

**KEYSTONE OAKS SCHOOL DISTRICT
1000 KELTON AVENUE
PITTSBURGH, PA 15216**

BOARD OF SCHOOL DIRECTORS

**BUSINESS/LEGISLATIVE SESSION
TUESDAY, JUNE 18, 2024
7:00 PM**

KEYSTONE OAKS SCHOOL DISTRICT SCHOOL DIRECTORS' CALENDAR OF EVENTS

Tuesday, June 18, 2024 – Business/Legislative

7:00 PM Meeting

- Call to Order – President
- Pledge of Allegiance
- Public Comment
- Approval of Reports
- Public Comment
- Adjournment

Tuesday, August 13, 2024 – Work Session

7:00 PM Meeting

- Call to Order – President
- Pledge of Allegiance
- Public Comment
- Review of Reports
- Public Comment
- Adjournment

BOARD PRESIDENT'S REPORT

JUNE 18, 2024

Mrs. Tamara Donahue

BOARD ACTION REQUESTED

I. BOARD MINUTES

It is recommended that the Board approve the Work Session Minutes of May 14, 2024 and the Business/Legislative Minutes of May 21, 2024.

II. AUTHORIZATION TO HIRE NECESSARY STAFF

It is recommended that the Board authorize the Superintendent to hire the necessary staff for the start of the 2024/2025 school year subject to retroactive approval by the Board.

III. SUPERINTENDENT'S COMPENSATION 2024/2025

In compliance with Board Policy 312: *Performance Assessment of Superintendent/Assistant Superintendent*, Dr. Stropkaj, Superintendent, was evaluated on Monday, June 10, 2024. For the school year 2023/2024, the Superintendent, Dr. William P. Stropkaj, has received a rating of distinguished based upon the District's Superintendent Evaluation Tool. Dr. Stropkaj's salary for the 2024/2025 school year will be \$209,444.29.

IV. APPOINTMENT OF VOTING DELEGATE FOR THE PSBA DELEGATE ASSEMBLY MEETING

It is recommended that the Board appoint Mrs. Theresa Lydon as the voting delegate to participate in the PSBA Delegate Assembly to be held virtually on Saturday, November 2, 2024.

FOR INFORMATION ONLY

- | | |
|--|--------------------------|
| I. Parkway West Career and Technology Center Report | <i>Mrs. Shaw</i> |
| II. SHASDA Report | <i>Mr. Raso</i> |
| III. PSBA/Legislative Report | <i>Mrs. Lydon</i> |
| IV. News from the Boroughs | |
| V. EXECUTIVE SESSION | |

SUPERINTENDENT'S REPORT

JUNE 18, 2024

Dr. William P. Stropkaj

BOARD ACTION REQUESTED

I. FIRST READING POLICY 101: MISSION AND VISION STATEMENT/SHARED VALUES

It is recommended that the Board approve the FIRST READING of Policy 101: *Mission and Vision Statement/Shared Values*.

II. FIRST READING POLICY 119: CURRENT EVENTS

It is recommended that the Board approve the FIRST READING of Policy 119: *Current Events*.

III. FIRST READING POLICY 124: ALTERNATIVE INSTRUCTION

It is recommended that the Board approve the FIRST READING of Policy 124: *Alternative Instruction*.

IV. FIRST READING POLICY 260: COMPETITIVE/NON-COMPETITIVE EVENTS AND TRIPS

It is recommended that the Board approve the FIRST READING of Policy 260: *Competitive/Non-Competitive Events and Trips*.

V. FIRST READING POLICY 827: TRAVEL RELATED EXPENSE REIMBURSEMENT

It is recommended that the Board approve the FIRST READING of Policy 827: *Travel Related Expense Reimbursement*.

VI. FIRST READING POLICY 907: SCHOOL VISITORS

It is recommended that the Board approve the FIRST READING of Policy 904: *School Visitors*.

VII. COMPREHENSIVE THREAT ASSESSMENT GUIDELINES TRAINING

It is recommended that the Board approve the administration to participate in the Comprehensive Threat Assessment Guidelines (CSTAG) training, suicide prevention training, and the implementation of and training in electronic Case Management Software.

For Information Only

This training is being provided by the Center for Safe Schools through a grant, with no cost to the district. The grant will support the development of multidisciplinary teams by implementing the

evidence based CSTAG model to build, strengthen, and maintain knowledge and skills in behavioral threat assessment and suicide prevention.

VIII. APPOINTMENT OF ASSISTANT TO THE SUPERINTENDENT FOR STUDENT SERVICES

It is recommended that the Board appoint **Suzanne Hanna, Ed.D.**, as the Assistant to the Superintendent for Student Services effective July 1, 2024.

For Information Only

Dr. Hanna's job duties and responsibilities remain the same as this is only a title change. This position is included in the Act 93 Compensation Plan

IX. ASSISTANT FOOD SERVICE DIRECTOR

It is recommended that the Board approve the renewed contract for **Trista Boyes**, Assistant Food Service Director, effective July 1, 2024, through June 30, 2029. Ms. Boyes salary for the 2024/2025 school year will be \$42,000.00.

X. TECHNOLOGY INTEGRATION SPECIALIST

It is recommended that the Board approve the renewed contract for **Donna O'Toole**, Technology Integration Specialist, effective July 1, 2024, through June 30, 2029. Ms. O'Toole's salary for the 2024/2025 school year will be \$71,687.45.

XI. APPOINTMENT OF COORDINATOR OF STUDENT DATA, INNOVATION AND ACADEMIC ADVANCEMENT

It is recommended that the Board approve the contract for **Benjamin Getkin**, as the Coordinator of Student Data, Innovation, and Academic Advancement effective July 1, 2024, through June 30, 2029. Mr. Getkin's salary for the 2024/2025 school year will be \$55,000.00.

For Information Only

While this is a new contract, this change in title for Mr. Getkin encompasses the job duties he performed under his former contract as the Computer Support Specialist.

XII. COMPENSATIONS 2024/2025

1. Assistant to the Superintendent for Operations Compensation – 2024/2025

In compliance with the contract for the Assistant to the Superintendent for Operations, it is recommended that the Board approve a salary of \$130,000.00, for **Mr. Joseph A. Kubiak**, for the 2024/2025 school year effective July 1, 2024.

2. ACT 93 Compensation

In compliance with the *Act 93 Administrative Employee Compensation Plan* July 1, 2022 – June 30, 2027, it is recommended that the Board approve the Administrators' salaries for the 2024/2025 school year effective July 1, 2024:

<u>Name</u>	<u>Position</u>	<u>Salary</u>
Lauren Baughman	Principal, Myrtle Avenue Elementary	\$104,373.90
Ryan Brown	Assistant Principal, Keystone Oaks High School	\$95,000.00
Desiree Burns	Director of Special Education	\$127,982.40
Suzanne Hanna, Ed.D.	Assistant to the Superintendent for Student Services	\$105,000.00
Jeffrey Kattan, Ed.D.	Principal, Keystone Oaks Middle School	\$134,262.93
Michael Linnert, Ed.D.	Principal, Keystone Oaks High School	\$121,200.47
D. Kevin Lloyd	Director of Food Services	\$92,095.78
Scott Mizikar	Assistant Principal, Keystone Oaks Middle School	\$124,532.95
Aaron Smith	Director of Technology	\$120,668.91
Dave Thomas	Principal, Fred L. Aiken Elementary School	\$116,956.67
Shannon Varley, Ed.D.	Assistant to the Superintendent for Student Achievement	\$152,517.59
Brian Werner	Principal, Dormont Elementary School	\$134,076.13

3. Coordinator of Communications and Public Relations Compensation – 2024/2025

In compliance with the Coordinator of Communications and Public Relations contract 2022-2027, it is recommended that the Board approve the salary of \$96,863.06 for **Mrs. Sarah Welch** for the 2024/2025 school year effective July 1, 2024.

4. Confidential Administrative Assistants' Compensation – 2024/2025

In compliance with the *Confidential Employee Compensation Plan*, it is recommended that the Board approve the following compensations for the 2024/2025 school year effective July 1, 2024:

<u>Name</u>	<u>Position</u>	<u>Salary</u>
Marsha Herrle	Confidential Administrative Assistant	\$45,991.76
Maureen Myers	Confidential Administrative Assistant	\$66,777.88
Karen Wong	Confidential Administrative Assistant	\$61,565.11

5. School Security Guard Compensation – 2024/2025

In compliance with the contract for the School Security Guard, it is recommended that the Board approve a salary of \$50,651.85, for **Ms. Beth Ann Padden** for the 2024/2025 school year effective July 1, 2024.

6. School Police Officers Compensation – 2024/2025

In compliance with each of the following individual contracts, it is recommended that the Board approve the following compensations for the 2024/2025 school year effective July 1, 2024:

<u>Name</u>	<u>Position</u>	<u>Salary</u>
Mattie Dolfi	School Police Officer	\$56,072.80
Michael Farrell	School Police Officer	\$56,072.80
Shane McGrath	School Police Officer	\$56,072.80
Ronald Porupsky	School Police Officer	\$85,769.25
Abigail Sell	School Police Officer	\$56,072.80

7. Information Technology Compensation – 2023/2024

In compliance with each of the following individual contracts, it is recommended that the Board approve the following compensations for the 2024/2025 school year effective July 1, 2024:

<u>Name</u>	<u>Position</u>	<u>Salary</u>
Carol Persin	Technology Integration Specialist	\$64,807.58
Justin Talbert	Systems Administrator	\$85,186.09

8. Custodial Supervisors Compensation – 2024/2025

In compliance with each of the following individual contracts, it is recommended that the Board approve the following compensations for the 2024/2025 school year effective July 1, 2024:

<u>Name</u>	<u>Position</u>	<u>Salary</u>
Michael Costantini	Second Shift Supervisor	\$51,461.55
Jesse Jeznis	Supervisor of Buildings, Grounds & Transportation	\$76,480.88

Jason Neuman	First Shift Supervisor	\$57,970.00
John Priore	Custodial Supervisor	\$52,700.00

XIII. PROFESSIONAL DEVELOPMENT

It is recommended that the Board approve the following Professional Development requests:

Brandi Forster	2024 WIDA Annual Conference David L. Lawrence Convention Center Pittsburgh, PA October 16 – 18, 2024	\$850.00
Russ Klein	Novi AP Summer Institute AP Psychology APSI Novi, Michigan June 10 – 13, 2024	\$3,133.50
Abigail Sell	Pennsylvania School Safety Conference Harrisburg, PA July 29 – 31, 2024	\$1,400.00

PUPIL PERSONNEL REPORT

JUNE 18, 2024

Dr. William P. Stropkaj

BOARD ACTION REQUESTED

I. ROBERT MORRIS UNIVERSITY

It is recommended that the Board approve the RMU in the High School Enrollment Agreement between Robert Morris University and Keystone Oaks School District effective May 1, 2024.

II. ALLEGHENY CHILDREN'S INITIATIVE INC. AGREEMENT

It is recommended that the Board approve the Letter of Agreement between Allegheny Children's Initiative and the Keystone Oaks School District for providing Student Assistant Program services effective July 1, 2024 through June 30, 2025.

ACTIVITIES & ATHLETICS REPORT

JUNE 18, 2024

Mr. Thomas LaPorte, Chairperson

BOARD ACTION REQUESTED

I. APPROVAL OF ACTIVITY FOR THE 2024/2025 SCHOOL YEAR

It is recommended that the Board approve the following activity for the 2024/2025 school year:

Robotics (HS)

II. APPROVAL OF THE INTERSCHOLASTIC ATHLETICS FOR THE 2024/2025 SCHOOL YEAR

It is recommended that the Board approve the following Interscholastic Athletics for the 2024/2025 school year:

Golf (HS)

III. ACTIVITY STAR STATUS RATINGS FOR THE 2024/2025 SCHOOL YEAR

In compliance with *Keystone Oaks Education Association Collective Bargaining Agreement 2020-2026*, it is recommended that the Board approve the following Activity Star Status Ratings for the 2024/2025 school year:

Allies (HS)	1
Art Club (Aiken)	1
Baseball (HS)	3
Basketball, Boys (HS)	4
Basketball, Boys (MS)	3
Basketball, Girls (HS)	4
Basketball, Girls (MS)	3*
Best Friends Club (HS)	1
Best Friends Club (MS)	2
Best Friends Club (Myrtle)	2
Cheerleading (HS)	4
Cheerleading (MS)	2
Chess Club (MS)	1
Craft Club (MS)	1
Cross Country (HS)	3
Cross Country (MS)	2
Dance Team (HS)	2
Environmental Club (HS)	1
Environmental Club (MS)	1

Fashion Club (MS)	1
FBLA	2
FCCLA (HS)	1
Football (HS)	5
Football (MS)	3
French Club (HS)	1
Girls who Code (HS)	1
Golf (HS)	3
Intramurals (Aiken)	2
Intramurals (Dormont)	2
Intramurals (MS)	2
Intramurals (Myrtle)	2
Junior/Senior Class	1
Line Dancing (MS)	1
Marching Band	5
Math Club (HS)	2
Medical Careers Club (HS)	1
Mileage Club (Aiken)	2
Mileage Club (Dormont)	1
Musical (Elementary)	3
Musical (HS)	5
Musical (MS)	3
National Honor Society (HS)	2
Nature Club	2
Newspaper Club (MS)	1
Odyssey of the Mind	3
Pep Club (HS)	2*
PJAS (HS)	1
Robotics (HS)	1
Robotics (MS)	1
Science Club (HS)	1
Soccer, Boys (HS)	4
Soccer, Boys (MS)	3
Soccer, Girls (HS)	4
Soccer, Girls (MS)	3
Softball (HS)	3
Softball (MS)	2
Spanish Club (HS)	1
Stage Crew (HS)	2*
Strength Club (HS)	2
Student Senate (HS)	1
Student Senate (MS)	2*
Swimming, Co-Ed (HS)	3
Swimming, Co-Ed (MS)	2

Technology Club (HS)	1
Tennis, Boys (HS)	3
Tennis, Girls (HS)	3
Track, Co-Ed (HS)	3
Track, Co-Ed (MS)	3
Varieties	2
Volleyball, Boys (HS)	4
Volleyball, Girls (HS)	4
Volleyball, Girls (MS)	2
Wrestling (HS)	3
Wrestling (MS)	2
Yearbook (MS)	1
Yearbook (HS)	1

For Information Only

As per the ***Keystone Oaks Education Association Collective Bargaining Agreement 2020-2026***, should the criteria dictate a change in Star status from the previous year, the previous Star status will be retained, but will be changed the following year if it has not reverted to its previous level. Those activities marked with an asterisk will receive a denotation in Star status for the 2025/2026 school year if they have not reverted to their previous level.

IV. COMPETITIVE EVENT

It is recommended that the Board approve the following Competitive Event:

Track – PIAA Track Championship (Level III)

Shippensburg University

May 23 – 24, 2024

Number of Students – 1

Activity Sponsor – Lauryn Greggs

District Funds Requested for Students - \$475.00

District Funds Requested for Sponsor - \$800.00

Total District Funds Requested - \$1,275.00

V. EXTRA ACTIVITY WORKER POSITIONS FOR THE 2024/2025 SCHOOL YEAR

It is recommended that the Board approve the following extra athletic worker positions and stipends for the 2024/2025 school year:

<u>Activity</u>	<u>Title</u>	<u>Amount per Game</u>
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V – Varsity; JV- Junior Varsity; MS - Middle School

Baseball/Softball	Game Manager (V)	\$65
	Book/Pitch Counter (V)	\$50

Boys/Girls Soccer	Game Manager (V, JV)	\$65
	Game Manager (MS)	\$50
	Clock (V, JV)	\$60
	Ticket Takers (V, JV)	\$40
Boys/Girls Volleyball	Game Manager (V, JV)	\$65
	Game Manager (MS)	\$50
	Scoreboard (V, JV)	\$60
	Scoreboard (MS)	\$50
Boys/Girls Basketball	Book (V, JV)	\$50
	Scoreboard (V, JV)	\$60
	Scoreboard (MS)	\$50
	Clock (V, JV)	\$60
	Clock (MS)	\$50
	Game Manager (V, JV)	\$65
	Game Manager (MS)	\$50
	Crowd Control (V, JV)	\$50
	Ticket Takers (V, JV)	\$40
Football	Sticks (V, JV)	\$50
	Clock (V, JV)	\$60
	Announcer (V, JV, MS)	\$50
	Scoreboard (V, JV, MS)	\$60
	Stats (V, JV, MS)	\$50
	Video (V, JV, MS)	\$30
	Parking/Security (V, JV, MS)	\$50
	Ticket Takers (V, JV, MS)	\$40
	25 Second Clock (V, JV, MS)	\$65
	Game Manager (V, JV, MS)	\$65
	Game Manager (MS)	\$50
Swimming	Game Manager (V)	\$65
	Game Manager (MS)	\$50
	Ticket Taker (V)	\$40
Wrestling	Scoreboard (V)	\$60
	Ticket Taker (V, JV)	\$40
	Game Manager (V, JV)	\$65
	Crowd Control (V, MS)	\$50
Track	Timer (FAT System)	\$65

VI. EXTRA ACTIVITY WORKERS – 2024/2025 SCHOOL YEAR

It is recommended that the Board approve the following individuals as extra activity workers for the 2024/2025 school year:

**Roiann Backstrom
Josh Kirchner
Hope Harris
Gary Goga
Keith Buckley
Jordan Zange
Patty Costantini
John McCarthy
Kelly Connolly
Mike Orosz
Diane Ferguson
Selena Canello
Pat Reilly
Sue Grand
Erin Feeney
Bill Irvine
Nick Kamberis
Kelly Diven
Ryan Warner
Judy Wareham
Dan Amman**

**Felix Yerace
Kim Smykal
Bill Ketrow
Nancy Kraemer
Lauryn Greggs
Beth Padden
Michael Hustava
Pat Reilly
Steve McCormick
TJ O'Farrel
Bruce Hrivnak
Bill Simon
Lauryn Greggs
Amy Torcaso
Ken Hustava
Jerry Tuite
Jeff Sieg
Meghan O'Brien
Olivia Dewick
Jim Feeney
Brian Slagle**

PERSONNEL REPORT

JUNE 18, 2024

Mrs. Tamara Donahue, Co-Chairperson
Ms. Emily Snyder, Co-Chairperson

BOARD ACTION REQUESTED

I. RETIREMENT

It is recommended that the Board accept the following retirement:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>Years of Service</u>
Diane Ferguson	Paraprofessional	October 31, 2024	23

II. RESIGNATION

It is recommended that the Board accept the following resignation:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Kelsey Marucci	Secretary (High School) – Guidance	July 12, 2024
Kahina Saaoui	Food Service Worker	June 7, 2024

III. APPOINTMENTS

1. Custodian

In compliance with the *Service Employees' International Union Local 32BJ Collective Bargaining Agreement 2021 – 2026*, it is recommended that the Board approve the employment of:

Baby Girl Lynch
Custodian
Effective – June 3, 2024
Salary - \$31,101.34 (pro-rated)

Richard Nagy
Custodian
Effective – June 10, 2024
Salary - \$31,101.34 (pro-rated)

2. Long Term Substitute

In compliance with the *Keystone Oaks Education Association Collective Bargaining Agreement 2020-2026*, it is recommended that the Board approve the employment of the following long term substitute:

Sean McCreery
Teacher – Social Studies – High School
Effective – August 19, 2024 (full year)
Salary - \$51,500.00 (M, Step 1)

2. Substitute Custodian

It is recommended that the Board approve the employment of the below Substitute Custodian at a rate of \$15.00 per hour:

<u>Name</u>	<u>Start Date</u>
Tina Conn	June 10, 2024

3. Approval of Activity Stipends

In compliance with the *Keystone Oaks Education Association Collective Bargaining Agreement 2020-2026*, it is recommended that the Board approve the following individuals for the 2024/2025 school year:

<u>Activity</u>	<u>Position</u>	<u>Sponsor</u>	<u>Stipend</u>
Allies (HS)		Pam Gianoglio	\$1,500.00
Art Club (Aiken)		JiL Graham	\$1,500.00
Best Friends Club (HS)		Joy Galiszewski	\$750.00
		Brittany Linsenbigler	\$750.00
Best Friends Club (MS)		Allyson Hepler	\$1,500.00
		Brooke Turnbull	\$1,500.00
Best Friends Club (Myrtle)		Zach Whitfield	\$3,000.00
Cheerleading (Varsity)	Head Coach	Stacy Van Goor	\$5,000.00
	Assistant	Jessica Eberlin	\$4,750.00
Cheerleading (MS)	Head Coach	Stacy Van Goor	\$3,000.00
Chess Club (MS)		Pat Falsetti	\$1,500.00
Craft Club (MS)		Allyson Hepler	\$750.00
		Bonnie Lawrence	\$750.00
Cross Country (Co-Ed, Varsity)	Head Coach	Lauryn Greggs	\$5,000.00
	Assistant	Melissa Bowers	\$2,500.00
Cross Country (Co-Ed, MS)	Head Coach	Carly Devine	\$3,000.00

Dance Team		OPEN	\$3,000.00
Environmental Club (HS)		Jen Bogdanski	\$1,500.00
Environmental Club (MS)		Carolyn Manko	\$1,500.00
Fashion Club (MS)		Jessica Boronky	\$1,500.00
FBLA		OPEN	\$3,000.00
FCCLA (HS)		Emily Brill	\$1,500.00
Football (Varsity)	Head Coach	Steve McCormick	\$8,500.00
	Assistant	Brad Francus	\$4,000.00
	Assistant	Shane Holden	\$3,700.00
	Assistant	Casey Phillips	\$5,700.00
	Assistant	Mike Oroz	\$5,250.00
	Assistant	Russ Klein	\$5,350.00
	Assistant	Kevin Dobson	\$1,500.00
	Volunteer	Ian Thomas	
Football (MS)	Head Coach	John Dennis	\$4,000.00
	Assistant	Paul Jankowski	\$3,000.00
	Volunteer	Conor Hinchey	
French Club (HS)		Julie O'Mara	\$1,500.00
Girls who Code (HS)		Kevin Gallagher	\$1,500.00
Golf	Head Coach	Dennis Sarchet	\$5,000.00
	Assistant	Craig Wetzel	\$2,500.00
Intramurals (Aiken)		Mike Shuck	\$3,000.00
Intramurals (Dormont)		Andy Bell	\$1,500.00
		Kelly Seltzer	\$1,500.00
Intramurals (MS)		Lisa McMahon	\$1,500.00
		Carolyn Manko	\$1,500.00
Intramurals (Myrtle)		Kelly Diven	\$1,500.00
		Kristie Rosgone	\$1,500.00
Junior/Senior Class		Lainey Resetar	\$1,500.00
Line Dancing (MS)		Lori DeMartino	\$750.00
		Kristen Leitch	\$750.00

Marching Band		William Eibeck	\$8,500.00
Math Club		Josh Kirchner	\$3,000.00
Medical Careers Club (HS)		Nancy Kraemer	\$1,500.00
Mileage Club (Aiken)		Jen Watenpool	\$3,000.00
Mileage Club (Dormont)		Jen Watenpool	\$1,500.00
Musical (Elementary)		Rob Naser	\$5,000.00
Musical (HS)		William Eibeck	\$8,500.00
Musical (MS)		Richard Smith	\$5,000.00
National Honor Society (HS)		Nancy Kraemer	\$3,000.00
Nature Club (Myrtle)		Zach Whitfield	\$3,000.00
Newspaper Club (MS)		Allyson Hepler	\$750.00
		Kelly Connolly	\$750.00
Odyssey of the Mind		Jessica Dobson	\$5,000.00
Pep Club (HS)		Lauryn Greggs	\$1,500.00
		Melissa Bowers	\$1,500.00
PJAS (HS)		OPEN	\$1,500.00
Robotics (HS)		Jeff Oestrich	\$1,500.00
Robotics (MS)		Craig Wetzel	\$750.00
		Dennis Sarchet	\$750.00
Science Club (HS)		Rebecca Hritz	\$1,500.00
Soccer (Boys, Varsity)	Head Coach	John Paul Nicola	\$6,500.00
	Assistant	Pat Simmons	\$3,250.00
	Assistant	Maddox Fingers	\$3,250.00
Soccer (Boys, MS)	Head Coach	Ron DiNardo	\$3,000.00
	Assistant	Eric Michalski	\$2,000.00
	Assistant	OPEN	\$2,500.00
Soccer (Girls, Varsity)	Head Coach	Roman Nardozi	\$6,500.00
	Assistant	Bryan Taylor	\$3,250.00
	Assistant	Kaylyn Cannon	\$3,250.00

Soccer (Girls, MS)	Head Coach	Ed Scott	\$3,000.00
	Assistant	Michael Muick	\$2,500.00
	Assistant	OPEN	\$2,000.00
Spanish Club (HS)		Lisa Forlini	\$1,500.00
Stage Crew (HS)		William Eibeck	\$3,000.00
Strength Club (HS)		Nick Kamberis	\$3,000.00
Student Senate (HS)		Jen Bogdanski	\$1,500.00
Student Senate (MS)		Mark Kopper	\$3,000.00
Swimming (Co-Ed, MS)	Head Coach	Jeff DiGiacomo	\$3,000.00
	Assistant	Dani Sakulski	\$1,500.00
Technology Club (HS)		Craig Wetzel	\$750.00
		Dennis Sarchet	\$750.00
Tennis (Girls, Varsity)	Head Coach	Leslie Leopold	\$5,000.00
	Assistant	Kieran Gorman	\$1,250.00
	Assistant	Hope Harris	\$1,250.00
Varieties		Nancy Kraemer	\$3,000.00
Volleyball (Girls, Varsity)	Head Coach	Michael O’Leary	\$5,500.00
	Assistant	Nicole Detorakis	\$2,750.00
	Assistant	Megan Holly	\$1,500.00
	Volunteer	Ciera Fehl	
Yearbook (MS)		Amy Torcaso	\$750.00
		Gina Huss	\$750.00
Yearbook (HS)		OPEN	\$1,500.00

4. Support Positions and Compensation

In compliance with the *Keystone Oaks Education Association Collective Bargaining Agreement 2020-2026*, it is recommended that the Board approve the following individuals for the 2024/2025 school year:

<u>Position</u>	<u>Name</u>	<u>Stipend</u>
Athletic & Activities Programs Facilitator	Mark Elphinstone	\$13,000.00
Events Facilitator	Joshua Kirchner	\$4,700.00
Weight Room Facilitator	Nick Kamberis	\$3,050.00
Aquatics Facilitator	Amy Torcaso	\$4,700.00

IV. DEPARTMENT LEADERS ADDITIONAL COMPENSATION 2023/2024 SCHOOL YEAR

In compliance with the *Keystone Oaks Education Association Collective Bargaining Agreement 2020-2026*, it is recommended that the following individuals be approved as receiving an additional compensation for the 2023/2024 school year:

<u>Grade Level/Department Leader</u>	<u>Name</u>	<u>Compensation</u>
Kindergarten	Mary Poe	\$750.00
First	Kellie Dawson	\$750.00
Second	Shannan Turner	\$750.00
Middle School English/Language Arts	Lisa McMahon	\$750.00
English 9 – 12	Jennifer Bogdanski	\$750.00
Middle School Mathematics	Pat Falsetti	\$750.00
Humanities (Art and Music) K – 12	Rob Naser	\$750.00

V. GRADE LEVEL/DEPARTMENT LEADERS 2024/2025 SCHOOL YEAR

In compliance with the *Keystone Oaks Education Association Collective Bargaining Agreement 2020-2026*, it is recommended that the following individuals be approved for the 2024/2025 school year:

<u>Grade Level/Department Leader</u>	<u>Name</u>	<u>Compensation</u>
Kindergarten	Kim Gray	\$2,250.00
First	Kellie Dawson	\$2,250.00
Second	Shannan Turner	\$2,250.00
Third	Jamie Barbin	\$2,250.00
Fourth English/Language Arts and Social Studies	Jennifer Harke	\$2,250.00
Fourth Mathematics and Science	Kristie Rosgone	\$2,250.00
Fifth English/Language Arts and Social Studies	Jennifer Harke	\$2,250.00
Fifth Mathematics and Science	Mike Shuck	\$2,250.00
Middle School English/Language Arts	Lisa McMahon	\$2,250.00
Middle School Mathematics	Pat Falsetti	\$2,250.00
English 9 - 12	Jennifer Bogdanski	\$2,250.00
Mathematics 9 - 12	Kevin Gallagher	\$2,250.00
Science 6 - 12	Michelle McSwigan	\$2,250.00
Social Studies/Secondary ESL 6 – 12	Jeff Sieg	\$2,250.00

Special Education K – 5	Megan Disher	\$2,250.00
Special Education 6 – 8	Adam Brown	\$2,250.00
Special Education 9 – 12	Pam Gianoglio	\$2,250.00
STEAM/Computer and Data Science/ Technology Education K - 12	Kevin Gallagher	\$2,250.00
Humanities (Art and Music) K -12	Rob Naser	\$2,250.00
Wellness (Physical Education and Family Consumer Science) K - 12	Steve McCormick	\$2,250.00
Library/Career Advisor/Business/World Language K – 12	Andy Bell	\$2,250.00
Student Services (Counselors/Psychologists/ Nurses/Mental Health Therapists) K - 12	Heather Hardy Stephen Hope	\$1,125.00 \$1,125.00

VI. MENTOR TEACHERS

In compliance with the *Keystone Oaks Education Association Collective Bargaining Agreement 2020-2026*, it is recommended that the Board approve the following mentor teachers be approved and receive payment for the 2023/2024 school year:

Year 1 Mentors

Andy Bochicchio	\$362.50
Jen Bogdanski	\$184.24
Adam Brown	\$462.48
Aaron Colf	\$362.50
Allyson Culp	\$165.44
Kellie Dawson	\$725.00
Pat Falsetti	\$360.96
Kim Gray	\$725.00
Jen Harke	\$725.00
Heather Hruby	\$639.20
Jeff Kelly	\$725.00
Michelle McSwigan	\$635.44
Mike Orsi	\$259.44
Devan Pappaterra	\$725.00
Ann Pfeufer	\$725.00
Kevin Prince	\$725.00
Melissa Purkiss	\$518.88
Kristie Rosgone	\$1,450.00
Jen Sadowski	\$362.50
Beth Salimbene	\$725.00
Christina Schneiders	\$362.50
Ben Stewart	\$240.64
Craig Wetzel	\$725.00

Year 2 Mentors

Heather Hardy	\$725.00
Michelle McSwigan	\$725.00
Kim Puffer	\$725.00
Nicole Varrenti	\$725.00

Year 3 Mentors

Heather Hardy	\$725.00
Allyson Hepler	\$725.00
Kevin Prince	\$725.00

For Information Only

Stipend amounts listed above are calculated on a per basis scale and bargaining unit members are compensated \$725.00 per mentor that meets the criteria listed above. Pro-rated stipends indicate a portion of the year met the above criteria.

VII. TEACHING LOAD COMPENSATION – SECOND SEMESTER

In compliance with the *Keystone Oaks Education Association Collective Bargaining Agreement 2020-2026*, it is recommended that the Board approve the following individual for compensation for the second semester of the 2023/2024 school year:

1. Secondary Teacher Stipends Teachers 7 out of 8 Periods

Kevin Gallagher	\$1,000.00
Brooke Turnbull	\$1,000.00

2. Elementary Teacher Stipends for Class Size at 24 or Above

William Opperman	\$1,937.80
Mike Shuck	\$1,937.80

3. Elementary Special Education Teacher Stipends for Teaching more than One Course during the same Period

Jocelyn Hiber	\$1,000.00
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For Information Only

Stipend amounts listed above are calculated on a per class basis and bargaining unit members are compensated \$1,000.00 per class that meets the criteria listed above. Prorated stipends indicate a portion of the semester met the above criteria.

VIII. TENURE

It is recommended that the Board recognize the following individuals as having completed the requirements according to the Commonwealth of Pennsylvania and achieving tenure on August 25, 2024 with a Professional Contract:

Jessica Boronky	Middle School/High School
Amanda Carnes	Dormont
Lauren Johnson	Fred L. Aiken Elementary
Anastasia McGaughey	High School

IX. STUDENT SUMMER WORK PROGRAM

It is recommended that the Board approve the rate for workers under the district's *Summer Work Program* at a rate of \$15.00/hour, effective June 10, 2024 – August 16, 2024.

For Information Only

Students applying for the *Student Summer Work Program* must be at least 16 years old.

FINANCE REPORT

JUNE 18, 2024

Mr. Nafis Hill, Chairperson

BOARD ACTION REQUESTED

I. APPROVAL OF THE 2024/2025 FINAL BUDGET

The Administration recommends the adoption of the 2024/2025 Final Budget in accordance with Section 68 of the School Code of Pennsylvania.

For Information Only

The 2024/2025 Final Budget represents estimated Expenditures of \$49,511,485 and expected Revenues of \$49,205,983, which results in a deficit of \$305,502 that will be covered by the district's fund balance.

The 2024/2025 Final Budget also represents a 3.0% tax increase, which results in the levying of 21.1002 mills. This 3.0% tax increase is below the Act 1 index of 5.3%, which is the highest percentage the district was allowed to raise taxes for the 2024/2025 school year, as per the Pennsylvania Department of Education.

II. ACCOUNTS PAYABLE APPROVAL LISTS THROUGH MAY 31, 2024

The Administration recommends approval of the following Accounts Payable lists as presented in the *Finance Package*:

A. General Fund as of May 31, 2024 (Check No. 72186-72185)	\$816,078.33
B. Food Service Fund as of May 31, 2024 (Check No. 9847-9846)	\$47,508.67
C. Athletics as of May 31, 2024 (None)	\$0.00
D. Capital Reserve as of May 31, 2024 (None)	\$0.00
TOTAL	\$863,587.00

III. INVESTMENTS

It is recommended that in accordance with ***Board Policy 005 - Organization***, the Board approve the following as authorized depositories for the purpose of investing School District funds:

- First National Bank
- Bank of New York – Mellon
- Pennsylvania Local Government Investment Trust (PLGIT)

- Pennsylvania School District Liquid Asset Fund (PSDLAF)
- INVEST (Treasurer's Department)

IV. BANKING

It is recommended that in accordance with **Board Policy No. 005 – Organization**, the Board approve the following as designation depositories:

First National Bank	Activities and Athletic Funds
	Capital Expenditure Fund
	Compensated Absences Fund
	Food Service General Fund
	OPEB Fund
	Payroll
	<i>Others as approved by the School Board.</i>

V. DISTRICT INSURANCE POLICIES 2024/2025

It is recommended that the Board approve the District's insurance policies as listed:

• CM Regent (Commercial Property & Equipment)	\$129,562.00
• CM Regent (Commercial General Liability)	\$32,871.00
• CM Regent (Commercial Crime & Educators Legal Liability)	\$1,894.00
• CM Regent (Commercial Automobile)	\$4,890.00
• CM Regent (Excess Liability)	\$17,768.00
• UPMC (Workers' Compensation)	\$71,204.00
TOTAL	\$258,189.00

For Information Only

This cost represents an increase of \$45,527.00 or 21.41% from the 2023/2024 insurance costs.

VI. CURRENT 511 TAXES

It is recommended that the Board approve the Current Act 511 Taxes including local service tax (\$5.00/per working individual); earned income tax (0.5%); and real estate transfer tax (0.5%) for the 2024/2025 school year.

VII. BREAKFAST AND LUNCH PRICE INCREASE FOR THE 2024/2025 SCHOOL YEAR

It is recommended that the Board approve the following price increase for the 2024/2025 school year for breakfast and lunch:

	<u>Increase</u>	<u>2024/2025 Cost</u>
Elementary Breakfast	\$0.10	\$1.75
Elementary Lunch	\$0.10	\$2.85
Secondary Breakfast	\$0.10	\$1.85
Secondary Lunch	\$0.10	\$2.95

VIII. CORBETT – CLASSROOM FURNITURE

It is recommended that the Board approve the purchase of classroom furniture from Corbett to support instructional design in grades 3 through 5 classrooms, including Special Education, ESL, and Title I, for the 2024/2025 school year in the amount of \$678,941.68.

FOR INFORMATION ONLY**I. EXPENDITURE/REVENUE 2023 – 2024 BUDGET to ACTUAL / PROJECTION**

ACCT	DESCRIPTION	2023-2024 BUDGET TOTAL	2023-2024 11 MONTH MAY/ACTUAL	OVER (UNDER) BUDGET
Revenue				
6000	Local Revenue Sources	\$ 32,672,317	\$ 33,077,242	\$ 404,925
7000	State Revenue Sources	\$ 13,333,933	\$ 13,616,896	\$ 282,963
8000	Federal Revenue Sources	\$ 805,962	\$ 2,273,713	\$ 1,467,751
Total Revenue		\$ 46,812,212	\$ 48,967,851	\$ 2,155,639

				(OVER) UNDER BUDGET
Expenditures				
100	Salaries	\$ 20,607,107	\$ 16,565,583	\$ 4,041,524
200	Benefits	\$ 13,416,990	\$ 9,638,071	\$ 3,778,919
300	Professional/Technical Services	\$ 1,929,206	\$ 1,956,807	\$ (27,601)
400	Property Services	\$ 1,493,800	\$ 1,419,776	\$ 74,024
500	Other Services	\$ 5,446,273	\$ 4,780,873	\$ 665,400
600	Supplies/Books	\$ 1,715,234	\$ 1,465,744	\$ 249,490
700	Equipment/Property	\$ 1,015,150	\$ 1,175,967	\$ (160,817)
800	Other Objects	\$ 87,100	\$ 377,072	\$ (289,972)
900	Other Financial Uses	\$ 1,101,352	\$ 2,709,395	\$ (1,608,043)
Total Expenditures		\$ 46,812,212	\$ 40,089,287	\$ 6,722,925

Revenues exceeding Expenditures	\$ -	\$ 8,878,564	\$ 8,878,564
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**Other Financing
Sources/(Uses)**

Interfund Transfers In (Out)	\$ -	\$ -	\$ -
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II. SUMMARY OF STUDENT ACTIVITIES ACCOUNTS AS OF MAY 31, 2024

Bank Account - Status	Middle / High School	Athletics
Cash Balance - 05/01/2024	\$ 298,004.74	\$ 49,417.98
Deposits	\$ 9,318.35	\$ 56.34
Subtotal	\$ 307,323.09	\$ 49,474.32
Expenditures	\$ 41.60	\$ 300.00
Cash Balance - 05/31/2024	\$ 307,281.49	\$ 49,174.32

III. BANK BALANCES**BANK BALANCES PER STATEMENT AS OF MAY 31, 2024****GENERAL FUND**

	BALANCE
FNB BANK	\$ 744,434
PAYROLL (pass-thru account)	\$ 6,909
FNB SWEEP ACCOUNT	\$ -
ATHLETIC ACCOUNT	\$ 49,174
PLGIT	\$ 12,883,228
FNB MONEY MARKET	\$ 289,306
PSDLAF	\$ 176,523
INVEST PROGRAM	\$ 197,392
OTHER POST-EMPLOYMENT BENEFITS	\$ 2,128,207
COMPENSATED ABSENCES	\$ 461,239
	\$ 16,936,413

CAFETERIA FUND

FNB BANK	\$ 554,567
PLGIT	\$ 1,660,950
	\$ 2,215,517

CONSTRUCTION FUND / CAP RESERVE

FNB BANK	\$ 44,259
PLGIT - G.O. BOND SERIES C OF 2014/ 12-19	\$ 873
	\$ 45,132

GRAND TOTAL

\$ 19,197,062

**BUILDINGS, GROUNDS &
TRANSPORTATION REPORT**
JUNE 18, 2024

Mr. Santo Raso, Chairperson

BOARD ACTION REQUESTED

I. STADIUM DOMESTIC WATER HEATING SYSTEM REPLACEMENT

It is recommended that the Board approve the replacement of the Stadium Domestic Water Heating System by Huckestein Mechanical at a cost not to exceed \$91,723.75.

For Information Only

Funds for the replacement of the Stadium Domestic Water Heating System will be taken from the capital budget.

II. ELECTRONIC MARQUEES – KEYSTONE OAKS MIDDLE SCHOOL/HIGH SCHOOL CAMPUS

It is recommended that the Board approve the purchase and installation of two (2) electronic marquees from FastSigns at a cost not to exceed \$62,574.50 on the Middle School and High School Campuses.

For Information Only

Funds for the Electronic Marquees will be taken from the capital budget.

The cost of the electronic marquee for the high school is \$26,649.50. The cost of the electronic marquee for the middle school is \$35,925.00.

KEYSTONE OAKS SCHOOL DISTRICT

Policy Guide



Policy No. 101

Section PROGRAMS

Title MISSION AND VISION
STATEMENT/SHARED VALUES

Adopted AUGUST 21, 1989

Revised MARCH 21, 2017;
FEBRUARY 16, 1998

POLICY NO. 101 MISSION AND VISION STATEMENT/SHARED VALUES		
Section 1	<p><u>District Mission Statement</u></p> <p>The Keystone Oaks School District's mission is to provide a safe learning environment that prepares critical thinkers to become responsible and productive members of society. Excellence in engaging, empowering, and enriching today for tomorrow's expectations.</p>	Pol. 100
Section 2	<p><u>District Vision Statements</u></p> <p>The Keystone Oaks School District will remain current and competitive in every aspect of its operations while providing the best education for the children of Castle Shannon Borough, Dormont Borough, and Green Tree Borough. To do this, we will measure our success by assuring that:</p> <ol style="list-style-type: none">1. Students demonstrate continuous growth so as to prepare for future challenges.2. Students link learning to real-world applications through a dynamic, comprehensive curriculum that provides creative opportunities.3. Students are provided opportunities for collaboration while engaged in the K-12 curriculum.	

	<p style="text-align: center;">POLICY NO. 101</p> <p style="text-align: center;">MISSION AND VISION STATEMENT/SHARED VALUES</p> <p>Learning Vision: The District strives to hear the voice of every child describing his/her learning through meaningful, engaging encounters.</p> <p>Curriculum Vision: The District promotes excellence in the academic, arts, activities, and athletics, while providing opportunities for all students that will prepare them for a successful future beyond Keystone Oaks.</p> <p>Instruction Vision: Students are motivated to learn at their individual, maximum pace while their developmental levels and interests are being considered in their program of study.</p> <p>Assessment Vision: Students are allowed and encouraged to demonstrate their learning in a variety of ways.</p> <p>Technology Vision: All stakeholders enrich education through the thoughtful and responsible use of technology within a cycle of utilization, application, and evaluation.</p> <p>Personnel Vision: Personnel provide an engaging and nurturing environment that promotes the personal well-being of each student and every employee.</p> <p>Stakeholder Vision: The stakeholders support the active involvement of guardians, District personnel, and community members in providing an environment that engages, empowers, and enriches every Keystone Oaks student.</p> <p>Section 3</p> <p><u>District Shared Values</u></p> <ol style="list-style-type: none"> 1. Communication: Expressing, receiving, and sharing information. 2. Empathy: Acknowledging the perspective, emotions, and experiences of all stakeholders. 3. Global Competence: Responding to and understanding diverse cultural practices and world viewpoints. 4. Imagination: Envisioning creative and innovative ways to take risks and solve problems 	
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	<p style="text-align: center;">POLICY NO. 101 MISSION AND VISION STATEMENT/SHARED VALUES</p>	
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| | <p>5. Integrity: Making ethical choices and doing the right thing regardless of personal gain.</p> <p>6. Learning: Acquiring, processing, and retaining information for life-long use.</p> <p>7. Motivation: Achieving goals through personal drive.</p> <p>8. Ownership: Having pride and taking responsibility for one's actions and their outcomes.</p> <p>9. Passion: Sparking the emotional connection that ignites one's purpose.</p> <p>10. Work: Being accountable and persevering.</p> | |
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	<p>The beliefs/shared values strategically identify the heart and soul of the District and serve as the foundation behind all operations. The Beliefs/Shared Values of the Keystone Oaks School District are:</p>	
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| | <p>1. Learning in a safe, respectful, and nurturing environment is the focus of the educational process, and active engagement and collaboration are critical to the process for promoting lifelong learning in order to live successfully in a diverse society.</p> <p>2. Each student contributes unique abilities and talents which should be challenged in the academics, arts, athletics, and extracurricular activities.</p> <p>3. Individuals are responsible and accountable for their own choices, decisions, and actions, which create the foundation of good citizenship.</p> <p>4. Students, staff, parents, School Board members, and community members share the responsibility for the quality of education.</p> <p>5. Success is strongly influenced by personal motivations and high expectations.</p> | |
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POLICY NO. 101
MISSION AND VISION STATEMENT/SHARED VALUES

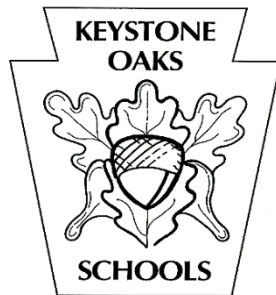
- ~~6.—Diversity in a student population encourages an understanding of cultural differences and values and of the diverse means that learners use to engage with knowledge.~~
- ~~7.—Recognition and appreciation encourage motivation and dedication.~~
- ~~8.—Integrity, trust, and open communication are vital for an excellent learning community.~~
- ~~9.—Collaboration, effective leadership, high expectations, and the responsible use of resources and partnerships with businesses and the community result in excellence.~~
- ~~10.—Teaching is both an "art" and a "science" that promotes intellectual engagement among members of the learning community to ensure continuous learning.~~
- ~~11.—The experiences encountered during the learning process are enhanced when the physical plant is well maintained.~~

Previously Revised: March 21, 2017; February 16, 1998

References:

Board Policy – 100

Policy Guide

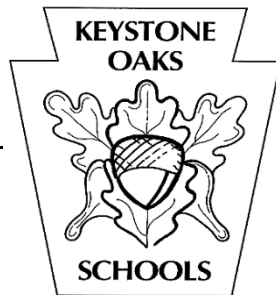
Policy No. 119Section PROGRAMSTitle CURRENT EVENTS~~SOCIAL ISSUES~~Adopted AUGUST 21, 1989Last Revised FEBRUARY 16, 1998

POLICY NO. 119 CURRENT EVENTS SOCIAL ISSUES		
Section 1	<p><u>Purpose</u></p> <p>The Board believes that the consideration of current eventssocial issues has a legitimate place in the educationalinstructional program of the schools. Properly introduced and conducted, discussionthe consideration of such events can help students learn to identify important issues, explore fully and fairly all sides of an issue, weigh carefully the values and factors involved, and develop skills techniques for formulating and evaluating positions and opinions.</p>	
Section 2	<p><u>Definition</u></p> <p>For purposes of this policy, A current event is defined as a topic not expressly enumerated in the course guide as contentappropriate for of the course of study.</p>	
Section 3	<p><u>Authority</u></p> <p>The Board will permit the introduction and proper educational use of current eventssocial issues, provided that their use in the instructional program:</p> <ol style="list-style-type: none"> 1. Is is related to the course's educational instructional goals of the course of study and the students' level of maturity of the students. 2. -Ddoes not tend to indoctrinate or persuade students to a particular point of view. 3. Eencourages fair presentations and open-mindedness. 	Pol. 106

	<p style="text-align: center;">POLICY NO. 119 CURRENT EVENTSSOCIAL ISSUES</p> <p>4. Itis conducted in a spirit of scholarly inquiry.</p> <p>5. and Itis not related to the employment status of the teacher and/or other district employees of the District.</p> <p>When social issues have not been specified in the course guide, the Board will only permit the instructional use of those issues which have been approved by the principal.</p> <p>The Board recognizes that some deviation from the assigned course guide is necessary in the free exchange of the classroom. However, the Board specifies for the guidance of the Superintendent and, through administrative directive, the guidance of the staff that any discussion of current eventssocial issues in the classroom or school environment shall be conducted in an unprejudiced and dispassionate manner and shall not disrupt the educational process, or fail to match the maturity level of students, nor be unrelated to the goals of the District and the appropriate course guide.</p> <p>In the discussion of any event, a teacher may express a personal opinion, but shall identify it as such, and must not express such an opinion for the purpose of persuading students to theirhis/her point of view.</p> <p>Section 4 <u>Delegation of Responsibility</u></p> <p>The Superintendent shall develop administrative regulations to assist teaching staff members in developing techniques for the management of current eventssocial issues which that do not stifle a spirit of free and scholarly inquiry.</p> <p>Previously Revised: February 16, 1998</p> <p>References:</p> <p>PA School Code – 24 P.S. 510</p> <p>Board Policy – Pol. 106</p>	Pol. 106
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KEYSTONE OAKS SCHOOL DISTRICT

Policy ~~SUMMER SCHOOL~~ Guide



Policy No. 124

Section PROGRAMS

Title ALTERNATIVE INSTRUCTION

Adopted AUGUST 21, 1989

Last Revised FEBRUARY 16, 1998

POLICY NO. 124 ALTERNATIVE INSTRUCTION SUMMER SCHOOL		
Section 1	<p><u>Purpose</u></p> <p>It is the policy of the Board that the District will make summer school opportunities available through out of district approved, accredited programs. Driver education classes, on a limited basis, shall be held for secondary school pupils of the District only.</p> <p>The Board may grant credit toward high school graduation for course work successfully completed through approved summer school, online courses and dual enrollment, in accordance with this policy.</p>	SC 502, 1525, 1901, 1903, 1906 Pol. 217
Section 2	<p><u>Delegation of Responsibility</u></p> <p>The building principal shall be responsible for reviewing and approving student applications for earning credit toward graduation through approved alternative instruction courses.</p> <p>The building principal shall determine the number of credits assigned to such a course as part of the approval process before the student begins the course.</p>	
Section 3	<p><u>Guidelines</u></p> <p>Students shall submit to the building principal a written request for approval of each proposed course and the number of credits sought.</p>	

POLICY NO. 124
ALTERNATIVE INSTRUCTION~~SUMMER SCHOOL~~

The student shall receive the same letter grade for credit that is assigned by the alternative instruction course.

Credit Recovery

A student who has failed to earn credit in an academic course may recover that course credit by enrolling in a “Credit Recovery” program. Credit Recovery allows students to earn credit for the purpose of advancing to the next grade level or for graduation purposes. A student enrolled in a recovery course may receive high school credit for work completed, provided:

1. The student assumes responsibility for all fees including tuition and textbooks.
2. The building principal approves the course in advance of registration.
3. The course is given by an accredited institution approved by the Superintendent or designee.

Both the failed course and the recovered course grades will appear on the student’s transcript. However, only the recovered course grade will be calculated into a student’s grade point average.

Acceleration

Grades K-5: Course acceleration is a possibility based upon a student’s academic performance and will be determined by the classroom teacher, counselor, building administrator, person in parental relation, and approved by the Superintendent or designee.

Grades 6-12: Students may take courses for the purpose of accelerating in mathematics pathway. Only students in grades 9-12 will be given graduation credit for these courses. A student may accelerate in the mathematics course pathway, provided:

1. The student assumes responsibility for all fees including tuition and textbooks.
2. The building principal approves the course in advance.

POLICY NO. 124
ALTERNATIVE INSTRUCTION~~**SUMMER SCHOOL**~~

3. The course is offered by an institution approved by the Superintendent or designee.
4. The student demonstrated readiness to move into the new pathway course.

Course acceleration may result in gaps in student learning that could impact student performance in future courses of study. Persons in parental relation, staff, and students should collaborate and make informed decisions related to course acceleration.

Retake

Students that earned a credit in a course, but would like to improve their skills and understanding of content may retake the course at the District. The student will not receive additional credit for the course that was retaken. Both course and grades will appear on the student's transcript. However, only the initial course grade will be calculated into the student's grade point average..

International Exchange Programs

District students shall receive high school credit for international exchange courses that meet the criteria established in the curriculum and are approved by the building principal.

International study course work not meeting district requirements may be placed in the student's permanent record and recorded as an international study experience.

Enrichment

Enrichment is additional learning opportunities outside of the Keystone Oaks Program of Studies. The student will receive graduation credit for an enrichment course and the grade will be included in the calculation of the student's grade point average. The course may be noted on the transcript at the student's request through an application/approval process. A student may pursue enrichment, provided:

	<p style="text-align: center;">POLICY NO. 124</p> <p style="text-align: center;">ALTERNATIVE INSTRUCTIONSUMMER SCHOOL</p> <ol style="list-style-type: none">1. The student assumes responsibility for all fees including tuition and textbooks.2. The building principal approves the course in advance for it to appear on the notes section of the transcript.3. The course is offered by an institution approved by the Superintendent or designee. <p>Previously Revised: February 16, 1998</p>	
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Policy Guide



Policy No. 260

Section PUPILS

Title COMPETITIVE/NON-COMPETITIVE
EVENTS AND TRIPS

Adopted AUGUST 20, 2019

Last Revised _____

	<p style="text-align: center;">POLICY NO. 260 COMPETITIVE/NON-COMPETITIVE EVENTS AND TRIPS</p> <p style="text-align: center;">THIS POLICY SHALL SUPERSEDE POLICIES 230 AND 231.</p> <p>Section 1 <u>Purpose</u></p> <p>The Board recognizes the value of students sharing their talents and skills through participation in performances and activities outside the academic school day and/or school community. The Board also recognizes the value of students' participation in school sponsored events and trips, which are to enhance and enrich their school experiences.</p> <p>The Board adopts this policy to outline the guidelines and procedures for school sponsored competitive/non-competitive events and trips and to outline the District resources that shall be allocated to defray the cost for students attending these events.</p> <p>Section 2 <u>Authority</u></p> <p>The Board shall approve any trips that are planned to keep students out of the District overnight or longer and/or trips that require District funds.</p> <p>Students on trips remain under the supervision and responsibility of the Board and are subject to its rules and regulations.</p> <p>The Board does not endorse, support, or assume responsibility in any way for any district staff member who takes students on trips not approved by the Board or Superintendent. No staff member may solicit district students for such trips within the</p>	
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	<p style="text-align: center;">POLICY NO. 260 COMPETITIVE/NON-COMPETITIVE EVENTS AND TRIPS</p> <p>district facilities or on district grounds without Board or Superintendent permission.</p> <p>Section 3 <u>Definitions</u></p> <p>For purposes of this policy, a competitive/non-competitive event or trip shall be considered school sponsored when:</p> <ul style="list-style-type: none"> 1. It takes place during the academic school year. 2.1. It is sponsored by a District recognized organization and operates under the direction of the District. 3.2. It benefits a group (club, class, grade level, team) as opposed to individuals, and is planned through and for such group, as opposed to being formed for the purpose of taking a trip or participating in an event. Thus, the group cannot be formed for the sole purpose of making the trip or event possible. 4.3. Includes athletic teams sanctioned by the Pennsylvania Interscholastic Athletic Association (P.I.A.A.) 5.4. Does not fall under the definition of a Curricular Field Trip as outlined in Board policy 121. <p>A Level 0 Event is an event that a student, team, or group does not have to place/qualify in order to attend, the group does not compete at, or whose competition is not required in order to qualify for a Level II event. This is generally a local or regional event, but may be statewide or national. This does not include any sanctioned P.I.A.A. regular season events, but includes optional non-P.I.A.A. athletic events such as invitationals.</p> <p>A Level I Event is an event that a student, team, or group does not have to place/qualify in order to attend, but consists of a competition whose winners may qualify to attend Level II events. This is generally a local or regional event, but may be statewide or national. This includes all sanctioned P.I.A.A. regular season events.</p>	<p>Pol. 121</p>
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<p>Section 4</p>	<p style="text-align: center;">POLICY NO. 260 COMPETITIVE/NON-COMPETITIVE EVENTS AND TRIPS</p> <p>A Level II Event is an event that a student, team, or group must qualify in order to attend, usually by competing in a Level I event prior to this event.</p> <p>A Level III Event is an event that a student, team, or group must qualify in order to attend, by competing in a Level II event prior to this event.</p> <p>A chaperone is a coach, sponsor, and/or any adult eighteen (18) years of age or older with proper clearances.</p> <p><u>Guidelines</u></p> <p>As voluntary participants in school events and trips, students shall be held responsible for compliance with District policies and the Student Code of Conduct. Infractions of those policies or rules will be subject to the same disciplinary measures applied during the regular school program.</p> <p>Participation in school/athletic events is not a right and may be denied to any student who has demonstrated disregard for the policies and rules of the District.</p> <p>Trips are to be planned for weekends, holidays, calendar breaks or summer vacations where possible.</p> <p>If an event or trip requires students to miss classroom time, preferably no more than two school days, the student has sole responsibility to contact theirhis or her teachers and complete all assignments in a timely fashion, in accordance with applicable policies and procedures. Assignments given prior to a scheduled trip will be due on the due date or the date the student comes back to school. Students shall be given a day extension per day out on assignments given during their trip.</p> <p>No student shall be compelled to participate in an event or trip that requires the student to miss class time, nor will any student be penalized in any way for failure to do so.</p> <p>No student, group of students, or district employee may receive compensation for participation in any event or trip.</p>	<p>Pol. 218</p>
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	POLICY NO. 260	
	COMPETITIVE/NON-COMPETITIVE EVENTS AND TRIPS	
	<p><u>Use of District Funds</u></p> <p>The maximum District funds requested per student for the purposes of transportation, lodging, meals, and registration fees are as follows:</p> <ul style="list-style-type: none"> • Level 0 – \$0 • Level I – \$7550 – For non-P.I.A.A. groups, the maximum amount allocated is to be used for registration fees only. The District shall ONLY cover transportation expenses for sanctioned regular schedule P.I.A.A. events. • Level II – \$375250 – Funds allocated shall be used in accordance with District travel expense policy. • Level III – \$750500 – Funds allocated shall be used in accordance with District travel expense policy. <p>For Level II and Level III events, lodging expenses will only be covered if distance is greater than one-hundred (100) miles. Food expenses will only be covered if distance is greater than fifty (50) miles.</p> <p>Exceptions may be granted by the Superintendent based on event timing.</p> <p>In the event that a Booster Group, Parent Organization, or fundraising pays for the student expenses at any Level (I, II, III) of event/trip, any remaining costs not covered by the Booster Group, Parent Organization or fundraising will be covered by the District at the maximum rate listed above.</p> <p><u>Chaperones</u></p> <p>The District requires one (1) chaperone per twelve (12) students attending an event/trip unless the destination/event requires a lower ratio or the District is not paying for the trip. The District shall pay expenses, according to District policy, for the required number of chaperones for a level II or III event only.</p>	Pol. 827
		Pol. 827

Pol. 827

<p>Section 4</p>	<p style="text-align: center;">POLICY NO. 260 COMPETITIVE/NON-COMPETITIVE EVENTS AND TRIPS</p> <p>If a Level II/III event/trip is overnight and both male and female students are attending, the District shall pay the costs of both a male and female chaperone to attend.</p> <p>Expenses for any chaperones above this requirement shall not be covered by the District unless directed by IEP requirements.</p> <p><u>Administration of Medication</u></p> <p>The Board directs planning for field-trips/events to start early in the school year and to include collaboration between administrators, teachers, nurses, persons in parental relationparents/guardians and other designated health officials.</p> <p>Decisions regarding administration of medication during field trips/events and other school-sponsored programs and activities shall be based on the student's individual needs.</p> <p>Medication shall be administered in accordance with applicable laws, regulations, Board policies and district procedures.</p> <p><u>Delegation of Responsibility</u></p> <p>The sponsor of the trip/event will collect all necessary information regarding the costs of the event and will submit to the building principal or athletic director in the case of an athletic event. This information will be identified on the District's approved form.</p> <p>The building principal will submit such documentation to the Superintendent or theirhis/her designee. This documentation must be submitted by the first of the month for the event to be placed on the Board agenda for approval.</p> <p>Consideration for approval of an event or trip, by the Superintendent, may be based on: the appropriateness of the activity, educational time missed, educational benefit, substitute availability, student safety, District funds requested, or any other metric deemed important.</p> <p>The Superintendent or designee shall develop procedures for the conduct of student events and trips.</p>	<p>Pol. 103, 113</p> <p>Pol. 210, 210.1</p>
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	<p style="text-align: center;">POLICY NO. 260 COMPETITIVE/NON-COMPETITIVE EVENTS AND TRIPS</p> <p>References:</p> <p>Board Policy – Pol. 103, 113, 121, 210, 210.1, 827</p>	
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KEYSTONE OAKS SCHOOL DISTRICT

Policy Guide



Policy No. 827

Section OPERATIONS

Title TRAVEL RELATED
EXPENSE REIMBURSEMENT

Adopted OCTOBER 20, 2015

Last Revised _____

	<p style="text-align: center;">POLICY NO. 827 TRAVEL RELATED EXPENSE REIMBURSEMENT</p>	
Section 1	<p><u>Purpose</u></p> <p>The Board shall reimburse administrative, professional, classified employees, and Board members for pre-approved expenditures incurred in the course of performing services for the District, in accordance with Board policy.</p>	
Section 2	<p><u>Definitions</u></p> <p>Employee – includes administrative, professional and classified employees.</p> <p>Out of Area – Outside Allegheny, Armstrong, Beaver, Butler, Fayette, Greene, Washington, or Westmoreland counties.</p>	
Section 3	<p><u>Delegation of Responsibility</u></p> <p>The validity of payments for job related expenses shall be determined by the Superintendent or designee.</p> <p>The Superintendent or designee shall develop administrative procedures that will address the deadline for which claims must be submitted to the Business Office in order to request reimbursement and forms for reimbursement of travel expenses. This policy attempts to address all travel and business related occurrences. Occasionally, situations arise that are not specifically covered within the policy. These situations will be addressed on an individual basis by the Superintendent prior to</p>	

<p>Section 4</p>	<p style="text-align: center;">POLICY NO. 827 TRAVEL RELATED EXPENSE REIMBURSEMENT</p> <p>incurring the expense, with final approval or denial by the Superintendent.</p> <p><u>Guidelines</u></p> <p>Actual and necessary expenses incurred when attending functions outside the District shall be reimbursed if approval has been obtained in advance from the Board or Superintendent according to the guidelines set forth below.</p> <p>For employees, attendance at approved events outside the District shall be without loss of regular pay, unless otherwise stipulated prior to attendance.</p> <p>In all instances of travel and job related expense reimbursement, full itemization with original receipts attached shall be required. Receipts must be original and itemize each cost item (e.g. separate each item, tax, gratuity, etc.) and not be a single total.</p> <p>Under normal conditions, employees or Board members traveling on official business shall provide themselves with sufficient funds for ordinary expenses.</p> <p>Travel shall be by the most economical route.</p> <p>Those traveling on official business shall exercise the same care in incurring expenses as they would in traveling on personal business.</p> <p>For official travel other than by automobile, the District shall arrange the advance purchase of transportation tickets, with Superintendent approval.</p> <p>No reimbursements will be given until after the next Business/Legislative Meeting of the Board following the deadline set by the administration for submission of claims.</p> <p><u>Mileage</u></p> <p>The use of a personal vehicle shall be considered a legitimate job expense if travel is among the employee's assigned schools, but not between home and school, and is authorized in advance by the Superintendent or designee.</p>	<p>Pol. 616</p> <p>Pol. 616</p>
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POLICY NO. 827
TRAVEL RELATED EXPENSE REIMBURSEMENT

Use of a personal vehicle for approved purposes is reimbursable at the prevailing IRS rate per mile. For mileage reimbursement, employees must submit a listing of the trips made for legitimate school business to the Business Office.

Board members may only be reimbursed for mileage for travel out of area.

Use of a personal vehicle requires that liability insurance be provided by the employee or Board member

Meal Expenses

Meals purchased during the course of travel for normal business purposes where an overnight stay is not warranted are generally not reimbursable. The District may reimburse employees for student's meals. Meals purchased for meetings amongst employees must be pre-approved.

Prior to approval the traveler must submit an estimate of the number of meals and total cost that ~~they~~^{he or she} expects to incur.

In general the maximum reimbursement for each meal shall be:

1. Breakfast \$~~20~~¹²
2. Lunch \$~~30~~²⁰
3. Dinner \$~~50~~⁴⁰

Discretion may be given for meal reimbursement if traveling to a high cost of living area.

If a meal is included in the conference attendance fee, an employee or Board member will not be allowed to charge for that meal.

If a meal, such as breakfast, is included with the accommodations, an employee or Board member will not be allowed to charge for that meal.

Under no circumstances will an employee or Board member be reimbursed for alcoholic beverage expenses. Receipts submitted must show the charged amount without gratuity added. District

	<p style="text-align: center;">POLICY NO. 827 TRAVEL RELATED EXPENSE REIMBURSEMENT</p> <p>reimbursement for gratuity charges shall not exceed 15%</p> <p><u>Accommodations</u></p> <p>Reservations for hotel accommodations must be made by the person traveling. Those traveling should take advantage of any discounts available with specific programs or by booking through the conference host.</p> <p>Reimbursement is generally limited to the amounts set forth for the applicable city in the U.S. GSA publication per the link below. The per-night lodging amounts shown exclude taxes, which are reimbursable.</p> <p>http://www.gsa.gov/perdiem</p> <p>Only single-standard room rates will be reimbursed.</p> <p>An itemized hotel receipt must be submitted with the expense report for reimbursement. The receipt should show separately: room rate, all applicable taxes, and any additional charges.</p> <p>In general, the following additional charges will not be reimbursed:</p> <ul style="list-style-type: none">a. Hotel room cancellation chargesb. Hotel room upgrades from the standard single ratec. Phone callsd. Internet feese. Room servicef. Movies or other entertainmentg. Laundryh. Hotel in-room mini bar <p><u>Conferences</u></p> <p>Employees and Board members may, with valid, documented business purpose and Board approval, travel to conferences for continuing education purposes. Conference or registration fees will be paid upfront by the District.</p>	
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POLICY NO. 827
TRAVEL RELATED EXPENSE REIMBURSEMENT

Travel Extensions and Travel with Other Parties

It will be the responsibility of the traveler who submits ~~their~~^{his/her} expense report to track personal expenses separately from business expenses associated with such modified travel arrangements (e.g., double room occupancy, meals). It is the responsibility of the Superintendent or designee to verify the business expenses for such situations. If rates, such as airfare, increase due to travel extension, the District will pay the lesser amount.

Car Rental

Rental cars should be used when the nature of the trip is such that the use of local transportation, such as hotel shuttles and taxis, is not cost effective or practical. Rental fees will be paid by the traveler and reimbursed by the District.

In general, the following additional charges will not be reimbursed:

- a. Additional insurance
- b. Rental upgrades
- c. Fuel pre-purchase option or any refueling fee charged by the rental agency
- d. GPS device

An itemized car rental receipt must be submitted with the expense report for reimbursement.

References:

Board Policy – 216

KEYSTONE OAKS SCHOOL DISTRICT

Policy Guide



Policy No. 907

Section COMMUNITY

Title SCHOOL VISITORS

Adopted AUGUST 21, 1989

Last Revised DECEMBER 15, 2020

	<p>POLICY NO. 907 SCHOOL VISITORS</p> <p>THIS POLICY SHALL SUPERSEDE POLICY 907.1.</p>	
Section 1	<p><u>Authority</u></p> <p>The Board welcomes and encourages interest in district educational programs and other school-related activities. The Board recognizes that such interest may result in visits to school by person(s) in parental relation, adult residents, educators and other officials. To ensure order in the schools and to protect students and employees, it is necessary for the Board to establish policy governing school visits.</p>	SC 510
Section 2	<p><u>Delegation of Responsibility</u></p> <p>The Superintendent or designee and building principal have the authority to prohibit the entry of any individual to a district school, in accordance with Board guidelines and state and federal law and regulations.</p> <p>The Superintendent or designee and building principal may limit visitors to designated areas or may limit the number of visitors to a district school when necessary to protect the health and safety of students, staff and the public.</p> <p>The Superintendent or designee shall develop administrative regulations to implement this policy and control access to school buildings and school classrooms.</p>	

	<p style="text-align: center;">POLICY NO. 907 SCHOOL VISITORS</p> <p>Section 3</p> <p><u>Guidelines</u></p> <p>There may be times in which people wishing to visit a school All visitors must make arrangements in advance with the school office in that building, in order to protect the health and safety of students and staff. There are circumstances where advance arrangements may not be possible, in these situations, visitors will be questioned before entry into the building.</p> <p>Upon arrival at the school, visitors must register at the office where they must provide any required information or identification to protect the health and safety of students, staff and the school community, as well as sign in and sign out, receive a badge, be provided a guide and be informed of the school's health and safety rules, which must be followed prior to entry and while the visitor is in the school building and on school property.</p> <p>Only one (1) designated entrance that is monitored and capable of controlling visitor entry shall be used by visitors to the school. All other entrances shall be locked.</p> <p>All staff members shall be responsible for requiring a visitor to demonstrate that the visitor has a badge.</p> <p>No visitor may confer with a student in school without the approval of the building principal.</p> <p>Should an emergency require that a student be called to the school office to meet a visitor, the building principal or designee shall be present during the meeting.</p> <p>Failure to comply with this policy shall result in more limited access to the school as determined by the building principal, consistent with Board policies, administrative regulations, school rules and federal and state law and regulations.</p> <p>Uniformed personnel, who are performing their official duties (police, fire), do not require a school badge.</p> <p><u>Classroom Visitations</u></p>	<p>Pol. 705</p>
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**POLICY NO. 907
SCHOOL VISITORS**

Previously Revised: [December 15, 2020](#); April 18, 2013; March 19, 2001

References:

School Code – 24 P.S. Sec. 510

State Board of Education Regulations – 22 PA Code Sec. 14.108

Act 13 of 2010 Military Uniforms – 24 P.S. Sec. 2402

Board Policy – 249, 705