

B. Public Comments Relative to Agenda Items

6. Policy

A. Policy

It is recommended (Superintendent) the Board adopt the following policies as attached:

- Policy No. 011 (Renamed/Revised) – Principles for Governance and Leadership
- Policy No. 234 (Revised) – Pregnant/Parenting/Married Students
- Policy No. 807 (Renamed/Revised) – Opening Exercises/Moment of Silence/Flag Displays
- Policy No. 904 (Revised) – Public Attendance at School Events
- Policy No. 909 (Revised) – Municipal Government Relations

Motion: _____ Second: _____
Yes: _____
No: _____
Absent: _____
Result: _____

7. Personnel

A. Act 93 – Administrative Support Personnel

It is recommended (Superintendent) the Board approve the following individual, pending documentation, in accordance with the Act 93 Administrative Support Personnel Agreement:

- Gregory Hayes; Director of Public Relations; effective April 7, 2026. Mr. Hayes will receive a prorated salary of \$82,000.00 for the 2025-2026 school year.

Motion: _____ Second: _____
Yes: _____
No: _____
Absent: _____
Result: _____

B. LTESPA Personnel

It is recommended (Business Manager) the Board approve the following individual in accordance with the LTESPA Agreement:

- Maegan DeCarvalho – Full-Time custodial employee effective February 13, 2026. Ms. DeCarvalho will receive an hourly rate of \$15.85.

Motion: _____ Second: _____
Yes: _____
No: _____
Absent: _____
Result: _____

Book	Policy Manual
Section	000 Local Board Procedures
Title	Principles for Governance and Leadership
Code	011
Status	Renames and Replaces 011 Board Governance Standards/Code of Conduct
Adopted	July 1, 2013
Revised	February 18, 2026

This board policy supports the Principles for Governance and Leadership adopted by the board and signed by individual school directors.

Pennsylvania school boards are committed to providing every student the opportunity to grow and achieve. Our actions, as elected and appointed board members, ultimately have both short and long-term impact in the classroom. Therefore, we pledge that we will . . .

Lead Responsibly

- **Prepare for, attend, and actively participate in board meetings**
- **Work together with civility and cooperation, respecting that individuals hold differing opinions and ideas**
- **Participate in professional development, training, and board retreats**
- **Collaborate with the Superintendent, acknowledging their role as the 10th member of the board and commissioned officer of the Commonwealth**

Act Ethically

- **Never use the position for improper benefit to self or others**
- **Avoid actual or perceived conflicts of interest**
- **Recognize school directors do not possess any authority outside of the collective board**
- **Accept that when a board has made a decision, it is time to move forward collectively and constructively**

Plan Thoughtfully

- **Implement a collaborative strategic planning process**
- **Set annual goals that are aligned with comprehensive plans, recognizing the need to adapt as situations change**
- **Develop a comprehensive financial plan and master facilities plan that anticipates short and long-term needs**
- **Allocate resources to effectively impact student success**

Evaluate Continuously

- **Make data-informed decisions**
- **Evaluate the Superintendent annually**
- **Conduct a board self-assessment on a recurring basis**
- **Focus on student growth and achievement**
- **Review effectiveness of all comprehensive and strategic plans**

Communicate Clearly

- **Promote open, honest, and respectful dialogue among the board, staff, and community**
- **Acknowledge and listen to varied input from all stakeholders**
- **Promote transparency while protecting necessary confidential matters**
- **Set expectations and guidelines for individual board member communication**

Advocate Earnestly

- **Promote public education as a keystone of our Commonwealth**
- **Engage the community by seeking input, building support networks, and generating action**
- **Champion public education by engaging local, state, and federal officials**

Govern Effectively

- **Establish and adhere to rules and procedures for board operations**
- **Develop, adopt, revise, and review policy routinely**
- **Align board decisions to policy ensuring compliance with the PA School Code and other local, state, and federal laws**
- **Remain focused on the role of governance, effectively delegating management tasks to the administration**

Book	Policy Manual
Section	200 Pupils
Title	Pregnant/Parenting/Married Students
Code	234
Status	Active
Adopted	May 13, 1987
Last Revised	July 1, 2013; February 18, 2026

Purpose

A student who is eligible to attend district schools and is married and/or pregnant/parenting shall not be denied **admission to the district or** an educational program solely because of marriage, pregnancy, pregnancy-related **conditions or potential or actual** parenthood. [\[1\]\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)

Definition

Pregnancy, as defined in state regulations, shall include the use of assisted reproductive technology, the state of being in gestation, childbirth, breastfeeding, the postpartum period after childbirth and medical conditions related to pregnancy.[\[6\]](#)

Authority

The Board **directs that students who are married or experiencing pregnancy, pregnancy-related conditions or parenting shall have equal access to the same educational programs, activities and services provided to other district students.**[\[2\]](#)[\[3\]](#)

The Board directs district staff to make reasonable modifications to Board policies, administrative regulations and school rules as necessary to provide equal access to the district's educational program for a student experiencing pregnancy, pregnancy-related conditions or parenting. Reasonable modifications may include, but are not limited to:[\[7\]](#)

{X} Breaks during class to address lactation needs or health needs, including eating, drinking and restroom use.

{X} Intermittent absences to attend medical appointments, in accordance with Board policy.[\[8\]](#)

{X} Voluntary leave of absence as deemed medically necessary by the student's licensed healthcare provider.[\[8\]](#)

{X} Access to online or homebound instruction, or other separate but comparable program of the district's educational programs and activities.[\[9\]](#)[\[10\]](#)

{X} Changes in schedule or course sequence.

{X} Extensions of time for coursework or rescheduling of tests and examinations.

{X} Allowing the student flexibility in sitting and standing, and changes in physical space or supplies, including carrying water.

{X} Access to appropriate facilities for addressing lactation needs.

{X} Counseling.

The district shall not require documentation for establishing reasonable modifications or providing equal access to educational programs and activities unless such documentation is required in accordance with law or other Board policies and administrative regulations.[3][7][8][9][11]

Delegation of Responsibility

The Superintendent or designee shall develop administrative regulations for implementing this policy.

Legal References

1. 24 P.S. 1326

2. 22 PA Code 12.1

3. Pol. 103

4. Pol. 200

5. Pol. 201

6. 16 PA Code 41.204

7. Pol. 103.1

8. Pol. 204

9. Pol. 117

10. Pol. 124

11. Pol. 123

43 P.S. 951 et seq

16 PA Code 41.201 et seq

22 PA Code 4.4

22 PA Code 12.4

20 U.S.C. 1232g

29 U.S.C. 794

34 CFR Part 99

Pol. 146

Book	Policy Manual
Section	800 Operations
Title	Opening Exercises/ Moment of Silence /Flag Displays
Code	807
Status	Active
Adopted	May 13, 1987
Last Revised	July 1, 2013; February 18, 2026

Purpose

The Board adopts this policy to ensure that all district schools comply with state and federal laws concerning flag displays, opening exercises **and the moment of silence on the anniversary of September 11**, while respecting the rights of individuals.

Authority

A United States flag shall be displayed in classrooms and on or near each school building during school hours, in **clement** weather and at other times determined by the Board.[\[1\]](#)

District schools shall provide opening exercises that include a salute to the flag and/or recitation of the Pledge of Allegiance or the National Anthem.[\[1\]](#)

Students may decline to recite the Pledge of Allegiance or National Anthem and to salute the flag on the basis of personal belief or religious conviction. Students who choose to refrain from such participation shall respect the rights and interests of classmates who do participate.[\[1\]\[2\]](#)

The Board shall direct professional employees to conduct a brief period of silent prayer or meditation as part of daily opening exercises. Silent prayer or meditation shall not be conducted as a religious service or exercise.[\[3\]](#)

The Board directs the district to annually provide, during instructional hours, a moment of silence for students and staff to observe the anniversary of September 11, 2001.[\[4\]](#)

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[1. 24 P.S. 771](#)

[2. 22 PA Code 12.10](#)

[3. 24 P.S. 1516.1](#)

[4. 24 P.S. 1555](#) Copyright PSBA 2025

Book	Policy Manual
Section	900 Community
Title	Public Attendance at School Events
Code	904
Status	Active
Adopted	October 8, 2003
Last Revised	July 1, 2013; February 18, 2026

Purpose

The Board welcomes the public at activities and events sponsored by the school district, but the Board also acknowledges its duty to maintain order and preserve school facilities **and health and safety during such events. This policy establishes conditions, restrictions and procedures to regulate public attendance and conduct at school and school-sponsored activities.**

Definition

For purposes of this policy, tobacco product encompasses **not only tobacco but also vaping products including electronic cigarettes (e-cigarettes).** Tobacco products, for purposes of this policy and in accordance with law, shall be defined to include the following:[1][2]

1. Any product containing, made or derived from tobacco or nicotine that is intended for human consumption, whether smoked, heated, chewed, absorbed, dissolved, inhaled, snorted, sniffed or ingested by any other means, including, but not limited to, a cigarette, cigar, little cigar, chewing tobacco, pipe tobacco, snuff and snus.
2. Any electronic device that delivers nicotine or another substance to a person inhaling from the device, including, but not limited to, electronic nicotine delivery systems, an electronic cigarette, a cigar, a pipe and a hookah.
3. Any product containing, made or derived from either:
 - a. Tobacco, whether in its natural or synthetic form; or
 - b. Nicotine, whether in its natural or synthetic form, which is regulated by the United States Food and Drug Administration as a deemed tobacco product.
4. Any component, part or accessory of the product or electronic device listed in this definition, whether or not sold separately.

The term tobacco product does not include the following:[1][2]

- 1. A product that has been approved by the United States Food and Drug Administration for sale as a tobacco cessation product or for other therapeutic purposes where the product is marketed and sold solely for such approved purpose, as long as the product is not inhaled.**
- 2. A device, included under the definition of tobacco product above, if sold by a dispensary licensed in compliance with the Medical Marijuana Act. *Federal law requires the district to maintain a drug-free environment, at which marijuana of any kind is prohibited.*[3][4]**

Authority

The Board has the authority to prohibit at a school event the attendance of any individual whose conduct may constitute a disruption. **The Superintendent or designee and building principal may limit attendance to designated areas or may limit the number of attendees to school events when necessary to protect the health and safety of students, staff and the public, in accordance with Board-approved health and safety plans and guidance from state and local officials.**

The Board prohibits gambling and the possession and use of controlled substances **prohibited by state or federal law**, alcoholic beverages and weapons on school premises. **[5][6]**

Attendees shall be informed of the district's health and safety rules through announcements and posting of appropriate signage. Health and safety rules must be followed prior to entry and while attendees are in school buildings and on school property, in accordance with Board policy, district procedures, the Board-approved health and safety plans and guidance from state and local officials.**[7]**

Tobacco and Vaping Products

The Board prohibits use of tobacco products, including e-cigarettes, by any persons at any time in a school building; on school buses or other vehicles that are owned, leased or controlled by the school district; or on property owned, leased or controlled by the school district.[2][8]

This policy does not prohibit possession of tobacco products by members of the public of legal age at school or school-sponsored activities.

The Board deems it to be a violation of this policy for an individual in attendance at school or a school-sponsored activity to furnish a tobacco product to a minor.[1]

Delegation of Responsibility

A schedule of fees for attendance at school events shall be prepared by the Superintendent or designee and adopted by the Board.

The **Superintendent shall ensure that this policy is posted on the district's publicly accessible website.**[\[9\]](#)

Reports

Annual School Safety and Security Incidents Report -

The Superintendent shall annually, by July 31, report all incidents of prohibited possession, use or sale of tobacco products by any person on school property to the PA Department of Education on the required form.[\[10\]](#)[\[11\]](#)[\[12\]](#)

Law Enforcement Incident Report -

In accordance with state law and regulations, the procedures set forth in the memorandum of understanding with law enforcement and Board policies, the Superintendent or designee may report to the law enforcement agency that has jurisdiction over the school's property, the use or sale of tobacco products by any person in a school building; on a school bus or other vehicles that are owned, leased or controlled by the school district; or on any property owned leased or controlled by the school district.[\[1\]](#)[\[2\]](#)[\[10\]](#)[\[11\]](#)[\[12\]](#)[\[13\]](#)[\[14\]](#)

Guidelines

Free Admittance

Senior citizens who are district residents and are 65 years of age or older shall be admitted without charge to home school athletic events during the regular sports season.

District personnel will be admitted to all home athletic events at no charge.

Free passes to home athletic events will be available to each Board member and a guest.

The Board will honor athletic passes **from all districts that are members of conferences** in which teams of this district compete and honor the passes of this district.

Service Animals

Individuals with disabilities may be accompanied by their service animals while on district property for events that are open to the general public in accordance with Board policy and state and federal **laws** and **regulations.** [\[15\]](#)[\[16\]](#)[\[17\]](#)

Legal References

1. 18 Pa. C.S.A. 6305

2. 18 Pa. C.S.A. 6306.1

3. 20 U.S.C. 7118

4. Pol. 351

5. 24 P.S. 511

6. 24 P.S. 775

7. Pol. 705

8. 20 U.S.C. 7973

9. 24 P.S. 510.2

10. 24 P.S. 1306.2-B

11. 24 P.S. 1319-B

12. Pol. 805.1

13. 22 PA Code 10.2

14. 22 PA Code 10.22

15. 28 CFR 35.136

16. 43 P.S. 953

17. Pol. 718

35 P.S. 637.1 et seq

20 U.S.C. 7971 et seq

28 CFR Part 35

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Book Policy Manual
Section 900 Community
Title Municipal Government Relations
Code 909
Status Active
Adopted July 1, 2013
Last Revised February 18, 2026

Purpose

It is the policy of the Board that school district officials and municipal officials maintain a close and harmonious association. Such liaison is requisite for dealing with school/community concerns and issues in **an efficient** manner while assuring prudent expenditure of tax dollars.

Authority

The Board recognizes that its authority derives directly from the General Assembly, but it also is aware that the municipality and the school district must work together for the welfare of the residents.[\[1\]](#)

The Board, as an independent body, has no statutory relationship to other local governmental bodies. However, the Board may cooperate with local government units and other appropriate organizations in matters that affect district responsibilities. Such organizations may include, but not be limited to, health agencies, public libraries, museums, **law enforcement agencies** and fire departments, township supervisors, borough council, planning commissions and the courts.

In matters affecting the budgets of such agencies, the Board shall neither seek special consideration nor assume costs that properly fall outside its jurisdiction, except as prescribed by law.

The Board advocates joint expenditures of district and municipal or county funds to provide facilities from which the entire community may derive benefits. In accordance with this policy, the Board may, as either opportunity or need arises, and as it is entitled to do by law, enter into joint action **agreements** with the local municipal governing body in acquiring or leasing, improving, equipping, operating or maintaining such jointly used facilities.[\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)[\[6\]](#)

Delegation of Responsibility

The Superintendent and each **law enforcement agency** that has jurisdiction over school property shall enter into, **and update on a biennial basis**, a memorandum of understanding, which shall be developed and executed in accordance with state **law and** regulations.[\[7\]](#)[\[8\]](#)[\[9\]](#)[\[10\]](#)

To maintain cooperation with the municipality for fiscal and facilities planning, the Superintendent or designee will meet periodically with municipal officials to discuss issues of common interest.

Legal References

1. PA Const. Art. III Sec. 14

2. 24 P.S. 502

3. 24 P.S. 521

4. 24 P.S. 706

5. 24 P.S. 775

6. 24 P.S. 790

7. 24 P.S. 1306.2-B

8. 24 P.S. 1319-B

9. 22 PA Code 10.11

10. Pol. 805.1

22 PA Code 10.24

35 Pa. C.S.A. 7701

Pol. 613

Pol. 805

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