

PERSONNEL/ATHLETICS AND CO-CURRICULAR ACTIVITIES COMMITTEE

October 21, 2019

FOLLOWING THE FINANCIAL COMMITTEE MEETING
WARREN COUNTY SCHOOL DISTRICT CENTRAL OFFICE

COMMITTEE MEMBERS PRESENT:

Mr. Jeffrey Labesky

COMMITTEE MEMBERS ABSENT:

Mr. Paul Mangione

Ms. Elizabeth Huffman

OTHERS PRESENT:

Ms. Donna Zariczny
Ms. Mary Passinger
Ms. Marcy Morgan
Arthur Stewart
Ms. Ruth Huck
Ms. Amy Stewart
Mr. Norbert Kennerknecht
Mr. Jim Grosch
Mr. Eric Mineweaser
Dr. Patty Hawley
Ms. Lynn Shultz
Mr. Rick Gignac
Mr. Matt Jones
Mr. Mike Kiehl
Mr. James Haslett
Ms. Ericka Alm
Mr. Paul Crider

Mr. Brian Ferry (WTO)
Mr. Brian Reynolds
Ms. Jennifer Hobbs
Ms. Marcia Madigan
Ms. Jennifer Hobbs
Ms. Jennifer Hobbs
Mr. Glenn Smith
Ms. Shelly Wagner
Mr. Shannon Yeager
Mr. Jeff Flickner
Ms. Amy Stimmell
Mr. Joshua Vincent
Ms. Liz Kent
Mr. James Case
Ms. Amy Beers
Ms. Kim Yourchisin
Mr. Jim Evers

1.0 Opening Activities

- 1.1 Call to Order – at 6:40 p.m. by Committee Member Jeff Labesky
Marcy Morgan and Mary Passinger filled in for absent committee members.
- 1.2 Public Comment

Discussion: Tom Holden, Sheffield, PA Wrestling Coach thanked the board for their work and commitment for the students. He is not sure if numbers are the main concern. The

wrestling program has participation and he does not want to see it removed. Currently the coach has 11 students who are interested. Last year two Jr. High Wrestlers qualified for states. Parents want a community wrestling team and feel if taken out of the community students will stop participating. Sheffield will start a wrestling club.

Jared Finch spoke about Sheffield's existing co-op with Abraxas. He feels that the Jr. High sport is designed to help the student move into the varsity team. It does not cost anything to keep the Jr. High team and hurts the future of the varsity team.

Chris Korbar, head football coach for Sheffield would like the students to attend the playoffs. With just two wins this year, it's the first wins for the seniors on the team. They qualified as 8th seed, but would be put in a 6th seed because two other teams have opted out of the playoffs. He does not understand why they would not be allowed to go. Feels it is not fair and would give them a life experience. We are not permitted to go because we only had two wins this season, but what will it hurt for them to go. Last time Sheffield made the playoffs was 2012-2013. Board members asked if this was discussed with the athletic director about the team and what it looks like for the season. Did this conversation take place and if not, he recommends that these conversations take place at the beginning of the season.

Dave Myers, Head Coach of the Little Eagles Wrestling Club and former coach at YHS. He is not in favor of combining programs. It only takes 2 to make a wrestling team, anything over that, "you're golden". You need a feeder program in the elementary schools to keep a varsity program. Transportation is only set to take kids to Warren one way, this will cripple the program. Parents cannot afford the travel expense especially those who live near Tidioute. Do not strip the foundation of the program.

Ann Ward – has been a substitute teacher for 20 years. She has been cussed at, yelled at and things thrown at her; no lesson plans. She has seen the spectrum of bad to good substitutes. Kudos to the paraprofessionals and aides. A paystub she had from 2005 shows her making less today than in 2005. You got .70 cents a day more, plus mileage. It is a thankless job. Principals check in on occasion, but she has never gotten an evaluation. Tutors make more money, does that mean they are more important than substitutes. Ann will continue to sub in the future and asks the board to consider her comments.

Tom Holden – PIAA has dropped number for next year from 14 to 12 and the district has increase their numbers.

Mrs. Zariczny asked that the committee meetings be put on hold in order to start the special meeting.

The meeting recessed at 7:18 p.m.

The meeting reconvened at 7:25 p.m.

2.0 Old Business

2.1 Other

Mr. Labesky addressed pay to play money and wants it to stay at the schools where it is generated. The Finance Committee indicated there may be a time lag to move the money around and is not sure if that is the case or not. Mr. Stewart indicated that time frame has passed and money could be moved now.

Motion: Mr. Labesky moved that for next school year, calendar year 2020-2021, all pay-to-play funds money for the school for participation in a particular sport stays in the school's athletic funds and will go to the particular sport for which it is generated.

This motion will be placed on the next regular school board meeting on November 4, 2019 under "Other"

Mrs. Zariczny asked to have information available at the board meeting on the total impact.

Mr. Stewart asked Mr. Gignac if we keep this money in the schools where generated will this address the short falls and would there be disparities geographically and what would they look like.

Mrs. Stewart wants to look at the numbers and see what the shortfall is for the 20-21 budget. Mr. Stewart would like to see the shortfall number for athletics which could become a potential add for the coming year. Mrs. Stewart asks if we should with a model with pay to plan to equalize if Title IX needs it. Show a document where we move it at face value and if we see a problem we can address it. Not trying to violate Title IX. If we inject the money into the budget and then disperse as usual than we should not be violating Title IX.

Mr. Labesky also asked to know the amount of money that is raised for student parking and at some point down the road he is going to ask that student parking money stay at the schools and be included with the athletic fund. Mrs. Zariczny asked for specifics of what we are charging and how that is working for students.

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 November 4, 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 November 4, 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 November 4, 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 November 4, 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: No discussion

Action: The Committee agreed to forward the New Bus Driver Report onto the full Board at the November 4, 2019 Board Meeting.

Motion: That the Board of School Directors approves the New Bus Driver Report.

Attachments:

3.5a – New Bus Driver Report (Public and Board)

3.6 Co-Curricular Supplemental Contracts

None at this time.

3.7 Athletic Supplemental Contracts

Discussion: No discussion.

Action: The Committee agreed to forward the Athletic Supplemental Contracts onto the full Board at the November 4, 2019 Board Meeting.

Motion: That the Board of School Directors approves the Athletic Supplemental Contracts.

Attachments:

3.7a – Athletic Supplementals (Public and Board)

3.8 21st Century Project Manager Employment Agreement Extension

Discussion: Moved to Special Board Meeting

Action: Approved at the Special Board Meeting

Attachments:

3.8a – 21st Century Project Manager Employment Agreement Extension

4.0 Informational Items

4.1 KIN Fund Report –

Discussion: Next year Dr. Hawley will chair a fundraiser with a golf scramble and hole sponsors. Each Board Member comes up with 3 hole sponsors and would include Tidioute Charter School in this activity and there is no reason their students could not benefit from the fund. A date will be announced at a later date.

4.2 Other

Discussion: Handout - Breakdown of Booster Contributions from each school for the 18-19 School Year. It's a starting point to getting data out there and numbers going; different schools are making different choices regarding how they spend their money and how booster groups are bringing money in. Each Board Member was asked to look at the numbers and bring back questions and concerns to the next committee meeting. A copy of the handout will be given to absent Board Members.

Action: No action. Informational only.

5.0 Other

5.1 Other

Mr. Stewart would like to ask for a 10% or 15% raise for the substitute teachers in the budget.

More discussion regarding numbers for sports. One thing that was heard loud and clear from the task force is we need to increase the feeder numbers. We have not come up with a plan yet but by cancelling the Jr. programs may keep students from being able to participate in later years.

Mrs. Stewart stated there were more opportunities for 2000 less students. The number of opportunities need to be reduced at the school level and build a Warren County Team for a quality experience. 2022 is the next cycle for PIAA team changes.

Administration was complimented for bringing what was asked of them with the procedures. We may need to tweak the procedure with middle level wrestling and deviate from the procedure in part because of no cost. Mr. Stewart is open to that and agrees that dissolving a program will not help numbers. We need to find unique solutions to these programs.

There are pros and cons to sport clubs.

6.0 Closing Activities

6.1 Next Meeting Date – Monday November 18, 2019

6.2 Executive Session

No Executive Session

6.3 Adjournment at 8:17 p.m.

Respectfully Submitted,
Melissa Bullock, Human Resource Information Specialist
Personnel/Athletics and Co-Curricular Activities Committee