Agenda of Regular Business Meeting

Forest City Regional School District

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

1. **Preliminary Procedures**
   Call to Order

2. **Pledge of Allegiance**

3. **Recognition of Visitors**
1. Outstanding Foresters of the Month September 2026: Pre-K, Alexander Pajka; Kindergarten, Michael Venezio; Grade 1, Caleigh Walter; Grade 2, Robert Stackhouse; Grade 3, Kinsley Evans;Grade 4, Killian Davis; Grade 5, Colton Hayes; Grade 6, Victor Droppa
2. ***Super Sixth Grader for September 2026: Mia Coleman***
3. Outstanding Senior September 2026: JoEllen Jones

4. **Executive Session**
1. An executive session was held this evening at 6:45 p.m. to discuss legal and personnel.
2. An invitation to the public to comment on issues involving the school district, its program and its procedures.

5. **Finance**
A. Motion to approve the minutes of the Regular Business meeting of September 14, 2026 Regular Board Meeting.

6. **Motion to approve the business office reports:**
   - **Business Office, Treasurer's Report, Student Activity Account Summary;**
   - **Bills Paid in Advance for General Fund**

7. **Payment of Bills**
Motion to approve the bill listings for general fund, cafeteria; and the athletic fund for October 13, 2026.

8. **MOU - United Way of Susquehanna County Impact Initiatives**

Motion to approve the Memorandum of Understanding between United Way of Susquehanna County and Forest City Regional School District for the See to Succeed Program for the 2026-2027 school year.

9. **Agreement - USDA APHIS**

Motion to approve the cooperative service agreement between the Forest City Regional School District and the USDA Animal and Plant Health Inspection Service (APHIS) Wildlife Service (WS) per the attached agreement from October 1, 2026, through September 30, 2027, at an amount not to exceed $5,344.06.

10. **F. Agreement — Programs of Western PA School for the Deaf**

Motion to approve the Independent Contractor Agreement between The Western PA School for the Deaf and Forest City Regional School District for audiological services.

11. **Education and School Related**

Motion to approve the following trip requests:

- **2 students to Wyalusing High School on October 15, 2026, for FBLA Leadership Conference at a cost of $729.67 to the district.**
- **Choral High School Students to Tunkhannock Area High School for a chorus festival on October 27, 2026, at a cost of $900.45 to the district.**
- **Pre-K students to Lakeland Orchard on October 15, 2026, at no cost to the district.**
- **High School Band students to Montrose High School for Susquehanna County Band Festival on November 4, 2026, at a cost of $917.00 to the district.**
- **Art Club students to Corning Museum of Glass on November 12, 2026, at a cost of $196.35 to the district.**
- **High School Envirothon students to Elk Mountain Ski Lodge for the Envirothon on April 30, 2027, at a cost of $301.35 to the district.**

12. **Personnel**

Extracurricular Appointments

Motion to approve the following Extracurricular appointments for 2026-2027 school year:

- **Kaitlin Talarico, Elementary and High School Drama Club Pit Orchestra Conductor;**
- **Ed Pearsall, Junior High Girls Basketball Coach:**
- **Sean Mangan, Junior High Boys Basketball Coach**

13. **Agreement - Forest City Regional School Educational Support Professionals Association**

Motion to adopt the proposed contract with Forest City Regional School Educational Support Professionals Association, effective July 1, 2026, through June 30, 2031, which has been ratified by the Association.

14. **Resignation — Math Counts Club**

Motion to approve the resignation from Mickayla McHale, as Math Counts Club Advisor for the 2026-2027 school year.

15. **C. Resignation - High School Teacher**

Motion to accept the resignation of Lauren Roote, High School Math Teacher, effective November 15, 2026, per the negotiated Forest City Regional Education Association Contract.

16. **Resignation — Support Staff**

Motion to accept the resignation of Trevor Anderson, 6-hour Maintenance Staff effective October 2, 2026.

17. **Old Business**

18. **New Business**

Use of Building

Motion to approve the following use of building requests:

- **Forest City Regional National Honor Society to hold a Bake Sale and Music Fundraiser on November 13, 2026, from 5:30 p.m. until 7:30 p.m.**
- **Forest City Youth Basketball practice times will be coordinated with Mr. Durkin from November 1, 2026, through spring 2027 in the elementary or high school gyms.**

19. **PSBA Elections 2027**

Motion to authorize the board secretary to cast its majority vote for the 2027 PSBA officers as decided:

- **President-Elect (One Year Term) - Matt Vannoy - Sharon City SD**
- **Vice President (One Year Term) - Kristy Bolte - Northwestern SD**
- **2027-29 PSBA Treasurer (Three Year Term) - David Hein - Parkland SD**
- **Eastern Zone Representative (One Year Term) - Jason Mell - Exeter Twp. SD**
- **2027 Section E-1 Advisor (One Year Term) - Christina Cosmello - Blue Ridge SD**
- **Trustees - 2 Seats (Three Year Term) - Marianne Neel and Dr. Michael Faccinetto**
- **Forum Steering Committee - (Two Year Term) 3 seats - Betsy Gates - Dauphin County Technical School and Lauryn Weaver - Central Intermediate Unit 10**

20. **District Policy (Second Reading)**

Motion to approve the update to the following District Policy (Second Reading):

- ***Policy No. 249 Vol. 1.1 2026 Bullying/Cyberbulling***

21. **Superintendent's Report**

22. **Information Items:**

Principal's Reports

Calendars

Menus

23. **Adjournment**

Minutes of Regular Board Meeting – September 14, 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, September 8, 2025, in the District Auditorium.

Board President McAndrew called the meeting to order at 7:30 p.m. and started the meeting with the Pledge of Allegiance.

Board members present were as follows:
Board President: Marissa McAndrew
Board Member: Bernice Lukus
Board Member: Henry Nebzydoski
Board Member: Danielle Pajka
Board Member: Eric Bennett
Board Member: Christopher Stahl
Board Member: Katherine Cruz
Board Member: Melissa Erdmann

Administrators present in the meeting: Superintendent, Mr. Michael Coleman; Stephen Glynn, Technology Coordinator;Mrs. Michelle Gogolski, Business Manager;High School Principal, Ms. Cynthia Weiss; Mr. Michael Zack, Elementary Principal; Mrs. Michelle Lesjack, Special Ed. Director; and Mrs. Jocelyn Finnerty, Board Secretary. Board Member excused from the meeting: Mary Emmett.

Board President McAndrew welcomed everyone to the meeting.Also in attendance: John Kameen, Forest City News; Lillian Senko, Susquehanna Transcript and approximately 8 community members.

Board President Marissa McAndrew announced an executive session was held before the regular meeting at 6:00 pm to discuss personnel and negotiation of contract.

Board President Marissa McAndrew asked if anyone would like to speak and moved on with the meeting.

Finance

Approval of Minutes

A motion was made by Director Lukus and seconded by Director Nebzydoski to approve the minutes of the Regular Business Meeting on August 10, 2026. The motion carried with all affirmatives.

Financial Reports

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

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

The motion carried with all affirmatives.

Payment of Bills

A motion was made by Director Erdmann and seconded by Director Pajka to approve the payment of bills for September 14, 2026. The motion carried with all affirmatives.

Athletics - Transfer of Funds

A motion was made by Director Pajka and seconded by Director Cruz to transfer $50,000.00 from the general fund into the athletic fund. The motion carried with all affirmatives.

Agreement - Edu Consult Consulting dba Total Grant Services

A motion was made by Director Cruz and seconded by Director Bennett to approve the agreement between Edu Consult Consulting (Total Grant Services). and Forest City Regional School District through October 1, 2027. The motion carried with all affirmatives.

Mr. Coleman commented that they are staying on task with this and there are a lot of grant opportunities in the pipeline. He also mentioned Mr. Zack is working on a "wish list" with them.

Agreement - Scranton School District

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

Agreement - Wayne County SAP

A motion was made by Director Stahl and seconded by Director Bennett to approve the agreement between Wayne County Office of Behavioral and Development Programs and Early

Intervention regarding the Student Assistance Program (SAP) and Forest City Regional School District for the 2026-2027 school year. The motion carried with all affirmatives.

Agreement - Comprehensive Consulting Services, Inc.

A motion was made by Director Lukus and seconded by Director Nebzydoski to approve the agreement between Comprehensive Consulting Services, Inc. and Forest City Regional School District for on site drug and alcohol testing services for board contracted drivers/contractors for the 2026-2027 school year. The motion carried with all affirmatives.

Agreement - Adams and Associates

A motion was made by Director Nebzydoski and seconded by Director Lukus to approve the agreement between Adams and Associates through the Job Corps Program at the Keystone and Red Rock Job Corps Centers and Forest City Regional School District for the 2025-2026 school year. The motion carried with all affirmatives.

Education and School Related

3 Hour Delay Schedule

A motion was made by Director Erdmann and seconded by Director Nebzydoski to approve the elementary and high school 3 hour delay schedule in case of inclement weather.. The motion carried with all affirmatives.
Board President McAndrew commented the district wants to have it in place and doesn't mean it has to be used.

Extracurricular Appointments

A motion was made by Director Pajka and seconded by Director Nebzydoski to approve the following Extracurricular appointments for 2026-2027 school year:

- Graduation Project Advisor - Carrie Kemmerer
- Soccer Jr. High Coach - Monique Barrese
- Soccer Jr. High Volunteer Assistant - Nicole Botjer
- Basketball JV Girls Coach - Elizabeth Simpson
- Golf Assistant Coach - Ed Pearsall
- Choral Music Director - Kaitlin Talarico

The motion carried with all affirmatives.

Field Trips 2026-2027

A motion was made by Director Bennett and seconded by Director Nebzydoski to approve the following field trips for the 2026-2027 school year:

- Several students will attend Governor's School Breakfast Challenge recognition at Lincoln Financial Field on September 23, 2026, at a cost of $1,334.55 to the district.
- Several High School students to participate in the Community Connections Watersheds Program Sept. 25, 2026; Oct. 5, 2026; Nov. 13, 2026;Jan. 22, 2027;March 18, 2027; April 13, 2027; and May 6, 2027 at a cost of $3,137.43 for the school year. The trips take place at Lackawanna State Park; Keystone College; Lake Scranton; Lacawac Sanctuary and Montage Ski Resort.
- Several students will attend the Junior Leadership through Wayne County Chamber of Commerce to visit Hawley Silk Mill Boiler Room and Silk Mill on September 15, 2026 at a cost of $325.02 to the district.
- Junior and Senior Ecology classes to study aquatics at the Pleasant Mount Fish Hatchery on October 21, 2026, at a cost of $225.68 to the district.
- Junior/Senior High School Band to Mohegan Sun Arena to perform the National Anthem at the WBS Penguins game on Sunday, October 4, 2026, at a cost of $423.07 to the district.

The motion carried with all affirmatives.

Personnel

Appointment - Support Staff Paraprofessional

A motion was made by Director Cruz and seconded by Director Pajka to approve Benjamin Burman as a six and a half hour (6.5) paraprofessional effective September 28, 2026 per the negotiated Forest City Regional Education Support Professionals Association Contract.The motion carried with all affirmatives.

Tenure

A motion was made by Director Bennett and seconded by Director Nebzydoski to grant tenure to the following professional staff:

- Nicholas Lowry; Mickayla McHale; and Melissa Silfee

The motion carried with all affirmatives.

Board President McAndrew congratulated all on their recommendation for tenure and for the work they have done.

Appointment - Support Staff Paraprofessional

A motion was made by Director Stahl and seconded by Director Bennett to approve Samantha Kuriger as a six and a half hour (6.5) paraprofessional effective September 2, 2026 per the negotiated Forest City Regional Education Support Professionals Association Contract.The motion carried with all affirmatives.

Unpaid Day

A motion was made by Director Lukus and seconded by Director Nebzydoski to approve one unpaid day, Friday, November 13, 2026, for Employee No. 712. The motion carried with all affirmatives.

Appointment - Elementary Teacher

A motion was made by Director Nebzydoski and seconded by Director Lukus to appoint Abigail Luongo as an Elementary Teacher, Bachelor's, Step 1 with a salary of $59,375.00 effective August 24, 2026 per the negotiated Forest City Regional Educational Association Contract.The motion carried with all affirmatives.

President McAndrew and Superintendent Coleman noted there was a scramble to hire an elementary teacher and they have heard she has done a remarkable job so far.

Appointment - Special Education Teacher

A motion was made by Director Erdmann and seconded by Director Pajka to appoint Melissa Martini as a Special Education Teacher, Master's, Step 14 with a salary of $72,566.00 effective August 24, 2026 per the negotiated Forest City Regional Educational Association Contract.The motion carried with all affirmatives.

Appointment - Support Staff Paraprofessional

A motion was made by Director Pajka and seconded by Director Cruz to approve Andrea Proehl as a six hour (6.0) paraprofessional effective September 10, 2026 per the negotiated Forest City Regional Education Support Professionals Association Contract.The motion carried with all affirmatives.

Appointment - Support Staff Assistant Cook

A motion was made by Director Cruz and seconded by Director Bennett to approve Jenna Dovi as a seven hour Assistant Cook pending clearances per the negotiated Forest City Regional Education Support Professionals Association Contract.The motion carried with all affirmatives.

School Safety and Security Coordinator

A motion was made by Director Bennett and seconded by Director Stahl to table the motion to appoint Daniel Nebzydoski, Dean of Students, as the district's School Safety and Security Coordinator as required by PDE with a stipend of $1,000 for the 2026-2027 school year. The motion carried with all affirmatives.

Resignation - Support Staff

A motion was made by Director Stahl and seconded by Director Bennett to approve the resignation of Linda Weber, Maintenance Support Staff, for the reason of retirement effective September 11, 2026. The motion carried with all affirmatives.

Resignation - Support Staff

A motion was made by Director Lukus and seconded by Director Nebzydoski to accept the resignation of Kylah Cookson, 6.5 hour support staff paraprofessional effective August 12, 2026. The motion carried with all affirmatives.

Resignation - Support Staff

A motion was made by Director Nebzydoski and seconded by Director Lukus to accept the resignation of Sabrina Heuskin, cafeteria assistant cook effective August 13, 2026. The motion carried with all affirmatives.

Resignation - Support Staff

A motion was made by Director Erdmann and seconded by Director Pajka to accept the resignation of Noelle Fox, 6 hour support staff paraprofessional effective September 21, 2026. The motion carried with all affirmatives.

Unpaid Days

A motion was made by Director Pajka and seconded by Director Erdmann to approve three unpaid days, September 24;25; and 28, 2026, for Employee No. 307. The motion carried with all affirmatives.

Unpaid Days

A motion was made by Director Cruz and seconded by Director Pajka to approve two unpaid days, October 1 and October 2, 2026, for Employee No. 1372. The motion carried with all affirmatives.

New Business

Use of Building

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

- Palette Pals Art Club Group to use the art room for adult painting classes on Mondays starting September 21, 2026 through November 23, 2026 6:00 p.m. until 9:00 p.m.
- Wayne Memorial Hospital to continue to partner with the Forest City Regional School District to provide the *"In School Walking Program"* beginning October 12, 2026 through April 22, 2027, Mondays through Thursdays from 6:00 to 8:00 p.m.

The motion carried with all affirmatives.

District Policies - First Reading

A motion was made by Director Lukus and seconded by Director Nebzydoski to approve the following district policies (First Reading):

Policy No. 249 Vol. 1.1 2026 Bullying/Cyberbullying

The motion carried with all affirmatives.

Superintendent Coleman commented this is an update to the policy regarding notification and investigation of bullying/cyberbullying outside of school.

Weekly Monitoring Agreement - Virtual Learning Network / District Cyber Program

A motion was made by Director Nebzydoski and seconded by Director Lukus to approve the Forest City Regional School District Cyber program requirements for weekly wellness meetings for VLN students. The motion carried with all affirmatives.

Superintendent's Report

Mr. Coleman presented the PA School Board Assoc. Five Year Honor Roll Certificates to Marissa McAndrew and Melissa Erdmann for their dedicated service to the district, community and education.

- Back to school carnival was held Tues., August 25, 5:00 - 6:30 pm, we had a large turnout and a great night for kids of all ages.
- 7th Grade Orientation was held after the carnival, it was very successful!
- Open House Back to School Night was held Sept. 2!
- Sophomore Washington DC Trip end of this week September 16 thru 18, 2026.
- PTO Meeting Tues., Sept. 15 @ 6:00 pm in the library
- Early Dismissal on Wed., Sept 30 @ 12:15 pm teacher in-service day.

- The elementary will experience the Mobile Agriculture Education Science Lab Sept. 14 thru Sept. 18, sponsored and paid by Susquehanna County Commissioners; Susquehanna Farm Bureau and PASoybean Board.
- Steamtown Marathon startline will be held on Sunday, Oct. 11, 2026!
- Teacher In Service Day, Mon. Oct. 12, 2026 No school for students. Teachers will attend ACT 80 Day at North Pocono School
- Next Board meeting, Tuesday, October 13 @ 7:30 pm. There will be a public work session prior at 6:00 pm in the district office board room. A Public Budget committee meeting will be held Monday, Oct. 19 @ 6:30 pm in the high school library.

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 Lukus to adjourn the regularly scheduled meeting of the Forest City Regional Board of Education at 7:55 p.m. The motion carried with all affirmatives.

Mrs. Jocelyn Finnerty, Board Secretary

FOREST CITY REGIONAL SCHOOL DISTRICT

FOREST CITY, PA 18421

October 2026

Business Office Report- For Information Only

Gross Payroll August 2026				**$**	**577,706.92**
Payroll Withholding Taxes:	Federal Withholding Tax		$ 50,981.03		
	FICA-Soc.Security & Medicare		$ 43,563.48		
	Wage Tax		$ 5,881.88		
	Occupational Tax		$ 40.00		
	State Income Tax		$ 17,491.09		
	Garnishments		$ 65.24		
	PSERS		$ 37,550.15		
	Tax Sheltered Annuities		$ 12,385.24		
	PSEA Dues		$ -		
	ESPA Dues		$ -		
	LDSP Dues		$ 10.00		
	Health Insurance Premiums		$ 3,558.53		
	American Fidelity-Flex 125		$ 1,748.38		
	American Fidelity-Ins. & Dis.		$ 4,778.59		
	Sun Life		$ 511.18		
	Unemployment		$ 400.55		
	Voya PSERS		$ 3,014.74		
		Total	**$ 181,980.08**		
Net Payroll				**$**	**395,726.84**

Supplemental Payments

Name	Reason	Amount
Barney, Tomika	Curriculum Meeting	$ 60.92
Carney, Sarah	PBIS	$ 129.46
McGraw, Amanda	PBIS	$ 121.84
McHale, Mickayla	I Ready	$ 45.69
Priebe, Richard	Meeting	$ 159.92
Prince, Amanda	Iready/ARC	$ 159.92
Rusnak, Ann Marie	Sports Phys/Immuniz	$ 182.76
Scavone, John	Band Director	$ 694.43
	Total	**$ 1,554.94**

Electronic Payments

Vendor	Description		Amount
Visa Payment	Credit Card Payment	$	6,276.79
		$	**6,276.79**

VISA Bills - for Approval by Board -August 2026

General Fund

VENDOR	DESCRIPTION		AMOUNT
Kully Supply	Maintenance	$	220.00
Bambu Lab	4 Printers-Grant Funded	$	1,516.00
Suite PDF	Bsn Office Software	$	75.06
Wal-Mart	School Supplies	$	23.06
	General Fund Total	**$**	**1,834.12**

Washington A/C

KY Fundraising	Fundraising	$	1,224.00
Holiday Inn	Hotel	$	1,200.00
	Trip Account Fund Total	**$**	**2,424.00**

Cafeteria Fund

KY Fundraising	Fundraising	$	662.67
	Cafeteria Fund Fund Total	**$**	**662.67**

Student Activities

KY Fundraising	Fundraising	$	1,356.00
	Student Activity Fund Total	**$**	**1,356.00**
	Grand Total	**$**	**6,276.79**

FOREST CITY REGIONAL SCHOOL DISTRICT
FOREST CITY, PA

Treasurer's Report				October-26
GENERAL FUND				
Beginning Balance-Checking a/c----------			$	2,556,718.54
August 2026- Income:				
Real Estate Taxes				
Lackawanna County		$ -		
Susquehanna County		$ 259,926.44		
Wayne County		$ -	$	259,926.44
Delinquent Real Estate Taxes				
Lackawanna County		$ 2,666.33		
Susquehanna County		$ 37,228.96		
Wayne County		$ -	$	39,895.29
Per Capita Taxes				
Clinton Twp		$ -		
Forest City		$ -		
Herrick Twp		$ -		
Mount Pleasant		$ -		
Uniondale		$ -		
Vandling		$ 165.00	$	165.00
Delinquent Per Capita Taxes				
Clinton Twp		$ -		
Forest City		$ -		
Mount Pleasant		$ -		
Uniondale		$ -		
Vandling Boro		$ -	$	-
Wage Taxes				
Berkheimer		$ 117,298.31	$	117,298.31
Realty Transfer Taxes				
Lackawanna County		$ 3,061.27		
Susquehanna County		$ 9,976.40		
Wayne County		$ 6,938.91	$	19,976.58
Treasury - Commonwealth of PA				
Transportation		$ 134,637.00		
Property Tax Relief		$ 326,846.00		
Basic Education		$ 645,217.00		
Social Security		$ 82,908.25		
Special Education		$ 82.91		
Pre-K Counts		$ 28,666.67		
ACCESS		$ 38,000.00	$	1,256,357.83
Investments				
FNB Checking A/C Interest -		$ 5,070.33	$	5,070.33
Miscellaneous Income				
Payment In Lieu of Taxes-William Penn		$ 7,942.56		
Payment In Lieu of Taxes-Game Comm		$ 7,368.75		
Due to/From Student Activities		$ 5,493.27		
Back to School Carnival Donations		$ 750.00		
Laptop Fees		$ 15.00		
Donations-School Expo		$ 350.00		
Highmark Foundation Grant		$ 4,000.00		
Health Insurance Payments		$ 6,011.89		
Tuition Reimbursement		$ 657.00		
			$	32,588.47
Total Income Received----------			$	1,731,278.25
Beginning Balance and Total Income Received----------			$	4,287,996.79
August 2026 - Expenditures (Cks. #35104-35178)				
PAYROLL:	8/13/2026	$ 253,908.62		
	8/27/2026	$ 357,658.51	$	611,567.13
Checks Issued		$ 461,244.46		
Electronic Payments		$ 14,106.93		
Visa Payment		$ 6,276.79		
Contracted Carriers / Direct Deposit Payments		$ 2,481.20	$	484,109.38
Expenditures----------			$	1,095,676.51
Checking a/c Balance as of August 31, 2026----------			$	3,192,320.28

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PAYROLL ACCOUNT

Beginning Balance -August 1, 2026					$ 58,295.62
Receivables:	**8/13/2026**		**8/27/2026**		
General Fund	$ 237,461.12		$ 340,245.80		
Soc. Sec./Medicare	$ 17,820.33		$ 25,743.15		
Voya	$ 1,136.86		$ 1,329.70		
	$ 256,418.31		$ 367,318.65		
Total Receivables					$ 623,736.96
Beginning Balance and Total Receivables					$ 682,032.58
Expenditures:	**8/13/2026**		**8/27/2026**		
Net Payroll	$ 161,732.58		$ 233,994.16		
Deductions	$ 148,426.40		$ 107,780.20		
Total Expenditures	$ 310,158.98		$ 341,774.36		$ 651,933.34
Payroll Acct Balance -August 31, 2026					$ 30,099.24
Payables:					
Wage Tax		Annuities-403b	$ -		
PSERS	$ 27,456.97	ESPA Dues	$ -		
Garnishment	$ 65.24	Voya-PSERS	$ -		
SS/Medicare/Fed	$ -	Sun Life Insurance	$ 323.40		
PSEA Dues	$ -	Occupational Tax	$ -		
American Fidelity FLEX	$ -	Unemployment	$ 2,253.63		
American Fidelity Insurance					
Sub-Total	$ 27,522.21	Sub-Total	$ 2,577.03		
Total Payables					$ 30,099.24
Actual Balance -August 31, 2026					$ -

STUDENT ACTIVITY ACCOUNT SUMMARY

Fund: 81 - STUDENT ACTIVITIES From 9/15/2026 to 10/08/2026

Activity Account	Beginning Balance	Receipts	Expended	Adjustments	Transfer Amends	Ending Balance
81-0496-000-000-00-000-000-000-0900						
0900- Art Club	$1,842.22	$0.00	$0.00	$0.00	0.00	$1,842.22
81-0496-000-000-10-000-000-000-0420						
0420- Jr Hi Baseball	$130.53	$0.00	$0.00	$0.00	0.00	$130.53
81-0496-000-000-10-000-000-000-0500						
0500- Elem. Student Council	$3,515.12	$0.00	$0.00	$0.00	0.00	$3,515.12
81-0496-000-000-10-000-000-000-0550						
0550- PBIS Elementary	$5,014.84	$1,340.00	($168.46)	$0.00	$0.00	$6,186.38
81-0496-000-000-10-000-000-000-0628						
0628- Class Of 2028	$729.38	$0.00	$0.00	$0.00	$0.00	$729.38
81-0496-000-000-10-000-000-000-0629						
0629- Class of 2029	$268.88	$0.00	$0.00	$0.00	$0.00	$268.88
81-0496-000-000-10-000-000-000-0630						
0630- Class of 2030	$532.67	$0.00	$0.00	$0.00	$0.00	$532.67
81-0496-000-00-10-000-000-000-0631						
0631- Class of 2031	$1,872.93	$0.00	$0.00	$0.00	$0.00	$1,872.93
81-0496-000-00-10-000-000-000-0632						
0632- Class of 2032	$1,100.73	$0.00	$0.00	$0.00	0.00	$1,100.73
81-0496-000-000-30-000-000-000-0400						
0400- Life Skills- HS	$454.20	$0.00	$0.00	0.00	0.00	$454.20
81-0496-000-000-30-000-000-000-0405						
0405- Boys Basketball	$500.42	$0.00	$0.00	$0.00	0.00	$500.42
81-0496-000-000-30-000-000-000-0410						
0410- FCR Spanish Club	$610.27	$0.00	$0.00	$0.00	0.00	$610.27
81-0496-000-000-30-000-000-000-0415						
0415- 5-6th Grade Girls Basketball	$446.63	$0.00	$0.00	0.00	0.00	$446.63
81-0496-000-000-30-000-000-000-0425						
0425- Baseball	$182.13	$0.00	$0.00	0.00	0.00	$182.13
81-0496-000-000-30-000-000-000-0428						
0428- Girls Softball	$319.74	$0.00	$0.00	0.00	0.00	$319.74
81-0496-000-000-30-000-000-000-0430						
0430- Cheerleading	$822.02	$0.00	$0.00	0.00	0.00	$822.02
81-0496-000-000-30-000-000-000-0435						
0435- Girls Soccer	$1,109.23	$0.00	$0.00	$0.00	0.00	$1,109.23
81-0496-000-000-30-000-000-000-0440						
0440- Cross Country	$1,140.29	$0.00	$0.00	0.00	0.00	$1,140.29
81-0496-000-000-30-000-000-000-0445						
0445- Girls Varsity Basketball	$3,734.89	$0.00	$0.00	$0.00	0.00	$3,734.89
81-0496-000-000-30-000-000-000-0450						
0450- Boys Volleyball	$3,060.73	$0.00	$0.00	$0.00	0.00	$3,060.73
81-0496-000-000-30-000-000-000-0455						
0455- FCR Gift Shop	$2,885.83	$0.00	$0.00	$0.00	0.00	$2,885.83
81-0496-000-000-30-000-000-000-0460						
0460- Girls Volleyball	$733.10	$1,526.00	$0.00	$0.00	0.00	$2,259.10
81-0496-000-000-30-000-000-000-0465						
0465- Soccer	$406.04	$0.00	$0.00	0.00	0.00	$406.04
81-0496-000-000-30-000-000-000-0470						
0470- Band	$2,061.45	$352.00	($990.00)	$0.00	0.00	$1,423.45
81-0496-000-000-30-000-000-000-0485						
0485- Chorus	$251.43	$0.00	$0.00	$0.00	0.00	$251.43
81-0496-000-000-30-000-000-000-0525						

0525- FCR Golf Team	$1,982.59	$15.00	($741.00)	0.00	0.00	$1,256.59
81-0496-000-000-30-000-000-000-0530						
0530- SADD	$472.85	$0.00	$0.00	$0.00	0.00	$472.85
81-0496-000-000-30-000-000-000-0540						
0540- Newspaper	$385.67	$0.00	$0.00	0.00	0.00	$385.67
81-0496-000-000-30-000-000-000-0545						
0545- Jr Hi Girls Basketball	$3,589.01	$0.00	$0.00	$0.00	0.00	$3,589.01
81-0496-000-000-30-000-000-000-0560						
0560- HS PBIS	$2,330.04	$340.00	$0.00	$0.00	0.00	$2,670.04
81-0496-000-000-30-000-000-000-0706						
0706-JR Prom	$1,193.28	$1,943.00	($1,440.00)	$0.00	0.00	$1,696.28
81-0496-000-000-30-000-000-000-0708						
0708- Yearbook- Senior	$2,042.34	$0.00	$0.00	0.00	0.00	$2,042.34
81-0496-000-000-30-000-000-000-0709						
0709- Ski Club	$362.19	$0.00	$0.00	$0.00	0.00	$362.19
81-0496-000-000-30-000-000-000-0710						
0710- Envirothon	$999.59	$0.00	$0.00	0.00	0.00	$999.59
81-0496-000-000-30-000-000-000-0711						
0711- Science Olympiad	$1,640.52	$0.00	$0.00	0.00	0.00	$1,640.52
81-0496-000-000-30-000-000-000-0720						
0720- Student Body Account	$7,264.48	$0.00	$0.00	0.00	0.00	$7,264.48
81-0496-000-000-30-000-000-000-0800						
0800- Student Council	$5,755.62	$0.00	$0.00	$0.00	0.00	$5,755.62
81-0496-000-000-30-000-000-000-0801						
0801 - Student Council II	$4,509.22	$0.00	$0.00	0.00	$0.00	$4,509.22
81-0496-000-000-30-000-000-000-0802						
0802- Senior Class Project	$1,709.57	$0.00	$0.00	$0.00	0.00	$1,709.57
81-0496-000-000-30-000-000-000-0803						
0803- Student Ambassadors	$1,135.57	$0.00	$0.00	$0.00	$0.00	$1,135.57
81-0496-000-000-30-000-000-000-0811						
0811- Drama Club	$3,718.88	$243.00	$0.00	$0.00	0.00	$3,961.88
81-0496-000-000-30-000-000-000-0814						
0814- Lettermans Club	$11,002.82	$0.00	($1,121.17)	$0.00	0.00	$9,881.65
81-0496-000-000-30-000-000-000-0880						
0880- National Honor Society	$1,953.06	$0.00	$0.00	$0.00	0.00	$1,953.06
81-0496-000-000-30-000-000-000-0885						
0920- Earned Interest	$131.89	$0.00	$0.00	$0.00	0.00	$131.89
81-0496-000-000-30-000-000-000-0955						
0955- FBLA 9-12	$0.00	$140.00	$0.00	0.00	$0.00	$140.00
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	**$85,904.89**	**$5,899.00**	**($4,460.63)**	**0.00**	0.00	**$87,343.26**
FUND 81 TOTALS	**$85,904.89**	**$5,899.00**	**($4,460.63)**	**0.00**	0.00	**$87,343.26**
GRAND TOTALS	**$85,904.89**	**$5,899.00**	**($4,460.63)**	**$0.00**	0.00	**$87,343.26**

BILLS PAID IN ADVANCE-GENERAL FUND

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000021858	09/18/2026	Amazon Capital Services	In/Out Expenses		6,880.30
0000035172	09/15/2026	Reach Cyber Charter School	Jul-Sept 2026		13,513.57
0000035173	09/15/2026	Pennsylvania Distance Learning Charter School	Jul-Sept 2026		3,473.93
0000035174	09/15/2026	Commonwealth Charter Academy	Jul-Sept 2026		228,584.25
0000035181	09/24/2026	Northeast PA Public Schools	October Health Insurance		191,398.00
0000035262	09/15/2026	LIAA	Girls Pre-District Golf		70.00
0000035263	09/18/2026	Elk Lake XC	JH XC Invitational		250.00
0000035264	09/28/2026	LIAA	Girls Pre-District Golf		140.00
0000035265	09/29/2026	Home Depot Credit Services	Supplies		29.00
0000035266	09/29/2026	F. Joann Stanton	Scholarship Reimbursement CA		2,000.00
0000035267	09/30/2026	PIAA District II	Golf District Championships		40.00

10 - GENERAL FUND	**446,379.05**
Grand Total All Funds	**446,379.05**
Grand Total Credit Cards	**0.00**
Grand Total Direct Deposits	**0.00**
Grand Total Manual Checks	**446,379.05**
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	**446,379.05**

BILLS TO BE APPROVED-GENERAL FUND

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000035268	10/13/2026	Mesko Glass	Services		94.91
0000035269	10/13/2026	NEVCO SPORTS, LLC	Time on/off Handheld Controller with Cord		99.99
0000035270	10/13/2026	American Reading Company Inc	26.27 Fusion Grade 6		1,700.00
0000035271	10/13/2026	A New Era Security Inc.	Services		431.40
0000035272	10/13/2026	Apple Inc.	K-1 student ipads	iMac Pink	6,239.00
0000035273	10/13/2026	Brian T Kelly CPA & Associates LLC	Audit Installment #3		6,800.00
0000035274	10/13/2026	ChromebookParts.com	Chromebook screens		599.90
0000035275	10/13/2026	Comprehensive Consulting	Drug Testing		490.00
0000035276	10/13/2026	CTC Of Lackawanna County	Member District Tuition		64,246.00
0000035277	10/13/2026	EduConsult Consulting	Grant/Advocacy		2,000.00
0000035278	10/13/2026	Tyler Technologies, Inc	26.27 Subscription Renewal		5,255.00
0000035279	10/13/2026	ESS Northeast LLC	Substitutes		26,926.20
0000035280	10/13/2026	Fell Charter School	Charter School Placement		13,026.97
0000035281	10/13/2026	Forest City Borough	Volleyball game		500.00
0000035282	10/13/2026	The Forest City News	Advertising		70.00
0000035283	10/13/2026	Forest City Sewer	Sewer Bill		731.25
0000035284	10/13/2026	Fox Ledge Inc.	Water		101.50
0000035285	10/13/2026	Freddys Refuse Removal LLC	Refuse Removal		791.66
0000035286	10/13/2026	Friendship House	IOP Therapist		4,897.52
0000035287	10/13/2026	Grove City Area School District	Student Placement		210.00
0000035288	10/13/2026	Haun Welding Supply Inc.	Helium Tank Lease		73.03
0000035289	10/13/2026	Interpretek	Interpretation Services		12,600.00

BILLS TO BE APPROVED-GENERAL FUND

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount	
0000035290	10/13/2026	J.C. Ehrlich	Services		750.00	
0000035291	10/13/2026	Johnson Controls Fire Protection LP	Services		4,162.78	
0000035292	10/13/2026	Joseph B. Ewain	Field Trip Transportation		278.25	
0000035293	10/13/2026	Joyce, Carmody & Moran, P.C.	Solicitor Fees		2,593.50	
0000035294	10/13/2026	JW Pepper & Sons Inc.	JWPepper 26/27		41.69	
0000035295	10/13/2026	Kevin Miluszusky	UFLI Supplies		180.00	
0000035296	10/13/2026	Kurtz Bros., Inc.	Supplies		1,189.00	
0000035297	10/13/2026	Lakeshore Learning Materials, LLC	26.27 Classroom Supplies		39.99	
0000035298	10/13/2026	Leader Services	IEP Writer Align Service		36.40	
0000035299	10/13/2026	NEIU 19	New Teacher Induction 26.28 Cohort	New Teacher Induction 25.27 Cohort	600.00	
0000035300	10/13/2026	NEIU 19 MIS DEPT	26.27 Classroom Supplies		99.97	
0000035301	10/13/2026	NEP	Phone Bill		1,467.83	
0000035302	10/13/2026	New Story, LLC	Student Placement		19,530.00	
0000035303	10/13/2026	O'Neill Busing II, LLC	Field Trip Transportation		372.15	
0000035304	10/13/2026	Pennsylvania Paper & Supply LLC	Supplies		572.58	
0000035305	10/13/2026	PASAP Office	26.27 Subscription Renewal		45.00	
0000035306	10/13/2026	Pennoni Associates Inc.	Enc Transfer from FY26 Services		800.00	#
0000035307	10/13/2026	Prince Excavating	Supplies		484.15	
0000035308	10/13/2026	ProCare Therapy	OT Services		10,665.00	
0000035309	10/13/2026	Reeves Rent-A-John Inc.	Rental		630.00	
0000035310	10/13/2026	Specialized Education of Pennsylvania Inc	Student Placement		5,407.50	
0000035311	10/13/2026	Thomas Nebzydoski	Field Trip Transportation		555.20	

BILLS TO BE APPROVED-GENERAL FUND

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000035312	10/13/2026	Turn-Key Technologies, Inc	Switch replacement project		10,276.72
0000035313	10/13/2026	USDA, APHIS, General	Purchased Services		51.21
0000035314	10/13/2026	VLN Partners LLC	VLN Student Platform		15,655.00
0000035315	10/13/2026	Wayne Memorial Community Health Center	Sports Physicals		90.00
0000035316	10/13/2026	The Western PA School for the Deaf	Audiology Services		563.78
0000035317	10/13/2026	WEWILLWRITE INC	26.27 Subscription - New		79.99
0000035318	10/13/2026	Zazzera's Super Market	Carnival		144.32

10 - GENERAL FUND	**225,246.34**
Grand Total All Funds	**225,246.34**
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	**225,246.34**
Grand Total Virtual Payments	**0.00**
Grand Total All Payments	**225,246.34**

BILLS TO BE APPROVED-CAFETERIA FUND

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000008705	10/13/2026	Bimbo Bakeries USA	Food		898.08
0000008706	10/13/2026	Holt Distributing	Food		679.96
0000008707	10/13/2026	Canada Dry Royal Crown Co	Drinks		395.90
0000008708	10/13/2026	Hershey Creamery Company	Food		484.56
0000008709	10/13/2026	J.C. Ehrlich	Services		2,147.00
0000008710	10/13/2026	Katie Tyler	Lunch Refund		6.00
0000008711	10/13/2026	Rolling Meadows Busing LLC	Governor's Breakfast Lincoln Financial Stadium		1,415.50
0000008712	10/13/2026	Sabrina Heuskin	Lunch Refund		17.50
0000008713	10/13/2026	Sysco Allentown	Supplies		1,646.57
0000008714	10/13/2026	Tifani Kirchem	Lunch Refund		33.95
0000008715	10/13/2026	Trichilo Food Service	Food	Milk, juice and yogurt	7,491.65
0000008716	10/13/2026	US Foods	Food		22,134.20
0000008717	10/13/2026	Zazzera's Super Market	Food		7.47

BILLS TO BE APPROVED-CAFETERIA FUND

51 - CAFETERIA FUND	**37,358.34**
Grand Total All Funds	**37,358.34**
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	**37,358.34**
Grand Total Virtual Payments	**0.00**
Grand Total All Payments	**37,358.34**

BILLS TO BE APPROVED-ATHLETIC FUND

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000006111	10/13/2026	Joseph B. Ewain	Athletic Transportation		2,448.92
0000006112	10/13/2026	O'Neill Busing II, LLC	Athletic Transortation		1,900.13
0000006113	10/13/2026	Rolling Meadows Busing LLC	Athletic Transportation		3,443.69
0000006114	10/13/2026	Thomas Nebzydoski	Athletic Transportation		2,205.66

29 - ATHLETICS FUND	**9,998.40**
Grand Total All Funds	**9,998.40**
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	**9,998.40**
Grand Total Virtual Payments	**0.00**
Grand Total All Payments	**9,998.40**

Version 7/2019

WS Agreement Number: _____-RA
WBS:_____

COOPERATIVE SERVICE AGREEMENT
between
FOREST CITY REGIONAL SCHOOL DISTRICT (FCRSD)
and
UNITED STATES DEPARTMENT OF AGRICULTURE
ANIMAL AND PLANT HEALTH INSPECTION SERVICE (APHIS)
WILDLIFE SERVICES (WS)

ARTICLE 1

The purpose of this agreement is to cooperate in a wildlife damage management project as described in the attached Work Plan.

ARTICLE 2

APHIS-WS has statutory authority under the Acts of March 2, 1931, 46 Stat. 1468-69, 7 U.S.C. §§ 8351-8352, as amended, and December 22, 1987, Public Law No. 100-202, § 101(k), 101 Stat. 1329-331, 7 U.S.C. § 8353. , to cooperate with States, local jurisdictions, individuals, public and private agencies, organizations, and institutions while conducting a program of wildlife service's involving mammal and bird species that are reservoirs for zoonotic diseases, or animal species that are injurious and/or a nuisance to, among other things, agriculture, horticulture, forestry, animal husbandry, wildlife, and human health and safety.

ARTICLE 3

APHIS-WS and FCRSD agree:

1. FCRSD will provide payment upon receipt of monthly/quarterly bill to "US Department of Agriculture" in the amount of **$5,344.06**.
2. The performance of wildlife damage management actions by APHIS-WS under this agreement is contingent upon a determination by APHIS-WS that such actions are in compliance with the National Environmental Policy Act, Endangered Species Act, and any other applicable federal statutes. APHIS-WS will not make a final decision to conduct requested wildlife damage management actions until it has made the determination of such compliance.
3. Nothing in this agreement shall prevent APHIS-WS from entering into separate agreements with any other organization or individual for the purpose of providing wildlife damage management services exclusive of those provided for under this agreement.
4. FCRSD certifies that APHIS-WS has advised FCRSD there may be private sector service providers available to provide wildlife damage management services that FCRSD is seeking from APHIS-WS.
5. The cooperating parties agree to coordinate with each other before responding to media requests on work associated with this project.

ARTICLE 4

This agreement is contingent upon the passage by Congress of an appropriation from which expenditures may be legally met and shall not obligate APHIS-WS upon failure of Congress to so appropriate. This agreement also may be reduced or terminated if Congress only provides APHIS-WS funds for a finite period under a Continuing Resolution.

ARTICLE 5

Pursuant to Section 22, Title 41, United States Code, no member of or delegate to Congress shall be admitted to any share or part of this agreement or to any benefit to arise there from.

ARTICLE 6

APHIS-WS assumes no liability for any actions or activities conducted under this agreement except to the extent that recourse or remedies are provided by Congress under the Federal Tort Claims Act (28 USC 1346(b), 2401(b), 2671-2680).
This agreement is not a procurement contract (31 U.S.C. 6303), nor is it considered a grant (31 U.S.C. 6304). In this agreement, APHIS-WS provides goods or services on a cost recovery basis to nonfederal recipients, in accordance with all applicable laws, regulations and policies.

This agreement shall become effective **10/1/2026**, and shall continue until **9/30/2027**, or when funding expires, whichever is sooner. This agreement may be amended or terminated at any time by mutual agreement of the parties in writing. Further, in the event FCRSD does not, for any reason, provide necessary funds, APHIS-WS is relieved of the obligation to provide services under this agreement.

As required by Debt Collection Improvement Act of 1996:

FCRSD Tax ID No.: 24-6002441
APHIS-WS's Tax ID: 41-0696271

Forest City Regional School District
100 Susquehanna Street
Forest City, PA 18421
(570-785-2406)

USDA-APHIS-Wildlife Service
PO Box 60827
Harrisburg, PA 17106–0827
(717-236-9451)

Michele Gogolski, Business Manager Date

Harris Glass, State Director Date

WS Agreement Number: _____-RA
WBS:_____

WORK PLAN

Introduction

The U.S. Department of Agriculture (USDA) is authorized to protect American agriculture and other resources from damage associated with wildlife. Wildlife Services activities are conducted in cooperation with other Federal, State, and local agencies, private organizations, and individuals.

The APHIS WS program uses an Integrated Wildlife Damage Management (IWDM) approach (sometimes referred to as IPM or "Integrated Pest Management") in which a series of methods may be used or recommended to reduce wildlife damage. These methods include the alteration of cultural practices as well as habitat and behavioral modification to prevent damage. However, controlling wildlife damage may require that the offending animal(s) are killed or that the populations of the offending species be reduced.

Wildlife Species: Canada Geese and beavers

Description of Damage: An integrated waterfowl damage management program will be implemented to reduce/prevent damages caused by Canada geese that consist of the accumulations of droppings on grounds, athletic fields, parking areas, walkways, and near building entrances; aggressive behavior of geese toward people during the nesting season; and potential health hazards associated with unsanitary conditions. Beavers have been obstructing waterways, which has caused flooding in surrounding areas. Beavers have also damaged trees located on FCRSD property.

Location:	Forest City	Susquehanna	Forest City	PA
	Town	County	Township	State

Location type: (Rural) or Urban

Services Provided:
The goal of APHIS WS is to manage the damage caused by wildlife by implementing integrated wildlife damage management programs. APHIS WS personnel, who have been professionally trained in wildlife damage management, will assist FCRSD in implementing an integrated waterfowl damage management program (IWDM) for Canada geese. An ongoing IWDM program would provide the greatest practical level of protection associated with wildlife damage at this site.

1. FCRSD will institute a no feeding waterfowl policy and actively enforce (i.e., education and signage) the policy.

2. APHIS WS will conduct nest and egg treatment at approximately 7–10-day intervals for the 8-week nesting season. Nests and eggs will be collected and disposed of following the 28–30-day incubation period.

3. APHIS WS will conduct waterfowl harassment (i.e., visual deterrents, use of lasers, remote controlled boats, pyrotechnics, etc.) at FCRSD when deemed necessary by APHIS WS. Harassment will be conducted when deemed necessary by either FCRSD or WS.

4. APHIS WS will use lethal control to re-enforce non-lethal harassment techniques when activities can be conducted safely.

5. APHIS WS will be available to provide pyrotechnics training to FCRSD staff, enabling them to conduct harassment during other times when APHIS WS is not onsite.

6. USDA Wildlife Services (WS) will conduct one week of beaver trapping in 2026/2027 if requested by FCRSD, and funds are available. WS will utilize body-gripping traps, foothold traps, snares, and/or firearms to remove nuisance beavers.

The above APHIS WS activities are fully provided for by the Pennsylvania Game Commission, Bureau of Wildlife Protection, Special Use (Depredation/Collecting) Permit and the US Fish and Wildlife Service Depredation permit issued to the Director and/or the WS PA State Director. Activities will be conducted with regular and overtime hours worked as necessary to accomplish the objectives of this program.

FINANCIAL PLAN

Cost Element		Full Cost
Personnel Compensation		$3,242.95
Other Services (Vehicle Fuel and Maintenance)		$810.00
Supplies, Materials and Equipment		$150.00
Subtotal (Direct Charges)		$4,202.95
Pooled Job Costs	11.00%	$462.33
Indirect Costs	16.15%	$678.78
Agreement Total		$5,344.06

The distribution of the budget from this Financial Plan may vary as necessary to accomplish the purpose of this agreement but may not exceed: **$5,344.06.**

Please note that invoices will be processed at the above selected frequency and will include all expenses that have posted to the system at that time. It is possible that these invoices may vary significantly depending upon what expenses are listed when the invoice is processed.

Monthly Billing **Quarterly Billing** **Paid in Full**

Financial Point of Contact/Billing Address:

Forest City Regional School District

FCRSD
Michele Gogolski
100 Susquehanna Street
Forest City, PA 18421
(570) 785- 2406
mgogolski@fcrsd.org

USDA – APHIS - WS State Office

USDA APHIS WS PA
Jason Wood
PO Box 60827
Harrisburg, PA 17106-0827
(717) 236-9451
jason.m.wood@usda.gov

Prepared by (APHIS-WS employee): W. Wenner

Programs of Western Pennsylvania School for the Deaf
300 East Swissvale Avenue, Pittsburgh, PA 15218

INDEPENDENT CONTRACTOR AGREEMENT

This Agreement is made and entered into this _____ day of _____, between *The Western PA School for the Deaf,* having its principle place of business at 300 East Swissvale Avenue, Pittsburgh, PA 15218 (herein referred to as "WPSD") and the _____, with an address of _____(herein referred to as "School.")

RECITALS

WHEREAS, WPSD owns and operates a non-profit service organization at the address set forth above, and School desires to have the following services performed for Schools institution.

WHEREAS, WPSD agrees to perform these services for School under the terms and conditions set forth in the Agreement.

In consideration of the mutual promises set forth herein and other good and valuable consideration, it is expressly agreed by and between WPSD and School:

SECTION ONE
Description of Work

The work to be performed by WPSD includes all services to include the following:

A.) The services provided by WPSD to School will be of an hourly nature and will be defined in each student's Individualized Education Program (IEP). The type and scope of the hourly services is defined on a case-by-case basis. There will not be a guaranteed amount of hours.

B.) WPSD will provide Audiological services for the School and to the student, to include but not limited to: evaluating communication access issues, educating school staff about impacts of hearing technology, in-service classroom teachers about required daily monitoring of amplification, appropriately select, set, validate, manage implementation of hearing assistance technology, gather information to determination if amplification is fit optimally, participate in eligibility evaluations, IEP and 504 initial and review meetings to address access to classroom communication and education needs. Perform formal and informal assessment of access to classroom communication (i.e., FLE) CART, interpreters, transliterators, auditory, etc. for initial evaluations and upon request thereafter. Assess classroom acoustics; make recommendations to improve school listening situations and recommend appropriate access technologies/services.

C.) WPSD will perform services in accordance with this contract at locations to be mutually arranged between WPSD and School. In addition, WPSD may perform services on the telephone, video conference, and through electronic mail and at such other places as necessary to perform these services in accordance with this agreement and as directed by School.

SECTION TWO
Payment

The WPSD's pay rate is as follows:

WPSD will be reimbursed at the rate of One Hundred Sixty (160) dollars per hour (**billed in fifteen (15) minute increments). Additional fees are identified in Appendix A – Fee Schedule. WPSD will be reimbursed One Hundred Sixty (160) dollars for each scheduled location visit when WPSD is not provided twenty-four (24) hours advanced notice of student being unavailable.** This hourly rate will include travel time compensation between buildings, if necessary for work performed in accordance with this agreement. **School will reimburse WPSD for Time and Vehicle Mileage incurred in commuting to the first location within the district. School will reimburse WPSD for Time and Vehicle Mileage incurred when driving between buildings/locations within the district. School will reimburse WPSD for any supplies purchased by WPSD on behalf of the School, as agreed upon by the School.** WPSD shall submit a monthly invoice to School for services rendered. School will reimburse for services rendered within thirty (30) days of invoicing. Services to include consultation and collaboration with teacher of the deaf and School personnel.

SECTION THREE
Relationship of Parties

WPSD and School agree that neither party to this Agreement shall be construed to be an employee, employer, agent or representative of the other, nor will either party have an expressed or implied right of authority to assume or create any obligation or responsibility on behalf of, or in the name of, the other party.

SECTION FOUR
Insurance

WPSD staff shall maintain in effect the following insurance coverage at all times during the term of this Agreement by an insurance company licensed to conduct business in the Commonwealth of Pennsylvania:

- Worker's Compensation covering WPSDs liability under the Worker's Compensation Act of the Commonwealth of PA, as amended,
- Commercial General Liability insurance endorsed to include School as an Additional Insured. The limit applicable to this insurance shall be $1,000,000 per occurrence,
- Automobile liability insurance covering all owned, hired, and non-owned vehicles with a limit of liability of not less than a combined single limit of $300,000 for bodily injury and property damage.

SECTION FIVE
Confidential and Proprietary Information

This section is reciprocal in that WPSD/School each understand that in performing this Agreement, either party may have access to confidential and proprietary information of the other party, including but not limited to names, facts or information about individuals, businesses and families participating in these projects. WPSD/School may also have access to confidential and proprietary information of the other party, possibly including, personnel information, sensitive, confidential, or internal corporate matters and other protected information. It is agreed that the definition of

confidential or propriety information includes all documentary, electronic, or oral information made known to WPSD/School through any activity related to this Agreement but shall not include information made available as public information.

WPSD/School agrees not to reveal any confidential or proprietary information and understands that any disclosure shall be considered a breach of this Agreement. WPSD/School agrees that if it receives a subpoena for divulgence of confidential or proprietary information, it shall notify WPSD/School prior to divulgence. WPSD/School shall not divulge, disclose, copy, sell, or otherwise make use of any confidential or proprietary information (including but not limited to the above) of WPSD/School's students, staff, faculty, agents or assigns.

(This section shall survive this Agreement and shall remain in force for seventeen (17) years.)

SECTION SIX
Duration

This Agreement shall be in force for a period beginning July 1, 2026 **and will continue until either party, in writing, ends this agreement in accordance with Section Seven Termination. Any future modifications to this agreement will be conducted under separate cover and agreed to, in writing, by both parties before modifications can take effect. All agreed upon modifications will be considered a part of this basic agreement.**

SECTION SEVEN
Termination

Either party may cancel this Agreement by providing *Thirty (30)* days' written notice to the other party.

SECTION EIGHT
Property Ownership

Ownership of all materials, documents, designs, concepts, data, and other work product provided by WPSD to School, whether in preliminary or final form ("Materials"), remain the sole and exclusive property of WPSD. No transfer of ownership is implied or granted by delivery of such Materials. School is granted a limited, non-exclusive, non-transferable license to use the Materials solely for the purposes outlined in this Agreement.

Except as expressly provided herein, WPSD retains all right, title, and interest, including all intellectual property rights, in and to any Materials supplied to School. Any use, reproduction, modification, or distribution of the Materials beyond the scope of this Agreement requires prior written consent from WPSD.

SECTION NINE
Equal Opportunity

WPSD is an affirmative action/equal opportunity institution. During the performance of this Agreement, WPSD and any subcontractor and their agents and employees, agrees to be bound by all applicable federal and local laws, rules, regulations, orders, instructions and other directives governing equal employment opportunity.

SECTION TEN
Clearances/Medical Requirements

WPSD understands that state law requires Act 34 (PA State Police Criminal Background Check), Act 151 (Dept. of Public Welfare Child Abuse History), Act 114 (Federal Criminal History Record), and Act 24 for anyone who has direct contact with the children. WPSD agrees to provide School with copies of those clearances upon request from School.

SECTION ELEVEN
Governing Law

This Agreement shall be governed by and construed under the laws of the Commonwealth of Pennsylvania.

This Agreement represents the entire agreement of the parties and may not be amended unless the same shall be in writing and signed by the parties.

IN WITNESS WHEREOF, the parties have executed this Agreement on the day and year first above written.

THE WESTERN PA SCHOOL FOR THE DEAF

_____	_____
Signature	Signature
_____	_____
Date	Date
	Steve Quagliani
	Chief Financial Officer

Appendix A - Fee Schedule

Service Type	Includes:	Cost
Audiology Starter Kit	Tubes Earmold Cleaner Puffer 1 Pack of Batteries 2 Extra Tubes or Domes	$15.00
Earmolds	Clear Multi-Color Color with Icon	$90.00 $110.00 $130.00
Repairs	** Via School District Purchase Order and Quote	
Supplies	Domes Thin Tubes Teacher Lanyards Wax Guards Earhooks Tubing	$5.00 Each $10.00 Each $5.00 Each $8.00 Each $5.00 Each $5.00
Batteries	Pack of Six	$2.00
Touchscreen	** Via School District Purchase Order and Quote	
Loaner Equipment from WPSD	WPSD will offer loaner equipment if needed and available. District (School) agrees to replace any loaner equipment if broken, lost, or damaged.	

** Refer to the following page for instructions:

New equipment purchase process: Please refer to the following page.

1.) WPSD submits a recommendation and a quote from the manufacturer to the School District.
2.) The School District purchases the equipment directly from the manufacturer.
3.) The School District receives the equipment and alerts WPSD (Audiologist) so the equipment can be fitted/paired/programmed.
    a. Please provide the Audiologist with clear instructions on where to pick up the equipment.

Repairs of Equipment:

1.) WPSD obtains a quote for the repair and submits it to the School District.
2.) The School District must give WPSD a PO Number before the equipment can be shipped to the repair facililty.
3.) Once WPSD receives the PO Number, the equipment is shipped to the manufacturer from WPSD.
4.) The School District is billed straight from the manufacturer for the repair.
5.) WPSD receives the repaired equipment and completes the fitting/pairing/programming process with the student.

AGREEMENT BETWEEN

FOREST CITY REGIONAL SCHOOL DISTRICT

AND

FOREST CITY REGIONAL SCHOOL EDUCATIONAL SUPPORT PROFESSIONALS ASSOCIATION

July 1, 2026

THROUGH

June 30, 2031

ARTICLE I

The Forest City Regional Board of Education, hereinafter known as the Employer, recognizes the Forest City Education Support Professionals (ESP) hereinafter known as the Association, or its representative as the exclusive and sole bargaining representative for all personnel included in the bargaining unit as certified by the Pennsylvania Labor Relations Board on Certification of Representative No. PERA-R-1327-*C*, dated November 16, 1971.

ARTICLE II -AGREEMENT

Section 1 - Terms of Agreement

The terms of this agreement shall begin July 1, 2026 and shall continue in full force through June 30, 2031 or until such later date as the two parties may hereinafter agree to be extended ending date. Any such extended date shall be evidenced by an amendment to this Agreement, to which both parties signify their approval by affixing their signatures thereto. The parties hereto agree that no additional negotiations concerning this Agreement or concerning dates, wages, hours, or terms and conditions of employment will be conducted on any item, whether contained herein or not, during the term of this Agreement, unless by mutual consent of the Parties.

Section 2 - Definitions

District - Forest City Regional School District

Employee - An employee is a person covered by this Collective Bargaining Agreement.

Full-Time - A full-time employee is an employee who is regularly scheduled to work thirty-five (35) hours or more per week for 185 days or more.

Paraprofessional - Teacher Assistant/Health Office Assistant

Part-Time School Year - A part-time employee is an employee who works less than thirty-five (35) hours per week on a school year schedule.

Part-Time Full Year - A part-time full year employee is an employee who works less than thirty- five (35) hours per week but works 260 days per year.

Vacancy - A vacancy is a new position or one that is open because of retirement, discharge, resignation or death.

Section 3 - Printing Agreement

Copies of the Agreement shall be printed at the expense of the Employer within 30 days after the Agreement is signed and presented to all support employees now employed or hereafter employed during the term of this contract.

ARTICLE III -PROFESSIONALISM

Section 1 - Personal Freedom

Employees shall be entitled to full rights of citizenship, and no religious or political activities of any employee or lack thereof shall be grounds for any discipline or discrimination with respect to the employment of such employee, providing said activities do not violate any local, state, or federal law and so long as such activities do not interfere with the employee's responsibilities to his employer.

Section 2 - Professionalism

The District shall afford Support Personnel the same respect as they afford Professional Staff and any criticism of any employee by a member of the Board of Education, a Supervisor, an Administrator, or any agent of the District shall be made in confidence and never in the presence of pupils, parents or other employees, or at public gatherings. All critiques made shall be confidential.

ARTICLE IV – ASSOCIATION BUSINESS

Section 1 - Use of School Buildings

The Association and its representatives shall have the use of school buildings for meetings after hours if those buildings are unscheduled for other use at the time requested so long as no costs are incurred by the district to make said facilities available. Said requests must be made in a timely manner consistent with District procedures.

Section 2 - Use of Bulletin Boards, Mail System, and E-Mail System

The Association shall have reasonable use of bulletin boards, inter-school mail facilities, school mailboxes and e-mail for business purposes.

Section 3 - Use of Equipment

The Association shall have reasonable use of school equipment including computers,-copiers, calculators, fax machines, and all types of audio- visual equipment as reasonable times when such equipment is not otherwise in use.

Section 4 - Information

The District shall furnish to the Association, upon reasonable request, during normal business hours, information to which the public is entitled and/or that information required by Act 195 or any other applicable laws.

Section 5 - Membership Dues Deduction

A. **Deduction from Salary:** The Board agrees to deduct dues from the salaries of all members of the Local Association and the Education Support Professionals Association as said members authorize the Board to deduct and transmit the monies by check promptly to the Forest City Regional Education Support Professionals. The deductions referred to above will be made in 20 equal installments beginning with the first pay period in July or as soon thereafter as possible. The Association is responsible for notifying the Business Office of specific amounts to be deducted from an individual's pay.

B. **List supplied to the Board:** No later than September 15th of each year, the Forest City Regional Support Professionals will provide the Board with the list of those employees who have authorized the Board to deduct dues for the Association.

C. **Indemnification:** The Association will indemnify, defend and hold the District harmless against any and all claims, demands, or suits brought as a result of any action taken. against the District, or other forms of liability that shall arise out of or by reasons of action taken by the district to comply with the provisions of this section. The Association agrees to provide for the defense of the District at the expense of the Pennsylvania State Education Association (PSEA) and through counsel selected by PSEA.

Section 6 - Maintenance of Membership

All employees who are presently members of the Association or who will become members of the Association during the term of this Agreement shall be subject to the "Maintenance of Membership" provision as defined in Article III, subsection 18 of the Public Employee Relations Act, Act 195.

Section 7- Association Business

The Association shall be entitled to a combined total of three (3) days of leave for representatives of the Forest City Regional Education Support Professionals Association to attend meetings and conferences of state and local affiliated organizations.

The Association shall reimburse the District the cost of a substitute, if one is used.

ARTICLE V-WORKING CONDITIONS

Section 1 - No Strike/No Lockout

It is understood that there shall be no strike, as the term defined in Act 88 of the 1992 (Act 88) as signed into law July 9,1992, during the life of this Agreement, nor shall any officer, representative, or official of the employee bargaining group authorize, assist or encourage any such strike during the life of this agreement.

The employer will not engage in any lockout, as the term is defined in Act 88 of the 1992 (Act 88) as signed into law July 9, 1992, during the life of this agreement.

Section 2 - Contagious Diseases

A. An employee absent from work because of mumps, Hand Foot Mouth, scarlet fever, measles, chicken pox/shingles, pediculosis, meningitis, whooping cough, lice, Hepatitis B, conjunctivitis, scabies, pink eye, fifths disease, MRSA, HIV, tuberculosis, SISTCHS disease, impetigo, or shall suffer no diminution of compensation nor shall there be any charge against the employee's personal sick leave accumulation for the first 5 days of absence. In the event that workers' compensation benefits apply and are made retroactive to cover the first day of absence, the employee shall reimburse the district for the amount of benefits received up to the first 5 days. Such reimbursement to the district shall be exclusive of medical benefits received by the employee. A doctor's certificate stating the nature of the illness shall be required when leave is taken under this section.

B. Entitlement to the benefits set forth above is conditioned upon an incidence of the disease already occurring in the school building(s).

Section 3 - Paraprofessionals

Paraprofessionals shall be able to wear denim with no holes to work with students.

ARTICLE VI – SENORITY

Section 1 - Seniority

Definition: Seniority is defined as an employee's length of continuous service with the district since his or her most recent date of employment.

Section 2 - Seniority List

Each year the district shall maintain a seniority list showing continuous service of each employee. A copy of this seniority list shall be provided to the Association President. Any errors shall be forwarded to the district within two (2) weeks. If the district determines the errors to be valid, a new seniority list shall be issued within two (2) weeks.

ARTICLE VII - RIGHTS OF EMPLOYEE

Section 1 - Statutory Savings

Nothing contained herein shall be construed to deny or restrict to any bargaining unit member such rights as he or she may have under Public School Code of 1949, as amended, the Public Employee Relations Act, Act 195, Act 88 of 1992 or other applicable laws and regulations.

Section 2 - Required Meetings or Hearings

Whenever any employee is required to appear before the Superintendent, Board, or any agent or representative thereof, concerning any matter which could adversely affect the continuation of that employee in his position of employment or the salary or any increments pertaining thereto, the employee shall be given prior notice of the reason for such meeting or interview and shall be entitled to have a representative of the Association or legal counsel present to advise him and represent him during such a meeting or interview. Any suspension of an employee pending charges shall be with pay. In the event an employee is charged with a crime, that if convicted would, under PSERS, result in a loss of pension, the employee will be suspended without pay. Should the charges be dismissed or the employee acquitted of said charges, the employee will be eligible for reinstatement and/or back pay.

Section 3 - Personnel File

No derogatory material regarding an employee's conduct, service, character, or personality shall be placed in the personnel file unless the employee has received a copy and has had the opportunity to review the material. Employees shall have access to his/her personnel file at reasonable times during regular office hours after having given reasonable notice to the District Office regarding their desire to review his/her file. An employee may request duplicates of any material contained in the file.

Section 4 - Safety

The district will provide a safe working environment. Employees shall not be required to work in unsafe or hazardous working conditions. The district will work with the Association to resolve concerns that Association members have regarding working conditions.

ARTICLE VIII – INSURANCE PROTECTION

A. All full-time Maintenance, Custodial, Secretarial, Paraprofessional/Health Office Assistant, Library Assistant, Group Supervisor Assistant and Cafeteria Personnel shall be provided group insurance benefits in accordance with the same terms and conditions as the professional employees' contract of the Forest City Regional School District, including but not limited to, family coverage of the employee, his or her spouse and their dependents, under the Blue Cross/Blue Shield Major Medical Insurance Program, or equivalent.

The premium share for members eligible for insurance protection deducted pre-tax and into 125 Plan shall be as follows:

Year 1: 1.5% of total compensation up to $500
Year 2: 1.5% of total compensation up to $500
Year: 3 1.5% of total compensation up to $500
Year 4: 1.5% of total compensation up to $500
Year 5 1.5% of total compensation up to $500

All other aspects of insurance coverage shall be the same as outlined in the Agreement with the Forest City Regional Education Association.

B. Coverage under any group insurance program shall be contingent upon the consent of the insurance carrier. The terms and conditions of coverage shall be provided by Blue Cross/Blue Shield Traditional Plan or equivalent. Should they be inconsistent or not available, Blue Cross/Blue Shield conditions and terms shall apply.

C. An employee who is designated as a "Part-time" employee may participate in the District's Medical Insurance Program, provided that the carrier permits this. Such participation shall be at the expense of the employee but at the district's group rate.

D. Any "opt out" option agreed to in the Forest City Regional Education Association contract (2023-2028) will apply and/or be extended to the support personnel. The "Opt- Out option shall continue through the life of this contract under terms agreed upon in the negotiated FCREA contract.

E. The district has adopted a Section 125 Plan and will make available to all employees Flexible Spending Accounts for medical expenses and dependent care.

F. Full-Time employees will be entitled to life insurance which is capped at $50,000. All part-time employees will receive a life insurance policy for one-half the amount given to a full-time employee.

G. ACA Full-Time Employee Protection. Any employee who, as of the effective date of any amendment to the Affordable Care Act ("ACA"), is receiving health insurance benefits through the District based upon the ACA's definition of a full-time employee, including the current requirement that an employee average at least thirty (30) hours of service per week (the "30-Hour Rule"), shall continue to be eligible for such health insurance benefits notwithstanding any subsequent amendment to the ACA that ~~increases~~ changes the number of hours an employee must work to qualify for healthcare as a full-time employee for purposes of the ACA's employer shared responsibility provisions or employer mandate.

This provision shall apply only to employees who are employed by the District and receiving such health insurance benefits as of the effective date of the applicable amendment to the ACA. An employee hired or first becoming eligible for District health insurance benefits after the effective date of such amendment shall be subject to the eligibility requirements then applicable under the ACA and this Agreement. Nothing in this provision shall require the District to provide health insurance benefits in a manner or to an extent prohibited by applicable federal or state law. The District shall administer this provision and the health insurance plan in accordance with applicable law.

ARTICLE IX – LEAVE

Section 1 - Sick Leave

A. All full-time/part-time personnel who work under 260 days will be allotted nine (9) sick days. Sick time is based upon the normal working hours. All full-time/part-time personnel who work 260 days will be allotted twelve (12) sick days. Said sick days will accumulate without limit from previous years to future years.

B. The district will continue to provide accrual of sick days on pay stubs.

C. First year hires' sick days will be prorated based upon start date of employment. (Example: Maintenance hired on December 15th will have five (5) sick days).

D. Employees may request use of sick time for other than sick for life events. An example: Attending a wedding and not having enough vacation or personal time. District may grant use of sick time for member to be paid for additional days off.

Section 2 - Reimbursement for Unused Sick days

Reimbursement for unused sick days shall be at the rate of $9.00 ~~per~~ hour for the life of the contract.

Reimbursement for unused sick days will be for all accumulated sick days without limit. To be eligible for this benefit, an employee must have ten (10) years of service in the district and be eligible for retirement under the provisions set forth by the Pennsylvania Public School Employee's Retirement System.

Section 3 - Sick Days -Retirement Health Insurance

Support Staff may carry over unused vacation days each year of the contract into their sick bank and may accumulate sick days over all years worked. At retirement, a retiree can request to use such sick days to buy additional years of health insurance (only towards the individual plan). The district shall accept such sick days for insurance payments at the following rates:

100 Sick days for 1 year of District Individual Health Insurance
200 Sick days for 3 years of District Individual Health Insurance
300 Sick days for 5 years of District Individual Health Insurance

Section 4 Personal Days

Each employee who works less than 260 days shall be allotted three (3) personal days per year with pay based on the employee's normal work day for the term of the contract. Each employee who works 260 days shall be allotted two (2) personal days per year with pay based on the employee's normal work day for the term of the contract. Bargaining unit members may accumulate up to three (3) personal days for use in any one year. Unused personal beyond three (3) shall be added to the accumulated sick leave at the end of each contract year.

Section 5- Jury Duty

An employee of the district who is called for jury duty will receive the payment of his/her normal salary. The employee shall pay to the district the jury duty pay given to him/her during the period of jury duty excluding reimbursement for mileage and meal allowance.

Section 6- Legal Leave

An employee required by the district to appear at any legal proceeding during working hours shall suffer no loss of compensation by reason of such absence from jury duty.

Section 7- Unpaid Leave

An employee may request an unpaid leave of absence by written request to the Superintendent or his/her designee prior to the time requested. Forest City Regional School Board shall approve or disapprove the request. If the employee does not request and receive approval for unpaid leave, the absence can be considered job abandonment and may result in disciplinary action. Employees taking unapproved unpaid leave will forfeit any holiday pay that falls within that time frame. The district may make exceptions to this policy in cases of illness and/or emergencies.

Employees will be responsible for a pro-rated share of the cost of benefits during unpaid leave time that is not covered under the Family Medical Leave Act. The pro-rated share of benefits will be calculated by dividing the annual cost of health, vision, and dental insurance by the number of scheduled work days each year.

Section 8 - Bereavement Leave

Up to three (3) days at any one time may be granted in the event of death of an employee's spouse, child, parent, father-in-law, mother-in-law, brother, sister, grandchild, step relative in any of the preceding categories and any other member of the immediate household. Employees shall be granted up to one (1)-day in the event of death of an employee's relative outside the employee's immediate family as defined above. Near relative is defined as first cousin, grandfather, grandmother, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, brother-in- law, sister-in-law, or step relative of any of the preceding categories. In the event of the death of an employee or student in the Forest City regional School District, the Superintendent shall grant to an appropriate number of employees sufficient time off to attend the funeral.

Up to two (2) days of paid leave may be granted by the Superintendent at his/her sole discretion. where the needs of the situation warrant.

Section 9 - Workers' Compensation

Employees who are injured on the job and who are found eligible for Workers' Compensation benefits shall be eligible for benefits consistent with the Pennsylvania Statutes which govern the same. Any time missed for a job-related incident shall not result in a reduction of sick or personal leave.

ARTICLE X-WORK SCHEDULES

Section 1 - Secretaries

The basic work year for secretaries shall be at least 210 days and not more than 260 days. These days shall include all days that school is in session unless an exception is approved by the Superintendent. All secretaries shall work an 8-hour workday including a 30-minute unpaid lunch, with a 15-minute paid break.

Summer secretarial hours will commence two weeks after school dismisses and will end two weeks before school starts and will be as follows: 7-hour workday including a 30-minute unpaid lunch, with a 15-minute paid break.

Section 2 -Maintenance/Custodian

Maintenance and Full-Time Custodians shall work eight (8) hours per day, 260 days per year, including a 30-minute unpaid lunch with a 15-minute paid break.

Part-Time Custodians shall work four (4) hours per day, including a 10-minute paid break, or six (6) per day with a 15-minute paid break, 260 days per year.

If for any reason Maintenance/Custodian personnel are required to leave the building for emergency purposes (personal) or for other reasons during the workday, they shall signify their absence by notifying their immediate supervisor upon leaving and upon their return. Maintenance/Custodial personnel will not be permitted to leave the building for any reason without permission from their supervisor.

Section 3 - Paraprofessionals

A. Assignments: Paraprofessional assignments shall be provided yearly at least one week prior to the first day of school.

B. Work Day:

1. Full-Time Paraprofessionals shall work a minimum of 185 days per year for no less than 7.0- hours per day including a 30-minute unpaid lunch and a 15-minute paid break.
2. Part-Time Paraprofessionals shall work a minimum of 185 days for no less than 4 hours per day with a 10-minute paid break.
3. Paraprofessionals shall work within the confines of the school calendar including in-service days. If paraprofessionals are utilized as chaperones on school trips, they will be paid their hourly rate for the duration of the trip. Paraprofessionals requested by management or with administration approval, shall be paid their hourly rate.

4. The In-Service days for Paraprofessionals shall be the same as that of the professional employees. In addition, the district shall have the right to schedule additional hours of voluntary duty for Paraprofessionals during the day. Compensation for such additional hours shall be at the same hourly rate equal to their pay scale.

Section 4 – Delays, Early Dismissals, and Closings (All Classifications as specified)

A. Two-Hour Delay-(Term used but would cover any amount of hours the district delays school opening time)

1. In the event of a two hour delay, paraprofessionals and secretaries/clerk staff shall report Two (2) hours later than their normal reporting time, unless otherwise directed.
2. On a two-hour delay, paraprofessionals and secretarial/clerk staff shall be paid for a full day.
3. Secretarial and clerical staff may be required to perform remote work on two-hour delay days as directed by administration.

B. Half Days/Early Dismissals (Scheduled or Weather Related)

1. On half days or early dismissal days, paraprofessionals shall be dismissed fifteen (15) minutes after student dismissal, unless otherwise directed.
2. On such days, paraprofessionals shall be paid for a full day.

C. Full-Day School Closures

1. On full-day school closures, paraprofessionals and cafeteria staff shall not report and the day shall be handled consistent with the school calendar. (Make up snow days)
2. Custodial and Maintenance staff are essential personnel and shall report as directed.
3. All Secretarial and Clerical staff may perform remote work on full-day closures with administrative approval and shall be paid for the day when such approval is granted.
4. Directives regarding working from home will be consistent across the secretarial staff.

C. Calendar:

In addition to the basic school year, the district shall have the right to schedule additional days of voluntary duty for Assistants during each year of this agreement. Compensation for such additional workdays shall be included in basic per diem salary or hourly wage as set forth in salary schedules attached to this agreement. Paid sick leave or other leaves of absence as provided in this agreement shall not be available on such additional days of duty.

Section 4 -Cafeteria

A. Work Day

1. Full-Time Cafeteria workers will work 185 days per year, seven hours per day including a fifteen (15) minute paid break. These days will include 180 school days plus five (5) additional days which will be utilized for set-up, clean-up and In-Service days.

2. Part-Time Cafeteria workers will work a minimum of four hours per day, 185 days per year, including a ten (10) minute paid break. These days will include the 180 school days plus five (5) additional days which will be utilized for set-up, clean-up and as in In-Service days.

3. In the event that a delay becomes a school cancellation, Food Service Workers who report to work shall receive compensation for a minimum of two (2) hours.

ARTICLE XI - OVERTIME/EXTRA TIME

Section 1 - Assignment of Overtime

A. Overtime/Extra time shall be distributed as equitably as practical to employees working within the same job classification. The opportunity to work extra time shall be offered on a rotating basis beginning with the most senior to the least senior employee. If the employee does not accept the overtime assignment, then the next senior employee shall be asked and the person who refuse overtime shall not be offered overtime again until his or her name is reached in future rotation.

B. Extra time in the building offices may be made available to qualified bargaining unit members on a rotating basis based on the same seniority list.

C. Where an employee has been notified of the scheduled overtime work and then utilizes a sick day, he or she shall forfeit the right to be paid additional compensation for said scheduled overtime. However, said employee shall be entitled to work the next available overtime in his or her job classification.

D. All time over eight (8) hours per day worked (provided the employee is working a full 40 hours per week) will be paid at one and one-half (1 1/2) times the hourly rate. It is mutually understood that no employee will be denied work arbitrarily during the weekdays or Saturdays for the purpose of preventing such employee from receiving overtime, provided nothing herein shall limit the district from the assigning and scheduling of the work force.

Section 2 - Non School Related Events

Maintenance, Custodial, Cafeteria Personnel shall be paid time and one half (1 1/2) their regular rate for any non-school related event.

Section 3 -Work on Sundays

All Support Staff personnel scheduled for work on Sundays will be paid two (2) times the hourly rate regardless of hours worked during the week.

Section 4 - Building Checks

The district shall pay the individual(s) assigned to routine building checks an amount equal to his/her overtime rate:

One and one-half (1 1/2) times the hourly rate on Saturday and two (2) times the hourly rate on Sunday.

The person performing this duty shall be paid for a minimum of one (1) hour to adequately complete requirements of a building check.

ARTICLE XII – TRAINING RECOGNITION AND REIMBURSEMENT

1. The district recognizes Paraprofessionals with state certification and District qualification standards an employee who has completed the PSEA Paraprofessional Portfolio Program, the NEIU Paraprofessional Training Series or other series approved by the district or has college credits.

2. The Board of Education shall provide full compensation for training to employees required by law to be certified or renew certification in a specialized area, related to his/her job requirements; provided that the Board shall designate terms, conditions and choice of said training conditioned only by the requirements of the certification/re-certification sought.

3. Support Staff may petition the Board through the Superintendent for tuition reimbursement. The district agrees to pay one hundred (100) percent of the cost of college/university credit(s) up to an annual maximum of twelve (12) credits. No reimbursement shall be made in which a grade of "C" or lower has been earned. In addition, for purposes of this section, a "Pass/Fail" course will require a "Pass" grade to qualify for reimbursement.

4. Credits must be within the area of assignment and limited to twelve (12) credits per year.

5. Should an employee receiving tuition reimbursement resign or be terminated, repayment to

Forest City Regional School District shall be follows:

A. Tuition received within twelve (12) months prior to the last date of employment shall be reimbursed at 100% of the cost to the district.

B. Tuition received thirteen - twenty-four (13-24) months prior to the last date of employment shall be reimbursed at fifty (50) percent of the cost to the district.

ARTICLE XIII – MILEAGE REIMBURSEMENT

Any member of the bargaining unit who used his/her personal automobile for school related travel shall be reimbursed for all approved mileage at the current rate approved by the INTERNAL REVENUE SERVICE for business expense deductions.

ARTICLE XIV - HOLIDAYS

1. All twelve (12) month employees of the bargaining unit shall receive fifteen (15) or the number of scheduled days off per school calendar as paid holidays whichever number is greater. Maintenance/Custodial Personnel may be scheduled to work on as many as four (4) of the normal holidays. These days will be designed as "Floating Holidays" and will be paid at their regular hourly rate. Ample time will be given to the supervisor when scheduling a "Floating Holiday".

2. If a Maintenance/Custodial employee is called to work on any given holiday when not scheduled in advance as indicated in Article XIV #1, he/she shall be compensated for a minimum of four (4) hours at a rate of one and one-half (1 1/2) his/her hourly rate.

3. Holidays will be cooperatively scheduled and where necessary due to snow, calendar change, or other reasonable cause may be rescheduled by the Superintendent.

4. A 210-day Secretary's work year will include ten (10) paid holidays and two (2) personal days.

5. Cafeteria Personnel and Paraprofessionals will be entitled to six (6) paid holidays each year. The holidays will be scheduled throughout the school year, subject to approval of the Superintendent, but cannot be on a day when school is in session. The entire department's staff will have the same six (6) days.

6. Payment for holidays shall be computed on the basis of an employee's normal workday. If an employee is on a paid leave when a paid holiday occurs, that holiday shall not be counted as sick leave, vacation leave, and so forth.

A list of said holidays will be presented to the Superintendent by July 1 of each year.

ARTICLE XV –
VACATIONS

1. Employees who work a 260-day work year shall be entitled to one (1) week of paid vacation prorated based on their start date during the first year of service; two (2) weeks paid vacation during their second year of service, and three weeks paid vacation after five (5) full years of service. An additional day of vacation per year shall be earned after the completion of the tenth full year of service through the 15th full year of service and a total of four (4) weeks for 15 years of service and thereafter. On July 1st of each fiscal year following their date of hire, employees shall be entitled to vacation time as specified above.

Example:

Year	Hire Date	Vacation Days
0 (2026-2027)	January 1, 2026	Prorated from 5 = 2.5 for year
1 (2027-2028)		10 days
6 (2032-2033)		15 days
10 (2036-2037)		16 days

2. Part-time employees who work a 260-day work year shall be entitled to paid vacation. Such vacation shall be based on their normal day.

3. Up to five (5) of an employee's allotted vacation days may rollover each year, to a maximum banked amount of five (5) days, which must be used by August 15th of the current school year.

ARTICLE XVI – FURLOUGH OR LAYOFF

1. In the event the district decides to furlough or layoff bargaining unit employees, selection of employees to be laid off within a job classification shall be in the inverse order of seniority within that classification, provided the remaining employees within the job classification are qualified in the district's judgement and physically able to perform the work. Seniority shall be defined as length of continuous employment in the bargaining unit exclusive of unpaid leaves of absence.

2. Employees who are laid off shall retain their seniority for a period of one (1) year following the date of layoff.

3. Seniority and all rights under this contract shall be lost by an employee for any of the following reason:

A. Voluntary quit or resignation

B. Discharge

C. Failure upon recall from layoff to report to work within (5) workdays

D. Retirement

E. Failure to return from an approved leave of absence

F. Remaining on layoff status for period in excess of one (1) year

G. Absence for three (3) consecutive days without notifying the district unless failure to do so is beyond the employee's control

4. Recalls from layoff shall be in the inverse order of layoff.

5. When two (2) or more employees have the same seniority date, layoff and recall will be determined by a lottery.

6. Where the district is required to assign employees in a particular manner to comply with the requirements of a desegregation plan or order, or comparability for federal or state programs, the provisions of this article shall be subordinate to such requirements.

7. Maintenance/Custodial; Secretarial; Cafeteria; and Paraprofessionals, Teacher Assistants, Health Office Assistants, Library Assistants, Assistants Group Supervisors shall be considered separate job classifications and shall be on separate lists for the purpose of this Article.

ARTICLE XVII – VACANCIES AND TRANSFERS

Section 1 - Vacancies

A. Whenever a vacancy arises within the bargaining unit, the District Personnel Office will post a notice of vacancy for five (5) working days in all district buildings.

B. If the district determines that it will fill a bargaining unit vacancy, the district will give first

consideration for the vacancy to qualified bargaining unit applicants based on experience, competency, qualifications of the applicants, and length of service to the district as well as other relevant factors.

Section 2 - Transfers

The parties of this agreement recognize the right of the School District to fill vacancies, determine qualifications for positions and to transfer bargaining unit members as it deems Necessary, and nothing in this agreement shall limit or impair such right subject to the following:

A. A transfer shall be posted as if it was a vacancy, and the respective procedure followed.

B. Should no employee volunteer, and it is necessary to fill the vacancy with the existing staff, the qualified person with the least district seniority shall be transferred.

C. In the event of a transfer of a bargaining unit member, consultation between such member and the Superintendent will precede the actual transfer.

ARTICLE XVIII – GRIEVANCE PROCEDURE

Section 1 - Definitions

A. Grievance: A grievance is an alleged misinterpretation or misapplication of the provisions of this collective bargaining agreement or an alleged violation of established administrative or school board policy or practice governing or affecting bargaining unit employees provided any such grievance shall not be inconsistent with the terms of the Collective Bargaining Agreement or the Public School Code or related law.

B. Aggrieved Person: An "aggrieved" person is the person or persons making the claims.

C. Party In Interest: A "Party In Interest" is the person or persons making the claims and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

Section 2-Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems, which may from time to time arise affecting support personnel. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

Section 3 - Procedure

A. Time Limits: Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement between the district and association.

B. Year End Grievance: In the event a grievance is filed at such time that it cannot be processed through all steps in this grievance procedure by the end of work year, and if left unresolved until the beginning of the following work year, could result in irreparable harm to the party of interest, the time limits set forth herein can be reduced so that the grievance procedure may be exhausted prior to the end of the work year or as soon thereafter as is practicable by mutual agreement between the district and association.

C. Level 1 – Immediate Superior: An employee with a grievance shall first discuss it with his/her immediate superior, either directly or through the Association's designated representative, with the objective of resolving the matter informally. If the Association President determines that the nature of the grievance affects a class of or the entire bargaining unit, he/she may directly present the grievance to the Superintendent directly with a copy to the principal(s).

D. Level 2 - Superintendent: If the aggrieved person is not satisfied with the disposition of his grievance at Level 1, or if no decision has been rendered within five (5) workdays after the presentation of the grievance to the employee's immediate superior, the employee may submit the grievance in writing to the Association within five(5) workdays after the decision at Level 1 or ten (10) workdays after the grievance occurred, whichever is sooner. Within five (5) work days after receiving the written grievance, the Association shall refer it to the Superintendent of Schools.

E. Level 3 - Board of Directors: A grievance dispute which is not resolved at the level of the Superintendent under the grievance procedure herein will be appealed to the Board of School Directors. The appeal, in written form, shall be addressed to the President of the Board of School Directors. The President of the Board shall schedule a hearing, which shall be held within fifteen (15) days. The hearing shall be at a meeting of the Committee of the Board. The decision of the Board shall be prepared in writing and sent to the aggrieved person or persons and his/her

or their representatives and the Association within fifteen (15) days of the hearing.

F. Level 4 - Arbitration:

1. In the event the decision at Level 3 fails to resolve the grievance, an appeal may be only initiated by an authorized official of the Association serving written notice on the Superintendent of the Association's intent to proceed to arbitration as provided in Section 903 of Act 195. Said appeal shall be submitted within thirty (30) days after the decision at Level 3 is due or received.

2. Within ten (10) days after such written notice of submission to arbitration, the Board and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, either party may make a request for a list of arbitrators to the Pennsylvania Bureau of Mediation. The parties shall then be bound by the rules and procedures of the Pennsylvania Bureau of Mediation in the selection of an arbitrator.

3. The arbitrator so selected shall confer with the representatives of the Board and Association and hold hearings promptly. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusion of the issues submitted. The arbitrator shall be without power or authority to make any decision, which requires the commission of an act prohibited by law or which is in violation of the terms of this agreement. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties.

4. The costs for services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room and court reporter shall be borne equally by the Board and Association. Any other expenses incurred shall be paid by the party incurring same.

G. Level 5 - Grievance Mediation: As a supplement to the grievance procedure as provided in this agreement, grievance mediation may be utilized if:

A. The district and association agree to present the disputed issue to the Pennsylvania Bureau of Mediation.

B. Once both parties agree to mediate the dispute, all timelines as outlined in the

Grievance Procedure as defined in the Collective Bargaining Agreement shall be tabled.

C. After the mediator hears both sides of the issue, attempts to mediate the dispute, and makes a suggested recommendation for settlement which, if unacceptable to either side, then the grievance procedure may be resumed at the step at which it was interrupted with the understanding the timeliness defenses shall not be raised by the other side.

D. The recommendation of the mediator is inadmissible in any grievance/arbitration hearing.

Level 6- General Provisions:

A. The Association shall have the right to be present at every level of any grievance.

B. It is understood that the Association retains the right to settle, compromise, withdraw, appeal, or continue to discuss a grievance at any level of the procedure at its sole discretion.

C. Failure at any step of this procedure to communicate the decision in writing on a grievance within the specified time limits shall permit the grievance to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.

D. All documents, communications, and records dealing with the processing of a grievance will be filed separately from the personnel files of the participants.

E. Forms for processing grievances are available. These forms will be printed and supplied by the board and given appropriate distribution by the parties so as to facilitate operation of the grievance procedure.

F. The Board, Administration, and the Association will cooperate with each other in the investigation of and in the providing of pertinent information with regard to any grievance in which the Association represents the aggrieved person.

ARTICLE XIX - FAIR SHARE

The U.S. Supreme Court issued a ruling on June 27, 2018, in Janus v AFSME, Council 31, 138 S.Ct.2448, 2456, 201 L.ED2d. 924 (2018), that public sector unions can no longer collect fair share fees from nonmembers.

As a result of the Janus decision, Article XIX-FAIR SHARE shall be invalid until such time that the restriction on the collection of Fair Share fees announced in Supreme Court decision in Janus v. AFSCME, Council 31, 138 S.Ct.2448, 2456, 201 L.Ed2d 924 (2018) is reversed or the collection of Fair Share fees is made legal in some other manner.

The Association and Union shall agree to comply with the legal standards regarding Fair Share in the future and to allow voluntary dues authorization consistent with applicable law.

ARTICLE XX - JUST CAUSE

No Member of the bargaining unit shall be disciplined without "just cause". All information forming the basis for such action will be made available to the employee and the association at the request of the employee.

ARTICLE XXI - SUBCONTRACTING

The district will not exercise its right to assign, let, or contract out bargaining unit work if such action results in the layoff of any current employees in the bargaining unit.

ARTICLE XXII - NEGOTIATION OF A SUCCESSOR AGREEMENT

Section 1 - Deadline Date:

The parties agree to enter into collective bargaining over a successor agreement no later than January 15, 2031. The parties shall reduce any agreement so negotiated in writing after ratification.

Section 2 - Modification:

This agreement shall not be modified in whole or in part by the parties except by an instrument, in writing, duly executed by both parties.

ARTICLE XXIII – RETROACTIVITY PROVISION

Any retroactive compensation due employees shall be paid as soon as possible after the signing of this contract by the district. If such retroactive compensation is delayed more than ninety (90) days after the signing of this agreement without due cause, such as unforeseen bookkeeping problems, the association will have the right to take appropriate action to enforce the retroactivity.

ARTICLE XXIV - SALARY

Section 1- Increases:
Salary increases shall be as follows:

A. 2026-2027 - $.50 per/hour increase
B. 2027-2028 - $.60per/hour increase
C. 2028-2029 - $.60per/hour increase
D. 2029-2030 - $.60per/hour increase
E. 2030-2031 - $.60per/hour increase

The employee(s) responsible for additional duties of Access Processor shall be compensated an additional fifty cents ($.50) per hour.

Section 2-Second Shift Head Custodian

The second shift head custodian shall be compensated an additional seventy-five ($.75)-cents per hour.

Section 3 - Starting Salaries

	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
Secretaries	$16.50	$17.10	$17.70	$18.30	$18.90
Custodial/Maintenance	$16.00	$16.60	$17.20	$17.80	$18.40
Paraprofessionals	$16.00	$16.00	$16.00	$16.00	$16.00
Cafeteria Workers	$16.00	$16.00	$16.25	$16.50	$16.75
Head Cook	$17.50	$19.50	$20.00	$20.25	$20.50
Assistant Cook	$16.50	$18.25	$18.50	$18.75	$19.00

Existing employees cannot earn less than the established start rate in the contract.

Employees providing documentation of an Associate Degree shall receive an extra seventy-five ($.75) cents.

Employees who have earned a Bachelor's Degree shall receive an extra twenty five ($.25) over and above the Associate Degree rate totaling one ($1.00)-dollar per hour on their current wage.

Paraprofessional Pay Scale- Members will be placed on the scale for the years of service in the district

and the accruing rate. The member will earn the rate after each year of service listed below:

Year 1	$16.00
Year 2	$16.00
Year 3	$16.00
Year 4	$17.00
Year 5	$17.25
Year 6	$17.50
Year 7	$17.75
Year 8	$18.50
Year 9	$18.75
Year 10	$19.00
Year 11	$19.25
Year 12	$21.00
Year 13	$21.25
Year 14	$21.50
Year 15	$21.75
Year 16	$22.00
Year 17	$22.25
Year 18	$22.50
Year 19	$23.50
Year 20	$25.00
Year 21	$25.00
Year 22	$25.00
Year 23	$25.00
Year 24	$25.00
Year 25	$25.00

Section 4 - Longevity Pay

Members other than paraprofessionals will receive an additional monies on July 1 after completing the following milestones. Paraprofessionals longevity is built into the new pay scale.

For the completion of five (5) to nine (9) years of service will receive an additional thirty ($.30) cents per hour

For the completion of ten (10) to fourteen (14) years of service receive an additional forty-five ($.45) cents per hour

For the completion of fifteen (15) to nineteen (19) years of service receive an additional sixty ($.60) cents per hour.

For the completion of twenty (20) to twenty-four (24) years of service receive an additional seventy five ($.75) cents per hour.

For the completion of twenty-five (25) to twenty-nine (29) years of service receive an additional ninety ($.90) cents per hour.

For the completion of thirty (30) to thirty-four (34) years of service receive an additional one dollar and five cents ($1.05) per hour.

Section 5 -

Any member who the district requests to substitute in a teacher's position will be compensated the higher of the substitute rate or their current rate whichever is higher. In addition, should a member be asked to work in a long term teacher substitute role and leave the bargaining unit, said member will retain seniority and all rights and benefits as the Collective Bargaining Agreement as if they were not removed from the unit.

And upon returning to the bargaining unit, will retain seniority and all rights and benefits as per the Collective Bargaining Unit as if they were not removed from the unit.

Wherefore, the parties to this Agreement have this _____ day of _____, set their hands and seals, intending to be legally bound hereby.

Forest City Regional School District:

By: _____, **President**
Forest City Regional Board of Education

Attest: _____, **Board Secretary**
Forest City Regional Board of Education

Forest City Regional Education Support Professionals Association:

By: _____, **President**

Attest:_____, **ESP Secretary**

BOARD POLICY

249 Bullying/Cyberbullying

POLICY NUMBER	VERSION	DOCUMENT STATUS	PRINTED
249	v2	UNDER-REVIEW	10/9/2026

Purpose

The Board is committed to providing a safe, positive learning environment for district students. The Board recognizes that bullying creates an atmosphere of fear and intimidation, detracts from the safe environment necessary for student learning and may lead to more serious violence. Therefore, the Board prohibits bullying by district students.

Definitions

Bullying means an intentional electronic, written, verbal or physical act or series of acts directed at another student or students, which occurs in a school setting

{ X} and/or outside a school setting,

that is severe, persistent or pervasive and has the effect of doing any of the following:[1]

1. Substantially interfering with a student's education.
2. Creating a threatening environment.
3. Substantially disrupting the orderly operation of the school.

Bullying, as defined in this policy, includes cyberbullying.

School setting means in the school, on school grounds, in school vehicles, at a designated bus stop or at any activity sponsored, supervised or sanctioned by the school.[1]

Authority

The Board prohibits all forms of bullying by district students.[1]

The Board encourages students who believe they or others have been bullied to promptly report such incidents to the building principal or designee.

Students are encouraged to use the district's report form, available from the building principal, or to put the complaint in writing; however, oral complaints shall be accepted and documented. The person accepting the complaint shall handle the report objectively, neutrally and professionally, setting aside personal biases that might favor or disfavor the student filing the complaint or those accused of a violation of this policy.

The Board directs that verbal and written complaints of bullying shall be investigated promptly, and appropriate corrective or preventative action be taken when allegations are substantiated. The Board directs that any complaint of bullying brought pursuant to this policy shall also be reviewed for conduct which may not be proven to be bullying under this policy but merits review and possible action under other Board policies.

When a student's behavior indicates a threat to the safety of the student, other students, school employees, school facilities, the community or others, district staff shall report the student to the threat assessment team, in accordance with applicable law and Board policy. [2] [3]

Discrimination/Harassment

Every report of alleged bullying that can be interpreted at the outset to fall within the provisions of policies addressing potential violations of laws against discrimination or harassment shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of a bullying investigation, potential issues of discrimination or harassment are

identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination or harassment as well as the incidents of alleged bullying.[4] [5]

Confidentiality

Confidentiality of all parties, witnesses, the allegations, the filing of a complaint and the investigation shall be handled in accordance with applicable law, regulations, this policy and the district's legal and investigative obligations.

Retaliation

Reprisal or retaliation relating to reports of bullying or participation in an investigation of allegations of bullying is prohibited and shall be subject to disciplinary action.

Delegation of Responsibility

Each student shall be responsible to respect the rights of others and to ensure an atmosphere free from bullying.

The Superintendent or designee shall develop administrative regulations to implement this policy.

The Superintendent or designee shall ensure that this policy and administrative regulations are reviewed annually with students.[1]

The Superintendent or designee, in cooperation with other appropriate administrators, shall review this policy every three (3) years and recommend necessary revisions to the Board.[1]

District administration shall annually provide the following information with the school safety and security incident report:[1] [6]

1. Board's Bullying Policy.

2. Report of bullying incidents.

3. Information on the development and implementation of any bullying prevention, intervention or education programs.

Guidelines

The Code of Student Conduct, which shall contain this policy, shall be disseminated annually to students.[1] [7] [8]

This policy shall be accessible in every classroom. The policy shall be posted in a prominent location within each school building and on the district website.[1]

Education

The district

{X} may

{ } shall

develop, implement and evaluate bullying prevention and intervention programs and activities. Programs and activities shall provide district staff and students with appropriate training for effectively responding to, intervening in and reporting incidents of bullying.[1] [9] [10] [11]

Consequences for Violations

A student who violates this policy shall be subject to appropriate disciplinary action consistent with the Code of Student Conduct, which may include:[1] [7] [12]

1. {X } Counseling within the school.

2. {X} Parental conference.

3. { X} Loss of school privileges.

4. {X } Transfer to another school building, classroom or school bus.

5. { X} Exclusion from school-sponsored activities.

6. { X} Detention.

7. {X } Suspension.

8. {X } Expulsion.

9. {X } Counseling/Therapy outside of school.

10. {X } Referral to law enforcement officials.

PSBA Revision 7/24 © 2024 PSBA

Legal Footnotes

[1] **24 P.S. 1303.1-A**
LEGAL REFERENCE

[2] **24 P.S. 1302-E**
LEGAL REFERENCE

[3] **Pol. 236.1 — Threat Assessment**
POLICY REFERENCE

[4] **Pol. 103**
POLICY REFERENCE
Referenced policy is not available in this policy book.

[5] **Pol. 103.1 — Nondiscrimination — Qualified Students With Disabilities**
POLICY REFERENCE

[6] **Pol. 805.1 — Relations With Law Enforcement Agencies**
POLICY REFERENCE

[7] **Pol. 218 — Student Discipline**
POLICY REFERENCE

[8] **22 PA Code 12.3**
LEGAL REFERENCE

[9] **20 U.S.C. 7118**
LEGAL REFERENCE

[10] **24 P.S. 1302-A**
LEGAL REFERENCE

[11] **Pol. 236 — Student Assistance Program**
POLICY REFERENCE

[12] **Pol. 233 — Suspension and Expulsion**
POLICY REFERENCE



OCTOBER 2026



SUN	MON	TUE	WED	THU	FRI	SAT
				1	2 RED CROSS BLOOD DRIVE	3
4	5 WATERSHEDS TRIP	6 SAT 12TH GRADE	7 HIGH SCHOOL PICTURE DAY	8 CHILDREN'S PRODUCE MARKET 3:45 TO 5:30 PM	9	10
11 STEAMTOWN MARATHON	12 TEACHER IN-SERVICE NO SCHOOL	13 PUBLIC WORK SESSION 6:00PM BOARD MEETING 7:30PM	14	15 TOGETHER FOR HEALTH PROGRAM	16	17
18	19 WATERSHEDS TRIP FASFA NIGHT 5:45 PM PUBLIC BUDGET COMMITTEE MEETING 6:00PM	20	21 HATCHERY TRIP (ECOLOGY CLASS)	22 PSAT 11TH GRADE	23	24
25	26 CHALLENGE PROGRAM ASSEMBLY	27	28	29	30 ACT 80 EARLY DISMISSAL 12:15PM	31

OCTOBER

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	**October is Bully Prevention Month**			1 	2	3
4 **Fire Prevention Week** 	5 Make a Splash: PBIS Reteach and Reset Safety Smokehouse Visit 2nd & 3rd Grade	6	7 COLLEGE & Career Day	8 FCFD Fire Prevention Program Produce Market 3:30-5:00 pm **Trading Post**	9  **Trading Post**	10  **World Mental Health Day**
11 	12 No School In-Service	13 PTO Meeting 6:00 pm Elementary Library School Board Meeting 7:30 pm Auditorium	14 Gertrude Hawk CHOCOLATES PTO Fundraiser Begins	15 Pre-K Field Trip to Lakeland Orchard 	16 SCHOOL PICTURE DAY **Progress Reports Going Home**	17
18	19	20	21 **Wear Orange today to celebrate** UNITY DAY	22	23	24
25	26  **Wear RED today to kick off Red Ribbon Week!**	27	28	29  **Wear your Forester gear today!**	30  **Halloween Parade 9:15 am** **Early Dismissal 12:15**	31 

FOREST CITY REGIONAL PRE-K
OCTOBER MENU 2026

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
1% Unflavored Milk Served Daily * 80% of all Grains Offered for the Week are Whole Grain-Rich * Alternates Available Daily Sun Butter & Jelly Sandwich * **All Students are eligible for a free breakfast and lunch each day!** **No application to submit** * Daily Fruit Possibilities: Canned, Dried, or Fresh Fruit (Apples, Oranges, Bananas, Pears, Peaches, Pineapple, Mixed Fruit, Raisins, Fruit in Season) * Daily Veggie Possibilities: Featured Hot Veggie or Raw Vegetables (Cucumbers, Celery, Carrots, Broccoli) * Healthy Snacks for Home & School: Turkey & Cheese on a Tortilla			Celebrate National Pierogi Day October 8th 	1 Sweet & Sour Chicken over Rice Steamed Broccoli Pineapple Bites Fortune Cookie Alternate Ham & Cheese	2 French Bread Pizza Glazed Carrot Coins Applesauce Alternate Ham & Cheese
	5 Chicken Tenders w/Ketchup or BBQ Potato Wedges Baby Carrots/Ranch Peachy Peach Cup Alternate Turkey & Cheese	6 Hamburger or Cheeseburger Lettuce & Tomato Pasta Salad Baked Beans/Apples Alternate Turkey & Cheese	7 Chicken Alfredo over Pasta Garlic Breadstick Steamed Broccoli Mandarin Oranges Alternate Turkey & Cheese	8 Pierogies w/Butter & Onions Goldfish Crackers Green Beans Applesauce Alternate Turkey & Cheese	9 NY Style Pizza Garden Salad w/Dressing Craisins Alternate Turkey & Cheese
	12 NO SCHOOL  TEACHER IN-SERVICE	13 Grilled Cheese Tomato Soup Goldfish Crackers Steamed Broccoli Orange Smiles Alternate Ham & Cheese	14 Rotini w/Meat Sauce Garlic Breadstick Buttery Green Beans Pears Alternate Ham & Cheese	15 Popcorn Chicken Mashed Potato Bowl Gravy/Ched. Cheese Cucumbers & Ranch Pineapple Bites Alternate Ham & Cheese	16 Max Stix Side of Marinara Glazed Carrot Coins Applesauce Alternate Ham & Cheese
	19 Boneless Wing Bites Homemade Wing or BBQ Sauce Oven Crisp Fries Roll/ Peachy Peaches Alternate Hot Dog	Tacos on Tuesday Taco Meat over Tortillas w/All the Fixin's Buttery Corn B.B. Salad/Apples Alternate Hot Dog	21 Tortellini w/Sauce Garlic Bread Steamed Broccoli Mandarin Oranges Alternate Hot Dog	22 Chicken & Cheese Hoagie Lettuce & Tomato Smiley Fries Applesauce Alternate Hot Dog	23 Stuffed Crust Pepperoni Pizza Green Beans in Garlic Raisins Alternate Hot Dog
	26 Mini Turkey Corn Dogs Roasted Potatoes Chick Ps & Tomato Salad/Apple Slices Alternate Ham & Cheese	Brunch for Lunch French Toast Sticks Syrup Tater Tots Sausage Patty Orange Smiles Alternate Ham & Cheese	28 Penne Pasta w/Meatballs Garlic Breadstick Glazed Carrots Pears Alternate Ham & Cheese	29 Sweet & Sour Chicken Ramen Bowl Steamed Broccoli Pineapple Bites Zombie Ice Cream Alternate Ham & Cheese	30 Mozzarella Sticks Side of Marinara Green Beans in Garlic Applesauce Alternate Ham & Cheese
		Steamtown Marathon October 11th Gooooo Runners! 	Free Breakfast and Lunch for all Students! No applications to submit		

OCTOBER BREAKFAST MENU 2026



MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Assorted Cereal Graham Crackers Fruit and/or Juice Milk	Assorted Cereal Graham Crackers Fruit and/or Juice Milk	Assorted Cereal Graham Crackers Fruit and/or Juice Milk	Assorted Cereal Graham Crackers Fruit and/or Juice Milk	Assorted Cereal Graham Crackers Fruit and/or Juice Milk

Menu subject to change.

Pre-K Breakfast and Lunch Meals are Free - Snack Milk and Snack are Free

This institute is an equal opportunity provider and employer

FOREST CITY REGIONAL ELEMENTARY
OCTOBER MENU 2026

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Snack for Home & School Turkey & Cheese on a Tortilla * Fat Free, 1% & Whole Milk Served Daily * 80% of all Grains Offered for the Week are Whole Grain-Rich * Alternates Available Daily Sun Butter & Jelly Sandwich Cereal for Lunch (Cereal, Cheese Stick, Yogurt, Grahams) * Snack Milk - $0.50 **Lactaid - $1.00** * Daily Fruit Possibilities: Canned, Dried, or Fresh Fruit (Apples, Oranges, Bananas, Pears, Peaches, Pineapple, Mixed Fruit, Raisins, Fruit in Season) * Daily Veggie Possibilities: Featured Hot Veggie or Raw Vegetables (Cucumbers, Celery, Carrots, Broccoli)			Celebrate National Pierogi Day October 8th 	1 Sweet & Sour Chicken over Rice Steamed Broccoli Pineapple Bites Fortune Cookie Alternate Ham & Cheese	2 French Bread Pizza Glazed Carrot Coins Applesauce Alternate Ham & Cheese
	5 Chicken Tenders w/Ketchup or BBQ Potato Wedges Baby Carrots/Ranch Peachy Peach Cup Alternate Turkey & Cheese	6 Hamburger or Cheeseburger Lettuce & Tomato Pasta Salad Baked Beans/Apples Alternate Turkey & Cheese	7 Chicken Alfredo over Pasta Garlic Breadstick Steamed Broccoli Mandarin Oranges Alternate Turkey & Cheese	8 Pierogies w/Butter & Onions Goldfish Crackers Green Beans Applesauce Alternate Turkey & Cheese	9 NY Style Pizza Garden Salad w/Dressing Craisins Alternate Turkey & Cheese
	12 NO SCHOOL  TEACHER IN-SERVICE	13 Grilled Cheese Tomato Soup Goldfish Crackers Steamed Broccoli Orange Smiles Alternate Ham & Cheese	14 Rotini w/Meat Sauce Garlic Breadstick Buttery Green Beans Pears Alternate Ham & Cheese	15 Popcorn Chicken Mashed Potato Bowl Gravy/Ched. Cheese Cucumbers & Ranch Pineapple Bites Alternate Ham & Cheese	16 Max Stix Side of Marinara Glazed Carrot Coins Applesauce Alternate Ham & Cheese
	19 Boneless Wing Bites Homemade Wing or BBQ Sauce Oven Crisp Fries Roll/ Peachy Peaches Alternate Hot Dog	Tacos on Tuesday Taco Meat over Tortillas w/All the Fixin's Buttery Corn B.B. Salad/Apples Alternate Hot Dog	21 Tortellini w/Sauce Garlic Bread Steamed Broccoli Mandarin Oranges Alternate Hot Dog	22 Chicken & Cheese Hoagie Lettuce & Tomato Smiley Fries Applesauce Alternate Hot Dog	23 Stuffed Crust Pepperoni Pizza Green Beans in Garlic Raisins Alternate Hot Dog
	26 Mini Turkey Corn Dogs Roasted Potatoes Chick Ps & Tomato Salad/Apple Slices Alternate Ham & Cheese	Brunch for Lunch French Toast Sticks Syrup Tater Tots Sausage Patty Orange Smiles Alternate Ham & Cheese	28 Penne Pasta w/Meatballs Garlic Breadstick Glazed Carrots Pears Alternate Ham & Cheese	29 Sweet & Sour Chicken Ramen Bowl Steamed Broccoli Pineapple Bites Zombie Ice Cream Alternate Ham & Cheese	30 Mozzarella Sticks Side of Marinara Green Beans in Garlic Applesauce Alternate Ham & Cheese
		Steamtown Marathon October 11th Gooooo Runners! 	Free Breakfast and Lunch for all Students! No applications to submit		

OCTOBER BREAKFAST MENU 2026



MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Tutti Frutti Waffles Fruit and/or Juice Milk	Breakfast Bowl (Eggs, Potatoes, & Cheese) Fruit and/or Juice Milk	Whole Grain Donut Sticks Fruit and/or Juice Milk	Breakfast Sausage Pizza Fruit and/or Juice Milk	Strawberry Stuffed Bagel Fruit and/or Juice Milk

Menu subject to change.

Elementary School Breakfast and Lunch Meals are Free - Milk/Snack Milk $0.50

This institute is an equal opportunity provider and employer

FOREST CITY REGIONAL HIGH SCHOOL
OCTOBER LUNCH MENU 2026

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Grab & Go Special for the Week: Mini Calzone w/Marinara * Available Daily Assorted Salads Fruit Parfait Sun Butter & Jelly Sandwich *	October		**Celebrate National Pierogi Day October 8th** 	1 Sweet & Sour Chicken over Rice Steamed Broccoli Pineapple Bites Applesauce Fortune Cookie	2 French Bread Pizza Garden Salad w/Dressing Glazed Carrots Applesauce Raisins
Grab & Go Special for the Week: Italian Hoagie *	5 Chicken Tenders w/Dipping Sauces Potato Wedges California Blend Veggies/Roll Peach Cup Apple Slices	6 Hamburger or Bacon Cheeseburger Lettuce & Tomato Pasta Salad Baked Beans Apples Orange Slices	7 Pasta Alfredo Plain or w/Chicken Garlic Breadstick Garden Salad/Dressing Steamed Broccoli Mandarin Oranges Pears	8 Pierogies w/Butter & Onions Goldfish Crackers Garden Salad/Dressing Green Beans Applesauce Pineapple Bites	9 NY Style Pizza or Buffalo Pizza Garden Salad w/Dressing Gold'n Corn & Carrots/Craisins Applesauce
Grab & Go Special for the Week: Stuffed Breadsticks w/Marinara *	12 NO SCHOOL  TEACHER IN-SERVICE	13 Grilled Cheese Tomato Soup Goldfish Crackers Steamed Broccoli Assorted Yogurt Orange Slices Apple Slices	14 Rotini w/Meat Sauce Garlic Breadstick Garden Salad w/Dressing Buttery Green Beans Pears Mandarin Oranges	**Our Own Forester** Popcorn Chicken Mashed Potato Bowl Buttery Corn Dinner Roll Cheddar Cheese Pineapple Bites Applesauce	16 Max Stix Side of Marinara Garden Salad w/Dressing Glazed Carrots Applesauce Craisins
Grab & Go Special for the Week: Chicken Quesadilla w/Salsa *	19 Boneless Wing Bites Homemade Wing or BBQ Sauce Oven Crisp Fries Roll/Zucchini Peach Cup Apple Slices	**Tacos on Tuesday** Taco Meat over Tortillas w/All the Fixin's Rice/Buttery Corn Black Bean Salad Apples Orange Slices	21 Tortellini w/Sauce Garlic Bread Garden Salad w/Dressing Steamed Broccoli Mandarin Oranges Pears	22 Chicken & Cheese Hoagie Lettuce & Tomato Smiley Fries Peas & Carrots Applesauce Pineapple Bites	23 Stuffed Crust Pepperoni Pizza Garden Salad w/Dressing Green Beans in Garlic Raisins Applesauce
Grab & Go Special for the Week: Buffalo Pizza * Hot Line Alternates Mon & Thursday Cheeseburger Tues, Wed, & Friday Ck. Fillet Sandwich * Balances at Schoolcafe.com or 570-785-2412	26 Mini Turkey Corn Dogs Roasted Potatoes California Blend Veg. Chick P & Tom. Salad Apple Slices Peach Cup	**Brunch for Lunch** French Toast Sticks Syrup Tater Tots Sausage Patty Assorted Yogurt Orange Slices Pears	28 Penne Pasta w/Meatballs Garlic Breadstick Garden Salad /Dressing Glazed Carrots Pears Mandarin Oranges	29 Sweet & Sour Chicken Ramen Bowl Steamed Broccoli Pineapple Bites Applesauce Zombie Ice Cream	30 Mozzarella Sticks Side of Marinara Garden Salad w/Dressing Green Beans in Garlic Applesauce Craisins
	Steamtown Marathon October 11th Gooooo Runners!		**Free Breakfast and Lunch for all Students! No applications to submit**		

OCTOBER BREAKFAST MENU 2026



MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Ham, Egg & Cheese Croissant Fruit and/or Juice Milk	Breakfast Bowl Egg, Potato, Cheese) Fruit and/or Juice Milk	Bacon, Egg & Cheese Croissant Fruit and/or Juice Milk	Sausage, Egg, & Cheese Croissant Fruit and/or Juice Milk	Bacon, Egg, & Cheese Bagel Fruit and/or Juice Milk

Menu subject to change.

High School Breakfast and Lunch Meals are Free - Milk $0.50

This institute is an equal opportunity provider and employer



Principal's Report

Forest City Regional High School
Ms. Cynthia Weiss
October 13, 2026

Outstanding Senior

Congratulations to JoEllen Jones – she is our Outstanding Senior for the month of September.

Field Trips

*Four of our elementary students and three of our high school students attended the "Governor's Breakfast Champions" event at Lincoln Financial Field, home of the Eagles. The top ten schools out of 68 schools completing the challenge from January through March were recognized at the event.

Students were asked to taste-test different breakfast foods and vote on which was their favorite.

At the end of the program those in attendance embarked on a tour of the stadium which included the Eagles locker room, press room, and a walk through the Eagles entrance way to the playing field. Check out https://pacast.com/m?p=29878 for highlights and presentation.

*Six students are taking part in Junior Leadership through Wayne County Chamber of Commerce. Each month students visit various businesses in Wayne County. Thank you to Mrs. Lionetti for organizing this function.

*Several high school students will participate in the Community Connections Watershed Program. Over the course of the year they will visit Lackawanna State Park, Keystone College, Lake Scranton, Lacawac Sanctuary and Montage Ski Resort. Thank you to Mrs. Zevan for organizing this program.

*Junior/Senior High School Band to Mohegan Sun Arena performed the National Anthem at the WBS Penguins game on Sunday, October 4th. Thank you to Mr. Scavone for organizing this event.

*30 members of the 10th grade class had the opportunity to visit Washington, DC and to learn about our government.

Students visited Arlington National Cemetery, Smithsonian Museum of American History, Ford's Theater, and all the memorials that line the National Mall. They even cheered on teams at the Baltimore Orioles vs. New York Yankees baseball game.

Special thanks to Mrs. Lesjack, Miss Clark, Ms. McHale, Mr. Lowry, and Mrs. Pajka for traveling with the group.

Alumni Tours

A huge THANK YOU to Mr. Nebzydoski, our Student Ambassadors, and all of the faculty members who worked together to welcome our alumni back into the building! We had the opportunity to visit with several alumni, including, someone who had not stepped foot in the building for **50 years**, and a visitor who spent decades preserving Forester memories through the lens of her camera.

Between alumni weddings, get-togethers, building tours, and social media posts this weekend, one thing was very clear: people remain connected to the Forester family long after they leave our hallways.

Blood Drive

Special thanks to Ms. Holgate for organizing & running our high school blood drive. There were 36 willing donors which allowed us to possibly save 117 lives.

Dunkin Cruiser

Foresters run on Dunkin and great attendance. The Dunkin Cruiser rolled in this week for a surprise visit, rewarding students with consistent attendance.

Thank you to Dunkin!

Enrollment

Enrollment as of **October 1, 2026**

Grade 7 – 57
Grade 8 – 44
Grade 9 – 56
Grade 10 – 61
Grade 11 – 45
Grade 12 – 59

Total Enrollment: 322

College Visits

These colleges have allowed representatives to join us for Lunch & Learn:

- Keystone College
- Susquehanna University
- Penn State University
- Marywood University
- Navy Recruiter

The following colleges are scheduled to visit in the upcoming weeks:

- Misericordia University
- East Stroudsburg University
- Lackawanna College

NOTES FROM THE PRINCIPAL

The 2026 - 2027 School Year is making a splash! Our Foresters are settling in and making waves. Here are some highlights so far:

- **Mobile Ag Lab** - During the week of September 14th through the 18th , students and staff had the opportunity to visit the Mobile Ag Lab and participate in interactive experiments such as The Science of Chocolate, Popcorn Capers, and Crawly Critters. This fun, educational experience is made possible thanks to the generous donations from Susquehanna County Farm Bureau and the County Commissioner's office.

- **Governor's Breakfast Celebration** - Students from Forest City Regional Elementary recently had the opportunity to join Mrs. Martines in celebrating the cafeteria's success in Governor Shapiro's Breakfast Challenge with a special visit to Lincoln Financial Field! They toured the home of the Philadelphia Eagles, had the opportunity to meet a former Eagles player, and sampled some of the delicious winning breakfast entries. It was a fun and memorable way to celebrate this amazing achievement!

UPCOMING IMPORTANT DATES

Forest City Regional Elementary is ready to sail into a busy October! Some important events on the horizon include:

- **PTO Meeting**- The FCRES PTO will hold their monthly meeting on October 13, 2026 at 6:00 pm in the Maker Space. All parents, caregivers, teachers, and staff are invited to attend!

- **Pre-K Field Trip** - On Thursday, October 15, 2026, students in Pre-K will take a field trip and visit Lakeland Orchard in Scott Township.

- **Early Dismissal** - There will be an early dismissal on Friday, October 30, 2026. Pre-K will dismiss at 12:00. Kindergarten - 6th will dismiss at 12:15pm.

Birthdays

In keeping with the Wellness Policy, we ask that for any birthday celebrations please purchase through the school cafeteria.

SAP TEAM 2025-2026 END OF YEAR REPORT

FOREST CITY REGIONAL ELEMENTARY

Referrals

55 Referrals
26% decrease in referals from 24-25 school year

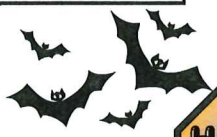
Top 3 Referrals
1. Externalizing Behaviors
2. Internalizing Behaviors
3. Family Concerns

Referral Sources
- School Mental Health: 30
- Instructional Staff: 22
- Parent/Family: 5
- Admin (Non-Discipline): 3
- Non-Instructional Staff: 3
- Discipline: 1

SAP Groups
- K + 2nd Anger Management
- 3rd + 4th Anger Management
- 3rd + 4th Self Esteem

Connected to Services
- School SW: 13
- Outpatient Therapy: 12
- Tier 2 Intervention: 11
- Blended Case Management: 9
- CSBBH: 7
- Other: 6
- MH Screener: 2





HALLOWEEN PARADE

October 30th
9:15 am

OUTSTANDING FORESTERS OF THE MONTH

The **September Outstanding Foresters** were announced on Thursday, October 1, 2026. Students selected included:

* Pre-K—Mrs. Bocan's Class—Alexander Pajka
* Kindergarten—Miss Carter's Class—Michael Venezio
* Grade 1—Mrs. Kilhullen's Class—Caleigh Walter
* Grade 2—Miss Dovin's Class—Robert Stackhouse
* Grade 3—Mrs. Yasinskas' Class—Kinsley Evans
* Grade 4—Mrs. Fitzsimmons' Class—Kilian Davis
*Grade 5—Mr. Bolcavage's Class—Colton Hayes
*Grade 6—Miss Palmer's Class—Victor Droppa

*The **September Super Sixth Grader** was:
Mia Coleman

Congratulations to all our Outstanding Foresters!

Enrollment as of 10.06.2026

K4 - 44
K5- 52
Grade 1 - 60
Grade 2 - 50
Grade 3 - 49
Grade 4 - 58
Grade 5 - 49
Grade 6 - 50
Total - 417

SCHOOL PICTURE DAY

Friday, October 16th

Quote of the Month

"Believe you can and you're halfway there."

~Theodore Roosevelt