

Regular Voting Meeting

Tuesday, August 25, 2026 7:00 PM

Administration Building, 5800 Murray Avenue, Bethel Park, PA 15102

A. **MEETING OPENING**

A.1. Call to Order

A.2. Pledge of Allegiance

A.3. Roll Call

A.4. Announcement of Executive Session

A.5. Approval of Meeting Minutes

A.6. Intent to Adopt Agenda Items

A.7. Student Government, PTO/PTA, Solicitor Report

A.8. Committee Reports

A.9. Superintendent's Report

A.10. Public Comment on Agenda Items

B. **CONSENT AGENDA**

B.1. Acceptance of the 2026-2027 Title Grants

B.2. Allocation of the 2026-2027 Title I (A) Non-Public
School Services

B.3. Approval of Updated 2026-2027 School Calendar

B.4. Approval of Administration Tuition Reimbursement

B.5. Acceptance of Resignation(s)

B.6. Change of Assignment(s)

B.7. Approval of Unpaid Leave of Absence

B.8. Approval of Sabbatical Leave of Absence

B.9. Approval of Curriculum Facilitator(s) for the 2026-
2027 School Year

B.10. Approval of Extra Duty Responsibility Program
(2026-2027)

B.11. Approval of Change Orders for the New K-5
Elementary School Project

B.12. Approval of Financial Report

B.13. Approval of Monthly Invoices and Payroll

B.14. Payment for the New K-5 Elementary School Project

B.15. Approval of Phase II & Partial Move of Phase III Moving Services Payment to Central Van and Storage

B.16. Approval of Student Services Contract(s)

B.17. Fund Balance Commitment

B.18. Acceptance of Donation(s)

B.19. Authorize the Filing of Annual Tax Assessment Appeals

B.20. Ratify the Restatement of the Tax-Sheltered Annuity Plan

B.21. Approval of Professional Services Agreement

B.22. Purchase of District Vehicle(s)

B.23. Approval of the Consent Agenda

C. **ACADEMIC ACHIEVEMENT AND GROWTH COMMITTEE — VINCE SCALZO, CHAIRPERSON**

C.1. Approval of Professional Development

C.2. Approval of 2026-2027 Student Handbooks

D. **PERSONNEL COMMITTEE — DARREN MCGREGOR, CHAIRPERSON**

D.1. Acceptance of Resignation(s)

D.2. Change of Assignment(s)

D.3. Appointment of Personnel

D.4. Rescind Approval of Business Manager

D.5. Approval of Interim Athletic Director

D.6. Approval of Curriculum Facilitator(s) for the 2026-2027 School Year

D.7. Attainment of the Status of Professional Employee

D.8. Approval of Extra Duty Responsibility Program (2026-2027)

E. **FINANCE COMMITTEE — BARRY CHRISTENSON, CHAIRPERSON**

E.1. Approval of Monthly Invoices and Payroll

E.2. Payment for the New K-5 Elementary School Project

E.3. Approval of Student Services Contract(s)

F. **OTHER**

F.1. Approval of the Superintendent's Objective
Performance Standard

F.2. Adoption of Resolution 7-2026: Jones Resolution

G. **MEETING CLOSING**

G.1. Public Comments

G.2. Board Comments

G.3. Adjournment

H. **Appointment of Personnel**

I. **Approval of Extra Duty Responsibility Program
(2026-2027)**



Superintendent's Board Report

August 25, 2026

District Operations & Facilities Updates

The District Office successfully completed its relocation to NAMS, transforming former classrooms into administrative spaces with updated wiring and paint. Modernization of the former library into a new Board Room remains underway, which will feature expanded seating, a dedicated executive session space, updated display monitors, integrated audio infrastructure, and three broadcasting cameras. Regarding BPES construction, setup tasks presented a tight operational window despite overall occupancy remaining on schedule. Following a formal Board walkthrough on July 30, the administration settled on a two-day delayed start with minimal academic calendar adjustments throughout the remainder of the school year.

Governance, Policy & Strategic Leadership

Bethel Park successfully migrated to Keystone Agenda for board governance management following PSBA's decision to end its relationship with BoardDocs. Comprehensive Superintendent Objective Performance Standards were established across six core domains, establishing a framework that directly cascades into administrator performance goals. Additionally, the district published a revised organizational structure featuring hyperlinked job descriptions to establish clear operational hierarchies and reporting lines across all administrative tiers.

Human Resources & Personnel Management

Bethel Park School District warmly welcomes all new educators, administrators, and support staff joining the team this school year. A number of new faces will be seen throughout the halls of our schools, and the district looks forward to the talent, fresh perspectives, and dedication they will bring to our students and community. Operational staffing adjustments were also finalized to support growing primary enrollment—which reached 277 Kindergarten students—by adding a 14th teaching section to maintain low student-to-teacher ratios. Furthermore, the administration reinstated a third elementary school counselor and partnered with Allegheny Health Network to ensure robust, on-site mental health therapy across district buildings.



Superintendent's Board Report

August 25, 2026

Charter School Oversight & Community Relations

The district continues to monitor developments regarding Dogwood Charter School to ensure all standard regulatory, legal, and operational requirements are fully met. On the community front, Bethel Park secured an \$8,500 Grable Foundation grant, which opens access to local and national professional learning opportunities, along with valuable resources and support networks.

Through this initiative, Bethel Park School District is now part of the regional Future Driven Schools network and AASA, The School Superintendents Association. Additionally, the district participated in regional advocacy to protect E Rate internet funding, explored potential facility leasing options at the District Office, and is launching a new Key Communicators Group to foster stronger engagement and dialogue.

Critical Board Calendar & Key Dates

Key upcoming milestones include Committee and Board Meetings on August 25, the Steel Center Ribbon Cutting on August 27, and Staff Inservice days running from August 26 through August 31. Students return for the first day of school on Thursday, September 3. Community Day and Parade will take place on September 12, followed by the Educational Foundation Gala on September 20. Looking further ahead, the district will host a community-wide Ribbon Cutting ceremony and Open House at Bethel Park Elementary School at 4:00 PM on Monday, October 19.

Acknowledgements & Appreciation

Finally, the administration extends its heartfelt gratitude to everyone who contributed to a successful summer preparation, with special recognition to our custodial and maintenance teams for their Herculean efforts. As the district undergoes significant facilities transformations, this team has been nothing short of amazing—their hard work, steadfast dedication, and professionalism were a true highlight of the summer. We also extend sincere thanks to the entire administrative team for their years of strategic planning and preparation leading up to this point. Their foresight, readiness, and collaborative commitment will go a long way in ensuring not only a smooth and successful school opening, but a bright and prosperous future for Bethel Park School District.

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KEY

- In-Service Day (No School for Students)
- Act 80 Day (No School for Students)
- First/Last Day for Students
- End of 9 Weeks
- No School
- Act 80 2 Hour Delay Start for Students
- Half Day
- Room Prep / Records Day (No School for Students)
- Graduation Thursday, June 10, 2027

(Rain Dates: Friday, June 11 or Saturday June 12, 2027)

Nine Weeks	Student	Teacher
1	44 (+ 1 Act 80)	52
2	44	46
3	45	47
4	45 (Seniors 44)	48
	178 + 1 Act 80 Seniors 177	193

Make Up Days: January 18, February 16, March 25, and Remote Learning option (not necessarily in this order)

Local Holidays: November 27, December 24, December 28, December 29, December 30

Bethel Park School District

Superintendent Objective Performance Standards

Matthew J. Patterson, Ph.D.

2026-2027 School Year



Superintendent's Objective Performance Standards 2026-2027

The performance of the Superintendent shall be assessed against the objective performance standards listed below.

Student Growth and Achievement: The Superintendent will develop and implement a comprehensive, district-wide data review system that aligns benchmark assessments, state assessment results, and applicable value-added measures to monitor student achievement and growth. This systematic review process will promote a culture of continuous improvement by informing instructional practices, guiding strategic decision-making, and supporting increased student outcomes across the district.

Organizational Leadership: The Superintendent will collaborate with the Board of School Directors and District leadership to develop and implement a strategic plan that advances the District's vision, strengthens organizational effectiveness, and fosters a culture of continuous improvement in teaching, learning, and leadership.

District Operations and Financial Management: The Superintendent will develop, implement, and continuously improve financial and operational systems and processes that promote fiscal responsibility, align resources with the District's strategic priorities, enhance organizational efficiency, and ensure effective District operations in support of student success.

Communication and Community Relations: The Superintendent will develop and implement a comprehensive communication and stakeholder engagement strategy that fosters transparent, timely, and collaborative communication with the Board, staff, families, and community, while building understanding of and support for the District's vision, strategic priorities, and long-range goals.

Human Resource Management: The Superintendent will develop, implement, and continuously improve rigorous systems and processes for employee recruitment, selection, onboarding, retention, supervision, and evaluation to attract and retain high-quality staff, establish clear performance expectations, and strengthen a culture of accountability and excellence.

Professionalism: The Superintendent will model a culture of professionalism, integrity, and continuous improvement by using transparent decision-making processes, engaging in ongoing reflection and professional learning, and applying new knowledge to enhance leadership practices and District outcomes.

Objective Performance Standard #1

Student Growth and Achievement: The Superintendent will establish a district-wide data review system that integrates benchmark and state assessment results to track student growth. This process will drive continuous improvement by guiding instructional practices, strategic decisions, and overall student achievement across the district.

Rationale for Inclusion:

A comprehensive districtwide data review system provides a consistent process for using student performance data to drive instructional improvement, monitor progress toward District goals, and support informed decision-making. As the District has experienced declines in student academic achievement and growth in recent years, establishing a systematic approach to analyzing and responding to performance data is critical to identifying areas for improvement, aligning resources and instructional practices, and accelerating student outcomes. This work will foster a culture of continuous improvement and shared accountability focused on improving academic achievement and growth for all students.

The scope of work associated with this objective performance standard may include:

- Finalize the partnership with the Center for Model Schools to secure external coaching focused on systems leadership. This will help build internal capacity for interpreting data and facilitating data-driven decision-making processes across the district.
- Create a process where the District Office reviews building-level data analyses and Instructional Response Plans. This provides a mechanism for purposeful monitoring of action plans and ensures that instructional support is aligned with identified student needs.
- Develop and communicate clear criteria for what constitutes a high-quality Instructional Response Plan (IRP). This ensures that when teachers and administrators meet, the resulting interventions are actionable, rigorous, and explicitly tied to student achievement gaps.
- Launch collaborative, grade-level or department-based Data Teams. These teams should meet regularly to analyze common formative assessments and student work, ensuring that data analysis leads directly to collective responsibility for student outcomes rather than isolated practice.
- Implement a consistent district-wide schedule for benchmark assessments (e.g., 3-4 times per year). Ensure there is a formalized process where principals meet with teachers to review this data and develop written Instructional Response Plans (IRPs).

Objective Performance Standard #2

Organizational Leadership: The Superintendent will collaborate with the Board, Building and District leadership to develop and implement a strategic plan that advances the District's vision, strengthens organizational effectiveness, and fosters a culture of continuous improvement in teaching, learning, and leadership.

Rationale for Inclusion:

A strategic plan provides a shared vision and clear direction for the District while ensuring that resources, decisions, and initiatives are aligned with established priorities. Through a collaborative planning process, the District can strengthen organizational effectiveness, promote continuous improvement, and focus efforts on advancing teaching, learning, and leadership.

The scope of work associated with this objective performance standard may include:

- Engage the Board of School Directors, District leadership, staff, students, families, and community stakeholders in a collaborative process to develop a shared vision and establish priorities for the future of the District.
- Develop strategic priorities, measurable goals, action steps, timelines, and indicators of success while aligning District initiatives, resources, and leadership goals with the District's vision.
- Establish systems and processes to monitor implementation, evaluate progress, identify barriers, and ensure accountability for achieving strategic goals and measurable outcomes.
- Communicate the purpose, priorities, progress, and outcomes of the strategic plan to the Board, staff, families, and community to build understanding, engagement, and support.
- Utilize data, stakeholder feedback, and ongoing reflection to evaluate the effectiveness of strategic initiatives and adjust practices to support continuous improvement in teaching, learning, leadership, and organizational effectiveness.

Objective Performance Standard #3

District Operations and Financial Management: The Superintendent will optimize financial and operational systems to ensure fiscal responsibility and align resources with strategic priorities. These streamlined processes will drive organizational efficiency and enhance overall District operations to support student success.

Rationale for Inclusion:

Effective financial and operational systems ensure that District resources are managed responsibly, aligned with strategic priorities, and used efficiently to support student success. Establishing clear processes and accountability structures promotes sustainability, transparency, and continuous improvement across District operations.

The scope of work associated with this objective performance standard may include:

- Establish and maintain processes that support responsible budget development, ongoing financial monitoring, and transparent reporting. Ensure that financial decisions are aligned with District priorities, support long-term sustainability, and maximize the impact of available resources to support student success.
- Review, develop, and refine District operational systems and processes to improve efficiency, consistency, and effectiveness across departments. Identify opportunities to streamline workflows, clarify responsibilities, eliminate inefficiencies, and ensure operations are responsive to the needs of students and staff.
- Develop systems for evaluating needs, prioritizing investments, and allocating resources based on District goals, student needs, and strategic priorities. Ensure that staffing, programming, facilities, technology, and other resources are aligned to support the District's mission and desired outcomes.
- Establish processes for monitoring operational effectiveness, evaluating outcomes, and identifying areas for improvement. Utilize data, feedback, and performance indicators to assess the effectiveness of systems and implement adjustments that strengthen organizational performance.

Objective Performance Standard #4

Communication and Community Relations: The Superintendent will implement a transparent communication strategy to engage the staff, families, and community. This initiative will foster strong partnerships and build shared support for the District's strategic vision and long-range goals.

Rationale for Inclusion:

Effective communication and stakeholder engagement are essential to building trust, strengthening relationships, and creating shared understanding around District priorities and initiatives. A comprehensive communication strategy ensures that the Board, staff, families, and community are informed, engaged, and connected to the District's vision and goals. Transparent and consistent communication supports collaboration, builds confidence in District decisions, and fosters greater support for initiatives that advance student success.

The scope of work associated with this objective performance standard may include:

- Establish clear communication practices that provide timely, transparent, and accessible information regarding District priorities, initiatives, challenges, and successes.
- Create opportunities for ongoing dialogue with the Board and staff to ensure alignment, understanding, and collaboration around the District's vision and strategic priorities.
- Develop opportunities to engage families, alumni, local businesses, and community members, including those without children currently enrolled in the District, to strengthen relationships and build a broader understanding of District programs, needs, and goals.
- Implement methods for gathering input and feedback from key stakeholder groups to inform decision-making and improve communication practices.
- Increase awareness of District accomplishments, initiatives, and opportunities for community involvement through partnerships, outreach efforts, and intentional engagement with local organizations and businesses.
- Evaluate the effectiveness of communication efforts and adjust strategies based on stakeholder feedback, engagement data, and changing District needs.

Objective Performance Standard #5

Human Resource Management: The Superintendent will implement comprehensive human resources processes to attract, retain, and evaluate high-quality staff. These systems will establish clear performance expectations and foster a district-wide culture of accountability and excellence.

Rationale for Inclusion:

Effective and rigorous human resource systems are essential to recruiting, developing, and retaining high-quality employees while ensuring efficient staffing practices. Consistent processes for hiring, onboarding, supervision, and evaluation establish clear expectations, promote accountability, support appropriate personnel levels, and strengthen a culture of excellence and continuous improvement.

The scope of work associated with this objective performance standard may include:

- Evaluate staffing structures, enrollment trends, program needs, and financial priorities to ensure personnel levels and organizational structures align with District needs and strategic goals.
- Develop rigorous and efficient processes to recruit, select, and onboard high-quality employees who demonstrate the skills, professionalism, and commitment to support District excellence.
- Strengthen evaluation systems to provide meaningful feedback, establish clear performance expectations, promote accountability, and support employee growth and improvement.
- Establish and reinforce expectations for professionalism, collaboration, accountability, and continuous improvement across all employee groups.
- Develop systems that support employee engagement, professional growth, and retention of high-performing staff.
- Improve human resource processes to increase efficiency, consistency, and effectiveness in staffing, employee support, and performance management.

Objective Performance Standard #6

Professionalism: The Superintendent will model professionalism and integrity through transparent decision-making and ongoing reflection. By continuously applying new learning to leadership practices, drive district-wide growth and improved outcomes.

Rationale for Inclusion:

Effective leadership requires a commitment to professionalism, ethical decision-making, and continuous growth. By modeling integrity, reflection, and ongoing professional learning, the Superintendent sets the standard for leadership excellence and strengthens trust, accountability, and continuous improvement throughout the District.

The scope of work associated with this objective performance standard may include:

- Model professionalism, integrity, and transparency through thoughtful decision-making processes that reflect the values of the District and public education.
- Engage in ongoing professional learning through conferences, workshops, professional reading, leadership networks, and other opportunities that enhance leadership effectiveness and support District priorities.
- Represent the District through regional, state, and professional organizations by sharing District successes, presenting best practices, and building partnerships that advance the mission and vision of the District.
- Highlight District accomplishments, innovative practices, and areas of excellence to strengthen the District's reputation and promote a positive understanding of its work among internal and external stakeholders.
- Develop and maintain relationships with educational leaders, community partners, and professional organizations to share ideas, identify opportunities, and support continuous improvement.
- Engage in regular self-reflection, seek feedback, and apply new knowledge and experiences to improve leadership practices, organizational effectiveness, and District outcomes.