Agenda of Regular Business Meeting July 13, 2026

Forest City Regional School District

A Regular Business Meeting July 13, 2026 of the Board of Directors of Forest City Regional School District will be held Monday, July 13, 2026, beginning at 7:30 PM District Auditorium, 100 Susquehanna Street, Forest City, PA 18421.

1. **Pledge of Allegiance**
2. **Call to Order**
3. **Recognition of Visitors**
4. **Executive Session**

Description:

1. An executive session was held on Tuesday, May 26, 2026 to discuss personnel and support staff contract.
2. An executive session was held this evening at 6:00 p.m. to discuss legal and personnel.
3. An invitation to the public to comment on issues involving the school district, its program and its procedures.

5. **Minutes**

Description: Motion to approve the minutes of the Regular Business meeting of June 15, 2026.

6. **Financial Reports**

Description: Business Office Report, Treasurer's Report, Student Activity Account Summary; Bills Paid in Advance General Fund - June; and Bills Paid in Advance General Fund - July

7. **Payment of Bills**

Description: Motion to approve the payment of bills for July 13, 2026:
Bill listings for General Fund and Cafeteria Fund

8. **MOU - Head Start Agency**

Description: Motion to approve the Memorandum of Understanding between the Forest City Regional School District and Head Start for the 2026-2027 school year.

9. **MOU - PA State and Local Police**

Description: Motion to approve the Memorandum of Understanding between Forest City Regional School District, PA State Police and local law enforcement agencies effective September 1, 2026.

10. **Title III Consortium Memorandum of Understanding**

Motion to approve the Title III Memorandum of Understanding between Forest City Regional School District and Northeastern Educational Intermediate Unit 19.

11. **Agreement - LinkIt!**

Description: Motion to approve the LinkIt! agreement for data warehouse reporting for the 2026-2027 school year at a cost of $10,704.00. This is less than the original quote of $12, 361.00.

12. **Agreement - Northern Light Counseling**

Description: Motion to approve the agreement between Forest City Regional and Northern Light Counseling for outpatient mental health services per the attached for the 2026-2027 school year.

13. **Extracurricular Appointments 2026-2027**

14. **Personnel - Appoint Acting Superintendent**
Description: A) Motion to appoint Mr. Michael Coleman as Acting Superintendent at $125.00 per day until released from current employer.

B) Motion to amend the agenda to add motion to appoint Michael Coleman as District Superintendent of Forest City Regional School District pursuant to a five (5) year contract at a salary of $128,000.00 effective upon release from current employer.
C) Motion to appoint Michael Coleman as District Superintendent of Forest City Regional School District pursuant to a five (5) year contract at a salary of $128,000.00 effective upon release from current employer.

15. **Personnel - Department Chairs 2026-2027**
Description: Department Chairs 2026-2027

Motion to approve the Department Chairs for the 2026-2027 school year per the attached.

16. **Personnel - Appointment - Teacher**
Description: Kaitlin Talarico as Music Teacher effective August 24, 2026 at Bachelor's Step 1 at a salary of $59,375.00, per the negotiated Forest City Regional Educational Association Contract.

17. **Personnel -Support Staff - Maintenance**
Description: Motion to approve Trevor Anderson as 6.5 hour custodial staff effective July 13, 2026 per the negotiated Forest City Regional Education Support Staff Professionals contract.

18. **New Business**
19. **Superintendent's Report**
20. **Information Items**
21. **Adjournment**

Minutes of Regular Board Meeting – June 15, 2026

Forest City Regional Board of Education

100 Susquehanna Street, Forest City, PA 18421

The Regular Business meeting of the Board of Education was held on Monday, June 15, 2026, in the District Auditorium.

Board President McAndrew called the meeting to order at 7:32 p.m. and started the meeting with the Pledge of Allegiance.

Board members present were as follows:

Board President: Marissa McAndrew
Board Member: Mary Emmett
Board Member: Bernice Lukus
Board Member: Henry Nebzydoski
Board Member: Christopher Stahl
Board Member: Katherine Cruz
Board Member: Danielle Pajka
Board Member: Eric Bennett
Board Member: Melissa Erdmann

Administrators present in the meeting: Stephen Glynn, Technology Coordinator; Michelle Gogolski, Business Manager;Michael Zack, Elementary Principal; High School Principal, Ms. Cynthia Weiss; Special Education Director, Mrs. Michelle Lesjack; Board Secretary, Mrs. Jocelyn Finnerty

Board President McAndrew welcomed everyone to the meeting.Also in attendance: John Kameen, Forest City News and Lillian Senko, Susquehanna Transcript ; and approximately 18 community members.

Board President McAndrew introduced Mr. Zack and he announced his Mighty Foresters for May 2026. Each student that attended the meeting came to the front of the auditorium to be recognized. Ms. Weiss also introduced May 2026 Outstanding Senior, Wyatt Barucky.

President McAndrew announced an executive session was held on May 26, 2026 to discuss personnel and support staff contract. An executive session was also held prior to the meeting to discuss legal and personnel including more interviews to be held for a new superintendent. President McAndrew said the Board is seriously focusing on the hiring of a superintendent. We

received 12-15 applicants after posting again and this is a long process. The Board is committed to finding the best candidate.

Community member Eileen Lynch mentioned that the district puts on a band-aid to cover the deficit each year. A possible solution to the deficit is to look at solutions for the rising healthcare costs and try to get more cyber school students back to the school. Pres. McAndrew responded that Dr. Gilroy did advocate to try to get more of those students back to FCR. She also mentioned if industry development comes in this may help with funding even though the community may not want the development. Director Nebzydoski stated he has been on the board many years and can remember when the state gave fifty percent funding to school and now it is down to thirty to thirty-five percent.

Finance

Approval of Minutes

A motion was made by Director Emmett and seconded by Director Lukus to approve the minutes of the Regular Business Meeting on May 11, 2026. The motion carried with all affirmatives.

Financial Reports

A motion was made by Director Lukus and seconded by Director Emmett to approve the following reports:

- Business Office and Treasurer's Reports for June 2026;
- Student Activity Account Summary for June 2026;
- Bills Paid in Advance for General Fund.

The motion carried with all affirmatives.

Director Stahl asked Business Manager, Shelly Gogolski if he could be sent a copy of the FBLA ledger.

Payment of Bills

A motion was made by Director Nebzydoski and seconded by Director Pajka to approve the payment of bills for general fund; cafeteria fund; and the athletic fund for June 15, 2026. The motion carried with all affirmatives.

Resolution - Homestead/Farmstead

A motion was made by Director Pajka and seconded by Director Erdmann to approve the 2026 Homestead and Farmstead Exclusion Resolution. The motion carried with all affirmatives.

School Budget - 2026-2027

A motion was made by Director Erdmann and seconded by Director Pajka to approve and adopt the final general fund budget for the 2026-2027 school year in the amount of $20,009,153 with the following tax levies.

Per Capita Section 679 School Code	$5.00
Per Capita - Act 511	$5.00
Wage Tax	1/2 of 1%
Real Estate Transfer Tax	1/2 of 1%
Real Estate: Mills	
Forest City	54.24
Union Dale	54.24
Herrick Township	54.24
Clinton II	13.66
Pleasant Mount	13.66
Vandling	8.09

A roll call vote was held and the motion carried with eight (8) affirmative and one (1) dissenting vote. The motion carried.
Business Manager, Shelly Gogolski stated this is a 3.1 % increase from 2026. She also stated the fund balance increased by $93,000 due to receiving extra money from delinquent taxes.

Agreement - Leader Services

A motion was made by Director Cruz and seconded by Director Erdmann to approve the renewal agreement from Leader Services for IEP Writer.com from July 1, 2026 through June 30, 2027 in the amount of $4,260.00. The motion carried with all affirmatives.

Agreement - Graham Academy

A motion was made by Director Bennett and seconded by Director Nebzydoski to approve the agreement between Forest City Regional School District and Specialized Education of Pennsylvania, Inc. for Graham Academy for the 2026-2027 school year. The motion carried with all affirmatives.
Director Stahl asked how many students enrolled at this time and Mrs. Michelle Lesjack, Director of Special Ed. responded three. She also stated that she had brought eight students back to the district but some families move in that need to be educated outside of the district.

Agreement - Speech Therapist

A motion was made by Director Stahl and seconded by Director Bennett to appoint Meghan Kugler as Speech Therapist, part-time at a salary of $75.00 per hour for fourteen (14) hours per week for the 2026-2027 school year. The motion carried with all affirmatives.

Agreement - LinkIt!

A motion was made by Director Emmett and seconded by Director Stahl to table the LinkIt! Agreement for data warehouse reporting for the 2026-2027 school year at a cost of $12,361.00. The motion carried with all affirmatives.
President McAndrew stated that the district is looking to find a cheaper contract to save money.

Agreement - Lightspeed Systems

A motion was made by Director Lukus and seconded by Director Nebzydoski to approve the agreement between Forest City Regional School District and Lightspeed Systems for new content filter, alert system, and classroom management software for the 2026-2027 school year at a cost of $6,741.40. The motion carried with all affirmatives.

Agreement - Interpretek American Sign Language Interpreting Services

A motion was made by Director Nebzydoski and seconded by Director Pajka to approve the agreement between Forest City Regional School District and Communication Services, Inc., D/B/A Interpretek Interpreting Services for the 2026-2027 school year. The motion carried with all affirmatives.

Agreement - New Story

A motion was made by Director Pajka and seconded by Director Erdmann to approve the agreement between Forest City Regional School District and New Story Schools for the 2026-2027 school year. The motion carried with all affirmatives, 9 yes and 0 no.
Director Stahl inquired how many are currently being educated and Mrs. Lesjack said at this time there are two students attending.

Agreement - ProCare Addendum A Summer ESY 2026

A motion was made by Director Erdmann and seconded by Director Bennett to approve the ProCare Addendum A Client Assignment Confirmation to assign Keisha Rousseau as a PCA for extended school year student summer 2026. The motion carried with all affirmatives.

Agreement - ProCare Occupational Therapy

A motion was made by Director Cruz and seconded by Director Erdmann to approve the agreement between Forest City Regional School District and Procare Occupational Therapy Services for the 2026-2027 school year. The motion carried with all affirmatives.

Addendum to Agreement - ProCare

A motion was made by Director Bennett and seconded by Director Stahl to approve Addendum A Client Assignment for the agreement between Forest City Regional School District and Procare Therapy for the 2026-2027 school year. The motion carried with all affirmatives.

Agreement - Homelessness Program (ECYEH)

A motion was made by Director Stahl and seconded by Director Bennett to approve the Forest City Regional School District's letter of agreement with Pennsylvania's Education for Children and Youth experiencing homelessness (ECYEH) program for the 2026-2027 school year. The motion carried with all affirmatives.

Education and School Related

Extracurricular Athletic Stipends 2026-2027

A motion was made by Director Emmett and seconded by Director Lukus to approve the extracurricular athletic stipends for the 2026-2027 school year. The motion carried with all affirmatives.

Extracurricular Appointments

A motion was made by Director Lukus and seconded by Director Nebzydoski to approve the extracurricular appointments for the 2026-2027 school year. The motion carried with all affirmatives.

Director Stahl thanked the coaches for their time with our athletic programs.

Extracurricular

A motion was made by Director Nebzydoski and seconded by Director Pajka to declare the spring extracurricular positions open for the 2026-2027 school year. The motion carried with all affirmatives.

School Health Care Services

A motion was made by Director Pajka and seconded by Director Erdmann to approve the Forest City Office of the Wayne Memorial Community Health Centers for school health care services for the 2026-2027 school year. The motion carried with all affirmatives.

School Dentist 2026-2027

A motion was made by Director Erdmann and seconded by Director Cruz to approve Dr. Gerard Genco as the School dentist for the 2026-2027 school year. The motion carried with all affirmatives.

President McAndrew thanked Dr. Genco for donating his time to the district free of charge.

Board Treasurer

In accordance with Section 404 of the School Code, a Board Treasurer is to be elected for a one year term to begin duties July 1, 2026 through June 30, 2027. A motion was made by Director Cruz and seconded by Director Erdmann to elect and approve Danielle Pajka as Board Treasurer ($5,000 bond; no compensation). The motion carried with all affirmatives.

2025-2026 School Safety and Security Coordinator Survey

A motion was made by Director and seconded by Director Stahl to approve the 2025-2026 School Safety and Security coordinator Survey HA 1-495 and presentation. The summary will be sent to the state as required. The motion carried with all affirmatives.

Flexible Instruction Day Application and Board Affirmation

A motion was made by Director Stahl and seconded by Director Erdmann to approve the application for the Flexible Day Instruction Program Application for the 2026-2027 school year and the Board Affirmation Statement. The motion carried with all affirmatives.

President McAndrew stated there was no change to the previous application asking for five days to be granted.

Dual Enrollment Agreement - University of Scranton

A motion was made by Director Emmett and seconded by Director Lukus to approve the Dual Enrollment Agreement between Forest City Regional School District and University of Scranton effective August 31, 2026 through August 12, 2027. The motion carried with all affirmatives.

Personnel

Resignation - Teacher

A motion was made by Director Lukus and seconded by Director Nebzydoski to accept the resignation of Samuel Brooks, Choral Music Teacher effective June 8, 2026.The motion carried with all affirmatives.

Resignation - Teacher

A motion was made by Director Nebzydoski and seconded by Director Lukus to accept the resignation of Shari Franklin, High School Math Teacher effective June 11, 2026.The motion carried with all affirmatives.

President McAndrew thanked Mrs. Franklin for her service and said the positions would be filled.

Resignation - Support Staff

A motion was made by Director Pajka and seconded by Director Erdmann to accept the resignation of Kayla Gyle, support staff paraprofessional effective May 28, 2026. The motion carried with all affirmatives.

Resignation - Support Staff

A motion was made by Director Erdmann and seconded by Director Cruz to accept the resignation of Amanda Quinn, support staff paraprofessional effective June 8, 2026. The motion carried with all affirmatives.

School Police Officer

A motion was made by Director Cruz and seconded by Director Bennett to appoint John Bradley as school district police officer for 185 days at a salary of $45,920.00 for the 2026-2027 school year. The motion carried with all affirmatives.

The board recognized Officer Bradley stating he does a phenomenal job and the district is happy to have him.

Board Secretary

A motion was made by Director Bennett and seconded by Director Stahl to approve Jocelyn Finnerty as Board Secretary at a stipend of $3,500.00 per year effective July 1, 2026 and extending to and including June 30, 2029. The motion carried with all affirmatives.

Appointment - High School Math Teacher

A motion was made by Director Stahl and seconded by Director Bennett to appoint Lauren Roote as a Secondary Math Teacher effective August 24, 2026 at Master's Step 3 at a salary of $63,499.00 per the negotiated Forest City Regional Educational Association contract. The motion carried with all affirmatives.

President McAndrew announced that Director Lukus and Director Pajka were happy to welcome Ms. Roote after meeting and interviewing her.

Appointment - Special Education Teacher

A motion was made by Director Emmett and seconded by Director Lukus to appoint Amanda Vinton as a Special Ed. Teacher effective August 24, 2026 at Master's Step 3 at a salary of $63,499.00 per the negotiated Forest City Regional Educational Association contract. The motion carried with all affirmatives.

President McAndrew stated she will replace Mrs. Borosky. The position will save the district money and she came highly recommended.

Support Staff - 210 Day Secretary

A motion was made by Director Pajka and seconded by Director Erdmann to amend the motion to approve Nicole Botjer contingent and subject to MOU as a 210 Day Secretary effective July 1, 2026 with the Forest City Regional Education Support Professionals Association.The motion carried with all affirmatives.

A motion was made by Director Pajka and seconded by Director Erdmann to approve Nicole Botjer as a 210 Day Secretary subject to Board President Marissa McAndrew signing the corrected MOU with the Forest City Regional Education Support Professionals Association contract. The motion carried with all affirmatives.

New Business

District Policies - Second Reading

A motion was made by Director Erdmann and seconded by Director Pajka to review the following district policies (Second Reading):

Policy No.	*Policy*
325 VOL I 2026	Dress and Grooming
325-AR-0 Vol I 2026	Dress and Grooming
325-AR-2 Vol I 2026	Identification Badges
332 Vol I 2026	Working Periods
619 Vol I 2026	District Audit
810 Vol I 2026	Transportation

The motion carried with all affirmatives.

Use of Building Requests

A motion was made by Director Cruz and seconded by Director Stahl to approve the following use of building requests:

Event	**Dates**	**Times**
Varsity Boys Basketball	May 29, 2026 through August 12, 2026	To Be Decided
Mrs. Heller's Closet Bingo	November 8, 2026	9:00 a.m - 7:00 p.m.
Back to School Expo	August 8, 2026	7:00 a.m. - 2:30 p.m.
Sun Meals Lunch Distribution	June 10 through August 19, 2026, Wednesdays	11:00 a.m. - 3:00 p.m.

The motion carried with all affirmatives.

President MAndrew said the bus contracts will be negotiated for the July business meeting. Director Stahl mentioned the district will try to help with fuel. Pres. McAndrew said that when she spoke to Mr. Tom Nebzydoski, the contractors will be happy with anything built into the contract.

Director Cruz wanted to note she approved the budget for the 2026-2027 school year but knows as a representative in Susquehanna County she feels best that can be done. She said she doesn't live in Wayne or Lackawanna County and knows many frustrations for families.

Principal Zack commented that there was an increase in family involvement this school year for field day. He also gave a shout out to Mr. Bryer for the great work on his first field day. He also commended Mrs. Carney and Mrs. McGraw for the awesome End of the Year Bash that was held in the elementary school. He also thanked Union Dale Fire Co. for sending a truck to send a wet happy send off to the students on the last day of school.

High School Principal, Ms. Weis also gave a shout out to thank Kevin Mulszewski for donating the movie theme posters to the district this year as well.

With no other questions or comments coming to the floor, Board President McAndrew asked for a motion to adjourn. A motion was made by Director Nebzydoski and seconded by Director Pajka to adjourn the regularly scheduled meeting of the Forest City Regional Board of Education at 8:53 p.m. The motion carried with all affirmatives.

Mrs. Jocelyn Finnerty, Board Secretary

FOREST CITY REGIONAL SCHOOL DISTRICT

FOREST CITY, PA 18421

May 2026

Business Office Report- For Information Only

Gross Payroll May 2026				**$**	**625,266.12**
Payroll Withholding Taxes:	Federal Withholding Tax	$	50,119.12		
	FICA-Soc.Security & Medicare	$	47,006.81		
	Wage Tax	$	6,197.27		
	Occupational Tax	$	70.00		
	State Income Tax	$	18,872.37		
	Garnishments	$	156.48		
	PSERS	$	44,946.91		
	Tax Sheltered Annuities	$	13,295.34		
	PSEA Dues	$	7,106.60		
	ESPA Dues	$	1,023.74		
	LDSP Dues	$	30.00		
	Health Insurance Premiums	$	3,837.66		
	American Fidelity-Flex 125	$	2,172.98		
	American Fidelity-Ins. & Dis.	$	5,779.14		
	Sun Life	$	686.60		
	Unemployment	$	434.72		
	Voya PSERS	$	3,869.05		
	Total	**$**	**205,604.79**		
Net Payroll				**$**	**419,661.33**

Supplemental Payments

Name	Reason	Amount	
Bolcavage, Jim	Safety Meeting	$	22.85
Bryer, Kelsey	SAP	$	197.99
Carney, Sarah	SAP/PBIS	$	99.00
Fedak, Cathi	SAP	$	15.23
Galinsky, Kelly	SAP	$	76.15
Gardus, Patricia	Safety Meeting	$	15.75
Glynn, Jenna	SAP/No Prep	$	57.24
Holgate, Joanne	SAP	$	45.69
Kemmerer, Carrie	SAP	$	30.46
McGraw, Amanda	SAP	$	15.23
McHale, Mickayla	Prep Coverage	$	35.00
Nebzydoski, Daniel	Safety Meeting	$	53.31
Nebzydoski, Kelly	Safety Meeting	$	22.85
Pantzar, Jason	Safety Meeting	$	22.85
Rusnak, Ann Marie	SAP/No Prep	$	264.92
Scavone, John	Band Director	$	695.16
Scotti, Christian	Prep Coverage	$	35.00
Shelp, Kelly	Split Class	$	70.00
Wagner, Susie	Split Class	$	70.00
Yasinskas, Nacy	Split Class	$	70.00
	Total	**$**	**1,914.68**

Electronic Payments

Vendor	Description		Amount
Visa Payment	Credit Card Payment	$	6,264.35
		$	**6,264.35**

VISA Bills - for Approval by Board -May 2026

General Fund

VENDOR	DESCRIPTION		AMOUNT
	General Fund Total	**$**	**-**

Student Activities

Glo Scented	Yearbook	$	963.00
Hersheypark	Student Ambassadors	$	2,306.35
TDI Theatre	Drama	$	25.00
Broadway Theatre	Drama	$	2,970.00
	Student Activity Fund Total	**$**	**6,264.35**

Cafeteria Fund

	Cafeteria Fund Total	**$**	**-**
	Grand Total	**$**	**6,264.35**

FOREST CITY REGIONAL SCHOOL DISTRICT
FOREST CITY, PA

Treasurer's Report				**July-26**
GENERAL FUND				
Beginning Balance-Checking a/c----------			$	5,429,314.37
May 2026- Income:				
Real Estate Taxes				
Lackawanna County	$	-		
Susquehanna County	$	-		
Wayne County	$	-	$	-
Delinquent Real Estate Taxes				
Lackawanna County	$	1,978.42		
Susquehanna County	$	-		
Wayne County	$	-	$	1,978.42
Per Capita Taxes				
Clinton Twp	$	-		
Forest City	$	-		
Herrick Twp	$	-		
Mount Pleasant	$	-		
Uniondale	$	-		
Vandling	$	-	$	-
Delinquent Per Capita Taxes				
Clinton Twp	$	-		
Forest City	$	-		
Mount Pleasant	$	-		
Uniondale	$	-		
Vandling Boro	$	429.00	$	429.00
Wage Taxes				
Berkheimer	$	148,834.52	$	148,834.52
Realty Transfer Taxes				
Lackawanna County	$	-		
Susquehanna County	$	7,871.57		
Wayne County	$	1,712.35	$	9,583.92
Treasury - Commonwealth of PA				
Title I	$	35,882.28		
Title II	$	2,193.43		
Title IV	$	2,346.72		
Pre-K Counts	$	30,666.66		
PCCD-Mental Health & Safety	$	9,200.00		
Medicaid ACCESS Claims	$	490.93		
Social Security	$	76,175.83		
SHARRS-Health Subsidy	$	14,151.03	$	171,106.88
Investments				
FNB Checking A/C Interest -	$	10,527.33	$	10,527.33
Miscellaneous Income				
Fines & Penalties	$	113.96		
Due to Cafeteria Fund	$	75,531.07		
Due From Student Activities	$	13,704.04		
Cyber Insurance Refund	$	372.00		
Bus Transportation Refund	$	176.25		
MER Disability Payments	$	150.08		
Field Trip Chaperone Payment	$	60.00		
PTO- Reimb for 1/2 Elem Field Trips	$	1,673.00		
Health Insurance Payments	$	5,211.91		
Tuition Reimbursement	$	857.00		
			$	97,849.31
Total Income Received----------			$	440,309.38
Beginning Balance and Total Income Received----------			$	5,869,623.75
May 2026 - Expenditures (Cks. #34923-34982)				
PAYROLL:	5/7/2026	$ 323,171.78		
	5/21/2026	$ 333,161.95	$	656,333.73
Checks Issued	$	697,059.29		
Electronic Payments	$	17,293.47		
Visa Payment	$	3,879.31		
Due to Student Activities	$	2,068.59		
Due to Cafeteria	$	316.45		
Contracted Carriers / Direct Deposit Payments	$	156,303.29	$	876,920.40
Expenditures----------			$	1,533,254.13
Checking a/c Balance as of May 31, 2026----------			$	4,336,369.62

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PAYROLL ACCOUNT

Beginning Balance -May 1, 2026					$ 97,192.38
Receivables:	**5/7/2026**		**5/21/2026**		
General Fund	$ 308,331.72		$ 316,934.40		
Soc. Sec./Medicare	$ 23,052.59		$ 23,954.42		
Voya	$ 1,578.49		$ 1,587.13		
	$ 332,962.80		$ 342,475.95		
Total Receivables					$ 675,438.75
Beginning Balance and Total Receivables					$ 772,631.13
Expenditures:	**5/7/2026**		**5/21/2026**		
Net Payroll	$ 207,959.29		$ 211,702.04		
Deductions	$ 130,094.09		$ 140,065.43		
Total Expenditures	$ 338,053.38		$ 351,767.47		$ 689,820.85
Payroll Acct Balance -May 31, 2026					$ 82,810.28
Payables:					
Wage Tax	$ 12,019.29	Annuities-403b	$ -		
PSERS	$ 43,566.43	ESPA Dues	$ 1,600.18		
Garnishment	$ 760.21	Voya-PSERS	$ -		
SS/Medicare/Fed	$ -	Sun Life Insurance	$ 2,404.38		
PSEA Dues	$ 3,553.30	Occupational Tax	$ 2,900.00		
American Fidelity FLEX	$ 5,940.05	Unemployment	$ 1,848.24		
American Fidelity Insurance	$ 8,218.20				
Sub-Total	$ 74,057.48	Sub-Total	$ 8,752.80		
Total Payables					$ 82,810.28
Actual Balance -May 31, 2026					$ -

STUDENT ACTIVITY ACCOUNT SUMMARY

Fund: 81 - STUDENT ACTIVITIES From 6/11/2026 to 7/09/2026

Activity Account	Beginning Balance	Receipts	Expended	Adjustments	Transfer Amends	Ending Balance
81-0496-000-000-00-000-000-000-0900						
0900- Art Club	$1,821.28	$0.00	$0.00	$0.00	0.00	$1,821.28
81-0496-000-000-10-000-000-000-0420						
0420- Jr Hi Baseball	$129.48	$0.00	$0.00	$0.00	0.00	$129.48
81-0496-000-000-10-000-000-000-0500						
0500- Elem. Student Council	$3,557.33	$158.00	($240.00)	$0.00	0.00	$3,475.33
81-0496-000-000-10-000-000-000-0550						
0550- PBIS Elementary	$4,590.77	$550.00	($509.29)	$0.00	$0.00	$4,631.48
81-0496-000-000-10-000-000-000-0628						
0628- Class Of 2028	$721.11	$0.00	$0.00	$0.00	$0.00	$721.11
81-0496-000-000-10-000-000-000-0629						
0629- Class of 2029	$265.73	$0.00	$0.00	$0.00	$0.00	$265.73
81-0496-000-000-10-000-000-000-0630						
0630- Class of 2030	$526.39	$0.00	$0.00	$0.00	$0.00	$526.39
81-0496-000-00-10-000-000-000-0631						
0631- Class of 2031	$1,851.99	$0.00	$0.00	$0.00	$0.00	$1,851.99
81-0496-000-00-10-000-000-000-0632						
0632- Class of 2032	$1,166.67	$0.00	$0.00	$0.00	0.00	$1,166.67
81-0496-000-000-30-000-000-000-0400						
0400- Life Skills- HS	$448.96	$0.00	$0.00	0.00	0.00	$448.96
81-0496-000-000-30-000-000-000-0405						
0405- Boys Basketball	$494.77	$0.00	$0.00	$0.00	0.00	$494.77
81-0496-000-000-30-000-000-000-0410						
0410- FCR Spanish Club	$603.36	$0.00	$0.00	$0.00	0.00	$603.36
81-0496-000-000-30-000-000-000-0415						
0415- 5-6th Grade Girls Basketball	$441.50	$0.00	$0.00	0.00	0.00	$441.50
81-0496-000-000-30-000-000-000-0425						
0425- Baseball	$180.04	$0.00	$0.00	0.00	0.00	$180.04
81-0496-000-000-30-000-000-000-0428						
0428- Girls Softball	$316.08	$0.00	$0.00	0.00	0.00	$316.08
81-0496-000-000-30-000-000-000-0430						
0430- Cheerleading	$812.60	$0.00	$0.00	0.00	0.00	$812.60
81-0496-000-000-30-000-000-000-0435						
0435- Girls Soccer	$1,096.67	$0.00	$0.00	$0.00	0.00	$1,096.67
81-0496-000-000-30-000-000-000-0440						
0440- Cross Country	$1,549.54	$0.00	($421.81)	0.00	0.00	$1,127.73
81-0496-000-000-30-000-000-000-0445						
0445- Girls Varsity Basketball	$4,804.40	$0.00	$0.00	$0.00	0.00	$4,804.40
81-0496-000-000-30-000-000-000-0450						
0450- Boys Volleyball	$2,612.92	$585.00	($173.84)	$0.00	0.00	$3,024.08
81-0496-000-000-30-000-000-000-0455						
0455- FCR Gift Shop	$2,853.37	$0.00	$0.00	$0.00	0.00	$2,853.37
81-0496-000-000-30-000-000-000-0460						
0460- Girls Volleyball	$725.88	$0.00	$0.00	$0.00	0.00	$725.88
81-0496-000-000-30-000-000-000-0465						
0465- Soccer	$402.48	$0.00	$0.00	0.00	0.00	$402.48
81-0496-000-000-30-000-000-000-0470						
0470- Band	$2,796.99	$0.00	$0.00	$0.00	0.00	$2,796.99
81-0496-000-000-30-000-000-000-0485						
0485- Chorus	$248.50	$0.00	$0.00	$0.00	0.00	$248.50
81-0496-000-000-30-000-000-000-0525						

0525- FCR Golf Team	$2,125.68	$0.00	$0.00	0.00	0.00	$2,125.68
81-0496-000-000-30-000-000-000-0530						
0530- SADD	$467.51	$0.00	$0.00	$0.00	0.00	$467.51
81-0496-000-000-30-000-000-000-0540						
0540- Newspaper	$381.27	$0.00	$0.00	0.00	0.00	$381.27
81-0496-000-000-30-000-000-000-0545						
0545- Jr Hi Girls Basketball	$3,549.22	$0.00	$0.00	$0.00	0.00	$3,549.22
81-0496-000-000-30-000-000-000-0560						
0560- HS PBIS	$2,283.86	$0.00	$0.00	$0.00	0.00	$2,283.86
81-0496-000-000-30-000-000-000-0626						
0626- Class of 2026	$4,481.00	$315.87	($4,201.87)	$0.00	$0.00	$595.00
81-0496-000-000-30-000-000-000-0706						
0706-JR Prom	$1,179.67	$0.00	$0.00	$0.00	0.00	$1,179.67
81-0496-000-000-30-000-000-000-0708						
0708- Yearbook- Senior	$3,911.64	$100.00	($1,992.33)	0.00	0.00	$2,019.31
81-0496-000-000-30-000-000-000-0709						
0709- Ski Club	$358.00	$0.00	$0.00	$0.00	0.00	$358.00
81-0496-000-000-30-000-000-000-0710						
0710- Envirothon	$988.07	$0.00	$0.00	0.00	0.00	$988.07
81-0496-000-000-30-000-000-000-0711						
0711- Science Olympiad	$1,589.75	$0.00	$0.00	0.00	0.00	$1,589.75
81-0496-000-000-30-000-000-000-0720						
0720- Student Body Account	$6,595.14	$0.00	$0.00	0.00	0.00	$6,595.14
81-0496-000-000-30-000-000-000-0800						
0800- Student Council	$7,582.32	$0.00	($1,890.58)	$0.00	0.00	$5,691.74
81-0496-000-000-30-000-000-000-0801						
0801 - Student Council II	$4,457.92	$0.00	$0.00	0.00	$0.00	$4,457.92
81-0496-000-000-30-000-000-000-0802						
0802- Senior Class Project	$1,690.72	$0.00	$0.00	$0.00	0.00	$1,690.72
81-0496-000-000-30-000-000-000-0803						
0803- Student Ambassadors	$1,123.01	$0.00	$0.00	$0.00	$0.00	$1,123.01
81-0496-000-000-30-000-000-000-0811						
0811- Drama Club	$8,849.73	$1,442.00	($4,222.95)	$0.00	0.00	$6,068.78
81-0496-000-000-30-000-000-000-0814						
0814- Lettermans Club	$11,048.13	$0.00	($79.50)	$0.00	0.00	$10,968.63
81-0496-000-000-30-000-000-000-0880						
0880- National Honor Society	$1,931.07	$0.00	$0.00	$0.00	0.00	$1,931.07
81-0496-000-000-30-000-000-000-0885						
0920- Earned Interest	$888.68	$84.09	$0.00	0.00	0.00	$972.77
81-0496-000-000-30-000-000-000-0955						
0955- FBLA 9-12	($4,143.88)	$0.00	$0.00	0.00	$0.00	($4,143.88)
81-0496-000-000-30-000-000-000-0956						
0956- FBLA School Store	$0.00	$0.00	$0.00	$0.00	0.00	$0.00
INSTRUCTIONAL ORG 00 TOTALS	**$96,357.32**	**$3,234.96**	**($13,732.17)**	**0.00**	0.00	**$85,860.11**
FUND 81 TOTALS	**$96,357.32**	**$3,234.96**	**($13,732.17)**	**0.00**	0.00	**$85,860.11**
GRAND TOTALS	**$96,357.32**	**$3,234.96**	**($13,732.17)**	**$0.00**	0.00	**$85,860.11**

BILLS PAID IN ADVANCE-GENERAL FUND (JULY)

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount	
0000035050	07/03/2026	CM Regent LLC	Group Life Insurance		1,896.73	#
0000035051	07/03/2026	Northeast PA Public Schools	July Health Insurance		191,397.00	

10 - GENERAL FUND	**193,293.73**
Grand Total All Funds	**193,293.73**
Grand Total Credit Cards	**0.00**
Grand Total Direct Deposits	**0.00**
Grand Total Manual Checks	**193,293.73**
Grand Total Other Disbursement Non-negotiables	**0.00**
Grand Total Procurement Card Other Disbursement Non-negotiables	**0.00**
Grand Total Regular Checks	**0.00**
Grand Total Virtual Payments	**0.00**
Grand Total All Payments	**193,293.73**

BILLS PAID IN ADVANCE-GENERAL FUND (JUNE)

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000009998	06/30/2026	Amazon Capital Services	Title III Supplies	Boys Volleyball	1,370.49
0000034925	06/17/2026	CTC Of Lackawanna County	Member District Tuition		45,075.75
0000034983	06/20/2026	Commonwealth Charter Academy	June 2026		87,137.61
0000034984	06/20/2026	Reach Cyber Charter School	June 2026		5,535.11
0000034985	06/20/2026	Pennsylvania Distance Learning Charter School	June 2026		1,157.97
0000034986	06/26/2026	Northeast PA Public Schools	25-26 6 mo recon		63,453.90
0000035047	06/30/2026	CM Regent LLC	Group Life Insurance		1,902.48
0000035049	06/30/2026	CM Regent LLC	Group Life Insurance		1,902.48

10 - GENERAL FUND	**207,535.79**
Grand Total All Funds	**207,535.79**
Grand Total Credit Cards	**0.00**
Grand Total Direct Deposits	**0.00**
Grand Total Manual Checks	**207,535.79**
Grand Total Other Disbursement Non-negotiables	**0.00**
Grand Total Procurement Card Other Disbursement Non-negotiables	**0.00**
Grand Total Regular Checks	**0.00**
Grand Total Virtual Payments	**0.00**
Grand Total All Payments	**207,535.79**

BILLS TO BE APPROVED-GENERAL FUND

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount	
0000035053	07/13/2026	City Floor Supply	Supplies		101.05	#
0000035054	07/13/2026	Lakeland School District	Student Placement		11,225.00	#
0000035055	07/13/2026	Alicon Environmental Inc.	Service		1,495.00	#
0000035056	07/13/2026	PIAA	Rule books		117.50	
0000035057	07/13/2026	Berks County Intermediate Unit	Student Placement		510.00	#
0000035058	07/13/2026	Butler Area School District	Student Placement		14,235.48	#
0000035059	07/13/2026	Central Susquehanna Intermediate Unit	Student Placement		9,240.00	#
0000035060	07/13/2026	CNA Surety	Tax Collector Bond - Risboskin		1,666.00	
0000035061	07/13/2026	College Board	SAT School Day: Spring - 11th		654.72	#
0000035062	07/13/2026	Communication Associates LLC	Assessment		3,800.00	#
0000035063	07/13/2026	Custom Computer Specialists, LLC	Infinite Campus		13,010.20	#
0000035064	07/13/2026	Decker Inc.	Parts		1,422.16	#
0000035065	07/13/2026	Derry Area School District	Student Placement		3,811.60	#
0000035066	07/13/2026	Discount School Supply	26.27 General Supplies		1,097.39	#
0000035067	07/13/2026	EduConsult Consulting	Grant/Advocacy		2,000.00	
0000035068	07/13/2026	ESS Northeast LLC	Substitutes		392.72	#
0000035069	07/13/2026	Fitzsimmons Insurance Agency	Insurance Renewal		146,843.00	
0000035070	07/13/2026	The Forest City News	Advertising		36.00	#
0000035071	07/13/2026	Forest City Sewer	Sewer Bill		731.25	#
0000035072	07/13/2026	Fox Ledge Inc.	Water		26.55	#
0000035073	07/13/2026	Freddy Battaglia's	Hats 25/26		1,050.00	#
0000035074	07/13/2026	Friendship House	Social Worker		2,046.28	#

BILLS TO BE APPROVED-GENERAL FUND

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount	
0000035075	07/13/2026	Harborcreek Youth Services	Student Placement		2,458.08	#
0000035076	07/13/2026	Holt Lumber Company	Supplies		152.29	#
0000035077	07/13/2026	UHS Of Pennsylvania Inc	Student Placement		480.00	
0000035078	07/13/2026	HSLC	Access PA/Power Lib. Tech Fee 7/1/26 -6/30/27		325.00	
0000035079	07/13/2026	Integrative Counseling Services, PC	Professional Services		660.00	#
0000035080	07/13/2026	Interactive Educational Services, Inc.	School Website		1,995.00	#
0000035081	07/13/2026	Lancaster-Lebanon IU 13	Adobe Renewal		2,385.00	#
0000035082	07/13/2026	Leader Services	IEP Writer User License		4,339.70	
0000035083	07/13/2026	Mechanical Service Company	Service		1,685.00	#
0000035084	07/13/2026	Mr. Mulch	Supplies		1,183.00	#
0000035085	07/13/2026	NEIU 19	TACT 2 Training		750.00	#
0000035086	07/13/2026	NEP	Phone Bill		1,429.70	
0000035087	07/13/2026	New Story, LLC	June ESY Student Placement		4,410.00	#
0000035088	07/13/2026	Pennsylvania Paper & Supply LLC	Supplies		700.98	#
0000035089	07/13/2026	NCS Pearson, Inc.	Work Sampling		490.00	
0000035090	07/13/2026	Pennoni Associates Inc.	Services		3,057.75	#
0000035091	07/13/2026	Pitney Bowes Bank Inc Purchase Power	Postage for Mailing (Reserve)		1,000.00	
0000035092	07/13/2026	ProCare Therapy	OT Services		2,614.50	#
0000035093	07/13/2026	PSBA Insurance	BUCS BASIC		823.50	
0000035094	07/13/2026	R.J. Walker	Sinks		3,996.64	#
0000035095	07/13/2026	Sanico	Supplies		4,421.68	#
0000035096	07/13/2026	School Health Corporation	Health Supplies		10,432.93	#

BILLS TO BE APPROVED-GENERAL FUND

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount	
0000035097	07/13/2026	Specialized Education of Pennsylvania Inc	Student Placement		34,448.00	#
0000035098	07/13/2026	Staples Advantage Dept PH	Supplies 26/27		656.55	#
0000035099	07/13/2026	Stephen Glynn	2 Days billed to Raeleigh Dance Studio		662.50	#
0000035100	07/13/2026	UGI Utilities, Inc.	Utilities		1,203.50	#
0000035101	07/13/2026	VLN Partners LLC	VLN-Summer		1,040.00	

10 - GENERAL FUND	**303,313.20**
Grand Total All Funds	**303,313.20**
Grand Total Credit Cards	**0.00**
Grand Total Direct Deposits	**0.00**
Grand Total Manual Checks	**0.00**
Grand Total Other Disbursement Non-negotiables	**0.00**
Grand Total Procurement Card Other Disbursement Non-negotiables	**0.00**
Grand Total Regular Checks	**303,313.20**
Grand Total Virtual Payments	**0.00**
Grand Total All Payments	**303,313.20**

BILLS TO BE APPROVED-CAFETERIA FUND

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000008691	07/13/2026	11400 LLC	Supplies		148.25
0000008692	07/13/2026	School Nutrition Association of Pennsylvania	2026 SNAPA Conference		365.00
0000008693	07/13/2026	Cybersoft Technologies Inc.	PrimeroEdge Software Annual Subscription Licenses 26-27		2,294.25

51 - CAFETERIA FUND	**2,807.50**
Grand Total All Funds	**2,807.50**
Grand Total Credit Cards	**0.00**
Grand Total Direct Deposits	**0.00**
Grand Total Manual Checks	**0.00**
Grand Total Other Disbursement Non-negotiables	**0.00**
Grand Total Procurement Card Other Disbursement Non-negotiables	**0.00**
Grand Total Regular Checks	**2,807.50**
Grand Total Virtual Payments	**0.00**
Grand Total All Payments	**2,807.50**

MEMORANDUM OF UNDERSTANDING
Between

Forest City Regional School District (LEA)

And

Agency for Community Empowerment of NEPA (Head Start Agency)

This Memorandum of Understanding is for the purpose of coordinating mutually beneficial activities of the parties involved to provide effective services for children and families served. This agreement shall be in affect from July 1, 2026 throueh June 30, 2027 and will be reviewed annually for necessary updates.

PURPOSE

The purpose of this agreement is to describe the responsibilities of each agency and to provide guidance for coordination and cooperation between local education agencies and Head Start. In order to meet new requirements of the Elementary and Secondary Education Act (ESEA), as amended by Every Student Succeeds Act (ESSA), requiring local educational agencies (LEAs) receiving Title I funds to:

1. Establish channels of communication between school staff and Head Start staff;
2. Receive and transfer children's records, enrollment, parent communication;
3. Conduct parent meetings with Head Start teachers and kindergarten or elementary school teachers;
4. Organize and participate in joint transition-related training of Head Start staff, school staff, and early childhood education staff, as appropriate; and
5. Link LEA educational services with Head Start agency services.

Required Activities

Describe the activities (listed above), along with each agency's responsibilities to the required activities. Activity 1:

Activity 1: Establish channels of communication between school staff and their counterparts.

HS Transition/Literacy Manager with SD personnel:

- Share list of transitioning children and contact information
  Meet to review MOU, discuss activity implementation, and plan joint meetings/trainings

HS center staff with SD staff (teachers and/or guidance):

- Schedule and conduct classroom observations - K to HS
- Schedule and conduct classroom visits/tour with children
- Share registration dates and info about SD programs/events
- Invites for parent events - parent committee meetings, open house, welcome to Knight, etc.
- Meeting to discuss program regulations, curriculum & assessment info
- Meetings to discuss individual children, including families Meetings to share transition packets

HS center staff with families:

Share school readiness information at home visits, parent teacher conferences, parent committee meetings Share registration dates and info about SD programs/events
Encourage participation in parent events - registration, open house, welcome to Knight, etc.

Activity 2: Develop and implement a systematic procedure for receiving records regarding children who will attend the schools of the LEA.

HS to Kindergarten

- Compile transition packet including:
  - release of information/consent to share o child assessment data
  - family/child information including involvement in EI/BHRS services
  - strengths/areas of concern
- Forward packet to elementary school by July 1

School district

Share info with K teacher

- Contact HS teacher for further info
- Share info back about child progress

Activity 3: Conduct and attend meetings involving parents, kindergarten or elementary school teachers, and Head Start teachers, or, if appropriate, teachers from other early childhood education programs, to discuss the developmental and other needs of individual children.

- Meetings to discuss individual children, including families
- Meeting to share transition packets

Activity 4: Joint transition related training will occur between (designated LEA contact) and (designated Head Start contact) on a biannual basis.

- Meeting to discuss program regulations, curriculum & assessment info
- Annual training with both HS and K staff to discuss current topics

Activity 5: LEA will link the educational services provided by such LEA with the services provided by the local Head Start agencies.

- SD shares HS information with families (newsletter, flyers, website)
- HS shares SD information with families (registration, special events, etc.)

Signatures indicating agreement:

School District Representative: _____ Date: July 9, 2026

County Head Start (Program) Representative(s)

Meghan Degilio

Meghan Degilio

Date: 7/9/26

Model Memorandum of Understanding

Updated in Conformance with Act 47 of 2025

Memorandum of Understanding
Between

Forest City Borough Police Department

and

Forest City Regional School District

August 27, 2026

I. Introduction

A. Parties

The following Law Enforcement Authority or Authorities agree to follow the policies and procedures contained in this Memorandum of Understanding (hereinafter – Memorandum): Forest City Borough Police Department; Pennsylvania State Police at Dunmore Barracks; Gibson Barracks; and Honesdale Barracks

The following School Entity or Entities agree to follow the policies and procedures contained in this Memorandum: Forest City Regional School District

B. This Memorandum establishes procedures to be followed when certain incidents – described in Section II below – occur on school property, at any sponsored activity, or on a conveyance as described in the Safe Schools Act (such as a school bus) providing transportation to or from a school or school sponsored activity. This Memorandum does not cover incidents that are outside of those school settings and create no substantial disruption to the learning

environment.

C. The parties seek to foster a relationship of cooperation and mutual support and to maintain a safe school environment.

D. Legal Authority

1. The parties make this agreement as required by Article XIII-A of the Public School Code of 1949, popularly known as the – Safe Schools Act, as amended, 24 P.S. §§ 13-1301-A – 13-1313-A.

2. In so recognizing this legal authority, the parties acknowledge their respective duties pursuant to the Safe Schools Act and hereby agree to support and cooperate with one another in carrying out their joint and several responsibilities thereunder.

3. Information from Student Records

a. The Law Enforcement Authority shall be governed by the following reporting and information exchange guidelines:

i. Criminal History Record Information Act, 18 Pa C.S. § 1901 *et seq.*

ii. The prohibition against disclosures, specified in section IV (C)(5) of this Memorandum.

b. When sharing information and evidence necessary for the Law Enforcement Authority to complete its investigation, the School Entity shall:

i. Comply with the Family Educational Rights and Privacy Act (hereinafter -FERPA), 20 U.S.C. § 1232g, and its implementing regulations at 34 C.F.R. § 99,1 *et seq*., and 22 Pa. Code §§ 12.31-12.33, including any amendments thereto.

ii. Comply with the requirements of the Safe Schools Act, 24 P.S. §§ 13-1303-A and 13-1313-A, and any amendments thereto.

iii. Complete reports as required by section 13-303-A of the Safe Schools Act, 24 P.S. § 13-1303-A, and any amendments thereto.

c. The School Entity may disclose personally identifiable information from an educational record of a student to the Law Enforcement Authority if a health or safety emergency exists and knowledge of that information is necessary to protect the health or safety of the student or other individuals. In determining whether a health or safety emergency exists, the School Entity may take into account the totality of the circumstances pertaining to a threat to the health or safety of a student or other individuals. If the School Entity determines that there is an articulable and significant threat to the health or safety of a student or other individuals, it may disclose information from education records to the Law Enforcement Authority, if knowledge of that information is necessary for the Law Enforcement Authority to protect the health or safety of the student or other individuals. The School Entity must record the articulable and significant threat to the health or safety of a student or other

individuals so that it can demonstrate to parents, students and the Family Policy Compliance Office[1] – what circumstance led it to determine that a health or safety emergency existed and why the disclosure was justified.

E. Priorities of the Law Enforcement Authority

1. Help the School Entity prevent delinquent acts through preventive measures, including referrals to support services, diversionary programs, restorative practices, school-wide positive behavior supports, education and deterrence.

2. Investigate as appropriate all incidents reported to have occurred on school property, at any school sponsored activity, or on a conveyance as described in the Safe Schools Act (including a school bus) providing transportation to or from a school or school sponsored activity. The investigation of all reported incidents shall be conducted in the manner that the Law Enforcement Authority, in its sole discretion, deems appropriate; but any investigation shall be conducted so as to involve as little disruption to the school environment as is practicable.

3. Identify those responsible for the commission of the reported incident and, where appropriate, apprehend and prosecute those individuals. Identification and apprehension procedures shall involve as little disruption to the school environment as is practicable.

4. Establish and maintain a cooperative relationship with the School Entity in the reporting and resolution of all incidents described in Section II of this document.

F. Priorities of the School Entity

1. Help law enforcement prevent delinquent acts through preventive measures, including referrals to support services, diversionary programs, restorative practices, school-wide positive behavior supports, education and deterrence.

2. Create a safe learning environment.

3. Establish and maintain a cooperative relationship with the Law Enforcement Authority in the reporting and resolution of all incidents described in Section II of this document.

4. Provide the Law Enforcement Authority with all relevant information and required assistance in the event of a reported incident.

5. The School Entity shall give the Law Enforcement Authority a copy of the School Entity's behavior support services procedures and invite Law Enforcement Authority representatives to behavior support trainings.

[1] Questions related to FERPA should be directed to the Family Policy Compliance Office within the U.S. Department of Education.

II. Notification of Incidents to Law Enforcement

The School Entity is required to notify law enforcement in specific situations listed in subsection A of this section, and has discretion over whether to notify law enforcement about incidents listed in subsection B of this section. Law enforcement's decision to investigate and file charged may be made in consultation with school administrators.

A. Mandatory Notification

1. The School Entity shall immediately notify the Law Enforcement Authority having jurisdiction where the offense occurred by the most expeditious means practicable of any of the following incidents occurring on school property, at any school sponsored activity, or on a conveyance as described in the Safe Schools Act (including a school bus) providing transportation to or from a school or school sponsored activity:

    a. The following offenses under 18 Pa.C.S. (relating to crimes and offenses):

        i. Section 908 (relating to prohibited offensive weapons).

            a. The term offensive weapon is defined by section 908 of the Crimes Code as any bomb, grenade, machine gun, sawed-off shotgun with a barrel less than 18 inches, firearm specially made or specially adapted for concealment or silent discharge, any blackjack, sandbag, metal knuckles, dagger, knife, razor or cutting instrument, the blade of which is exposed in an automatic way by switch, push-button, spring mechanism, or otherwise, any stun gun, stun baton, taser or other electronic or electric weapon or other implement for the infliction of serious bodily injury which serves no common lawful purpose. See 18 Pa.C.S. § 908 (c) (relating to definitions).

            b. Consistent with section 908(b) of the Crimes Code (relating to exceptions), this reporting requirement does not apply to one who possessed or dealt with an offensive weapon solely as a curio or in a dramatic performance, or to one who possessed an offensive weapon briefly in consequence of having found it taken it from an aggressor, or under circumstances similarly negating any intent or likelihood that the weapon would be used unlawfully.

        ii. Section 912 (relating to possession of weapon on school property).

            a. The term weapon is defined by section 912 of the Crimes Code to include but is not limited to, a knife, cutting instrument, cutting tool, nunchuck stick, firearm, shotgun, rifle and any other tool, instrument or implement capable of inflicting serious bodily injury.

            b. Consistent with section 912(c) of the Crimes Code (relating to defense), this reporting requirement does not apply to a weapon that is: (a) possessed and used in conjunction with a lawful supervised school activity or course; or (b) is possessed for other lawful purpose.

iii. Chapter 25 (relating to criminal homicide).

iv. Section 2702 (relating to aggravated assault).

v. Section 2709.1 (relating to stalking).

vi. Section 2901 (relating to kidnapping).

vii. Section 2902 (relating to unlawful restraint).

viii. Section 3121 (relating to rape).

ix. Section 3122.1 (relating to statutory sexual assault).

x. Section 3123 (relating to involuntary deviate sexual intercourse).

xi. Section 3124.1 (relating to sexual assault).

xii. Section 3124.2 (relating to institutional sexual assault).

xiii. Section 3125 (relating to aggravated indecent assault).

xiv. Section 3126 (relating to indecent assault).

xv. Section 3301 (relating to arson and related offenses)

xvi. Section 3307 (relating to institutional vandalism), when the penalty is a felony of the third degree.

xvii. Section 3502 (relating to burglary).

xviii. Section 3503(a) and (b)(1)(v)(relating to criminal trespass).

xix. Section 5501 (relating to riot).

xx. Section 6110.1 (relating to possession of firearm by minor).

b. The possession, use or sale of a controlled substance, designer drug or drug paraphernalia as defined in The Controlled Substance, Drug, Device and Cosmetic Act, *as amended*, 35 P.S. §§ 780-101 – 780-144, popularly known as the Drug Act. For purposes of the Memorandum, the terms controlled substance, designer drug and drug paraphernalia shall be defined as they are in Section 102 of the Drug Act. See 35 P.S. § 780-102 (relating to definitions).

c. Attempt, solicitation or conspiracy to commit any of the offenses listed in paragraphs 1 and 2 of this subsection.

d. An offense for which registration is required under 42 Pa.C.S. § 9795.1 (relating to registration).

2. In responding to student who commit an incident listed under section 1303-A(b)(4.1) of the Safe Schools Act (24 P.S. § 13-1303-A(b)(4.1)), a school entity may consider the propriety of utilizing available school-based program, such as school-wide positive behavior supports, to address the student's behavior. Nothing in this provision shall be read to limit law enforcement's discretion.

B. Discretionary Notification

1. The School Entity may notify the Law Enforcement Authority having jurisdiction where the incident occurred of any of the following incidents occurring on school property, at any school sponsored activity, or on a conveyance as described in the Safe Schools Act (including a school bus) providing transportation to or from a school or school sponsored activity:

   a. The following offenses under 18 Pa.C.S. (relating to crimes and offenses):

      i. Section 2701 (relating to simple assault)

      ii. Section 2705 (relating to recklessly endangering another person).

      iii. Section 2706 (relating to terroristic threats).

      iv. Section 2709 (relating to harassment).

      v. Section 3127 (relating to indecent exposure)

      vi. Section 3307 (relating to institutional vandalism), when the penalty is a misdemeanor of the second degree.

      vii. Section 3503(b)(1)(i), (ii), (iii), and (iv), (b.1) and (b.2) (relating to criminal trespass).

      viii. Chapter 39 (relating to theft and related offenses).

      ix. Section 5502 (relating to failure of disorderly persons to disperse upon official order).

      x. Section 5503 (relating to disorderly conduct).

      xi. Section 6305 (relating to sale of tobacco).

      xii. Section 6306.1 (relating to use of tobacco in schools prohibited).

      xiii. Section 6308 (relating to purchase, consumption, possession, or transportation of liquor or malt or brewed beverages by a person under 21 years of age).

   b. Attempt, solicitation or conspiracy to commit any of the offenses listed in subsection (a).

2. In exercising its discretion to determine whether to notify law enforcement of such incidents, the School Entity may consider the following factors: the seriousness of the situation, the school's ability to defuse or resolve the situation, the child's intent, the child's

age, whether the student has a disability and, if so, the type of disability and its impact on the student's behavior, and other factors believed to be relevant.

C. Law Enforcement Response to Notification

1. When notified of an incident listed in subsections A or B, law enforcement's decision to investigate and file charges, at the sole discretion of the Law Enforcement Authority, may be made in consultation with school administrators.

2. In determining whether to file charges, the Law Enforcement Authority is encouraged to consult with the District Attorney. Where appropriate under the law, part of this consultation may include a discussion about the availability or propriety of utilizing a diversionary program as an alternative to filing charges.

D. Notification of the Law Enforcement Authority when incident involves children with disabilities

1. If a child with a disability commits and incident of misconduct, school administrators and the Law Enforcement Authority should take into consideration that the child's behavior may be a manifestation of the disability and there may be no intent to commit an unlawful act. A child with a disability under this subsection shall mean a student with an IEP, a protected handicapped student with a service agreement that includes a behavior support plan, or such student for whom an evaluation is pending under 22 Pa. Code §§ 14.123 (relating to evaluation), 15.5 (relating to school district initiated evaluation and provision of services), 15.6 (relating to parent initiated evaluation and provision of services), or Chapter 711 (relating to charter school and cyber charter school services and programs for children with disabilities).

2. In the event a child with a disability commits a mandatory notification offense under Subsection A, the School Entity must provide immediate notification to the Law Enforcement Authority regardless of the disability. Such notification will state that the child has an IEP or a service agreement that includes a behavior support plan and may include the School Entity's recommendation that police intervention may not be required and advisement that the School Entity will address the student's behavior need as required by applicable federal and state law and regulations, including 22 Pa. Code §§ 14.133 (relating to positive behavior support), 15.3 (relating to protected handicapped students general) or 711.46 (relating to positive behavior support). The Law Enforcement Authority may take the recommendation under advisement but reserves the right to investigate and file charges.

3. In the event a child with a disability commits a discretionary offense under Subsection B and the School Entity does not believe that police intervention is necessary, the School Entity will address the student's behavior need as required by applicable federal and state law and regulations, including 22 Pa. Code §§ 14.133, 15.3 or 711.46.

4. In accordance with 34 CFR 300.535 (relating to referral to and action by law enforcement and judicial authorities), nothing will prohibit the School Entity from reporting an offense committed by a child with a disability to the Law Enforcement Authority, and nothing will prevent State law enforcement and judicial authorities from exercising their responsibilities with regard to the application of Federal and State law to crimes committed by a child with a

disability.

5. The School Entity, when reporting an offense committed by a child with a disability, should ensure that copies of the special education and disciplinary records of the child are transmitted for consideration by the appropriate authorities to the Law Enforcement Authority to whom the incident was reported.

6. The School Entity, when reporting an incident under this section, may transmit copies of the child's special education and disciplinary records only to the extent that the transmission is permitted by FERPA.

[Describe any specific procedures to be followed for incidents involving a student with a disability having an IEP as required by 22 Pa. Code § 14.104 (relating to special education plans) or 22 Pa. Code Chapter 711 (relating to charter school and cyber charter school services and programs for children with disabilities)]
Forest City Regional SD follows the PBIS and disciplinary procedures outlined in the handbook for special education students. Second Step is taught to all students in grades Pre-K through Grade 6 as well as Second Step taught in grade 7 and 8. PBIS is utilized in the elementary and high schools. PBIS is a proactive approach to discipline the emphasizes prevention, instruction on social skills, and data-based decision making to reduce problem behavior and improve academic performance. Daily, weekly and monthly rewards are a major component of the PBIS program. Forest City Regional School District partners with a behavioral health service provider to offer Community and School Based Behavioral Health (CSBBH). CSBBH supports students who have difficulty functioning in the school and other settings. The CBSSH team consists of licensed mental health professionals and behavioral health workers. CSBBH services are provided to children and families and services extend to school, home and community.

E. Upon notification of the incident to the Law Enforcement Authority, the School Entity shall provide as much of the following information as is available at the time of notification. In no event shall the gathering of information unnecessarily delay notification:

1. Whether the incident is in-progress or has concluded.
2. Nature of the incident.
3. Exact location of the incident.
4. Number of persons involved in the incident.
5. Names and ages of the individuals involved.
6. Weapons, if any, involved in the incident.
7. Whether the weapons, if any, have been secured and, if so, the custodian of the weapons.
8. Injuries involved.
9. Whether EMS or the Fire Department have been notified.
10. Identity of the school contact person.
11. Identity of the witnesses to the incident, if any.
12. Whether the incident involves a student with a disability and, if so, the type of disability and its impact on the student's behavior.
13. Other such information as is known to the school entity and believed to be relevant to the incident.

F. No later than September 30 of each year, the School Entity shall assemble and make ready for immediate deployment to its Incident Command Post the following information for the purpose of assisting the Law Enforcement Authority in responding to an emergency:

1. Blueprints or floor plans of the school buildings.
2. Aerial photo, map or layout of the school campus, adjacent properties and surrounding streets or roads.
3. Location(s) of predetermined or prospective command posts.
4. Current teacher/employee roster.
5. Current student roster.
6. Most recent school yearbook.
7. School fire-alarm shutoff location and procedures.
8. School sprinkler system shutoff location and procedures.
9. Gas/utility line layouts and shutoff valve locations.
10. Cable/satellite television shutoff location and procedures.
11. Other information the School Entity deems pertinent to assist local police departments in responding to an emergency.

G. Procedure for Threat Assessment Coordination

1. Point of Contact: The School Entity's Threat Assessment Team shall designate a point of contact for coordination with the Law Enforcement Authority.

2. Threat Assessment Notification: The Threat Assessment Team shall promptly notify the Law Enforcement Authority if the Threat Assessment Team determines that a student's behavior indicates a threat to the safety of the student, other students, school employees, school facilities, the community or others.

3. Information Sharing: At the time of notification, the Threat Assessment Team shall, to the extent permitted by law, provide any information reasonably necessary for the Law Enforcement Authority to evaluate and respond to the threat.

4. Law Enforcement Response: The Law Enforcement Authority may, in its discretion, respond to a threat assessment notification as an incident notification under this section. The Law Enforcement Authority shall promptly notify the Threat Assessment Team of any planned or actual response to the notification.

III. Law Enforcement Authority Response

A. Depending on the totality of the circumstances, initial response by the Law Enforcement Authority may include:

1. For incidents in progress:

a. Meet with contact person and locate scene of incident.

b. Stabilize incident.

c. Provide/arrange for emergency medical treatment, if necessary.

d. Control the scene of the incident.

i. Secure any physical evidence at the scene.

ii. Identify involved persons and witnesses.

e. Conduct investigation.

f. Exchange information.

g. Confer with school officials to determine the extent of law enforcement involvement required by the situation.

2. Incidents not in progress:
   a. Meet with contact person.
   b. Recover any physical evidence.
   c. Conduct investigation.
   d. Exchange information.
   e. Confer with school officials to determine the extent of law enforcement involvement required by the situation.

3. Incidents initially reported to the Law Enforcement Authority

   If any incident described in sections IIA or IIB is initially reported to the Law Enforcement Authority, the Law Enforcement Authority shall proceed directly with its investigation, shall immediately notify the School Entity of the incident, and shall proceed as outlined in sections IIA through IIE.

B. Custody of Actors

1. Students identified as actors in reported incidents may be taken into custody at the discretion of the investigating law enforcement officer under any of the following circumstances:
   a. The student has been placed under arrest.
   b. The student is being placed under investigative detention
   c. The student is being taken into custody for the protection of the student.
   d. The student's parent or guardian consents to the release of the student to law enforcement custody.

2. The investigating law enforcement officer shall take all appropriate steps to protect the legal and constitutional rights of those students being taken into custody.

IV. Assistance of School Entities

A. In Loco Parentis

1. Teachers, Guidance Counselors, Vice Principals and Principals in the public schools have the right to exercise the same authority as a parent, guardian or person in parental relation to such pupil concerning conduct and behavior over the pupils attending a school during the time they are in attendance, including the time required in going to and from their homes.

2. School authorities' ability to stand *in loco parentis* over children does not extend to matters beyond conduct and discipline during school, school activities, or on a conveyance as described in the Safe Schools Act providing transportation to or from school or a school sponsored activity.

B. Notification of Parent or Guardian

1. Parents or guardians of all victims and suspects directly involved in an incident listed under Section IIA or IIB shall be immediately notified of the involvement, and they shall be informed about any notification regarding the incident that has been, or may be, made to the Law Enforcement Authority.

2. The School Entity shall document attempts made to reach the parents or guardians of all victims and suspects directly involved in incident listed under Section IIA or IIB.

C. Scope of School Entity's Involvement

1. General principles: Once the Law Enforcement Authority assume primary responsibility for a matter, the legal conduct of interviews, interrogations, searches, seizures of property, and arrests are within the purview of the Law Enforcement Authority. The School Entity shall defer to the Law Enforcement Authority on matters of criminal and juvenile law procedure, except as is necessary to protect the interests of the School Entity. The Law Enforcement Authority will keep the chief school administrator, or his designees, informed of the status of pending investigations.

2. Victims

   a. The School Entity shall promptly notify the parent or guardian of a victim when the Law Enforcement Authority interviews that victim. The Law Enforcement Authority shall follow its policies and procedures when interviewing a victim to ensure the protection of the victim's legal and constitutional rights.

   b. In the event a victim is interviewed by Law Enforcement Authority on school property, a guidance counselor or similar designated personnel may be present during the interview.

3. Witness

   a. The School Entity shall promptly notify the parent or guardian of a witness when the Law Enforcement Authority interviews that witness. The Law Enforcement Authority shall follow its policies and procedures when interviewing a witness to ensure the protection of the witness's legal and constitutional rights.

   b. In the event a witness is interviewed by the Law Enforcement Authority on school property, a guidance counselor or similar designated personnel should be present during the interview.

4. Suspects and Custodial Interrogation

   a. The School Entity shall help the Law Enforcement Authority to secure the permission and presence of at least one parent or guardian of a student suspect before that student is interrogated by law enforcement authorities.

   b. When a parent or guardian is not present, school authorities shall not stand *in loco*

parentis (in the place of the parent/guardian) during an interview.

c. If an interested adult cannot be contacted, the School Entity shall defer to the investigating Law Enforcement Authority, which will protect the student suspect's legal and constitutional rights as required by law.

5. Conflicts of Interest
   a. The parties to this Memorandum recognize that if a School Entity employee, contractor, or agent of the School Entity is the subject of an investigation, a conflict of interest may exist between the School Entity and the adult suspect.

   b. Neither the individual that is the subject of the investigation, nor any person acting as his/her subordinate or direct supervisor, shall be present during Law Enforcement Authority's interviews of student co-suspects, victims or witnesses by the Law Enforcement Authority.

   c. Neither the individual who is the subject of the investigation, nor his/her subordinate(s) and/or direct supervisor(s), shall be informed of the contents of the statements made by student co-suspects, victims or witnesses, except at the discretion of the Law Enforcement Authority or as otherwise required by law.

D. Reporting Requirements

All school entities are required to submit an annual report, which will include violence statistics and reports, to the Department of Education's Office for Safe Schools. This annual report must include all new incidents described in Sections IIA and IIB. Before submitting the required annual report, each chief school administrator and each police department having jurisdiction over school property of the School Entity shall do the following:

a. No later than thirty days prior to the deadline for submitting the annual report, the chief school administrator shall submit the report to the police department with jurisdiction over the relevant school property. The police department shall review the report and compare the data regarding criminal offenses and notification of law enforcement to determine its accuracy.

b. No later than fifteen days prior to the deadline for submitting the annual report, the police department shall notify the chief school administrator, in writing, whether the report accurately reflects police incident data. Where the police department determines that the report accurately reflects police incident data, the chief of police shall sign the report. Where the police department determines that the report does not accurately reflect police incident data, the police department shall notify the chief school administrator and the office in writing.

c. Prior to submitting the annual report, the chief school administrator and the police department shall attempt to resolve discrepancies between the report and police incident data. Where a discrepancy remains unresolved, the police department shall notify the chief school administrator and the office in writing.

d. Where a police department fails to take action as required under clause a or b, the chief school administrator shall submit the annual report and indicate that the police

department failed to take action as required under clause a or b.

e. Where there are discrepancies between the School Entity's incident data and the police indicate data, the following shall occur:

[Describe procedure to be followed for the resolution of school violence data discrepancies prior to filing the annual report] The building principals or designee maintain a data base related to reportable offenses for the purpose of state reporting. The principals will collaborate with the local law enforcement and the District's School Police Officer to ensure accurate data.

V. General Provisions

A. This Memorandum does not create any contractual rights or obligations between the signatory Law Enforcement Authority, the signatory School Entity, any other signatory authorities or entities, or their respective officers, employees, agents or representatives.

B. This Memorandum may be amended, expanded or modified at any time upon the written consent of the parties. It must be reviewed and re-executed within two years of the date of its original execution and every two years thereafter. Describe what modifications have been made to this Memorandum of Understanding. If you have not made any modifications or amended it in any way, please enter "Not Applicable" in the space provided.

C. If changes in state or federal law require changes to the Memorandum, the parties shall amend this Memorandum.

D. All parties to this Memorandum will communicate fully and openly with each other in order to resolve any problems that may arise in the fulfillment of the terms of this Memorandum.

Forest City Regional School District

Chief School Administrator

Forest City Borough Police Dept.

Chief Law Enforcement Authority

Elementary & High School

Building
Principals

Updated, March 27, 2026

TITLE III CONSORTIUM
Memorandum of Understanding

Made this 15th day of June in the year 2026
Between
Forest City Regional School District, of Susquehanna, Lackawanna, and Wayne Counties, Pennsylvania, hereinafter referred to as "Title III Consortium District,"
AND
NORTHEASTERN EDUCATIONAL INTERMEDIATE UNIT 19, of Northeastern Pennsylvania, hereinafter referred to as "NEIU".

NOW THEREFORE in consideration of the mutual covenants herein contained and with the intent to be legally bound hereby, the parties agree as follows.

TITLE III EL FUNDS DEFINITIONS

PURPOSES

1. To help ensure that English learners, including immigrant children and youth, attain English proficiency and develop high levels of academic achievement in English.

2. To assist all English learners, including immigrant children and youth, to achieve at high levels in academic subjects so that all English learners can meet the same challenging State academic standards that all children are expected to meet.

3. To assist teachers, principals and other school leaders, State educational agencies, local educational agencies, and schools in establishing, implementing, and sustaining effective language instruction educational programs designed to assist in teaching English learners, including immigrant children and youth.

4. To assist teachers, principals and other school leaders, State educational agencies, and local educational agencies to develop and enhance their capacity to provide effective instructional programs designed to prepare English learners, including immigrant children and youth, to enter all-English instructional settings.

5. To promote parental, family, and community participation in language instruction educational programs for the parents, families, and communities of English learners.

LEAs must use Title III EL funds for the following activities:

1. Providing supplemental *effective language instruction educational programs* (LIEPs) that meet the needs of ELs and demonstrate success in increasing English language proficiency and student academic achievement;

2. Providing *effective professional development to classroom teachers* (including teachers in classroom settings that are not the settings of LIEPs), principals and other school leaders, administrators, and other school or community-based organizational personnel; that is:

- Designed to improve the instruction and assessment of ELs;
- Designed to enhance the ability to understand and implement curricula, assessment practices and measures, and instructional strategies for ELs;
- Effective in increasing children's English language proficiency or substantially increasing the subject matter knowledge, teaching knowledge, and teaching skills of such teachers; and
- Of sufficient intensity and duration (which shall not include activities such as, one-day or short-term workshops and conferences) to have a positive and lasting impact on the teachers' performance in the classroom.

3. Providing and implementing *other effective activities and strategies that enhance or supplement language instruction educational programs for ELs*, which must include parent, family, and community engagement activities, and may include strategies that serve to coordinate and align related programs.

4. Immigrant funds (IMM), when awarded, should be used in *a supplemental manner in regard to EL funds.* IMM funds should not be used to supplant EL funded activities.

As with all Title III costs, these required Title III EL activities – effective LIEPs, effective professional development, effective parent, family, and community engagement activities, and immigrant activities – **must be supplemental to state and locally funded programming** the LEA is delivering to meet its civil rights obligations to EL students.

Authorized Uses of Title III Funds at the LEA-Level

In addition to spending on the required activities above, LEAs may spend their Title III EL funds on *other supplemental activities*, including:

- Upgrading program objectives and effective instructional strategies;
- Improving the instructional program for ELs by identifying, acquiring and upgrading curricula, instructional materials, educational software, and assessment procedures;
- Providing ELs tutorials and academic or career and technical education, and intensified instruction, which may include materials in a language that the student can understand, interpreters, and translators;
- Developing and implementing effective preschool, elementary school, or secondary school language instruction educational programs that are coordinated with other relevant programs and services;
- Improving the English language proficiency and academic achievement of ELs;
- Providing community participation programs, family literacy services, and parent and family outreach and training activities to ELs and their families to improve the English language skills of ELs, and to assist parents and families in helping their children to improve their academic achievement and becoming active participants in the education of their children;
- Improving the instruction of ELs, which may include ELs with a disability, by providing for: the acquisition or development of educational technology or instructional materials; access to, and participation in, electronic networks for materials, training, and communication; and incorporation of these resources into curricula and programs;
- Offering early college high school or dual or concurrent enrollment programs or courses designed to help ELs achieve success in postsecondary education; and ESSA, Section 3115(d)(1).ESSA, Section 3115(d)(2). ESSA, Section 3115(d)(3). For more information on Title III and Early Learning, please see USDE *2016 Title III, Part A Guidance*, Section F. ESSA, Section 3115(d)(4). ESSA, Section 3115(d)(5). ESSA, Section 3115(d)(6). ESSA, Section 3115(d)(7). ESSA, Section 3115(d)(8).
- Carrying out other activities that are consistent with the purposes of Title III subgrants.

If an LEA uses its Title III EL funds for one of the above authorized activities, it must ensure the funds are ***supplemental***, including the requirement that the funds not be used to meet its civil rights obligations under Title VI of the Civil Rights Act and the EEOA.

Under the first presumption of supplanting an LEA **may not use** Title III funds to meet the requirements of federal, state, or local law. Under federal law, specifically Title VI of the Civil Rights Act of 1964 and the Equal Educational Opportunities Act (EEOA), LEAs have legal obligations to ensure that ELs can meaningfully and equally participate in educational programs and services.

USDE guidance explains that to meet these civil rights obligations to EL students LEAs must:

- Identify and assess all potential EL students in a timely, valid, and reliable manner;
- Provide EL students with a language assistance program that is educationally sound and proven successful, consistent with *Castañeda v. Pickard* and the U.S. Supreme Court decision in *Lau v. Nichols*;
- Provide sufficiently well prepared and trained staff and support the language assistance programs for EL students;
- Ensure that EL students have equal opportunities to meaningfully participate in all curricular and extracurricular activities;
- Avoid unnecessary segregation of EL students;
- Ensure that EL students who have or are suspected of having a disability under the Individuals with Disabilities Education Act (IDEA) or Section 504 of the Rehabilitation Act of 1973 are identified, located, and evaluated in a timely manner and that the language needs of students who need special education and disability related services because of their disability are considered in evaluations and delivery of services;
- Meet the needs of EL students who opt out of language assistance programs;
- Monitor and evaluate EL students in language assistance programs to ensure their progress with respect to acquiring English proficiency and grade level content knowledge, reclassified EL students from language assistance programs when they are proficient in English, and monitor exited students to ensure they were not prematurely reclassified and that any academic deficits incurred in the language assistance program have been remedied. LEAs will continue to actively monitor reclassified ELs for a period of at least two years, using state and local resources as required by federal law.
- Evaluate the effectiveness of a school district's language assistance program(s) to ensure that EL students in each program acquire English proficiency and that each program is reasonably calculated to allow EL students to attain parity of participation in the standard instructional program within a reasonable period of time; and
- Provide all important information to parents who are not proficient in English in a language or mode of communication that they understand
- Implement an effective means of outreach to parents of ELs to inform the parents regarding how they can be involved in the education of their children and be active participants in assisting their children to attain English proficiency and succeed academically.
- Involve parents in the planning and evaluation of LIEP- Ex. Stakeholder Engagement Meeting

Because Title III funds may not be used to meet legal obligations, including civil rights obligations, **Title III may not be used to meet the obligations in the above list.**

This Memorandum of Understanding (MOU) will address the responsibilities of the consortium lead (NEIU) and its member LEAs (22 school districts within NEIU Region) related to the following:

<u>Plan for professional development</u>

1. Professional development will be designed to be sustained and intensive, including follow-up and coaching opportunities, rather than stand-alone sessions.
2. Representatives of the Title III Consortia will brainstorm topics for professional development every Spring (April/May) for the following school year.
3. One or more representatives from all consortium member districts, over a 3-year cycle will participate on a Title III Steering Committee for a one-year term. The intention of this steering committee will be to lead the consortium professional development planning initiatives and review information from Title III state-wide conference calls and webinars. The Title III Steering Committee will meet quarterly or whenever needed. Zoom meetings will be set-up in an effort to avoid travel

and time away from students. The NEIU ESL Coordinator will coordinate and lead the Steering Committee.

Cycle 2 (2026-2027)

1. Wayne Highlands
2. Abington Heights
3. Valley View
4. Forest City
5. Elk Lake
6. North Pocono
7. Northeast Bradford

Cycle 3 (2027-2028)

1. Blue Ridge
2. Lackawanna Trail
3. Mountain View
4. Montrose
5. Old Forge
6. Susquehanna Community
7. Towanda Area

Cycle 1 (2028-2029)

1. Carbondale Area
2. Lakeland
3. Wallenpaupack
4. Riverside
5. Dunmore
6. Western Wayne
7. Mid Valley

4. The Title III Consortia members have identified the following stakeholder groups:
    a. ESL Teachers, Administrators, Curriculum Directors. LEAs, School Psychologists, Classroom Content Area Teachers, Special Education Supervisors and Teachers, Reading Specialists/Instructional Support Teachers/Title I Teachers/MTSS Specialists, Pre-K Teachers, CTC Teachers and Administrators, School Counselors, School Nurses, Special Area teachers (art, music, computer/technology, physical education, etc.), PIMS Coordinator, Parents/PTA/PTO, School Resource Officers, Students, Librarians, Paraeducators, Bus Drivers, Cafeteria Staff, Clerical Staff, Board of Education

5. **Possible topics identified for Professional Development for the 2026-2027 school year may include, but are not limited to:**
    a. On-going training of the professional development modules for use with content teachers delivered by ESL Specialists to meet annual LEA members training requirements (ELD Series). Modules may be found in the NEIU ESL Digital Drive.
    b. Beginning of Year ESL Activities, such as: goal-setting based on last year's evaluation, creation of action plan, updates to WIDA Screeners and scheduling
    c. Qualitative and quantitative data analysis for program evaluation
    d. On-going PDE Updates and Testing Information/District Requirements
    e. Professional book study to enhance ESL Specialists' content knowledge
    f. Effective lesson design and structures utilizing the PLUSS Framework
    g. Ongoing support for collaboration and cooperation between ESL Specialists and General Education Teachers, paraeducators, administrators, families, etc.

h. Continuation of support and resources in creating your ELD Curriculum
i. Programming considerations, such as: resource planning, newcomer support, on-site coaching for content/classroom teachers, communication with key stakeholders, best practices during remote and hybrid instruction, benchmarking, collaboration with Title I specialists for intervention support
j. Collaboration and Differentiation such as: alternate teaching strategies (flipped classroom, power teaching, inquiry-based, stations), models of collaboration and implementation, focused professional development on differentiation for the varied levels of English proficiency (language acquisition) for content-area teachers
k. Creation of a Welcoming Environment for ELs Shared Resource Repository and Checklist
l. Family Engagement Planning and Programming Workshop to include: understanding the Title III funding requirements, applicable uses, and documentation of allowable activities
m. Learning Disability versus Second Language Acquisition (target audience: school psychologists/special education directors/ ESL coordinators)
n. Curriculum planning, course placement, and resource planning for SLIFE/SIFE students
o. Structured Literacy training for ESL Specialists and Coordinators
p. Handouts or references for educational systems by country/language
q. Stakeholder planning session
r. Utilize PATTAN resources to better serve the EL population

Plan for ensuring that all English Learner (EL) students participate in the annual English language proficiency assessment

All students currently identified as ELs will take the WIDA ACCESS 2.0 Assessment each year. Each school district will make scheduling decisions pertaining to the testing. The school districts are responsible for properly coding the students within PIMS to ensure that each student is tested. The school district technology coordinator or designee will handle technology needs/requirements. ESL teachers or designees will obtain certification for test administration. Students will participate in all state testing as required by PDE.

Plan for program evaluation and continuous improvement, including data sharing and analysis

The Title III Consortium will...

1. The consortium will annually evaluate the effectiveness of funded activities using multiple data sources, including EL achievement data, English language proficiency gains, and feedback from stakeholder groups.
2. Collaboratively analyze data from the WIDA Access Assessments, PSSAs and Keystone Exams to determine future professional development needs.
3. Create a shared document listing outside resources used in ESL programming.
4. Work toward all English learners acquiring full proficiency in English at or better than expected growth.
5. Work to decrease the number of Long-term English Learners not making progress in English language proficiency.
6. Assist classroom teachers and administrators to understand and accept the specific language acquisition needs of English Learners and actively seek ways to better serve this population.
7. Assist Non-English parent(s) to access and participate in their child's education on an equal basis as their English-speaking peers (communication in a mode and language they can understand, timely notification of the English Language acquisition progress of their child, opportunities to participate in district programs)

Explanation of how funds will be spent to support the activities

The NEIU Director of Professional Learning in conjunction with the ESL Coordinator will complete the eGrants Consolidated Application in June 2026 in order to access the Title III funds. The funds will be placed in the NEIU Accounting system. Title III Consortium School Districts will access the funds by requesting funding for authorized activities and purchases such as those listed in section above entitled: "Authorized Uses of Title III Funds at the LEA-Level".

Each Title III Consortium district will receive a letter in September addressed to the ESL Coordinator and/or Superintendent indicating the amount of allocation and the procedures for how to access the funds. The NEIU ESL Coordinator will provide forms for Title III Consortium Districts to complete in order to access funds for substitute teachers, supplies/materials and tutoring. The forms must be submitted by the first day of each month in order to receive payment within that month. Title III funds must be spent or encumbered by June 1 each year. Funds remaining after June 1 will be spent at the discretion of the NEIU ESL Coordinator and the Title III Steering Committee to support Title III programming for all Title III Consortium Schools.

The NEIU will set aside funds for professional development and district-level technical assistance from the consortium allocation. Each district will contribute to the professional development costs.

School districts within the NEIU geographic region who are *not* members of the Title III Consortia will be charged a fee per person to attend the professional development sessions.

LEAs receiving IMM funds will engage in a separate needs assessment and develop immigrant-specific activities distinct from Title III EL programming.

Procedure for the following:

Parental notification of Title III program placement

1. Parents will be notified of the Title III program placement and services. Parents will be provided the opportunity to opt out of supplemental Title III programming, if requested.
2. Parents will be notified of their child's placement in their preferred language. The school district will access ELD Portal PA or another language support program.

Equitable Services

Title III funds are subject to an equitable services requirement. In short, this means that the LEA must ensure that eligible private school students, their teachers, and other educational personnel are served by Title III. Non-public students qualify for Title III funding and should be given Title III services through the LEA. LEA's are responsible for non-public students in any non-public school within the LEA's geographic boundaries. Through the nonpublic consultation process, the Title III program and identification of eligible students should be determined. The numbers of nonpublic immigrant and EL students should be entered in the EL database.

The NEIU will send a letter to each non-public school in August/September notifying them of their obligation to report ELs to the public school. It is the responsibility of the nonpublic school to notify the school district of any potential EL throughout the remainder of the school year. The school district within the geographic boundary will be required to consult in a timely and meaningful fashion to determine the needs of the non-public school.

Identifying non-public EL students

The school district within the geographic boundary of the non-public school will screen the students to determine EL status. The school district will count the non-public students who qualify as an EL on their District Fact Sheet Template within PIMS on the October and other EL-related snapshots.

Providing supplemental instruction/services to non-public entities

The school district within the geographic boundary will meet and discuss with the non-public school to determine what supplemental services will be needed. Title III funds will be used to assist the non-public school. Not all requests from the non-public school will be approved. The decision will be based on: the needs of the EL students identified, the non-public school's request for supplemental services, the delivery of those supplemental services, a collaborative analysis/agreement of the benefit of those supplemental services based on student needs, and whether or not appropriate funding is available. The NEIU ESL Coordinator will assist in the decision-making, if needed.

Both parties represent that their respective Board of Education have taken the necessary action to authorize execution of this contract. ***In the event that federal and/or state funding/requirements change, this agreement may become null and void.***

IN WITNESS WHEREOF, the parties hereto have set their hands and seals the day and year first above written.

SCHOOL DISTRICT NAME Forest City Reg

By _____ **Date** 6-15-2026
Authorized Representative School District

NORTHEASTERN EDUCATIONAL INTERMEDIATE UNIT 19

By _____ **Date** _____
Authorized Representative

Forest City Regional School District

July 1, 2026 - June 30, 2027

Data Warehousing - Online Reporting			Annual Cost
LinkIt! Assessment and Data Dashboard - @ $3.95 / student - (annual software license)	GK-G12	800 students	$2,844.00
- Warehouse all assessment data from any platform *- Create and administer assessments across all grades and subject* *- Collect results in Data Locker* *- Analyze results and generate reports*			
Intervention Manager GROUPING ONLY - @ $1.80 / student	GK-G6	500 students	$810.00
Leverage your warehoused multiple-measures and custom performance criteria to auto-tier students for MTSS/RTI. Set measurable goals, collect data to monitor progress, quantify outcomes, automate workflows (forms, scheduling)			
Data Processing @ $500 / data point		5 tests	$2,500.00
PSSA/Keystone, i-Ready, Acadience, CDT, SWIS, IRLA, Attendance			
		Subtotal	$6,154.00

Navigator Analytics (Custom Offline Reports + Consultative Services)		Annual Cost
District and School - PSSA/Keystone Annual Trends Analysis	Complimentary	
Achievement and growth by grade, cohort, subscore, and subgroup		
PSSA/Keystone Public Data - Longitudinal Performance Report Comparison Report	Complimentary	
State, County, IU, and similar Percentages of Free/Reduced Lunch comparisons based on PDE publically released data		
	Subtotal	$0.00

Support		Annual Cost
Core Application PD, Training, and AM Support @ $2,350 / day (Onsite/Virtual)	1.50 day(s)	$2,350.00
Phone, Email, and Web-Based Tech Support (Required) @ $600 / School	2 school(s)	$1,200.00
Student Information System Integration @ $1,000 configuration (Infinite Campus)		$1,000.00
	Subtotal	$4,550.00
	Includes IU Discount - Total Cost	$10,704.00

LinkIt!
150 West 22nd Street
4th Floor
New York, NY 10011-2421

LinkIt is eligible for:

- ESSER as a support for principals and other school leaders to address the needs of their individual schools
- Title I-A to provide teachers, principals, and other leaders with the resources necessary to identify and address individual students' learning challenges
- Title II-A as LinkIt! software helps educators implement support strategies and assess progress and Navigator Analytics provide include high quality PD and consultation
- Title III to help educators measure the degree students' learning challenges are ELL related, cognitive, or behavioral
- Title IV due to the focus on (1) differentiation, (2) connection to PD and teacher/admin PLC articulation, (3) measuring achievement and growth, and (4) acclimating students with online testing and exposure to digital tools
- IDEA B as Intervention Manager supports all facets of a district's RTI/MTSS plan

Northern Light Counseling
951 Main St. • 814 Court St. • 818 Court St. • Honesdale, PA 18431
570-280-6321 • Fax: 272-216-8433 • info@northernlightcounseling.org •
www.northernlightcounseling.org

SCHOOL-BASED OUTPATIENT MENTAL HEALTH SERVICES AGREEMENT

2026–2027 SCHOOL YEAR

This Agreement is entered into by and between Northern Light Counseling ("Provider") and Forest City Regional School District ("District"). This Agreement is intended to outline the roles, responsibilities, and obligations of both parties in the provision of school-based outpatient mental health services within the District for the 2026–2027 school year.

Section A: Responsibilities of Northern Light Counseling

Northern Light Counseling shall operate in full compliance with all applicable federal, state, and local laws governing the provision of outpatient mental health services in Pennsylvania.

Northern Light Counseling agrees to:

- Provide outpatient mental health services, including diagnostic evaluations, individual therapy, group therapy, and family therapy, as clinically appropriate.
- Maintain all required licenses, certifications, professional credentials, and clearances necessary to provide services.
- Maintain appropriate clinical documentation in accordance with applicable laws, regulations, payer requirements, and professional standards.
- Ensure the confidentiality and security of all mental health records in compliance with HIPAA and other applicable privacy regulations.
- Maintain sole responsibility for all clinical decisions, including diagnosis, treatment planning, frequency of services, therapeutic interventions, referrals, and discharge planning.

Section B: Responsibilities of Forest City Regional School District

The District agrees to support the delivery of services by:

- Providing a safe, private, and appropriate space for clinical sessions within school buildings.
- Providing reasonable access to internet and phone systems as needed for service delivery.
- Assisting with referrals, with the understanding that services remain subject to insurance eligibility, consent requirements under Pennsylvania law, clinical appropriateness, and provider availability.
- Ensuring students are excused from class as needed to attend scheduled sessions.
- Assisting, when appropriate, with confirming attendance for scheduled services.

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2026–2027 SCHOOL YEAR

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- Maintain all required licenses, certifications, professional credentials, and clearances necessary to provide services.
- Maintain appropriate clinical documentation in accordance with applicable laws, regulations, payer requirements, and professional standards.
- Ensure the confidentiality and security of all mental health records in compliance with HIPAA and other applicable privacy regulations.
- Maintain sole responsibility for all clinical decisions, including diagnosis, treatment planning, frequency of services, therapeutic interventions, referrals, and discharge planning.

Section B: Responsibilities of Forest City Regional School District

The District agrees to support the delivery of services by:

- Providing a safe, private, and appropriate space for clinical sessions within school buildings.
- Providing reasonable access to internet and phone systems as needed for service delivery.
- Assisting with referrals, with the understanding that services remain subject to insurance eligibility, consent requirements under Pennsylvania law, clinical appropriateness, and provider availability.
- Ensuring students are excused from class as needed to attend scheduled sessions.
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Section C: Mutual Agreements

Both parties acknowledge and agree that:

- Clinical decisions, therapeutic recommendations, and the scope of services shall remain at the sole discretion of the licensed mental health provider.
- Northern Light Counseling may collaborate with school personnel when clinically appropriate; however, Northern Light Counseling shall not be responsible for the development, implementation, monitoring, or enforcement of IEP goals, 504 plans, behavioral plans, disciplinary decisions, educational accommodations, or other school programming responsibilities.
- Regular communication shall be maintained between Northern Light Counseling and the District regarding scheduling, coordination, and operational concerns as appropriate.
- Any issues or concerns arising from this Agreement shall be discussed and resolved collaboratively and in a timely manner by both parties.

Section D: Billing & Financial Responsibility

- Provider will bill all eligible clinical services directly to client/parent(s)' insurance carriers.
- Any copayments, coinsurance, deductibles, or non-covered charges remain the responsibility of the client/parent(s).
- In cases where a student lacks insurance coverage, has out-of-network benefits, or services are otherwise not reimbursable through insurance, the District may elect to fund services. District-funded services must be approved by the District in writing prior to the initiation of services intended for District reimbursement.

If District-funded services are approved, the following self-pay rates shall apply:

Service	Rate
Individual Therapy (16–37 minutes)	$50
Individual Therapy (38–52 minutes)	$75
Individual Therapy (53–74 minutes)	$100
Diagnostic Evaluation	$125
Family Therapy	$100
Group Therapy	$40 per participant

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The following non-billable services are not eligible for insurance reimbursement and may be billed directly to the District at a rate of $75.00 per hour, only if requested and approved by the District in advance:

- Staff consultations or coordination that do not qualify as billable clinical services.
- Participation in meetings, communications, or coordination that are not reimbursable through insurance.

Section E: Term & Service Continuity

This Agreement shall remain in effect for the duration of the 2026–2027 school year.

Either party may terminate this Agreement with thirty (30) days' written notice.

Provider will make reasonable efforts to maintain service continuity throughout the school year; however, Provider does not guarantee uninterrupted staffing or the continued availability of specific clinicians.

Section F: Entire Agreement

This Agreement reflects the shared understanding between both parties and supersedes any prior agreements related to the services described herein. Any modifications must be made in writing and agreed upon by both parties.

Signatures and Execution

By signing below, both parties acknowledge and agree to the terms and conditions outlined in this Agreement.

Northern Light Counseling

Authorized Representative: Claudia Bayley

Date: 7/9/26

Forest City Regional School District

Authorized Representative: _____

Date: _____

July 13, 2026		
Athletics	**Team/Activity**	**Names**
Basketball	5th & 6th Grade Boys	Sean Mangan
	5th & 6th Grade Girls	Dana Smoyer
Softball	Varsity	James Herrmann
Soccer		
	JV Boys	Eric Burns
Volleyball	Varsity Boys Spring	Nicholas Lowry
Specialty		
	Ticket Collector	Terri Erdmann w/ Linda Fitzsimmons Linda Fitzsimmons w/ Terri Erdmann
	Math Counts Advisor	Mickayla McHale
	Ski Club	Carrie Kemmerer w/ Audrey Nebzydoski Audrey Nebzydoski w/ Carrie Kemmerer
	Student Council (High School)	Courtney Daniels w/ Mickayla McHale Mickayle McHale w/ Courtney Daniels
	Band Director	John Scavone
	Senior Class Advisor	Carrie Kemmerer
	Senior Project Advisor	Carrie Kemmerer
	Washington Trip Chaperones	Mason Clark w/ Mickayla McHale Mickayla McHale w/ Mason Clark
	National Honor Society	Joanne Holgate
	School Newspaper	Amanda Prince
	SADD Advisor	Joanne Holgate
	Junior Prom Advisor	Ann Stefanov
	Drama Club Advosor High School	Mason Clark w/ Joanne Holgate Joanne Holgate w/ Mason Clark
	Drama Club Advisor-Elementary	Mason Clark w/ Joanne Holgate Joanne Holgate w/ Mason Clark
	Spanish Club	Richard Priebe
	French Club	Laurie Stahl
	PA Junior Academy of Science	Audrey Nebzydoski
	FBLA	Mason Clark w/ Kyreek Johnson Kyreek Johnson w/ Mason Clark
	Science Olympiad	Nicholas Lowry

	Math Counts	Mickayla McHale
	Environthon	Melanie Zevan
	Technology Club	Cathi Fedak
SWPS Coaches	Elementary (2)	Amanda McGraw w/ Sarah Carney - Co-Chairs Sarah Carney w/ Amanda McGraw - Co-Chairs
	High School (2)	Lisette Kozar w/ Amanda Prince - Co-Chairs Amanda Prince w/ Lisette Kozar - Co-Charis
	Elem. PBIS Committee Chairs	
	Advanced Tiers	Sarah Carney
	Finance	Kelly Shelp
	Trading Post	Cathi Fedak
	OFM	Lindsay Plamer
	Planning & Reinforcement	Sara McGraw
	Mighty Forester Days	Robbie Pryal
	Data	Julianne Figura
Intramurals		
	Volleyball Intramural	Nicholas Lowry w/ Katelyn Dovin Katelyn Dovin w/ Nicholas Lowry

CONTRACT FOR EMPLOYMENT OF THE SUPERINTENDENT
OF THE FOREST CITY REGIONAL SCHOOL DISTRICT

This Agreement ("Agreement") is made and entered into this 13th day of July 2026, by and between the Board of School Directors of the Forest City Regional School District, a Pennsylvania School District, maintaining a principal place of business at 100 Susquehanna Street, Forest City, Pennsylvania 18421 and Michael T. Coleman, an individual residing at 628 Shirley Lane, Dunmore, Pennsylvania 18512.

WHEREAS, the Board of School Directors (the "Board") of the Forest City Regional School District (the "District") at a meeting of said Board duly and properly called on the 13th day of July 2026, did approve the appointment of Michael T. Coleman to the office of Superintendent for the District in accordance with the provisions of the Public School Code of 1949, including §§ 11-1076, 5-508, 11-1071 and 1077;

WHEREAS, the Board recognizes that the District's two (2) most recent superintendents voluntarily departed their positions before the expiration of their respective employment agreements, resulting in significant disruption to the District's leadership, operations, strategic planning, and educational continuity; and

WHEREAS, the Board desires to promote stable and continuous executive leadership for the benefit of the District, its students, employees, and community; and

WHEREAS, the Superintendent has represented to the Board a commitment to serve as Superintendent for the full five-year term of this Agreement, subject to the terms and conditions set forth herein, and the Board has relied upon that commitment in approving this Agreement.

WHEREAS, the parties have agreed upon certain terms and conditions of employment and desire to reduce said terms and conditions to writing. This agreement constitutes the mutual and complete agreement between the parties with respect to the terms and conditions of Superintendent's employment.

NOW THEREFORE, the parties intending to be legally bound and in consideration of the mutual covenants herein contained do hereby agree as follows:

ARTICLE I – DURATION

1.00 District does hereby employ Michael T. Coleman ("Superintendent") in the

capacity of Superintendent of the District for a term commencing July 14, 2026, and ending July 14, 2031. This contract shall terminate immediately upon expiration of this term unless the contract is allowed to renew pursuant to 24 P.S. § 10-1073(b).

1.10 Restrictive covenant. As a material inducement to the Board's entering into this Agreement and in consideration of the compensation and benefits provided to the Superintendent, the Superintendent agrees that, in the event the Superintendent voluntarily resigns from employment with the District before the expiration of the term of this Agreement, the Superintendent shall not, for a period of six (6) months following the effective date of such resignation, accept employment or otherwise serve as a Superintendent of Schools, Acting Superintendent, Interim Superintendent, Chief Executive Officer, or in any substantially equivalent executive administrative position for any public school district whose administrative offices are located within a thirty (30) mile radius of the District's administrative offices.

The parties acknowledge and agree that the geographic scope and duration of this covenant are reasonable and necessary to protect the District's legitimate business interests, including strategic planning, labor relations strategies, financial planning, and continuity of executive leadership.

If any court of competent jurisdiction determines that any provision of this restrictive covenant is unenforceable because its duration, geographic scope, or other restriction is unreasonable, the parties authorize the court to modify such provision to the minimum extent necessary to render it enforceable and to enforce the provision as modified.

The Superintendent acknowledges that a breach of this provision would cause the District irreparable harm for which monetary damages would be an inadequate remedy. Accordingly, the District shall be entitled to seek temporary, preliminary, and permanent injunctive relief, in addition to any other remedies available at law or in equity.

ARTICLE II – AUTHORITY

2.00 The District, on its own behalf and on behalf of the electors of the District, and Superintendent hereby retain and reserve all power, rights, authority, duties and responsibilities conferred upon and invested in it and in him respectively

by the laws and the Constitution of the Commonwealth of Pennsylvania save for any power or rights limited by the express terms of this Agreement.

ARTICLE III – PROFESSIONAL CERTIFICATION

3.00 The Superintendent covenants that he possesses all of the qualifications that are required by law to serve as Superintendent. Superintendent agrees to maintain throughout the term of this Agreement a valid and current commission or other legal credentials as may be required by law and to present the same to the Board of School Directors. He further agrees to subscribe and to take the proper oath of office before entering upon his duties.

ARTICLE IV – DUTIES

4.00 Superintendent shall be charged with the administration of the schools under the direction of the Board of Directors. As such, the Superintendent shall be responsible for, inter alia,

- Recommending the employment of all employees and directing and assigning teachers and other employees of the school under his supervision;

- Organizing, reorganizing, supervising, and arranging the administrative and supervisory staff;

- Directing and assigning, subject to the direction and approval of the Board, teachers and other employees of the schools under his supervision;

- Suggesting policies and procedures deemed necessary for the efficient and proper operation of the District;

- Recommending annual objectives for the District consistent with the direction and priorities established by the Board of School Directors;

- Developing short-range and long-range goals and methods for the Board of School Directors to evaluate the operational

effectiveness of the District; and

- Establishing and maintaining effective procedures and controls for expenditures of all school funds in accordance with the annual school budget, subject to the direction and approval of the Board of School Directors;

- Directing the administration to draft and review with the Board such preliminary and final budgets as are required by state law and board policy;

- Involving the Board of School Directors no later than the end of January each year in the preparation of the annual budget;

- Providing the Board of School Directors with information pertinent to its legislative role;

- Providing the Board of School Directors with weekly written reports regarding the status of issues in the District, which reports may be on a less frequent basis if directed by the School Board of Directors;

- Preparing and submitting to the Board of School Directors all matters requiring legal action;

- Attending all Board of School Directors meetings – with the exception of Board executive sessions called for the purpose of discussing Superintendent's performance – as may be required from time to time, and submitting a formal Superintendent's report, at the regular meetings and presenting his recommendation to the Board on any subject under consideration by the Board prior to action being taken on the subject by the Board;

- Attending all Board of School Directors committee meetings and serving as advisor to the Board and said committees on all matters affecting the School District;

- Informing the Board of School Directors as to the operation of the school system and making recommendations for the more

efficient operation thereof; and

- Performing all duties incident to the office of the District Superintendent as set forth in the Public School Code and such other duties as may be legally prescribed.

4.10 Superintendent shall have a seat on the Board of School Directors and the right to speak on all issues before the Board of School Directors but shall not have the right to vote. The Board of School Directors and its members, individually, shall promptly refer all criticisms, complaints and suggestions called to its attention to Superintendent for study, disposition, or recommendation as is appropriate.

4.20 Superintendent agrees to devote his full-time attention, energies, skills and labor to said employment Superintendent during the term of the Agreement provided, however, that Superintendent, with prior written consent of the Board of School Directors, and as allowable under statute, may undertake consulting work, speaking engagements, writing, lecturing, or other professional duties and obligations, so long as any such undertaking does not interfere with performance with his duties as Superintendent and as long as Superintendent shall provide the Board of School Directors with reasonable advance notice of the time of such undertaking(s) and when they will require his absence from the Board. Any compensation for such undertaking(s) shall belong to the Superintendent.

ARTICLE V – COMPENSATION AND BENEFITS

5.00 **SALARY**

The District agrees to compensate the Superintendent for the school year 2026-2027 in the amount of One Hundred Twenty-Eight Thousand Dollars ($128,000.00) (the "Base Salary"), prorated to be apportioned on a pro rata basis, payable in biweekly installments. In subsequent school years of the Agreement, the Superintendent salary shall each July 1st increase by no more than 3% based on the results of the Annual Performance Assessment completed by the Board in accordance with the Agreement. If the Board fails to timely complete the Annual Performance Assessment before July 1st for any year of this Agreement the Superintendent shall receive a 3%

increase in salary. For years two through five of this Agreement the Board may adjust Superintendent's total salary based on negotiations and the results of the Annual Performance Assessment. The Board may, at its discretion, grant an additional salary increase based upon review of his evaluations.

5.10 **LEAVE**

(a) Vacation, Personal Days, Sick Days, unused Vacation Days and Exchange of Sick Days.

1. Vacation.
   The Superintendent will earn twenty (20) vacation days per year, which shall be credited on July 1st of each employment year. Up to five (5) unused days may be carried over to the following year, for a maximum of twenty-five (25) days to be used in any one year. Any additional unused vacation days will be rolled over to sick days as of July 1 of the ensuing fiscal year.

2. Personal Days.
   Superintendent shall be provided three (3) paid personal days per year. The Superintendent may accumulate up to five (5) personal days for use in any one year. Additional personal days credited to the Superintendent when he has accumulated five (5) days shall be added to his accumulated sick leave.

3. Sick Days.
   Superintendent shall be provided twelve (12) days of sick leave per year credited on July 1st with no limit of accumulation. The Superintendent may transfer twenty-five (25) sick days from the previous district. Sick days from the District or from a previous employer may not be cashed in under any circumstances.

5.20 **EMPLOYEE BENEFITS**

(a) Health Care Insurance
The District shall maintain in full force and effect the same pre-

paid health care benefits coverage for the Superintendent as contained in the District's Administrator's Salary Package ("Act 93 Package").

If the Superintendent voluntarily opts out of medical coverage at the start of any school year, he shall receive an annual payment in the amount of $3,500.00. Superintendent must provide proof of alternate insurance at the time of opt out. Superintendent may return to the plan in the case of a qualifying event, but in such cases, annual payments for that year will be prorated.

(b) Term Life Insurance

The District agrees to provide, at no cost to the Superintendent, term life insurance coverage in the amount provided for in the current Act 93 Package.

(c) IRS § 125 Plan

Superintendent may participate in the District's IRS Section 125 Flexible Spending Account Program for medical care and dependent care (annual Maximum as per IRS regulation).

(d) Internal Revenue Code § 403(b) Plan

Payroll deductions are available to tax-sheltered annuities, 403(b) accounts. The District will deposit $2,500.00 into a tax-sheltered annuity held by the Superintendent at the end of year three (3), four (4) and five (5) of this Agreement.

5.30 Professional Association Membership

The District shall provide Superintendent membership to the organization "Institute for Education Innovation (IEI)" for a yearly fee of $4,250.00 for the 2026-2027 school year. This opportunity provides professional learning and ongoing networking opportunities for K–12 education leaders, particularly school superintendents multiple times throughout the year. All summits and retreat expenses, as well as travel, lodging and meals throughout the year are covered by the IEI and can also be used by any member of the district leadership team subject to approval by the Superintendent of Schools. Subsequent annual

membership shall be presented to and approved by the Board on an annual basis.

5.40 Tuition Reimbursement and Repayment

The District shall reimburse the Superintendent for tuition, mandatory fees, and required books incurred in connection with graduate-level coursework or degree programs that are directly related to the Superintendent's duties and that have been approved in advance by the Board of School Directors.

If the Superintendent voluntarily resigns, retires, or otherwise voluntarily terminates his employment with the District, the Superintendent shall repay in one lump sum to the District one hundred percent (100%) of all tuition reimbursement payments received within sixty (60) months prior to the last day of employment. Repayment shall be due within thirty (30) days following the Superintendent's last day of employment.

The Superintendent expressly authorizes the District, to the extent permitted by applicable law, to deduct any unpaid reimbursement obligation from any wages, accrued but unused vacation pay, severance, or any other compensation or amounts otherwise payable by the District to the Superintendent. Any remaining balance shall constitute a debt owed to the District and may be recovered through any lawful means.

No repayment shall be required if the Superintendent's employment terminates as a result of: (a) the Superintendent's death or permanent disability; (b) the District's nonrenewal of this Agreement without cause; (c) termination by the District without cause; or (d) a mutually agreed-upon written waiver approved by the Board of School Directors.

ARTICLE VI – ASSESSMENT AND PERFORMANCE

6.00 The performance of the Superintendent shall be assessed against the objective performance standards:

Student Growth and Achievement: Superintendent uses multiple data sources to assess student success and growth as appropriate, specific to needs within the District and as determined annually in collaboration with

the Board of School Directors. Annual or other District performance objectives are articulated and clearly achieved under the direction of the Superintendent relative to PSSA, PVAAS, and other locally determined measures.

Organizational Leadership: Superintendent has worked collaboratively with the Board to develop a vision for the District, displays an ability to identify and rectify problems affecting the District, works collaboratively with District administration to ensure best practices for instruction, supervision, curriculum development, and management are being utilized, and works to influence the climate and culture of the District.

District Operations and Financial Management: Superintendent manages effectively, ensuring completion of activities associated with the annual budget; overseeing distribution of resources in support of District priorities; and directing overall operational activities within the District.

Communication and Community Relations: Superintendent communicates with and effectively engages the staff, the Board, and members of the community, clearly articulating District goals and priorities, addressing local and broader issues affecting the District, and building support for District initiatives, programs and short/long-range plans.

Human Resource Management: Superintendent incorporates best practices for human resource management and oversight, coordinating staffing, recruitment, and other human resource functions.

Professionalism: Superintendent models professional decision-making processes and ethical standards consistent with the values of Pennsylvania's public education system as well as that of the community. Superintendent additionally works to individually reflect upon his effectiveness within the role and works to improve effectiveness through the use of professional development literature and activities.

(a) The Key performance indicators under each objective performance standard will undergo an annual review by the Superintendent and the Board of School Directors. Modifications may be made by the Board of School Directors to address the current nature of challenges, issues and needs facing the District. The Board shall provide Superintendent with periodic opportunities to discuss Superintendent/Board relationship.

(b) The Board shall evaluate Superintendent annually in accordance with statutes regulations and Board policy relating to the Superintendent evaluation. Each annual evaluation shall be in writing and shall represent a consensus of the Board. The written performance assessment will be conducted no later than June 30th. Whether the Superintendent's performance has met the objective performance standards will be posted on the District's website.

(c) In the event that the Board determines that the performance of the Superintendent is unsatisfactory in any respect, it shall describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation shall include recommendations as to areas of improvement in all instances where the Board deems performance to be unsatisfactory. A copy of the written evaluation shall be delivered to the Superintendent. The Superintendent shall have the right to make a written reaction or response to the evaluation. This response shall become a permanent attachment to the Superintendent's personnel file. The Board's evaluation and Superintendent's response shall be private and in no matter become public knowledge or record except as required by law. Within thirty (30) days of the deliverly of the written evaluation to the Superintendent or as soon thereafter as is reasonably practicable, the Board shall meet with the Superintendent to discuss the evaluation. Additional follow-up meetings may be held as deemed advisable.

(d) If for any reason the Board should fail to evaluate the Superintendent by August 31st of any year in accordance with this section, his performance shall be deemed to be satisfactory.

ARTICLE VII – DISCHARGE OR TERMINATION

7.00 This Employment Agreement or any extensions or renewals hereof may be terminated by:

(a) Mutual agreement by the parties, under such terms and conditions as are mutually agreed upon.

(b) Retirement or resignation of Superintendent with one hundred and eighty (180) days' notice.

(c) Disability of Superintendent. Disability shall be defined as physical or mental disability as documented by competent medical evidence which after reasonable accommodation of such disability as required by law substantially interferes with Superintendent's ability to perform the essential

functions of his employment for a continuous period of six (6) months or more. Nothing herein shall be construed to deny Superintendent sick leave and/or other benefits to which he is entitled. The Board may terminate this Agreement by written notice to the Superintendent at any time after such period of disability. Superintendent shall continue to be eligible for all accumulated sick leave and such other leave to which he is entitled. If questions exist concerning the capacity of Superintendent to return to his duties, the Board may require Superintendent to submit to a medical examination, to be performed by a doctor licensed to practice medicine. The Board and Superintendent shall mutually agree upon the physician who shall conduct the examination. If requested by the Board, the examination shall be done at the expense of the Board. The physician shall limit this report to the issue of whether Superintendent has a continuing disability which prohibits him from performing his duties.

(d) Discharge for Cause. The Board may terminate Superintendent for valid cause, for reasons specified under Section 1080 of the Public School Code, and/or for breach of terms and conditions of this Agreement. Discharge for cause shall occur in accordance with the provisions set forth in the Public School Code.

(e) Death of Superintendent. All salary and benefits shall cease upon the date of Superintendent's death, except any and all death benefits and employee benefits properly payable to survivors of Superintendent.

ARTICLE VIII - PROFESSIONAL LIABILITY

8.00 The District agrees that it will defend, hold harmless and indemnify Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against Superintendent in his individual capacity or in his official capacity as agent and employee of the Board of School Directors, provided the incident arose while Superintendent was acting within the scope of his employment and as such, liability coverage is within the authority of the Board of School Directors to provide under state law. This provision shall not apply to discharge or removal proceedings instituted by the Board.

ARTICLE IX - OBLIGATIONS

9.00 This Agreement shall be binding upon the parties, their successors or assigns.

ARTICLE X - UNLAWFUL PROVISION

10.00 Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section or clause, as the case may be shall be automatically deleted from this Agreement to the extent that it violated the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section, or clause. If at any time thereafter such article, section or clause shall no longer conflict with the law, then it shall be deemed restored in full force and effect as if it had never been in conflict with the law.

ARTICLE XI - STATUTE REFERENCES

11.00 All references to the Public School Code contained here shall also refer to any amendment or recodification of such code.

ARTICLE XII - DEFINITIONS

12.00 Terms appearing throughout this Agreement shall have meaning as defined in this section (12.00) of the Agreement.

(a) "Superintendent" shall be defined as a Chief Administrator employed under the provision of Section 1001 of the Public School Code for the superintendence and supervision of the public schools of the District.

(c) "Salary" shall mean the money provided annually in installments through payroll to the Superintendent for services provided to the District. The total amount of Salary shall be established in accordance with the provisions of Article V of this Agreement.

(d) "District" and/or "Board of School Directors" shall mean the Board of School Directors of the Forest City Regional School District who are elected or appointed under the provisions of Section 301 of the Public School Code. The District shall function in accordance with the provisions of the Public School Code and the rules and regulations established by the District under provisions of Section 407 of the Public School Code.

ARTICLE XIII – MISCELLANEOUS

13.00 **NO ORAL MODIFICATION**. All modifications to this Agreement must be made in writing and signed by an authorized representative of the Forest City

Regional School Board and the Superintendent.

13.10 **GOVERNING LAW.** The Contract and any of its provisions shall be interpreted in accordance with the laws of the Commonwealth of Pennsylvania and the rules and regulations of the Pennsylvania Department of Education.

13.20 **NOTICES.** Any notice required by this Agreement shall be effective if mailed to the other party at the address shown herein or at such other address for which due notice has been given.

13.30 **AMENDMENTS.** The parties hereto shall fulfill all aspects of this Agreement; provided, however, that any exception hereto shall only become effective by virtue of mutual written consent of the parties hereto.

13.40 **ENTIRE AGREEMENT.** This Agreement and any exhibits hereto that are incorporated by reference contain the entire Agreement between the parties hereto except as otherwise stated herein and supersedes all other agreements and representations, written or oral, on the subject matter hereof, including any statements in referenced exhibits or attachments that may be in conflict with the statements herein.

IN WITNESS WHEREOF, and intending to be legally bound hereby, the parties have caused this Agreement to be duly executed the day and year first above written.

Dated this 13th day of July 2026.

ATTEST:

Secretary of the Board of School Directors of the Forest City Regional School District

President of the Board of School Directors of the Forest City Regional School District

WITNESS:

Michelle A. Bazolski

Superintendent, as of July 14, 2026
Michale T. Coleman

FCREA Dept. Chairs - 2026-2027 School Year

Department Chairs:	
Grade Level PreK,K5 & Gr. 1	Heather Monahan
Grade Level Gr. 2 & 3	Sara McGraw
Grade Level Math Chair Gr. 4-6	Kelly Shelp
Grade Level Science/Social Studies Gr. 4-6	Robbie Pryal
Grade Level ELA Gr. 4-6	Lindsay Palmer
High School Chair Science	Audrey Nebzydoski
High School Chair Math	Lisette Kozar
High School Chair ELA	Carrie Kemmerer
High School Chair Social Studies	Ann Stefanov
High School Chair Related Arts	Kelly Galinsky
Elementary Chair Related Arts	Leah Zawisky
K-12 Chair School Counseling/Mental Health Support	Kelsey Bryer
K-12 Department Chair - Special Ed.	Kerry Lombardi