

JOHNSONBURG AREA SCHOOL DISTRICT  
315 HIGH SCHOOL ROAD  
JOHNSONBURG, PA 15845

**REGULAR MEETING OF THE BOARD OF EDUCATION**

Thursday, August 7, 2025  
6:30 PM Board Meeting  
High School Information Center

**AMENDED AGENDA**

Mission Statement

Our mission is to expect, encourage and enable students to excel at school and to live as responsible productive citizens.

**PUBLIC COMMENT**

**I. CALL TO ORDER**

**II. PLEDGE OF ALLEGIANCE TO THE FLAG**

- III. It is recommended that the Board of School Directors, pursuant to 24 P.S. § 4-405, appoints Linda Benson secretary pro tempore for this meeting.

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call Vote: \_\_\_ Voice Vote: \_\_\_ Ayes \_\_\_ Nays \_\_\_ Abstain \_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaner _____

**IV. ROLL CALL**

- V. It is recommended that the following be approved:

Regular Meeting Minutes	06/19/2025	Attachment #1
General Fund including Disbursements & Revenue	05/2025 and 06/2025	Attachment #2
High School Activity Account	05/2025 and 06/2025	Attachment #3
High School Athletic Account	05/2025 and 06/2025	Attachment #4
Elementary School Activity Account	05/2025 and 06/2025	Attachment #5
Cafeteria Account	05/2025 and 06/2025	Attachment #6
Safety Committee Minutes	6/16/2025 and 07/22/2025	Attachment #7
Bills List		Attachment #8
Committee Meetings – Athletic	7/24/2025	Attachment #9

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call Vote: \_\_\_ Voice Vote: \_\_\_ Ayes \_\_\_ Nays \_\_\_ Abstain \_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaner _____

**As defined by Act 84, appropriate areas of discussion are matters of personnel and employment, collective bargaining, real estate, litigation and other matters, which if conducted in public, would violate privilege.**

## A. PERSONNEL

1. Recommend to approve the following list of volunteer coaches for the 2025-2026 School Year; pending completion of the necessary paperwork:

JV/Varsity Boys' Basketball	James Cooney
JV/Varsity Girls' Basketball	Lori Milliard
JH Girls' Basketball	Suzanne Grumley
JV/Varsity Volleyball	Jenna Morgan

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call Vote: \_\_\_ Voice Vote: \_\_\_ Ayes \_\_\_ Nays \_\_\_ Abstain \_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaner _____

2. Recommend to approve Brae Holmberg as mentor for Kelsey Craig for the 2025-2026 School Year with a stipend of \$300.00.

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call Vote: \_\_\_ Voice Vote: \_\_\_ Ayes \_\_\_ Nays \_\_\_ Abstain \_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaner _____

3. Recommend to approve Ryan Radaker for tenure.

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call Vote: \_\_\_ Voice Vote: \_\_\_ Ayes \_\_\_ Nays \_\_\_ Abstain \_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaner _____

4. Recommend to accept the resignation of Jennie Votano, Health Aide, effective immediately.

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call Vote: \_\_\_ Voice Vote: \_\_\_ Ayes \_\_\_ Nays \_\_\_ Abstain \_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaner _____

5. Recommend to approve the daily substitute nurse rate for RNs at \$160.00/day and LPNs at \$120.00/day, effective the 2025-2026 School Year.

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call Vote: \_\_\_ Voice Vote: \_\_\_ Ayes \_\_\_ Nayes \_\_\_ Abstain \_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaler _____

6. Recommend to approve the Substitute Nurse List for the 2025-2026 School Year as presented; pending completion of the necessary paperwork. Attachment #10

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call Vote: \_\_\_ Voice Vote: \_\_\_ Ayes \_\_\_ Nayes \_\_\_ Abstain \_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaler _____

7. Recommend to approve the Substitute Custodial List for the 2025-2026 School Year as presented; pending completion of the necessary paperwork. Attachment #11

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call Vote: \_\_\_ Voice Vote: \_\_\_ Ayes \_\_\_ Nayes \_\_\_ Abstain \_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaler _____

8. Recommend for approve \_\_\_\_\_ as a Health Aide at \$ \_\_\_\_\_/hour, plus benefits per the support staff contract, effective \_\_\_\_\_; pending completion of the necessary paperwork.

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call Vote: \_\_\_ Voice Vote: \_\_\_ Ayes \_\_\_ Nayes \_\_\_ Abstain \_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaler _____

9. Recommend to hire \_\_\_\_\_ as an Instructional Aide at \$ \_\_\_\_\_/hour, plus benefits as per the support staff contract, effective \_\_\_\_\_; pending completion of the necessary paperwork.

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call Vote: \_\_\_ Voice Vote: \_\_\_ Ayes \_\_\_ Nayes \_\_\_ Abstain \_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaler _____

10. Recommend to approve \_\_\_\_\_ as an Armed Security Guard at a rate of \$23.00/hour, effective \_\_\_\_\_; pending completion of the necessary paperwork.

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call Vote: \_\_\_ Voice Vote: \_\_\_ Ayes \_\_\_ Nays \_\_\_ Abstain \_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaler _____

## B. EDUCATION AND SCHOOL ACTIVITIES

1. Recommend to approve the Cooperative Education MOU with the Seneca Highlands Career and Technical Center at a cost of \$5,000.00 for the 2025-2026 School Year. Attachment #12

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call Vote: \_\_\_ Voice Vote: \_\_\_ Ayes \_\_\_ Nays \_\_\_ Abstain \_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaler _____

2. Recommend to approve the elementary textbook list for the 2025-2026 School Year. Attachment #13

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call Vote: \_\_\_ Voice Vote: \_\_\_ Ayes \_\_\_ Nays \_\_\_ Abstain \_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaler _____

3. Recommend to approve the high school textbook list for the 2025-2026 School Year. Attachment #14

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call Vote: \_\_\_ Voice Vote: \_\_\_ Ayes \_\_\_ Nays \_\_\_ Abstain \_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaler _____

4. Recommend to approve the agreement between the Johnsonburg Area School District and the Board of Commissioners of Elk County, Pennsylvania for RBA Professional Data Systems, Inc. tax billing and collection software services on the District's behalf. Attachment #15

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call Vote: \_\_\_ Voice Vote: \_\_\_ Ayes \_\_\_ Nays \_\_\_ Abstain \_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaler _____

5. Recommend to approve the certified bus driver list for the 2025-2026 School Year. Attachment #16

Motion\_\_\_\_\_Second\_\_\_\_\_

Roll Call Vote:\_\_\_Voice Vote:\_\_\_Ayes\_\_\_Nayes\_\_\_Abstain\_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaner _____

6. Recommend to approve the certified bus list for the 2025-2026 School Year. Attachment #17

Motion\_\_\_\_\_Second\_\_\_\_\_

Roll Call Vote:\_\_\_Voice Vote:\_\_\_Ayes\_\_\_Nayes\_\_\_Abstain\_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaner _____

7. Recommend to approve the bus routes and schedules for the 2025-2026 School Year. Attachment #18

Motion\_\_\_\_\_Second\_\_\_\_\_

Roll Call Vote:\_\_\_Voice Vote:\_\_\_Ayes\_\_\_Nayes\_\_\_Abstain\_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaner _____

8. Recommend approval to reinstate Student #242502, effective the start of the 2025-2026 School Year.

Motion\_\_\_\_\_Second\_\_\_\_\_

Roll Call Vote:\_\_\_Voice Vote:\_\_\_Ayes\_\_\_Nayes\_\_\_Abstain\_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaner _____

9. Presented to the Board for the second reading and recommended for approval are the following new and revised policies: Attachment #19

Policy #717 titled *Cellular Telephones* (New)  
Policy #808 titled *Food Services* - Attachment

Motion\_\_\_\_\_Second\_\_\_\_\_

Roll Call Vote:\_\_\_Voice Vote:\_\_\_Ayes\_\_\_Nayes\_\_\_Abstain\_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaner _____

10. Presented to the Board for the second reading and recommended for approval is Policy #352 titled *Employee Use of Electronic Devices* (New) and to also repeal Policy #711 titled *Use of Wireless Communications* due to its inclusion as a part of policy #352. Attachment #20

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call Vote: \_\_\_\_ Voice Vote: \_\_\_\_ Ayes \_\_\_\_ Nays \_\_\_\_ Abstain \_\_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaner _____

11. Presented to the Board for review are the following list of policies as presented: Attachment #21

Policy #101 titled *Philosophy of Education/Mission Statement*  
Policy #102 titled *Academic Standards*  
Policy #105.1 titled *Curriculum Review by Parents and Students*  
Policy #105.2 titled *Exemption From Instruction*  
Policy #106 titled *Guides for Planned Instruction*  
Policy #109 titled *Resource Materials*  
Policy #119 titled *Current Events*  
Policy #918 titled *Title 1 Parent and Family Engagement*

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call Vote: \_\_\_\_ Voice Vote: \_\_\_\_ Ayes \_\_\_\_ Nays \_\_\_\_ Abstain \_\_\_\_

Mrs. Dunworth _____	Mrs. Carnovale _____	Mrs. Christoff _____
Dr. Leslie _____	Mrs. Crowe _____	Mr. Miller _____
Mrs. Zimmerman _____	Mr. Allegretto _____	Mrs. Grunthaner _____

12. Presented to the Board for the first reading are the following revised or repealed policies as presented: Attachment #22

Policy #110 titled *Instructional Supplies*  
Policy #111 Vol V 2020 titled *Lesson Plans*  
Policy #112 titled *Guidance Counseling*  
Policy #115 titled *Career and Technical Education*  
Policy #116 titled *Tutorial Instruction*  
Policy #117 titled *Homebound Instruction*  
Policy #118 titled *Independent Study*  
Policy #124 titled *Summer School*  
Policy #324 (Employee) titled *Personnel Files*  
Policy #324 (Administrative Employee) titled *Personnel Files (Repeal due to inclusion in (Emp.#324)*  
Policy #424 titled *Personnel Files (Repeal due to inclusion in Emp.#324)*  
Policy #524 titled *Personnel Files (Repeal due to inclusion in Emp.#324)*  
Policy #120 titled *Human Development (Repeal)*  
Policy #126 titled *Class Size (Repeal)*

**C. FINANCE**

1. Recommend to approve a refund of \$397.70 for real estate taxes for parcel #09-06-018-4412 for the homestead/farmstead tax reduction that was not reflected on the 2025 real estate tax bill.

Motion \_\_\_\_\_ Second \_\_\_\_\_

Roll Call Vote: \_\_\_\_ Voice Vote: \_\_\_\_ Ayes \_\_\_\_ Nays \_\_\_\_ Abstain \_\_\_\_

Mrs. Dunworth \_\_\_\_\_  
Dr. Leslie \_\_\_\_\_  
Mrs. Zimmerman \_\_\_\_\_

Mrs. Carnovale \_\_\_\_\_  
Mrs. Crowe \_\_\_\_\_  
Mr. Allegretto \_\_\_\_\_

Mrs. Christoff \_\_\_\_\_  
Mr. Miller \_\_\_\_\_  
Mrs. Grunthaner \_\_\_\_\_

**V.** Superintendent's Report – Dr. Karen Haberberger

**VI.** Solicitor's Report – Mr. Christopher Byham

**VII.** High School Principal's Report – Mr. Ray Kelly

**VIII.** Elementary Principal's Report – Mrs. Judy Allegretto

**IX.** Special Education Supervisor's Report – Mrs. Kara Vollmer

**X. ADJOURNMENT OF MEETING – Next board meeting - September 4, 2025**