

**EAST ALLEGHENY SCHOOL DISTRICT
MINUTES FOR THE REGULAR SCHOOL BOARD MEETING
JANUARY 11, 2016**

Committee Meeting 6:00 p.m. – Public Session 7:00 p.m.

PLEASE NOTE: Keystone Collections will be at the meeting at 6:00 p.m.

- **Items in boldface did not appear on the January 4, 2016 agenda.**

EXECUTIVE SESSION

The Board went into Executive Session from 6:52-7:10 p.m. for Personnel and Legal Matters.

CALL TO ORDER

The regular meeting of the School Board of the East Allegheny School District is called to order by Mrs. McCullough, the president, at 7:10 p.m.

Pledge of Allegiance

ROLL CALL

Mr. Eichler, Ms. Green, Mrs. McCullough, Mr. Paradine, Mr. Pearsol, Ms. Rosenbayger, Mr. Savinda, Mr. Volpe.
ABSENT: Mrs. Gates (Ill)

ALSO PRESENT:

Mr. Mac Fann, Ms. Valicenti.
Solicitor: Mr. Beisler.

**STUDENT
REPRESENTATIVES**

Chamari Willis, Sunni Coyne.

**MINUTES OF THE
REORGANIZATION AND
REGULAR MEETINGS
OF DECEMBER 7, 2015**

Mr. Pearsol moved and Mr. Volpe seconded the motion approving the minutes of the reorganization and regular school board meetings of December 7, 2015.

The motion was passed, no dissenting votes.

**SUPERINTENDENT'S
REPORT**

Recognition of Sarah Cornell, who designed the 2015 District Christmas Card.

Mr. Mac Fann provided handouts as a follow up to last month's meeting regarding the Education Partnership donations.

**STUDENT
REPRESENTATIVE**

See report.

**HEAR FROM
THE CITIZENS**

Mr. Pearsol moved and Ms. Rosenbayger seconded the motion to dispense with the regular order of business to hear from the citizens.

The motion was passed, no dissenting votes.

**RESUME THE
REGULAR ORDER
OF BUSINESS**

Ms. Rosenbayger moved and Mr. Volpe seconded the motion to resume the regular order of business.

The motion was passed, no dissenting votes.

COMMUNICATIONS:

Christmas card to the Board from the students in the District's Gifted program.

Thank you from Glimmer of Hope for the \$100 donation (see attached letter).

**APPROVE AGENDA
IN TOTO**

Mr. Volpe moved and Mr. Pearsol seconded the motion to approve the agenda as a whole, with exceptions as noted.

Eichler	<u>None.</u>
Gates	<u>Absent.</u>
Green	<u>None.</u>
McCullough	<u>None.</u>
Paradine	<u>Policy, Letter B – No.</u>
Pearsol	<u>None.</u>
Rosenbayger	<u>Policy, Letter B – No.</u>
Savinda	<u>Policy, Letter B – No.</u>
Volpe	<u>None.</u>

The motion was passed.

BUDGET & FINANCE

**TREASURER’S MONTHLY
FINANCIAL STATEMENT
FOR APPROVAL (A)**

Mr. Volpe moved and Mr. Pearsol seconded the motion to approve the Treasurer’s monthly statement.

The motion was passed, no dissenting votes.

**SECRETARY’S REPORT
FOR APPROVAL (B)**

Mr. Volpe moved and Mr. Pearsol seconded the motion to approve the Secretary’s Report.

The motion was passed, no dissenting votes.

COMMITTEE REPORTS:

BUDGET & FINANCE

**BILLS FOR PAYMENT
APPROVAL AND
RATIFICATION (C)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board approve and ratify the payment of bills as follows:

General Fund	-----	\$ 941,224.99
Batch 7	-----	\$ 401,648.51

The motion was passed, no dissenting votes.

**PURCHASE ORDERS
APPROVAL (D)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board approve purchase orders as follows:

General Fund	-----	\$ 1,906.89
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The motion was passed, no dissenting votes.

BUDGET & FINANCE

**CHARTER SCHOOL
BILLS FOR PAYMENT (E)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board approve and ratify the payment of the charter school bills, Batch 98, as follows:

October 12, 2015	-----	\$ 472,877.99
November 9, 2015	-----	\$ 303,396.87
December 7, 2015	-----	\$ 225,439.70
January 11, 2016	-----	\$ 199,084.29

The motion was passed, no dissenting votes.

**CAFETERIA BILLS
FOR PAYMENT (F)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board approve and ratify Cafeteria bills for payment in the amount of \$47,152.39.

The motion was passed, no dissenting votes.

**FEDERAL PROGRAM
BILLS FOR
PAYMENT (G)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board approve and ratify the Federal Program bills as follows:

Title I 15-16	-----	\$80,441.17
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The motion was passed, no dissenting votes.

**2016-2017 SCHOOL
DISTRICT PROPOSED
DISTRICT PROPOSED
PRELIMINARY BUDGET (H)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board approve adoption of the proposed preliminary budget for the 2016-2017 fiscal year with revenues totaling \$19,479,333.00 and expenditures totaling \$33,577,801.00 and millage set at 26.93, an increase of 1.13 mils, along with a continuation of all Act 511 taxes and further approve the continuation of the Real Estate Tax Installment Payment Plan Resolution, dated 6/8/09, as adopted by Board Resolution. (Millage would be set at 26.93 mils and would generate, at 85% collection rate, approximately \$6.3 million [\$275,811 per mil]).

Further authorize the submission of the preliminary budget to the Pennsylvania Department of Education containing the proposed tax rate increase and publish a notice in the newspaper of the intent of the District to request approval from the Department of Education for a referendum exception.

The motion was passed, no dissenting votes.

BUILDING & GROUNDS

**USE OF PROPERTY
REQUEST**

The Administration the Board approve and ratify the following requests for the use of the district facilities **at a cost to the organization according to board policy:**

<u>Group</u>	<u>Building/Grounds</u>	<u>Date Requested</u>	<u>Time</u>	<u>Activity</u>
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No Building & Grounds requests at this time.

CURRICULUM

**CONFERENCE REQUEST
PITTSBURGH, PA
AND HOMESTEAD, PA (A)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board approve and ratify the request from Mark Pogue and Carl Baumgart High School Teachers, to attend a mandatory conference on the Teacher Empowerment Grant at the Pittsburgh Technical Institute (PTI) and the Allegheny Intermediate Unit (AIU), Homestead, Pa on the following dates:

Monday, January 11, 2016 – PTI
Thursday, January 14, 2016 – AIU
Future dates TBD in March and May 2016

Attendance at these conferences are part of the grant compliance for the 2015-2016 school year and will provide information to possibly secure another grant up to \$50,000.

COST TO THE DISTRICT: None, all costs, including two (2) substitutes for each date, covered by the Teacher Empowerment Grant.

The motion was passed, no dissenting votes.

**FIELD TRIP REQUEST
PITTSBURGH, PA (B)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board approve the request from Emilia Peiffer, Junior/Senior High School Guidance Counselor, 120 junior class students and 2 additional teachers, to visit the Pittsburgh National College Fair, David L. Lawrence Convention Center, Pittsburgh, PA on Friday, February 5, 2016 from 8:30 a.m. to 1:30 p.m.

COST TO THE DISTRICT: Transportation and two (2) substitutes for one (1) day (paid through guidance department budget).

The motion was passed, no dissenting votes.

**CONFERENCE REQUEST
HOMESTEAD, PA (C)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board approve the request from James Kulha and Kelly Woelsgle, Special Education Teachers, to attend a conference on implementing and providing students with social cognition at the Allegheny Intermediate Unit, Homestead, PA on Wednesday, February 17, 2016 from 8:30 a.m. to 3:00 p.m.

COST TO THE DISTRICT: Two (2) substitutes for one (1) day.

The motion was passed, no dissenting votes.

**CONFERENCE REQUEST
HOMESTEAD, PA (D)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board approve the request from Chemen Callaway, Special Education Teacher, to attend a conference which will provide an overview of the eligible content and effective instruction to administer the PASA test (special education students) at the Allegheny Intermediate Unit, Homestead, PA on the following dates:

January 27, 2016 April 6, 2016
February 1, 2016 April 7, 2016

COST TO THE DISTRICT: One (1) substitute for each date.

The motion was passed, no dissenting votes.

CURRICULUM

**CONFERENCE REQUEST
PITTSBURGH, PA (E)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board approve the request from Hope Gerbi, Deniece Lenart, and Louis Gerbi, Logan Elementary School Teachers, to attend a conference sponsored by the Math & Science Collaborative which will provide instructions on how to lead students through a process of conceptualizing, storyboarding, filming and editing a video about a STEM concept, explore math standards and identify ways to make class connections and will get resources, at the Carnegie Science Center, Pittsburgh, PA on Thursday, February 4, 2016 from 8:00 a.m. to 4:00 p.m.
COST TO THE DISTRICT: Three (3) substitutes for one (1) day. All other costs covered by the Math & Science Collaborative.

The motion was passed, no dissenting votes.

POLICY

**PRINCIPLES FOR
GOVERNANCE AND
LEADERSHIP (A)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board discuss and adopt the Principles for Governance and Leadership, as recommended by the Pennsylvania School Boards Association (PSBA), and as per attached. In the past, school boards have reaffirmed Policy #011, Board Governance Standards/Code of Conduct each January, but at this year's Delegate Assembly, voting members approved a new Principles of Governance and Leadership document that officially replaces the Standards.

The motion was passed, no dissenting votes.

**ADOPTION OF
REVISIONS TO
POLICIES (B)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board approve the adoption of the revisions to the following policies:

- Policy #335, Family and Medical Leaves (Administrative Employees)
- Policy #435, Family and Medical Leaves (Professional Employees)
- Policy #535, Family and Medical Leaves (Classified Employees)

ROLL CALL

On a roll call vote, the following members voted Yes: Eichler, Green, McCullough, Pearsol, Volpe. No: Paradine, Rosenbayger, Savinda.

Yes 5
No 3

The motion was passed.

**ADOPTION OF
REVISIONS TO
POLICIES (C)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board approve the adoption of the revisions to the following policies:

- Policy #339, Uncompensated Leave (Administrative Employees)
- Policy #439, Uncompensated Leave (Professional Employees)
- Policy #539, Uncompensated Leave (Classified Employees)

The motion was passed, no dissenting votes.

POLICY

**ADOPTION OF
NEW POLICY #810.3
TRANSPORTATION-
AUDIO/VIDEO RECORDING (D)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board approve the adoption of new policy, 810.3, Transportation-Audio/Video Recording, as per Act 9 of 2014, which amended the state Wiretap and Electronic Surveillance Act to permit audio recording on school buses and school vehicles. Audio recording can only be used if the school board has adopted a policy authorizing audio recording on school buses and vehicles for disciplinary or security purposes.

The motion was passed, no dissenting votes.

**APPROVAL OF MERGED
POLICIES 819 & 819.1
PSBA RECOMMENDATION (E)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board approve merged Policy #819, Suicide, which merges current Policy 819, Suicide with newly adopted Policy #819.1, Suicide Awareness, Prevention and Response, including both policies' attachments. The merging of these two policies is recommended by PSBA and no language was revised or altered. Policy 819.1 was simply added to the end of Policy #819.

The motion was passed, no dissenting votes.

STUDENT LIFE

**MEMORANDUM OF
UNDERSTANDING (A)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board approve the Memorandum of Understanding (MOU) between the East Allegheny Board of School Directors and the East Allegheny Education Association relative to the student life committees for the Logan Elementary School, as per attached.

The motion was passed, no dissenting votes.

AGREEMENT (B)

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board approve the Agreement in Lieu of Expulsion for Student T, as per attached.

The motion was passed, no dissenting votes.

PERSONNEL

**LONG TERM SUBSTITUTE
FOR APPROVAL (A)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board approve Rachel Dindak, Pittsburgh, as the kindergarten long term substitute, at Bachelor/Step 1, for the duration of Amanda Rhoten's leave, commencing tentatively, Monday, January 4, 2016 and concluding, tentatively, Tuesday, March 29, 2016, and in accordance with the agreement between the East Allegheny School District and the East Allegheny Education Association.

The motion was passed, no dissenting votes.

PERSONNEL

**HIRING OF
GROUNDSKEEPER (B)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board hire Charles Mahofski as the Groundskeeper, effective January 12, 2016, and in accordance with agreement between the East Allegheny School District and the East Allegheny Educational Support Professionals.

The motion was passed, no dissenting votes.

**LOGAN COMMITTEE
SPONSORS/ASSISTANTS (C)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board hire the following individuals in the respective Logan Elementary Committee positions, in accordance with the MOU between the East Allegheny School District and the East Allegheny Education Association:

Pawsitive Behavior Committee – Facilitator: Chemen Callaway
Assistant: Janine Montgomery

Book Fair – Facilitator: Kathy Weaver

Science Fair – Facilitator: Joanne Gummo
Assistant: Janine Montgomery

Field Day – Facilitator: Bryan Dull
Assistant: Lauren Demsey

Read-A-Thon – Facilitator: Linda Carlson
Assistant: Janine Montgomery

Student Council – Co-Facilitator: Deborah Hlavach
Co-Facilitator: Kimberly Palermo

Special Events (Holidays) – Co-Facilitator: Tracy Yusko
Co-Facilitator: Hope Gerbi

The motion was passed, no dissenting votes.

**FMLA LEAVE REQUEST
ELEMENTARY
TEACHER (D)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board approve the request from Jennifer Alfieri, Elementary Teacher, for a Family Medical Leave on an intermittent, flexible basis, to be used as needed, for her chronic illness, upon medical certification.

The motion was passed, no dissenting votes.

PERSONNEL

**FMLA LEAVE REQUEST
ELEMENTARY PHYSICAL
EDUCATION TEACHER (E)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board approve the request from Jessica Lukes, Elementary Physical Education Teacher, for a Family Medical Leave on an intermittent, flexible basis, to be used as needed to care for a family member, upon medical certification.

The motion was passed, no dissenting votes.

**UNPAID LEAVE
REQUEST (F)**

Mr. Volpe moved and Mr. Pearsol seconded the motion as recommended by the Administration the Board approve the request from Delcie Brown, Elementary Teacher, for an unpaid leave for Monday, Tuesday, and Wednesday, May 2-4, 2016. Ms. Brown is getting married on April 30, 2016 and the honeymoon is scheduled for the following week.

The motion was passed, no dissenting votes.

**FEDERAL PROGRAMS
REPORT:**

Submitted by
Betsy D'Emidio
for December 2015

On Thursday, December 10th I attended the monthly Federal Programs Role Alike meeting at the AIU 3 from 9:00 – 11:30 a.m. This month's agenda included the monthly to-do list, a presentation on Homeless from our colleagues at Woodland Hills and a Fiscal presentation from Erin Oberdorf at PDE, followed by general Q & A.

Mrs. McCoy and I continued to work on the Equity Plan for the 15 – 16 school year, which needs to be updated each year and is mandated for Federal Programs by the Department of Education.

Title I staff's Monthly Summary Reports were reviewed and signed and filed for documentation. I completed my Split Funding report for November, which will be forwarded to Mr. Mac Fann to sign and return so that it can be kept on file in the Title I office.

I met briefly with the Title 1 staff to finalize plans for the Gingerbread Activity for Title 1 parents/guardians and students. There were a total of 133 signed up for the activity. Mrs. Flebotte prepared all of the decorations and the book *Gingerbread Baby* was given to each family to take home. Mrs. McCoy provided an agenda and sign-in sheets for the event.

On December 10th the Title I activity was held at Logan Elementary. The parent/guardian and student activity started with registration, pass-outs and pizza. I spoke briefly with the parents regarding the importance of their input on the parent compacts and the parent involvement policy. I then introduced the staff who each gave a short description of the program they were teaching along with what grade level they instructed. Mrs. Turkowski had all the students sit around her as she read the story, *Gingerbread Baby* to them. When the story was complete, the students had an opportunity to decorate and eat a gingerbread cookie. Each family was given a copy of the book *Gingerbread Baby*. A good time was had by all and the evaluation forms completed by the parents indicated the want and need for more programs like the one presented.

Mrs. McCoy and I reviewed the tentative 2015 - 2016 Title I non-public school rosters and addresses for those students that the AIU 3 is serving per our district contract(s). We reviewed for eligibility regarding residence/attendance in qualifying target schools within our district.

Mrs. McCoy and I reviewed the purchase orders along with reviewing payrolls and benefits for December that would be included on the December bill list.

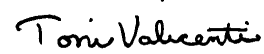
I observed Mrs. McCoy as she completed the final reports for Title I and Title II Part A for the 2014 – 2015 school year that she entered through the e-Grant system.

OLD BUSINESS: None.

NEW BUSINESS: None.

ADJOURNMENT Mr. Volpe moved and Mr. Pearsol seconded the motion to adjourn at 7:28 p.m.

Toni Valicenti



Board Secretary

HEAR FROM THE CITIZENS

Adam Homer, North Versailles – EAAA Soccer

Heather Freed-Oliver, East McKeesport – Problems with substitute nurse

Note: Wilmerding Council members came to speak to the Board, following the meeting, about the possible sale of Wilmerding Castle.

East Allegheny School District
Treasurer's Monthly Financial Statement

1/6/2016

Bank Balance			\$1,534,899.43
Outstanding Checks			(\$898,469.21)
Book Balance - November 2015			\$636,430.22
November 2015			
Current Real Estate Taxes		\$607,044.91	
Public Utility Tax		\$0.00	
Payments in Lieu of Current		\$0.00	
Local Tax		\$1,957.67	
Earned Income Tax		\$86,094.33	
Deed Transfer Tax		\$6,274.35	
Business Privilege		\$15,558.21	
Amusement		\$543.68	
Mercantile Tax		\$44,845.77	
Delinquent Real Estate Tax		\$140,968.68	
Delinquent Business Privilege		\$5,424.99	
Delinquent Mercantile Tax		\$275.13	
Interest, Temporary Investments		\$14,439.22	
Bookstore Sales		\$83.33	
State Revenue Received		\$0.00	
Rentals		\$8,245.54	
Contrib & Donations from Prvt.		\$100.00	
Gains/Losses on Sale of Fixed		\$0.00	
Tuition From Patrons		\$0.00	
Miscellaneous Revenue		\$948.66	
Tuition for Court Place & Inst		\$0.00	
Energy Efficient Rebates		\$0.00	
Refunds		\$0.00	
Basic Instructional Subsidy		\$0.00	
Tuition for Court Place & Inst		\$0.00	
Special Education Funding		\$0.00	
Other Program Subsidies		\$1,414.76	
Transportation		\$0.00	
Rentals and Sinking Fund		\$0.00	
Medical and Dental Services		\$0.00	
Nurse Services		\$0.00	
Safe Schools		\$0.00	
Accountability		\$0.00	
State Share of Social Security		\$0.00	
Retirement payments		\$0.00	
Medical Assistance Reimb		\$0.00	
Ed of Disadvan		\$0.00	
Ed of Hand. Child. - Preschl		\$4,068.00	
ARRA - Education Jobs Fund		\$0.00	
Refunds of Prior Years		\$55,257.68	
Medical Assistance Reimb		\$10,502.82	
Total Budgetary Revenues		\$1,004,047.73	
Disbursements for November 2015			
1100 Regular Programs	\$1,177,354.43		
1200 Special Programs	\$246,435.82		

East Allegheny School District
Treasurer's Monthly Financial Statement

1/6/2016

1300 Vocational Education	\$32,615.65		
1400 Other Instructional Programs	\$20,275.27		
1500 Non-Public School Programs	\$0.00		
1600 Adult Education	\$0.00		
1800 Other Purchased Services	\$0.00		
2100 Pupil Personnel	\$57,547.77		
2200 Instructional Staff	\$70,472.88		
2300 Administration	\$116,934.03		
2400 Pupil Health	\$34,190.42		
2500 Fiscal Services	\$30,202.83		
2600 Operations & Maintenance of Plant	\$230,447.96		
2700 Student Transportation	\$281,962.10		
2800 Central Support Services	(\$36.50)		
2900 Other Support Services	\$0.00		
3200 Student Activities	\$78,405.58		
3300 Community Services	\$153.67		
4000 Facil Acq Const & Improv	\$0.00		
5000 Other Financing Uses	\$0.00		
5100 Debt Service	\$50,422.83		
5200 Fund Transfer: Cafeteria	\$45,631.99		
5800 Transmittal Accounts	\$0.00		
Total Budgetary Expenditures	\$2,473,016.73		
Athletic Account			
Fund 11			
Bank Balance - November 2015			\$25,866.13
Outstanding Checks			(\$405.00)
Balance as of 11/30/15			\$25,461.13
Swap Interest			
Bank Balance - November 2015			\$679,695.29

East Allegheny School District
Secretary's Report

1/6/2016

Summary Statement of 2015-2016 General Fund Operations as of November 2016		
Cash Balance - November 2015		
Huntington Bank	\$ 636,430.22	
PSDLAF	\$1,130,238.60	
PLGIT	\$1,762.03	
Energy Sinking Fund	\$40,194.49	
Capital Improvement	\$347,583.19	
Swap	\$679,695.29	
TOTAL	\$2,835,903.82	
Receipts: November 2015		
6000 Local Sources	\$12,651,211.08	
7000 State Sources	\$974,146.24	
8000 Federal Sources	\$178,684.16	
9500 Refunds-Prior Year	\$79,304.57	
Total	\$13,883,346.05	
Tax Anticipation Loan	\$1,211,071.50	
Disbursements: November 2015		
1100 Regular Programs	\$3,717,431.76	
1200 Special Programs	\$1,166,607.05	
1300 Vocational Education	\$125,295.61	
1400 Other Instructional Programs	\$65,181.16	
1500 Non-Public School Programs	\$0.00	
2100 Pupil Personnel	\$245,047.50	
2200 Instructional Staff	\$222,627.31	
2300 Administration	\$646,115.83	
2400 Pupil Health	\$96,303.37	
2500 Fiscal Services	(\$126,251.71)	
2600 Operations & Maintenance of Plant	\$1,070,600.68	
2700 Student Transportation	\$562,308.51	
2800 Central Support Services	(\$368.00)	
2900 Other Support Svcs	\$0.00	
3200 Student Activities	\$167,205.49	
3300 Community Services	\$1,603.33	
4000 Facil Acq Const & Improv	\$0.00	
5000 Other Financing Uses	\$620.64	
5100 Debt Service	\$1,547,644.68	
5200 Fund Transfer: Cafeteria	\$132,575.65	
Total Disbursements: November 2015	\$9,640,548.86	
Athletic Account		
Balance	\$25,866.13	
Outstanding Checks	(\$405.00)	
Balance as of 11/30/2015	\$25,461.13	

Bills for Approval and Ratification
January 2016

Vendor	Description	Code	Amount
Fund 10	Ratification		
Pam Edwards	Official/Swimming	3250-490-000-30	\$ 60.00
Eric Phillips	Official/Swimming	3250-490-000-30	\$ 60.00
Ken Weber	Official/Swimming	3250-490-000-30	\$ 60.00
AT&T	Business Services	2620-530-000-00	\$ 2,204.24
AIU	Special Ed Pymt	1221-322-270-00	\$ 300,155.85
Aaron Antimary	Special Events	3250-340-000-30	\$ 320.00
Sean Beitler	Special Events	3250-340-000-30	\$ 160.00
Jim Beitler	Special Events	3250-340-000-30	\$ 400.00
Mara Bordogna	Special Events	3250-340-000-30	\$ 200.00
Budget Truck Rental	Truck Rental	3210-442-000-30	\$ 259.66
Dex Media	Advertising Services	2620-530-000-00	\$ 132.20
Gino Dipaoli	Special Events	3250-340-000-30	\$ 40.00
Anthony Falleroni	Special Events	3250-340-000-30	\$ 240.00
Darlene Gleeson	Special Events	3250-340-000-30	\$ 240.00
Fred Gleeson	Special Events	3250-340-000-30	\$ 480.00
William Law	Special Events	3250-340-000-30	\$ 480.00
M.A.W.C.	Water/GV, Logan, HS	2620-424-000-00	\$ 1,534.99
Pacific Telemanagement	Pay Phones	2620-530-000-00	\$ 178.12
Robert Trautwine	Special Events	3250-340-000-30	\$ 1,200.00
Verizon	Phones	2620-530-000-00	\$ 1,082.91
Verizon	Long Distance	2620-530-000-00	\$ 55.43
East Allegheny Education	Union Dues	0462-009-000-00	\$ 8,923.54
East Allegheny Personnel	Union Dues	0462-010-000-00	\$ 1,502.94
Pennsylvania SCDU	Child Support	0462-014-000-00	\$ 471.78
Rob Armenio	Official/Basketball	3250-490-000-30	\$ 40.00
Pam Edwards	Official/Swimming	3250-490-000-30	\$ 60.00
Robert Fuhrman	Official/Basketball	3250-490-000-30	\$ 40.00
Ray Milliren	Official/Swimming	3250-490-000-30	\$ 60.00
Ken Weber	Official/Swimming	3250-490-000-30	\$ 60.00
American United Life	Income Insurance	1110-214-000-00	\$ 242.76
AT&T Mobility	Cell Phones	2620-530-000-00	\$ 100.94
Daniel Beisler	Attorney Fees	2330-300-000-00	\$ 5,375.00
Comcast	District Run Charter School	1110-390-000-00	\$ 129.85
Duquesne Light Co.	Electric/HS	2620-622-000-30	\$ 12,451.45
Steven Ehrlich	Reimburse/Prof Healthcare Deduction	0493-211-000-00	\$ 38.27
Alex Eichler	Cell Phone Reimbursement	2240-530-000-00	\$ 150.00
William Fries	Cell Phone Reimbursement	2620-530-000-00	\$ 50.00
Hocack, Specht	Services Rendered/June 30, 2015 Audit	2310-330-000-00	\$ 16,800.00
Model Cleaners	Dry Cleaning/Uniforms	3210-415-000-30	\$ 991.50
Peoples	Gas/Stadium	2620-621-000-00	\$ 186.70
PMEA	Student Registration	3210-580-000-30	\$ 100.00
Verizon	Phones	2620-530-000-00	\$ 360.88
Verizon Wireless	Cell Phones	2620-530-000-00	\$ 150.72
Meslissa Swidorsky	Reimburse/Supplies and Postage	2330-530-000-00	\$ 209.92
Kevin Albert	Official/Basketball	3250-490-000-30	\$ 60.00
Joram Bielewicz	Official/Basketball	3250-490-000-30	\$ 60.00
Pam Edwards	Official/Swimming	3250-490-000-30	\$ 60.00
Ty Holler	Official/Basketball	3250-490-000-30	\$ 60.00

Bills for Approval and Ratification
 January 2016

Mike Maurizi	Official/Basketball	3250-490-000-30	\$	60.00
Ray Milliren	Official/Swimming	3250-490-000-30	\$	60.00
Frank Surano	Official/Basketball	3250-490-000-30	\$	60.00
Ken Weber	Official/Swimming	3250-490-000-30	\$	60.00
AT&T	Phones	2620-530-000-00	\$	212.84
Alice Training	Registration/Training	2380-580-010-30	\$	595.00
Duquesne Light Co.	Electric/We, GV, Logan	2620-622-000-00	\$	12,035.78
HDH Group	80% of Premium of Policy	2330-525-000-00	\$	4,234.40
N.V.T.S.A.	Sewage/GV, Logan, HS	2620-424-000-00	\$	880.80
William Nichols	Refund 2015 - N.V.	6111-100-000-00	\$	634.88
PSERS	Buyback Retirement/Bacco-Wicker	1110-230-000-23	\$	287.96
Peoples	Gas/We, Logan, HS	2620-621-000-00	\$	4,000.00
UGI Energy	Gas/We, Logan, HS	2620-621-000-00	\$	3,330.05
Wex Bank	Gas for District Vehicles	2650-620-000-00	\$	340.77
Wex Bank	Gas for District Vehicles	2650-620-000-00	\$	74.66
Richard Campbell	Refund/Prof Healthcare Deduction	0493-211-000-00	\$	37.92
Dennis Cash	Official/Basketball	3250-490-000-30	\$	60.00
William Chruscial	Official/Basketball	3250-490-000-30	\$	60.00
Barry James	Official/Basketball	3250-490-000-30	\$	40.00
Bruce Kelly	Official/Basketball	3250-490-000-30	\$	60.00
David Moore	Official/Basketball	3250-490-000-30	\$	40.00
James Moorhead	Official/Basketball	3250-490-000-30	\$	60.00
Nicholas Pavlecic	Official/Basketball	3250-490-000-30	\$	40.00
Paul Puleo	Official/Basketball	3250-490-000-30	\$	60.00
Dennis Rockwell	Official/Basketball	3250-490-000-30	\$	60.00
Todd Rullo	Official/Basketball	3250-490-000-30	\$	40.00
Bob Saxman	Official/Basketball	3250-490-000-30	\$	60.00
Geno Sedlak	Official/Basketball	3250-490-000-30	\$	40.00
Frank Verdecchia	Official/Basketball	3250-490-000-30	\$	40.00
Joe Yunetz	Official/Basketball	3250-490-000-30	\$	60.00
Aflac	Employee Deduction	0462-006-000-00	\$	1,249.40
Alcose Credit Union	Employee Deduction	0462-008-000-00	\$	12,318.62
Hab-Dlt (ER)	Wage Attachment	0101-101-000-00	\$	248.91
Cal-Ed Credit Union	Employee Deduction	0462-016-000-00	\$	190.00
Pennsylvania SCDU	Child Support	0462-014-000-00	\$	471.78
TSA Consulting	Employee Deduction	0462-003-000-00	\$	9,045.00
Washington National	Employee Deduction	0462-004-000-00	\$	1,751.82
ACSHIC	Healthcare for January 2016	0421-000-000-00	\$	269,244.13
Capital One	Loan Payment	5100-832-000-00	\$	19,643.69
Duquesne Light Co.	Electric/Unmetered	2620-622-000-00	\$	294.04
First National Bank	Supplies/Repairs	3210-619-000-00	\$	1,793.09
U.S. Postal Service	Postage	2540-530-000-00	\$	2,000.00
Verizon Wireless	Cell Phones	2620-530-000-00	\$	294.38
Charles Knoer	Official/Basketball	3250-490-000-30	\$	60.00
Mark O'Donnell	Official/Basketball	3250-490-000-30	\$	60.00
Mike Sinwell	Official/Basketball	3250-490-000-30	\$	60.00
Jason Beisler	Official/Basketball	3250-490-000-30	\$	60.00
Margie Byers	Official/Basketball	3250-490-000-30	\$	60.00
Bob Saxman	Official/Basketball	3250-490-000-30	\$	60.00
Jerone Doezbacher	Official/Basketball	3250-490-000-30	\$	60.00
Glenn Hart	Official/Basketball	3250-490-000-30	\$	60.00
George Kemerer	Official/Basketball	3250-490-000-30	\$	60.00

Bills for Approval and Ratification
January 2016

George Pribicko	Official/Basketball	3250-490-000-30	\$	120.00
James Ryan	Official/Basketball	3250-490-000-30	\$	60.00
Bob Saxman	Official/Basketball	3250-490-000-30	\$	60.00
Robert Stock	Official/Basketball	3250-490-000-30	\$	60.00
Wall Szlachetka	Official/Basketball	3250-490-000-30	\$	60.00
Dale Thunhorst	Official/Basketball	3250-490-000-30	\$	60.00
Jeff Yunetz	Official/Basketball	3250-490-000-30	\$	60.00
Joseph Zelenak	Official/Basketball	3250-490-000-30	\$	60.00
PSERS	Employer's Share of Retirement/Qtr 3 2015	0462-230-000-00	\$	227,332.12
William Fries	Reimburse/Cell Phone	2620-530-000-00	\$	50.00
Madison National Life	Income Insurance	2620-214-000-00	\$	1,282.39
Angela McEwen	Reimburse 75% Tuition	2380-566-010-10	\$	1,586.25
Pacific Telemanagement	Pay Phones	2620-530-000-00	\$	267.18
School Claims	Life Insurance/Jan 2016	0421-100-000-00	\$	2,786.97
Frank Tylka	Reimburse/lnk	2330-530-000-00	\$	42.79
Verizon	Phones	2620-530-000-00	\$	906.82
Verizon	Long Distance	2620-530-000-00	\$	55.43
W.P.J.W.A.	Water & Sewage/We	2620-424-000-00	\$	1,142.71
American United Life	Income Insurance	1110-214-000-00	\$	242.76
Bills for Ratification			\$	941,224.99
Batch 7			\$	401,648.51
Total Bills for Approval & Ratification			\$	1,342,873.50

FEDERAL PROGRAMS BILL LIST FOR JANUARY 2016

Title I		Title I	
Purchase Order	Company	Description	
TI 16-14	REIMB. E.A.S.D.	HRS. FOR TITLE I COVERAGE - MARCIE REICKS FROM 9/8 - 12/7	1,275.50
TI 16-15	REIMB. E.A.S.D.	PAYROLL FOR 12/18	14,318.35
		SS FOR 12/18	887.86
		MC FOR 12/18	207.65
		RET. FOR 12/18	3,699.87
TI 16-16	REIMB. E.A.S.D.	HOSP. FOR JAN	5,173.95
		DENTAL FOR JAN	340.95
		VISION FOR JAN	48.14
		LIFE FOR JAN	137.75
TI 16-17	CRYSTAL FLEBOTTE	CASH ADVANCE FOR SCHOLASTIC BOOKS FOR 15/16 PARENT - STUDENT ACTIVITIES \$120	480.00
		FOR EA. TITLE TEACHER/GRADE LEVEL	
TI 16-18	REIMB. E.A.S.D.	PAYROLL FOR 12/31	14,318.35
		SS FOR 12/31	887.86
		MC FOR 12/31	207.65
		RET. FOR 12/31	3,699.87
TI 16-19	QUILL CORP.	CARDINAL - ONE STEP MONTHLY INDEX SYSTEM; JAN - DEC MULTI COLORED 4 SETS, PENS	254.39
		COLORED HANGING FILE FOLDERS AND WHITE CARD STOCK	
TI 16-20	EDUCATION PARTNERSHIP	VARIOUS CLASSROOM ITEMS FOR TITLE; RULERS ERASERS, CRAYONS, MARKERS	100.00
TI 16-21	W.B. MASON	COLORED PENCILS, NEON; PRISMA 48 PK OF PENCILS; MARKERS; 5X8 STENO PADS	52.76
TI 16-22	BARNES & NOBLE	4 COPIES OF SAT PREPARATION (2016 EDITION; \$79.96 EACH)	319.84
TI 16-23	ALLEGHENY INTERM IU3	FIRST PAYMENT FOR THE 15 - 16 SCH. YEAR OF SERVICES PROVIDED TO E.A.S.D.	9,020.50
		STUDENTS ATTENDING NON-PUBLIC SCHOOLS	
TI 16-24	QUILL CORP	AA BATTERIES, HP131A YELLOW TONER; HP131X BLACK TONER - CARTRIDGES FOR LASER	195.41
		PRINTER IN TITLE I OFFICE	
TI 16-25	REIMB. E.A.S.D.	PAYROLL FOR 1/15	14,318.35
		SS FOR 1/15	887.86
		MC FOR 1/15	207.65
		RET. FOR 1/15	3,699.87
TI 16-26	REIMB. E.A.S.D.	HOSP. FOR FEB.	5,173.95
		DENTAL FOR FEB.	340.95
		VISION FOR FEB.	48.14
		LIFE FOR FEB.	137.75
TOTAL TITLE I PROJECT YR. 15 - 16			\$ 80,441.17

Title II Pt. A		Title II Pt. A	
Purchase Order	Company	Description	
TOTAL TITLE II PT. A 15 - 16			\$ -

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: FAMILY AND MEDICAL
LEAVES

ADOPTED: January 15, 2001

REVISED: September 13, 2010

EAST ALLEGHENY SCHOOL DISTRICT

335. FAMILY AND MEDICAL LEAVES	
<p>1. Authority 29 U.S.C. Sec. 2601 et seq 29 CFR Part 825</p>	<p>The purpose of this policy is to address specific leave of absence issues and to ensure the district's compliance with the Family Medical Leave Act, herein after referred to as FMLA.</p> <p>Employee requests for FMLA leave shall be processed in accordance with law, Board policy and administrative regulations.</p>
<p>2. Delegation of Responsibility</p>	<p>The Superintendent or designee shall develop administrative guidelines regulating leaves and ensuring the district's compliance with law. Although implementing the guidelines is the responsibility of the Superintendent, they must adhere to the basic principles of law.</p>
<p>3. Guidelines 29 U.S.C. Sec. 2619</p>	<p>Required notices shall be posted by the district.</p>
<p>29 U.S.C. Sec. 2612</p>	<p>Eligible employees shall be provided up to twelve (12) workweeks of unpaid leave in a twelve-month period for the employee's own serious health condition; for the birth, adoption, foster placement or first-year care of a child; to care for a seriously ill spouse, child or parent; or to address specific qualifying exigencies pertaining to a member of the Armed Forces alerted for foreign deployment or during foreign deployment.</p>
<p>29 U.S.C. Sec. 2612</p>	<p>Eligible employees shall be provided up to twenty-six (26) workweeks of unpaid leave in a single twelve-month period to care for an ill or injured covered servicemember.</p> <p>Guides advising employees of their rights and responsibilities shall be developed and posted. The guides shall be given to employees upon request; whenever an employee requests an FMLA leave; and whenever the district designates a leave as an FMLA leave.</p>

All requests for leave, both FMLA leave and non-FMLA leave, shall be made in writing on a district form. The form shall request sufficient information to determine whether the leave qualifies as an FMLA leave.

If the employee requesting a FMLA leave qualifies for and is entitled to any paid leave under a collective bargaining agreement, district policy or statutory mandate, the employee may utilize such leave during the FMLA leave, at his/her discretion.

~~An FMLA leave for a qualifying reason shall be provided only after the employee has exhausted all accumulated sick leave or extended sick leave to which the employee is entitled. Unless specified in the CBA, the accrued paid sick leave will run concurrently with the FMLA.~~

Medical certification forms shall be required whenever allowed or authorized by provision of the FMLA.

Employees shall be required to provide a fitness-for-duty certificate upon returning from an FMLA leave when the leave was taken because of the employee's own serious health condition, except where such a requirement would be in violation of a collective bargaining agreement or where the employee has taken a paid leave concurrent with the FMLA leave and school district policy and practice has not required a fitness-for-duty certificate to be provided.

Seniority shall accrue for all purposes during FMLA leaves, and credit shall be given during FMLA leaves for accruals for other leaves.

For purposes of determining whether an eligible employee under the FMLA has exhausted the twelve (12) weeks of leave in any twelve-month period, the district shall utilize a rolling twelve-month period measured backwards from the date leave is used, to avoid stacking of back-to-back leave entitlements.

Employees are not required to utilize FMLA leave whenever they qualify for other available full-day leave to which they may be entitled.

An employee will be denied intermittent leave or leave on a reduced leave schedule to care for an immediate family member (spouse, child, parent) with a serious health condition, or if the employee has a serious health condition when:

1. The employee fails to establish, through medical certification, that there is a medical need for such a leave (as distinguished from voluntary treatments and procedures).
2. The employee has failed to establish, through medical certification, that it is

<p>29 U.S.C. Sec. 2611, 2612</p>	<p>medically necessary for the leave to be taken intermittently on a reduced leave schedule.</p> <p>Eligibility for an FMLA leave shall be based entirely on the eligibility criteria established by the FMLA. This policy shall not be construed to expand eligibility for an FMLA leave beyond what is required by the law.</p> <p>References:</p> <p>Family And Medical Leave Act – 29 U.S.C. Sec. 2601 et seq.</p> <p>Family And Medical Leave, Title 29, Code of Federal Regulations – 29 CFR Part 825</p> <p>Board Policy – 813</p>
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EAST ALLEGHENY SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: FAMILY AND MEDICAL
LEAVES

ADOPTED: February 12, 2001

REVISED: September 13, 2010

435. FAMILY AND MEDICAL LEAVES	
1. Authority 29 U.S.C. Sec. 2601 et seq 29 CFR Part 825	<p>The purpose of this policy is to address specific leave of absence issues and to ensure the district's compliance with the Family Medical Leave Act, herein after referred to as FMLA.</p> <p>Employee requests for FMLA leave shall be processed in accordance with law, Board policy and administrative regulations.</p>
2. Delegation of Responsibility	<p>The Superintendent shall develop administrative guidelines regulating leaves and ensuring the district's compliance with law. Although implementing the guidelines is the responsibility of the Superintendent, they must adhere to the basic principles of the law.</p>
3. Guidelines 29 U.S.C. Sec. 2619	<p>Required notices shall be posted by the district.</p>
29 U.S.C. Sec. 2612	<p>Eligible employees shall be provided up to twelve (12) workweeks of unpaid leave in a twelve-month period for the employee's own serious health condition; for the birth, adoption, foster placement or first-year care of a child; to care for a seriously ill spouse, child or parent; or to address specific qualifying exigencies pertaining to a member of the Armed Forces alerted for foreign deployment or during foreign deployment.</p>
29 U.S.C. Sec. 2612	<p>Eligible employees shall be provided up to twenty-six (26) workweeks of unpaid leave in a single twelve-month period to care for an ill or injured covered servicemember.</p> <p>Guides advising employees of their rights and responsibilities shall be developed and posted. The guides shall be given to employees upon request; whenever an employee requests an FMLA leave; and whenever the district designates a leave as an FMLA leave.</p>

<p>All requests for leave, both FMLA leave and non-FMLA leave, shall be made in writing on district forms. The form shall request sufficient information to determine whether the leave qualifies as an FMLA leave.</p> <p>If the employee requesting an FMLA leave qualifies for and is entitled to any paid leave under a collective bargaining agreement, district policy or statutory mandate, the employee may utilize such leave during the FMLA leave, at his/her discretion.</p> <p>An FMLA leave for a qualifying reason shall be provided only after the employee has exhausted all accumulated sick leave or extended sick leave to which the employee is entitled. Unless specified in the CBA, the accrued paid sick leave will run concurrently with the FMLA.</p> <p>Medical certification forms shall be required whenever allowed or authorized by provisions of the FMLA.</p> <p>Employees shall be required to provide a fitness-for-duty certificate upon returning from an FMLA leave when the leave was taken because of the employee's own serious health condition, except where such a requirement would be in violation of a collective bargaining agreement or where the employee has taken a paid leave concurrent with the FMLA leave and school district policy and practice has not required a fitness-for-duty certificate to be provided.</p> <p>Seniority shall accrue for all purposes during FMLA leaves, and credit shall be given during FMLA leaves for accruals for other leaves.</p> <p>For purposes of determining whether an eligible employee under the FMLA has exhausted the twelve (12) weeks of leave in any twelve-month period, the district shall utilize a rolling twelve-month period measured backwards from the date leave is used, to avoid stacking of back-to-back leave entitlements.</p> <p>An employee will be denied intermittent leave or leave on a reduced leave schedule to care for an immediate family member (spouse, child, parent) with a serious health condition, or if the employee has a serious health condition when:</p> <ol style="list-style-type: none">1. The employee fails to establish, through medical certification, that there is a medical need for such a leave (as distinguished from voluntary treatments and procedures).2. The employee has failed to establish, through medical certification, that it is medically necessary for the leave to be taken intermittently on a reduced leave schedule.
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435. FAMILY AND MEDICAL LEAVES - Pg. 3

<p>29 U.S.C. Sec. 2611, 2612</p>	<p>Eligibility for an FMLA leave shall be based entirely on the eligibility criteria established by the FMLA. This policy shall not be construed to expand eligibility for an FMLA leave beyond what is required by law.</p> <p>Instructional employees may be required to continue FMLA leave to the beginning of a grading period or term if conditions of leave are those specified in the FMLA.</p> <p>References:</p> <p>Family And Medical Leave Act – 29 U.S.C. Sec. 2601 et seq.</p> <p>Family And Medical Leave, Title 29, Code of Federal Regulations – 29 CFR Part 825</p> <p>Board Policy – 813</p>
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EAST ALLEGHENY SCHOOL DISTRICT

SECTION: SERVICE PERSONNEL

TITLE: FAMILY AND MEDICAL
LEAVES

ADOPTED: February 12, 2001

REVISED: September 13, 2010

535. FAMILY AND MEDICAL LEAVES	
<p>1. Authority 29 U.S.C. Sec. 2601 et seq 29 CFR Part 825</p>	<p>The purpose of this policy is to address specific leave of absence issues and to ensure the district's compliance with the Family Medical Leave Act, herein after referred to as FMLA.</p> <p>Employee requests for FMLA leave shall be processed in accordance with law, Board policy and administrative regulations.</p>
<p>2. Delegation of Responsibility</p>	<p>The Superintendent or designee shall develop administrative guidelines regulating leaves and ensuring the district's compliance with law. Although implementing the guidelines is the responsibility of the Superintendent, they must adhere to the basic principles of the law.</p>
<p>3. Guidelines 29 U.S.C. Sec. 2619</p>	<p>Required notices shall be posted by the district.</p>
<p>29 U.S.C. Sec. 2612</p>	<p>Eligible employees shall be provided up to twelve (12) workweeks of unpaid leave in a twelve-month period for the employee's own serious health condition; for the birth, adoption, foster placement or first-year care of a child; to care for a seriously ill spouse, child or parent; or to address specific qualifying exigencies pertaining to a member of the Armed Forces alerted for foreign deployment or during foreign deployment.</p>
<p>29 U.S.C. Sec. 2612</p>	<p>Eligible employees shall be provided up to twenty-six (26) workweeks of unpaid leave in a single twelve-month period to care for an ill or injured covered servicemember.</p> <p>Guides advising employees of their rights and responsibilities shall be developed and posted. The guides shall be given to employees upon request; whenever an employee requests an FMLA leave; and whenever the district designates a leave as an FMLA leave.</p>

All requests for leave, both FMLA leave and non-FMLA leave, shall be made in writing on a district form. The form shall request sufficient information to determine whether the leave qualifies as an FMLA leave.

If the employee requesting an FMLA leave qualifies for and is entitled to any paid leave under a collective bargaining agreement, district policy or statutory mandate, the employee may utilize such leave during the FMLA leave, at his/her discretion.

~~An FMLA leave for a qualifying reason shall be provided only after the employee has exhausted all accumulated sick leave or extended sick leave to which the employee is entitled. Unless specified in the CBA, the accrued paid sick leave will run concurrently with the FMLA.~~

Medical certification forms shall be required whenever allowed or authorized by provisions of the FMLA.

Employees shall be required to provide a fitness-for-duty certificate upon returning from an FMLA leave when the leave was taken because of the employee's own serious health condition, except where such a requirement would be in violation of a collective bargaining agreement or where the employee has taken a paid leave concurrent with the FMLA leave and school district policy and practice has not required a fitness-for-duty certificate to be provided.

Seniority shall accrue for all purposes during FMLA leaves, and credit shall be given during FMLA leaves for accruals for other leaves.

For purposes of determining whether an eligible employee under the FMLA has exhausted the twelve (12) weeks of leave in any twelve-month period, the district shall utilize a rolling twelve-month period measured backwards from the date leave is used, to avoid stacking of back-to-back leave entitlements.

Employees are not required to utilize FMLA leave whenever they qualify for other available full-day leave to which they may be entitled.

An employee will be denied intermittent leave or leave on a reduced leave schedule to care for an immediate family member (spouse, child, parent) with a serious health condition, or if the employee has a serious health condition when:

1. The employee fails to establish, through medical certification, that there is a medical need for such a leave (as distinguished from voluntary treatments and procedures).
2. The employee has failed to establish, through medical certification, that it is

<p>29 U.S.C. Sec. 2611, 2612</p>	<p>medically necessary for the leave to be taken intermittently on a reduced leave schedule.</p> <p>Eligibility for an FMLA leave shall be based entirely on the eligibility criteria established by the FMLA. This policy shall not be construed to expand eligibility for an FMLA leave beyond what is required by law.</p> <p>References:</p> <p>Family And Medical Leave Act – 29 U.S.C. Sec. 2601 et seq.</p> <p>Family And Medical Leave, Title 29, Code of Federal Regulations – 29 CFR Part 825</p> <p>Board Policy – 813</p>
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<p>3. Guidelines</p>	<p>Monitor - Process whereby a student referred to the Student Assistance Team, through the regular referral procedure, is tracked or observed periodically through normal school process; may include teacher or other observations of school behavior and conversations of any length with the student and/or parent/guardian; does not imply continuous supervision other than that normally provided during the course of a regular school day.</p> <p>Postvention - Procedures to deal with the aftermath of a suicide. Includes notification procedures and support for students and staff. Primary purpose is to restore educational functioning of the school and to discourage any influence towards subsequent suicidal behaviors.</p> <p>Referral - Informing of a potentially threatening situation or informing of opportunities for assistance and support.</p> <p>Suicidal Ideation - Verbal, behavioral or written expressions of a student's contemplation of suicide.</p> <p>Building Administrator - Includes the principal, assistant principal, or his/her designee.</p> <p>Parent - Refers to legal custodial parent/guardian.</p> <p><u>General Procedures</u></p> <ol style="list-style-type: none">1. The building administrator in charge or his/her designee will be informed as soon as possible of any situations where there may be potential harm to a student. <p>Emergency situations are to be handled as such.</p> <ol style="list-style-type: none">2. Every effort will be made to maintain student confidentiality as outlined in school district policy. Information will be released on a need-to-know basis at the discretion of the administrator in charge or his/her designee. Attempts to obtain legal releases will be made when necessary.3. The safety of students and staff involved/affected will be the primary and immediate concern.4. Notification of a parent/guardian is recognized as a significant part of the intervention process. All such contacts and attempts to contact will be documented by the person making the contact.
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<p>1. Purpose SC 1526 Pol. 103.1, 248, 249, 806</p> <p>2. Authority Title 22 Sec. 12.12 Pol. 207, 216, 236</p> <p>3. Guidelines</p> <p>SC 1526</p> <p>SC 1526</p>	<p>5. All media contact will be directed by the Superintendent or his/her designee. Every attempt will be made to discourage media contact with students and staff on school property in order to protect the privacy of all involved.</p> <p>6. Efforts will be made to support students and staff not necessarily directly involved with the situation, but whose functioning in the educational system is disrupted or disabled as a result.</p> <p><u>SUICIDE AWARENESS, PREVENTION AND RESPONSE</u></p> <p><u>The Board is committed to protecting the health, safety and welfare of its students and school community. This policy supports federal, state and local efforts to provide education on youth suicide awareness and prevention; establish methods of prevention, intervention, and response to suicide or suicide attempt; and to promote access to suicide awareness and prevention resources.</u></p> <p>In compliance with state law and regulations, and in support of the district’s suicide prevention measures, information received in confidence from a student may be revealed to the student’s parents/guardians, the building principal or other appropriate authority when the health, welfare or safety of the student or any other person is deemed to be at risk.</p> <p>The district shall utilize a multifaceted approach to suicide prevention which integrates school and community-based supports.</p> <p>The district shall notify district employees, students and parents/guardians of this policy and shall post the policy on the district’s website.</p> <p style="text-align: center;">SUICIDE AWARENESS AND PREVENTION EDUCATION</p> <p><u>Protocols for Administration of Student Education</u></p> <p>Students shall receive age-appropriate education on the importance of safe and healthy choices, coping strategies, how to recognize risk factors and warning signs, as well as help-seeking strategies for self or others including how to engage school resources and refer friends for help.</p> <p>Lessons shall contain information on comprehensive health and wellness, including emotional, behavioral and social skills development.</p>
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SC 1526 Pol. 333	<p><u>Protocols for Administration of Employee Education</u></p> <p>All district employees, including but not limited to secretaries, coaches, bus drivers, custodians and cafeteria workers, shall receive information regarding risk factors, warning signs, response procedures, referrals, and resources regarding youth suicide prevention.</p> <p>As part of the district's professional development plan, professional educators in school buildings serving students in grades six (6) through twelve (12) shall participate in four (4) hours of youth suicide awareness and prevention training every five (5) years.</p> <p>Additional professional development in risk assessment and crisis intervention shall be provided to guidance counselors, district mental health professionals and school nurses.</p>
SC 1526	<p><u>Resources for Parents/Guardians</u></p> <p>The district may provide parents/guardians with resources including, but not limited to, health promotion and suicide risk, including characteristics and warning signs; and information about local behavioral/mental health resources.</p> <p style="text-align: center;">METHODS OF PREVENTION</p> <p>The methods of prevention utilized by the district include, but are not limited to, early identification and support for students at risk; education for students, staff and parents/guardians; and delegation of responsibility for planning and coordination of suicide prevention efforts.</p> <p><u>Suicide Prevention Coordinators</u></p> <p><i>District-Wide –</i></p> <p>A district-wide suicide prevention coordinator shall be designated by the Superintendent. This may be an existing district employee. The district suicide prevention coordinator shall be responsible for planning and coordinating implementation of this policy.</p> <p><i>Building Level –</i></p> <p>Each building principal shall designate a school suicide prevention coordinator to act as a point of contact in each school for issues relating to suicide prevention and policy implementation. This may be an existing district employee.</p>

Early Identification Procedures

Early identification of individuals with one (1) or more suicidal risk factors or of individuals exhibiting warning signs, is crucial to the district's suicide prevention efforts. To promote awareness, district employees, students and parents/guardians should be educated about suicidal risk factors and warning signs.

Risk factors refer to personal or environmental characteristics that are associated with suicide including, but not limited to:

- Behavioral Health Issues/Disorders:
 - Depression.
 - Substance abuse or dependence.
 - Previous suicide attempts.
 - Self injury.
- Personal Characteristics:
 - Hopelessness/Low self-esteem.
 - Loneliness/Social alienation/isolation/lack of belonging.
 - Poor problem-solving or coping skills.
 - Impulsivity/Risk-taking/recklessness.
- Adverse/Stressful Life Circumstances:
 - Interpersonal difficulties or losses.
 - Disciplinary or legal problems.
 - Bullying (victim or perpetrator).
 - School or work issues.
 - Physical, sexual or psychological abuse.
 - Exposure to peer suicide.

<p>SC 1526</p>	<ul style="list-style-type: none">• Family Characteristics:<ul style="list-style-type: none">- Family history of suicide or suicidal behavior.- Family mental health problems.- Divorce/Death of parent/guardian.- Parental-Child relationship. <p>Warning signs are indications that someone may be in danger of suicide, either immediately or in the near future. Warning signs include, but are not limited to:</p> <ul style="list-style-type: none">• Expressions such as hopelessness, rage, anger, seeking revenge, feeling trapped, anxiety, agitation, no reason to live or sense of purpose.• Recklessness or risky behavior.• Increased alcohol or drug use.• Withdrawal from friends, family, or society.• Dramatic mood changes. <p><u>Referral Procedures</u></p> <p>Any district employee who has identified a student with one (1) or more risk factors or who has an indication that a student may be contemplating suicide, shall refer the student for further assessment and intervention.</p> <p><u>Documentation</u></p> <p>The district shall document the reasons for referral, including specific warning signs and risk factors identified as indications that the student may be at risk.</p> <p style="text-align: center;">METHODS OF INTERVENTION</p> <p>The methods of intervention utilized by the district include, but are not limited to, responding to suicide threats, suicide attempts in school, suicide attempts outside of school, and completed suicide. Suicide intervention procedures shall address the development of an emotional or mental health safety plan for students identified as being at increased risk of suicide.</p>
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<p>Pol. 806</p>	<p><u>Procedures for Students at Risk</u></p> <p>A district-approved suicide assessment instrument may be used by trained mental health staff such as counselors, psychologists, social workers.</p> <p>Parents/Guardians of a student identified as being at risk of suicide shall be notified by the school. If the school suspects that the student’s risk status is the result of abuse or neglect, school staff shall immediately notify Children and Youth Services.</p> <p>The district shall identify mental health service providers to whom students can be referred for further assessment and assistance.</p> <p>Mental health service providers – may include, but not be limited to, hospital emergency departments, psychiatric hospitals, community mental health centers, psychiatrists, psychologists, social workers, and primary care providers.</p> <p>The district shall create an emotional or mental health safety plan to support a student and the student’s family if the student has been identified as being at increased risk of suicide.</p>
<p>Pol. 103.1, 113, 113.2, 113.3, 114</p>	<p><u>Students With Disabilities</u></p> <p>For students with disabilities who are identified as being at risk for suicide or who attempt suicide, the appropriate team shall be notified and shall address the student’s needs in accordance with applicable law, regulations and Board policy.</p>
<p>Pol. 103.1, 113, 113.2, 113.3, 114</p>	<p>If a student is identified as being at risk for suicide or attempts suicide and the student may require special education services or accommodations, the Director of Special Education shall be notified and shall take action to address the student’s needs in accordance with applicable law, regulations and Board policy.</p> <p><u>Documentation</u></p> <p>The district shall document observations, recommendations and actions conducted throughout the intervention and assessment process including verbal and written communications with students, parents/guardians and mental health service providers.</p> <p>The Superintendent or designee shall develop administrative regulations providing recommended guidelines for responding to a suicide threat.</p>

<p>SC 1526</p>	<p style="text-align: center;">REPORT PROCEDURES</p> <p>Effective documentation assists in preserving the safety of the student and ensuring communication among school staff, parents/guardians and mental health service providers.</p> <p>When a district employee takes notes on any conversations or situations involving or relating to an at-risk student, the notes should contain only factual or directly observed information, not opinions or hearsay.</p> <p>As stated in this policy, district employees shall be responsible for effective documentation of incidents involving suicide prevention, intervention and response.</p> <p>The suicide prevention coordinator shall provide the Superintendent with a copy of all reports and documentation regarding the at-risk student. Information and reports shall be provided, as appropriate, to guidance counselors, district mental health professionals and school nurses.</p>
<p>SC 1526</p>	<p style="text-align: center;">SUICIDE AWARENESS AND PREVENTION RESOURCES</p> <p>A listing of resources regarding suicide awareness and prevention shall be attached to this policy.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 1526</p> <p>State Board of Education Regulations – 22 PA Code Sec. 12.12</p> <p>Board Policy – 103.1, 113, 113.2, 113.3, 114, 117, 146, 204, 207, 216, 236, 248, 249, 333, 805, 806</p>

SITUATION	IMMEDIATE ACTION (Who)	INFORMATION COLLECTION (What/Who)	PARENT NOTIFICATION (Who contacts – Documentation)	REFERRAL	FOLLOW-UP PROCEDURES
<p>Situation #1: Marked behavior changes, including, but not limited to expressions of hopelessness or despair.</p> <p>No evident expression or desire to die.</p>	<p>Staff member observing the situation will make a referral to the Student Assistance Team.</p> <p>Include any observation/documentation.</p>	<p>Regular Student Assistance Team case process.</p>	<p>As determined by Student Assistance Team review case manager.</p>	<p>As determined by Student Assistance Team review.</p>	<p>Follow recommendations as determined by Student Assistance Team.</p>
<p>Situation #2: Student expresses an interest in or desire to die.</p> <p>No evidence of a method or plan.</p>	<p>Immediate notification of school counselor by staff member observing the situation.</p> <p>Administrator or designee contacted.</p>	<p>Building Administrator and/or designee interviews students/staff involved.</p> <p>Regular Student Assistance Team case process.</p>	<p>Building Administrator or designee makes contact as determined by results of interviews.</p> <p>Follow-up as determined by Student Assistance Team review.</p>	<p>As indicated by interview or Student Assistance Team review.</p>	<p>Follow recommendations as determined by Student Assistance Team.</p>
<p>Situation #3: Suicidal indication.</p> <p>Evidence of a plan or method.</p>	<p>Student remains under constant visual supervision of a professional staff member. Do not leave the student alone. Immediate notification of school counselor by staff member observing the situation. Building Administrator or designee contacted. Referral to Student Assistance Team; include any observation/documentation.</p>	<p>Building Administrator or designee interviews student(s)/staff involved.</p> <p>Regular Student Assistance Team process.</p>	<p>Building Administrator or designee contacts parent/guardian immediately for -conference and to arrange transportation from school. Follow established emergency medical procedures if a parent is unavailable or uncooperative.</p>	<p>To mental health provider by Building Administrator or designee at time of parent/guardian conference: acquire signatures for release of information and intent to assess.</p>	<p>Student Assistance Team process.</p> <p>Follow-up phone call to parent/guardian.</p> <p>When appropriate, notify Children, Youth & Family Services.</p>
<p>Situation #4: Suicide attempt in school.</p>	<p>Immediately contact school nurse to begin medical emergency procedures. Student remains under constant visual supervision of a professional staff member. Contact Building Administrator, who along with the nurse will determine and direct immediate requested assistance from medical and school professionals; including the contact of emergency medical teams, the direction and supervision of other students, etc.</p>	<p>At the direction of the Building Administrator in cooperation with the police; maintain documentation of pertinent observations.</p>	<p>Building Administrator immediately contacts parent/guardian.</p>	<p>Medical emergency referral with follow-up mental health services.</p> <p>Regular Student Assistance Team process.</p>	<p>Student Assistance Team to develop a plan for response to students and faculty reaction to the event; obtain outside professional assistance when needed; make referrals as necessary.</p> <p>Meet with building professionals to alert them to the situation, explain the plan of action and offer support as needed.</p> <p>Maintain communication with parent/guardian; contact Children, Youth & Family Services if appropriate.</p> <p>Support the student in his/her efforts to return to normal school routine, monitor. Offer support to other students & staff affected by the event.</p>

SITUATION	IMMEDIATE ACTION (Who)	INFORMATION COLLECTION (What/Who)	PARENT NOTIFICATION (Who contacts – Documentation)	REFERRAL	FOLLOW-UP PROCEDURES
Situation #5: Suicide attempt on a bus – No professional staff member present.	The bus driver will immediately follow the transportation company's established emergency procedures. The contractor will dispatch another bus to retrieve the remaining passengers and will contact the Building Administrator. The Building Administrator will contact the Superintendent and/or designee.	As directed by police at the scene and by Building Administrator.	Building Administrator immediately contacts parent/guardian.	To medical/mental health provider at the time of the incident. Regular Student Assistance Team process.	Same as Situation #4.
Situation #6: Suicide attempt at a school-sponsored event away from school grounds.	Teacher/Sponsor in charge will initiate emergency medical procedures by contacting emergency medical and law enforcement agencies. Contact parent/guardian and building administrator.	As determined by law enforcement agency involved.	Immediate contact by Teacher/Sponsor in charge.	As determined by Student Assistance Team follow-up procedures. Regular Student Assistance Team process.	Same as Situation #4.
Situation #7: Reported suicide attempt away from school and not at a school-sponsored event.	Notify Building Administrator. If suicidal ideation can be verified, refer to Situation #3.	Regular Student Assistance Team process if referred.	Based on Building Administrator's judgment.	To Mental Health Provider at time of parent/guardian contact.	Follow regular Student Assistance Team process.

SITUATION	IMMEDIATE ACTION (Who)	INFORMATION COLLECTION (What/Who)	PARENT NOTIFICATION (Who contacts – Documentation)	REFERRAL	FOLLOW-UP PROCEDURES
<p>Situation #8 A:</p> <p>Suicide completion in school or at school-sponsored event; Administrator present</p>	<p>Administrator present</p> <ol style="list-style-type: none"> 1. Staff member initiates medical emergency response by contacting emergency medical provider first. 2. Staff member notifies nurse, if available, who initiates medical emergency procedures. 3. Notify Building Administrator who contacts parent/guardian and police. 4. Sponsor and/or staff members maintain supervision of remaining students. 5. Building Administrator directs immediate response for the safety and well being of the other students. 6. Building Administrator notifies Superintendent and/or his designee. 7. Building Administrator initiates postvention procedures. 	<p>As required by emergency medical provider or police.</p>	<p>Immediately – by Building Administrator.</p>	<p>Not applicable</p>	<p>Student Assistance Team to develop a plan for response to students and faculty reaction to the event; obtain outside professional assistance when needed; make referrals as necessary.</p> <p>Meet with all building professionals and staff to alert them to the situation, to explain the plan of action and to offer support as needed.</p> <p>Continue postvention procedures.</p>
<p>Situation #8 B:</p> <p>Suicide completion in school or at school-sponsored event; Administrator unavailable</p>	<p>Administrator unavailable.</p> <ol style="list-style-type: none"> 1. Staff member initiates medical emergency response by contacting emergency medical provider first, and then the police. 2. Staff member notifies nurse, if available, who initiates additional medical emergency procedures. 3. Notify Building Administrator who contacts Superintendent and/or designee. 4. Sponsor and/or staff members maintain supervision of remaining students. 5. Building Administrator initiates postvention procedures. 	<p>As required by emergency medical provider or police.</p>	<p>Immediately – by staff member in charge or designee.</p>	<p>Not applicable.</p>	<p>Student Assistance Team to develop a plan for response to students and faculty reaction to the event; obtain outside professional assistance when needed; make referrals as necessary.</p> <p>Meet with all building professionals and staff to alert them to the situation, explain the plan of action and to offer support as needed.</p> <p>Continue postvention procedures.</p>

SITUATION	IMMEDIATE ACTION (Who)	INFORMATION COLLECTION (What/Who)	PARENT NOTIFICATION (Who contacts – Documentation)	REFERRAL	FOLLOW-UP PROCEDURES
<p>Situation #9: Reported suicide completion outside of school.</p>	<p>Building Administrator confirms the situation and notifies the Superintendent and/or designee.</p> <p>Student Assistance Team meets with appropriate postvention assistance providers to develop a plan for response to student and faculty reaction to the event.</p> <p>Building Administrator initiates the telephone tree to call all building faculty and staff to a meeting prior to the start of the school day if possible or makes a plan for immediate staff notification when the situation and plan of action will be explained; support will be offered as needed.</p>	<p>As determined by the Building Administrator.</p>	<p>As determined by the Building Administrator to express condolences and offer support for surviving students (siblings and friends of the deceased).</p> <p>Parents of surviving students contacted throughout postvention process as needed.</p>	<p>Surviving students as needed through postvention process.</p>	<p>Continue postvention procedures.</p> <p>Follow recommendations of Student Assistance Team as necessary.</p>

Suicide Prevention Resources For Schools

***Please note that the resources listed here are free of charge. There are many more excellent resources for minimal cost.

General Information (many with webinar sessions)

PA Youth Suicide Prevention Initiative Mission <http://www.payspi.org/>

Mission - The Pennsylvania Youth Suicide Prevention Initiative is a multi-system collaboration to reduce youth suicide.

Vision - Youth suicide prevention will be embraced and incorporated into the fabric of every community in Pennsylvania to address the social and emotional needs of youth at risk and survivors of suicide.

Suicide Prevention Resource Center <http://www.sprc.org/>

SPRC is the nation's only federally supported resource center devoted to advancing the *National Strategy for Suicide Prevention*. They provide technical assistance, training, and materials to increase the knowledge and expertise of suicide prevention practitioners and other professionals serving people at risk for suicide. They also promote collaboration among a variety of organizations that play a role in developing the field of suicide prevention.

Toolkit for High Schools <http://store.samhsa.gov/product/SMA12-4669>

Assists high schools and school districts in designing and implementing strategies to prevent suicide and promote behavioral health. Includes tools to implement a multi-faceted suicide prevention program that responds to the needs and cultures of students. Released in June 2012.

American Foundation for Suicide Prevention <http://www.afsp.org/>

The American Foundation for Suicide Prevention has been at the forefront of a wide range of suicide prevention initiatives – each designed to reduce loss of life from suicide. They are investing in groundbreaking research, new educational campaigns, innovative demonstration projects and critical policy work. And they are expanding their assistance to people, whose lives have been affected by suicide, reaching out to offer support and offering opportunities to become involved in prevention.

American Association of Suicidology <http://www.suicidology.org/home>

AAS is a membership organization for all those involved in suicide prevention and intervention, or touched by suicide. AAS is a leader in the advancement of scientific and programmatic efforts in suicide prevention through research, education and training, the development of standards and resources, and survivor support services.

Services for Teens At Risk (STAR Center) <http://www.starcenter.pitt.edu/>

Services for Teens At Risk (STAR-Center) is a comprehensive research, treatment, and training center. Funded by the State of Pennsylvania's General Assembly in 1986 to address adolescent suicide and depression, the program provides individual assessment and treatment to teens that are experiencing depression and suicidality. They also provide community education services about depression and suicidality to schools, social service agencies, churches and other organizations that request them.

The Trevor Project

<http://www.thetrevorproject.org/>

The Trevor Project is the leading national organization providing crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender, and questioning youth.

Comprehensive School Guide

Youth Suicide Prevention School-Based Guide <http://theguide.fmhi.usf.edu/>

The Youth Suicide Prevention School-Based Guide is designed to provide accurate, user-friendly information. The Guide is not a program but a tool that provides a framework for schools to assess their existing or proposed suicide prevention efforts (through a series of checklists) and provides resources and information that school administrators can use to enhance or add to their existing program. First, checklists can be completed to help evaluate the adequacy of the schools' suicide prevention programs. Second, information is offered in a series of issue briefs corresponding to a specific checklist. Each brief offers a rationale for the importance of the specific topic together with a brief overview of the key points. The briefs also offer specific strategies that have proven to work in reducing the incidence of suicide, with references that schools may then explore in greater detail. A resource section with helpful links is also included. The Guide provides information to school to assist them in the development of a framework to work in partnership with community resources and families.

School Policy

Model School Policy on Suicide Prevention –

https://www.afsp.org/content/download/10555/186750/file/Model%20Policy_FINAL.pdf

Written by American Foundation for Suicide Prevention, National Association of School Psychologists, American School Counselor Association, and The Trevor Project. This modular, adaptable document will help educators and school administrators implement comprehensive suicide prevention policies in communities nationwide.

STAR Center Sample School Suicide Policy and Procedure -

<http://www.starcenter.pitt.edu/Sample-School-Suicide-Policy-And-Procedure/41/Default.aspx>

Training for School Staff

Society for Prevention of Teen Suicide

<http://www.sptsusa.org/>

The mission of the Society for the Prevention of Teen Suicide is to reduce the number of youth suicides and attempted suicides by encouraging overall public awareness through the development and promotion of educational training programs for teens, parents and educators. The free, interactive series Making Educators Partners in Suicide Prevention is designed to be completed at the viewer's own pace. Pennsylvania school staff requiring Act 48 hours may submit the certificate of completion to c-paschool@pa.gov or fax it to 717-783-4790, along with your Dept. of Education Professional ID number, to have these hours submitted.

More Than Sad Program <http://www.afsp.org/preventing-suicide/our-education-and-prevention-programs/programs-for-professionals/more-than-sad-suicide-prevention-education-for-teachers-and-other-school-personnel>

The More Than Sad Program of the American Foundation for Suicide prevention provides education about factors that put youth at risk for suicide, in particular depression and other mental disorders. Instructional materials accompany the More Than Sad Program, including a power point presentation.

American Foundation for Suicide Prevention (<http://www.afsp.org/>) – PA AFSP chapters will make the “More Than Sad” DVD available free to all high and middle schools in PA that request one. **Contact Pat Gainey to receive your copy.** Patricia Gainey, Regional Director, American Foundation for Suicide Prevention, Greater Philadelphia Regional Office, 3535 Market Street, Suite 4047, Philadelphia, PA 19104; Office: (215)746-7256

Suicide Prevention Resource Center – Best Practice Registry <http://www.sprc.org/bpr>

The purpose of the Best Practices Registry (BPR) is to identify, review, and disseminate information about best practices that address specific objective of *the National Strategy for Suicide Prevention*. The BPR is a collaborative project of the Suicide Prevention Resource Center (SPRC) and the American Foundation for Suicide Prevention (AFSP). It is funded by the Substance Abuse and Mental Health Services Administration (SAMHSA). May of the best practice resources listed have to be purchased.

Material for Students

More Than Sad Program <http://www.afsp.org/preventing-suicide/our-education-and-prevention-programs/programs-for-teens-and-young-adults/more-than-sad-teen-depression>

The More Than Sad Program of the American Foundation for Suicide prevention provides education about factors that put youth at risk for suicide, in particular depression and other mental disorders.

American Foundation for Suicide Prevention (<http://www.afsp.org/>) – PA AFSP chapters will make the “More Than Sad” DVD available free to all high and middle schools in PA that request one. **Contact Pat Gainey to receive your copy.** Patricia Gainey, Regional Director, American Foundation for Suicide Prevention, Greater Philadelphia Regional Office, 3535 Market Street, Suite 4047, Philadelphia, PA 19104; Office: (215)746-7256

Suicide Prevention Resource Center Best Practice Registry
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Wisconsin Department of Public Instruction

The curriculum is not SPRC listed, but does use elements of SOS and Lifelines.

http://sspw.dpi.wi.gov/sspw_suicideprev main page

Link to Student programs: http://sspw.dpi.wi.gov/sspw_spstudentprograms

Link to Curriculum: http://sspw.dpi.wi.gov/sspw_suicideprevcurriculum

Postvention Assistance

Services for Teens At Risk (STAR Center) <http://www.starcenter.pitt.edu/>

Services for Teens At Risk (STAR-Center) is a comprehensive research, treatment, and training center. Funded by the State of Pennsylvania's General Assembly in 1986 to address adolescent suicide and depression, the program provides individual assessment and treatment to teens that are experiencing depression and suicidality. They also provide community education services about depression and suicidality to schools, social service agencies, churches and other organizations that request them. Any PA school can contact the STAR-Center for assistance in the aftermath of a suicide or other tragic loss. STAR-Center can also provide in-service training and resource materials on a variety of mental health related topics.

Suicide Prevention Resource Center Postvention Toolkit

<http://www.sprc.org/sites/sprc.org/files/library/AfteraSuicideToolkitforSchools.pdf>

This toolkit is designed to assist schools in the aftermath of a suicide (or other death) in the school community. It is meant to serve as a practical resource for schools facing real-time crises to help them determine what to do, when, and how. The toolkit reflects consensus recommendations developed in consultation with a diverse group of national experts, including school-based personnel, clinicians, researchers, and crisis response professionals. It incorporates relevant existing material and research findings as well as references, templates, and links to additional information and assistance.

Compiled by the: PA Youth Suicide Prevention Initiative: www.payspi.org

Memorandum of Understanding

by and between

East Allegheny School District

and

East Allegheny Education Association, PSEA/NEA

This Memorandum of Understanding (hereinafter "MOU") made this 4th day of December, 2015, by and between the East Allegheny School District (hereinafter "the District") and the East Allegheny Education Association, PSEA/NEA (hereinafter "the Association"),

WHEREAS, the District and the Association are parties to a Collective Bargaining Agreement which includes provisions regarding the committees for Logan Elementary School; and,

WHEREAS, the District has expressed to the Association a desire to modify the committees for Logan Elementary School; and,

WHEREAS, such modifications would affect teachers and staff members of Logan Elementary School; and,

WHEREAS, the Association has chosen to agree to such modifications.

NOW, THEREFORE, with the intent to be legally bound hereby, the District and the Association hereby agree as follows:

1. The union and district mutually agree to establish the following committees for Logan Elementary:
 - a. Positive Behavior Committee
 - b. Book Fair
 - c. Science Fair
 - d. Field Day
 - e. Read-A-Thon
 - f. Student Council
 - g. Special Events
2. The union and district mutually agree on the attached committee descriptions; dated and initialed.
3. The union and district mutually agree on the established point system for the new committees as per the attached document; dated and initialed.
4. The new committee positions will be posted once board approved.
5. Interested members will have 5 school days to respond to the posting.
6. After the closing of the posting, the administration will review all interested members and decide who will be placed in the position.
7. The administration has the right to not fill a committee and/or assign 0-6 assistants as per need determined by the district.
8. It is understood by both the union and district that the fall Book Fair has already taken place and run by Mrs. Kathy Weaver.

WHEREFORE, the parties hereto by their duly authorized representatives have executed this Memorandum of Understanding.

EAST ALLEGHENY
SCHOOL DISTRICT

EAST ALLEGHENY EDUCATION
ASSOCIATION, PSEA/NEA

Mr. Don Mac Fann, Superintendent

Ms. Robin Highlands, President

East Allegheny School District

East Allegheny Education
Association, PSEA/NEA

Committee Descriptors

Pawsitive Behavior Committee

Responsible for character education and anti bullying throughout the school year. This committee will require summer planning in preparation to begin the first day of school and last throughout the end of the school year. This committee bridges the STAR program which is designed for Primary aged students and Olweus which is targeted at Intermediate level students so that the content is appropriate for Pre-K through Grade 6.

Book Fair

This committee promotes literacy through planning and executing a Fall and Spring Book Fair conducive to Grades PreK – Grade 6. They work directly with Scholastic and are responsible for the contracts with the company, working collaboratively with PTO to have volunteers to staff the fair and handling of all monies involved.

Science Fair

This committee promotes further Science education through the participation in a Science Fair. This committee plans, promotes through material designed for and sent home to families, and executes a Science fair open to all grade levels. They are also responsible for securing judges and awards, creating evaluation criteria, and planning the auxiliary activities at the Fair itself.

Field Day

This committee creates the end of the Year Outdoor celebration for Grades K-3 where students display what they have learned about sportsmanship and character through athletic events. This committee is responsible for planning all activities (which includes gathering the materials needed or making them from scratch), working collaboratively with the PTO to arrange helpers, and providing various schedules to allow for inconsistencies in weather and accessibility of outdoor activity areas

Read A Thon

This committee promotes literacy through a competition using points from Accelerated Reader to help children earn rewards at the Cat Shack (School store) throughout the year and then culminating with a Reading Olympics outdoor celebration at the end of the year for readers who have met the goals

Logan Elementary Committee Recommendations for Posting

Union Recommendations		Facilitator	Assistant	Assistant	
1.	Positive Behavior Committee	1300	650	650	
2.	Book Fair	900	450		
3.	Science Fair	1100	550	550	
4.	Field Day	1100	550	550	
5.	Read-a-thon	1100	550	550	
6.	Student Council	800	400		
7.	Special Events (Holidays)	1100	550		
Totals		7400	3700	2300	13400

Principal Recommendation		Facilitator	Assistant	Assistant	
1.	Positive Behavior Committee	1300	650		
2.	Book Fair	900			
3.	Science Fair	1100	550	550	
4.	Field Day	1100	550		
5.	Read-a-thon	1100	550		
6.	Student Council	800	400		
7.	Special Events (Holidays)	1100	550		
Totals		7400	3250	550	11200

Previous Committees funds based on contract 2014-2015					
Logan	Read-a-thon	1200	750		
	Science Fair	1300	650		
	Student Council	600	600		
GV	STAR	1600			
	Book Fair	700			
	Dr. Suess	1200	600		
	Field Day	1600	1000		
	Science Fair	1300	850		
Totals		9500	4450		13950