

PERSONNEL/ATHLETICS AND CO-CURRICULAR ACTIVITIES COMMITTEE

APRIL 29, 2019

6:00 P.M.

WARREN COUNTY SCHOOL DISTRICT CENTRAL OFFICE

COMMITTEE MEMBERS PRESENT:

Mr. Paul Mangione

Mr. Jeffrey Labesky

Ms. Elizabeth Huffman

COMMITTEE MEMBERS ABSENT:

OTHERS PRESENT:

Ms. Donna Zariczny

Ms. Amy Stewart

Dr. Patricia Hawley

Ms. Melissa McLean

Ms. Ruth Huck

Mr. Mike Kiehl

Mr. Matt Jones

Ms. Ericka Alm

Mr. Paul Crider

Mr. Shannon Yeager

Ms. Amy Stimmell

Mr. Jim Evers

Ms. Shelly Wagner

Ms. Jennifer Hobbs

Ms. Elizabeth Kent

Mr. Shane Flannery (VarTek)

Ms. Marcy Morgan

Mr. Gary Weber

Mr. Eric Mineweaser

Mr. Rick Gignac

Ms. Sue Turner

Mr. Brian Reynolds

Mr. James Case

Ms. Misty Weber

Mr. Glenn Smith

Mr. Jeff Flickner

Ms. Amy Beers

Ms. Lynn Shultz

Mr. Joshua Vincent

Ms. Marcia Madigan

Ms. Louise Tharp

Mr. Brian Ferry (WTO)

1.0 Opening Activities

1.1 Call to Order – at 6:02 p.m. by Chairperson Paul Mangione.

1.2 Public Comment

Amber Evans, President of Junior Class at Youngsville High School, spoke in regard to the suggested closing of the High School. She stated that there are no Board Members who are specifically from Youngsville. Amber would like the Board to know how much effort the students are putting forth to make it a great school and that they are doing great.

Olivia Nuhfer, Junior at Youngsville High School, feels that the students at Youngsville High School have strong bonds and would not like to be split up. Youngsville High School is worth saving and hopes the Administration will look closely and has a change of heart. She feels that they are not treated fairly. The students are willing to do what it takes to continue the education of students at the school and will continue to support the school.

Sue Hoffman, Junior at Youngsville High School, feels that the Board views the students at Youngsville High School as dispensable and inferior to the rest of the District. However there are a lot of positive things going on there. People from the Central Office were invited to events at the school but they didn't show up. She feels that shutting down the school would be detrimental to students, friends and teachers. She is proud to be an Eagle and hopes her younger brother will be able to be an Eagle going forward.

2.0 Old Business

2.1 Other

3.0 New Business

3.1 Certificated Personnel Report

Discussion: No discussion.

Action: The Committee agreed to forward the Certificated Personnel Report onto the full Board at the May 13, 2019, Board Meeting.

Motion: That the Board of School Directors approves the Certificated Personnel Report.

Attachments:

3.1a – Certificated Personnel Report (Public and Board)

3.2 Support Personnel Report

Discussion: No discussion.

Action: The Committee agreed to forward the Support Personnel Report onto the full Board at the May 13, 2019, Board Meeting.

Motion: That the Board of School Directors approves the Support Personnel Report.

Attachments:

3.2a – Support Personnel Report (Public and Board)

3.3 Informational Report

Discussion: No discussion.

Action: The Committee agreed to forward the Informational Report onto the full Board at the May 13, 2019, Board Meeting.

Motion: That the Board of School Directors approves the Informational Report.

Attachments:

3.3a – Informational Report (Public and Board)

3.4 Volunteer Report

Discussion: No discussion.

Action: The Committee agreed to forward the Volunteer Report onto the full Board at the May 13, 2019, Board Meeting.

Motion: That the Board of School Directors approves the Volunteer Report.

Attachments:

3.4a – Volunteer Report (Public and Board)

3.5 New Bus Drivers Report

Discussion: None at this time.

Action:

Motion:

Attachments:

3.6 Co-Curricular Supplemental Contracts

Discussion: None at this time.

Action:

Motion:

Attachments:

3.7 Athletic Supplemental Contracts

Discussion: None at this time.

Action:

Motion:

Attachments:

3.8 Other

4.0 Informational Items

4.1 Other

5.0 Other

5.1 Drug Testing

Mr. Jeff Labesky asked to open a dialogue at the Committee Meeting regarding drug testing. He would like to propose that at the next Board Meeting the Administration begin dialogue with the union regarding random drug urinalysis testing. He would like the Administration to contact DOT Testing and Services in Warren at 866-566-0261 for preliminary information and cost. They have a program called Instacup and the cost is very minimal. Employees would be required to go to DOT's site to be tested so a procedure would need to be in place for employees to go. The union may oppose this but they should be supportive and just as concerned about this as the Board and Administration.

Ms. Donna Zariczny would like the Administration to reach out to other districts and the IU to see what practices they are using and how they are working.

Mr. Paul Mangione said that in regard to Bradford School District, there are some parameters with suspected abuse and pre-employment. He spoke to a solicitor at the IU and was told there is not a district in the surrounding area that is random testing their employees but they do have policies in place. He will forward the name and information on a company that does on-site testing to the Administration.

Ms. Amy Stewart stated that the Administration has reached out to contacts from IU5 to see what they are doing and how it is working. One school district has gone part of the way with discussions on mandatory testing for students but has pulled back. Another district tests all bargaining unit groups except the teacher group. Ms. Stewart is headed to PARSS, Pennsylvania Association of Rural and Small Schools, soon and will seek out some options there. The Administration will continue to watch what other districts do and gather information. Ms. Ruth Huck can look on BoardDocs to see what is going on with other districts. Ms. Stewart talked to a labor attorney regarding this during negotiations and the District does have some leverage in the current contract regarding "independent medical evaluations." Information will be gathered will be brought back to the next Committee Meeting. There are two unions and three non-union employee groups in this District that the Committee would like the Administration to contact to seek their opinion on this matter. Mr. Jeff Labesky believes that no employee should be exempt.

Ms. Amy Stewart stated that there are a handful or more of districts that require pre-employment screening and are able to do so since the individuals are not yet under contract.

Mr. Paul Mangione thinks that it would be an asset to offer an opportunity to students over age 18 who will be entering the job market to take a drug test. Mr. Gary Weber said that he discussed a voluntary program at WCCC with Mr. Jim Evers about five years ago. The support of local businesses would be important and it would be a boost for students' resumes. Ms. Donna Zariczny believes this should be offered to all students in all of the schools.

Ms. Amy Stewart outlined the tasks for the Administration:

- Look at drug-testing for students
- Look at drug-testing for employees
- Check with WCCBI for information

5.2 Eligibility

Discussion: Mr. Gary Weber is not satisfied that the information will be accurate with the reporting system in place for student eligibility to play sports. The District has limited time to make changes before the next school year and a decision needs to be made on what rules will be followed. The District is currently following the PIAA guidelines. The options are to continue following PIAA guidelines, tighten the guidelines or not let any student fail anything. There is concern that students will be affected in the fall by their grades for the current school year's fourth marking period. It is recommended that a decision be made and literature distributed so everyone is aware of the plan going forward.

Mr. Gary Weber stated that the problem with the current system is that it is based on credits requiring review of massive amounts of documentation and results can be convoluted. Procedure in past years was to send a form asking teachers for information on failing students and conduct but now the information is being pulled from the system.

Ms. Donna Zariczny thinks that an electronic component would speed up the process. Ms. Patricia Hawley asked the Committee to keep in mind that 20% of students have a disability and that if the disability is related to their failing grade, then they are not going to be able to participate in extra-curricular activities.

Mr. Jeff Labesky raised the issue that the eligibility software currently being used was down for months. Mr. Gary Weber said the system runs on calculations and it was decided that it needed to be approached in a different way to get information.

Mr. Jeff Labesky is prepared to make a motion tonight that for the upcoming school year regarding athletic and other co-curricular activities that a student be required to be passing a majority of their classes and only failing one class, not two. The motion was seconded. Mr. Labesky stated that the language should include that the District is getting away from the PIAA guidelines and the guidelines will be more specific to Warren County School District.

Ms. Amy Stewart added that the District would need to provide some qualifying language regarding its legal obligation with IEP's. The policy is to include both athletics and all co-curricular and three points: failure, behavior and a qualifier for disabilities.

Mr. Gary suggested to do an approval of the policy in the first and second reading at the same meeting because of the timeline. Ms. Donna Zariczny would like approval of a policy to go before a Board Meeting so that the Administration and legal counsel not spend time on this policy until it is certain that the Board is going to approve it.

Mr. Gary Weber proposed that the policy start with the winter season. Mr. Paul Mangione would like to use fall sports as the litmus test to make sure that the information is credible.

Ms. Amy Stewart clarified that the Committee wants a conceptual motion to be taken to the Board for approval to see where the Board stands on the motion. If approved, the District can do policy development and implementation will follow when it can be done correctly.

Action: The Committee agreed to forward a conceptual Eligibility Policy onto the full Board at the May 13, 2019, Board Meeting.

Motion: That the Board of School Directors approves a conceptual Eligibility Policy.

6.0 Closing Activities

- 6.1 Next Meeting Date – Tuesday, May 28, 2019, following the Finance Committee Meeting at the Central Office.
- 6.2 Executive Session
- 6.3 Adjournment at 6:42 p.m.

Respectfully Submitted,
Louann English, Human Resource Administrative Assistant
Personnel/Athletics and Co-Curricular Activities Committee