

SCRANTON, PENNSYLVANIA

The Scranton School Board held a regular Board Meeting on Monday, November 2, 2020, at 7:00pm prevailing time via Zoom.

1. Call to Order.

President Gilmartin called the meeting to order at 7:25pm.

2. Pledge of Allegiance.

3. Roll Call-By the Secretary.

Present: Directors Cruz, Dempsey, Fox, Hume, Malloy, McAndrew, Welby, Yanni and President Gilmartin.

Absent: All Present.

4. Motion to Approve Agenda.

Motion made by Director Cruz, seconded by Director Malloy and duly passed 9-0.

At this time President Gilmartin asked for a moment of silence for Mrs. Ann Spindler who passed away recently and asked to keep her family in our thought.

Ms. Gilmartin also acknowledged Marianne Davis as the October Rockstar Teacher by radio station WKRZ and also congratulated one of our graduates, Quinn Hemphill, featured over the weekend in the Scranton Times, for her role in "Killer Competition". Ms. Gilmartin commented on her dynamic performance and sparkling personality.

5. Land Bank Presentation.

Mr. Ralph Pappas, Business Relations Manager, Lackawanna County and Jesse Ergott, President & CEO of NeighborWorks, Northeastern Pennsylvania gave a brief presentation regarding Land Bank properties.

Mr. Pappas and Mr. Ergott spoke about the ongoing revitalization project and asked the board to consider the forgiveness of delinquent taxes. Mr. Ergott shared there are exciting things happening in West Side and his organization has been working in West Scranton for over five years now and looking at blighted properties throughout that neighborhood which led to a larger effort to develop a neighborhood plan for West Scranton. Mr. Ergott added that the 1100 block of Luzerne Street has been a focus for a couple of years which is close to the high school. The Land Bank was able to acquire properties in that block and allowed them to address a project on that block to clean up the properties and improve the aesthetics, and they will be working with residents and the community to see what they would like to develop in that section across from West Scranton High School. Mr. Ergott thanked the Board and the District for their continuing partnership.

Mr. Pappas added that there has been 126 properties they have been able to put back on the tax rolls with more to come and that is some of what the Land Bank has been able to accomplish. Mr. Pappas further added that the City of Scranton and Lackawanna County also will be forgiving the delinquent taxes for 2018, 2019 and 2020.

Director Gilmartin and Yanni thanked them for everything they are doing to improve the community.

6. Communications to the Board:

Secretary Virginia Orr announced that Executive Sessions were held on October 26, 2020, and this evening to discuss Real Estate, Litigation, Personnel and Negotiations.

7. Solicitor's Report:

Attorney John Audi spoke about the IRS audit in the District and announced it has reached its final conclusion. Mr. Audi explained the audit was about retirees who received a retirement incentive and the IRS called the district on several issues that were done essentially in compliance with a long ago negotiated Collective Bargaining Agreement long before many of us were involved but were all left "holding the bucket" trying to fix what was wrong. Mr. Audi said the audit has concluded, there is going to be some restitution on behalf of the district and moving forward some prospective changes on the payouts of the incentives. Mr. Audi explained the main issues were that the employees were given a choice of whether to take an incentive, health care benefits or some combination thereof; that choice made the event a taxable event so it wasn't treated as a taxable event for all these years and fortunately the IRS only went back three years and some concessions were made on our part, and we're happy to say we are putting this behind us and will be making the payments to the retirees along the order in which we've been directed by the IRS.

8. Superintendent's Report:

Mrs. Melissa McTiernan reported on the following student athletic achievements:

- In Cross Country, championships were won by the West Scranton Jr High girls and the Scranton High Jr. boys.
- District II Doubles Tennis champions, believes first time ever, went to West Scranton's Madison Maloney and Mia Butka finishing 2nd and winning the silver.
- District II Cross Country Championships for outstanding performances by two Scranton High students, sophomore Bella Noriko finished 2nd and freshman Brian McCormick finished 5th and both will be moving on to the State Championship this weekend in Hershey, PA.

Mrs. McTiernan announced that food service distribution will be delayed this Wednesday and will be distributed on Thursday due to Election Day. Mrs. McTiernan reminded everyone that food service distribution sites are Scranton High, West Scranton High, Armstrong, Kennedy, Whittier and Tripp Elementary Schools.

9. PSBA Report:

Director Dempsey reported on the following:

- Winter Keystone Exam window extended to March:
 - PDE is extending the Winter Keystone administration window from December 2, 2020, to March 31, 2021.
 - Schools may use as much time as needed, at any point in the testing window, to administer keystones in a manner consistent with local health and safety plans.
- Show Them What It Takes Project (<https://www.psba.org/wp-content/uploads/2020/10/SHOW-them-what-it-takes.pdf>)
 - Ms. Fox brought this to my attention a week or so ago and I think it would be an incredibly valuable project for our district.
 - Taken from the pamphlet:

- "If we are to persuade our state legislators that now is the time for them to make the necessary investment in public education, we need them to understand the progressive things happening in our schools and the challenges that hold our students back from not receiving everything they require. For legislators to understand this, we need to show them what it takes to provide all the components of a successful educational experience. You are the connection between your schools and the policymakers whose decisions reach from the halls of the Capitol to the classrooms in your district."
- The ultimate goal would be to create a lasting bond between the school and our legislators so that they will be a voice for our school and our students.
 - A first step might be to invite our legislators to a special meeting to discuss our current virtual model, the feedback regarding the model, our issues with procuring technology, etc.
- Board Advocacy Training
 - Harry Mathias, PSBA Advocacy Ambassador, reached out regarding Legislative Advocacy training for our Board members. I have contacted him regarding his availability through the end of the year to see if he might be able to attend one of our budget sessions or a special meeting to provide this extremely valuable training.
- Charter School Reform information
 - From Harry Mathias, PSBA Advocacy Ambassador:
 - "The COVID crisis is exactly a reason to re-energize and reach out to your legislators on this issue. We know the funding formula for charters is absurd, but, with the COVID issue causing spikes in cyber enrollment, now is the time to show the extreme impact on local taxpayers. Please strongly consider pulling together your local charter school data for your school for this year.....compare it to past years....and communicate with your legislator the extreme local impact. I am hearing more and more from legislators that something has to be done on the funding.....please provide to the legislators anecdotal information they need to support a vote."
 - <https://www.pacharterchange.org/take-action/school-board-resolutions/>
- Update on Senate Bill 530
 - Legislation to protect student victims of sexual assault was passed by the House this week and is headed to the governor. Senate Bill 530 (Sen. Martin, R-Lancaster) requires schools to remove any student convicted or adjudicated delinquent of sexual assault against another student enrolled at the same school. The school district would be required to expel, transfer or reassign the offender to another school or educational program. The school entity must ensure that the convicted/adjudicated student is not educated in the same school building, transported on the same school vehicle, or participating in the same school-sponsored activities as the student victim.

10. Public Comment:

Lynn King, Scranton, teacher and parent, expressed concern as far as cleaning supplies and how things are moving forward as she knows moving back into the classroom is on the horizon. Mrs. King works in her building every day, but she doesn't see any movement in the building towards being ready to go hybrid in the near future.

President Gilmartin asked Mr. Paul Dougherty to briefly speak of the initiatives as we eventually move in to the hybrid model.

Mr. Dougherty said the buildings were cleaned and sanitized very thoroughly over the summer, and we're just waiting to get back into our facilities, and we're fairly certain when we do get back it will be on an A/B student schedule across the district and that will limit the amount of students in one classroom but at this point administrators should be setting up classrooms, structured with social distancing to ensure compliance and as far as the maintenance side there are sanitizer sprayers in every building, PPE for teachers, multiple face masks and shields and cloth face masks for students are available. Mr. Dougherty believes we are closer to begin than people realize, we have been anticipating reopening and thinks when the decision is made we'll be ready to go back.

Rosemary Boland, SFT President, thanked Mr. Audi for the communications regarding the IRS and putting all of that to rest. Ms. Boland spoke of the spikes in COVID cases and doesn't believe we are anywhere near being in a moderate status, we are still in substantial status, hoping everyone will understand we have to stay in virtual learning. Ms. Boland doesn't believe everyone is doing their fair share of social distancing and wearing masks and that is not helping bring the community to normalcy.

Ms. Boland also commented on the wonderful job the paraprofessionals are doing in the homes and applauds their heroic efforts and are scared to go into the homes.

President Gilmartin, on behalf of the entire school board, they are very grateful for the work the paraprofessionals are doing and for the work everyone is doing throughout the district at this difficult time.

Public Comment:

Roberta Jadick, Scranton, expressed concern of paraprofessionals going into students' homes during the pandemic and asked why services can't be done online.

Barbara Cook, Scranton, inquired about a Right to Know regarding CARES.

Matt Loftus, teacher and resident, is concerned about the rising COVID cases and asked the board to please carefully consider that as they deliberate the decision of moving to hybrid. Mr. Loftus also asked to consider recalling all the paraprofessionals as he believes virtual learning would be more successful if the Title I, Learning Support, Life Skills, Autistic Support and Emotional Support paras were present and could be part of the virtual learning process in addition to those paras who have been recalled. Mr. Loftus thinks they have a tremendous amount of support to offer.

Mr. Loftus is also concerned about the safety of the PCAs and homebound teachers going into the homes with the incredible number of COVID cases and asked to consider offering the services virtually for students of consider a way to bring the students into a controlled environment of a school setting.

Maria Hurst, teacher, spoke about the idea of remaining virtual as she believes this is, in her opinion, the only option to consider at this point with the COVID numbers rising. Mrs. Hurst is seeing tremendous results from her students and her attendance is through the roof in her classes. Mrs. Hurst believes a lot of the hurdles that were issues are not issues any longer, they are in the rhythm and her students are not performing at a lower level by not being in school and the administrators at Scranton High have been very supportive.

Suzanne Furey, Dunmore, teacher, spoke of the decision between virtual and brick and mortar learning and would like to know what the actual plan is from the moment a student enters the building to the moment they leave and will there be temperature checks. Ms. Furey is concerned about having sufficient maintenance personnel to clean and sanitize each night including door knobs and handles. Ms. Furey would like to know more detail of the plan.

Holly Meade, Dunmore, teacher, spoke of the stakeholders in the district and asked the board members to write down her questions and think about their answers.

Vivian Williams, Scranton, expressed concern of virtual learning, moving to hybrid, meals for children, student attendance and believes the students deserve more than pre-recorded lessons. Ms. Williams encouraged more live lessons and a plan for the mental health and well-being for the students.

11. Motion to Approve Meeting Minutes of October 8, 2020

Motion made by Director McAndrew, seconded by Director Malloy and duly passed 9-0.

12. Motion to Approve CONSENT AGENDA - One Roll Call to Approve Items. Please announce if any items(s) removed prior to vote. President Gilmartin asked if there were any requests to remove any items from the Consent Agenda.

Hearing none a motion to accept the Consent Agenda was made by Director Dempsey, seconded by Director Yanni and passed unanimously on roll call.

The Consent Agenda included the following:

Action (Consent), 12.01 {B-1} Bill List

The monthly bill payments have been paid in accordance with the approval for the Bill payment policy.

\$687,170.21

[https://go.boarddocs.com/pa/scrsd/Board.nsf/files/BUVM26588DDB/\\$file/B-1%20Bill%20List%2011.2.2020.pdf](https://go.boarddocs.com/pa/scrsd/Board.nsf/files/BUVM26588DDB/$file/B-1%20Bill%20List%2011.2.2020.pdf)

Action (Consent), 12.02 {B-2} Exception Bill List

The Exception Bill Payment list and payrolls have been paid in accordance with the approval for the Bill Payment Policy.

Bill Payments:

October 16, 2020 \$609,523.59

October 30, 2020 \$1,068,063.62

\$1,677,587.21

Payrolls:

October 16, 2020 \$2,227,476.84

October 30, 2020 \$2,194,984.15

\$4,422,460.99

[https://go.boarddocs.com/pa/scrsd/Board.nsf/files/BUVM2F58947E/\\$file/B-2%20Bill%20List%2011.2.2020.pdf](https://go.boarddocs.com/pa/scrsd/Board.nsf/files/BUVM2F58947E/$file/B-2%20Bill%20List%2011.2.2020.pdf)

Action (Consent) 12.03 {B-3} Repository Sales

Oakwood Dr., L C7, Map #13401-010-025 in the amount of \$1,366.25 to Marathon Property Investments LLC (Jonathan Weber)

540 Alder St, Map #15620-030-008 in the amount of \$1,800.00 to Kenneth and Amy Webber

707 Deacon St, Map #13514-010-006 in the amount of \$5,000.00 to Rubios Enterprises LLC (Marge Mejia Tong)

414 Electric St, Map #13513-010-033 in the amount of \$1,000.00 to Robert Franklin

2325 Boulevard Ave, Map #13510-060-022 in the amount of \$1,512.25 to Charles Wilson

Action (Consent) 12.04 {B-4} September 2020 Delinquent Tax Report

Delinquent Tax Report for the month of September 2020 as collected by the Lackawanna Tax Claim Bureau shows a net return to the Scranton School District of **\$744,127.33**.

	\$626,638.84
Penalty	60,795.56
Interest	<u>95,858.13</u>
TOTAL	783,292.53
Commission	<u>(39,165.20)</u>
NET TO DISTRICT	\$744,127.33

Action (Consent) 12.05 {B-5} Motion to Approve Budget Transfers

Budget Transfers as allowed per Board Policy 612. Public School Code of 1949 allows for a budget transfer from one classification of expenditures to another in the last nine (9) months of the fiscal year if it is apparent that necessary surplus funds do exist in another appropriation.

[https://go.boarddocs.com/pa/scrsd/Board.nsf/files/BUSKLN5269F2/\\$file/Motion%20and%20attachments%20to%20Approve%20Budget](https://go.boarddocs.com/pa/scrsd/Board.nsf/files/BUSKLN5269F2/$file/Motion%20and%20attachments%20to%20Approve%20Budget)

Action (Consent) 12.06 {B-6} September 2020 Treasurer's Report

Treasurer's Report for the period ending September 30, 2020, as prepared by the Business Office and confirmed by First National Bank.

Opening Balance \$30,240,874.38

Monthly Revenue 18,705,670.40

Transfers and Refunds 1,076,353.79

TOTAL AVAILABLE \$50,022,898.57

TOTAL DISBURSEMENTS 15,291,728.10

BALANCE IN GENERAL ACCOUNT \$34,731,170.47

Action (Consent) 12.07 {B-7} Capital Improvement Bill List

Approve Capital Projects Bill List in the amount of \$24,021.00

[https://go.boarddocs.com/pa/scrsd/Board.nsf/files/BUVHT249F79A/\\$file/Motion%20-%20Capital%20Bill%20List%2011.2.2020.pdf](https://go.boarddocs.com/pa/scrsd/Board.nsf/files/BUVHT249F79A/$file/Motion%20-%20Capital%20Bill%20List%2011.2.2020.pdf)

Action (Consent) 12.08 {C-1} Motion to Approve Donation from Parker Hill Church/Weinberg Foundation

Accept donation of free family food bank for Sumner, Adams and Tripp. Thanksgiving groceries will be provided on Tuesday, November 24, 2020 from 12:00pm to 2:00pm at Isaac Tripp Elementary.

Action (Consent) 12.09 {C-2} Motion to Approve Donation from Linda Sagliano to Kennedy for Speech and Language Services
Accept donation of speech and language services, therapy materials for teletherapy sessions. Value \$400.00

Action (Consent): 12.10 {D-1} Motion to Approve Northeast Intermediate TSI Plan

Action (Consent) 12.13 {G-1} First Read 113.1 Discipline of Students with Disabilities, 113.2 Behavior Support, 113.4 Confidentiality of Special Education Student Information, 122 Extracurricular Activities, 123 Interscholastic Athletics and 123.2 Sudden Cardiac Arrest

Action (Consent) 12.14 {G-2} First Read Amended Policy 618 Special Purpose Funds

Action (Consent) 12.15 {G-3} Motion to Approve First Read 903.1 Written Comment Participation in Board Meetings

Action (Consent) 12.16 {I-1} Mom & Pop Transportation Contract
Suzanne M. Lochie
1326 W. Locust St Scranton, .57.5 per mile; \$6,695.00/142 days.

13. NON CONSENT AGENDA ITEMS:

14. BUDGET AND FINANCE (Budget, Real Estate and Leases) - Directors Yanni, Dempsey & McAndrew

Action, 14.01 {B-8} Motion to Approve Plancon K for the 2019 General Obligation Bonds
Recommended Action: Motion to Approve Plancon K for the 2019 General Obligation Bonds
Approve the Plancon K for the 2019 General Obligation Bonds and submission to PDE. Once approval is received from PDE the District will then seek reimbursement for payment made on the 2019 General Obligation Bonds issues.
Director Yanni made a motion, seconded by Director Dempsey.
Motion passed unanimously on roll call.

Action, 14.02 {B-9} Motion to Approve Real Estate Appraisal Services
Recommended Action: Motion to Approve Real Estate Appraisal Services
Appraisal is to develop a market value opinion on 1000 North South Road as of 8/1/2019-1/1/2021. The report provide guidance in connection with a property tax appeal. Current appraisal presented by property owner is \$2.4M-\$2.5M below implied market value is based on the County's assessment. Potential of approximately \$35,000 per year in revenue.
Director Yanni made a motion, seconded by Director Malloy.
Motion passed unanimously on roll call.

Action, 14.03 {B-10} Motion to Approve Land Bank Forgiveness of Delinquent Taxes
Recommended Action: Motion to Approve Land Bank Forgiveness of Delinquent Taxes
Approve the forgiveness of Delinquent School District property taxes on the following Land Bank Owned Property:
1146 Luzerne St., #15605050020; total delinquent School District taxes are \$1,143.11.
The Land Bank is requesting this forgiveness to assist NeighborWorks NEPA who is currently in the process of developing the West Scranton Community Revitalization Project. The project is a joint partnership in addressing blight that includes the City of Scranton, Scranton School District and Lackawanna County.
Director Yanni made a motion, seconded by Director Dempsey. Motion passed unanimously on roll call.

16. EDUCATION (Education, Technology and Vocational Ed) Directors Welby, Yanni & Cruz

Action 16.01 {D-2} Motion to Approve Hybrid or Remote Learning
Recommended Action: Motion to Approve Hybrid or Remote Learning
Approve the decision for the District to remain in remote learning due to the county's "substantial" status by the Department of Health and the Pennsylvania Department of Education. In addition, authorize the Superintendent to enact the Hybrid Phase-in Plan, the Hybrid Health and Safety Plan and the Hybrid Academic Addendum after a minimum of two consecutive "moderate" levels of COVID community transmission.
Director Welby made the motion, seconded by Director Malloy. Motion passed unanimously on roll call.

ON THE QUESTION:

Director Cruz asked Mr. Gentilezza to review the information about where Scranton is in comparison to other municipalities within Lackawanna County.

Mr. Gentilezza responded that Lackawanna, county wide has 3,875 cases as of today. Of those cases Scranton has 1,684 which is 43%. Mr. Gentilezza broke the cases down by zip code as follows: 18503 has 31 cases, 18504 has 248 cases, 18505 has 476 cases, 18508 has 220 cases, 18509 has 173 cases, 18510 has 980 cases and 18512 has 152 cases.

Director Cruz responded that it seems that the Scranton area is what is driving the high number of cases.

Director Dempsey had several questions regarding plexiglass on teachers desks, how far apart the student desks will be, if a parent drops off a sick child and what is the plan for that child.

Mrs. McTiernan responded that every principal has been directed to have a quarantine room/section for students that may be showing symptoms of COVID until they are picked up. Mrs. McTiernan added there will definitely be kinks to work out including if a parent drops off an A group student on a group B day.

Director Dempsey asked if there are supplies for teachers to clean the surfaces in between classes.

Mr. Dougherty responded that this is a conversation they have been having and there will be paper towels and sanitizer available but not in the form of Clorox wipes. Mr. Dougherty added that desks will be 6 feet apart.

Director Dempsey asked about students having accessibility to teachers during their hybrid day and also asked about office hours.

Mrs. McTiernan replied that all new material to students whether face to face or virtual environment must be live and recorded.

Director Malloy said he doesn't know if we're ready for hybrid, he doesn't know if virtual is maybe smarter and safer, but he is encouraged by the fact that as he understands the hybrid plan that we would have to go two weeks in a row of moderate status which would take us to Thanksgiving and it wouldn't happen then so there would be another week for planning, preparation and fine-tuning and asked if the hybrid situation is still an election to be made by the parents.

Mrs. McTiernan said he is absolutely correct.

Director Hume said she believes that half of the people want to get back and half of the people are very concerned and that virtual is to be preferred. Ms. Hume thinks that whatever decision they make will not please everyone but her feeling is that the hybrid plan is as complete as it can be and until we road test it we're not going to know and what comforts her is that the plan is eminently amendable and that if we come across situations that aren't working well, we can amend the hybrid plan without great difficulty, and they will be listening to the people to hear what is and what is not working.

Director McAndrew asked when we would make the move after two weeks of moderate, what would be the timeframe.

Mrs. McTiernan is unable to give a concrete timeframe due to timing and the upcoming holidays and it would not be fair to bring kids back for three days and then have them go on a break to only have to start over again adding she needs to give the students consistency.

Director McAndrew asked about teachers and staff who are considered high risk and what would be an option for them.

Mrs. McTiernan responded that they would need to contact the Human Resources office and depending on what their concern is we would deal with that issue but their first call would be to Human Resources.

Director Hume said she has been watching Canada who had their Thanksgiving holiday two weeks ago and two weeks after their Thanksgiving they had a spike in COVID cases which is continuing to go up and it seems to be happening due to small family gatherings as people have relaxed their "bubble", people are gathering and she would think it would be likely for us to see a similar spike following our holidays coming up.

Mrs. McTiernan agreed adding she is hopeful that the board is confident that this administration has shown that health and safety is their priority with students and staff, and they will not force the issue if the timing is not right.

Director Malloy agreed with Mrs. McTiernan, the plan is great and for him it comes down to trying to keep within the parents purview as much agency as we can, which is why he, as a parent of one, not a parent of four or five children, he may have a different perspective on this than someone else which is why he is glad that if hybrid were to move forward that it would be elective rather than compulsory.

Director Gilmartin, in terms of that and touching on Mr. McAndrew's line of questioning as well if we go back, whatever the date is, asked if there is some flexibility for parents.

Mrs. McTiernan responded that they spoke to some other districts and how they are handling this. Mrs. McTiernan reiterated that when the decision is made they wouldn't be going back the very next day; this would be a process and phase-in dates, explaining that there will be 10 days or two weeks, where the parent has to make a decision and whatever that decision is the student would stay in that for the rest of the quarter, and they have seen some success with this in other districts adding that at the end of the quarter the parent could reevaluate, and they would be given, let's say, two weeks, the parent would need to decide if they're going to go hybrid or stay virtual and if they changed their mind in that two-week period that would be okay but after that two-week period they would have to stay in their choice for the rest of the quarter.

Director Gilmartin added that they need to consider the CTC students as part of the virtual plan as those students were still being transported to CTC and participating in their programs in the hybrid model and thinks they need to make sure that everyone is comfortable continuing that and because this was part of the virtual plan they don't need to take any other action to that end, they just need to confirm that they are comfortable continuing. The board agreed.

Solicitor Audi said that is his recommendation and his belief.

Director Gilmartin confirmed there is a consensus that the CTC students can continue if CTC moves back to a hybrid model at this time.

Director Gilmartin now asked Dr. Sharon Baddick to speak a little about the changes in some Special Education and English Language Learners programs.

Dr. Sharon Baddick said she hoped to bring the students back at a rate of 4 days per week, looking at students who receive services under supplemental or full time eligibility category in terms of servicing and however there have been a few concerns that arose that have caused pause, and they have changed course a little but, and they decided at least temporarily when we go back under a hybrid model we would come back 2 days per week along with the general education population so that would be all students receiving Special Education services and all students receiving English Language Learners services and the reason for that is two-fold, the first are the health and safety concerns that some of our classrooms are quite confined in certain buildings so there is a lot of concern with some of our students because of the nature of their disability they cannot be expected reasonably to wear masks all day, it's just not realistic for us to expect students to do that which is some cause of concern with the staff and support personnel. In addition, there are issues regarding the six feet of social distancing in those confined spaces, so then we have a double whammy of kids not wearing masks and people not being able to be six feet apart and in some classrooms it is a struggle to obtain even three feet apart with the teachers and support personnel in the classrooms. Also, the consideration of PPE, we have learned that PPE is actually being used at a faster rate than she predicted noting that there are only 17 PCAs in the home right now, not the number of 50 as was mentioned by a speaker, but nonetheless those PCAs who've gone into the home, we had many asks for replenishment of supplies after one week, and we had given them supplies for what we thought would be a month, so that gives her some concern regarding PPE and making sure we have enough to sustain our needs over a long period of time. Secondly, there are staffing concerns which has been

mentioned in the past, but they have become more serious and more in the forefront for her, and we continue to lose staff to other districts, that is a reality, and we have had difficulty replacing the teachers we lost and with those losses it's becoming increasingly difficult to staff our buildings in anticipation of returning to school and under a virtual model, and then we combine the threat of staff not coming in because of medical concerns whether they be pre-existing conditions or fears for family members or someone else in their home who has a vulnerability to illness. When we consider all of that it makes her extremely uncertain whether we'll be able to staff our classrooms and with Special Education in particular, we cannot have uncertified people covering those classrooms so because of those reasons special education was forced to move into the direction of coming back two days per week as opposed to four days per week. Our hope and goal would be to increase that, once we have the opportunity to see how things go and if we're able to adequately meet the health and safety needs of students and staffing. The ELL department has worked in tandem with the Special Education Department because we have several students who receive services through both departments, and they're working together on that.

Director McAndrew asked, with all the holidays coming up, could they make a friendly amendment that if we do go hybrid we don't start any sooner than the new year and that way we make sure we're moderate for a while before going back.

Director Gilmartin thinks the motion does cover that, although not mentioning a specific date, she feels that with the conversation tonight it is pretty clear that it is realistic to assume that it will not be before the Christmas holiday break, but she certainly wouldn't want to pin a date and see us backed into a corner, but thinks it is clear tonight that we will give ample notice and it probably is not likely we'll be returning to two consecutive weeks of moderate spread in any short order.

Dr. Baddick asked to take this opportunity and extend appreciation to all 17 PCAs entering the homes adding they have been gracious about it, the parents have been appreciative and she has received a lot of positive feedback from many of the PCAs themselves and from the parents.

Director Cruz asked if we go back to hybrid at a time we are in moderate but then the numbers start to rise, and we go back to substantial again, would we then go back to virtual.

Mrs. McTiernan responded that the recommendations from the Department of Health and PDE are just as the same as to go back to moderate; you need two moderate weeks in a row to consider going back so it would be the same, two substantial weeks in a row to go back to remote, so she believes once they make the decision to go hybrid, adding that timing is everything, we would watch as other districts are, and if we were in a substantial week, and we were going into another substantial week then we would move to go back to remote.

Director Cruz said the reason she asked Mr. Gentilezza to provide the data he did is because she knows there are districts within the county who chose to remain hybrid so there may be some wondering why Scranton can't go hybrid but as the data shows our numbers are quite high so that is why she is voting today to remain virtual.

Action 16.02 {D-3} Motion to Approve Permission to Attend Meetings/Conferences

Recommended Action: Motion to Approve Permission to Attend Meetings/Conferences

Director Welby made the motion, seconded by Director Hume. Motion passed unanimously on roll call.

Kevin Kearney	Carl Pugliese
Building Operator Cert Level I	Building Operator Cert Level I
Virtual	Virtual
\$475.00	\$475.00
1/26/2020-4/15/2021	1/26/2020-4/15/2021
(16 Sessions)	(16 Sessions)
PA College of Technology	PA College of Technology

18. PERSONNEL (Human Resources and Labor Relations) Directors Cruz, Malloy & Fox.

Action, 18.01 {F-1} Motion to Approve Personnel Report

Recommended Action: Motion to Approve Personnel Report

Director Dempsey made the motion, seconded by Director Malloy. Motion passed unanimously on roll call.

BOARD AGENDA FOR NOVEMBER 2, 2020								
	NAME	POSITION	LOCATION	EFFECTIVE DATE	REPLACED	NEW	SALARY	
A.	PROFESSIONAL RESIGNATION							
1	Walter Kulasinsky	Sp Ed Emotional Support	West Intermediate	11/13/2020				
2	Sarah Sweeney	Sp Ed-Autistic Support	Scranton High School	10/22/2020				
3	Colleen Pauley	Sp Ed-Autistic Support	South Intermediate	12/23/2020				
4	Alyssa Mattioli-Spigarelli	Sp Ed Emotional Support	Monticello	11/13/2020				
5	Susan Reilly	Grade 1 Teacher	Isaac Tripp Elementary	11/2/2020				
5	Emily Peil	Sp Ed-Life Skills	Scranton High School	10/30/2020				
5	Greg Gianacopoulos	Sp Ed-Autistic Support	Northeast Intermediate	11/4/2020				
B.	PROFESSIONAL RETIREMENTS							
1	Rosemary Thyberg	Pre-K Teacher	Kennedy Elementary	10/9/2020				
2	John Kirby	Social Studies Teacher	Northeast Intermediate	10/27/2020				

C. PROFESSIONAL APPOINTMENT							
1	Lindsey Humanik	Sp Ed Autistic Support	Northeast Intermediate	11/2/2020	X. G. Gianacopoulos	\$ 41,055.00	Pro-Rated
2	Christine Matis	Sp Ed Learning Support	Northeast Intermediate	11/9/2020	X. H. Meade	\$ 39,280.00	Pro-Rated
3	Gabriella Nasi	Sp Ed Learning Support	Sumner Elementary	11/2/2020	X. B. Kasper	\$ 38,377.00	Pro-Rated
4	Leigh Ann Machowski	Grade 6 Science Teacher	West Intermediate	10/13/2020	X. A. Musto	\$ 45,116.00	Pro-Rated
D. PROFESSIONAL LEAVE OF ABSENCE							
1	Karen Battaglia	School Counselor	Scranton High School	FFCRA 10/13/20 TO 12/31/2020			
E. RECOMMENDATION FOR LONG-TERM SUBSTITUTE POSITION							
1	Angelica Hinton	Grade 2 Teacher	Kennedy Elementary	10/21/2020-1/31/2021	X. M. Mullarkey		
2	Brooke O'Brien	Pre-K Teacher	Kennedy Elementary	10/26/20-last day 2020/2021	X. R. Thyberg		
F. NON-PROFESSIONAL RETIREMENT							
1	Debbie Grippo	LPN	Monticello	12/31/2020			
G. RECALL TO EMPLOYMENT							
1	Linda Jenkins	Paraprofessional	Adams Elementary	10/19/2020			
2	Erin Harris	Paraprofessional	Morris Elementary	10/19/2020			
3	Barbara Jones	Paraprofessional	Sumner Elementary	10/19/2020			
4	Grace Hanlon	Paraprofessional	Bancroft/Tripp Elementary	10/19/2020			
5	Joan Loretta	Paraprofessional	Armstrong Elementary	10/19/2020			
6	Erin Davis	Paraprofessional	Armstrong Elementary	10/19/2020			
7	Elizabeth Cognetti	Paraprofessional	Isaac Tripp Elementary	10/19/2020			
8	Rosalind Davis	Paraprofessional	Isaac Tripp Elementary	10/19/2020			
9	Ann Calpin	Paraprofessional	Kennedy Elementary	10/19/2020			
10	Jacquelyn Munley	Paraprofessional	McNichols Plaza	10/19/2020			
11	Christine Jones	Paraprofessional	Whittier Elementary	10/19/2020			
12	Ronlyn Bryan	Paraprofessional	Willard Elementary	10/19/2020			
13	Judy Vitris	Paraprofessional	Willard/Whittier Elementary	10/19/2020			
14	Jessica Rozina	Paraprofessional	Plaza/Kennedy Elementary	10/19/2020			
15	Deborah Wilson	Paraprofessional	Prescott Elementary	10/19/2020			
16	Benita Trently	ESL Paraprofessional	Tripp/Willard/Whittier	10/9/2020			
17	Isnerva Gonzalez	ESL Paraprofessional	Adams/Bancroft Elementary	10/9/2020			
18	Katherin Mainetto	ESL Paraprofessional	Scranton High School	10/9/2020			
19	Kimberly Cavalotti	PCA	Willard Elementary	10/21/2020			
20	Tracy Pongonis	PCA	Whittier Elementary	10/21/2020			
21	Genevieve Aquilina	PCA	Isaac Tripp Elementary	10/21/2020			
22	Jennifer Gardner	PCA	Prescott Elementary	10/21/2020			
23	Patricia Krah	PCA	Isaac Tripp Elementary	10/21/2020			
24	Carly Tansits	PCA	West Intermediate	10/21/2020			
25	Paul Fox	PCA	West Scranton High School	10/21/2020			
26	Agnes Jones	PCA	Scranton High School	10/21/2020			
27	Susan Burke	PCA	Kennedy Elementary	10/21/2020			
28	Colleen Ruane	PCA	Prescott Elementary	10/21/2020			
29	Michele Cunningham	PCA	Morris Elementary	10/22/2020			
30	Tracy Fanning	PCA	West Scranton High School	10/21/2020			
31	Elizabeth Lucas	PCA	Northeast Intermediate	10/21/2020			
32	Tracy Stevens	PCA	Scranton High School	10/26/2020			
33	Susan Kobylanski	PCA	ECA	10/28/2020			
34	Ann Marie Potter	PCA	Northeast Intermediate	10/23/2020			
35	Helen Moraca	PCA	West Intermediate	10/26/2020			
36	Jessica Savero	PCA	West Intermediate	10/29/2020			
H. NON-PROFESSIONAL RESIGNATION							
1	Shauna Pevec	Title I Paraprofessional	Isaac Tripp Elementary	10/23/2020			
I. COACHING APPOINTMENT							
1	Tarreon Barrett	Ass't Freshman FtBall Coach	Scranton High School	8/17/2020	X. E. Roche	\$ 1,918.00	
J. COACHING RESIGNATION							
1	Rich Dempsey	7th/8th Boys Bball Coach	Northeast Intermediate	10/9/2020			
2	Megan Smith Filippek	Basketball Cheer Coach	Scranton High School	10/18/2020			
K. PROFESSIONAL CONTRACT							
1	Kathleen O'Neil	English Teacher	Scranton High School	9/2/2020			

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20. SPECIAL EDUCATION - Directors Malloy, Hume & Welby
Action, 20.01 {H-1} Motion to Approve Settlement Agreement
Recommended Action: Motion to Approve Settlement Agreement
Approve Special Education Settlement Agreement-JR-3:19-0670
Director Hume made the motion, seconded by Director Malloy. Motion passed unanimously on roll call.

22. NEW BUSINESS:

Director Yanni said she isn't sure if this is the appropriate place to ask, but she would like to know what the obstacles are we are facing in providing a controlled environment for our paraprofessionals who work with the students and knows at one point there was discussion about having them come in to the schools and asked if it was the parent's who couldn't bring them in; she would like to understand the obstacles.

Mrs. McTiernan said without the teacher being in the building, one of the things we ask the parent is they bring their child in to get those services and to her knowledge, all the parents that have the current PCAs did not want to come in to our buildings; the parents wanted the PCA to go into the home.

Dr. Sharon Baddick agreed that Mrs. McTiernan is correct adding there were two reasons - they contacted every parent that was on the list and the number one reason she was given was that parents were apprehensive about bringing their child into a setting where there would be many more risks associated with Covid because the number of people to whom they were exposed would be increased dramatically if we had 30 students coming in, each of whom had a parent and a PCA, that's 90 people and 90 threats of exposure, so they felt more comfortable having the PCA come to their home where its a more controlled environment where they could keep it sanitized and feel comfortable, so parents had that option. Dr. Baddick added that we as a school district could not penalize parents who did not want to bring their kids into school, and we have an obligation to provide that service, but we cannot punish or discriminate against parents when every other student is permitted to receive programming at home, so we had to afford that same opportunity to these parents. Dr. Baddick said the other reason is the parents were asked to be in the school with the child throughout the duration of the 3-hour period of time that they would be supported by a PCA and the school district does not have a responsibility for the student under local apprentice right now which is a term used to describe the responsibility of the school district to serve as the pseudo guardian for the parent and take responsibility for the health, safety and welfare of children during the school day from portal to portal which means from the moment they leave their house to the moment they return to their home at the end of the day. Dr. Baddick added that because we're on a full virtual model we don't have that responsibility right now, so we would not be able to be responsible for those students in the school without their parents there.

Dr. Baddick said those are the two reasons but every parent was contacted and not one parent preferred to come into the school setting, they preferred to have the PCA come into their home. Dr. Baddick added, so everyone understands, this is a service the district must provide, it's not an option, there's really no flexibility and it is a service that has to be provided for PCAs who provide services that aren't required right now because we're on a virtual, we lifted them out of the list so many, many, many more students are entitled to PCA services than we are currently providing and that's because of the barriers to education that we're addressing though PCAs are not relevant under the virtual model, we didn't count them, we revised IEPs to reflect that those PCAs are only needed under a brick and mortar model.

Director Dempsey asked if PCA services could be provided virtually.

Dr. Baddick said we are providing those services that can be but the seventeen PCAs that are in the homes is because those seventeen students require someone present so the physical proximity and assistance in learning is required physically for those students.

NEW BUSINESS:

Mrs. McTiernan asked the board how they would like to proceed with winter sports because right now we have pre-season work outs and since we allowed fall sports, now winter sports is in pre-season, and we do not have the student athletes conditioning and if we're going to pursue winter sports the student athletes should have a couple of weeks of conditioning. Mrs. McTiernan would like to know where the board stands on this and how they would like to proceed. Mrs. McTiernan added that fall coaches did a wonderful job, there is a plan in place for winter sports which she believes starts on November 20th.

Mr. Gentilezza confirmed that November 20th is the first official date for all winter sports, and they would like to get the student athletes conditioned before that date starts. Mr. Gentilezza added that the coaches and principals are anxious to see where we stand so the students don't fall behind in their training and looking for direction if they're able to start preparation for the upcoming season.

Mr. Gentilezza spoke about Governor Wolf's office increasing the limit of capacity for indoors which all winter sports take place indoors.

Mrs. McTiernan said at this point what they need to know is if we're going to allow the student athletes to move forward with conditioning.

Director Yanni said her thought is that Mrs. McTiernan has been sitting in on all meetings with PDE, she has a lot more knowledge and will go on Mrs. McTiernan's recommendation.

Mrs. McTiernan said that if our kids are going to have any potential they cannot go right into a season without conditioning, and she would like to allow our kids the opportunity to condition so if we allow them to move into a season they are ready.

Director Hume asked what the winter sports are.

Mrs. McTiernan replied basketball, wrestling; Mr. Gentilezza added swimming and diving. Director Welby added basketball cheerleading.

Director Hume said if they agree to conditioning tonight when will they have an opportunity to vote on it. Ms. Hume added that she is totally guided by the success of fall sports but believes wrestling and basketball are both close contact indoor sports which is slightly different from outdoor contact sports.

Mrs. McTiernan said conditioning starts and then the season and the first official practice would be November 20th but that doesn't mean they would be playing other teams at that time.

Mr. Gentilezza said scrimmages are held over the Thanksgiving break and the first competition would be the first week of December. Mr. Gentilezza added that PIAA is putting the decision in the district's hands and allowing all the schools to start and believes the PIAA's only concern may be in wrestling in allowing big massive tournaments of 20 teams to take place, but they may be canceled and replaced with simple dual meets which is a smaller amount of people.

Director Hume said she is ready to vote for winter sports to go ahead because of the success of fall sports and it is a good thing to let the kids have this.

President Gilmartin asked if when fall sports was discussed, if they did not come to a consensus that this was an administrative decision.

Director Malloy agreed adding that if fall sports weren't a board decision then winter sports aren't a board decision either.

Director Welby said she checked the American Academy of Pediatrics and CDC, and they recommend sports whether indoor or outdoor with proper precautions.

Director McAndrew thinks it is a good idea, it's been a tough year for the kids, and anything we can do if the parents are okay with their child playing.

Directors Welby and Malloy agreed it is ultimately a parent decision.

At this time, Director Cruz urged everyone to vote tomorrow and gave details of how to vote or drop off their ballots.

President Gilmartin asked Pat Laffey to review the budget meeting schedule over the next few weeks.

Mr. Laffey said they prepared a tentative budget timeline that they are hoping to present to the board the proposed final budget for review at a Budget & Finance Committee meeting on November 9th and would like to have on that same evening a special meeting to adopt the proposed final budget. Mr. Laffey also said that on November 18th, if Dr. Finan would hold a Recovery meeting they can review the proposed final budget with the recovery task force and also allow a public hearing on the budget following the Recovery meeting and with those two dates suggested that would allow the board to vote to approve the 2021 General Fund Budget as early as December 9th since the budget has to be on public display for 30 days.

Dr. Finan said she will schedule the Recovery meeting for November 18th from 3:00-4:00pm.

23. PRESIDENT'S REPORT:

President Gilmartin took the time to congratulate Mrs. McTiernan as it was a year ago that Mrs. McTiernan was appointed Superintendent. Ms. Gilmartin thanked Mrs. McTiernan for her leadership and commitment and it was remarkable that she brought together an incredible team and led them beautifully.

Ms. Gilmartin also thanked Ms. Fox for stepping into her role as Vice President and it has been an honor to work along-side her.

Ms. Gilmartin spoke of her time as President of the Board and thanked everyone as it has been a wild ride this year, it has been her honor to serve as President and it would be her honor to continue this role if her fellow board members should see fit that she is the person they would like to see in this position going forward adding it would be her privilege to have Ms. Fox by her side.

Mrs. McTiernan thanked Ms. Gilmartin for the hours that she puts in that no one sees, and she appreciates everyone giving her the opportunity to serve in the district adding that Ms. Gilmartin needs to be commended for the amount of time she puts in for all of them.

Director Fox added they would be completely lost without Mrs. McTiernan's knowledge and experience and it would be her pleasure to serve with Ms. Gilmartin again.

Dr. Finan thanked everyone for the challenges they've had to overcome this year, their frank and honest discussions have been refreshing as it has been a challenging year. Dr. Finan acknowledged that the board has united, they are solid, and she is proud of the work and time they put in.

24. ADJOURNMENT

There being no further business a motion to adjourn was made by Director Cruz, seconded by Director Dempsey and the meeting adjourned at 9:32pm; 9-0.

By: _____
Secretary