

PERSONNEL/ATHLETICS AND CO-CURRICULAR ACTIVITIES COMMITTEE

December 21, 2020

FOLLOWING THE FINANCIAL COMMITTEE MEETING  
WARREN COUNTY SCHOOL DISTRICT CENTRAL OFFICE

COMMITTEE MEMBERS PRESENT:

Mr. Paul Mangione  
Mr. Jeffrey Labesky  
Mr. Kevin Lindvay

COMMITTEE MEMBERS ABSENT:

OTHERS PRESENT:

Mr. Joseph Colosimo	Ms. Lynn Shultz
Ms. Marcy Morgan	Ms. Ruth Huck
Ms. Mary Passinger	Mr. Rick Gignac
Mr. Arthur Stewart	Mr. Matt Jones
Ms. Donna Zariczny	Mr. Mike Kiehl
Ms. Amy Stewart	Mr. Phil Heubach
Dr. Norbert Kennerknecht	Mr. Glenn Smith
Mr. Gary Weber	Mr. Brian Ferry (WTO)
Mr. Jim Grosch	
Mr. Eric Mineweaser	

**1.0 Opening Activities**

1.1 Call to Order at 6:00 p.m. by Chairperson Paul Mangione.

1.2 Public Comment

Mr. Phil Heubach from the WCEA union addressed the board regarding the Families First Coronavirus Response Act. This act provides 10 additional sick days to be used if an employee needs to quarantine or isolate due to COVID reasons. What the days do not provide is PSERS retirement credit. If an employee wants retirement credit for the days off they have to use their own sick time. PSERS has agreed that if the school board agrees that the FFCRA days are a special leave or emergency sick leave then employees can receive PSERS credit while out on the FFCRA leave. The union is asking that the school board grant this for all employees currently using this and those who have used the days in the past due to COVID reasons. The union is also asking that any employee who chose to use their own sick leave due to COVID reasons be allowed to change them to FFCRA days and receive PSERS credit. Mr. Heubach informed the board that other districts around us are doing this, but that he did not have that information with him. He thanked the board for giving him the opportunity to speak.

**2.0 Old Business**

2.1 Other

### **3.0 New Business**

#### **3.1 Certificated Personnel Report**

**Discussion:**

**Action:** The Committee agreed to forward the Certificated Personnel Report onto the full Board at the January 11, 2021, Board Meeting.

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

**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 January 11, 2021 Board Meeting.

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

**Attachments:**

3.2a – Support Personnel Report (Public and Board)

#### **3.3 Informational Report**

**Discussion:** None at this time.

**Action:**

**Motion:**

**Attachments:**

#### **3.4 Volunteer Report**

**Discussion:** No discussion.

**Action:** The Committee agreed to forward the Volunteer Report onto the full Board at the January 11, 2021 Board Meeting.

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

**Attachments:**

3.4a – Volunteer Report

3.5 New Bus Drivers

**Discussion:** None at this time.

**Action:**

**Motion:**

**Attachments:**

3.6 Athletic Supplemental Contracts

**Discussion:** None at this time.

**Action:**

**Motion:**

**Attachments:**

3.7 Co-Curricular Supplemental Contract List

**Discussion:** No discussion.

**Action:** The Committee agreed to forward the Co-Curricular Supplemental Contract List onto the full Board at the January 11, 2021 Board Meeting.

**Motion:** That the Board of School Directors approves the Co-Curricular Contracts and resignations as presented.

**Attachments:**

3.7a – Co-Curricular Supplemental List

**4.0 Informational Items**

4.1 Athletic Winter Third and Ten Day Numbers

At this time the numbers look good, the only numbers that were low are JH Wrestling. Mr. Gignac reported that there was no interest at Youngsville for JH Cheer and Wrestling. Eisenhower did not have the numbers for Cheer. A question was asked regarding outside co-ops and if participants are allowed to participate? Mr. Weber reported that Abraxas is not participating right now and the only other co-ops are the new ones that just started. Mr. Gignac said 2 wrestlers and 3 varsity basketball players from outside facility co-ops just started they were late due to physicals. Mr. Weber said yes they are allowed as long as sports are running and we can follow our Athletic Health/Safety Plan.

## **5.0 Other**

### **5.1 Family First Coronavirus Response Act (FFCRA)**

Mr. Labesky asked if this could be put on the agenda as it affects teachers regarding their leave and their retirement. He asked if we know how many school districts are involved in this process. Mrs. Stewart said that it is split down the middle on districts that have addressed it and districts that have not. A new stimulus response from the federal Government has not extended the Response Act yet and we do not know if it will. We should not make any move on this until we have the whole picture. It makes more sense to wait so we can be fair to our employees. Another questions was asked about allowing employees to go back and change their days to FFCRA days. Mrs. Stewart said from an HR/Payroll perspective this will be a nightmare. Mr. Grosch was asked his opinion and he agreed with Mrs. Stewart. Mr. Colosimo asked if we could limit it to the 2020-2021 school year. Mrs. Zaricny asked if going backwards how we would know if their leave at the time was truly cares leave and not another leave. Mr. Weber said, we would not know and would have to look at all the sick days and determine reason for leave. Mr. Mangione said we are going to address this it's just very cloudy as how it might look. The board would like to know how many employees this will affect and the cost for both this school year and the previous school year. Mrs. Stewart asked if information could be gathered and brought to the next committee meeting. It was agreed that this would be discussed at the next committee meeting. It's possible that it could need to be addressed the next two months.

## **6.0 Closing Activities**

- 6.1 Next Meeting Date – January 25, 2021 following the finance meeting.
- 6.2 Executive Session
- 6.3 Adjournment at 6:24 p.m.

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