

KEYSTONE OAKS SCHOOL DISTRICT

BOARD OF SCHOOL DIRECTORS

BUSINESS/LEGISLATIVE MEETING
Thursday, November 21, 2013
7:00 PM

MINUTES

| | |
|--|---|
| Call to Order | President Marian Randazzo called the meeting to order at 7:00 p.m. |
| Pledge | The meeting opened with the pledge to the flag. |
| Attendance | Those present included: Mr. Alward, Mr. Brownlee, Mrs. Cancelliere, Mr. Domalik, Mr. Finucan, Mr. Hommrich, Ms. Lindsey, Mr. Nee and Mrs. Randazzo. Also present were Dr. William P. Stropkaj, Superintendent; Mrs. Foster, Assistant Superintendent, Mr. Brandenburg, Director of Fiscal Services; Mr. Ira Weiss, Solicitor; and Mrs. Masztak, Assistant Board Secretary/Recording Secretary Mr. Hommrich video-taped the meeting. |
| Christopher Shelby Piper Jaffray | Christopher Shelby , Underwriter, Piper Jaffray, gave the Board an update on the bond issues. |
| Public Comment | PUBLIC COMMENT – NONE |
| Board President’s Report | BOARD PRESIDENT’S REPORT – Mrs. Marian Randazzo BOARD MINUTES Mr. Nee made the following motion: It is recommended that the Board approve the Work Session Minutes of October 10, 2013, and the Business/Legislative Minutes of October 17, 2013, as enclosed. Mr. Alward seconded the motion. <ul style="list-style-type: none">• Mr. Hommrich commented on the dialogue in the October Board Minutes, asking why the people who made the statements were not identified. |
| Work Session October 10, 2013 Business/Legislative Minutes October 17, 2013 | |

- Mrs. Masztak responded that she was taught that the people were not identified because their commentary may not have been verbatim as stated in the Minutes.

Motion carried 8-1

FOR INFORMATION ONLY

- I. Parkway West Career and Technology Center Report *Mr. Alward*
 - **Toni DiPippa** was Student of the Month
 - 19 Students from Keystone Oaks High School made the honor roll.
- II. SHASDA Report *Mr. Alward*
- III. Golden Wings Foundation, Inc. Report *Mrs. Randazzo*
- IV. PSBA/Legislative Report *Ms. Lindsey*
 - Charter School Law
 - Pay to Play Regarding Athletics
- V. Castle Shannon Borough Council Minutes *(Available Online)*
- VI. Dormont Borough Council Minutes *(Available Online)*
- VII. Green Tree Borough Council Minutes *(Available Online)*

Status of Act 93 Negotiations

Mrs. Randazzo asked Mr. Hommrich and Ms. Lindsey the status of the Act 93 negotiations; Mr. Hommrich stated that it was discussed last week and no date has been set for future meetings.

Mrs. Randazzo received an email from Mrs. Barnes with a summary of the Act 93 meeting with Mr. Hommrich and Ms. Lindsey; Mrs. Randazzo expressed regret that the outgoing Board was not able to bring the Act 93 Agreement to a closure. She stated that the Administrators are valuable employees and should be compensated as such. Ms. Lindsey stated that they have done a good job and will be rewarded for good work.

**James Cromie’s Contract
Communications Specialist**

Mrs. Randazzo stated that Mr. James Cromie’s (Communications Specialist) contract is a reflection of his good work; the contract needs to be finalized with signatures and Dr. Stropkaj should present Mr. Cromie with a signed contract prior to the adjournment of the Thanksgiving break.

Superintendent’s Report

SUPERINTENDENT’S REPORT – Dr. William Stropkaj

**SECOND READING of
Revised Policy No. 008:
Organization Charts**

**SECOND READING OF REVISED POLICY NO. 008:
ORGANIZATION CHARTS**

On the motion of Mr. Alward, seconded by Mr. Nee, in accordance with Board Policy No. 011, the Board approved the SECOND READING of revised Policy No. 008: *Organization Charts*.

Motion carried unanimously

**SECOND READING of
Revised Policy No. 201:
*Admission of Students***

SECOND READING OF REVISED POLICY NO. 201: ADMISSION OF STUDENTS

On the motion of Mr. Alward, seconded by Mr. Nee, in accordance with Board Policy No. 011, the Board approved the SECOND READING of revised Policy No. 201: *Admission of Students*.

Motion carried unanimously

**SECOND READING of
Revised Policy No. 233:
*Suspension and Expulsion***

SECOND READING OF REVISED POLICY NO. 233: SUSPENSION AND EXPULSION

On the motion of Mr. Alward, seconded by Mr. Nee, in accordance with Board Policy No. 011, the Board approved the SECOND READING of revised Policy No. 233: *Suspension and Expulsion*.

Motion carried unanimously

**SECOND READING of
Revised Policy No. 808:
*Food Services***

SECOND READING OF REVISED POLICY NO. 808: FOOD SERVICES

On the motion of Mr. Alward, seconded by Mr. Nee, in accordance with Board Policy No. 011, the Board approved the SECOND READING of revised Policy No. 808: *Food Services*.

Motion carried unanimously

**SECOND READING of
Revised Policy No. 826: s
*Record Management Plan***

SECOND READING OF REVISED POLICY NO. 826: RECORDS MANAGEMENT PLAN

On the motion of Mr. Alward, seconded by Mr. Nee, in accordance with Board Policy No. 011, the Board approved the SECOND READING of revised Policy No. 826: *Records Management Plan*.

Motion carried unanimously

**SECOND READING of
Revised Policy No. 835:
*Family and Medical Leave***

SECOND READING OF REVISED POLICY NO. 835: FAMILY AND MEDICAL LEAVE

On the motion of Mr. Alward, seconded by Mr. Nee, in accordance with Board Policy No. 011, the Board approved the SECOND READING of revised Policy No. 835: *Family and Medical Leave*.

Motion carried unanimously

FOR INFORMATION ONLY

Executive Session Report

I. EXECUTIVE SESSION REPORT

After the November 14, 2013 Work Session, the Board met in Executive Session to discuss the progress of the Act 93 Agreement.

- Dr. Stropkaj informed the Board that the District earned a place on the AP District Honor Roll. A total of 477 school districts from the United States and Canada were being honored by the College Board with placement on the 4th Annual AP District Honor Roll.
- Dr. Stropkaj addressed rumors regarding the football head coach; **Mr. Matthew Taylor**, football head coach, officially resigned effective today (November 21, 2013) at 8:21 a.m. There is a process in place regarding the posting of the position internally and advertising in the *Post-Gazette* and *Tribune Review* that the District will follow.
- Dr. Stropkaj recognized the four outgoing Board Members with a plaque from the Pennsylvania School Board Association; **Mr. Thomas Nee**, Dormont, has been on the Board for 16 years; **Mrs. Marian Randazzo**, Castle Shannon, has been on the Board for 13 years; **Mr. Gary Alward**, Green Tree, has been on the Board for 4 years; and **Mrs. Lisa Cancelliere** has been on the Board for two years for a combined total of 35 years experience.

Pupil Personnel Report

PUPIL PERSONNEL REPORT – Mr. Robert Brownlee

Wesley Spectrum Services Agreement

WESLEY SPECTRUM SERVICES AGREEMENT

On the motion of Mr. Brownlee, seconded by Mr. Nee, the Board retroactively approved the *Agreement between Wesley Spectrum Services and the Keystone Oaks School District*, effective on a month-to-month basis commencing October 14, 2013 and expiring on June 16, 2014 at a monthly cost of \$7,200.00.

Motion carried unanimously

Independent Services Contract

INDEPENDENT SERVICES CONTRACT

On the motion of Mr. Brownlee, seconded by Mr. Alward, the Board retroactively approved the *Independent Services Contract (Step-By-Step, Inc.)* for vocational placement for a special education student, effective October 1, 2013 through January 31, 2014 at a cost of \$1,188.00.

Motion carried unanimously

Personnel Report

PERSONNEL REPORT – Ms. Raeann Lindsey

Retirement

RETIREMENT

**Michael J. Crossey
Special Education Teacher**

On the motion of Ms. Lindsey, seconded by Mr. Nee, the Board accepted the retirement of **Michael J. Crossey**, special education teacher, who currently is the President of **PSEA**, effective November 27, 2013. Mr. Crossey has been an employee with Keystone Oaks since September 1978.

Motion carried unanimously

Appointments

APPOINTMENTS

**Colleen Reilly
Long-Term Substitute**

LONG-TERM SUBSTITUTE – COLLEEN REILLY

On the motion of Ms. Lindsey, seconded by Mrs. Cancelliere, in compliance with **Board Policy No. 405 – Employment of Substitute Professional Employees**, the Board approved **Colleen Reilly**, elementary and special education teacher, Aiken Elementary School, as a long-term substitute, starting November 4, 2013 through May 1, 2014. Ms. Reilly’s salary will be \$40,550 (B, Level 16). Ms. Reilly is replacing Ms. Molly Karlovich while she is on a leave of absence.

Motion carried unanimously

Project Succeed

PROJECT SUCCEED

Michael Orsi

On the motion of Ms. Lindsey, seconded by Mr. Brownlee, the Board approved **Michael Orsi** as the Special Education instructor for Project Succeed for the balance of the 2013/2014 school year.

Motion carried unanimously

Substitute Teachers

SUBSTITUTE TEACHERS – 2013/2014

On the motion of Ms. Lindsey, seconded by Mr. Alward, in compliance with **Board Policy No. 405 – Employment of Substitute Professional Employees**, the Board approved the following individuals as substitute teachers for the 2013/2014 school year:

| <u>Name</u> | <u>Subject</u> |
|------------------------|--------------------------------|
| Michael Bosco | Health & Physical Education |
| Lisa Brestensky | Elementary / Special Education |
| Susan Tybl | Mathematics 7-12 |

Motion carried unanimously

Athletic Coaches

ATHLETIC COACHES

On the motion of Ms. Lindsey, seconded by Mr. Nee, in compliance with the **Keystone Oaks Education Association Agreement 2011-2016**, the Board approved the following individuals as coaches, pending receipt of all legal documents and clearances, for the 2013/2014 school year:

| | | |
|---------------------------|--|--------------------|
| Richard Bonaccorsi | Wrestling Head Coach | \$6,050.00 |
| John Cerminara | Wrestling Assistant Coach | \$2,075.00 (Split) |
| Michael Ober | Wrestling Assistant Coach | \$2,075.00 (Split) |
| Andy Bell | Wrestling Coach–Middle School | \$3,025.00 |
| Brett Perry | Wrestling Volunteer Coach | |
| Mark Schrier | Boys Basketball Assistant Coach | \$3,280.00 |
| James Taylor | 6 th Grade Basketball Coach | \$1,940.00 |

Motion carried unanimously

Activities Sponsors

ACTIVITIES SPONSORS

On the motion of Ms. Lindsey, seconded by Mr. Nee, in compliance with the Keystone Oaks Education Association Agreement 2011-2016 the Board approved payment to the following individuals:

| | | | |
|----------------------------------|----------------------|-----------------------|------------|
| Shane Hallam – MS Musical | Shane Hallam | Middle School Musical | \$2,325.00 |
| Nancy Kraemer – Varieties | Nancy Kraemer | Varieties | \$2,950.00 |

Motion carried unanimously

Paraprofessionals

PARAPROFESSIONALS

Tara Klousnitzer

On the motion of Ms. Lindsey, seconded by Mr. Alward, in compliance with **Board Policy No. 504 – Employment Classified Employees**, and the **Keystone Oaks Education Support Agreement 2009-2014**, the Board retroactively approved the following individuals as paraprofessionals:

Desiré Krawchyk

| | |
|--------------------------------|-----------------------------|
| Tara Klousnitzer | Desiré Krawchyk |
| Personal Care Paraprofessional | Paraprofessional |
| Myrtle Elementary School | Myrtle Elementary School |
| Effective: October 21, 2013 | Effective: October 28, 2013 |

Motion carried unanimously

For Information Only

This Clearinghouse is a mechanism used by the District in accepting applications for employment by Professional and Non-Certificated employees via the Internet.

FOR INFORMATION ONLY

I. EXPENDITURE/REVENUE 2013 - 2014 BUDGET to ACTUAL / PROJECTION

| ACCT | DESCRIPTION | 2013-2014 BUDGET TOTAL | 2013-2014 4 MONTH OCTOBER/ACTUAL | | OVER (UNDER) BUDGET |
|--|---------------------------------|------------------------------|--|-------------|------------------------------------|
| Revenue | | | | | |
| 6000 | Local Revenue Sources | \$ 25,101,155 | \$ 23,306,070 | \$ - | \$ (1,795,085) |
| 7000 | State Revenue Sources | \$ 9,917,008 | \$ 3,311,275 | \$ - | \$ (6,605,733) |
| 8000 | Federal Revenue Sources | \$ 446,504 | \$ - | \$ - | \$ (446,504) |
| Total Revenue | | \$ 35,464,667 | \$ 26,617,345 | \$ - | \$ (8,847,322) |
| | | | | | (OVER) UNDER BUDGET |
| Expenditures | | | | | |
| 100 | Salaries | \$ 14,673,483 | \$ 2,823,602 | | \$ 11,849,881 |
| 200 | Benefits | \$ 7,848,904 | \$ 1,889,791 | | \$ 5,959,113 |
| 300 | Professional/Technical Services | \$ 1,060,408 | \$ 245,020 | | \$ 815,388 |
| 400 | Property Services | \$ 1,468,919 | \$ 518,695 | | \$ 950,224 |
| 500 | Other Services | \$ 4,208,192 | \$ 1,272,409 | | \$ 2,935,783 |
| 600 | Supplies/Books | \$ 1,419,255 | \$ 815,927 | | \$ 603,328 |
| 700 | Equipment/Property | \$ 111,475 | \$ 18,015 | | \$ 93,460 |
| 800 | Other Objects | \$ 1,441,760 | \$ 1,048,479 | | \$ 393,281 |
| 900 | Other Financial Uses | \$ 3,703,500 | \$ 3,080,450 | | \$ 623,050 |
| Total Expenditures | | \$ 35,935,896 | \$ 11,712,386 | \$ - | \$ 24,223,510 |
| Expenditures exceeding Revenues | | \$ (471,229) | \$ 14,904,959 | \$ - | \$ 15,376,188 |

**II. CASH, CASH EQUIVALENTS AND RELATED INTEREST INCOME AS OF
October 31, 2013**

| | 9/30/2013 | | | | 10/31/2013 |
|--|-----------------------------|----------------------------|------------------------------|------------------------|-----------------------------|
| | ENDING | DEBIT | CREDIT | INTEREST | ENDING |
| | BALANCE | RECEIVED | DISBURSED | INCOME | BALANCE |
| GENERAL FUND | | | | | |
| PNC BANK | \$ 13,966,082 | \$ 1,205,551 | \$ (3,929,906) | \$ 2,210 | \$ 11,243,937 |
| PLGIT | \$ 8,611,941 | \$ 1,496,808 | \$ - | \$ 103 | \$ 10,108,853 |
| PSDLAF -interest paid quarterly | \$ 153,700 | | \$ - | \$ - | \$ 153,700 |
| INVEST PTOGRAM | \$ 170,649 | | | \$ 7 | \$ 170,656 |
| | <u>\$ 22,902,372</u> | <u>\$ 2,702,359</u> | <u>\$ (3,929,906)</u> | <u>\$ 2,321</u> | <u>\$ 21,677,146</u> |
| CAFETERIA FUND | | | | | |
| PNC BANK | \$ 72,538 | \$ 65,559 | \$ (109,386) | | \$ 28,712 |
| PLGIT | \$ 237,968 | \$ - | \$ - | \$ 3 | \$ 237,971 |
| | <u>\$ 310,506</u> | <u>\$ 65,559</u> | <u>\$ (109,386)</u> | <u>\$ 3</u> | <u>\$ 266,682</u> |
| CONSTRUCTION FUND / CAP RESERVE | | | | | |
| PNC BANK | \$ 224,333 | \$ - | \$ - | \$ 10 | \$ 224,342 |
| GRAND TOTAL | <u>\$ 23,437,211</u> | <u>\$ 2,767,918</u> | <u>\$ (4,039,292)</u> | <u>\$ 2,333</u> | <u>\$ 22,168,171</u> |

III. SUMMARY OF STUDENT ACTIVITIES ACCOUNTS AS OF OCTOBER 31, 2013

| Bank Account - Status | Middle / High School | Athletics |
|--|-----------------------------|------------------|
| Cash Balance as of September 30, 2013 | \$ 123,044.09 | \$ 60,755.78 |
| Deposits (General Fund Transfer) | \$ 2,135.00 | \$ 6,139.00 |
| Subtotal | \$ 125,179.09 | \$ 66,894.78 |
| Expenditures | \$ 7,217.55 | \$ 6,545.71 |
| Cash Balance as of October 31, 2013 | \$ 117,961.54 | \$ 60,349.07 |

Facilities Report

FACILITIES REPORT – Mrs. Marian Randazzo and Mr. Gary Alward

High School & Middle School Improvements

HIGH SCHOOL AND MIDDLE SCHOOL SITE IMPROVEMENTS

On the motion of Mr. Alward, seconded by Mrs. Cancelliere, the Board approved **Nira Consulting Engineers, Inc.** to identify a definitive scope of the work to be performed and the estimated cost of construction for the improvements to the driveways and parking areas, replacement of the curbs, walkways and exterior stairways. The cost for this service will be \$2,500.00.

Motion carried unanimously

Swim Program

SWIM PROGRAM

On the motion of Mr. Alward, seconded by Mr. Nee, the Board approved the *Recreational and Community Swim Program* fees, rental fees, pool staff pay rates and the pool staff for the 2013/2014 school year as follows:

Program Fees

Program Fees

| | |
|---|----------|
| Family Pass (2 adults and 3 kids) | \$ 60.00 |
| Adult Pass | \$ 30.00 |
| Student Pass | \$ 15.00 |
| Daily Admission Fee – Resident | \$ 2.00 |
| Daily Admission Fee – Non Resident | \$ 4.00 |
| Children Swim Lessons (6 lessons) | \$ 35.00 |
| Preschool Swim Lessons (5 lessons) | \$ 25.00 |
| Lifeguard Training (includes first aid and CPR) | \$200.00 |
| Water Aerobics (20 classes) | \$ 70.00 |
| Water Safety Instructor Training | \$195.00 |
| CPR for the Professional Rescuer classes | \$ 50.00 |
| Other Programs in response to need | TBA |

Rental Fees

Rental Fees

Residents (Copy of photo ID with permit; compared on day of rental)

| | |
|--------------------------|-------------|
| Residents (1-30 people) | \$ 50.00/hr |
| Residents (31-60 people) | \$ 55.00/hr |

Non-Residents

| | |
|-----------------------------|-------------|
| Non Resident (1-30 people) | \$ 75.00/hr |
| Non Resident (31-60 people) | \$ 80.00/hr |

Pool Staff Pay Rates

Pool Staff Pay Rates

| | |
|------------------------------------|------------|
| Water Aerobics Instructors | \$20.00/hr |
| Adult Supervising Instructor (WSI) | \$14.00/hr |
| Instructors with WSI | \$10.00/hr |

Student Instructors without WSI \$ 7.25/hr
Adult Program Supervisor \$10.00/hr
Lifeguards \$ 7.25/hr

Pool Staff

Pool Staff

| | |
|---------------------------|---------------------|
| Jacob Cofini | Tom McMullen |
| Zachary Cofini | Lori Oleksak |
| Rachel Constantini | Zach Olsen |
| Joanne Dressler | Jakeb PAGESH |
| Kaitlin Flaherty | Jana Pahler |
| Kathleen Guglielmi | April Ramsey |
| Kevin Koontz | Janet Russo |
| Mike Lydon | Amy Torcaso |
| Jacob Maley | |

Motion carried unanimously

Activities Report

ACTIVITIES REPORT – Mr. Dan Domalik

Overnight Trip

OVERNIGHT TRIP / COMPETITION

On the motion of Mr. Domalik, seconded by Mr. Nee, the Board approved the following trip:

Keystone Oaks Dance Team

Covington, Kentucky

Friday-Sunday – February 14 – 16, 2014

Sponsors– **Megan Kamberis**

Chaperones – Names to be announced and submitted to the Superintendent

Approximate number of students participating: 15

Approximate cost per student - \$300.00 - \$400.00

No District funds requested

Motion carried unanimously

Public Comment

PUBLIC COMMENT

Pamela Rall-Johnston

Assistant District Leader of SEIU 32BJ SWPA

Re: Recognition of custodians for community service with students

Alex Niccolai
Jason Neuman
Scott Woystek

Barbara Grawbowski
Green Tree

Re: Microphones

Michael McMullen
Castle Shannon

Re: Thanks to Outgoing Board Members
Mr. Alward, Mrs. Cancelliere,
Mr. Nee, Mrs. Randazzo

Dennis Fuga
Green Tree

Re: Thanks to Outgoing Board Members
Mr. Alward, Mrs. Cancelliere,
Mr. Nee, Mrs. Randazzo

Donald Howard
Castle Shannon

Re: Thanks to Outgoing Board Members

Mr. Thomas Nee

Mr. Nee read the following:

I would like to thank the residents of Dormont for electing me to represent them for four terms on the Keystone Oaks School Board. It has been an honor to have been your representative for the past 16 years and I hope I have lived up to your expectations.

It is my sincere wish that the new Board that will be sworn in next month will find a way to work harmoniously together for the benefit of the District. There have been many bitter disagreements in the past two years that, in some ways, rendered the Board as dysfunctional. It is time to quit blaming Boards in the past as the cause of current problems.

The new Board will shortly be in control and will have to make many difficult decisions. Many of these decisions will be tied into labor contracts with administrators, teachers, secretaries, maintenance and janitorial personnel. These employees are dedicated and loyal to the District for years and have made this District an outstanding one in the state of Pennsylvania. They deserve a just and reasonable contract.

The taxpayers have had to shoulder a financial burden for years because the state has reduced funding to all districts and has imposed many unfunded mandates. Our District has been faced with the problem of a shrinking school population, especially in the last five years and the future does not seem very bright in this regard. I can't speak for the other two boroughs in the District, but

I do know that Dormont was hit very hard by the recent assessments and the tax bills especially for senior citizens which we have a high percentage of; it has been quite a burden on them.

The new Board will soon be faced with the cost of maintaining five school buildings and having 25-28 classrooms not being used. Most of these empty classrooms are in the middle school/high school complex. There is actually enough room in this complex to house the entire District. I would not want to see this happen, but the problem with unused classrooms has to be solved.

The problems facing all school districts in the state today are numerous and complex and there are not many simple solutions, especially with uncertainty fostering by our state government.

In closing, I again would like to thank all of the people I have worked with in the past 16 years. This would include present and former Board Members, administrators, secretaries, teachers and other employees. I wish all the best for the District in future years.

Thank you

Mr. Gary Alward

Mr. Alward thanked Dr. Stropkaj and Mr. Brandenburg for their guidance during the short time he worked with them. He thanked Mrs. Foster for her leadership and patience during the time she served as Acting Superintendent and also thanked the Green Tree residents and Mr. Ira Weiss, Solicitor.

Mrs. Marian Randazzo

Mrs. Randazzo read the following:

As my years of service to the KOSD Community draws to a close, I offer a few parting words to emphasize my thoughts on the importance of public service and the fundamental responsibilities that I believe go along with the position of School Board Director.

For starters, the duties in this position require that one clear his or her personal calendar in order to devote the time necessary to do the required background reading, attend committee, work sessions, and legislative meetings as scheduled, attend PSBA training; but more importantly, an effective School Board Director shows a willingness to learn, keeps an open mind, and acts

respectfully at a public meeting. I believe that the demands of a true public servant go way beyond the Board Room. That responsibility means attending building Open Houses, NHS Induction Ceremonies, band concerts, Art Festivals, high school commencement ceremonies, sporting events, and other student related activities regardless of one's own child's participation. Attendance at such events sends the message to our students that their achievements are valued and are important.

Further, one might ask why I mention these responsibilities at a time when my Board tenure is drawing to a close. The answer is quite simple. I feel as a leader it is my responsibility to emphasize the necessary standard for carrying out the duties in this elected position. In addition to allocating the proper time, one must put aside personal agendas and keep in mind that our students are impressionable. For the last few years, the self-serving attitude, tone, and less than truthful message portrayed by one particular special interest group in our community has had an adverse effect in our neighborhoods and schools.

Instead of us all working together to make KO the best it can be, some of us have chosen to publicly attack each other constantly working against one another for the purpose of pushing through personal agendas. From my own observations, it is quite apparent that the effects of this political undertone have permeated our buildings creating an unhealthy climate which filters down to our administrators, classroom teachers, and support staff making their jobs less desirable and more difficult. Now that this certain special interest group has succeeded in driving out the old Board and Administration for the self-serving purpose of pushing through their public agenda, I feel the need to publicly urge the new Board to reflect on past practices, set aside your personal agendas, and consider moving forward in a more favorable direction for the benefit of the students and staff. Now that the KOSD will be under your watch you have a huge responsibility to act on your promises and demonstrate why your vision is better.

On a personal note, it has been my extreme privilege and honor to serve the KO Community. I have been blessed and feel fortunate to have worked with so

many competent, dedicated, and hard-working administrators, teachers, and support staff who go above and beyond for the sake of the students. I especially would like to thank Bill Urbanek for his knowledge, experience, and guidance mentoring me along the way, teaching me valuable lessons about how effective leadership can truly foster the learning process, to Kathy Foster for her strong work ethic, for her display of true professionalism during trying times and for putting KO first in stepping up to the plate when the district needed her the most, to Jim Cromie for his KO loyalty, professionalism, and his efforts in continually working hard behind the scenes to “put out the fires” in always promoting KO, to Darryl Siegel and Barbara Campbell for their support and years of service, and to Charmaine for her loyal service and extreme professionalism, for always being there when I needed her the most, and for helping make my job easier under challenging circumstances.

I wish to thank my Board colleagues --- Tom Nee, Rob Brownlee, Gary Alward, and Lisa Cancelliere who have supported me during difficult times and meetings. They understand that true public service is a personal sacrifice and good governance occurs when each of us contributes in a fair and civil manner. I wish to thank Dr. Stropkaj and Eric Brandenburg for their efforts during our short time together.

In closing, I sincerely thank the teachers and staff working hard every day in the trenches who help make learning occur in our classrooms. I appreciate the effort, knowledge, and professionalism that you demonstrate in your positions at a time when public education is under attack, students are needier than ever, and budget dollars continue to shrink while the demands of your profession continue to intensify. Your efforts in the classroom do not go unnoticed. The KO Community is a better place because of your hard work. I wish you all the best in helping to move the KOSD forward! Go KO!

Mr. Dan Domalik

Mr. Domalik responded to Mrs. Randazzo’s final comments, expressing dissenting opinions regarding her comments. He cited three cases as listed below:

Lobolito, Inc. v. North Pocono School District

http://www.leagle.com/decision/20002042755A2d1287_11983

Mitchell v. Chester Housing Authority

<https://www.courtlistener.com/pa/8V82/mitchell-v-chester-housing-auth/>

Demi v. Clearfield Area School District

http://www.leagle.com/decision/198349728PaDampC3d469_1426

Adjournment

ADJOURNMENT

On the motion of Mr. Nee, seconded by Mr. Brownlee, the meeting was adjourned at 8:01 p.m.

Motion carried unanimously

Mr. Joseph Hartnett, Castle Shannon resident, wanted to comment on last year's information about the state possibly taking over due to financial distress; however, a motion to adjourn was already accepted.

Respectfully submitted,

Eric Brandenburg
Board Secretary

Charmaine Masztak
Assistant Board Secretary
Recording Board Secretary