very hard to provide classroom lessons and content to kids. It's just an amazing undertaking, and I credit the principals and the teachers and staff members for being able to pull this together and push out this content together. The one thing I've been hearing from some families is concerns that teachers are not teaching the live and entire time or the entire day, and I wanted to address that with the Board a little bit. Using the TEAMS

platform is a very data heavy system. The teachers are streaming out video while the video of students are steaming back to them. So, if you think of just one classroom, there could be 25 video streaming each way. Like in our Zoom meeting tonight here, we've had 27 participants, and all this video is streaming back and forth. Now imagine that happening in the District over hundreds of classrooms all at the same time. It could start to bog down your system. So, we don't have all the teachers across the District trying to teach live all day long. We have some limitations on our system as far as bandwidth so we try to have them mix it up to some degree whether teaching live sometimes and also putting content on the Sapphire page that students can access and do such as a video of some types of worksheets and things. So, it has to be a balance to some extent, and that's what I've asked the principals to do, and I think they're doing a great job of that. So, if you hear concerns like that from parents, that's why we're trying to balance it and not do total streaming all day long every day from each classroom.

Mr. Boonie stated, Joe, I'd like to make a comment just as a parent of a middle schooler who is just doing phenomenal with the. His teachers are doing a phenomenal job, I should say. He's engaged the entire day. He moves around the house from room to room as each class as if he was shifting classes at the middle school, but he was thoroughly engaged. The teachers are doing an awesome job, and I'm sure that same thing is happening at the elementary and high school levels. I am really impressed and am very thankful for all the hard work that all of the teachers are doing because I was really impressed. If you can keep my kid engaged the full day like that, they're doing an awesome job.

Mr. Stroup stated thank you for your comments. I really appreciate that.

Mr. Musselman inquired, Mr. Haynes, I was wondering if you had any recommendations for us about our concerns with bandwidth? I certainly don't have the technical ability to talk a lot about it or anything, but if teachers were to use mostly just like we could turn our cameras off on TEAMS or turn them on, does that make a difference to bandwidth, or do you see anything that maybe in your experience that we could do to maybe try to reduce that or minimize the risk of slowing down our service to our students?

Mr. Haynes responded in the past I've seen stopping your video will decrease the amount of bandwidth. That's one of the first recommendations when somebody has a slow connection speed is to go ahead and disable the video. You'll lose that connection through video seeing the person, but it's kind of a trade-off, and it's a tough area that we live in for the bandwidth in general and in homes and for schools, and you're trying to deal with it the best you can. So, yeah, you could definitely disable the video, and there's a few other settings that you may be able to tweak to help out with things, but for the most part, yeah, the easiest thing you can do is disable video.

Mr. Musselman stated okay. Thanks. I didn't mean to put you on the spot, but I knew you have a little bit of background in that area.

Mr. Boonie inquired what kind of bandwidth? What kind of Internet connection do we have District-wide?

Mr. Musselman responded I don't know. Maybe Joe does.

Mr. Boonie stated I was just curious if we had like a gigabit connection, or if it's only like 150 meg or 100 meg.

Mr. Stroup stated we have 250 megs, I believe, and that's up from 100 megs, and we're pushing like with what we've been doing over the past two and a half weeks, we're right around 236-238 at times; very close to that 250 limit.

Mr. Boonie stated thank you. I think there is certain gigabit available now, and that may be something if we ever consider or need to consider doing this more, that we might need to look at in the future, but I know that's also more money, so.

Mr. Stroup inquired can you talk to us about how you do that? I haven't gotten a real clear answer. Is it developing infrastructure like closets or?

Mr. Boonie responded no, that would be through, I'm assuming you're using PenTeleData for your Internet.

Mr. Stroup stated yes.

Mr. Boonie stated and I know SUN Tech, we just bumped ours up to gigabit. We were only at 100 megabits per second, but this year because of the COVID, over the summer they bumped our speed up to gigabit speed, and it was all handled by Service Electric. Basically, they gave that speed to our closet, and then from there in-house we should be faster than that already. So, it shouldn't be an issue. That's mainly PenTeleData who's going to do that for you.

Mr. Musselman inquired that's not additional wiring or anything else? It's just basically a higher speed the same wires that we currently have just a faster service? Is that how it works?

Mr. Boonie responded that you would have to ask PenTeleData. We already had fiber into the building. When PenTeleData wired for us, they ran fiber into our building. So, it was just basically them turning the switch and bumping up the speed down there. It really wasn't any new rewiring, and like I said, in-house, all your wiring should be in place already. It's just mainly the connectivity from the Internet provider into our building, and they would be able to tell you if they would have to bump it up or not, but chances are probably not.

Mr. Haynes stated sorry to jump in again. I can't speak specifically for the conditions in Middleburg, but I also use PenTeleData, and I went from 250 back in the summer to two gig, but PenTeleData had to upgrade their equipment so we're still waiting on two gig, but I can't tell you that from my perspective it is some new wiring going in to accommodate that, and I can't speak for what we currently have at Middleburg, but if we go past that 250 threshold, you would just need to work with PenTeleData to see what we would need to make that happen. There's maybe some equipment that may need to be knocked out on both PenTeleData and our end, and I would definitely, from a professional perspective, would definitely be willing to work

with to help and understand that more so off this time. We can get good and dirty with Giuls and the team off tonight or whatever.

Mr. Stroup stated alright. That sounds good. Thank you.

3. **BUSINESS AND FISCAL** Mr. Ryan L. Wagner

Mr. Wagner had no report. Mr. Wagner stated I will follow up with the things that were discussed in regard to financing the stadium.

4. **STUDENT ATHLETIC ACTIVITIES** Mrs. Bree A. Solomon

Mrs. Solomon had no report.

Mr. Boonie inquired will our video streaming system be up and running for like basketball season and indoor winter sports?

Mrs. Solomon responded yes, we're going to try a trial run at our first scrimmage.

5. **FOOD SERVICE OPERATIONS** Mr. John S. Rosselli

Due to Mr. Rosselli's absence, there was no report.

6. **CENTRAL SUSQUEHANNA INTERMEDIATE UNIT** Mr. Victor L. Abate

Mr. Abate reported on the following item:

- 1) Next Meeting is Wednesday

7. **SUN AREA TECHNICAL INSTITUTE** Mrs. Julie R. Eriksson

Mrs. Eriksson reported on the following item:

- 1) Next Meeting is Thursday

8. **PSBA LIAISON** Mr. Donald D. Pinci

Mr. Pinci reported on the following items:

- 1) Compliance Updates

There is a compliance update for publication of school directors' e-mail address on school website.

- 2) New Act – Act 98 of 2020 – Expanding Broadband Access with Existing Infrastructure
- 3) New Act – Act 110 of 2020 – Providing Protections for Student Assault Victims

4) Delegates Meeting

It was virtual on November 7. I did not attend it, but they had four things they looked at: 1) Enact Meaningful Charter School Reforms; 2) Provide a Significant, Continued Financial Investment for School Districts; 3) Address Pennsylvania's Pension Funding Crisis; and 4) Provide for the Safety and Mental Health Needs of Students.

9. **POLICY COMMITTEE**

Mrs. Julie R. Eriksson

Mrs. Eriksson had no report.

10. **BUILDINGS AND GROUNDS COMMITTEE**

Mr. Terry L. Boonie

Mr. Boonie reported on the following item:

1) Meeting on November 5

There were not a lot of items on the agenda. We discussed some windows being replaced at the high school and elementary that were cracked. The windows are on order and will be installed whenever they are in. They're going to be doing the kitchen garbage disposal reworks over Thanksgiving break or Christmas break at Middleburg Elementary and Midd-West High School so that all the District buildings will have that same kitchen garbage disposal system. We also discussed the concession stand at West Snyder Elementary School that was damaged, and the recommendation is not to replace it because structurally it's not sound. It has to be torn down, and we're talking about maybe having it just as a cement pad where they can still set up temporary concessions. There would still be water available there and electricity to have a place where they could still set up and utilize the stand capability, but for all the more that we would use that field up there for actual school events, it just didn't seem worth replacing it at the time. Does that sound correct, Mr. Musselman? Would you agree with that?

Mr. Musselman responded yes. At this point we were looking at not replacing that. Of course, if we don't move forward with the stadium, but that pad is going to be there. I know our midget football uses the field, and if they wanted to obviously put a shed there, there's electricity and water they could hook up to, but if we were to ever come back and use that, we would have to build a new structure because it was structurally damaged all the way down. The recommendation, and we even had folks from Tech come in and look at it. They were like you need to take it down and rebuild it back up, and we just didn't feel at this time that we were going to need it pending moving forward with the stadium project here in Middleburg. So, we would take it down, clean up the pad and leave the electric there and water, and if it needed to be used by anybody, we could certainly do something later on if we need to, and you guys voted to do that tonight because the insurance was \$13,000.00. We're going to receive in insurance, and that will cover. We're going to do most of the disposal anyway. We'll just rent a dumpster, and put it in there, and we'll be able to actually go through and do all that, and then we'll probably get some chain link fence, or have somebody come in and hook that up, but we can take care of most of the work ourselves. It won't cost \$13,000.00.

Mr. Boonie stated there were also some leaks at the middle school and Middleburg Elementary, and some ceiling tiles need replaced because of those leaks. They turned brown. The big item that we discussed, and we're going to need to bring up at our next work session is discussing what to do about the District Office. We've been discussing for almost a year now concerning the roof. It is in terrible shape, and some other things. That's something that we're going to need to bring up and talk about at the work session more in depth in January, and I'm assuming Dan will be there for that meeting to help answer questions.

11. **TECHNOLOGY COMMITTEE**

Mr. Justin T. Haynes

Mr. Haynes reported on the following items:

1) Meeting

We did have a Tech Committee meeting. Unfortunately, I was under the weather and didn't attend and subsequently, didn't submit the minutes, but we did discuss the infrastructure project should be completed by now. That was the District infrastructure that we approved back in the summer, and we talked a little bit about kind of updating the device assignments in the school district. I won't go into too much detail about that. We're doing a real good job of reusing what we had and what we bought and everything like that. There's some concern about some projectors and some other things that maybe showing some age and talked about how we can replace those and what we can do better, and then we're starting to talk about, because we have so many devices that we picked up because of just the need and then because of all the Cares Act funding that afforded us the ability to buy some devices, make a replacement cycle and how we want to replace what and when and just talking about budgetary things. Unfortunately, technology is a significant expense, and it seems to increase every year, and it is not going away anytime soon. So, just kind of talking about some things to make that a little more digestible every year.

Mr. Abate stated I have a question for you, Mr. Boonie. Do you guys have like a three to five-year plan at all started? For lack of a better term, a strategic plan of replacements or upgrades or anything of that sort?

Mr. Boonie responded I know Giuls was and Joe, we were all talking about starting to put something together like that. Am I correct, Joe? I know Giuls had mentioned about doing that.

Mr. Stroup responded we do have a replacement cycle, but it had never included computers K through 12 for students before, and that's what we need to hash out how that is going to take place. Previously, we've only been one-to-one at the 6 through 12 level. So, that is a new venture that we have to figure out a way to fund and replace machines for.

Mr. Abate stated I was just kind of curious. That's all. Okay.

12. **FINANCE/BUDGET COMMITTEE**

Mr. Shawn A. Sassaman

Mr. Sassaman stated we'll be trying to put something together here, I think, in the next couple of weeks. I'll reach out to the Committee members.

13. **PROFESSIONAL STAFF NEGOTIATION COMMITTEE** Mr. Shawn A. Sassaman
Mr. Sassaman had no report.

14. **SUPPORT STAFF NEGOTIATION COMMITTEE** Mr. Donald D. Pinci
Mr. Pinci had no report.

15. **TRANSPORTATION COMMITTEE** Mr. Terry L. Boonie
Mr. Boonie had no report.

16. **BOARD AND/OR ADMINISTRATOR COMMENTS** Mr. Victor L. Abate
Mr. Edmiston had no report.

Mr. Brown stated you should have the Board report for the high school in front of you. I sent that to Allyson last week.

Mrs. Bzdil had no report.

Mr. Aucker stated you have my Board report for the month of November. Any questions, I'll gladly take them. If not, nothing else to report.

Miss Sheedy had no report.

Mrs. Lohr stated you should have our Board report. We e-mailed it to you earlier this evening. Just to reiterate what Mr. Stroup said, our teachers have been knocking it out of the park even being virtual. So, they definitely deserve huge kudos for the last two weeks, but we're glad to have little faces back in the building.

EXECUTIVE SESSIONS

Mr. Abate stated there are a couple of announcements I do need to make regarding Executive Sessions. After the Board meeting on October 26, we did meet in Executive Session where we talked about a personnel and a possible legal issue. On October 30, we met in Executive Session where we discussed students and staff members. Again, on November 1 and on November 14 we had an Executive Session and discussed the students and staff. Does anybody have anything further that they wish to bring before the Board this evening?

Mr. Pinci responded just a quick question. With regards to tomorrow, are you expecting the middle school and high school, more students and how many students? Do you have that number?

Mr. Aucker stated for the middle school students, we have about 41 students coming back tomorrow. That number could grow up to a little over 60 depending upon the number of return phone calls that we get.

Mr. Pinci inquired high school? Do you have anyone coming back?

Mr. Stroup responded we have at least 95 students coming back, and then beyond that day, we'll open up some days to certain students that have needs.

XIII. **ADJOURNMENT**

Mr. Victor L. Abate

Mr. Nesbit moved and Mr. Pinci seconded a motion to adjourn the regular meeting at 9:22 p.m.

Yes: Abate, Boonie, Eriksson, Haynes, Nesbit, Pinci, Sassaman

No: None

Absent: Lauver, Wagner

7-0-2-0

MOTION CARRIED

Recording Secretary:

Chairperson:

Date:
