



DERRY AREA SCHOOL DISTRICT

BOARD OF EDUCATION

Special/Agenda Prep Meeting

Thursday, July 23, 2026 6:45 PM

High School Audion, 988 North Chestnut Street, Derry, PA 15627

1. OPENING OF MEETING

Description: Video Meeting Recording Link

1.A. Call to Order: Board President

1.B. Roll Call: Board Secretary

Description:

Steve Frye - President

Nancy Findish - Vice President

Josh Campbell

Mike Dorohovich

Dan Lynch

Clint McChesney

Chad McIntire

Daniel Schall

Donna Showalter

1.C. Pledge of Allegiance

1.D. Executive Session Recap: Solicitor

2. SUPERINTENDENT'S REPORT

3. PRESENTATIONS

3.A. 2026-2027 Athletic Handbook Updates - Mr. Nick Raymond

4. COMMITTEE REPORTS

5. VISITOR COMMENTS - AGENDA ITEMS ONLY

6. APPROVAL OF MINUTES

7. APPROVAL OF BILLS

8. APPROVAL OF FINANCIAL REPORTS

9. PERSONNEL - RESIGNATIONS/RETIREMENTS/LEAVES

9.A. Supplemental Resignation Middle School Student Council Advisor

Recommended Motion(s): Motion to accept the resignation of McKenzie Bonar as the Middle School Student Council Advisor, effective at the end of the 2025-2026 school year.

9.B. Director of Technology Resignation

Recommended Motion(s): Motion to accept the resignation of Lawrence George III, Director of Technology, for the purpose of other employment, effective July 10, 2026 (vacation day payout through July 24, 2026).

10. PERSONNEL - EMPLOYMENT

10.A. Employ 6th Grade Learning Support Teacher

Recommended Motion(s): Motion to employ Emma Firment as a 6th Grade Learning Support Teacher, effective for the 2026-2027 school year, at a salary to be determined by official transcripts and school district service verification as per the DAEA, pending receipt of all required clearances and documentation and release from current employer.

10.B. Employ 5th Grade Teacher

Recommended Motion(s): Motion to employ Gabrielle Trout as

a 5th Grade Teacher, effective for the 2026-2027 school year, at a salary to be determined by official transcripts and school district service verification as per the DAEA, pending receipt of all required clearances and documentation and release from current employer.

10.C. Employ Director of Special Services

Recommended Motion(s): Motion to employ Mrs. Sherry Ream as the Director of Special Services, at a salary of \$103,000.00 prorated for the 2026-2027 school year, with benefits per the Act 93 Administrative Compensation Plan, effective upon release from current employer, pending receipt of all necessary clearances and documentation.

10.D. Change in Status - Director of Technology

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Recommended Motion(s): Motion to approve a change in status for Cameron Akins from Systems Administrator to Director of Technology, effective July 24, 2026 through June 30, 2030, at a salary of \$80,000.00, prorated, and benefits as per the the Director of Technology Agreement.

10.E. Change in Status - Systems Administrator

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Recommended Motion(s): Motion to approve a change in status for Alexander Wilson from a Technology Support Specialist to a Systems Administrator, effective July 24, 2026 through June 30, 2030, at a salary of \$61,800.00, prorated, and benefits as per the Systems Administrator Contract.

10.F. Employ Middle School Newspaper Advisor

Recommended Motion(s): Motion to employ Mckenzie Bonar as the Middle School Newspaper Advisor, effective for the 2026-2027 school year, at a salary as set by the negotiated point system.

10.G. Act 93 Administrative Wage and Benefit Agreement

21

Recommended Motion(s): Motion to approve a four-year Act 93 Administrative Wage and Benefit Agreement effective July 1, 2026 through June 30, 2030.

10.H. Employ Grade 2 Extended Day-to-Day Substitute

Teacher

Recommended Motion(s): Motion to employ Riley Kapusta as a Grade 2 Extended Day-to-Day Substitute Teacher effective August 17, 2026 through September 28, 2026, or until the return of employee #795.

10.I. Employ Ag/Hort Emergency Extended Day-to-Day Substitute Teacher

Recommended Motion(s): Motion to employ Olexei Nuttall as an Agriculture/Horticulture Emergency Extended Day-to-Day Substitute Teacher effective August 17, 2026 through December 23, 2026, or until the return of employee #652.

11. PERSONNEL - CONFERENCES

11.A. PA Pre-K Counts Regional Enrollment Planning Workshop

Recommended Motion(s): Motion to approve employee # 787 to attend the PA Pre-K Counts Regional Enrollment Planning Workshop held at PaTTAN West, in Pittsburgh, PA on July 29, 2026, at an estimated cost of \$83.29 paid with Pre-K Grant funds.

12. ATHLETICS

12.A. 2026-2027 Paid Coaching Positions 31

Recommended Motion(s): Motion to approve the enclosed 2026-2027 Paid Coaching Positions, at a salary set by the negotiated point system, pending receipt of all necessary clearances and documentation.

12.B. 2026-2027 Volunteer Coaching Positions 33

Recommended Motion(s): Motion to approve the list of Volunteer Coaches for the 2026-2027 school year, pending receipt of all necessary clearances and documentation.

12.C. Employ Middle School Boys Soccer Head Coach

Recommended Motion(s): Motion to employ Olexia Nuttall as the Middle School Boys Soccer Head Coach effective for

the 2026-2027 school year, at a salary as determined by the negotiated point system, pending receipt of all necessary clearances and paperwork.

12.D. 2026-2027 Athletic Event Staff Pay Scale 35

Recommended Motion(s): Motion to approve the Athletic Event Staff pay scale for the 2026-2027 School Year.

12.E. 2026-2027 Athletic Event Staff 37

Recommended Motion(s): Motion to approve the attached list of Athletic Event Staff workers for the 2026-2027 School Year.

12.F. Athletic Equipment Disposal 39

Recommended Motion(s): Motion to dispose of obsolete athletic equipment as per enclosure.

12.G. 2026-2027 Booster/Community Group Approval

Recommended Motion(s): Motion to approve the following community/booster groups for the 2026-2027 school year, having submitted all appropriate documentation in adherence to Board Policy #915: - Cheerleading - Derry Trojan Gridiron Association (DTGA) - Girls Basketball - Boys & Girls Cross Country

13. BUSINESS AFFAIRS

13.A. 2026-2027 Letter of Collaborative Agreement - Community Guidance Center

Recommended Motion(s): Motion to renew a Letter of Collaborative Agreement between the Derry Area School District and Community Guidance Center for the 2026-2027 school year.

13.B. 2026-2027 Westmoreland County Student Assistance Program (SAP) 40

Recommended Motion(s): Motion to renew an agreement with the Westmoreland County Drug & Alcohol Commission and Westmoreland County Department of Human Services to participate in the Student Assistance Program for the

2026-2027 school year, at no cost to the district.

13.C. 2026-2027 Outside In Agreement 47

Recommended Motion(s): Motion to renew an agreement with Outside In for counseling services effective for the 2026-2027 school year.

13.D. National Center for Transformational Leadership Strategies Contract 49

Recommended Motion(s): Motion to approve an agreement with the National Center for Transformational Leadership Strategies for Executive Coaching Services effective for the 2026-2027 school year.

13.E. 2026-2027 College in High School - St. Francis 51

Recommended Motion(s): Motion to approve an agreement with St Francis University for the College in High School Program, effective for the 2026-2027 school year.

13.F. Curriculum, Equipment, and Inventory Disposal 55

Recommended Motion(s): Motion to dispose of obsolete curriculum, equipment, and inventory as per enclosures.

13.G. Middle School Gym Wall Padding 56

Recommended Motion(s): Motion to approve the the quote from Sportsfield Specialties to replace the Middle School Gymnasium Wall Padding at a cost of approximately \$11,693.00 to be paid for by bond proceeds.

13.H. KTH Architects Feasibility Study 60

Recommended Motion(s): Motion to approve the proposal from KtH Architects to perform a Feasibility Study on the possible renovation or relocation of the district administration at a cost not to exceed \$23,000.00, to be paid for by the Capital Project Fund.

13.I. 2026-27 Saint Vincent College Prevention Projects 61

Recommended Motion(s): Motion to renew an agreement between the Derry Area School District and Saint Vincent College Prevention Projects for the period of July 1, 2026 through June 30, 2027.

13.J. Approve 2026-2027 Volunteer

Recommended Motion(s): Motion to approve the following volunteer for the 2026-2027 school year, pending receipt of all necessary clearances and paperwork: - Jack Dixon

14. VISITOR COMMENTS - NON-AGENDA ITEMS

15. OTHER CONCERNS

Description: Next meeting date August 6, 2026 - 6:45pm in the High School Audion

16. ADJOURNMENT OF MEETING

DERRY AREA SCHOOL DISTRICT

TECHNOLOGY DIRECTOR

2026-2027 through 2029-2030

DERRY AREA SCHOOL DISTRICT
TECHNOLOGY DIRECTOR
SALARY SCALE
2026-2027 through 2029-2030

Technology Director	2026-2027	2027-2028	2028-2029	2029-2030
Cameron Akins	\$80,000	\$82,400	\$84,872	\$87,418

- I. The above salary is based on a 260-day work year and satisfactory performance status. If the Technology Director is on a plan of improvement for unsatisfactory performance rating, then he/she will not qualify for the increase in salary for that year. The Technology Director position will be considered an “at-will” employee position.
- II. LOYALTY INCENTIVE BONUS - the loyalty incentive provides the technology director with a bonus of \$500.00 after 5, 10, 15, 20, 25 and 30 years of service in the Derry Area School District. Newly hired district directors will be included in this loyalty incentive based upon years of service from date of hire as a director with the Derry Area School District.

DERRY AREA SCHOOL DISTRICT
TECHNOLOGY DIRECTOR
FRINGE BENEFITS
2026-2027 through 2029-2030

A. Health Benefits

1. Hospitalization - the District will provide medical coverage/buy out option identical to the one negotiated by Derry Area Education Association, with co premium to be the same as the teacher's contract.
2. Group Insurance - Fully paid life insurance equal to 1.5 times the director's yearly salary to the nearest \$250.00.
3. Sickness & Accident Insurance - the District will pay a monthly premium of \$35.00 per month for income protection insurance with coverage provided by the District.
4. Dental Plan - The District will pay the full cost of the family dental program identical to the one negotiated by Derry Area Education Association.
5. Vision Care - The District will pay the full cost of the family vision program identical to the one negotiated by Derry Area Education Association.
6. Sick Days - Twelve (12) sick days per year cumulative.

B. Vacation Benefits - 20 days per year paid vacation

Vacation service credit may be granted according to the following: to new directors for previous like service (as defined by the District) under another employer. Unused vacation days may be accumulated as vacation days with a limit of five (5) to be carried from one year to the next for a maximum total of 25 days per year. Any additional unused vacation days above 25 will be added to the director's sick leave.

C. Survivor Benefits

1. Unused Sick Days - The School District will pay \$60.00 per day up to three hundred (325) days of unused sick leave in a single payment upon retirement. Said payment shall not be reportable for retirement credit. This benefit is applicable only after the Director has completed five (5) consecutive years of service in the School District.
2. Longevity - the District will pay \$120.00 for each year of service to the beneficiary of the director who dies while in active service. This benefit is applicable only after the employee has completed five (5) consecutive

years in the Derry Area School District.

D. Retirement Benefits

1. Unused Sick Days - The School District will pay \$60.00 per day up to three hundred (325) days of unused sick leave in a single payment upon retirement. This benefit is applicable only after the Director has completed five (5) consecutive years of service in the School District.
2. Longevity - the District will pay \$120.00 for each year of service upon retirement. This benefit is applicable only after the employee has completed ten (10) years of service in the DASD.
3. Hospitalization - Upon retirement of the employee (thirty [30] years or more of service, or ten [10] year or more of service and sixty-two [62] years of age or older) the school district will pay the applicable cost of the Board's funded hospitalization less the co-premium at a rate not to exceed the rate paid at the time of retirement until age sixty-five (65). This rate shall not exceed the 2008-2009 rate for ten (10) years or until the member reaches age sixty-five (65), whichever comes first.

The employee must submit his/her resignation for the purposes of retirement to the Superintendent sixty (60) days prior to the required preliminary budget adoption for any retirements that will become effective at the end of the current school year or during the first semester of the subsequent school year. For any retirements that will become effective during the second semester of the subsequent school year, notice must be given to the Superintendent no later than May 31st of the current school year. The Superintendent may grant exceptionality to the aforementioned conditions in case of extenuating circumstances.

Proof of retirement under the Public School Retirement System (PSERS) must be provided to the district within ninety (90) days of the effective date of retirement for these benefits to continue. The employee must have completed a minimum of ten (10) years of service in Derry Area.

If any provision of Fringe Benefits Item D-3 Retirement Benefits - Hospitalization of the Director's Compensation Agreement is ruled to be illegal or discriminatory by a Federal, State, or Local Court or by a Federal or State Administrative Agency with decision or rule-making authority, then this section of the present contract shall be deemed full and void, and employees who have retired under this section shall be entitled to benefit payments for a period of ten (10) years. Payments hereunder shall be calculated as of the employee's date of retirement and giving allowance and credit to the school district for all previous payments made hereunder on behalf of said employees.

4. All severance pay and unused sick days will be paid out through a 403(b) TSA until the yearly limit has been reached, then the balance will be paid through a 457(b) Plan. The current 403(b) plan will be modified to eliminate the fifteen (15) years of service catch-up contributions.

E. Other Benefits

1. Child Bearing Leave or Child Rearing Leave - according to Derry Area Education Association contract and board policy.
2. Leave Without Pay - according to Derry Area Education Association contract and board policy.
3. Jury Duty - according to Derry Area Education Association contract and board policy.
4. Military Leave - according to Derry Area Education Association contract and board policy.
5. Personal Days - three (3) per year - according to Derry Area Education Association contract.
6. Bereavement Leave - according to Derry Area Education Association Contract, board policy, and School Code.
7. Extended Leave - If a director with eight (8) or more years of continuous service with the Derry Area School District is unable to work due to an extended illness or disability, and has exhausted all sick leave, he/she may be granted extended sick leave with no benefits and no salary subject to Board approval.
 - a. Extended illness benefits shall not begin unless absence has kept the director from working a minimum of thirty (30) continuous school days.
 - b. A written doctor's excuse must be provided indicating the nature of the illness and the anticipated length of convalescence. If convalescence is for ninety (90) days or more, a sabbatical leave must be utilized, if available.
 - c. The director granted extended sick leave must notify the School District of expected date of return and letter of approval from physician at least thirty (30) calendar days before return to employment.
 - d. Extended sick leave shall not be granted more often than once every seven (7) years.
 - e. This leave shall not be used for child-bearing purposes or child rearing purposes.

8. District pays for \$1,000,000 liability policy for action initiated against a director in the performance of his/her duties.
9. District pays for \$100,000 accidental death policy if the employee is killed while travelling on school business.
10. District will pay dues in a work-related organization as selected by the director.
11. District will pay a mileage reimbursement for approved travel in accordance with the maximum established by the IRS.
12. District will reimburse director up to \$600.00 per credit to a maximum of 6 credits per school year for any college course that has pre-approval of the Superintendent. To be eligible for this benefit, the director must remain in the district for five years following the yearly reimbursement date. If the director fails to complete the five-year service requirement, the director will be required to reimburse the district within the following reimbursement schedule:
 - a. 100% reimbursement if the director leaves of their own accord within two years
 - b. 75% reimbursement if the director leaves of their own accord within three years
 - c. 50% reimbursement if the director leaves of their own accord within four years
 - d. 25% reimbursement if the director leaves of their own accord within five years

This reimbursement would not be in effect should the elimination of a director's position be due to budgetary constriction that prohibits continuation of the position as decided by the board or if the individual retires.

13. Cellular Phones - The Board recognizes that Directors need to be available via their cellular phones for work purposes. The directors may receive a \$50.00 monthly stipend to apply towards their personal cellular phone or may be issued a district cellular phone. The Superintendent reserves the right to decide which option is available to the director based on related job responsibilities.

This agreement is approved on: _____

Steve Frye, President
Derry Area Board of Education

Cameron Akins
Technology Director

DERRY AREA SCHOOL DISTRICT
SYSTEMS ADMINISTRATOR
2026-2027 through 2029-2030

DERRY AREA SCHOOL DISTRICT
SYSTEMS ADMINISTRATOR
SALARY SCALE
2026-2027 through 2029-2030

SYSTEMS ADMINISTRATOR	2026-2027	2027-2028	2028-2029	2029-2030
Alexander Wilson	\$61,800	\$63,564	\$65,564	\$67,531

I. Wages:

The above salary is based on a 244-work day schedule, excluding the defined holidays and nonwork days in the included appendices. The wages of the employee shall be paid semi-monthly on the 13th and 28th of each month, unless the date falls on a weekend or holiday, in which case the preceding day shall be the payday.

II. Benefits:

A. Hospitalization:

The employer will offer a choice between PPO-Option A, PPO- Option B, PerformanceBlue Plan A, and PerformanceBlue Plan B, or its equivalent as offered by the Westmoreland County Public School Healthcare Consortium. The board will pay the premium of the PPO-Option A or PerformanceBlue Plan A program, whichever the employee elects, minus the co-premium according to the following rates:

11.25% of the monthly premium

B. Buy-out Language:

The district agrees to implement an IRC Section 125 Plan. The district has the right to select the plan administrator.

If the employee drops our medical insurance plan to join his/her spouse's medical plan (proof required), the employer will offer the employee the following

fixed amount as payment to the last paycheck in June. If the employee wishes to opt back into the medical insurance plan, that option is available subject to the rules and regulations of our insurance carrier and the Board's IRC Section 125 Plan.

Individual Coverage Fixed Amount - \$2,500.00
All Other Coverage Fixed Amount - \$6,750.00

Employees whose spouse is also employed by the Derry Area School District will not be eligible for both the buy-out and hospitalization coverage.

C. Life Insurance:

The employer will pay the full cost of a term life insurance for the employee as follows:

\$43,000.00

D. Sickness and Accident Insurance:

The employer will pay the following monthly premiums of a sickness and accident plan. Additional coverage beyond the indicated premium is the responsibility of the employee:

\$28.50 per month

E. Dental Care:

During the term of this agreement, the district will pay for the full cost of the family dental program.

F. Vision Care:

During the term of this agreement, the district will pay for the full cost of a family vision program.

G. Mileage Reimbursement:

The district will pay employees the accepted IRS rate per mile for the use of the employee's personal vehicle in the performance of work assignments or other employer business. Prior approval must be obtained from the immediate supervisor.

H. Cellular Phones:

The board recognizes that the Systems Administrator employee must be available via their cellular phones for work purposes. The employee may receive a \$50.00 monthly stipend to apply for their personal cellular phones.

III. Work Schedule and Paid Leaves:

A. Work Schedule and Holidays:

The work schedule and holidays observed will follow that of the Derry Area Education Support Professionals Association – Secretaries as included in the appendices of this contract. The workday shall consist of eight (8) hours, excluding lunch. The work schedule shall be set by the immediate supervisor.

B. Vacation Schedule:

1 year but less than 2 years	five (5) days
2 years but less than 8 years	ten (10) days
8 years but less than 15 years	fifteen (15) days
15 years or more	twenty (20) days

When an employee has worked less than one (1) full year prior to July 1, vacation time shall be prorated.

When the employee entitled to vacation privileges voluntarily terminates their employment, or who has served satisfactorily and is released, or who has reached retirement age, shall be entitled to full pay for prorated vacation days earned but unused at the time of separation.

Vacation shall not be earned while the employee is on sick leave or an unpaid leave of absence.

Vacation shall be granted at the time requested whenever possible, subject to approval by the immediate supervisor.

C. Sick Leave:

An employee is eligible for sick leave after thirty (30) days of service with the employer.

Employees shall be allowed twelve (12) days of sick leave each year. Up to five (5) days may be used for sickness in the family.

Unused sick leave may accumulate to a maximum of two hundred and twenty

(220) days.

Any time an employee is absent from work for illness for three (3) consecutive workdays or more, a doctor's excuse is to be submitted to the supervisor upon return.

D. Personal Days:

The employee shall be granted two (2) days of paid leave for personal reasons. Use of personal days will be as follows:

1. Employees shall notify the supervisor at least forty-eight (48) hours prior to the use of a personal day, if possible.
2. Employees will be permitted to accumulate (carry over) personal days to a maximum of five (5). On July 1 of each year, any accumulated personal days over five (5) will be credited to sick leave. No more than two (2) personal days per year can be used in conjunction with vacation days.
3. The Superintendent may grant exceptionality to the conditions of notice in the case of extenuating circumstances.

E. Jury Duty:

Employees selected for jury duty shall receive full pay for the day(s) required to attend. Employees must remit any compensation in excess of expenses to the district in order to receive full pay.

F. Bereavement Leave:

1. Whenever an employee shall be absent from duty because of a death in the immediate family of said employee, there shall be no deduction in salary of said employee for an absence of five (5) consecutive workdays either adjoining or incorporating the day of the funeral. For a memorial service in lieu of a funeral the five (5) workdays may be used non-consecutively, but all must be used either, immediately following the day of the death and/or be adjoining to or incorporating the day of the memorial service. The board of school directors may extend the period of absence with pay in its discretion as the exigencies of the case may warrant. Members of the immediate family shall be defined as father, mother, brother, sister, son, daughter, grandchild, husband, wife, parent-in-law, son-in-law, daughter-in-law, or near relative who resides in the same household, or any person with whom the employee has made his home.
2. Whenever an employee is absent because of the death of a near relative, there shall be no deduction in the salary of said employee for absence on

the day of the funeral. The board of school directors may extend the period of absence with pay in its discretion as the exigencies of the case may warrant. A near relative shall be defined as first cousin, grandfather, grandmother, aunt, uncle, niece, nephew, grandparent-in-law, brother-in-law, or sister-in-law.

IV. **Unpaid Leaves:**

A. Child-Rearing Leave:

Child-Rearing Leave is an unpaid leave of absence for full-time employees of the district. It shall be granted on the following basis:

1. This leave may be up to one (1) year from the commencement date if the child-bearing leave is not applicable. If the child-bearing leave applies, then the total time taken under these two (2) leaves shall not exceed one (1) year.
2. Requests for child-rearing leave for employees for the adoption of a child are subject to the following provisions:
 - a. Bonafide evidence of legal adoption.
 - b. Length of leave requested, including beginning, and ending dates, up to one (1) year.
 - c. Employees may use up to twelve (12) weeks of family medical leave for adoption purposes as provided by the Family and Medical Leave Act of 1993.
 - d. Employees adopting children shall not be entitled to sick leave payment for disability.
 - e. All other applicable conditions relating to notice, suspension of benefits, length of leave and return shall have equal application as provided under the normal child-bearing leave.
3. This request shall be submitted in writing at least forty-five (45) calendar days before the leave begins, if possible.
4. Employees shall notify the district in writing at least forty-five (45) calendar days prior to the anticipated date of return. If extenuating circumstances occur, the employee may request a return to work with a minimum of two (2) weeks' notice. Extenuating circumstances will be determined by the Superintendent. Any denial shall not be subject to the grievance procedure.

This agreement is approved on: _____

President
Derry Area Board of Education

Alexander Wilson
Systems Administrator

**DERRY AREA SCHOOL DISTRICT
982 N. CHESTNUT ST. EXT.
DERRY, PA 15627**

**ACT 93
ADMINISTRATIVE COMPENSATION AGREEMENT**

- I. Length of Agreement – 4 years: 2026-2027; 2027-2028; 2028-2029; 2029-2030
- II. Salaries - All administrators/school psychologists will receive an increase each year that is based on the previous year's salary that is calculated as follows:

The following salary scale is applicable to 10-month Act 93 administrators/school psychologist:

starting \$70,000.00 - \$105,000.00 maximum;

The following percent increase scale is applicable to 10-month Act 93 administrators/school psychologist:

Salary less than \$100,000.00 = 3.00% annual increase

Salary greater than or equal to \$100,000.00 but less than \$105,000.00 = 2.75% annual increase

Salary greater than or equal to \$105,000.00 = \$1,000.00 annual increase

The following salary scale is applicable to 12-month Act 93 building administrators:

starting \$85,000.00 - \$130,000.00 maximum.

The following percent increase scale is applicable to 12-month Act 93 building administrators based on salary scale listed above.

Salary less than \$100,000.00 = 3.00% annual increase

Salary greater than or equal to \$100,000.00 but less than \$115,000.00 = 2.75% annual increase

Salary greater than or equal to \$115,000.00 but less than \$130,000.00 = 2.50% annual increase

Salary greater than or equal to \$130,000.00 = \$1,000.00 annual increase

The following salary scale is applicable to 12-month district-wide administrators:

Director of Special Services = starting \$103,000.00 - \$135,000.00 maximum.

Salary greater than or equal to \$100,000.00 but less than \$120,000.00 = 2.75% annual increase

Salary greater than or equal to \$120,000.00 but less than \$135,000.00 =

2.50% annual increase

Salary greater than or equal to \$135,000.00 = \$1,000.00 annual increase

Assistant to the Superintendent = starting \$125,000.00 - \$150,000.00 maximum.

Salary greater than or equal to \$125,000.00 but less than \$150,000.00 =

2.50% annual increase

Salary greater than or equal to \$150,000.00 = \$1,000.00 annual increase

The above salaries are based on a 260-day work year with 20 days paid vacation for 12-month administrators and 217-day work year with 0 days paid vacation for 10-month administrators/school psychologist both with a satisfactory performance status. For newly hired administrators starting on or after July 1, 2022, vacation days will be awarded at the start of the fiscal school year or prorated if the newly hired administrator starts after July 1. Administrators who are hired or resign/retire mid-year will receive a prorated number of days based on the number of days worked in the current year.

Administrators/school psychologist who receive an unsatisfactory performance rating will not qualify for the increase in salary for that year. However, prior to an unsatisfactory rating, a Plan of Improvement will be developed and the administrator/school psychologist will remain eligible for a salary increase for that year, while under a plan of improvement prior to a formal satisfactory rating, providing that the employee satisfactorily completes the plan of improvement. Upon the successful completion of the plan of improvement the employee will retro-actively receive the salary increase for that year. The plan will identify areas needing improvement, possible sources of assistance, expected levels of performance and timeframes for meeting performance levels of satisfactory. The Improvement Plan must be prepared with input of the employee and the employee shall have the right to submit a written disclaimer in relationship to the plan or the unsatisfactory rating.

III. Fringe Benefits

A. Health Benefits

1. Hospitalization – the District will provide medical coverage/buy out option identical to the one negotiated by Derry Area Education Association, with co-premium to be the same as the teacher's contract.
2. Group Term Life Insurance – Fully paid life insurance of \$50,000 plus amount equal to yearly salary to the nearest \$250.00.
3. Sickness and Accident Insurance – District will pay monthly premium of \$35.00 income protection plan to purchase coverage provided by the District. In the event that the premium exceeds \$35.00, the individual administrator/school psychologist will pay the difference through payroll deductions.
4. Dental Care – The District will provide a family plan identical to the one to

be negotiated with Derry Area Education Association.

5. Vision Care – The District will provide a family program identical to the one to be negotiated with the Derry Area Education Association.
6. Sick Days – Twelve (12) sick days per year cumulative for 12-month administrators. Ten (10) sick days per year cumulative for 10-month administrators/school psychologists.

B. Professional Benefits

1. District pays for \$1,000,000.00 liability policy for action initiated against an administrator/school psychologist in the performance of his/her duties.
2. District pays for a \$100,000.00 accidental death policy if the employee is killed while traveling on school business.
3. District will pay dues in one professional organization both state and national as selected by administrator/school psychologist.
4. District will reimburse administrator/school psychologist up to \$600.00 per credit to a maximum of 6 credits per school year for any college course that has pre-approval of the Superintendent. To be eligible for this benefit, the administrator/school psychologist must remain in the district for five years following the yearly reimbursement date. If the administrator/school psychologist fails to complete the five-year service requirement, the administrator/school psychologist will be required to reimburse the district within the following reimbursement schedule:
 - 100% reimbursement if the administrator/school psychologist leaves of their own accord within two years
 - 75% reimbursement if the administrator/school psychologist leaves of their own accord within three years
 - 50% reimbursement if the administrator/school psychologist leaves of their own accord within four years
 - 25% reimbursement if the administrator/school psychologist leaves of their own accord within five years

This reimbursement would not be in effect should the elimination of an administrative position be due to budgetary constriction that prohibits continuation of the position as decided by the board or if the individual retires.

The Board supports and values professional growth of administrators. Also, the Board realizes cohort models exist with graduate level programs. A cohort model would be capped for reimbursement at 24 credits per calendar year (four semesters of Fall-Winter-Spring-Summer).

The Board agrees to reimburse an Act 93 administrator beyond the current Act 93 agreement (6 credits per year) at \$600.00 per credit during said agreement, provided the Act 93 administrator meets necessary requirements and passes all courses. An Act 93 administrator will not be reimbursed for withdrawing or any other result that does not demonstrate the passing of an enrolled course. The Act 93 administrator must receive prior written approval from both the Superintendent and Business Administrator before enrolling in such a program. This program must be applicable to the Act 93 administrator's current employment.

This reimbursement is also conditional provided the Act 93 administrator remains in the district in accordance with Act 93 approved language. The Act 93 administrator will be responsible for service in the District that makes up the remainder of the credits or balance left at six credits per year. This language does not apply to prior Act 93 administrator compensation plans or prior reimbursements for any Act 93 administrator.

5. District will pay mileage to the administrative staff for approved travel (maximum allowance per mile as established by the Internal Revenue Service.)
6. Administrators/school psychologist will be provided an amount of \$50.00 a month as compensation for the use of personal cell phones/data plans for school related communications and messaging.

C. Other Benefits Provided to All Professional Employees Per Contract

1. Sabbatical Leave - according to the contract as negotiated with the Derry Area Education Association and board policy.
2. Child-Bearing Leave - according to the contract as negotiated with the Derry Area Education Association and board policy.
3. Child-Rearing Leave - according to the contract as negotiated with the Derry Area Education Association and board policy.
4. Leave Without Pay – according to the contract as negotiated with the Derry Area Education Association and board policy.
5. Jury Duty – according to the contract as negotiated with the Derry Area Education Association and board policy.
6. Military Leave – according to the contract as negotiated with the Derry Area Education Association and board policy.

7. Personal Days – Three (3) personal days will be granted for 12-month administrators. For 12-month administrators, the personal days are not cumulative, but may be used consecutively. Any unused personal days at the end of the year will be added to the next year's cumulative sick days.

Nine (9) personal days will be granted for 10-month administrators/school psychologists and may roll over up to three (3) unused personal days to the next year for up to a total of twelve (12) personal days. All other unused personal days for 10-month administrators/school psychologists will be added to the next year's cumulative sick days.

8. Bereavement Leave – There shall be no deduction in salary of any administrator/school psychologist for an absence not in excess of five (5) consecutive school days because of a death in the immediate family or said administrator/school psychologist. Immediate family shall be defined as father, mother, brother, sister, son, daughter, wife, husband, parent-in-law, son-in-law, daughter-in-law, grandchild, or near relative residing in the same household, or any person with whom the administrator/school psychologist has made his/her home. When an administrator/school psychologist is absent because of the death of a near relative, there shall be no deduction in salary for one (1) day absence. A near relative shall be defined as first cousin, grandfather, grandmother, aunt, uncle, niece, nephew, brother-in-law, sister-in-law, or grandparent-in-law. The Superintendent may extend the period of absence with pay at his/her discretion as the case may warrant.

9. Vacation Leave – 12-month administrators will be provided with twenty (20) vacation days per fiscal year. 10-month administrators/school psychologists will be provided with zero (0) vacation days per fiscal year. Unused vacation days for 12-month administrators may be accumulated as vacation days with a limit of five (5) to be carried from one year to the next for a maximum total of 25 days per year. Any additional unused vacation days above 25 will be added to the 12-month administrator's sick leave. All vacation days require approval by the Superintendent. Administrators may use no more than five (5) consecutive vacation days during the instructional year when students are in session, and no more than ten (10) cumulative vacation days during the instructional year when students are in session.

Approval will be based on the operational needs of the district and the availability of appropriate administrative coverage. The Superintendent reserves the right to deny vacation requests during critical instructional periods, including but not limited to the opening and closing of the school year, state testing windows, holidays, and other key operational times.

10. Extended Sick Leave – If an administrator/school psychologist with eight (8) or more years of continuous service with the Derry Area School District is unable to work due to an extended illness or disability, and has exhausted all sick leave, he/she may be granted extended sick leave with no benefits

and no salary subject to Board approval.

- a. Extended illness benefits shall not begin unless absence has kept the administrator/school psychologist from working a minimum of thirty (30) continuous school days.
 - b. A written doctor's excuse must be provided indicating the nature of the illness and the anticipated length of convalescence. If convalescence is for ninety (90) days or more, a sabbatical leave must be utilized, if available.
11. The administrator/school psychologist granted extended sick leave must notify the School District of the expected date of return and letter of approval from the physician at least thirty (30) calendar days before return to employment.
 - a. Extended sick leave shall not be granted more often than once every seven (7) years.
 - b. This leave shall not be used for child-bearing purposes or child-rearing purposes.
12. Loyalty Incentive Bonus – the loyalty incentive provides administrative employees with a bonus of \$1,000.00 after 5, 10, 15, 20, and 25 years of administrative service in the Derry Area School District. Newly hired administrative personnel will be included in this loyalty incentive based upon years of service from date of hire as an administrative employee with DASD.
13. Children of active Derry Area School District employees who are residents of other school districts are eligible to attend the Derry Area School District tuition-free in accordance with the district's board-approved policies.
14. Doctoral Degree Stipend - An administrator who has earned a doctoral degree (Ph.D. or Ed.D.) from an accredited institution prior to employment with the Derry Area School District shall be eligible to receive an annual stipend in the amount of \$1,000. Eligibility for the stipend shall be contingent upon submission of official documentation verifying conferral of the doctoral degree. The stipend shall be paid annually and shall not be considered part of the administrator's base salary for purposes of calculating retirement, overtime, or any other benefits unless otherwise required by law. Only one doctoral stipend shall be awarded per administrator. Administrators who obtain a doctoral degree after initial employment with the Derry Area School District shall not be eligible for this stipend due to Section B.4, unless otherwise approved by the Board.
15. Loyalty Incentive – 403(b) Contribution - Administrators who have completed ten (10) years of continuous service with the Derry Area School District shall be eligible for an annual loyalty incentive in the form of a District contribution

to a qualified 403(b) retirement plan. The Derry Area School District shall match the administrator's voluntary 403(b) contributions on a dollar-for-dollar basis, up to a maximum of \$1,200 per plan year.

Eligibility for the match is contingent upon:

- The administrator's active employment status at the time of the contribution.
- The administrator making a qualifying contribution to an approved 403(b) plan during the plan year.

The Derry Area School District's contribution shall be made in accordance with applicable IRS regulations and Derry Area School District procedures governing 403(b) plans. This contribution shall not be considered part of the administrator's base salary for purposes of calculating retirement benefits, salary increases, or other forms of compensation, except as required by law.

In the event of separation from employment prior to completion of the plan year, the Derry Area School District contribution shall be prorated or forfeited in accordance with Derry Area School District procedures.

D. Beneficiary Benefits

1. Pay for Unused Sick Days – The School District will pay sixty (\$60.00) a day up to 325 days to the beneficiary of any administrator/school psychologist who dies while in active service. This benefit is applicable only after the administrator/school psychologist has completed five (5) consecutive years of service in the School District.
2. The District will pay \$125.00 for each year of service to the beneficiary of any administrative employee who dies while in active service. This benefit is applicable only after the employee has completed five (5) consecutive years in the Derry Area School District.

E. Retirement Benefits

1. Pay For Unused Sick Days – The School District will pay sixty (\$60.00) a day up to 325 days in a single payment upon retirement. Said payments shall not be reportable for retirement credit.
2. *Years of Service – The School District will pay One Hundred Twenty-five dollars (\$125.00) for each year of service upon retirement. This benefit is applicable only after the employee has completed seven (7) years of service as a teacher/administrator in the Derry Area School District. Said payments shall not be reportable for retirement credit.
3. Hospitalization – Upon retirement of the employee (thirty [30] years or more

of service, or ten [10] year or more of service and sixty-two [62] years of age or older) the school district will pay the applicable cost of the Board's funded hospitalization less the co-premium at a rate not to exceed the rate paid at the time of retirement until age sixty-five (65). This rate shall not exceed \$1,200.00 per month for any level of coverage, for ten (10) years or until the member reaches age sixty-five (65), whichever comes first. The employee must submit his/her resignation for the purposes of retirement to the Superintendent sixty (60) days prior to the required preliminary budget adoption for any retirements that will become effective at the end of the current school year or during the first semester of the subsequent school year. For any retirement that will become effective during the second semester of the subsequent school year, notice must be given to the Superintendent no later than May 31st of the current school year. The Superintendent may grant exceptionality to the aforementioned conditions in case of extenuating circumstances. Proof of retirement under PSERS must be provided to the district at least ninety (90) days after the effective date of retirement for these benefits to continue. The employee must have completed a minimum of ten (10) years of service in the Derry Area and sign the agreed upon waiver immediately prior to retirement to be eligible.

If any provision of Article XII, Section C, of the contract with Derry Area Education Association is ruled to be illegal or discriminatory by a Federal, State, or Local Court or by a Federal or State Administrative Agency with decision or rule-making authority, then this section of the present contract shall be deemed null and void, and employees who have retired under this section shall be entitled to benefit payments for a period of ten (10) years. Payments hereunder shall be calculated as of the employee's date of retirement, and giving allowance and credit to the school district for all previous payments made hereunder on behalf of said employees.

* Years of service shall be defined as years served as a Teacher or Administrator/school psychologist in a public school in the state of Pennsylvania.

Retirement definition – Retirement under this agreement shall be as defined in the School Code of 1949 as amended and all applicable provisions thereof.

- F. All severance pay and unused sick days will be paid out through a 403(b) TSA until the yearly limit has been reached, then the balance will be paid through a 457(b) Plan. The current 403(b) plan will be modified to eliminate the fifteen (15) years of service catch-up contributions.
- G. Coaching and Supplementals - Effective upon adoption of this Agreement, administrators covered under this Act 93 Compensation Plan shall not be permitted to hold any coaching positions, whether paid or volunteer, nor shall they accept or perform any supplemental positions within the Derry Area School District. Administrators currently serving in such roles as of the effective date of this Agreement may continue in those roles until position is open or resignation occurs. No new appointments to coaching or supplemental positions shall be permitted thereafter.

This restriction is intended to ensure that administrative personnel remain fully available to fulfill their primary leadership responsibilities and to avoid conflicts of interest, time constraints, and/or supervisory complications. The Superintendent reserves the right, in extraordinary circumstances and in the best interest of the Derry Area School District, to grant a limited, temporary exception to this provision with the approval of the Board of School Directors. Any such exception must be approved in writing and shall not establish precedent.

- H. The employee/administrator acknowledges that the District is committed to maintaining a safe, healthy, and drug-free workplace. The employee/administrator agrees to be subject to unannounced random drug testing conducted pursuant to District policy and/or procedures. Random selections shall be made through a scientifically valid, neutral, and nondiscriminatory process administered by an independent third party. Testing shall be conducted in accordance with applicable federal and state laws and regulations.

Refusal to submit to a required test, adulteration or substitution of a specimen, or a confirmed positive test result may constitute grounds for disciplinary action, up to and including termination of employment, subject to applicable law, Board policy, and the Employee's contractual due process rights.

All testing shall be conducted using certified laboratories, and employees shall be afforded any rights to confirmation testing, review, and confidentiality required by law. Test results shall be maintained as confidential medical records and disclosed only as permitted by law.

Act 93 Administrative Salaries for the 2026-2027 School Year:

Dr. Justin Kulik, Elementary Operations Principal = \$102,750.00

Mrs. Milissa McLain, Elementary Academic Principal = \$102,750.00

Dr. Chet Welc, Secondary Associate Principal = \$100,000.00

Mr. Mike Arone, Secondary Associate Principal = \$100,000.00

Mrs. Lisa Dubich, Secondary Principal = \$128,125.00

Mrs. Cheryl Goughneour, School Psychologist = \$91,234.00

This agreement is approved on: _____

Derry Area Board of Education

(signatures)

Steve Frye, President

Nancy Findish, Vice President

Act 93 Administrative Group

(signatures)

Kathy Perry

Lisa Dubich

Mike Arone

7/14/2026				
Name	Sport	Varsity	MS	Coaching Position
Greg Rager	All Sports Fall	☒	☒	Strength and Conditioning Coach Fall (August-November)
Greg Rager	All Sports Winter	☒	☒	Strength and Conditioning Coach Winter (December-March)
Greg Rager	All Sports Spring	☒	☒	Strength and Conditioning Coach Spring (April-July)
Thomas "TJ" Petrosky	All Sports	☒	☒	Equipment Manager
Keegan Watson	All Sports	☒	☒	Game Manager
Mike Arone	Football	☒	☐	Head Coach
Joe Mylant	Football	☒	☐	First Varsity Assistant
Derrick Molnar	Football	☒	☐	Varsity Assistant
Paul Hissem	Football	☒	☐	Varsity Assistant
Gary Tucholski	Football	☐	☒	Middle School Head Coach
Dave McNichol Jr	Football	☐	☒	Middle School Assistant
Nathaniel Angus	Football	☐	☒	Middle School Assistant
Kathy Perry	Cheerleading	☒	☐	Head Coach
Debbie Bushey	Cheerleading	☒	☐	Assistant Coach
Lauren Roche	Cross Country	☒	☐	Head Coach
Brandon Mowry	Golf	☒	☐	Head Coach
Kole McQuaid-Thomas	Golf	☒	☐	Assistant
Anthony Fry	Boys Soccer	☒	☐	Head Coach
Jeffery Biddle	Boys Soccer	☒	☐	Assistant
VACANT	Boys Soccer	☐	☒	Middle School Head Coach
VACANT	Girls Soccer (LV Co-Op)	☒	☐	Head Coach (Assistant Coach for Co-Op)
Tom Tatone	Tennis	☒	☐	Head Coach
Brock Smith	Girls Volleyball	☒	☐	Head Coach
Abby Rullo	Girls Volleyball	☒	☐	Junior Varsity
Brock Smith	Girls Volleyball	☐	☒	Middle School Head Coach
Adam Redinger	Girls Volleyball	☐	☒	Middle School Assistant
Jeff Kelly	Swimming & Diving	☒	☐	Head Coach
Autumn Rhodes	Swimming & Diving	☒	☐	Assistant
Troy Dolan	Wrestling	☒	☐	Head coach
Denis Mazzoni	Wrestling	☒	☐	Varsity Assistant
Dan Boring	Wrestling	☐	☒	7-8-9 Head Coach
Nick Sofranko	Wrestling	☐	☒	7-8-9 Assistant
Tom Esposito	Boys Basketball	☒	☐	Head Coach
VACANT	Boys Basketball	☒	☐	Assistant Coach
Adam Bosco	Boys Basketball	☒	☐	1/4 Assistant Coach
Kohl Thomas	Boys Basketball	☐	☒	Third Assistant (Middle School Head Coach)
Damon Rause	Boys Basketball	☐	☒	Fourth Assistant (Middle School Assistant)
Ron Moore	Girls Basketball	☒	☐	Head Coach
Jaylon Ansel	Girls Basketball	☒	☐	Varsity Assistant
VACANT	Girls Basketball	☒	☐	1/4 Assistant Coach

Nathan Keller	Girls Basketball	☐	☒	Middle School Head Coach
VACANT	Girls Basketball	☐	☒	Middle School Assistant
John DePalma	Softball	☒	☐	Head Coach
Dennis Myers	Softball	☒	☐	Assistant
Tommy Kelly	Baseball	☒	☐	Head Coach
Dave Hauser	Baseball	☒	☐	Varsity Assistant
Damian Huffman	Baseball	☒	☐	Varsity Assistant
Shawn Spencer	Boys Volleyball	☒	☐	Head Coach
Calvin McCoy	Boys Volleyball	☒	☐	Assistant Coach
Mark Curcio	Track and Field	☒	☐	Head Coach
Haley Laudenslager	Track and Field	☒	☐	Varsity Assistant
Greg Rager	Track and Field	☒	☐	Varsity Assistant
Michael Vadas	Track and Field	☒	☐	Varsity Assistant
Jim Zurinsky	Track and Field	☐	☒	Middle School Head Coach
Nathan Keller	Track and Field	☐	☒	Middle School Assistant
Kellie Revak	Track and Field	☐	☒	Middle School Assistant
Jaylon Ansell	Track and Field	☐	☒	Middle School Assistant

Name	Sport	Varsity	MS	Coaching Position
Don Trimble	Baseball	☒	☐	Volunteer
Alex stumpf	Baseball	☐	☒	Volunteer Head coach
Craig Sacco	Baseball	☒	☐	Volunteer
TJ Petrosky	Baseball	☒	☐	Volunteer
Eli Imbrogno	Baseball	☐	☒	Volunteer
Alex Wilson	Baseball	☐	☒	Volunteer
Micharl Weinell	Baseball	☐	☒	Volunteer
		☐	☐	
Mike Murphy	Boys Basketball	☒	☐	Volunteer
Nathan Papuga	Boys Basketball	☒	☒	Volunteer
Wendy Angus	Cheerleading	☒	☒	Volunteer
Lisa Dubich	Cheerleading	☒	☒	Volunteer
Keegan Watson	Cheerleading	☒	☒	Volunteer
Shannon Mazzoni	Cheerleading	☒	☒	Volunteer
Kim DeCario	Cheerleading	☒	☒	Volunteer
Beth Perri	Cross Country	☒	☒	Volunteer
Haley Laudenslager	Cross Country	☒	☒	Volunteer
Kim Lowman	Cross Country	☒	☒	MS Head Coach Volunteer
Craig Sacco	Football	☒	☐	Volunteer
Ron Polinsky	Football	☒	☐	Volunteer
Josh Gardner	Football	☒	☐	Volunteer
Stephen Nymick	Football	☒	☐	Volunteer
Levi Robinson	Football	☒	☐	Volunteer
Nate Angus	Football	☒	☐	Volunteer
Justin Huss	Football	☐	☒	Volunteer
Andy Yuschak	Football	☐	☒	Volunteer
Dave Ohler	Football	☒	☐	Volunteer
Renee Ruggeri	Gymnastics	☒	☐	Volunteer Head Coach
Dan Dunlap	Softball	☒	☐	Volunteer
Bill Razpotnik	Softball	☒	☐	Volunteer
		☐	☒	Volunteer Head Coach
		☐	☒	Volunteer
Brennan Klimchock	Swimming & Diving	☒	☐	Volunteer
Morgan Elrick	Swimming & Diving	☒	☐	Volunteer Diving Coach
Lisa Dubich	Swimming & Diving	☒	☐	Volunteer
Courtney Sanderson	Swimming & Diving	☒	☐	Volunteer

Charity Fannie	Swimming & Diving	☐	☒	Volunteer Head Coach
Hope Fannie	Swimming & Diving	☐	☒	Volunteer
Nate Watkins	Soccer	☒	☐	Volunteer
Tom Kennedy	Soccer	☒	☐	Volunteer
Karen Kerin	Tennis	☒	☐	Volunteer
Adam Redinger	Girls' Volleyball	☒	☐	Volunteer
Rich Schall	Boys Volleyball	☒	☐	Volunteer
BJ Mikeska	Wrestling	☒	☐	Volunteer
Micky Phillippi	Wrestling	☒	☐	Volunteer
Andrew Johnson	Wrestling	☐	☒	Volunteer
Owen Boring	Wrestling	☐	☒	Volunteer

DERRY AREA ATHLETIC DEPARTMENT

EVENT STAFF PAYROLL

High School Events

<u>Job</u>	<u>Sport</u>	18 - 19	19 - 20	25 - 26	26 - 27
Scoreboard Operators	Varsity Football	\$47.00	\$50.00	\$55.00	\$55.00
	Play Clock*	-	-	\$45.00	\$45.00
	Graphics*	-	-	\$45.00	\$45.00
	Basketball (JV & Varsity)	\$44.00	\$45.00	\$55.00	\$55.00
	JV Football	\$37.00	\$40.00	\$40.00	\$40.00
	Swimming	\$37.00	\$40.00	\$45.00	\$45.00
	Wrestling (Varsity Only)	\$37.00	\$40.00	\$45.00	\$45.00
	MS/Var. Combo*	-	-	\$60.00	\$60.00
	Soccer	\$27.00	\$35.00	\$40.00	\$40.00
Graphics/Sound Operator	All Other Sports	-	-	\$35.00	\$35.00
Statisticians	All Sports	\$40.00	\$40.00	\$40.00	\$40.00
Film	Football	\$40.00	\$40.00	\$40.00	\$40.00
Announcers	Football	\$34.00	\$40.00	\$45.00	\$45.00
	Track	\$34.00	\$40.00	\$40.00	\$40.00
	Basketball	\$32.00	\$40.00	\$40.00	\$40.00
	Wrestling	\$32.00	\$40.00	\$40.00	\$40.00
	Soccer	\$32.00	\$40.00	\$40.00	\$40.00
Ticket Manager	Football Only	\$50.00	\$100.00	\$100.00	\$100.00
Ticket Seller	All Sports	\$34.00	\$40.00	\$40.00	\$40.00
Ticket Taker	All Sports	-	\$35.00	\$35.00	\$35.00
Combo Seller/Taker	All Sports	-	\$60.00	\$60.00	\$60.00
Football Chain Crew	Varsity	\$34.00	\$40.00	\$40.00	\$40.00
	JV/Middle School	\$34.00	\$35.00	\$35.00	\$35.00
FAT (Track & Field)	Varsity	-	-	\$100.00	\$100.00
FAT (Track & Field)	Middle School	-	-	\$75.00	\$75.00
Timers/Event Workers	Track/Cross Country	\$32.00	\$35.00	\$45.00	\$45.00
	All Other Sports	\$30.00	\$30.00	\$30.00	\$30.00
Security	All Varsity Sports	\$12.00/hr.	\$15.00	\$60.00	\$60.00

All listed wages are paid on a per game basis

Middle School Events

<u>Job</u>	<u>Sport</u>	18 - 19	19 - 20	25 - 26	26 - 27
Scoreboard Operators	Basketball (2 games)	\$39.00	\$40.00	\$45.00	\$45.00
	Basketball (1 game)	\$32.00	\$35.00	\$35.00	\$35.00
	Football	\$37.00	\$40.00	\$40.00	\$40.00
	Wrestling	\$32.00	\$35.00	\$35.00	\$35.00
	Soccer	\$22.00	\$30.00	\$30.00	\$30.00
Announcer	Track	\$32.00	\$35.00	\$35.00	\$35.00
	Football	-	-	\$35.00	\$35.00
	All Other Sports	-	-	\$30.00	\$30.00
Timers/Event Workers	Track	\$28.00	\$30.00	\$45.00	\$45.00
	All Other Sports	\$24.00	\$30.00	\$30.00	\$30.00
Head Timer *No FAT*	Track	\$30.00	\$35.00	\$50.00	\$50.00

Game Supervisor(s)

Game Supervisor(s)	All (Assigned by AD only)	-	-	-	-
Game Supervisor(s)	MS Only	-	-	-	\$45.00
Game Supervisor(s)	JV Only	-	-	-	\$45.00
Game Supervisor(s)	Varsity Only	-	-	-	\$50.00
Game Supervisor(s)	JV/Varsity	-	-	-	\$65.00

Updated 7.14.26

All listed wages are paid on a per game basis

****Game Supervisor pay can differ from other positions***



Derry Area High School

Derry Area High School
988 N. Chestnut Street, Extension
Derry, PA 15627
dasd.us

Nick Raymond, Athletic Director
Jamie Hemminger, Athletic Secretary
724-694-2780 (phone)
724-694-1482 (fax)

2026–2027 Athletic Event Staff Fall Season Roster

2026–2027 Fall Athletic Event Staff

- Adam Redinger
- Barry Brasili
- Bill McNeal
- BJ Mikeska
- Bob Heinzelman
- Christina Sisak
- Dave Irvin
- Dean Huss
- Denise Tarr
- Don Shoup
- Frannie Campbell
- Susan Stockett
- Jacob Guiher



Derry Area High School

Derry Area High School
988 N. Chestnut Street, Extension
Derry, PA 15627
dasd.us

Nick Raymond, Athletic Director
Jamie Hemminger, Athletic Secretary
724-694-2780 (phone)
724-694-1482 (fax)

- Jamie Hemminger
- Jeff Kelly
- Jim Zurinsky
- John DePalma
- Karen Semelsberger
- Karen Siko
- Keegan Watson
(Game Manager)
- Neal McClarren
- Nick Chimino
- Renee Kelly
- Shannon Mazzoni
- Shawn Warner
- Tom Esposito
- Tracey Smeltzer
- Wendy Angus
- Caitlin Wightman
- Ashley Borbonus
- Colleen Smith
- Debbie Bushey
- Sarah Mikeska

Item	Quantity	Condition	Notes
Batting Helmets (Used)	53	Poor	Need to be thrown out. Out of certification.
Team Bags (Used)	7	Poor	Need to be thrown out.
Catching Gear (Used)	5	Varies	Need to be thrown out.
BBCOR Bats (Used)	20	Old	Need to be thrown out.
Pitching Mounds	2	1 Good / 1 Broken	Broken mound needs to be thrown out.
L Screens	4	2 Good / 2 Poor	Two broken L screens need to be thrown out.
Full Screens	3	2 Good / 1 Poor	One broken full screen needs to be thrown out.
Casey Pitching Machine	2	1 Good / 1 Broken	Broken pitching machine needs to be thrown out.
Team Uniforms (Old)	6 Totes		All need to be thrown out.
Old Cheer Mats	1 set	poor	need to be thrown out
Misc. Cardio Machines in Virtual Room	Stationary Bike or Elliptical (2)	Poor/Out of Date	need to be thrown out

To: Westmoreland County School Superintendents
Vocational School Superintendents
Westmoreland Intermediate Unit
Roman Catholic Diocese of Greensburg

Subject: Westmoreland County Student Assistance Program (SAP): 2026–2027 School Year Documents

Dear Educational Leaders,

As we prepare for the upcoming 2026–2027 school year, Westmoreland County Behavioral Health/Developmental Services (BH/DS) is committed to supporting your district's Student Assistance Program (SAP) efforts in partnership with our contracted agencies. Enclosed you will find important documents related to SAP services for your review and records.

Included in this packet:

- **Letter of Agreement** – Three (3) copies are enclosed. Please sign and return two (2) copies in the provided self-addressed stamped envelope. The third copy is for your records.
- **SAP Liaison Responsibilities** – Clarifies the roles of liaisons in collaboration with school staff.
- **School District Responsibilities** – Please pay special attention to this document. In exchange for providing your district with a dedicated SAP liaison, we ask that each liaison be provided with a **private, dedicated workspace within the school district** to maintain confidentiality and allow for effective support of students. During the 2025–2026 school year, several liaisons reported challenges due to a lack of private workspace, including having to hold sensitive meetings or phone calls outside of the school building. If your school is unable to provide such a space, we request a meeting between Westmoreland County BH/DS, WCSI (liaison provider), and your district to identify a suitable alternative.
- **Outpatient Mental Health and Substance Use Disorder Treatment Services in Schools** – This PowerPoint is provided for reference and outlines guidance related to the delivery of outpatient mental health and substance use disorder treatment services within school buildings. It serves as a companion document to the *School District Responsibilities* form and includes specific directions and considerations districts should review.
- **Student Assistance Program Best Practice Guidelines for Single County Authorities** – A resource outlining expectations and standards for SAP implementation, updated September 2025
- **Available Trainings** – This flyer outlines the SAP-related trainings available to school districts and is provided in support of the requirement in the *School District Responsibilities* document (Bullet #7), which requires school districts to participate in annual Core Team maintenance and refresher training.

We deeply value the strong partnerships that have been developed with each of your districts and remain committed to working collaboratively to ensure the continued success of SAP. If you have any questions or require assistance with the documents or program details, please do not hesitate to contact me directly.

Thank you for your continued support and dedication to the students and families of Westmoreland County.

Sincerely,

Haley Brothers

Children's Program Director
Westmoreland County BH/DS
724-830-3629

hbrother@westmorelandcountypa.gov

WESTMORELAND COUNTY STUDENT ASSISTANCE PROGRAM

A Collaborative Effort Between The Westmoreland Drug & Alcohol Commission, Inc.
The Westmoreland County Department of Human Services Office
And The School Districts of Westmoreland County



AGREEMENT

WESTMORELAND COUNTY

-and-

WESTMORELAND DRUG & ALCOHOL COMMISSION, INC (SINGLE COUNTY AUTHORITY)

-and-

Derry Area School District

The Westmoreland County Department of Human Services Office and the Westmoreland Drug & Alcohol Commission, Inc. (WeDAC, Inc.) and Derry Area School District agree to cooperate in the Westmoreland County Student Assistance Program (SAP) process in accordance with current Student Assistance Program Guidelines of the Commonwealth of Pennsylvania.

The Westmoreland County Drug and Alcohol Commission, Inc. agrees to provide a SAP Coordinator contracted through Saint Vincent College Prevention Projects who is responsible for the coordination of the overall SAP process in Westmoreland County. The individual will provide technical assistance and training to core teams to assure that they function in accordance with the current State SAP guidelines. Derry Area School District agrees that core teams shall be trained only by a State Approved Student Assistance Program Trainer.

The Westmoreland County Student Assistance Program agreed to provide a dedicated SAP Liaison to serve as an integrated member to Derry Area School District core teams at all levels, as described in Attachment A (Liaison Policy and Procedures) and Attachment B (School District Responsibilities).

All personnel involved in the Westmoreland County Student Assistance Program will comply with all applicable Drug and Alcohol and Mental Health confidentiality regulations of Derry Area School District, Department of Human Services, and Drug and Alcohol systems. Personnel involved in the Westmoreland County Student Assistance Program will be responsible for only those individuals who are referred in accordance with the Student Assistance protocols. The Westmoreland County Student Assistance Program assumes no liability/responsibility for individuals who are referred to any program other than the Student Assistance Program described herein, and Derry Area School District agreed to hold the Westmoreland County Student Assistance Program harmless against any and all claims brought by or on behalf of Individuals who are not referred in accordance with Student Assistance Program Protocols.

The Westmoreland County Student Assistance Program and Derry Area School District agree to work cooperatively to avoid any duplication of services. The Westmoreland County Student Assistance Program and/or Derry Area School District reserves the right to terminate this Agreement and the services described herein with a thirty (30) day advance notice.

Derry Area School District agrees to provide a SAP trained core team member to serve on the Westmoreland Association of Student Assistance Professionals Council (WASAP).

Derry Area School District agrees to submit SAP statistical data as required by the Westmoreland County Student Assistance Program.

This Agreement will be in force July 1, 2026, to June 30, 2027, unless otherwise terminated as provided herein.

Belle Vernon Area

Burrell

**Central Westmoreland
Career & Technology
Center (CWCTC)**

Derry Area

**Eastern Westmoreland
Career & Technology
Center (EWCTC)**

Franklin Regional

Greater Latrobe

Greensburg Salem

Hempfield Area

Jeannette City

Ketterer Charter School

Kiski Area

Ligonier Valley

Monessen City

Mount Pleasant Area

New Kensington-Arnold

**Northern Westmoreland
Career & Technology
Center (NWCTC)**

Norwin

Penn-Trafford

**Roman Catholic Diocese
of Greensburg**

Southmoreland

Greg Ferencak, Superintendent

Date

Derry Area School Board Secretary

Date

Liz Comer, Executive Director- WeDAC

Date

Sean Kertes, Westmoreland County Commissioner

Date

Douglas Chew, Westmoreland County Commissioner

Date

Ted Kopas, Westmoreland County Commissioner

Date

Vera Spina, Chief Clerk

Date

Westmoreland County Department of Human Services

Policy: Westmoreland County Student Assistance Program SAP Liaison Responsibilities (Assessment Model) (Attachment A)

Revised: February 2026

Background: The Commonwealth Student Assistance Program (SAP) utilizes a systematic process involving a team composed of professionals from various disciplines within the school and liaisons from community agencies; the SAP liaisons are representatives of the community mental health system, professionally trained to provide consultation to school SAP core teams and families regarding the need for referral to community or school based services to address behavioral health and/or drug & alcohol concerns.

Purpose: This policy is to identify the roles and responsibilities and provide guidelines of the Student Assistance Program liaisons in the operation of a successful Student Assistance Program in Westmoreland County.

The SAP Behavioral Health liaison is an important member of the school SAP core team; as an ad hoc member of the core team, they may provide consultation from their area of expertise, assess for, and provide level of care recommendations to families, consult and participate in post-vention efforts following a tragic event, providing county and program updates, assisting parents in identifying and accessing appropriate services, and participating in team maintenance activities, participate in core team meetings and provide feedback and consultation to core team members.

Core Team Meeting Participation and Attendance

Attendance at core team meetings: Liaisons are to attend their identified school district's core team meetings as scheduled with a minimum of two meetings per month. A liaison is encouraged to attend additional meetings that may be scheduled. If extenuating circumstances apply that prevent the liaison from participating in person (school delay, inclement weather, transportation problems, etc.), the SAP liaison's supervisor should make alternative arrangements for liaison representation and/or participation in the core team meeting.

Attendance at team maintenance: Liaisons are to attend their identified school district's team maintenance meetings as scheduled within the school year.

Westmoreland County SAP Assessment Procedures

Following proper parental and/or youth written consent, the Westmoreland County SAP Liaison utilizes a Mental Health/Drug & Alcohol Assessment for students referred to the school's SAP core team; the following procedures apply to the SAP liaison assessment process:

Assessment: Westmoreland County SAP Liaisons are responsible for completing a Mental Health/Drug & Alcohol SAP Assessment; this is a face-to-face interview between the referred student and the SAP liaison; the parent/guardian is included in the interview process but not required by the state SAP guidelines. Parent participation is at the final discretion of the assessment provider. The Mental Health/Drug & Alcohol SAP Assessment and interview is conducted at the school setting during regular school hours unless other arrangements and/or accommodations have been made. The purpose of the assessment process and interview is to gather information from the student and parent/guardian (if present) related to the child's behavior, emotions, and available school-based data as well as other identified areas of concern impacting identified barriers to learning. The assessment determines the youth and family strengths and needs, recommended services and/or supports, and assists in linkage to services when appropriate. The assessment may also determine if a referral to the drug and alcohol case manager is needed for other assessment.

All liaisons are to keep completed student assessments in a secure file and/or securely located within their provider organization; liaisons will be responsible for keeping all student assessment documentation for a period of a minimum of six (6) years following the student's assessment.

Referral for assessment process: Once a SAP referral is made and a written parental consent is received by the SAP core team, the core team determines whether or not the referral meets the need for SAP liaison assessment. If a referral is determined to meet the need of liaison assessment, it will be the SAP liaison responsibility to contact the parent/guardian to provide an explanation of the assessment interview process and to answer any questions they may have, only after the SAP liaison has a signed SAP permission and completed referral form. The SAP liaison will reach out to the family within 24-48 hours to begin the process of scheduling an assessment. The SAP liaison maintains control of their schedule and will schedule the assessment at the earliest convenience of the family/guardian. If extenuating circumstances exist such as student absence, school closure, or if the parent/guardian cannot be reached by phone, the liaison shall document all attempts made to schedule the assessment. The assessment is a face-to-face interview with the youth; it is best practice to include the parent/guardian in the interview and assessment process. Exceptions can only be made with approval from a SAP Supervisor or Department Manager. Recommendations shall not be given to the core team prior to the completion of the SAP liaison assessment.

Assessment Recommendations: Following a SAP liaison assessment, the SAP liaison shall discuss the assessment results and the recommendations for behavioral health supports and services with the parent and youth; with written consent, the liaison may provide assistance in the identification and referral to community treatment and/or support services as appropriate.

The SAP liaison will then provide the assessment recommendations in writing via email or at the next core team meeting.

SAP Liaison Follow Up: Following the assessment and discussion with the parent and youth regarding the recommended services and supports the SAP liaison shall conduct a follow up phone call with the parent/guardian **within 5 days** to determine if the recommended services were accessed and to identify any barriers that may exist. Phone calls to the parent or guardian will be made again every 30 days following the assessment until the end of the school year; written communication will be acceptable if the liaison is unable to contact the family by phone in a timely manner; all attempts will be documented in the child's SAP assessment record. The goal of continued communication is to close the loop for those student awaiting services.

Postvention Assistance: The SAP liaison is available to their assigned school for the consultation and/or assistance when requested with "postvention" efforts in the event of any tragic death including the suicide of a student, teacher, or community member that would adversely affect the school community. Liaisons are also available for linking schools and/or families with community services for emergency crisis assistance as needed, including the Emergency Behavioral Health Team (EBH-formally known as Disaster Coordination Outreach and Referral Team DCORT). EBH support can be accessed by calling the Crisis Hotline at 1-800-836-6010.

To ensure a timely response for postvention and/or urgent crisis events, the SAP liaison shall provide each school district core team and school principal the SAP liaison crisis response plan by September 30th of each year; the plan shall include phone numbers to reach the liaison and their supervisor in the event of an emergency or crisis event. A copy of each plan will be provided to the Westmoreland County BH/DS office. The plan is to be reviewed verbally with each team and building administrator upon completion. A copy of the crisis plan will be kept in the school's files.

Other SAP responsibilities: All SAP liaisons will receive training by a State Approved Student Assistance Program Trainer; in addition, each liaison shall receive training in drug and alcohol confidentiality and have knowledge in substance use and addiction of drugs and alcohol. There may be additional liaison meetings scheduled according to training needs or special circumstances.

SAP Liaisons are responsible for the timely submission of data to the SAP Supervisor; the SAP supervisor will submit data to the Westmoreland County DHS and the SAP Coordinator (SVCPP). Liaisons will utilize the county approved documentation forms for the processing of assessments, session notes, tracking forms, and parent consent forms; documentation shall be legible and kept in an organized manner.

The Westmoreland County Department of Human Services Office will be responsible for the coordination of SAP liaison meetings; these meetings shall be scheduled in collaboration with SAP stakeholders and occur at least three times per year (or less at the discretion of the Westmoreland County Department of Human Services Office). All SAP liaisons and supervisors are required to participate in these liaison meetings.

On an annual basis, a meeting shall be held with agency administrators and key SAP system stakeholders for the purpose of reviewing SAP policies, procedures, data, outcomes and to determine system needs and goals; this meeting is required for SAP supervisors and agency administrative staff members.

Conflict Resolution Process and Procedures: Westmoreland County Department of Human Services Office has a Conflict Resolution Policy and Procedure in place when a conflict arises between a school district SAP team and their assigned SAP liaison and/or drug & alcohol case manager. The procedure promotes resolution of all differences through verbal communication however, when this cannot be accomplished, there is a procedure in place to address the conflict and all concerns.

Westmoreland Casemanagement (WCSI), Westmoreland Drug and Alcohol Commission (WeDAC), and Saint Vincent College Prevention Projects (SVCPP) have a conflict resolution form when a conflict arises between the SAP Liaisons, D&A Case Manager, or D&A Liaisons, and the school SAP core team. This conflict form will be filled out by the individual and shared with all SAP Stakeholders listed above. A collaborative effort will be made between all stakeholders to reach an agreeable resolution.

County Program Responsibilities: The Westmoreland County Department of Human Services Office shall conduct annual monitoring of the SAP liaison program which shall include an on-site visit and review of the SAP liaison personnel file, training records, and all child assessment documentation. The SAP provider agency shall receive advance written notification of the annual monitoring visit at least two weeks prior to the on-site review.

On an annual basis, the Westmoreland County Department of Human Services – Behavioral Health Office shall develop Letters of Agreement that outline the provision of services that will be provided to the school building/district; each agreement shall be signed annually by the school administrator and a copy shall be kept at the Westmoreland County Department of Human Services Office. Westmoreland County Department of Human Services will share these signed agreements with Westmoreland Drug and Alcohol Commission Inc.

Additional SAP Services Available to Participating School Buildings

Check and Connect (WCSI)

Through Check and Connect, SAP Liaisons ensure that students have a safe and confidential space to discuss any challenges they may be facing, whether academic, social or personal. These individual check-ins are tailored to the unique needs of each student and are determined by the student or parent during the time of assessment and as part of the SAP Liaison recommendations. These check-ins help identify early signs of distress, and allow for timely interventions and the provision of appropriate resources and support. Through their compassionate engagement, SAP Liaisons will foster a positive school relationship, promote resilience and help students navigate their educational journey with the tools needed to do so with ease.

Westmoreland Drug and Alcohol SAP Liaison Procedures (SVCPP)

The of Drug and Alcohol SAP Liaison services will be determined between Saint Vincent College Prevention Projects and Westmoreland County School Districts. The Drug and Alcohol SAP Liaison is an ad hoc member of the SAP core team who is able to assist in appropriate linkage to intervention or drug and alcohol assessment. Following proper written parental consent, the Saint Vincent College Prevention Projects Drug and Alcohol SAP Liaison utilizes a drug and alcohol screening for students referred to the SAP core team; the following procedures apply to the Drug and Alcohol SAP liaison screening process:

Screening: The Drug and Alcohol SAP Liaison is responsible for completing a Drug and Alcohol screening; this is a brief, face-to-face interface with the goal of evaluating the possible presence of a particular problem or problems. This process adheres to all state SAP guidelines and creates a safe, confidential space for the student to share. The screening is conducted at the school during school hours unless other arrangements or accommodations have been made. screening will determine if no support is needed or if linkage to prevention, intervention or a drug and alcohol assessment is appropriate.

Attendance at meetings: The Drug and Alcohol SAP Liaison will be present at all core team meetings and all team maintenance trainings, as schedule permits.

WESTMORELAND COUNTY STUDENT ASSISTANCE PROGRAM

A Collaborative Effort Between The Westmoreland Drug & Alcohol Commission, Inc.
The Westmoreland County Department of Human Services Office
And The School Districts of Westmoreland County

Westmoreland County SAP Agreement-School District Responsibilities (Attachment B)

School Year 2026-2027

1. The School District will provide a dedicated workspace for the Student Assistance Program (SAP) Liaison within the school district.
 - a. The School District will provide a dedicated, accessible, adequate, safe and private space within each of the school buildings where the SAP Liaison can provide services and complete assessment, along with provide for secure storage of SAP files and adhere to SAP confidentiality procedures.
2. The School District will provide copies of the district's policies, school calendar, schedule of special activities to the SAP liaison and any other information that may affect the Student Assistance Program services, if requested.
3. The School District will contact parents or guardians of identified referred students in order to explain, gather information, and obtain written permission/consent to involve students in the Student Assistance Program.
 - a. A behavioral health professional (SAP Liaison) conducts screenings and/or assessments to determine the type of support or level of care a student may need. Families shall be provided freedom of choice regarding providers and services so they may decide what works best for them. The SAP process supports family engagement and ensures that SAP Liaisons can screen or assess students to identify appropriate school-based or community-based supports. These supports may include referrals to outpatient treatment services when indicated; however, school staff do not provide, recommend, or prescribe behavioral health treatment. *Supporting Reference: Outpatient Mental Health and Substance Use Disorder Treatment Services in Schools: Considerations for Schools and Providers (PA DHS/OMHSAS, DDAP, PDE, June 7, 2022), pp. 7–9.*
4. The School District will submit data (on-line reporting) regarding the Student Assistance Program as requested to the PA Department of Education's Office of Safe Schools Student Assistance Program.
5. The School District agrees that all members of the core teams shall be trained only by a Pennsylvania Approved SAP Training Provider (PASTP) prior to being involved in core team meetings. The role of outside agencies, other than the SAP Liaison, can update the SAP team on students and/or programs they are working with, and they are not to remain in attendance for the whole SAP team meeting.
6. The School District agrees to schedule and conduct core team meetings as part of the SAP process; it is the school's responsibility to maintain a consistent meeting schedule and to notify the liaison if the meeting is cancelled.
 - a. *The School District will try to schedule each building's core team meetings on nonconflicting dates and times to allow for liaison participation.*
7. The School District agrees to participate in annual core team maintenance and refresher training. *(available trainings attached)*
8. The School District agrees to utilize the Westmoreland Casemanagement (WCSI) SAP Referral Form when referring a student for an assessment with the SAP Liaison.

Westmoreland County DHS reserves the right to remove or reduce a school district's SAP Liaison if the core team and/or school district violates any of the above requirements. Westmoreland County shall provide at least 30 days' notice to the school district prior to the removal of a school's SAP Liaison.



Belle Vernon Area

Burrell

Central Westmoreland
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Derry Area

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Franklin Regional

Greater Latrobe

Greensburg Salem

Greensburg Central
Catholic

Hempfield Area

Jeannette City

Ketterer Charter School

Kiski Area

Ligonier Valley

Monessen City

Mount Pleasant Area

New Kensington-
Arnold

Northern
Westmoreland Career &
Technology Center
(NWCTC)

Norwin

Penn-Trafford

Southmoreland

Westmoreland IU #7

Yough

Outside In

To the Fullest....

Letter of Agreement

Outside In School of Experiential Education

And

Derry Area School District

This agreement is made and entered into by and between Derry Area School District and Outside In School of Experiential Education herein referred to as Outside In.

Whereas both parties are desirous of developing a positive working relationship for students requiring drug and alcohol treatment or rehabilitation services:

Outside In will work collaboratively with Derry Area School District in accordance with Outside In's and Westmoreland Drug and Alcohol Commission Inc.'s referral procedures:

- Each student referral for "in-school counseling services" must be initiated by the recommendation of Student Assistance Team and/or Liaison.
- Coordination and scheduling of an initial evaluation appointment must be made with Westmoreland Drug and Alcohol Commission, Inc's Student Assistance Program Case manager, who, in turn, will determine the initial level of care for the student.
- If the student to be referred is not a resident of Westmoreland County, special arrangements for referral and initial evaluation procedures can and will be made.
- If "in-school counseling drug and alcohol services" are determined to be the initial, appropriate level of care, the student will be referred to Outside In for service provision.

Appropriate scheduling of the "in-school counseling services" will be coordinated with the designated Student Assistance Team member and Outside In staff. Counseling services may include individual, group and/or family counseling sessions.

This agreement does not obligate either party for any financial responsibility. The responsibility of payment for any services provided by Outside In rest with the participant’s (student’s) funding source, be it private insurance, health insurance, Health Choice or SAP funds.

Outside In, upon receiving the proper release of information authorization as required by law, agrees to provide the specified representative of Derry Area School District with the pertinent information directly related to the treatment or care of a student, subject to state and federal regulations, including the Accountability Act (HIPAA).

Both parties will provide for continued cooperation and coordination concerning aftercare plans.

Neither Derry Area School District nor Outside In is acting as agent for the other and each will hold the other harmless for any loss, damages, or expense arising out of the services.

The term of this agreement shall begin the first day of the 2026/2027 school year and end on the last day of the 2026/2027 school year. Outside In and Derry Area School District understand and agree that the terms and conditions of this Agreement constitute the full and complete understandings, agreements, and arrangements of the parties. Any subsequent modifications or variance from any term of this Agreement shall be effective only if in writing and signed by both parties.

Derry Area School District

Outside In

Superintendent, Mr. Greg Ferencak

Director, Jennifer Miller

Date

Date





NATIONAL CENTER FOR TRANSFORMATIONAL
LEADERSHIP STRATEGIES

Executive Coaching Service Proposal
2026-2027 School Year

The National Center for Transformational Leadership Strategies, LLC (NCTLS) serves to provide Consulting Services and professional support for clients nationally. Specific support of CEO's continues to grow in Fortune 500 Companies and forward-thinking school districts and municipalities throughout the country. NCTLS currently has a very diverse and impressive group of clients utilizing such services. It is imperative that the entity understands the importance of supportive services that collaborate, challenge said client on priorities, help guide reflection on purpose, check in on goals for the Derry Area School District leadership both professionally and personally, and consistently serves as a sounding board for plan of actions.

The Derry Area School District reflects a complex community of learners that serve as drivers for the need to provide this type of support to an established leader such as Dr. Greg Ferencak. Support and conversations look to build relationships and possibilities to help collaborate on problem solving and challenges throughout the system. In short, we serve as someone to talk to in a non-threatening environment to serve as a "mood-shifter" via listening and responding with appropriate and powerful questions. High performing leaders understand the importance of this type of support, and key school leaders understand the need for this type of support. Our services function as personalized professional development, an invaluable tool in supporting gifted leaders not restricted to time or place. In our role in supporting leaders, we function as a facilitator, questioner, challenger, and encourager. We want to support Derry Area leadership to be the best they can be for the staff and community within the Derry Area School District.

Services to be Rendered.

***NCTLS rates are set up on a yearly basis, The cost of this service for the leadership within the Derry Area School District is \$250 an hour for up to 1-2 hours per month for the entire school year.

***NCTLS will provide a minimum of one (1) hour of Executive Coaching and mentoring per month along with call-in support throughout the entire year.

***This agreement will commence in August of 2026 and run through July of 2027.

***If there is a need for in-person or face-to-face support from Dr. Fry, NCTLS will be reimbursed for travel from the Derry Area School District.

***This agreement will be for twelve months and will be renewable at the same rate for subsequent years if desired by the Board.

***Either party may terminate this Agreement without cause and without penalty or payment of any kind to the other party by providing the other party with at least 45 calendar days written notice prior to the date of termination.

***NCTLS will invoice the Derry Area School District on a quarterly basis beginning October 2026.

Dr. Richard W. Fry, President, NCTLS

Date _____

Dr. Greg Ferencak, Superintendent of Derry Area School District

Date _____

Ed Massey, J.D.- Managing Partner, Randy Poe, Ed.D. Founding Partner, and Rich Fry, Ed.D. Associate Partner and President

Cooperative Agreement

Between

Saint Francis University and Derry Area School District

Saint Francis University (SFU) and Derry Area School District, agree to establish a cooperative academic program entitled College in High School (CiHS) for the 2026-2027 Academic Year. This program will be administered through the Division of Professional Studies (DPS) and is inclusive of dual credit, career development series, and online course offerings. The stipulations associated with these offerings include:

CiHS Student Responsibilities:

1. Saint Francis University's College in High School (CiHS) program will be offered to academically approved students. Academically approved means they have a high school GPA of 3.0 or higher, recommended by a teacher of that same subject and will also have consent from a parent/guardian.
2. All students who plan to enroll in this program are required to complete the online Saint Francis University - College in High School application, have parent/guardian provide consent, and pay the total amount due for tuition for the course(s).
3. The tuition rate will be sixty-five (\$65) dollars per credit (unless otherwise agreed upon in writing) for the dual credit courses taught by high school personnel. Textbooks will be the responsibility of the student unless provided by the high school for the dual credit courses. Please refer to Appendix A for a list of the dual credit courses offered through this agreement.
4. Appropriate representatives from the High School will determine whether any enrollment limits are set for the dual credit courses.
5. The tuition rate will be four hundred eighty-five (\$485) dollars per credit for the Career Development Series and online courses. High school students enrolled will receive a scholarship of \$285 per credit resulting in the out-of-pocket cost of \$200 per credit. Textbooks will be the responsibility of the student.

6. Students registered for this program will be considered as part-time, non-degree seeking students through the Division of Professional Studies.
7. It is the student's responsibility to complete all coursework as assigned by the faculty member to receive full transcribed credit from Saint Francis University.

CiHS Faculty Responsibilities at the High School

1. The courses taught will follow an outline agreed upon by the appropriate Saint Francis University Department Chair. These outlines will contain the course content of the equivalent course taught at Saint Francis University.
2. For courses taught in the high school by high school faculty, a CV/Resume and transcripts must be on file prior to teaching and approved by the appropriate Saint Francis University Department Chair based on teaching credentials and qualifications.
3. All syllabi must be approved by the appropriate Saint Francis University Department Chair prior to the course beginning and must be received at least two weeks prior to the beginning of each semester.
4. All faculty must verify their course roster in a timely manner. Rosters will be sent out for electronic verification within 2 weeks of the registration deadline.
5. University policies must be followed by all programs regardless of where they are taught, by whom they are taught (SFU faculty or high school faculty), or what modality they are taught such as online unless otherwise noted in this Cooperative Agreement.
6. If a student wishes to drop or withdraw from a course throughout the semester, the College in High School Coordinator must be notified by 4pm on the associated drop or withdraw date.
7. All faculty must submit their grades to the College in High School Coordinator in a timely manner. Grade sheets will be sent out for electronic submission at the end of the course session.

CiHS School Responsibilities:

1. The high school will market programs to students and will coordinate with the College in High School Coordinator on student application/registration.
2. The high school will ensure that all high school faculty teaching dual credit courses abide by the responsibilities listed in this Cooperative Agreement.

3. If faculty are unable to complete their duties or shall leave the high school prior to completion of the course, the College in High School Coordinator must be notified immediately, and new faculty arrangements must be made to ensure students are able to complete the course.
4. If an enrolled student leaves the high school for any reason, it is the high school's responsibility to notify the College in High School Coordinator.

CiHS Saint Francis University – Division of Professional Studies Responsibilities (SFU-DPS):

1. SFU-DPS will assist the school in marketing all programs to the students including supplying collateral marketing materials, assistance in back-to-school nights, parent meetings, registration night, etc.
2. SFU-DPS will work with the high school and all faculty to ensure that students are able to complete their coursework in a timely manner and receive transcribed credit.
3. SFU-DPS will work with the school and high school faculty to provide any assistance with policies, guidelines or administrative questions pertaining to the high school programs.

Both parties will review the cooperative agreement during the spring of 2027 to explore the continuation for the following year.

<u>Derry Area School District</u>	For SAINT FRANCIS UNIVERSITY
	
	Michael B. McGinnis, Ph.D. Vice President for Academic Affairs
Date:	Date: 4/17/2026

Appendix A

Dual Credit Courses at Derry Area School District

PHYS 104: Introduction to Physics I, 4 credits, Lisa Pizarchik



DERRY AREA SCHOOL DISTRICT

982 North Chestnut Street Ext.
Derry, PA 15627-7600
dasd.us
Telephone: 724-694-1401
Fax: 724-694-1429



Dr. Kathy Perry
Assistant to the Superintendent

Dr. Gregory A. Ferencak
Superintendent

Mr. Scott A. Chappell
Business Administrator

High School Textbook Disposals

Prentice Hall - Realidades 1
Qty 1
ISBN 0-13-101687-3

Prentice Hall - Realidades 2
Qty 1
ISBN 0-13-035951-3

Prentice Hall - Realidades 3
Qty 1
ISBN ? (the first couple pages are ripped out of the book - book begins with page 4)

Conexiones Comunicacion y cultura - Third Edition
Qty 1
ISBN 0-13-194460-6



Remit to:
Sportsfield Specialties, Inc.
41155 State Highway 10
Delhi, NY 13753

Quote Number: 135237

QUOTE

Page: 1 of 4

Quote To: Derry Area School District 982 Chestnut St. Derry PA 15627 US	Ship To: Derry Area School District 982 Chestnut St. Derry, PA 15627 US	Date: 7/1/2026 Expires: 7/31/2026 PO Num: Derry Area School - 2026 Padding Middle School Sales Person: Sean Whittaker Cell: 607.376.2748 Email: Sean.Whittaker@sportsfield.com
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USD

KPN 202601-02

Line	Part	Description	Qty /	Sales UoM	Unit Price	Line Total
1	WZTBHI262		74.00	EA	\$136.00	\$10,064.00
		Indoor High Impact Wall Pad - Size: 2'W x 6'H x 2-7/16"D, 2" High Impact Bonded Foam (ASTM F2440 -11), 14 oz Indoor Vinyl Covering: Class A Fire Rated (ASTM E-84) & 365x348 lbs. Grab Tensile (ASTM D751), 7/16" OSB Backing, Z-Clip Attachment Top/Middle/Bottom, 1-Year Manufacturer's Product Warranty				
2	WZTBHI272		2.00	EA	\$157.00	\$314.00
		Indoor High Impact Wall Pad - Size: 2'W x 7'H x 2-7/16"D, 2" High Impact Bonded Foam (ASTM F2440 -11), 14 oz Indoor Vinyl Covering: Class A Fire Rated (ASTM E-84) & 365x348 lbs. Grab Tensile (ASTM D751), 7/16" OSB Backing, Z-Clip Attachment Top/Middle/Bottom, 1-Year Manufacturer's Product Warranty				

QUOTE - Miscellaneous Charge -

Description	Ext. Price
1.) Freight-NC-Direct	\$1,315.00

Lines Total	\$10,378.00
Total Taxes	\$0.00
Line Miscellaneous	\$0.00
Quote Miscellaneous	\$1,315.00
Quote Total	\$11,693.00



Remit to:
Sportsfield Specialties, Inc.
41155 State Highway 10
Delhi, NY 13753

Quote Number: 135237

QUOTE

Page: 2 of 4

1. Customer is responsible for material take-off, quantities and specification compliance and/or equivalency of quoted products.
2. All prices listed are in US Dollars
3. Lead times vary by product and begin after receipt of purchase order, credit approval, and acceptance of color, material(s) and design. Please reach out to your team at Sportsfield Specialties for specific product lead times.
4. All freight is FOB Origin. **Freight rates are estimates provided at the time of quotation. Actual freight rates, include shipping & handling, will be billed at the time of shipment. The customer is responsible for any difference between the quoted freight rate and the actual freight rate at the time of shipment.** The actual freight rates may differ from the estimates as a result of variable factors, such as the change in product quantity and/or material order, state of national economy, fuel costs, capacity and/or rate levels at the time of shipment. Split orders will require additional freight charges. Freight quoted does not include additional equipment to unload or unloading services, assembly or installation.
5. Applicable State and Local Sales Tax will be added to the final invoice unless a tax exempt or Resale Certificate is provided prior to order shipment.
6. Wire transfers, by check and established credit terms are accepted payment methods. Accepted credit cards are VISA, Mastercard and American Express.
7. Pricing assumes any electrical connections and wiring are supplied by others unless otherwise indicated.
8. Customer is responsible for approval and associated cost of any applicable local and state codes.
9. Due to the increase of steel and aluminum raw material pricing caused by increased demand, coupled with market instability and uncertainty due to the implementation of international trade tariffs, Sportsfield Specialties, Inc. will no longer be able to guarantee current product pricing after this quotation has expired in thirty (30) days. To avoid a potential product price increase, customers will need to provide Sportsfield Specialties, Inc. with a fully executed purchase order or letter of intent before this quotation expires to guarantee this product pricing. Sportsfield Specialties, Inc reserves the right to requote product pricing as necessary based on current steel and aluminum raw material pricing once this quotation has expired in thirty (30) days.
10. If your quote includes custom and/or make-to-order item(s), the item(s) will not be fully released into production until all order information is verified. This information includes color choices, bench configurations, field dimensions and any necessary engineering. Custom items and items with digital graphics require a signed rendering prior to release into production. Once color selections are made and material has been ordered for custom or make-to-order items, the order cannot be canceled. Custom and make-to-order items cannot be returned.
11. Shipments outside of the US— Import Duties, Taxes, and Customs Clearance:
The buyer is solely responsible for all applicable import duties, tariffs, customs fees, taxes, and any other related charges upon entry into the destination country. Seller assumes no responsibility for these costs.
It is the buyer's responsibility to ensure compliance with all import regulations and to provide a licensed customs broker to facilitate clearance of the goods. The seller will not be held liable for delays, additional charges, or penalties resulting from the buyer's failure to arrange proper customs brokerage services

Large Item Shipping

Please be aware that due to our limited storage capacity, we do not have much flexibility to extend ship dates for certain products. Please let us know immediately if you need to adjust your shipment date.

Netting Disclaimer:

DISCLAIMER: Sportsfield Specialties, Inc. protective netting systems are designed and intended as a complete netting system. In the event your facility replaces an existing system, relies on existing structural elements, or purchases an extension to an existing protective netting system, Sportsfield Specialties, Inc. does not make any representations or warranty relating to the overall design of the combined facility and/or the connection points to and the cables that are part of the existing netting system. Owner's decision to proceed with an extension in lieu of a complete new netting system will be at Owner's sole risk and without liability to Sportsfield Specialties, Inc. and Owner shall indemnify and hold harmless Sportsfield Specialties, Inc. from all claims, damages, losses and expenses arising out of or resulting therefrom.

RAW Material Volatility

DISCLAIMER: Due to the ongoing increase of steel and aluminum raw material pricing caused by increased demand, coupled with market instability and uncertainty due to the implementation of international trade tariffs, Sportsfield Specialties, Inc. will no longer be able to guarantee current product pricing after this quotation has expired in sixty (60) days. To avoid a potential product price increase, customers will need to provide Sportsfield Specialties, Inc. with a fully executed purchase order or letter of intent before this quotation expires to guarantee this product pricing. Sportsfield Specialties, Inc. reserves the right to requote product pricing as necessary based on current steel and aluminum raw material pricing once this quotation has expired in sixty (60) days.



Remit to:
Sportsfield Specialties, Inc.
41155 State Highway 10
Delhi, NY 13753

Quote Number: 135237

QUOTE

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Padding Notes

- \$25 charge PER CUT-OUT If needed for electrical outlets, light switches, etc.
- Graphics are additional If requested by customer.
- Assumes pads and other materials can be stored within facility before/during Installation.
- Assumes padding support structure (I.e. concrete wall, steel framing, block wall, etc.) is provided by others.
- Some wrinkles in the windscreen/vinyl are characteristic of the material and are to be expected.
- Proposals are typically based on available drawings, rough measurements, etc. Sportsfield Specialties reserves the right for additional charges should discrepancies be discovered during the field verification process.
- In the event that construction delays and/ or schedule constraints necessitate the use of other trades shop drawings for pad creation (In lieu of a site visit), Sportsfield cannot be held liable for any resulting discrepancies. If new pads must be created, additional charges may apply.

Date

Signature

Printed Name/Title



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QUOTE

Page: 4 of 4



John P. Adams, AIA
Jerome Bankovich, Jr., AIA, LEED
Ethan J. Hine, AIA
Jennifer L. Zaffuto, AIA
DUBOIS, PA • ORLANDO, FL • PITTSBURGH, PA

June 17, 2026

Derry Area School District
982 N. Chestnut Street Ext.
Derry, PA 15627

Attn: Scott Chappell, Business Administrator

Re: Feasibility Study – Administrative Building

Dear Mr. Chappell:

KTH Architects is pleased to submit this proposal for architectural/engineering services (with McClure Company) for your proposed feasibility study, which includes the following options:

- Option 1 – Update the existing administration building to current codes/standards
- Option 2 – Move administration to High School wing classrooms
- Option 3 – Move administration to High School library

The following are the proposed services for this study:

- On site investigation of the renovation/relocation areas including measuring and creating floor plan drawings
- Code review for all options
- Accessibility review for all options
- Preliminary floor plan sketches as needed
- Budgets for all options including demolition of the existing administration building
- Meetings with the District
- Program information to be provided by the district

To perform the above services, we propose an hourly fee according to the attached fee schedule not to exceed \$23,000.00. Reimbursable expenses include those expenses incurred by the architect in addition to the compensation for services as outlined above (printing, reproductions, postage, transportation, etc.). The anticipated schedule is to start immediately and take 30 – 60 days.

We hope that you find this proposal favorable. If acceptable, please sign below and return it to our office. If anything further is needed, please call. We appreciate the opportunity to submit this proposal and look forward to working with the Derry Area School District.

Sincerely,

Jerome Bankovich, Jr., NCARB, AIA, LEED
Principal

ACCEPT:

Signature

Date



AGREEMENT

Saint Vincent College Prevention Projects
-and-
DERRY AREA SCHOOL DISTRICT

The Saint Vincent College Prevention Projects and the Derry Area School District agree to cooperate in the development of the Student Assistance Program (S.A.P.) Drug and Alcohol (D & A) Liaison Initiative in accordance with current Student Assistance Program Guidelines of the Commonwealth of Pennsylvania.

Saint Vincent College Prevention Projects agrees to provide a S.A.P. Coordinator who is responsible for coordination of the overall S.A.P. Drug and Alcohol process in Westmoreland County. This individual will provide technical assistance to core teams to assure that they function in accordance with the current State S.A.P. Guidelines. The Derry Area School District agrees that SAP Teams shall be trained only by a State Approved Student Assistance Program Trainer.

Saint Vincent College Prevention Projects agrees to provide a S.A.P. D & A Liaison to serve as an ad hoc member to the Derry Area School District's core teams at the secondary level, following at a minimum the teams' scheduled meeting times:

- Attending SAP Team meetings,
- Screening services, and
- Referral services relative to specific student interventions.

All personnel involved in the Student Assistance Program Drug and Alcohol Initiative will comply with all applicable Drug and Alcohol confidentiality regulations of the Derry Area School District and Drug and Alcohol systems. Personnel involved in the Student Assistance Program Drug and Alcohol Initiative shall be responsible for only those individuals who are referred in accordance with the Student Assistance protocols. The Saint Vincent College Prevention Projects Drug and Alcohol Student Assistance Program assumes no liability/responsibility for individuals who are referred to any program other than the Student Assistance Program Drug and Alcohol Initiative described herein, and the Derry Area School District agrees to hold the Saint Vincent College Prevention Projects Drug & Alcohol Student Assistance Program harmless against any and all claims brought by or on behalf of individuals who are not referred in accordance with Student Assistance Program Drug and Alcohol protocols.

The Saint Vincent College Prevention Projects Drug and Alcohol Student Assistance Program and the Derry Area School District agree to work cooperatively to avoid any duplication of services. The Saint Vincent College Prevention Projects Drug and Alcohol Student Assistance Program reserves the right to terminate this Agreement and the services described herein in the event that the Derry Area School District is in breach of the terms and conditions of this agreement.

The Derry Area School District agrees to provide a representative to serve on the Westmoreland Association of Student Assistance Professionals Council coordinated through the Saint Vincent College Prevention Projects.

The Derry Area School District agrees to submit S.A.P. statistical data for the end of the year state reporting as required by the PA Network of Student Assistance Services through the PDE 4092 document.

This Agreement will be in force July 1, 2026 – June 30, 2027, unless otherwise terminated as provided.

Saint Vincent College Prevention Projects

Derry Area School District


Donna A. Kean Date
Executive Director

Dr. Gregory Ferencak Date
Superintendent