

**Thursday, January 18, 2024**  
**Regular Meeting Agenda**

**The West Mifflin Area School District Regular Board Meeting is held in the West Mifflin Borough Building Council Chambers, 1020 Lebanon Road, West Mifflin, PA. Meeting begins at 7:00 p.m.**

**1. OPENING EXERCISES**

- A. Pledge to the Flag
- B. Roll Call

**2. PRESENTATIONS**

- A. Student Board Representative Report
- B. January is School Director Recognition Month. We'd like to thank these elected school directors for the time, dedication, and effort they give year-round to do what is necessary to ensure our schools remain a pathway to a promising future and for making the success of our children their priority.

**3. ADDENDUM**

**4. HEARING OF CITIZENS**

- A. Public Comment

In order to speak at this time, the following must be met:

- Must be a West Mifflin, Whitaker, or Duquesne Resident
- Matter must have been discussed through the proper education channels
- Direct comments to the Board President and/or Superintendent
- Remarks limited to three (3) minutes per person

**5. INFORMATION ITEMS**

- A. None

**6. BOARD SECRETARY'S REPORT**

- A. Board of Directors  
*Board action to approve/ratify\* items under Board of Directors, as listed/presented.*

1. Executive Sessions

- a. November 9, 2023 – Discussed Personnel and Legal Issues
- b. November 16, 2023 – Discussed Personnel and Legal Issues
- c. December 5, 2023 – Discussed Personnel and Legal Issues

2. Approval of Minutes

- a. November 9, 2023 – Work Session
- b. November 16, 2023 – Regular Board Meeting
- c. December 5, 2023 – Re-Organization Meeting
- d. December 5, 2023 – Regular Board Meeting

3. Resolution 2024-01 certifying that the Board of Directors of the West Mifflin Area School District will not raise property taxes for the fiscal year 2024-2025 above the Act 1 referendum limit of 7.4%.
4. Updates to the following policies, First Reading:
  - a. #815 Acceptable Use of Internet, Computers and Network Resources
  - b. #819 Suicide Awareness, Prevention and Response

## **7. DIRECTOR OF FINANCE AND OPERATIONS' REPORT**

### **A. Finance**

*Board action to approve/ratify\* items under Finance, as listed/presented.*

1. December real estate tax refunds due for 2021, 2022 and 2023 to specified property owners of West Mifflin Borough and Whitaker Borough in the amount of \$9,124.05 as presented by the respective tax collectors. The refunds are the result of changes in real estate tax assessment values established by Allegheny County.
2. January real estate tax refunds due for 2022 and 2023 to specified property owners of West Mifflin Borough and Whitaker Borough in the amount of \$385,879.58 as presented by the respective tax collectors. The refunds are the result of changes in real estate tax assessment values established by Allegheny County.
3. Mileage rate reimbursement to be in accordance with the Internal Revenue Service standard mileage rate of 67.0 cents per mile for 2024, effective January 1, 2024.
4. Updated mileage chart between WMASD schools and select external facilities, effective January 1, 2024.
5. Appeals of tax assessments to be based on an analysis in which the Allegheny County 2024 Common Level Ratio (CLR) of 54.5% is applied to the sales price of individual properties; if the difference between the CLR and the assessed value of the property is \$15,000 or more, then the district will appeal the tax assessment.

### **B. Purchasing/Contracting**

*Board action to approve/ratify\* items under Purchasing/Contracting, as listed/presented.*

1. Agreement with VanDyke Photography for photography services beginning July 1, 2024, through June 30, 2027, at no cost to the district.
2. Agreement with Adelphoi Education Inc. and other Local Education Agencies (LEAs) regarding Nonresident Student Placement in the Partial Program at the Middle School, as presented.
3. Renewal of four (4) visitor management software licenses (one for each school building) with Raptor Technologies at a cost of \$2,640.00.
4. Quote from the A.G. Mauro Company to install new door hardware for the weightlifting center at the football stadium at a cost of \$9,975.00.
5. Renewal of 100 licenses for Adobe Creative Cloud software at a cost of \$2,496.00.
6. Quote from Johnson Controls Fire Protection LP to perform an inspection of the fire sprinkler system at the baseball/softball field house at a cost of \$2,073.55.

7. Quote from HOODZ of South Pittsburgh to clean the kitchen hoods and ductwork in each school at a cost of \$1,500.00.
8. Quote from Steel City Mower and Plow, Inc., for a Scag Turf Tiger II zero-turn mower with Hurricane Mulch Kit at a cost of \$15,424.00 through COSTARS state contract pricing.
9. Bid from Miller-Thomas-Gyekis, Inc., (MTG) to complete the roof work at the High School as follows: Base Bid for a metal roof overlay at a cost of \$599,994.00; Alternate #1 for the lining of Section 1 of the building gutter system at a cost of \$187,000.00; and Alternate #2 for the lining of Section 2 of the building gutter system at a cost of \$91,000.00. The district will purchase materials at a cost of \$529,700.00 through the OMNIA Partners purchasing program. The total project cost of \$1,407,694.00 will be paid through the ARP ESSER III grant.
10. Affiliation agreement with the University of Pittsburgh School of Nursing beginning January 11, 2024, through January 10, 2025, as presented.

**8. FINANCIAL REPORTS**

*Board action to approve Financial Reports, as listed/presented*

A. Secretary Receipts

1. November - \$2,747,635.46
2. December - \$5,157,431.35

B. Student Activities

1. November - \$178,427.37
2. December - \$181,679.28

C. Treasurer’s Report

1. November - \$21,150,574.12
2. December - \$19,847,959.65

D. Refunds Subtracted from Expenditures

1. November

<b>Account Description</b>	<b>Received From</b>	<b>Amount</b>
Due To/From Cafeteria	FNS – Lunch	\$4,781.42
Due To/From Cafeteria	FNS – Breakfast/Needy	\$1,854.80
Due To/From Cafeteria	Lunch Hi/Low	\$140,249.55
Due To/From Cafeteria	Reg/Ndy/Breakfast	47,837.19
Due To/From Cafeteria	State Breakfast Initiative	\$2,798.85
Due To/From Cafeteria	Fresh Fruit & Vegetables	\$2,914.05
Due To/From Cafeteria	Payroll – September & October	\$114,633.90
Due To/From Cafeteria	Fringe Benefits – Sept & Oct	\$12,824.26
Insurance Copay	Pay Date – 11/17/23	\$37,756.70
Insurance Copay	Individuals	\$586.89
Early Retirement Benefits	AMCA	\$6,238.05
One to One Initiative – Technology	HS – Student Obligations	\$30.00
One to One Initiative – Technology	MS – Student Obligations	\$120.00

Special Ed – Titan Shoppe	Merchant CD	\$2,742.18
Supplies – High School – Pre-K	HS Pre-K	\$210.00
Food – High School – Pre-K	HS Pre-K	\$90.00
Library – Books & Periodicals – CB	Library Obligation	\$11.00
Tax Collection – Other	LTS, Inc.	\$53.93
Custodian/Maintenance OT	Little League Wrestling	\$660.00
Custodian/Maintenance OT	Central Catholic	\$425.00
Bldg. & Grounds – Supplies – HM	Community Basketball	\$30.00
Bldg. & Grounds – Supplies – HS	Little League Wrestling	\$30.00
Bldg. & Grounds – Supplies – MS	Community Basketball	\$30.00
Security/Safety Services – HM	Community Basketball	\$1,548.00
Security/Safety Services – HS	Little League Wrestling	\$258.00
Security/Safety Services – MS	Community Basketball	\$1,892.00
Security/Safety Services – Misc.	Central Catholic	\$2,575.00
Tech Services – Laptop Insurance	Student Laptop Insurance	\$150.00
Game Workers – HS	Central Catholic	\$500.00
Athletics – HS Supplies – Wrestling	Rost	\$500.00
Insurance Claim	Liberty Mutual	\$30,305.25

2. December

Account Description	Received From	Amount
Due To/From Cafeteria	FNS – Lunch	\$3,633.70
Due To/From Cafeteria	FNS – Breakfast/Needy	\$1,445.30
Due To/From Cafeteria	Lunch Hi/Low	\$106,524.80
Due To/From Cafeteria	Reg/Ndy/Breakfast	\$37,280.59
Due To/From Cafeteria	State Breakfast Initiative	\$2,176.10
Due To/From Cafeteria	Fresh Fruit & Vegetables	\$3,033.89
Due To/From Cafeteria	Supply Chain Assistance	\$59,140.62
Due To/From Cafeteria	Payroll – November	\$63,175.66
Due To/From Cafeteria	Fringe Benefits – November	\$6,412.13
Insurance Copay	Pay Date – 12/15/23	\$37,774.22
Insurance Copay	Individual	\$224.38
Early Retirement Benefits	AMCA	\$6,238.05
Tuition – Cyber/Charter Schools	PA Distance Learning & Propel	\$10.53
Tuition – Cyber/Charter Schools	Agora Cyber & Propel	\$3,363.19
Supplies – CB	Student Activities	\$2,354.99
One to One Initiative	HM – Obligations	\$50.00
One to One Initiative	HS – Obligations	\$472.00
Special Ed Tuition – Cyber/Charter	Propel	\$4,843.28
Special Ed – Titan Shoppe	Merchant CD	\$2,537.90
Tuition – Steel Center	Duquesne SD	\$40,469.55

E. Tax Collector's Report

1. November

Tax Type	Received From	Amount	Commission
Property Tax – West Mifflin	Jonathan Hess	\$1,259,195.85	N/A
Property Tax – Whitaker	Patty Pasquantonio	\$68,301.83	N/A
Earned Income Tax – West Mifflin	Jordan Tax Service	\$367,165.40	\$6,501.20
Earned Income Tax – Whitaker	Jordan Tax Service	\$17,539.56	\$317.38
Realty Transfer Tax – West Mifflin	V. McDonald Roberts	\$14,589.14	\$291.79

Realty Transfer Tax – Whitaker	V. McDonald Roberts	\$1,189.50	\$23.79
Delinquent Realty Tax – West Mifflin	Legal Tax Service	\$11,143.99	\$5,076.64
Delinquent Realty Tax – Whitaker	Legal Tax Service	\$2,420.59	\$1,452.92
Delinquent LST Tax – West Mifflin	Legal Tax Service	\$32.36	\$1.78
Del Mercantile Tax – West Mifflin	Legal Tax Service	\$1,570.74	\$86.39
Del Bus Privilege Tax – West Mifflin	Legal Tax Service	\$53,125.49	\$2,921.90
Del Realty Tax – Act 20 – West Mifflin	Legal Tax Service	\$415.22	N/A
Del Realty Tax – Act 20 – Whitaker	Legal Tax Service	\$63.65	N/A
Del Realty Tax – Civil Action – WM	Legal Tax Service	\$54,401.79	N/A
Del Realty Tax – Civil Action – Whitaker	Legal Tax Service	\$20,247.21	N/A

2. December

Tax Type	Received From	Amount	Commission
Property Tax – West Mifflin	Jonathan Hess	\$373,982.54	N/A
Earned Income Tax – West Mifflin	Jordan Tax Service	\$157,664.09	\$2,338.14
Earned Income Tax – Whitaker	Jordan Tax Service	\$7,787.39	\$31.03
Realty Transfer Tax – West Mifflin	V. McDonald Roberts	\$18,105.44	\$362.11
Realty Transfer Tax – Whitaker	V. McDonald Roberts	\$95.00	\$1.90
Delinquent Realty Tax – West Mifflin	Legal Tax Service	\$13,176.75	\$5,419.72
Delinquent Realty Tax – Whitaker	Legal Tax Service	\$737.50	\$181.49
Del Mercantile Tax – West Mifflin	Legal Tax Service	\$13,176.81	\$724.72
Del Bus Privilege Tax – West Mifflin	Legal Tax Service	\$51,075.97	\$2,809.18
Del Realty Tax – Act 20 – West Mifflin	Legal Tax Service	\$620.96	N/A
Del Realty Tax – Act 20 – Whitaker	Legal Tax Service	\$17.34	N/A
Del Realty Tax – Civil Action – West Mifflin	Legal Tax Service	\$62,490.00	N/A
Del Realty Tax – Civil Action – Whitaker	Legal Tax Service	\$1,474.07	N/A

9. INVOICES/BILLS PAYABLE/PURCHASE ORDERS

*Board Action to approve/ratify\* Invoices/Bills Payable/Purchase Orders, as listed/presented*

A. General Fund Invoice(s)

Payee	Invoice #	Description	Amount
1. Evashavik Law, LLC	WSD—233	Student Disciplinary Hearings	\$1,500.00
2. Legal Tax Services	WSD—264	Filing Fees	\$54.60
*3. Andrews and Price	7141	November Monthly Retainer	\$1,000.00
*4. Andrews and Price	7139, 7143, 7144, 7146, 7149, 7150, 7151, 715243	November Real Estate Tax Appeals	\$7,068.50
*5. Andrews and Price	7140, 7142, 7145, 7147, 7148, 7153, 7154	November Other Professional Services	\$3,220.00
6. Legal Tax Services	WSD—265	Filing, Bank and Notary Fees, Parking and Postage	\$123.96
7. Andrews and Price	7641	December Monthly Retainer	\$1,000.00
8. Andrews and Price	7637, 7638, 7639, 7643, 7645, 7646, 7647, 7651, 7652, 7653, 7654, 7655	December Real Estate Tax Appeals	\$3,714.75
9. Andrews and Price	7640, 7644, 7648, 7649, 7650	December Other Professional Services	\$4,525.00
10. Andrews and Price	7642	December Middle School Construction Litigation	\$28.00
11. Legal Tax Service	WSD-267	Filing Fees and Two (2) Title Searches	\$386.82

12. Legal Tax Service	WSD-268	Commissions for Business Privilege Tax, Local Services Tax and Mercantile Tax	\$8,744.67
13. Patricia Pasquantonio	12-2023	1 <sup>st</sup> , 2 <sup>nd</sup> & 3 <sup>rd</sup> Installments	\$448.00

B. All Bills, P-Cards, Purchase Orders and Cash Disbursement Reports

**10. DISTRICT OPERATIONS**

*Board Action to approve/ratify\* items under District Operations, as listed/presented.*

A. Hire 16 Summer Student Workers, at the rate of \$14.65/hour

B. Begin the High School Band Uniform purchasing process, as presented

C. Request for the Junior High Wrestling team to attend the Waynesburg Tournament Friday, February 2, 2024 and Saturday, February 3, 2024, as presented.

**11. SUPERINTENDENT’S REPORTS**

*Board Action to approve/ratify\* Superintendent’s Reports, as listed/presented.*

A. Home & School Visitor’s Report – November 2023 & December 2023

B. Student Services

1. Expulsion of Student #11859 for a period of 365 days, as presented.

2. Expulsion of Student #14543 for a period of 365 days, as presented.

C. Student Activities

ID	Staff/Bldg.	Activity/Location	#Students	Grade(s)	Date
1290574	Janet Parson/MS	WIRC/Seton Hill University	12	6-8	3/5/24
1292798	Brian Aufman/HS	Ski Club Trip/Boyce Park	20	9-12	1/25/24
1292809	Brian Aufman/HS	Ski Club Trip/Boyce Park	20	9-12	2/8/24
1292817	Brian Aufman/HS	Ski Club Trip/Boyce Park	20	9-12	2/22/24
*1293265	Kristen Bonacci/HS	Holiday Shopping/Southland 9	25	11-12	12/15/23
*1293627	Melissa Prutz/HS	Holiday Performances/Sycamore Estates, Independence Courts, The Palms Nursing Homes	17	10-12	12/21/23
*1293639	Melissa Prutz/HS	Holiday Performance/Sycamore Estates Assisted Living Facility	17	10-12	12/18/23
1294124	John Inglis	Grade 9 Steel Center Tour/ Steel Center	80	9	1/25/24
1295227	Sgt. DiCerbo/HS	Spirit of America Youth Conference/Valley Forge	2	11-12	2/29/24 – 3/3/24
1296863	Gina Hilligsberg/MS	Jr. Achievement STEM Day with US Steel-Women in STEM/Bridgeville	130	4-5	1/29/24
1297083	Gina Hilligsberg/MS	PBIS Student Summit/AIU Waterfront	9	4-5	5/17/24
*1297582	Bree Thompson/MS	SAVE Promise Club visit to Locust Grove/West Mifflin	25	7	12/19/23
1304409	Brian Aufman/HS	GEAR Engineering Competition/ Gateway HS	5	9-12	1/24/24
1304448	Tom Ruffling/HS	NACA College Fair/Convention Center, Pittsburgh	40	11	2/8/24

1304970	Brian Plichta/HS	TCA Field Trip/Carnegie Museum of Natural History	20	K-12	1/19/24
1305261	Brian Aufman/HS	Ski Club Trip/Boyce Park	35	9-12	2/9/24
1305731	Alexis Zywan/HS	PASC Region B Conference/South Fayette HS	20	9-12	3/22/24
1305760	Deana Wallace/HS	STARS Valentine's Dance/Belle Vernon HS	17	9-12	2/14/24
1306009	Ellen Deasy/HM	Field Trip/Children's Museum of Pgh	91	1	4/3/24
1307582	Kyra Reinheimer/MS	CBI/Science on the Road at the MS	25	4-8	1/25/24
1308262	Chris Capozzoli/HS	Cadaver Lab Trip/Carlow University	12	11-12	4/26/24
1308693	Jeff Kesser/HS	Indoor Percussion Competition/Jeanette HS	13	9-12	2/3/24
1308699	Jeff Kesser/HS	Indoor Percussion Competition/McKeesport HS	15	9-12	2/17/24
1308702	Jeff Kesser/HS	Indoor Percussion Competition/Latrobe HS	15	9-12	4/20/24
1308704	Jeff Kesser/HS	Indoor Percussion Competition/Mt. Lebanon HS	15	9-12	4/27/24
*1308960	Jayson Monroe/MS	PMEA Jr High District Band/South Park HS	4	7-9	1/18/24-1/19/24
1309337	Ashley Dreistadt/MS	Student Council Spring Conference/South Fayette HS	6	8	3/22/24
1311875	Ericka Sanders/MS	PMEA Jr High Choral Music Festival/Seton Hill University	2	8	2/9/24
1311879	Ericka Sanders/MS	PMEA Elementary Sing Fest/Yough Intermediate School	3	6	3/1/24

D. Student Fundraising Activities

Club	Sponsor	Fundraiser	Use of Funds	Date(s)
MS Drama	Nina Ruffing	Character Breakfast	Club Activities	3/16/24

E. Buildings and Grounds

ID	Location	Date(s)/Time	Purpose/Applicant	Amount Paid
239	MS Gym	February 1, 5, 7, 8, 14, 15, 16, 20, 21, 22, 26, 27, 28 March 1, 4, 5, 7, 8 (5:00 PM – 8:00 PM)	Basketball League/WM Community Basketball Organization (Leon Harrison)	\$1,548
240	HV Gym	February 1, 2, 6, 8, 9, 13, 15, 16, 20, 22, 23, 27, 29 March 1, 5, 7, 8 (5:00 PM – 8:00 PM)	Basketball League/WM Community Basketball Organization (Leon Harrison)	\$1,462
284	HS Pool	February 7, 12, 14, 21, 26, 28 March 4, 6, 11, 13, 18, 20, 25, 27 (6:30 PM – 7:30 PM)	Zumba Classes/WM Pool & Aquatics (Laura Dolton)	n/a
286	HS Pool	February 27; March 5, 12, 19, 26 (5:00 PM – 8:30 PM)	Swim Lessons/WM Pool & Aquatics (Laura Dolton)	n/a
287	HS Pool	February 13, 20 (6:00 PM – 8:00 PM)	Family/Open Swim/ WM Pool & Aquatics (Laura Dolton)	n/a
288	HS Pool	February 7, 12, 21, 26, 28 March 4, 6, 11, 13, 18, 20, 25, 27 (7:30 PM – 8:30 PM)	Adult/Lap Swim/ WM Pool & Aquatics (Laura Dolton)	n/a
289	HS Cafeteria	January 11, 18, 25 February 1, 8, 15, 22, 29 (3:30 PM – 5:30 PM)	Drumming Circle/ANSAR of Pittsburgh (Elyanna Sharbaji)	n/a

292	MS Cafeteria, Classroom	March 16 (10:00 AM – 1:00 PM)	Breakfast Fundraiser/MS Drama Club (Nina Ruffing)	n/a
3275 – 3279	HS Classrooms	June 10 (7:30 AM – 6:00 PM) June 11, 12, 13, 14 (7:00 AM – 6:00 PM)	ASM Materials Camp/HS Science Department (Justin Sickles)	n/a

F. Conferences

ID	Name/Building	Conference/Location	Date/#Days	Cost	Sub
1294071	Mark Zidek/Admin	PASBO/Hershey	3/5/24 – 3/8/24 4 days	\$1113	No
*1294922	Bree Thompson/MS	IES Practice Guide: Strategies to Improve Algebra Knowledge/ AIU Waterfront	1/10/24 1 day	\$0	Yes
*1294923	Michele Marks/MS	IES Practice Guide: Strategies to Improve Algebra Knowledge/ AIU Waterfront	1/10/24 1 day	\$0	Yes
1302222	Lisa McClafferty/HS	2024 PA Dept of Ed Conference, Making a Difference: Educational Practices that Work/Hershey	2/28/24 – 3/1/24 3 days	\$465	Yes
1305117	Justin Sickles/HS	American Chemical Society Spring 2024/New Orleans	3/17/24-3/21/24 5 days	\$1130.20	Yes
1307446	Wendy Kennedy/MS	ELA Symposium in the Reading Achievement Center/ AIU Waterfront	1/23/24 1 day	\$0	Yes
1308337	Stacey Rutherford/HS	Distinguishing Learning Disability from Language Development/AIU Waterfront	1/19/24 1 day	\$0	Yes
1308499	Scott Hagerty/MS	ELA Symposium/ AIU Waterfront	1/23/24 1 day	\$0	Yes
1309878	Justin Sickles/HS	Chemical Management & Safety Training for Schools/ AIU Waterfront	2/1/24 1 day	\$0	Yes
1311131	Jennifer Johnston/HM	Check and Connect Mentor Training/AIU Waterfront	1/29/24 1 day	\$0	Yes
*1311852	Danielle Onuffer/HM	ECRI Grant PBIS Tier 3 Check and Connect Training/ AIU Waterfront	1/8/24 1 day	\$0	Yes
1311948	Jeff Solomon/Admin	Assistant Superintendent's Spring Forum/Seven Springs	3/7/24-3/8/24 2 days	\$250	No
*1311971	Lisa Stillwagon/HM	ECRI Grant PBIS Tier 3 Check and Connect Training/ AIU Waterfront	1/8/24 1 day	\$0	Yes
*1311972	Sharna Baker/HM	ECRI Grant PBIS Tier 3 Check and Connect Training/ AIU Waterfront	1/8/24 1 day	\$0	Yes

**12. PROFESSIONAL PERSONNEL**

*Board Action to approve/ratify\* items under Professional Personnel, as listed.*

A. Leaves of Absence

- \*Employee #1959, beginning Wednesday, November 8, 2023 through Thursday, November 7, 2024, under the provisions of the Family Medical Leave Act (FMLA), with dates to be determined as needed.



2. \*Employee #3641, beginning Wednesday, September 20, 2023 through Thursday, September 19, 2024, under the provisions of the Family Medical Leave Act (FMLA), with dates to be determined as needed.
3. \*Employee #815, Sabbatical leave of absence beginning Friday, October 27, 2023 through Tuesday, January 9, 2024. This is an adjustment of a previously approved leave.
4. \*Employee #3702, beginning Wednesday, September 27, 2023 through Thursday, September 26, 2024, under the provisions of the Family Medical Leave Act (FMLA), with dates to be determined as needed.

B. Resignations

1. Sarah Bromley, Homeville Special Education teacher, effective Wednesday, January 10, 2024

C. Retirements

1. Employee #482, effective June 30, 2024 under the Modified Early Retirement Incentive for Professional Employees with the WMFT that was approved March 25, 2021

D. Hires/Transfers

1. \*Jessica Pishko, Clara Barton Special Education teacher, effective Wednesday, January 3, 2024. Ms. Pishko will be placed on the Master's Scale, Step 1.
2. Taylor Bowman, Homeville Special Education teacher, effective date to be determined pending receipt of all clearances and paperwork. Ms. Bowman will be placed on the Bachelor's Scale, Step 2.

**13. NON-CERTIFIED PERSONNEL**

*Board action to approve/ratify\* items under Non-Certified Personnel, as listed.*

A. Leaves of Absence

1. \*Employee #3491, unpaid days on Monday, December 18, 2023; Tuesday, December 19, 2023 (half-day PM); Wednesday, December 20, 2023 (half-day PM); Thursday, December 21, 2023 (half-day PM); and Friday, December 22, 2023
2. \*Employee #3709, unpaid day on Tuesday, December 12, 2023
3. \*Employee #3441, leave of absence beginning Monday, December 4, 2023 through Friday, April 5, 2024, under the provisions of the Family Medical Leave Act (FMLA), using all paid days off, with remaining days unpaid
4. \*Employee #3617, unpaid days on Wednesday, December 6, 2023; Thursday, December 7, 2023; Monday, December 11, 2023; Thursday, December 14, 2023; Friday, December 15, 2023; Friday, January 5, 2024; Tuesday, January 9, 2024; Wednesday, January 10, 2024; and Friday, January 12, 2024
5. \*Employee #3807, unpaid days on Thursday, December 7, 2023; Monday, December 11, 2023; Tuesday, December 12, 2023; Wednesday, December 13, 2023 (half-day PM); and Thursday, December 14, 2023 (half-day PM)
6. \*Employee #3811, unpaid day on Tuesday, January 9, 2024

B. Resignations/Terminations

1. Hanadi Al Sankee, Part-Time Paraeducator at Homeville, effective Friday, December 22, 2023
2. Termination of Employee #3807 per Article 7B1 of the current SEIU Collective Bargaining Agreement effective Wednesday, January 3, 2024.
3. Judith Devey, Nurses Aide at Homeville Elementary, effective Wednesday, May 29, 2024
4. Julie Hickey, CLRS Counselor at the Middle School, effective Wednesday, January 10, 2024

C. Hires

1. \*Trisha Kurzdorfer, Class I Cafeteria General Worker at the High School on the 8:45 AM–1:15 PM shift, effective Tuesday, December 12, 2023

D. Other

1. Additional Security Staff for the 2023-2024 school year:

Inez Smith	Eric Chedwick
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**14. ATHLETIC PERSONNEL**

*Board action to approve/ratify\* items under Athletic Personnel, as listed.*

A. Hires

1. Erik Hilligsberg, Middle School Cross Country Coach, effective the 2024-2025 school year

**15. BOARD PRESIDENT’S CORRESPONDENCE**

**16. EXECUTIVE SESSION DISCUSSION**

**17. BOARD REPORTS**

- A. Committees
- B. Steel Center

**18. SOLICITOR’S REPORT**

**19. OLD BUSINESS**

**20. NEW BUSINESS**

**21. ADJOURNMENT**