

**UPPER ST. CLAIR BOARD OF SCHOOL DIRECTORS
REGULAR BOARD MEETING**



Customizing Learning,
Nurturing Potential...
Delivering Excellence

**MONDAY, SEPTEMBER 26, 2016 - 7:00 P.M.
CENTRAL OFFICE BOARD ROOM**

6:30 P.M. - EXECUTIVE SESSION - PERSONNEL MATTERS

Notice having been advertised and posted and members duly notified, the regular meeting of the Board of School Directors was held on September 26, 2016 in the Central Office Board Room.

School Board Members in attendance:

Mrs. Buffy Z. Hasco, President
Mrs. Angela B. Petersen, Vice President
Mrs. Amy L. Billerbeck
Mrs. Barbara L. Bolas
Mr. Phillip J. Elias
Mr. Patrick A. Hewitt
Mr. Frank J. Kerber
Mr. Harry F. Kunselman
Mr. Louis P. Mafrice, Jr.

School personnel in attendance:

Dr. Patrick O'Toole, Superintendent of Schools
Dr. Sharon Suritsky, Assistant/Deputy Superintendent
Dr. John Rozzo, Assistant Superintendent
Ms. Frosina Cordisco, Director of Business & Finance
Dr. Judith Bulazo, Director of Curriculum & Professional Development
Mr. Raymond Berrott, Director of Technology
Mrs. Amy Pfender, Director of Student Support Services
Mrs. Mary Ann Stabile, Stenographer
Mr. Robert Prorok, Solicitor

CALL TO ORDER/PLEDGE OF ALLEGIANCE (Hasco)

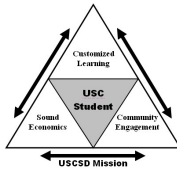
Mrs. Hasco called the meeting to order at approximately 7:00 p.m.

STAR SPANGLED BANNER

Julia Conlon, high school student, sang the Star Spangled Banner.

READING OF THE MISSION

Mr. Elias read the following School District Mission Statement:



Developing lifelong learners and responsible citizens for a global society is the mission of the Upper St. Clair School District, served by a responsive and innovative staff who in partnership with the community provides learning experiences that nurture the uniqueness of each child and promotes happiness and success.

SHARED BELIEF STATEMENT #12 FROM STRATEGIC PLAN

Mr. Kunselman read the following Shared Belief Statement #12 from the Strategic Plan:

We believe that:

Exposure to a balanced curriculum, including academics, arts, and athletics, expands the human experience and allows each student to discover his or her own particular interests and abilities.

RESIDENTS' COMMENTS (REGARDING AGENDA ITEMS ONLY)

Steve Lynch, 470 Manordale Road, commented in support of a proposed swimming pool at the high school.

APPROVAL OF AGENDA (Hasco)

MOTION: By Bolas: I move that the Board approve the agenda as presented. Seconded by Mafrice, and carried on unanimous voice vote.

REPORT FROM STUDENT BOARD REPRESENTATIVES (Allie Ryave and Joshua Meyer)

Allie Ryave and Joshua Meyer, student board representatives, reported on various activities at the high school.

RECOGNITION OF SERVICE

BEVERLY NEMETH, BUS DRIVER

Dr. O'Toole and the Board recognized Beverly Nemeth, bus driver, for the years of dedication and service to the school district and to the children. Ms. Nemeth began her tenure with the school district as a substitute bus driver in May 2009, became a fulltime bus driver in August 2010, and retired in August 2016.

APPROVAL OF MINUTES

MOTION: By Kerber: I move that the Board approve the minutes of the August 15, 2016 Board meeting. Seconded by Bolas, and carried on unanimous voice vote. (Mrs. Bolas, Mr. Kunselman, and Mrs. Petersen abstained)

MOTION: By Kerber: I move that the Board approve the minutes of the September 12, 2016 Board meeting. Seconded by Bolas, and carried on unanimous voice vote. (Mr. Mafrice abstained)

SUPERINTENDENT'S REPORT (O'Toole)

APPROVAL OF RESOLUTION AUTHORIZING INCURRENCE OF NON-ELECTORAL INDEBTEDNESS (O'Toole/Cordisco/Bova/Chiesa)

Ms. Cordisco, Mr. Mike Bova of Boenning & Scattergood, and Ms. Lisa Chiesa of Clark Hill provided an update regarding the refinancing of the 2011 Series D bond issue and recommended that the Board approve a resolution regarding the issuance of General Obligation Bonds in the amount of \$12 million with savings of at least \$750,000.

MOTION: By Petersen: The Committee recommends and I move that the Board approve a resolution authorizing the incurring of non-electoral debt by the issuance of General Obligation Bonds in the aggregate principal amount not to exceed twelve million dollars (\$12,000,000) and savings to be at least \$750,000; covenanting to pay and pledging all available taxing power for the payment of the Bonds; establishing a sinking fund and appointing a sinking fund depository; fixing the form, maximum interest rates, maturity dates, redemption and other provisions for the payment thereof; covenanting to accept a proposal for the purchase of the Bonds; authorizing a filing of required documents with the Department of Community and Economic Development; ratifying and directing certain actions of officers; and making certain other covenants and provisions in respect of the Bonds. Seconded by Kerber, and carried on unanimous roll call vote.

REPORT AND RECOMMENDATION FROM CAPITAL PROJECTS REVIEW AD HOC COMMITTEE

Dr. O'Toole stated that the Capital Projects Review Ad Hoc Committee met on September 19 to discuss and outline the next steps in the evaluation of capital projects. He explained that more specific information, including detailed drawings and data, is needed in order to successfully conduct a comprehensive community and staff review. Dr. O'Toole stated that Dave McLean of McLean Architects provided a proposal to prepare preliminary design drawings at a cost of up to \$120,000 so that aesthetics and costs could be sufficiently considered. He reviewed the projected project costs and recommended that the Board vote on approving the proposal from McLean Architects at a Board meeting on October 10.

Dr. O'Toole stated that Sheila Gorgonio, director of advancement, and Tina Vojtko, communications specialist, are working as a subcommittee to plan a forum for sharing information regarding the proposed capital projects with the public. He stated that those plans would be shared with the Board in the near future, noting that a similar process was followed in preparing for the renovations of Boyce and Fort Couch Middle Schools.

Mrs. Billerbeck agreed that it is important to receive community input, as well as preliminary design drawings with projected costs, and recommended that the Board approve Mr. McLean's proposal on October 10.

DISCUSSION REGARDING ARCHITECT PROPOSAL FROM MC LEAN ARCHITECTS FOR CAPITAL IMPROVEMENTS PROJECTS (APPROVAL OCTOBER 10)

Mr. Dave McLean of McLean Architects shared information regarding his proposal to proceed with preliminary designs for capital improvement projects under consideration by the school district. He explained that as architect-of-record that he proposes to provide the necessary preliminary architectural and engineering services at a fee not to exceed \$120,000, which is the initial 15% of an overall percentage fee of 6.5% of the \$12.2 million construction cost.

Mrs. Billerbeck noted that a few capital projects have already been completed and others eliminated because they did not rank high in priority. Dr. O'Toole stated that many proposed capital projects had been postponed for as long as ten years when the middle schools were renovated and during the PSERS crisis, and capital improvements such as the innovation hubs have been accomplished through private and grant funding. Mrs. Petersen added that the ad hoc committee recommends that the construction of the concession stand and restroom facilities at the stadium complex would be better served by also adding the construction of administrative offices.

Mrs. Hasco thanked everyone who is serving on the Capital Projects Review Ad Hoc Committee for their efforts and agreed with the recommendation to approve the preliminary architectural services at the October 10 meeting.

APPROVAL OF COMMENDATIONS & RECOGNITIONS - ATTACHED

Dr. Suritsky read the Commendations and Recognitions.

MOTION: By Mafrice: I move that the Board approve the Commendations & Recognitions AS ATTACHED. Seconded by Bolas, and carried on unanimous voice vote.

APPROVAL OF CONSENT AGENDA

Dr. Suritsky introduced Ms. Pam Petrarca who is being recommended as the elementary social studies curriculum leader on the personnel listings. She noted that Ms. Petrarca has been a long-standing teacher at the elementary level and is well respected among her peers making her an ideal candidate for the position. Ms. Petrarca stated that she is excited and ready to expand her role and is looking forward to working with the leadership team as the elementary social studies curriculum leader.

Mrs. Petersen commented regarding the remarkable gifts to the schools during the 2015-16 school year and how grateful the Board and school district are to have such wonderful donations.

MOTION: By Billerbeck: The Committee recommends and I move that the Board approve the following Consent Agenda items. Seconded by Mafrice, and carried on unanimous roll call vote.

a. APPROVAL OF PERSONNEL LISTINGS - ATTACHED

Approve the Personnel Listings, pending receipt of all paperwork and required clearances, AS ATTACHED.

b. APPROVAL OF ADOPTION OF POLICY #6009 – HAZING - ATTACHED

Approve the adoption of Policy #6009 - Hazing AS ATTACHED.

c. APPROVAL OF 2016-17 COMPENSATION PLAN FOR COMMISSIONED OFFICERS

Approve the 2016-17 compensation plan for commissioned officers contingent upon documentation acceptable to the Board, Superintendent, and Solicitor.

d. APPROVAL OF AMENDMENT TO DIRECTOR OF BUSINESS AND FINANCE AGREEMENT AND CONSULTING AGREEMENT

Approve the Amendment to Director of Business and Finance Agreement and Consulting Agreement with FCC Consulting, LLC, subject to final approval by the Superintendent and Solicitor, AS ATTACHED TO THE PERMANENT RECORD OF THE MINUTES OF THIS MEETING.

e. APPROVAL OF RECOGNITION OF GIFTS TO SCHOOLS, GRANTS, AWARDS, AND SCHOLARSHIPS FOR 2015 - ATTACHED

Accept with gratitude the donations made to the District and the schools during the 2015-16 school year, including the list of gifts, grants, awards, and scholarships AS ATTACHED.

f. APPROVAL OF SCHOOL BOARD CASTING OF VOTES FOR PSBA OFFICE ELECTIONS

Authorize the School Board Secretary to cast votes for the election of the following individuals as Pennsylvania School Boards Association officers:

Michael Faccinetto (President-Elect)
David Hutchinson (Vice President)

Insurance Trustees:
William S. LaCoff
Kathy K. Swope
Mark B. Miller
Marianne L. Neel
Michael Faccinetto

g. APPROVAL OF ADMINISTRATIVE OFFICE LEASE AGREEMENT WITH TOWNSHIP FOR 2016-17

Approve the Administrative Office Space Lease Agreement for the term of July 1, 2016 through June 30, 2017 AS ATTACHED TO THE PERMANENT RECORD OF THE MINUTES OF THIS MEETING.

h. APPROVAL OF TITLE I NON-PUBLIC SCHOOL CONTRACT WITH AIU (Bulazo)

Approve the Title I Non-Public School Contract for the 2016-17 school year with the Allegheny Intermediate Unit AS ATTACHED TO THE PERMANENT RECORD OF THE MINUTES OF THIS MEETING.

i. APPROVAL OF CONTRACTS FOR SPECIAL EDUCATION SERVICES (Pfender)

Approve the following contracts for special education services for the 2016-17 school year, contingent upon documentation acceptable to the Superintendent and Solicitor AS ATTACHED TO THE PERMANENT RECORD OF THE MINUTES OF THIS MEETING.

- **ICAN TALK CLINIC FOR SPEECH AND LANGUAGE SERVICES FOR ONE STUDENT**

Contract with ICAN Talk Clinic for speech and language services for one student.

- **PITTSBURGH PUBLIC SCHOOLS CITY CONNECTIONS COMMUNITY-BASED PROGRAM FOR THREE STUDENTS**

Contract with Pittsburgh Public Schools - CITY Generations community-based program tuition for three students.

**j. APPROVAL OF TREASURER’S REPORT FOR 2016-17 - 9-12-16
INCLUDING SUPPLEMENTAL REPORT - 9-26-16**

Approve the Treasurer’s Report AS ATTACHED TO THE PERMANENT RECORD OF THE MINUTES OF THIS MEETING, including approved total of Bill List and Check File Listing as follows:

Fund 10 (General Fund) - \$3,629,637.41
Fund 31 (Capital Reserve Fund) - \$111,974.80

**k. APPROVAL OF BILL LIST FOR 2015-16
INCLUDING SUPPLEMENTAL REPORT - 9-26-16**

Approve the Bill List for the 2015-16 school year AS ATTACHED TO THE PERMANENT RECORD OF THE MINUTES OF THIS MEETING, including approval total of Bill List and Check File Listing as follows:

Fund 10 (General Fund) - \$71,096.21
Fund 31 (Capital Reserve Fund) - \$33,776.00

l. APPROVAL OF 2016-17 FEDERAL AND STATE GRANT PROGRAMS

Approve the programs and funds allocated from the federal programs in the amount of \$2,059,265 and from the state programs in the amount of \$8,608,991 for the 2016-17 school year.

**m. APPROVAL OF AGREEMENT WITH AIU FOR PARTICIPATION IN
PA-EDUCATOR.NET COMPUTERIZED RECRUITING SYSTEM**

Approve the Contract of Service with the Allegheny Intermediate Unit for participation in the PA-Educator.net computerized recruiting system for the 2016-17 school year AS ATTACHED TO THE PERMANENT RECORD OF THE MINUTES OF THIS MEETING.

COMMITTEE REPORTS

Mr. Mafrice reported that he attended the SHASDA Meeting on September 22. The speaker for the program was Dr. Jerry Shuster of the University of Pittsburgh who spoke regarding the value of exercising your right to vote.

Mrs. Billerbeck announced that the Youth Steering Committee would be hosting a drug awareness presentation on October 19 at the Community & Recreation Center called Bryan’s Story. She explained that the program is presented by Jace Palmer, guidance counselor at Fort Couch Middle School, and a USC father who lost his son to heroin addiction.

ANNOUNCEMENT REGARDING EXECUTIVE SESSIONS

Mrs. Hasco announced that executive sessions were held on the following dates:

September 12, 2016 – Personnel Matters
September 19, 2016 – Personnel Matters
September 26, 2016 – Personnel Matters

RESIDENTS' COMMENTS - REGARDING ANY ITEM

Walter Martin, 132 Fieldgate Drive, commented in support of Matthew Mellinger.

MATTERS OF INFORMATION - SUPERINTENDENT & ADMINISTRATION

REPORT FROM BOARD SELF-EVALUATION WORKSHOP - SEPTEMBER 19

Dr. O'Toole reported that the Board held a self-evaluation workshop hosted by the Pennsylvania School Boards Association and thanked Mrs. Hasco for organizing the workshop. He noted the importance of the self-evaluation process to reinforce the positive areas and identify areas to improve. Dr. O'Toole stated that public education advocacy is an area that was identified for improvement focusing on all children in the Commonwealth as well as those in Upper St. Clair.

REPORT FROM HALLS OF FAME INDUCTION - SEPTEMBER 23

Dr. O'Toole congratulated the graduates and staff members who were inducted into the Halls of Fame for academics, athletics and the arts on September 23. He stated that during the speeches many of the graduates reflected back on the excellent programs and teachers that they had while at USC and that they were very inspirational as well as entertaining. He also thanked the inductees who were able to spend time talking to the high school students during the day. Dr. O'Toole thanked Mrs. Petersen, Mrs. Hollman, and Mr. Holzer for their outstanding remarks as chairpersons of their respective halls of fame and also thanked the high school students who did a wonderful job as master of ceremonies.

STUDENT ENROLLMENT UPDATE

Dr. O'Toole provided a student enrollment update. He compared the differences between the ending 2015-16 student enrollment to the beginning of 2016-17 student enrollment, graduates to kindergarteners, largest and smallest class sizes, and elementary enrollment numbers.

REVIEW OF BASIC EDUCATION FUNDING FORMULA (Cordisco)

Ms. Cordisco shared information regarding the new Basic Education Funding formula that has been instituted by the Pennsylvania Department of Education for the 2016-17 school year, which replaces the formula that had been in existence since 1966. She noted that the school district is receiving more money in allocations with the new funding formula.

REVIEW OF PRELIMINARY 2015-16 FINANCIAL REPORT - (Cordisco)

Ms. Cordisco summarized the preliminary financial statements for the 2015-16 school year. She noted that a draft of the audited financial statements would be distributed to the Board for review at the October 10 meeting.

BOARD BREAKFAST WORKSHOP - OCTOBER 20 (BOYCE INNOVATION HUB)

Dr. O'Toole announced that a Board Breakfast Workshop would be held on October 20 at the Boyce Innovation Hub at 7:30 am.

ADJOURNMENT

It was moved, seconded, and carried on unanimous voice vote that the meeting adjourn at approximately 8:22 p.m.

Buffy Z. Hasco, President
BOARD OF SCHOOL DIRECTORS

Frosina C. Cordisco, Secretary
BOARD OF SCHOOL DIRECTORS

Submitted by: Mary Ann L. Stabile
School Board Stenographer

COMMENDATIONS AND RECOGNITIONS

September, 2016

High School

Upper St. Clair High School Junior, Robbie Halpner, spent the summer performing throughout the nation with the Academy Drum and Bugle Corps.

Comprised of approximately 150 performers, the Academy Drum and Bugle Corps is a competitive marching program for individuals ages 15-21. Members are selected by competitive audition.

Robbie performed as the synthesizer player, responsible for the keyboard part as well as all electronic sound in the 2016 show.

Robbie is a member of the Upper St. Clair High School wind ensemble, jazz ensemble and marching band. He co-founded the high school percussion ensemble club, and for his International Baccalaureate Middle Years Programme Project, he created a Fort Couch Middle School drumline, which performed at Fort Couch basketball games last winter.

Amatheon Bohan, a senior at Upper St. Clair High School, finished 11th in the 2016 National Age Group Triathlon Championships in Omaha, Nebraska, qualifying to represent Team USA at the International Triathlon Union's World Championships in Rotterdam, The Netherlands September 14-17, 2017.

Amatheon finished 11th in the 17-19 age group – the third fastest 17 year old.

In addition to competing in triathlons, Amatheon is a member and captain of both the Upper St. Clair High School swim and Ultimate Frisbee teams.

Upper St. Clair High School's class of 2016 earned the school's highest average ACT scores during the last five-year period. High School senior, Murphy Miller, earned the highest possible ACT Composite score of 36 – an achievement reached by less than one-tenth of one percent of ACT test takers.

In addition to his academic achievements, Murphy is a member of the Upper St. Clair High School varsity hockey team.

Twelve Upper St. Clair High School seniors were recently named Semifinalists in the 2017 National Merit Scholarship Program. The following students scored in the top one percent of all juniors completing the PSAT in October 2015:

Paul Abrams
Amna Amin
Tyler W. Besselman
Aditi Chattopadhyay
Devon D. Garcia
Macey A. Kaplan
Arushi Kewalramani
Tanmayee Mahajan
Malcolm T. Miller
Murphy S. Miller
Vicki Z. Wang
Claire K. Zalla

Staff

High School science teacher Dr. Colin A. Syme is one of 200 teachers selected to attend the Society Research Teachers Conference from Sept. 30 – Oct. 2, 2016, in Washington, D.C.

Sponsored by the Society for Science & the Public, the annual conference brings together science research teachers to share best practices, troubleshoot the challenges involved in supporting students in independent science research, and learn more about the Regeneron Science Talent Search and the Society.

Dr. Syme is teaching a pilot STEAM course at the high school titled Laboratory Research And Techniques in Science (LabRATS).

Dr. Timothy M. Wagner, associate principal for program planning and innovation at Upper St. Clair High School, has been named an Emerging Leader by the Pennsylvania Association for Supervision and Curriculum Development. The PASCD Emerging Leaders program recognizes and prepares young, promising educators to influence education programs, policy and practice at the state level. Emerging Leaders are enrolled in the program for two years and receive mentoring and professional development opportunities. In addition, they are able to develop and expand their network of educational leaders throughout Pennsylvania.

PERSONNEL LISTINGS
DATE: September 26, 2016
Board Meeting

Professional Staff – Elections (Curriculum Leaders)

Name	Location	Assignment	Effective	Salary
Petrarca, Pamela	Baker	Elementary Social Studies Curriculum Leader	9-27-16	\$8,000 (stipend) (prorated)

Professional Staff – Elections

Name	Location	Assignment	Effective	Salary
Comfort, Karlie	Boyce	Elementary Teacher (Long-term Substitute) for M. Hamel 8-17-16 through 1-4-17	8-17-16	\$49,500 (pro-rated)
Hess, Gregory	High School	Guidance Counselor (Long Term Substitute (due to C. McGinty resignation) retroactively from 8-23-16 through 1-13-17	8-23-16	\$49,500 (pro-rated)
Lang, Richard	Ft. Couch / Eisenhower	Music Teacher (Long-term Substitute) for F. Eisenreich (retirement) retroactively from 8-23-16 through 12-6-16	8-23-16	\$48,820 (pro-rated)

Professional Staff – Leave of Absence

Name	Location	Assignment	Type of Leave	Leave Dates
McCullough, Gary	Boyce	Elementary Teacher	Military Leave	Return to Work 9-19-16

Professional Staff – Change of Status (Long-term Assignment Dates)

Name	Location	From	To
Grayburn, Anne Marie	High School	Math Teacher (Long-term Substitute) for E. Alloway anticipated for the 2016-2017 school year	Math Teacher (Long-term Substitute) for E. Alloway for the 2016-2017 school year

Professional Staff – Change of Status (Leaves)

Name	Location	Assignment	From	To
Alloway, Emily	High School	Mathematics Teacher	Personal Leave anticipated leave dates 2016-2017 school year	Personal Leave 2016-2017 school year

Classified Staff – Change of Status (Hire Date)

Name	Position	Prior Board Approved Hire Date	Revised Board Hire Date
Harkleroad, Mary Beth	Ft. Couch/Teacher Aide	9-13-16	8-23-16
Rhodes, Ann	Streams/Teacher Aide	9-13-16	8-23-16

Classified Staff – Retirement

Name	Location	Assignment	Notification Date	Last Date Worked
LeClaire, Kathleen	Baker	Teacher Aide	9-20-16	12-22-16
Noon, Nanci	Baker	Teacher Aide	9-20-16	12-22-16

Paid Intern – Technology

Name	Assignment(s)	Effective	Salary
Lamb, Tyler	Technology Intern	9-9-16	\$15.00/hr.

District Substitute List – Additions

Professional:

Name	Type of Substitute	Effective
Daum, Sarah	Elementary K-6, Reading Specialist	9-13-16
Foster-Cianflone, Karly	Elementary K-6, Mid-Level English 7-9	9-26-16
Garofalo, Nicholas	Elementary Pk-4	8-17-16
Flood, Katie	English 7-12	8-17-16
Losego, Rachel	Elementary K-6, Inst Tech Specialist, Mid-Level Math 7-9	9-13-16
Panchura, Chelsey	English/Comm 7-12, Special Ed 7-12	8-17-16
Spada, Deborah	Elementary K-6,	10-1-16
Thomas, Kelly	English/Comm 7-12, Social Studies 7-12	9-13-16
Welch, Anthony	Math 7-12	9-13-16

Classified:

Name	Type of Substitute	Effective
Ames, Melissa	Nutrition Center Worker	9-20-16
Carter, Lee	Nutrition Center Worker	9-9-16
Engel, Rachelle	Aide/Secretary/Attendant	9-19-16
Lucas, Lisa	Nutrition Center Worker	8-16-16
Maddigan, Sarah	Nutrition Center Worker	9-6-16

Other:

Name	Type of Substitute	Effective
Card, Elizabeth	Bus Attendant	9-26-16
Turkaly, Stephen	Bus Driver	8-23-16

District Substitute List – Deletions

Professional:

Name	Type of Substitute	Effective
Burgett, Emily	Elementary Pk-4	8-17-16
Conrad, Anne	Elementary K-6	8-14-16
Contis, Melissa	Art K-12	8-18-16
Morgan, Kelsey	Special Ed PK-8, Early Childhood N-3	8-14-16
Spanos, Christy	Elementary K-6	8-16-16
Venturella, Elizabeth	Math 7-12	6-23-16

Classified:

Name	Type of Substitute	Effective
Guenther, Kathy	Nutrition Center Worker	9-3-16
Kumar, Chetna	Aide/Secretary/Attendant	9-15-16
Podrasky, Dorothy	Aide/Secretary/Attendant	9-12-16
Stelmaszynski, Donna	Nutrition Center Worker	8-22-16

Other:

Name	Type of Substitute	Effective
Hulpa, William	Bus Driver	9-12-16
Lamb, Gary	Bus Driver	9-12-16
Nemeth, Beverly	Bus Driver	9-12-16

Department Chairs – New Appointments

Name	Position	Salary
Clermont, Marc-Andre	HS World Language	\$2,150 (pro-rated)
Tena, Angela	K-8 World Language	\$2,150 (pro-rated)

Extra-Curricular Activities – New Appointments (2016-2017 School Year)

Name	Position	Salary
Cervi, Larry	Interim Director Fall Play	\$2,600
Flynn, Todd	Head Golf Coach-Boys	\$1,800
Manion, Pat	FBLA Club Sponsor	\$1,316
Marks, Laura	1:1 Learning Facilitator – High School	\$2,500
Mollica, Joshua	Varsity Head Wrestling Coach	\$5,400
Nicholson, Jared	Middle School Assistant Coach – Football	\$2,250
Rennhoff, Johanna	German Club Sponsor	\$ 968
Von Bloch, Jessica	Middle School Assistant Coach - Cross Country	\$1,200
Wagner, Gregory	Assistant Golf Coach	\$575

Extra-Curricular Activities – Re-Appointments (2016-2017 School Year)

Name	Position	Salary
Ghilani, Lauren	1:1 Learning Facilitator –Ft. Couch	\$3,500
Henderson, Matthew	1:1: Learning Facilitator – Boyce	\$5,500

Extra-Curricular Activities – Re-Appointments (2016-2017 School Year)

All funded through summer football camp proceeds

Name	Position	Salary
Althaus, Brian	Summer Football Camp Sports Conditioning Assistant	\$1,050
Coleman, Terry	Summer Football Camp Sports Conditioning Assistant	\$ 800
Corr, Patrick	Summer Football Camp Sports Conditioning Assistant	\$ 625
Coyle, Ryan	Summer Football Camp Sports Conditioning Assistant	\$1,050
Figura, Joseph	Summer Football Camp Sports Conditioning Assistant	\$1,050
Graceffo, Joe	Summer Football Camp Sports Conditioning Assistant	\$ 150
Hogya, Matthew	Summer Football Camp Sports Conditioning Assistant	\$ 625
Morton, Shawn	Summer Football Camp Sports Conditioning Assistant	\$1,050
Palombine, Stephen	Summer Football Camp Sports Conditioning Assistant	\$ 800
Render, James	Summer Football Camp Sports Conditioning Assistant	\$1,300
Robbins, Timothy	Summer Football Camp Sports Conditioning Assistant	\$1,050
Trovato, John	Summer Football Camp Sports Conditioning Assistant	\$1,050
Zelenski, Daniel	Summer Football Camp Sports Conditioning Assistant	\$ 625

Extra-Curricular Activities – Deletions

Name	Position	Last Date Worked
Bryan, Chris	Middle School Assistant Coach - Football	10-26-15
Borst, Craig	Head Golf Coach-Boys	9-23-16
Gehrlin, William	Middle School Assistant Coach - Cross Country	10-21-15
Martocci, Matthew	Assistant Athletic Director	9-28-16
O'Rourke, Sean	Varsity Head Wrestling Coach	6-13-16

6009 HazingPurpose

The purpose of this policy is to maintain a safe, positive environment for students and staff that is free from hazing. Hazing activities of any type are inconsistent with the educational goals of the District and are prohibited at all times.

Definitions

For purposes of this policy hazing is defined as any action or situation which recklessly or intentionally endangers the mental or physical health or safety of a person or which willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or being related to membership in, any organization. The term shall include, but not be limited to:

1. Any brutality of a physical nature, such as whipping, beating, branding;
2. Exposure to the elements;
3. Forced consumption of any food, liquor, drug or other substance;
4. Any other forced physical activity which could adversely affect the physical health and safety or the mental health or dignity of the individual; or
5. Any willful destruction or removal of public or private property.

For purposes of this policy, any activity, as described above, upon which the initiation or admission into or affiliation with or continued membership in an organization is directly or indirectly conditioned shall be presumed to be "forced" activity, the willingness of an individual to participate in such activity notwithstanding.

For purposes of this policy, student activity or organization is defined as any organization, team, club, society, or group operating under the sanction of or recognized as an organization by the District.

Authority

The Board prohibits hazing in connection with any student activity or organization regardless of whether the conduct occurs on or off school property or outside of school hours.

No student, parent/guardian, coach, sponsor, volunteer or District employee shall engage in, condone or ignore any form of hazing.

The Board encourages students who have been subjected to hazing to promptly report such incidents.

Delegation of Responsibility

Students, parents/guardians, coaches, sponsors, volunteers, and District employees shall be alert to incidents of hazing and shall report such conduct.

District administrators shall investigate promptly all complaints of hazing and administer appropriate discipline to any individual or student activity or organization found to be in violation of this policy.

Guidelines

In addition to posting this policy on the District's website, the District shall annually inform students, parents/guardians, sponsors, volunteers and District employees that hazing is prohibited, by means of:

1. distribution of written policy;
2. publication in handbooks;
3. presentation at an assembly; and,
4. verbal instructions by the coach or sponsor at the start of the season or program.

This policy, along with other applicable District policies, procedures and Codes of Conduct, shall be provided to all school athletic coaches and all sponsors and volunteers affiliated with a student activity or organization annually, prior to coaching an athletic activity or serving as a responsible adult supervising, advising, assisting or otherwise participating in a student activity or organization.

This policy shall not be construed to prohibit training and/or conditioning practices that are generally accepted and recognized for District-sanctioned sports within the Western Pennsylvania Interscholastic Athletic League (WPIAL) and/or the Pennsylvania Interscholastic Athletic Association (PIAA).

Complaint Procedure

Step 1 - Reporting

A student who believes that s/he has been subject to conduct that constitutes a violation of this policy is encouraged to immediately report the incident to the building principal or other appropriate School District employee.

A School District employee who suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the building principal.

If the building principal is the subject of a complaint, the student, third party or employee shall report the incident immediately to the Superintendent.

The complainant or reporting employee is encouraged to reduce the complaint to writing, but oral complaints are acceptable.

Step 2 - Investigation

Upon receiving a complaint of harassment, the building principal shall immediately notify the Superintendent. The Superintendent shall authorize the building principal to investigate the complaint, unless the building principal is the subject of the complaint or is unable to conduct the investigation.

The investigation may consist of individual interviews with the complainant, the accused, and others with knowledge relative to the incident. The investigator may also evaluate any other information and materials relevant to the investigation. The investigation should not take more than sixty (60) calendar days from receipt of the complaint except for instances that involve extenuating circumstances.

The obligation to conduct this investigation shall not be negated by the fact that a criminal investigation of the incident is pending or has been concluded.

Step 3 - Investigative Report

The building principal shall prepare and submit a written report to the Superintendent. The report shall include a summary of the investigation, a determination of whether the complaint has been substantiated as factual, whether it is a violation of this policy, and a recommended disposition of the complaint.

The complainant and the accused shall be informed of the outcome of the investigation, including the recommended disposition of the complaint, within the sixty (60) calendar day period from receipt of the complaint, except in truly extraordinary circumstances.

Appeal Procedure

1. If the complainant is not satisfied with the finding of no violation of the policy or with the corrective action recommended in the investigative report, s/he may submit a written appeal to the Superintendent within fifteen (15) days.
2. The Superintendent shall review the investigation and the investigative report and may also conduct a reasonable investigation.
3. The Superintendent shall prepare a written response to the appeal. Copies of the response shall be provided to the complainant, the accused and the building principal who conducted the initial investigation.

Consequences for Violations

If the investigation results in a substantiated finding of hazing, the principal shall recommend appropriate disciplinary action up to and including expulsion, as circumstances warrant, in accordance with the Code of Student Conduct. Additionally, the student may be subject to disciplinary action by the coach or sponsor, up to and including removal from the activity.

If the investigation results in a substantiated finding that a coach, sponsor, or volunteer affiliated with the student activity or organization engaged in, condoned or ignored any violation of this policy, s/he shall be disciplined in accordance with Board policy and applicable laws and regulations. Discipline could include, but is not limited to, dismissal from the position as coach, sponsor, or volunteer, and/or dismissal from District employment.

If a student activity or organization authorizes hazing in disregard of this policy or other applicable District rules, penalties may also include rescission of permission for that organization to operate on school property or to otherwise operate under the sanction or recognition of the District.

Any person who causes or participates in hazing may also be subject to criminal prosecution.

ADOPTED: September 26, 2016

**GIFTS TO SCHOOLS, GRANTS, AWARDS & SCHOLARSHIPS
2015-16 SCHOOL YEAR**

School	Donor	Value
<i>Baker Elementary School</i>	Baker PTA	\$22,417.14
	Dr. Sharon Suritsky	NordicTrac Commercial 2450 and new Control Panel valued at \$3,200
<i>Eisenhower Elementary School</i>	Eisenhower PTO	\$12,993.28
<i>Streams Elementary School</i>	Streams PTO	\$29,484.86
	Alysa Stoklosa	Birthday Book for Streams Library
	Gigi Perella	Birthday Book for Streams Library
	Marcus Andrews	Birthday Book for Streams Library
	Toby Brulia	Birthday Book for Streams Library
	Gabriel Gracie	Birthday Book for Streams Library
	Ishaan and Pritika Gupta	Book for Streams Library donated with proceeds from lemonade stand
	The Gracie Family	Book illustrated by a Baker mother for Streams Library
	Opal Miller	Birthday Book for Streams Library
	Claire Miller	Book for Streams Library in memory of father of Tina Lach
	Virginia Knudsen	Book for Streams Library in memory of Ellen Leimkuehler □
	Mrs. D'Antonio	Yarn, scrapbooking supplies for Angela Stevenson's room
	Mrs. Boston	Book for Streams Library
<i>Boyce Middle School</i>	Boyce PTO	\$29,231.38
	Nova Chemicals	30 advanced professional pedometers

<i>Fort Couch Middle School</i>	Fort Couch PTSO	\$9,905.76
	Melissa Garvin	Ping pong table
<i>High School</i>	High School PTSO	\$9,112.06
	Mr. Robert F. Prorok, Cohen & Grigsby	\$500 for High School Mock Trial Team
	Snyder Brothers, Inc. via Community Foundation of USC – EITC Program	\$10,000 for SHOP@USC
	Community Foundation of USC	\$2,750 for Pickleball Tournament
	Ms. Carol Jean Dunn	\$5,000 for SHOP@USC
	Mr. and Mrs. Frank Ross, T & F Exploration, LP	\$50,000 for SHOP@USC
	Dr. and Mrs. Howard Edington	\$10,000 for SHOP@USC
	Benefit Fund Service Co. – Angela Petersen	\$850 for SHOP@USC
	Victorian Finance	\$1,000 for Augmented Reality Sandbox project in Innovation Hub
<i>High School Library</i>	Mr. and Mrs. Tim Muffly	Two books to High School Library in memory of Lynn Dobbins
	The Christian Science Reading Room	Gift subscription to <i>The Christian Science Monitor</i>
<i>Grants</i>	PA Department of Environmental Protection	\$3,000 High School Recycling and Environmental Sustainability Education-Teaching Initiative (RESET Initiative)
	Steelcase Grant	Furnishings for Boyce Innovation Hub (value \$62,000)
	PDE Safe Schools	\$20,600 to purchase NaviGate
<i>Scholarships</i>	Mr. and Mrs. Richard J. Harshman	\$2,500 - Heart of a Champion Annual Scholarship Award for 2015 USC Panthers football season
	Mary Elena Batz Memorial Scholarship Fund	\$500 - Mary Elena Batz Memorial Scholarship (through Community Foundation)
	Ted Barnett Scholarship Fund	\$500 - Ted Barnett Scholarship (through Community Foundation)

	William A. Pope Scholarship Fund	\$500 - The William A. Pope, Ph. D. Scholarship (through Community Foundation)
	T. J. White Scholarship Fund	\$750 - The T. J. White Scholarship (through Community Foundation)
	Joanne Szymanski Scholarship Fund	\$750 - The Joanne Szymanski Memorial Scholarship (through Community Foundation)
	Albert E. Dodson, III	\$500 - The Dr. Mary Ann Dodson Memorial Scholarship Award
	USC ESPA/PSEA Collective Bargaining Unit Employees	\$500 - USC ESPA/PSEA Transportation Scholarship
	Junko Kapples	\$150 – Sensei Kapples Japanese Scholarship
	Gavin P. Williams	\$1,000 - The Pride of the Panthers Award
	Woman’s Club of Upper St. Clair	\$10,000 – Woman’s Club of USC Awards (2 - \$5,000 Scholarships)
	Upper St. Clair Education Association	\$2,000 - Upper St. Clair Education Association Scholarship
	High School Mathematics Department	\$500 Paul Wildenhain Memorial Scholarship
	Bethel-St. Clair Evening Rotary	\$500 Scholarship
	Upper St. Clair-Bethel Breakfast Rotary	\$500 Scholarship
	PTSO	4 - \$500 Book Scholarships
	Remy Bibaud	\$1,000 Kurt R. Weiss Scholarship for Wish Kids
<i>Awards</i>	Individuals and/or organizations that have provided student awards to the School District	