

March 21, 2022 Board Legislative Meeting

The Norwin School District Board of Directors meeting was called to order by Board President Darlene Ciocca at 7:16 P.M at Norwin Middle School.

BOARD MEMBERS PRESENT:

Christine Baverso
Darlene Ciocca
Alex Detschelt

William Essay
Shawna Ilagan
Joanna Jordan

Raymond Kocak
Patrick Lynn
Robert Wayman

BOARD MEMBERS ABSENT:

None

ADMINISTRATION PRESENT:

Jeffrey M. Taylor
Natalie A. McCracken
Ryan P. Kirsch

Stacey A. Snyder
Thomas H. Wroblewski

Lauren M. Steiner
Denise M. Haberman

SOLICITOR:

Russ Lucas, Esq.

OTHERS PRESENT:

There were approximately 40 people in attendance and the public was able to view the meeting on the Norwin YouTube channel.

BOARD PRESIDENT'S REPORT:

Mrs. Ciocca reported when Executive Sessions were held:

- Monday, March 14th before the Board Workshop Meeting and Monday March 21st before the Legislative Meeting for personnel and legal matters.

SUPERINTENDENT'S REPORT:

Dr. Taylor shared information about the "Vision 2031" and the "Long Term Plan" for our district's K-12 STEM Education program. Dr. Taylor explained how schools have changed over the years and how Norwin will prepare our students for their future careers. He presented a slide show with how The STEM & Innovation Center at Hillcrest will look and how it will benefit our students and the community.

HIGH SCHOOL STUDENT REPRESENTATIVE REPORT:

Alex Fry reported there will be an Easter Egg hunt with a variety of fun activities planned for April 2.

PUBLIC COMMENT (Agenda Items Only):

None

APPROVAL OF MINUTES:

A motion was made by Mrs. Ciocca, seconded by Mr. Kocak, and passed unanimously to approve the Minutes from February 21, 2022.

EDUCATION:

A motion was made by Mrs. Ciocca, seconded by Mrs. Ilagan, and passed unanimously to approve Education items 1-10.

1. Additions to the Student Teacher List for 2022-2023
2. Elementary School Photography Contract
3. Secondary School Photography Contract
4. Student Agreement/Return
5. Student Agreement
6. Student Agreement
7. Renewal of Agreement with Innersight, LLC
8. Extracurricular Services Agreement
9. Renewal of Agreement with Family Behavioral Resources (AERI)
10. Memorandum of Understanding with Westmoreland Community Action Head Start

POLICY:

There were no items under Policy for the month.

FINANCE:

A motion was made by Mrs. Ciocca, seconded by Mrs. Bavero, and passed unanimously to approve Finance items 1-10.

1. Financial Reports:
 - General Fund Treasurer's Report
 - Construction Fund Treasurer's Report
 - Food Service Fund Treasurer's Report
 - Payroll Account Treasurer's Report
 - Budget vs Actual Summary Expenditures
 - Budget vs Actual Summary Revenues
 - Food Service Fund Profit and Loss Statement
 - High School Student Activities Account
 - Hillcrest Intermediate Student Activities Account
 - Middle School Student Activities Account
2. Bills List
 - General Funds Bills
 - Food Service Bills
 - Construction Fund Bills
3. Budget Transfers
4. Westmoreland Intermediate Unit Budget
5. Norwin Educators Innovations Grant
6. PMEA District Mini-Grant
7. Remake Learning Grant
8. SSP High School Equipment Grant
9. Pittsburgh Mike Share Donation
10. Advertising Agreement with Riverview Chevrolet Buick GMC

PERSONNEL:

A motion was made by Mrs. Ciocca seconded by Mr. Kocak, and passed unanimously to approve all New Hires with one abstention on line #7 and #59.

Abstain:

- Mrs. Bavero

	Last Name	First Name	Position	Salary	Effective Date
TEACHERS & ADMINISTRATORS					
1	Loeb sack	Jamie	Long Term Substitute Elementary Teacher	Master's Step 1 Salary	Effective Thursday, March 10, 2022 with prorated salary retroactive to Wednesday, October 20, 2022 for the remainder of the 2021-2022 school year
ADDITIONS TO THE 2021-2022 PARAPROFESSIONAL LIST					
2	Phillips	Hannah	Paraprofessional	As per the Board established rates	Retroactively on Monday, March 7, 2022
3	Wolf	Melissa	Paraprofessional	As per the Board established rates	Retroactively on Thursday, March 3, 2022
4	Smalara	Diane	Paraprofessional (Targeted Incentive Program)	\$200/day, as outlined in the TIP Program	Retroactively on Monday, March 21, 2022
NON-CERTIFIED - SUPPORT STAFF					
5	Corcoran	Kimberly	General Cafeteria Worker	As per the negotiated union contract	Tuesday, March 22, 2022
ADDITIONS TO THE NON-ATHLETIC SUPPLEMENTALS FOR 2021-2022					
6	Smith	Steven	K-6 Social Studies Curriculum Leader	As per the CBA for non-athletic supplementals	Prorated for the 2021-2022 school year
7	Salany	Brandan	Esports - High School Co-Sponsor	As per the CBA for non-athletic supplementals	Prorated for the 2021-2022 school year
8	Cicconi	Luke	Esports - High School Co-Sponsor	As per the CBA for non-athletic supplementals	Prorated for the 2021-2022 school year
YOUNG KNIGHTS TRANSITION PROGRAM TEACHERS FOR SPRING 2021-2022					
9	Balfe	Amy	Young Knights Transition Program Teacher	As per the Curriculum Rate outlined in the CBA	For the 2021-2022 school year
10	Beckerleg	Jennifer	Young Knights Transition Program Teacher	As per the Curriculum Rate outlined in the CBA	For the 2021-2022 school year
11	Buscemi	Kelly	Young Knights Transition Program Teacher	As per the Curriculum Rate outlined in the CBA	For the 2021-2022 school year
12	Colosimo	Sara	Young Knights Transition Program Teacher	As per the Curriculum Rate outlined in the CBA	For the 2021-2022 school year
13	Dow	Karissa	Young Knights Transition Program Teacher	As per the Curriculum Rate outlined in the CBA	For the 2021-2022 school year
14	Hornick	Angelina	Young Knights Transition Program Teacher	As per the Curriculum Rate outlined in the CBA	For the 2021-2022 school year

15	Kolesar	Kayla	Young Knights Transition Program Teacher	As per the Curriculum Rate outlined in the CBA	For the 2021-2022 school year
16	Lynn	Kristie	Young Knights Transition Program Teacher	As per the Curriculum Rate outlined in the CBA	For the 2021-2022 school year
17	Lyons	Kathy	Young Knights Transition Program Teacher	As per the Curriculum Rate outlined in the CBA	For the 2021-2022 school year
18	Novosel	Sara	Young Knights Transition Program Teacher	As per the Curriculum Rate outlined in the CBA	For the 2021-2022 school year
19	Pishko	Jessica	Young Knights Transition Program Teacher	As per the Curriculum Rate outlined in the CBA	For the 2021-2022 school year
20	Roche	Gabrielle	Young Knights Transition Program Teacher	As per the Curriculum Rate outlined in the CBA	For the 2021-2022 school year
21	Seymour	Susan	Young Knights Transition Program Teacher	As per the Curriculum Rate outlined in the CBA	For the 2021-2022 school year
22	Stagon	Christal	Young Knights Transition Program Teacher	As per the Curriculum Rate outlined in the CBA	For the 2021-2022 school year
23	Wojtowicz	Gina	Young Knights Transition Program Teacher	As per the Curriculum Rate outlined in the CBA	For the 2021-2022 school year
SUMMER CREDIT RECOVERY/ENRICHMENT TEACHERS FOR 2021-2022					
24	Boehm	Brittany	Summer Credit Recovery/Enrichment Teacher	\$100 per student enrolled in Summer Credit Recovery Course	For the 2021-2022 school year
25	Brozeski	Brian	Summer Credit Recovery/Enrichment Teacher	\$100 per student enrolled in Summer Credit Recovery Course	For the 2021-2022 school year
26	Bryan	Peggy	Summer Credit Recovery/Enrichment Teacher	\$100 per student enrolled in Summer Credit Recovery Course	For the 2021-2022 school year
27	Ferragonio	Mary Ellen	Summer Credit Recovery/Enrichment Teacher	\$100 per student enrolled in Summer Credit Recovery Course	For the 2021-2022 school year
28	Letso	Kimberly	Summer Credit Recovery/Enrichment Teacher	\$100 per student enrolled in Summer Credit Recovery Course	For the 2021-2022 school year
29	McNary	Alison	Summer Credit Recovery/Enrichment Teacher	\$100 per student enrolled in Summer Credit Recovery Course	For the 2021-2022 school year
30	Nevi	Natalie	Summer Credit Recovery/Enrichment Teacher	\$100 per student enrolled in Summer Credit Recovery Course	For the 2021-2022 school year
31	Ritenour	Cris	Summer Credit Recovery/Enrichment Teacher	\$100 per student enrolled in Summer Credit Recovery Course	For the 2021-2022 school year
32	Spang	Debra	Summer Credit Recovery/Enrichment Teacher	\$100 per student enrolled in Summer Credit Recovery Course	For the 2021-2022 school year
ADDITIONS TO THE EXTENDED SCHOOL YEAR STAFF FOR 2021-2022					
33	Kelly	Jenna	Extended School Year (ESY) Teacher - Speech	As per the Curriculum Rate outlined in the CBA	For the 2022-2023 school year

34	Aubele	Marcy	Extended School Year (ESY) - Nurse	As per the Curriculum Rate outlined in the CBA	For the 2022-2023 school year
35	Davis	Loretta	Extended School Year (ESY) - Nurse	As per the Curriculum Rate outlined in the CBA	For the 2022-2023 school year
36	Wittman	Heather	Extended School Year (ESY) - Occupational Therapist	As per the Curriculum Rate outlined in the CBA	For the 2022-2023 school year
37	Sweeney	Kristin	Extended School Year (ESY) - Teacher	As per the Curriculum Rate outlined in the CBA	For the 2022-2023 school year
38	Hogan	Susannah	Extended School Year (ESY) - Teacher	As per the Curriculum Rate outlined in the CBA	For the 2022-2023 school year
39	Lenhart	Alicia	Extended School Year (ESY) - Teacher	As per the Curriculum Rate outlined in the CBA	For the 2022-2023 school year
40	Watt	Carly	Extended School Year (ESY) - Teacher	As per the Curriculum Rate outlined in the CBA	For the 2022-2023 school year
41	Reynolds	Lindsay	Extended School Year (ESY) - Teacher	As per the Curriculum Rate outlined in the CBA	For the 2022-2023 school year
42	Roche	Gabrielle	Extended School Year (ESY) - Teacher	As per the Curriculum Rate outlined in the CBA	For the 2022-2023 school year
43	Haraburda	Tiffany	Extended School Year (ESY) - Teacher	As per the Curriculum Rate outlined in the CBA	For the 2022-2023 school year
44	Nickl	Alexandra	Extended School Year (ESY) - Paraprofessional	As per the Board established rates	For the 2022-2023 school year
45	Nolfi	Lori	Extended School Year (ESY) - Paraprofessional	As per the Board established rates	For the 2022-2023 school year
46	Rocco	Kristina	Extended School Year (ESY) - Paraprofessional	As per the Board established rates	For the 2022-2023 school year
47	Sage	Amy	Extended School Year (ESY) - Paraprofessional	As per the Board established rates	For the 2022-2023 school year
48	Makay	Kelly	Extended School Year (ESY) - Paraprofessional	As per the Board established rates	For the 2022-2023 school year
49	Gazal	Joseph	Extended School Year (ESY) - Paraprofessional	As per the Board established rates	For the 2022-2023 school year
ADDITIONS TO THE CAMP INVENTION TEACHER LIST FOR 2021-2022					
50	Loeb sack	Jamie	Camp Invention Teacher	As per Camp Invention Rates	For the 2021-2022 school year
ADDITIONS TO THE SPRING SPORTS COACHING LIST FOR 2021-2022					
51	Lenhart	Alicia	7th/8th Grade Co-Assistant Softball Coach	As per the negotiated union contract for Athletic Supplementals	For the 2021-2022 school year
52	Segiel	Samantha	7th/8th Grade Co-Assistant Softball Coach	As per the negotiated union contract for Athletic Supplementals	For the 2021-2022 school year
53	Mihalov	Susannah	Assistant Boys' Volleyball Coach	As per the negotiated union contract for Athletic Supplementals	For the 2021-2022 school year
54	Nanassy	Neal	7th/8th Grade Track Coach	As per the negotiated union contract for	For the 2021-2022 school year

				Athletic Supplementals	
55	Zahorchak	Zane	7th/8th Grade Track Coach	As per the negotiated union contract for Athletic Supplementals	For the 2021-2022 school year
56	Bellush	Morgan	Interim JV Softball Coach	As per the negotiated union contract for Athletic Supplementals	For the 2021-2022 school year
ADDITIONS TO THE ATHLETIC EVENT STAFF WORKER LIST FOR 2021-2022					
57	Huyett	Heather	Athletic Event Staff Worker	As per 21-22 Athletic Pay Requisition	For the 2021-2022 School Year
CO-CURRICULAR VOLUNTEERS					
58	Mull	Tyler	Volunteer Football Coach	No Pay - Volunteer	For the 2021-2022 school year
59	Hunter	Keith	Volunteer Football Coach	No Pay - Volunteer	For the 2021-2022 school year
60	Marcus	John	Volunteer Football Coach	No Pay - Volunteer	For the 2021-2022 school year
61	Alfera	Nick	Volunteer Football Coach	No Pay - Volunteer	For the 2021-2022 school year
62	Huyett	Heather	Volunteer Track Coach	No Pay - Volunteer	For the 2021-2022 school year
63	Aubele	Marcy	Volunteer Track Coach	No Pay - Volunteer	For the 2021-2022 school year
64	Yanosko	Zane	Volunteer Boys' Lacrosse	No Pay - Volunteer	For the 2021-2022 school year
65	Linhart	Erin	Volunteer Softball Coach	No Pay - Volunteer	For the 2021-2022 school year

A motion was made by Mrs. Ciocca seconded by Mr. Kocak, and passed unanimously to approve the following Leaves of Absence with one abstention on line #4:

Abstain:

- Mr. Lynn

	Employee #	Name		Type of Leave	Effective Date/Duration
CERTIFIED SUPPORT STAFF					
1	Employee #3771	Gogets	Shari	An Intermittent Family & Medical Leave of Absence, for medical reasons	Approximately Monday, April 11, 2022 for up to the total time allotted for FMLA
2	Employee #5248	Pence	Kasey	Child Bearing/Rearing Leave of Absence, used in conjunction with paid sick leave and FMLA	Beginning with the start of the 2022-2023 school year, through approximately Friday September 30, 2022
3	Employee #3508	Cole	Nicole	Uncompensated Work Days, for medical reasons	For one and a half (1.5) days retroactively on Thursday, March 3, 2022 and Friday March 4, 2022
4	Employee #6500	Lynn	Kristie	Child Bearing/Rearing Leave of Absence, used in conjunction with paid sick leave and FMLA	Beginning approximately Friday, May 20, 2022 for the remainder of the 2021-2022 school year.

A motion was made by Mrs. Ciocca seconded by Mr. Kocak, and passed unanimously to approve the following Resignations and Retirements:

	Last Name	First Name	Position	Resignation or Retirement	Effective Date
ADMINISTRATORS/TEACHERS					
1	Zindren	Judith	Elementary, Gr. 4	Retirement	At the close of the 2021-2022 school year
2	Sasso	Tobitha	English Teacher	Resignation	Monday, March 21, 2022
PARAPROFESSIONALS					
3	Rosenberg	Tova	Paraprofessional	Resignation	Effective retroactively at the close of the work day on Tuesday, March 15, 2022
NON-CERTIFIED					
4	Beuten	Carol	Cafeteria Manager	Retirement	At the close of the work day on Friday, June 10, 2022
5	DeZorzi	James	Head Custodian	Retirement	At the close of the work day on Thursday, June 30, 2022
6	Mossburg	Kali	Full-Time Custodian	Resignation	Retroactively at the close of the work day on Friday, March 18, 2022
7	Elder	Cheryll	Twelve (12) Month Secretary	Retirement	At the close of the work day on Thursday, June 30, 2022
8	Morrone	Mary	Ten (10) Month Secretary	Retirement	At the close of the work day on Thursday, June 30, 2022
9	Whalen	Kimberly	Ten (10) Month Secretary	Retirement	At the close of the work day on Thursday, June 30, 2022
CO-CURRICULAR					
10	Phipps	M. Andrew	Co-Assistant 7th/8th Grade Softball Coach	Resignation	Retroactively on Thursday, February 3, 2022
11	Lenhart	Alicia	Co-Assistant 7th/8th Grade Softball Coach	Resignation	Retroactively on Friday, March 4, 2022
12	Smith	Steven	7th/8th Grade Assistant Track Coach	Resignation	Retroactively on Monday, February 28, 2022

13	Crovak	Mark	Assistant Varsity Football Coach	Resignation	Retroactively on Tuesday, February 22, 2022
14	Linhart	Erin	JV Softball Coach	Resignation	Retroactively on Friday, March 18, 2022

A motion was made by Mrs. Ciocca seconded by Mr. Kocak, and passed unanimously to approve the following Substitute Lists with one abstention and two No's on line #5.

Abstain:

- *Mr. Wayman*

Voting No:

- *Mr. Detschelt*
- *Mrs. Ilagan*

	Mr./ Ms.	Last Name	First Name	NSD Resident	Certification	Salary	Effective
ADDITIONS TO THE SUBSTITUTE TEACHER LIST - 2021-2022 SCHOOL YEAR							
1	Ms.	Boerma	April	Yes	Emergency	Board Establish ed Rates	Tuesday, March 22, 2022
2	Ms.	Bookheimer	Laurie Jo	Yes	Elem K-6	Board Establish ed Rates	Retroactively on Friday, March 18, 2022
3	Mr.	Dandoy	Shawn	Yes	Emergency	Board Establish ed Rates	Tuesday, March 22, 2022
4	Ms.	Edmonds	Anna	Yes	Act 86	Board Establish ed Rates	Tuesday, March 22, 2022
5	Ms.	Falk	Kristen	Yes	Emergency	Board Establish ed Rates	Tuesday, March 22, 2022
6	Ms.	Kozemchok	Christina	No	Elem K-6	Board Establish ed Rates	Retroactively on Thursday, March 10, 2022
7	Ms.	Langlais	Jill	Yes	Emergency	Board Establish ed Rates	Tuesday, March 22, 2022
8	Ms.	Shirley	Jennifer	No	Emergency	Board Establish ed Rates	Tuesday, March 22, 2022
9	Ms.	Smalara	Diane	Yes	Emergency	Board Establish ed Rates	Retroactively on Wednesday, March 9, 2022
ADDITIONS TO THE SUBSTITUTE CAFÉ WORKER LIST - 2021-2022 SCHOOL YEAR							
10	Ms.	Burk	Heather	Yes	Café Worker	Board Establish ed Rates	Tuesday, March 22, 2022
11	Ms.	Reccelle	Marlene	Yes	Café Worker	Board Establish ed Rates	Tuesday, March 22, 2022
ADDITIONS TO THE SUBSTITUTE CERTIFIED SCHOOL NURSE LIST - 2021-2022 SCHOOL YEAR							
12	Ms.	Mennow	Amanda	Yes	Certified School Nurse	Board Establish ed Rates	Tuesday, March 22, 2022
ADDITIONS TO THE SUBSTITUTE NON-CERTIFIED SCHOOL NURSE LIST - 2021-2022 SCHOOL YEAR							
13	Ms.	Mennow	Amanda	Yes	Non-Certified School Nurse	Board Establish ed Rates	Tuesday, March 22, 2022
SUBSTITUTE CUSTODIAL LIST - 2021-2022 SCHOOL YEAR							

1 4	Mr.	Sumpman	Joseph	Yes	Custodial	Board Establish ed Rates	Tuesday, March 22, 2022
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A motion was made by Mrs. Ciocca seconded by Mr. Kocak, and passed unanimously to approve the additional Personnel Items:

5. Summer Workers (College Students and other, etc.) Hourly Rate
6. Paraprofessional Compensation Proposal for 2022-2023
7. Employee Resignation Agreement
8. Employee Statement of Charges

FACILITIES AND SUPPORT SERVICES:

A motion was made by Mrs. Ciocca, seconded by Mr. Essay, and passed unanimously the Facilities and Support Services Items 1-4.

1. High School Gym Floor Refinishing
2. LED Lighting Upgrades
3. High School Kitchen Equipment
4. High School Natatorium Renovation Change Orders

ATHLETICS & ACTIVITIES:

A motion was made by Mrs. Ciocca, seconded by Mr. Lynn, and passed unanimously the Athletics and Activities Items 1-2.

1. Student Trip – AFJROTC Enrichment Opportunity
2. Student Trip – All State Orchestra and Band

NORWIN POINTS OF PRIDE:

Dr. Taylor's shared many accomplishments by our Norwin students both academically and throughout the Norwin athletic teams. Dr. Taylor also acknowledged many programs that were held at the individual schools which promoted school spirit.

BOARD MEMBER COMMENT:

- Mrs. Ilagan congratulated the students and staff on a wonderful production of this year's high school musical.
- Mr. Essay commented that we should be proud of how well the Norwin students did on all of the state assessments.

PUBLIC COMMENT (Non-Agenda Items Only):

1. Bruce Leonatti, 600 Pine St., concerned about CRT in the classroom.
2. Brandon Leonatti, 10691 Roseway Blvd., concerned about CRT in the classroom.
3. Fran Bevan, 640 Stonebridge Dr., commented about the curriculum and is concerned about CRT in the classroom.
4. Rich Walczak, 484 First St., questioned the Policy 006.2 Addressing the Board.
5. Robin Simmons, 13711 Marven Dr., thanked the Board members for doing their best in removing CNN10 and is concerned about CRT in the classroom.
6. Bob Kennedy, 67 Penn Ave., is concerned about CRT in the classroom and he also mentioned that the Board needs to compromise on topics at the Board meetings.
7. Evan Blenko, 9731 Downing Place, mentioned that the Board needs to be more professional. He is concerned if material is removed from the curriculum, it will remove the AP status from some of Norwin's courses.
8. Marty Magill, 10625 Roseway Blvd., commented that CRT is wrong and asked that we do not segregate our student.
9. Lynda Funk, 14481 Winchester Rd., spoke of masks and bullying in our schools with the masks. She supports the elected Board members and supports Mrs. Ciocca the Board President.

10. Antonio Lio, 2080 Northview Dr., spoke of the elected Board members and requested they set an example for the students.
11. Jake Capets, 2257 Lindale Court, is concerned with the political opinions of the Board. He and the community want two simple things: 1. Taxpayers funds spent effectively and 2. For the students to be happy and healthy.
12. Shery Mitchell, 12481 St. Nikolai Dr., is concerned with the dissention amongst the Board, teachers and others. She is concerned about CRT in the classroom and questioned Policy 006.2.
13. Tammy Moreno, 814 Orchard St., mentioned she voted for change and is concerned about CRT in the classroom.
14. Ashley Egan, 260 McDonald Dr., concerned about CRT in the classroom and hoped there will be clear consequences noted in a policy for teachers who do not follow the guidelines.

ADDITIONAL BOARD MEMBER COMMENT:

Mr. Detschelt thanked everyone for coming out for the meeting. Mr. Detschelt addressed two public speakers' comments. He agreed with Mrs. Egan that there needs to be guidelines for teachers to follow and he mentioned to Evan Blenko that the Policy Committee will be meeting to discuss updating/creating a classroom policy regarding CRT.

ADJOURNMENT:

A motion was made by Mr. Kocak, seconded by Mr. Lynn, and unanimously approved to adjourn the meeting at 8:45 p.m.

Denise Haberman
School Board Secretary