

Agenda of Board of Directors' Committee Meeting

The Board of Directors Freedom Area School District

A Board of Directors' Committee Meeting of the Board of Directors of the Freedom Area School District will be held Thursday, August 6, 2026, beginning at 6:30 PM Freedom Area Middle School Library, 1702 School Street, Freedom, PA 15042.

1. CALL MEETING TO ORDER AND PLEDGE OF ALLEGIANCE

- 1.A. Call Meeting to Order
- 1.B. Pledge of Allegiance
- 1.C. Public Sign-In Sheet for August 6, 2026

2. ROLL CALL

3. COMMUNICATIONS - Open School Communications

4. PUBLIC/COMMUNITY RELATIONS

5. MINUTES

- 5.A. Approval of July 9, 2026, Board Meeting Minutes

6. SUPERINTENDENT'S REPORT

- 6.A. Continuation of MOU with New Sewickley Township Police Department for SRO Services

7. FINANCE COMMITTEE

8. EDUCATION COMMITTEE

9. OPERATIONS COMMITTEE

- 9.A. Director of Buildings and Grounds Monthly Report
Speaker(s): Gary Mortimer

10. ATHLETICS/EXTRA-CURRICULAR COMMITTEE

- 10.A. Athletic Director's Monthly Report
Speaker(s): Steve Mott

11. POLICY COMMITTEE

12. ACTION AGENDA

- 12.A. Accept Resignation of Board Member

Recommended Motion(s):

Accept Resignation of School Board Member Christian Brenckle, Effective July 31, 2026

- 12.B. Approve Release Time - Student and Staff Travel

Recommended Motion(s):

Approve the Following Release Time: 1. Julia Lawrence, Grades 5-12 Instrumental Music Teacher/Band Director, Cost Transportation: a. Fall Fantasy Parade, August 9, Kennywood b. Big Knob Fair Parade, September 1, New Sewickley Twp.; c. Beaver Local Band Show, September 12, Beaver High School; d. 250th Celebration Parade, September 19, Beaver; e. Homecoming Parade, September 24, Freedom; f. Halloween Parade, Date TBD, New Brighton; g. Veteran's Day Parade, November 11, Beaver

12.C. Approve Tenure Status

Recommended Motion(s):

Approve Superintendent's Recommendation to offer Professional Contract Granting Tenure Status in Accordance with 1105 of the School Code to the Following: 1. Michelle Sterrett, High School Computers/Business Teacher 2. Hope Bennett, High School Guidance Counselor 3. Abigayle Pritchard, High School Special Education Teacher 4. Kelly DiGiacomo, ESL Teacher 5. Jason Knox, Middle School Computer Applications Teacher 6. Brendan Wiatrak, High School Computer/Tech/Business Teacher 7. Becca Pessler, High School Math Teacher (Signatures Required)

12.D. Approve Enrollment of Child of FASD Employee

Recommended Motion(s):

Approve Request #2026-01 for the Enrollment of a Child of a FASD Professional Employee, per Policy #202

12.E. Approve a Software Renewal Subscription with Eduplanet21 for Curriculum Planning and Archiving Tools

Recommended Motion(s):

Approve a One-Year Subscription Renewal with Eduplanet21 for Online K-12 Curriculum Planning Tools and Software Access, Cost \$10,640

12.F. Approve Agreement with Allegheny IU

Recommended Motion(s):

Approve 2026-2027 Comprehensive Services Agreement with Allegheny Intermediate Unit for Specialized Services as Needed (Signatures Required)

12.G. Approve Title I Services Addendum with AIU

Recommended Motion(s):

Approve Title I Services Agreement Addendum with the Allegheny Intermediate Unit; Addendum is Subject to and Incorporates the Terms of the AIU Comprehensive Services Agreement for 2026-2027 (Signatures Required)

12.H. Approve Multi-Year Renewal Agreement with AOT, Inc. for 2026-2029

Recommended Motion(s):

Approve Multi-Year Renewal Agreement with AOT, Inc. for 2026-2029 School Years, for Occupational Therapist (OTR/L), Occupational Therapy Assistant (COTA/L), Physical Therapist (PT) and Speech/Language Pathologist (CCC-SLP), Costs/Fee Schedule Included in Attachment (Signature Required)

12.I. Approve Addendum to MOU with Freedom Area Education Association

Recommended Motion(s):

Approve Addendum to Memorandum of Understanding dated May 27, 2025, between the Freedom Area School District and the Freedom Area Education Association for Revision Purposes (Signatures Required)

12.J. Approve MOU with Educational Support Professional Association

Recommended Motion(s):

Approve the Memorandum of Understanding between the Freedom Area School District and the Educational Support Professional Association to amend Article V (Payment Date Provision) of the Collective Bargaining Agreement, establishing an employee compensation schedule with two pay periods per month. (Signatures Required)

12.K. Approve 2026-27 Fall Coaches and Sponsors

Recommended Motion(s):

Approve Attached List of Coaches and Sponsors for 2026-2027 Fall Sports

12.L. Approve FMLA

Recommended Motion(s):

Approve FMLA Requests #2026-11 and #2026-12

12.M. Accept Resignations

Recommended Motion(s):

Accept the Following Resignations: 1. Casey Spieler, Assistant Boys Soccer Coach, Effective June 22, 2026 2. Seth Shidemantle, Assistant Boys Soccer Coach, Effective July 18, 2026 3. Tim Casto, Middle School Boys Soccer Coach, Effective July 25, 2026 4. Camdyn Verrico, Middle School Special Education Teacher, Effective July 21, 2026 5. Debrah Evans, High School Chemistry Teacher, Assistant Track Coach, Drama Club Co-Sponsor and High School Musical Director, Effective July 28, 2026 (Will Continue as Volunteer for the Musical) 6. Sam Romutis, Substitute Custodian, Effective July 23, 2026 7. Dawn Heldreth, Part-Time Custodian, Effective July 30, 2026

12.N. Approve Revision of Commitment of Funds for High School HVAC Project Grant Application

Recommended Motion(s):

Approve Revision to the Commitment of Funds from the District's Capital Fund Budget in Support of the High School HVAC Project. New Committed Amount is \$509,843. (Public School Facility Grant will be applied for in the Amount of \$2,039,371, District's Committed Amount of \$509,843 represents 25% of the Total Expected Cost of the Proposed Project) (Original Approval was placed on the March 12, 2026, agenda. At that time the commitment of funds was \$497,343 with a total grant amount of \$1,989,371.)

12.O. Approved Resolution for Middle School Partial Roof Replacement Grant Application

Recommended Motion(s):

Approve Resolution Requesting a Public School Facility Improvement Grant in the Amount of \$745,000 for a partial roof replacement at the Middle School (Signatures Required)

12.P. Approve Commitment of Funds for Middle School Partial Roof Replacement Grant Application

Recommended Motion(s):

Approve Commitment of Funds up to the Amount of \$186,250 from the District's Capital Fund Balance in Support of the Middle School Partial Roof Replacement Project (Public School Facility Improvement Grant will be applied for in the Amount of \$745,000; District's Committed Amount of \$186,250 represents 25% of the Total Expected Cost of the Proposed Project)

12.Q. Approve Substitute Custodian

Recommended Motion(s):

Approve Renee Romutis as Substitute Custodian, \$18.00 per Hour (Clearances on File)

12.R. Approve Cooperative Sponsorship Agreement for Middle School Boys' Soccer

Recommended Motion(s):

Approve a Cooperative Sponsorship Agreement between the Freedom Area School District and South Side Area School District to form one WPIAL/PIAA sponsored Middle School Boys' Soccer Team. Freedom Area Middle School will remain the Primary Host School Location.

12.S. Approve Physician for District-Wide Services

Recommended Motion(s):

Approve the appointment of Dr. Stanley Mizikowski to provide District-Wide Physician Services at an annual salary of \$10,000

12.T. Approve Subscription with Arbiter for Registration

Recommended Motion(s):

Approve a Three-Year Subscription Agreement with Arbiter Sports for the Athletics Registration Program at a total cost of \$10,103 for the period of July 1, 2026, through June 30, 2029 (Signature Required)

12.U. Approve Subscription with Arbiter for Arbiter Pay

Recommended Motion(s):

Approve a one-year subscription agreement with Arbiter Sports for the Arbiter Pay Program to facilitate payment to athletic officials at a cost of \$1,875 for the period of July 1, 2026, through June 30, 2027 (Signature Required)

12.V. Approve Action Agenda Consent Items

Recommended Motion(s):

Approve Action Agenda Consent Items 12A-12U

13. ADJOURNMENT

13.A. Motion to adjourn the meeting.

Recommended Motion(s):

Motion to Adjourn the Meeting

Freedom Area School District
Buildings and Grounds Report
August 6, 2026

- Items of interest at our High School:
 1. Stage lighting project: Demo and abatement completed. Panel and light install is at 98% completion. Training and commissioning of equipment is scheduled for August 24th at noon.
 2. The kitchen serving line has been installed. I completed the hard wiring of the 3 phase 208 circuits to each equipment panel. The contractor will return to commission the unit and complete training.
 3. Exhaust fan 14 failed. A new motor is on order for installation upon arrival.

- Items of interest at our Middle School:
 1. The 264-gallon expansion tank serving our main boiler system has failed. I replaced the bladder, filled it with glycol, and purged the system. The cost of the bladder was \$2,435.00. Both systems are back on line and operating.

- General updates:

1. All district gym floors are screened and refinished. We did receive some water in the elementary gym during the one downpour. We ran our dehumidifier system along with the air conditioning to dry the floor before refinishing. All drains and doors were checked to prevent future water entry.
2. The state inspector completed his surprise visit for our elevators. All district elevators were inspected with no deficiencies found.
3. Completion of our water testing occurred in July. We tested all three buildings for Copper and Lead during the same visit. All readings were found to be safe and will be posted to the district web site.
4. Treatment of the baseball and softball fields are being completed. A spreading grass fungus that kills the grass was found on the baseball field. At the direction of Kem-R-Lawns, we have adjusted the mowing and started two rounds of treatment. The treatment has proven beneficial in maintaining our field playing surface during the last month.
5. Stadium field grooming, sweeping and repairs have been completed by Vasco. Vasco completes a preseason maintenance and then we maintain it during the season. During the most recent

maintenance, six areas of the turf surface required repairs.



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July 30, 2026

Gary Mortimer
Freedom Area School District
1702 School Street
Freedom, PA 15042
gmortimer@freedomarea.org

SUBJECT: Freedom School District – Potable Water - Lead and Copper Analyses
Samples Taken 7/14/2026

Gary,

Listed below is a table of results for lead and copper analyses conducted on the buildings that make up the Freedom School District. The samples were taken per PA DEP protocols but are not PA and Federal EPA reportable. The samples were submitted for analysis to GLA's laboratory with results shown below:

School Building	Sample	Lead	Copper	PA DEP Limits
Middle School	Drinking Water	0.000637mg/L	0.755 mg/L	< 0.015 mg/L - Lead <1.3 mg/L - Copper
High School	Drinking Water	0.00149 mg/L	0.238 mg/L	< 0.015 mg/L - Lead <1.3 mg/L - Copper
Primary School	Drinking Water	0.000400 mg/L	0.505 mg/L	< 0.015 mg/L - Lead <1.3 mg/L - Copper

Conclusions and Recommendations

Based on the analyses, every tap met the PADEP MCL (Maximum Contaminant Level) levels for safe drinking water. (The EPA dictates that lead be below 0.015 mg/L or 15 ppb and copper be below 1.3 mg/L).

If you have any questions about this report or my recommendation, feel free to call me at 412-262-4827.

Respectfully submitted,

Jay Farmerie

Member Company



Athletic Report

8-6-2026

Athletic Director

Dave Badamo

- The Freedom Athletic Page is the place for updates on schedules. The fluid calendar is located on the Athletics homepage.
- Concussion training for the scheduled athletes will begin the week of Aug. 10th.
- Heat acclimation week begins August 10th.
- Conditioning has started for XC, Soccer, and Golf. The season opens on August 17th.
- Fall sports coaches meeting took place July 28th.
- Booster Presidents meeting is scheduled for August 11th.
- We are still in need for a Ticket Manager, we had 1 applicant, no others have applied.

ALLEGHENY INTERMEDIATE UNIT

COMPREHENSIVE SERVICES AGREEMENT – 2026-2027

This Comprehensive Services Agreement (“Agreement”) is made this **1st** day of **July, 2026** (the “Effective Date”), by and between the ALLEGHENY INTERMEDIATE UNIT (“AIU”), and the **Freedom Area School District** (“District/School”) (collectively, “Parties”).

WHEREAS, the AIU is a regional education service agency that provides specialized services to Allegheny County’s 42 suburban school districts, five career and technical schools, charter schools and numerous other organizations throughout the area; and

WHEREAS, the District/School wishes to receive certain services from the AIU in exchange for agreed-upon fees; and

WHEREAS, this Agreement does not obligate the District/School to purchase any particular service from the AIU, but pertains to services that the District/School chooses to receive.

NOW, THEREFORE, for good and adequate consideration and with the intent to be legally bound, the Parties agree as follows.

1. Scope. The terms of this Agreement, while in effect, shall apply to the AIU’s provision of services to the District/School and shall be deemed to be incorporated into all of the Parties’ contemporaneous and subsequent agreements through which the AIU provides services and the District/School receives such services. To the extent the terms of this Agreement and those of a contemporaneous or subsequent agreement conflict, the terms of the other agreement shall control.

2. Duration. This Agreement shall commence as of the Effective Date and shall remain in effect through **June 30, 2027**, subject to prior termination in accordance with Paragraph 13 hereof.

3. Services Guide; Pricing. It is agreed that services provided by the AIU are rendered throughout the school year and that the AIU periodically invoices for fees for services provided to the District/School as outlined in the AIU’s **2026-2027** Services Guide (“Services Guide”). Fees for programs not listed in the Services Guide will be determined on a case-by-case basis, subject to approval of an addendum or other written agreement by the governing boards of the District/School and the AIU (each a “Services Addendum”). By executing this Agreement, the District/School explicitly acknowledges receipt of the Services Guide and expressly accepts the pricing schedule for all of the services listed therein.

4. Invoicing; Payment. By accepting the services provided by the AIU, the District/School agrees to pay for those services at the prices specified in the Services Guide no later than sixty (60) days from the invoice date. The AIU may apply a late payment charge of 1% per month on any unpaid balance more than sixty (60) days past due and not disputed in good faith, retroactive to the invoice date.

The District/School will be invoiced in accordance with the Services Guide. It is agreed that the District/School will be invoiced for all programs and services provided and utilized by each student. Any delay in invoicing by the AIU will not affect the duty of the District/School to pay the invoice for the services received. The District/School agrees that a failure or delay in invoicing shall not constitute a waiver of the right of the AIU to be paid in full for services received by the District/School.

To ensure that the cost of services is properly allocated among districts, as well as the accuracy of each AIU invoice, the District/School understands and agrees that it is responsible to review all invoices when received; to audit the invoices to ensure that they accurately reflect the services received for each student identified; and to verify whether each student resided in the district being charged for services during that billing period.

The District/School agrees to pay the AIU the price for each program or service requested by the District/School as listed in the Services Guide or Services Addendum. Further, in the event schools are closed on account of contagious disease, the destruction or damage of a school building by fire or other causes during the term of this Agreement, the District/School agrees to pay the AIU the greater of (1) an amount necessary to pay the salaries and fringe benefits of the teachers, as defined by the Public School Code, engaged by the AIU to provide services to the District/School as requested or (2) such amount required by the Public School Code, as it may be amended, or other applicable law.

5. Special Education Services. Any special education services requested by the District/School and provided by the AIU shall be governed by Addendum A: Special Education Services, attached hereto and incorporated herein by reference as though set forth in full.

6. Compliance With Applicable Law. The AIU shall ensure that its services comply with all requirements of Pennsylvania and federal law, to the extent such compliance does not depend upon the performance or actions of any other individual or entity beyond the control of the AIU. The AIU represents and warrants that it and its employees, agents or personnel providing services pursuant to the terms of this Agreement possess the skills, qualifications, experience, licenses and certifications necessary to perform adequately such services. The AIU shall comply with all federal and Pennsylvania laws regarding the confidentiality of educational records of District/School students, including but not limited to the Family Educational Rights and Privacy Act, [20 U.S.C. § 1232g](#), and its implementing regulations ([34 C.F.R. Part 99](#)) and [22 Pa. Code §§ 12.31-12.33](#). The District/School shall provide such action, assistance or cooperation as required to ensure that students receive services in compliance with state and federal law.

7. Clearances. With respect to all individuals providing services to the District/School on behalf of the AIU except those having no direct contact with children, the AIU shall ensure that such individuals provide to the AIU the following clearances in accordance with legal requirements:

- a. A Pennsylvania State Police report of criminal history record information as required by Act 34, [24 P.S. § 1-111\(b\)](#);
- b. A Federal criminal history record as required by Act 114, [24 P.S. § 1-111\(c.1\)](#); and
- c. A certification from the Pennsylvania Department of Human Services as to whether the individual is named as an alleged perpetrator or perpetrator of child abuse, as required by Act 151, [23 Pa. C.S. § 6344\(a.1\), \(b.2\)](#).

Further, the AIU shall ensure that it and such individuals shall comply with the employment history review provisions of Act 168, [24 P.S. § 1-111.1](#), and the child abuse recognition and reporting training requirements of Act 126, [24 P.S. § 12-1205.6](#). If the AIU receives notice of an arrest or conviction of an AIU employee assigned to provide services to the District/School and such arrest or conviction was required by law to be reported to the AIU, the AIU shall report such arrest or conviction in writing to the District/School.

8. Relationship of the Parties. The Parties acknowledge that the AIU is an independent contractor of the District/School and that all individuals providing services under this Agreement are employees or independent contractors of the AIU and not of the District/School. Nothing contained in this Agreement will be deemed to create an employment, agency, joint venture or partnership relationship between the District/School and the AIU or any of their respective agents or employees, or any other legal arrangement that would impose liability upon one party for an act or a failure to act of the other party. Neither the District/School nor the AIU will have any express or implied power to enter into any contracts or

commitments or to incur any liabilities in the name of, or on behalf of, the other party, or to bind the other party in any respect whatsoever without the other party's prior written consent.

9. Liabilities. Subject to any immunities provided by the Political Subdivision Tort Claims Act or other law, the Parties agree to indemnify, defend and hold harmless each other, their respective directors, officers, employees and agents, against all claims, damages, losses, or penalties that result from the acts or omissions of their own employees or agents, any real property owned or leased by such party, or the operation or maintenance of any equipment or vehicles provided or used by such party. The Parties agree to indemnify, defend and hold harmless each other against all claims, damages, losses, or penalties resulting from any judicial, administrative or other determination that any staff member of one party hereto is an employee or agent of the other party hereto.

10. No Third-Party Beneficiaries. This Agreement is entered into for the sole benefit of the District/School and the AIU. No other parties are intended to be direct or incidental beneficiaries of this Agreement, and no third party shall have any right in, under or to this Agreement.

11. Assignment. Neither this Agreement nor any of the rights, benefits or obligations hereunder may be assigned or delegated (whether by operation of law or otherwise) without the prior written consent of the other party.

12. Force majeure. The AIU will not be liable for any failure or delay in performing an obligation under this Agreement that is due to any of the following causes, to the extent beyond its reasonable control: acts of God, accident, riots, war, terrorist act, epidemic, pandemic, quarantine, civil commotion, natural catastrophes, governmental acts or omissions, changes in laws or regulations, national strikes, fire, explosion or generalized lack of availability of energy.

13. Termination. If the District/School intends to discontinue a service provided by AIU certificated staff, causing the District/School to assume responsibility for a transferred class or program, the District/School shall notify the AIU of its intent by **March 31, 2027**, so that the Parties may evaluate potential transfer-of-entities issues. Otherwise, either party may terminate this Agreement and any services provided hereunder upon at least 60 days' prior written notice to the other party, unless alternative termination requirements are stated in a Services Addendum. Individual services provided hereunder may be terminated with less than 60 days' notice if mandated by an Individualized Education Program ("IEP") or an order of a hearing officer, the Secretary of Education or a court of competent jurisdiction.

14. Governing Law; Venue. This Agreement shall be construed and governed by the laws of the Commonwealth of Pennsylvania. Jurisdiction and venue for all purposes shall be in courts of competent jurisdiction sitting in Allegheny County, Pennsylvania.

15. Interpretation. In any proceeding of any type or kind in which this Agreement or its terms shall be reviewed, construed, or brought into issue in any manner, the Parties hereby agree that this Agreement shall be construed as if jointly prepared, written and typed by the Parties. It is agreed that the covenants of this Agreement are severable, and that if any word, phrase, clause(s), sentence(s), paragraph(s) shall be found unenforceable, the entire Agreement shall not fail but shall be construed and enforced without the severed language in accordance with the tenor of this Agreement.

16. Counterparts. This Agreement may be executed in counterparts, each of which, when executed and delivered, shall be deemed an original and all of which, taken together, shall constitute one and the same instrument, even though both Parties are not signatories to the original or the same counterpart. Furthermore, the Parties may execute and deliver this Agreement by electronic means. Each of the Parties agrees that the delivery of the Agreement by electronic means will have the same force and effect as delivery of original signatures and that each of the Parties may use such electronic signatures as evidence of the execution and delivery of the Agreement by both Parties to the same extent as an original signature.

17. Entire Agreement. This Agreement constitutes the entire agreement and understanding between the AIU and the District/School concerning the programs and services to which it applies; supersedes all prior or contemporaneous agreements and understandings, written or oral, with respect to the subject matter hereof; and shall be modified only in a writing approved by the Parties' respective governing boards.

IN WITNESS WHEREOF, the parties have signed this Agreement on the dates shown below, intending to be legally bound hereby.

ALLEGHENY INTERMEDIATE UNIT

By: _____

President, Board of Directors

Attest:

By: _____

Secretary, Board of Directors

Date: _____

DISTRICT/SCHOOL

By: _____

President, Board of Directors

Attest:

By: _____

Secretary, Board of Directors

Date: _____

ALLEGHENY INTERMEDIATE UNIT
COMPREHENSIVE SERVICES AGREEMENT – 2026-2027
ADDENDUM A: SPECIAL EDUCATION SERVICES

1. Services Provided. For the 2026-2027 school year, the Allegheny Intermediate Unit (AIU) shall provide and operate, for the benefit of students assigned by the District/School, the special education services and programs delineated in the AIU Special Education Plan (“Plan”), as approved by the Department of Education, by furnishing the following:

- a. Professional and support staff, as required to implement the Plan in accordance with all applicable provisions of state and federal law;
- b. Administrative, supervisory and clerical staff as required to effectively and efficiently implement the Plan and this Agreement;
- c. Such supplies, equipment and other materials as necessary to implement the Plan and as mutually agreed upon by the Parties;
- d. Such classrooms and facilities as required to implement the Plan in accordance with state and federal law, to the extent the program or service is provided or operated upon premises not owned or leased by the District/School; and
- e. Any other personnel, facility, material or service mutually agreed upon by the Parties, subject to approval by their respective governing boards.

Services provided include but are not limited to those outlined in the Services Guide, such as Blind/Visually Impaired Services; Career Development Services; Deaf/Hard of Hearing Services; School-Based Educational Services at the AIU-operated Mon Valley, Pathfinder and Sunrise Schools; Speech/Language-Impaired Support; Pupil Personnel Services; and Occupational and Physical Therapy.

2. Programs Provided on District/School Premises. For special education programs and services provided by the AIU on premises owned or leased by the District/School, the District/School shall provide the following:

- a. Classroom and other space necessary for the provision of services;
- b. Assistance, cooperation and participation of District/School administrative, professional and support staff in the development and implementation of accommodations, supplementary aids and support services necessary to include, to the fullest extent appropriate, students assigned to special education programs in educational and extracurricular activities, regular education support, regular education instruction, and ancillary services, such as nursing, counseling, library, physical education, food, custodial and maintenance services, as necessary to meet the needs of the students assigned to the program; and
- c. Any other personnel, facility, material or service mutually agreed upon by the Parties, subject to approval from their respective governing boards.

3. Multidisciplinary Evaluation and IEP Development.

a. For Students Receiving AIU Services on District Premises. The District/School, in cooperation with the AIU, shall conduct student Multidisciplinary Evaluations (“MDEs”) and Re-evaluations (“RRs”) and develop Individualized Education Programs (“IEPs”) and revise those plans as necessary for exceptional and thought-to-be exceptional students of the District/School. The District/School will provide the AIU staff with an opportunity to participate in the development of RR and IEPs.

b. For Students Receiving Services in AIU-Operated Schools. The AIU, with cooperation and participation by the District/School, shall conduct student MDEs and RRs and develop IEPs and revision procedures for exceptional and thought-to-be exceptional students of the District/School. The District/School recognizes that it remains the Local Education Agency (“LEA”) for the student and is responsible for ensuring that the student’s IEP provides for a free appropriate public education (“FAPE”). Therefore, the District/School will participate in the development of MDEs, RRs and IEPs that outline specially designed instruction, accommodations and supplementary aids and services for students. The AIU shall monitor students’ progress toward their IEP goals as required in an IEP and provide the District/School with quarterly progress reports.

c. For All Students Receiving AIU Services. Specially designed instruction, accommodations, supplementary aids and services required by any IEP or any order of a hearing officer, appeals panel, the Secretary of Education or court and beyond the scope of the programs and services enumerated in the Plan shall be provided as mutually agreed upon by the Parties, subject to approval by their respective governing boards. In such instances, the AIU administration will work with the District/School, which in all circumstances remains the LEA, in identifying the appropriate service. The District/School agrees that the AIU shall not be liable to the District/School on account of a hearing officer’s or court’s determination that an IEP does not provide FAPE. The District/School understands, accepts and acknowledges that the contractual relationship between the AIU and the District/School does not place any duties that are borne by the LEA onto the AIU, which is a contracted service provider.

4. Nature of Relationship. Regardless of the location of services received by District/School students, whether on District/School premises or at an AIU-operated school, the District/School acknowledges and agrees that the AIU does not have authority or responsibility as an LEA, as that duty and authority rests solely with the District/School where the student is enrolled. Any liability that may arise as a result of failure to provide due process or FAPE rests solely with the District/School. The AIU has the right to accept or reject students enrolled at a District/School who are referred for placement at an AIU-operated school. Upon accepting a student to an AIU-operated school, the AIU will implement the student’s IEP as written.

5. Tuition; Fees for Speech, Hearing and Vision Services. Tuition for the AIU-Operated Special Education Schools and fees for speech, hearing and vision services will be invoiced and paid in installments according to the schedule below:

Invoice Date	Services Billed: School Tuition and Fees for Speech, Hearing and Vision	Based on Data* As Of
September 15, 2026	Services anticipated for August through October	September 1, 2026
November 16, 2026	Services anticipated for November through December, <i>plus adjustments relative to September billing</i>	November 1, 2026
January 15, 2027	Services anticipated for January through February, <i>plus adjustments relative to November billing</i>	January 1, 2027
March 15, 2027	Services anticipated for March through April, <i>plus adjustments relative to January billing</i>	March 1, 2027
May 17, 2027	Services anticipated for May through June, <i>plus adjustments relative to March billing</i>	May 1, 2027
June 15, 2027	Final invoice reconciling payments with the actual final 2026-2027 special education database, verified in June; may result in a credit to the District/School or payment due to the AIU, exclusive of the special education school reconciliation.	June 2027

* Refers to student information in the AIU special education database.

NOTE: Services requested by the District/School after the review of the special education database as of September may result in additional invoices.

6. Reconciliation for AIU-Operated Special Education Schools. Because of the fluctuating nature of student enrollment at the AIU-operated special education schools, it is agreed that the overall operating cost for each school will be continuously monitored to determine whether revenue and expenses are in alignment with budgeted projections. The parties agree that at the conclusion of the **2026-2027** school year, the AIU will perform a reconciliation of its special education school revenues and expenses for the entire school year. If the AIU revenues from the school programs provided under this Agreement exceed the expenses incurred in providing such services, the District/School will receive a pro-rata credit; if the AIU's expenses incurred in its school programs exceed the revenues received by the AIU, the District/School will be responsible for and pay to the AIU a pro-rata share of the excess expenses. The reconciliation process will be conducted as follows:

Date	AIU-Operated Special Education School Review and Reconciliation
August 16, 2027	Final reconciliation of revenues and expenses for the entire school year will be completed and issued to the District/School. This may result in a credit to the District/School or payment due the AIU.
December 31, 2027	District/School payment to the AIU for the pro-rata share of excess expenses, <i>and/or</i> ...
January 31, 2028	AIU credit issued to the District/School for the pro-rata share of excess revenues

Any District/School due to receive a reconciliation credit and having open balances payable to the AIU greater than 60 days past due will have the credit applied to open balances or withheld until payment is received, as appropriate.

Title I Services Addendum

This Title I Services Addendum (the "Addendum") is entered into as of July 1, 2026 by and between Freedom School District with district administrative offices located at 1702 School St., Freedom, PA 15042 (the "School/District") and the Allegheny Intermediate Unit an intermediate unit organized and operated under the laws of the Commonwealth of Pennsylvania, with its Central Office located at 475 East Waterfront Drive, Homestead, PA 15120 (the "AIU").

In consideration of the covenants contained herein, and under the authority of the Public School Code of 1949, as amended, intending to be legally bound, the parties to this Addendum do hereby covenant and agree as follows:

1. **Comprehensive Services Agreement.** This Addendum is subject to and incorporates the terms of the Allegheny Intermediate Unit Comprehensive Services Agreement – 2026-2027 as executed by the parties. To the extent that the terms of the Comprehensive Services Agreement conflict with this Addendum, the terms of this Addendum shall control.
2. **Services/Fees/Payment.** The AIU shall provide the School/District with the services to support students that reside in the School/District, but enroll and attend a non-public school ("Non-Public Students") as set forth in the scope of work attached hereto as Exhibit A (the "Services"). In exchange for the Services provided by the AIU, the School/District shall pay to the AIU the fees set forth in Exhibit A. The AIU will not invoice the School/District until and unless at least one Non-Public Student is identified to receive the Title I Services described herein. If at any point during the term of the Addendum no Non-Public Students are receiving Title I Services, then School/District will pay only for periods during which Services were provided by the AIU. The AIU shall invoice School/District twice annually. Invoices shall include supporting documentation describing the number of hours of Services received by each student in the applicable billing period. If this Addendum is terminated for any reason, School/District shall be responsible for paying AIU only for services rendered through the effective date of termination.
3. **Term/Termination.** This Addendum shall commence as of July 1, 2026 and remain in effect through June 30, 2027 unless otherwise terminated in accordance with the terms contained herein. This Addendum may be terminated for convenience by the School/District only if all eligible Non-Public Students are dismissed from the program, in which case the School/District shall pay the AIU in accordance with Section 2 above. This Addendum may be terminated for cause by either party in the event of a material breach by the other party following 30 days' written notice of such breach and intent to terminate, provided the breaching party fails to cure such breach. In the event of termination for cause, the AIU shall cease providing services as of the termination date and the School District shall be liable for Services rendered through the termination date.

4. **School/District Obligations.** School/District shall cooperate in good faith with the AIU in all matters relating to the Services and respond to AIU's reasonable requests for instructions, information or approvals required by the AIU to provide the Services in accordance with this Addendum. This obligation shall include but is not limited to School/District:

- a. Providing the AIU with names of non-public schools identified to participate in Title I;
- b. Assisting the AIU in identifying addresses of students who reside in Title I attendance areas;
- c. Informing the AIU of any and all circumstances which may directly or indirectly affect the performance of this Agreement, including changes in the original funding allocation; and
- d. Providing the AIU, prior to or upon commencement of Services, with written notice of any School/District policies applicable to the AIU's provision of Services.

5. **Counterparts.** This Agreement may be executed in counterparts, each of which, when executed and delivered, shall be deemed an original and all of which, taken together, shall constitute one and the same instrument, even though both Parties are not signatories to the original or the same counterpart. Furthermore, the Parties may execute and deliver this Agreement by electronic means. Each of the Parties agrees that the delivery of the Agreement by electronic means will have the same force and effect as delivery of original signatures and that each of the Parties may use such electronic signatures as evidence of the execution and delivery of the Agreement by both Parties to the same extent as an original signature.

[SIGNATURE PAGE FOLLOWS]

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

ATTEST:

SCHOOL/DISTRICT

Secretary

By: _____
President
Board of Directors

ATTEST:

ALLEGHENY INTERMEDIATE UNIT

Secretary

By: _____
President
Board of Directors

Exhibit A
Scope of Work

Description of Services/Deliverables:

The AIU shall provide the following services:

- 1) Title I Remedial reading and math instructional services for Non-Public Students attending the following non-public schools:

Blessed Francis Seelos Academy.

Selection of students for receipt of the remedial instructional services will be determined through multiple criteria, including but not limited to standardized assessment scores, student referrals, and classroom assessments. Barring scheduling interruptions, Non-Public Students will receive remedial instructional services a minimum of twice per week with session length as requested by the Non-Public Student's Non-Public School (ranging 30 – 40 minutes at the student's Non-Public Schools). The AIU's provision of Services is subject to availability of staff. The AIU will provide the School/District with a list of participating Non-Public Students in October and will verify any new referrals with School/District throughout the year.

The AIU will administer Imagine+ assessments upon initial referral of each Non-Public Student during fall, winter, and spring benchmark assessment windows. Performance data will be sent to School/District at the completion of the school year or upon School/District request. The AIU will provide a template for performance goals that School District may use for eGrants reporting.

- 2) Parent and family engagement activity services will be provided by the AIU to the School/District for no additional fees regardless of Title I set-aside for such services. Parent and family engagement activity services include, but are not limited to open house and parent/guardian conferences, family nights, off-site family events, and additional school-specific opportunities as applicable.

In providing the Services, the AIU will:

- Provide instructional services by an appropriately certified teacher, as required by Title I
- Use appropriate evaluative testing/screening procedures and materials
 - Provide small group supplemental reading and math instruction for participating non-public school students
 - Provide the School/District with the data necessary to complete its Title I responsibilities including assessment data and related data

- Meet with non-public school administrators to review services provided to participating students
- Require AIU teachers delivering the Services to complete the following requirements in addition to providing the weekly instructional periods:
 - Conduct benchmark testing and progress monitoring as needed for all Non-Public Students receiving Services
 - Maintain records of assessment data, instructional activities, and attendance for participating Non-Public School students
 - Meet with parents/guardians of participating Non-Public Students for conferences as requested

Key Personnel:

AIU: Dr. Kelly Noyes, Kelly.noyes@aiu3.net

School/District: William Deal , wdeal@freedomarea.org

Fees:

At the time of execution of the Addendum, School/District's per pupil allocation for each Non-Public school is listed below (the per-pupil allocation times the number of low income Non-Public Students):

Non-Public School	Allocation	Parent and Family Engagement Funds
Blessed Francis Seelos Academy	\$1,830.00	
Total School/District Allocation:	\$1,830.00	

In the consideration of the Services provided hereunder, the School/District shall compensate the AIU as follows:

The School/District shall pay the entire Total School/District Allocation listed above.

*School/District's final Title I allocation may not be determined until after March 1st. In the event that School/District's allocation is adjusted, the Total School/District Allocation stated herein shall be accordingly increased or decreased and the AIU's final invoices shall account for any such adjustment to the School/District's Title I allocation.



CONTRACT FOR SERVICES AGREEMENT

MADE AND ENTERED into this 12th day of February, 2026 by and between Freedom Area School District located in Commonwealth of Pennsylvania, hereinafter referred to as "District."

And

ASSOCIATED OCCUPATIONAL THERAPISTS, INC., a Pennsylvania corporation, having its principal place of business at 100 Corporate Center Drive, Suite 115, Coraopolis, Pennsylvania 15108, hereinafter referred to as "**AOT**".

WITNESSETH:

WHEREAS, AOT has extensive background and expertise in providing occupational therapy, physical therapy, speech therapy and other specialized therapeutic healthcare services. The District desires to obtain Physical, Occupational, Speech therapy services from AOT which is willing to provide therapy services in accordance with the terms and conditions of this Agreement.

WHEREAS, the District desires to engage the services of AOT to perform Physical, Occupational, Speech Therapy consistent with District needs and requirements; and

WHEREAS, AOT will furnish licensed therapists to provide evaluation/consultation/treatment services as requested to the District. AOT's therapists will prepare appropriate reports and documentation concerning the services rendered, and

WHEREAS, AOT employs licensed physical therapist, physical therapist assistants, occupational therapist, occupational therapy assistants, and speech therapists hereinafter referred to as PT, PTA, OTR/L and COTA/L, SLP who are educated and experienced in rendering occupational therapy evaluations and treatments; and,

WHEREAS, District and AOT wish to enter into this Agreement in order to set forth their respective covenants and agreements in connection with the rendition by AOT of therapy services in said District settings during the term thereof; and,

NOW, THEREFORE, for and in consideration of the premises and of the mutual covenants and agreements hereinafter set forth, the parties hereto, intending to be legally bound hereby, mutually covenant, warrant, and agree as follows:

I. SCOPE OF SERVICES

A. Prior to beginning any services, AOT agrees as follows:

1. AOT certifies that all as PT, PTA, OTR/L and COTA/L, SLP will be licensed, by the State Board of Physical, Occupational, Speech Therapy Education and Licensure, Bureau of Professional and Occupational Affairs, Pennsylvania Department of State.
2. AOT certifies that its therapists are not currently under suspension of their license by the Commonwealth, any other state, or the federal government. If AOT cannot certify, then it agrees to submit along with the contract a written explanation of why such certification cannot be made. A copy of such licenses will be furnished to District upon request.
3. AOT will engage in the practice of its professions as provided in the General Code of Ethics of the American Physical, Speech, Occupational Therapy Association and the Pennsylvania Physical, Speech, Occupational Therapy Practice Act.
4. All therapists and clinical students furnished by AOT shall be properly credentialed and experienced with respect to the services required. AOT will provide appropriate documentation to District to confirm state license (Physical, Speech, Occupational Therapy), Act 168, Act 24, mandated reporter training, child abuse, criminal record check and federal criminal history clearances with respect to all therapists and clinical students furnishing services under this Agreement. AOT agrees to provide the above documents to District for all therapists and clinical students before they are permitted to work with children in any District location.

AOT will also obtain appropriate documentation to confirm current malpractice insurance, W-9, and National Board of Certification for PT, OT, ST under the terms of this contract, in compliance with all applicable laws. As requested, AOT will provide copies of these documents to District.

5. AOT shall provide Physical, Occupational, Speech Therapy to District and maintain appropriate staffing levels to provide services herein at all times. AOT is responsible to provide substitution therapists for regularly scheduled therapists who are out on leave or absent due to illness.
- B. AOT will make available to District the PT, PTA, OTR/L and COTA/L, SLP to render Physical (PT), Occupational (OT), Speech (SLP) therapy evaluations and treatments, as needed, and
1. Said PT, PTA, OTR/L and COTA/L, SLP, will render Physical, Occupational, Speech therapy services exclusively and will perform no other services except as such services related to or are an integral part of the practice of Physical, Occupational, Speech therapy.
 2. Physical, Occupational, Speech Ongoing Annual Assessments (Annual

Summary Report) will be completed on all children currently receiving services according to their IEP and/or Care Plan.

3. Pediatric Physical, Occupational, Speech Therapy relevant goals will be formulated by the evaluating therapist for inclusion in the child's current IEP or Care Plan. Service provision will include student intervention, classroom observation and participation, daily documentation, therapy progress reports, student home programs, teacher/parent consultation and teacher/staff support services.
 4. Non-identified children that the educational specialists (District staff) believe would benefit from therapy services will be screened by AOT therapists upon request.
 5. Faculty in-service activities will be provided as mutually agreed upon.
 6. AOT shall maintain and submit copies thereof to District on forms to be approved by both parties, adequate records of all occupational therapy services rendered to District.
 7. Physical, Occupational, Speech therapy services will commence on dates agreed upon with the District.
 8. AOT personnel shall perform their obligations under this agreement in such a manner as to ensure that the names and identities of students serviced and education records relating to such services shall remain confidential in compliance with the Family Educational Rights and Privacy Act.
- C. Pursuant to this Agreement AOT shall be and at all times will be acting and performing as an independent contractor practicing its professions by providing occupational therapy services.
1. AOT does by this contract agree to perform said work and functions at all times in strict accordance with currently approved methods and practices in its professional specialties.
 2. The sole interest of District is to assure that the work and service being performed by AOT shall be performed and rendered in a competent, efficient, and satisfactory manner.
 3. All applicable provisions of federal and state laws and regulations relating to registration, licensing and regulation of AOT, Physical, Occupational, Speech therapists shall be fully complied with by all parties hereto.
 4. AOT and District each represent that therapy services will be requested and provided, as the case may be, without regard to race, sex, creed, color,

religion, handicap, or national origin.

II. District RESPONSIBILITIES

- A. District shall make available to AOT adequate space and computer access, as is agreed to by both parties, for the performance of the occupational therapy services for assigned clients. Nothing in this paragraph shall conflict with Section 1(C) of this agreement.
- B. District agrees that it will not, during the term of this agreement or for a period of one (1) year following its termination, hire for its own employment any of the employees of AOT who performed services at any time in carrying out the terms of this agreement.

III. COMPENSATION

- A. For and in consideration of the services to be performed by AOT during the term hereof and in accordance herewith, AOT shall receive an hourly fee as set forth in Exhibit "A" of the Agreement. These rates will be applicable to time spent in screening, evaluation, documentation, direct intervention, scheduling, parent/teacher consultations, faculty/staff training, meeting attendance and record review.
- B. AOT will, at the end of each month, submit to District an invoice for such month, which invoice shall be due and payable within 45 days from the date of the invoice. There will be a 0.5% monthly finance charge assessed on any balance that is unpaid 46 days from date of the invoice.

IV. INSURANCE

- A. AOT agrees to and shall provide District with a valid certificate of insurance evidencing that AOT and its associated professionals have adequate professional liability, ownership and contingent liability and contractual liability insurance with limits of \$1,000,000/3,000,000. District agrees to and shall provide to AOT a valid certificate of insurance evidencing that District has adequate liability insurance coverage for personal injury and property damage with limits of \$1,000,000/\$1,000,000.
- B. Each party will provide the other Certificates of Insurance evidencing the insurance coverage identified above. Each party will provide Certificates showing the renewal of such insurance coverages, which expire during the term of this agreement.
- C. All Certificates of Insurance will provide that the insurance company will notify the parties, in writing, by registered mail, prior to any termination of the policy or alteration of the policy, which alteration changes, restricts or reduces the insurance provided or changes the name of the insured.
- D. In the event that an insurance company refuses to notify the said party, it will be the responsibility of the other party to immediately notify said party upon receipt or notification of any termination or alteration of said insurance.

- E. The parties hereto agree to hold each other harmless and indemnify each other from all claims, causes of actions, or litigation, including expenses, costs and attorney's fees of said indemnification including, without limitation, the party's respective directors, officers, shareholders, administrators, agents and employees to the following extent:
- a. to the extent that the District fails to fulfill any term, covenant or condition of this Agreement, or any duty imposed upon it by law or regulation, the District agrees to hold AOT harmless and indemnify AOT from any and all claims related to the same, including costs and attorney fees. The District's obligations hereunder are subject to any immunities from liability and limitation of damages afforded to the District under applicable law, including the Political Subdivision Tort Claims Act.
 - b. to the extent that AOT fails to fulfill any term, covenant or condition of this Agreement, or any duty imposed upon it by law or regulation, AOT agrees to hold the District harmless and indemnify the District from any and all claims related to the same, including costs and attorney fees.

V. INSPECTION OF RECORDS

- A. For the purpose of implementing Section 1861 (v) (1) (1) of the Social Security Act, as amended, and any written regulations thereto, AOT agrees to comply with the following statutory requirements governing the maintenance of documentation to verify the cost of services rendered under this contract:
1. until the expiration of four (4) years after the furnishing of such services pursuant to such contract, AOT shall make available, upon written request to the Secretary of HHS, or upon request to the Comptroller General of U.S., or any of their duly authorized representatives, the contract, books, documents, and records of AOT that are necessary to certify the nature and extent of such costs, and
 2. if AOT carries out any of the duties of the contract through a subcontract, with a value or cost of \$10,000 or more over a 12 month period, with a related organization (as that term is defined in 42 C.F.R. Sub-section 405.427 (b)), such subcontract shall contain a clause to the effect that until the expiration of four (4) years after the furnishing of such services pursuant to such subcontract, the related organization shall make available, upon written request to the Secretary, or upon request to the Comptroller General, or any of their duly authorized representatives, the subcontract, books, documents, and records of such organization that are necessary to verify the nature and extent of such costs.
- B. If AOT is requested to disclose any books, documents or records relevant to this Agreement for the purpose of an audit or investigation, AOT shall notify District of the nature and scope of such request and shall make available, upon written

request of District all such books, documents, or records.

- C. This paragraph is effective as of the date of the execution of this Agreement and pertains to all records that have or should have been maintained on or after that date.
- D. This paragraph pertains solely to the maintenance and disclosure of specified records and shall have no effect upon the rights or the parties to this Agreement to make assignments or delegations.

VI. MODIFICATION OR AMENDMENT

This agreement constitutes the entire agreement of the parties on the subject matter hereof and may be changed, modified, discharged or terminated only upon the signed written consent of all parties hereto.

VII. TERMINATION

- A. Either party may terminate this Agreement by giving the non-terminating party sixty (60) days prior written notice of intent to terminate with no penalties.
- B. In the event that either party refuses or fails, for any reason, to perform any of its obligations pursuant to this Agreement, the non-breaching party will notify said breaching party, in writing, of such refusal or failure. Upon receipt of said notification the breaching party will have thirty (30) days to cure the fault. If the party does not cure the fault, the non-breaching party, may, at its option, terminate this Agreement.

VIII. TERM

This agreement will enter into effect as of August 15, 2026 and unless sooner terminated for cause or pursuant to Section VII hereof, will terminate on August 14, 2029.

IX. NOTICES

Any notice required to be provided under the Agreement will be in writing and will be sent by certified mail, return receipt required, postage pre-paid, addressed as follows:

A. As to District:

Attn: Freedom Area School District
Marcy Bebout, Director of Student Services
1702 School Street
Freedom, PA 15042

- B. As to AOT at the address listed on page one (1) of this Agreement or to such other place as AOT may designate in writing.

X. CLARIFICATION OF RESPONSIBILITIES

It is understood by District that AOT will not be responsible for District employees working within the area occupied by AOT.

XI. APPLICABLE LAW

This Agreement will be deemed to have been made in and will be construed in accordance with the laws of the Commonwealth of Pennsylvania.

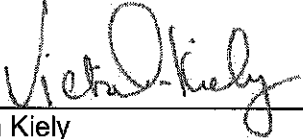
XII. HEADINGS

The headings of the several Sections of this Agreement are inserted only as a matter of convenience and for reference, and they in no way define, limit or describe the scope or intent of any provision of this agreement, nor will they be construed to affect, in any manner, the terms and provisions hereof or the interpretation or construction thereof.

IN WITNESS WHEREOF and intending to be legally bound to all of the terms and conditions, the parties affix their signatures below.

AOT, Inc.

FREEDOM AREA SCHOOL DISTRICT

BY: 
Victoria Kiely
Head of Business Development

BY: _____
Name: _____
Title: _____

EXHIBIT A FEE SCHEDULE

These rates will be applicable to time spent in screening, evaluation, documentation, direct intervention, scheduling, parent/teacher consultations, faculty/staff training, meeting and record review:

Discipline	Contract Year 1 (8/15/26 – 8/14/27)	Contract Year 2 (8/15/27 – 8/14/28)	Contract Year 3 (8/15/28 – 8/14/29)
Occupational Therapist (OTR/L)	\$74.25	\$75.75	\$78.00
Physical Therapist (PT)	\$74.25	\$75.75	\$78.00
Occupational Therapy Assistant (COTA/L)	\$59.60	\$60.75	\$62.50
Physical Therapy Assistant (PTA)	\$59.60	\$60.75	\$62.50
Speech/Language Pathologist (CCC-SLP)	\$74.50	\$76.50	\$79.00

ESY – Half Day Programs

The Contractor shall be reimbursed based on a guaranteed minimum block of three (3) hours per day for each assigned therapist. This daily block covers all professional activities, including but not limited to: student evaluation, consultation, direct treatment, documentation, inter-school travel, and other duties required to fulfill the student's IEP and District obligations.

In the event that actual service minutes fall below the three-hour threshold, the Contractor shall be reimbursed for the full three-hour block. Any service time required beyond the guaranteed three-hour block shall be billed at the standard contracted hourly rate.

Payment for services is due and payable within 30 days of the invoice date. There is a 0.5% monthly finance charge assessed on any balance that is unpaid 31 days from the date of the invoice. It is agreed that you will not in any way attempt to recruit AOT personnel while they are providing services under the terms of this agreement or for a period of one (1) one year following its termination.

ADDENDUM

This Addendum is made this ____ day of August 2026 between the Freedom Area School District and the Freedom Area Education Association for the purpose of revising their Memorandum of Understanding dated May 27, 2025 (MOU). Intending to be legally bound hereby, the District and the Association agree as follows:

1. For the 2026-27 school year only, teachers assigned to a cyber class period during their workday to which more than thirty-five (35) students are assigned shall receive a stipend in the amount of \$75 for each assigned student in excess of thirty-five (35) per quarter who remain enrolled in the cyber class for more than five (5) school days during the grading period. For cyber classes during the workday in which thirty-five (35) or less students are assigned, no such stipend is provided.

2. Teachers assigned to a cyber class period during their workday may be assigned multiple subjects and courses at the discretion of the administration.

3. At the conclusion of the 2026-27 school year, the District and the Association will jointly evaluate the MOU and this Addendum in accordance with Section 4 of the MOU.

4. Except as otherwise provided above, the terms of the MOU remain in full force and effect.

WHEREFORE, this Addendum has been signed by each party's duly authorized representatives on the date stated above.

Attest:

FREEDOM AREA SCHOOL DISTRICT

Board Secretary

President, Board of School Directors

Attest:

FREEDOM AREA EDUCATION ASSOCIATION

President

Memorandum of Understanding

This Memorandum of Understanding is made this _____ day of _____ 2026, by and between the Freedom Area School District ("District") and the Freedom Educational Support Professional Association ("Association").

WHEREAS, the District and Association are parties to a collective bargaining agreement having a term commencing July 1, 2022, and ending June 30, 2027;

WHEREAS, Article V of the collective bargaining agreement includes a provision entitled "Payment Date" providing that bargaining unit employees shall be paid once per month on the 20th day of each month via direct deposit; and

WHEREAS, the parties have agreed to modify the "Payment Date" provision of Article V of the collective bargaining agreement to provide for employee compensation to be paid twice per month as herein provided;

NOW, THEREFORE, intending to be legally bound hereby, the District and the Association agree as follows:

1. The District and the Association agree that, commencing not later than the first pay period of the 2026-2027 school year, the District payroll process will transition from a single monthly payment of compensation (twelve pays per year) to two monthly payments of compensation (twenty-four pays per year) to be made via direct deposit. The dates of the new payrolls shall be determined by the District. Prior to the transition, the District shall inform the bargaining unit employees of the dates selected by the District on which payrolls will be processed. The District shall provide the Association with sixty (60) days' notice prior to any subsequent adjustments being made to future pay schedules.
2. Upon the effective date of the transition described in Paragraph 1 above, the terms of this Memorandum of Understanding shall replace and supersede the "Payment Date" provision of Article V of the collective bargaining agreement. All other provisions of the parties' collective bargaining agreement shall remain in full force and effect.

WHEREFORE, this Memorandum of Understanding has been signed by each party's duly authorized representatives on the date stated above.

Attest:

FREEDOM AREA SCHOOL DISTRICT

Board Secretary

Board President

Attest:

FREEDOM EDUCATIONAL SUPPORT
PROFESSIONALS ASSOCIATION




President

Updated 8-3-2026

FREEDOM AREA SCHOOL DISTRICT

2026-27 Fall Coaches & Sponsors

BAND	
Lawrence, Julia	Band Director
Weber, Jacob	Assistant Band Director
Wallis, Jen	Co-Drill Team Sponsor
Muron, Marques	Co-Drill Team Sponsor
Bellinger, Joseph	Drumline Sponsor
Sterrett, Michelle	Majorette Sponsor
Gregory, Emily	Color Guard Sponsor
Capehart, John	Drumline/Band (Volunteer)
CHEERLEADING	
Barone, Alyssa	Cheer Varsity Head Coach
Lewis, Maggie	Cheer Varsity Asst.
Lane, Grace	Cheer Middle School Asst.
Mosconi, Leia	Cheer Middle School Asst.
CROSS COUNTRY	
DeLong, Chris	Cross Country Varsity Head Coach
Spencer, Ashley	Cross Country Varsity Asst.
FOOTBALL	
Balog, Ron	Football Varsity Head Coach
Ward, Guy	Football Varsity Asst.
Bailey, Dayne	Football Varsity Asst.
Marsillio, Anthony	Football Varsity Asst.
Leasha, Joe	Football Varsity Asst.
Leasha, John	Football Varsity Asst.
Stoll, Dan	Football Varsity Asst.
Leasha, Joe, Jr.	Football Varsity Asst./Equipment/Video (Volunteer)
Brown, Matt	Football Middle School Head Coach
Leasha, Austin	Football Middle School Asst.
Tatko, John	Football Middle School Asst. (Volunteer)
Minzenberg, Reed	Football Middle School Asst. (Volunteer)
GOLF	

Culler, Jim	Golf Varsity Head Coach
DeNome, Dante	Golf Varsity Asst.
SOCCER (BOYS)	
Mohrbacher, John	Soccer Boys Varsity Head Coach
Collins, Casey	Soccer Boys Varsity Asst.
Mohrbacher, Tyler	Soccer Boys Varsity Asst.
Singh, Gabriel	Soccer Boys Varsity Asst.
Mesing, Tanner	Soccer Boys Varsity Asst. (Volunteer)
SOCCER (GIRLS)	
Williams, Colin	Soccer Girls Varsity Head Coach
Keller, Chris	Soccer Girls Varsity Asst.
Barlomas, Alexia	Soccer Girls Varsity Asst.
Gilarno, Corey	Soccer Girls Middle School Head Coach
VOLLEYBALL	
Kennedy, Jessica	Volleyball Varsity Head Coach
Williams-Mitchell, Makenzie	Volleyball Varsity Asst.

DR. JEFFREY BELTZ
Superintendent
Business Manager

724-775-5464
FAX 724-775-7434



EMILY EVANS
School Board Secretary

www.freedomareaschools.org

August 6, 2026

Re: Matching Funds Commitment (Freedom Area High School HVAC Project)

Dear Public School Facility Improvement Grant Program Evaluator:

Please accept this letter as verification that the Board of School Directors of the Freedom Area School District has committed to use up to \$509,843 from the District's Capital Fund Balance in support of the Freedom Area High School HVAC project detailed in the Public School Facility Improvement Grant Program application. The District's committed \$509,843 amount represents 25% of the total expected cost of the proposed HVAC project (\$2,039,371), and the Board of Directors approved the commitment of funds at the August 6, 2026 public School Board meeting.

Any questions regarding this application should be directed to Dr. Jeff Beltz, Superintendent of Schools.

Sincerely,

Michelle Micija
President, Board of School Directors
Freedom Area School District
1702 School Street
Freedom, PA 15042
724-775-5464

DR. JEFFREY BELTZ
Superintendent
Business Manager

724-775-5464
FAX 724-775-7434

Freedom Area School District



Administrative Offices

1702 SCHOOL STREET
FREEDOM, PENNSYLVANIA 15042

EMILY EVANS
School Board Secretary

www.freedomareaschools

Authorized Official Resolution

Be it RESOLVED, that the Freedom Area School District of Beaver County hereby requests a Public School Facility Improvement grant of \$745,000 from the Commonwealth Financing Authority to be used for a partial roof replacement at Freedom Area Middle School.

Be it FURTHER RESOLVED, that the Applicant does hereby designate Jeff Beltz, Superintendent, and Michelle Micija, School Board President, as the officials to execute all documents and agreements between the Freedom Area School District and the Commonwealth Financing Authority to facilitate and assist in obtaining the requested grant.

I, Emily Evans, duly qualified Secretary of the Freedom Area School District Board of School Directors, Beaver County, PA, hereby certify that the foregoing is a true and correct copy of a Resolution duly adopted by a majority vote of the Freedom Area School District Board of School Directors at a regular meeting held on August 6, 2026 and said Resolution has been recorded in the Minutes of the Freedom Area School District and remains in effect as of this date.

IN WITNESS THEREOF, I affix my hand and attach the seal of the Freedom Area School District this 6th day of August, 2026.

Board of School Directors, President
Freedom Area School District

Beaver County, Pennsylvania
County

Board of School Directors, Secretary
Freedom Area School District

DR. JEFFREY BELTZ
Superintendent
Business Manager

724-775-5464
FAX 724-775-7434



EMILY EVANS
School Board Secretary

www.freedomareaschools.org

August 6, 2026

Re: Matching Funds Commitment (Freedom Area MS Partial Roof Replacement Project)

Dear Public School Facility Improvement Grant Program Evaluator:

Please accept this letter as verification that the Board of School Directors of the Freedom Area School District has committed to use up to \$186,250 from the District's Capital Fund Balance in support of the Freedom Area Middle School partial roof replacement project detailed in the Public School Facility Improvement Grant Program application. The District's committed \$186,250 amount represents 25% of the total expected cost of the proposed roof replacement project (\$745,000), and the Board of Directors approved the commitment of funds at the August 6, 2026 public School Board meeting.

Any questions regarding this application should be directed to Dr. Jeff Beltz, Superintendent of Schools.

Sincerely,

Michelle Micija
President, Board of School Directors
Freedom Area School District
1702 School Street
Freedom, PA 15042
724-775-5464



Subscription Order Form

Company Address	9815 S Monroe St, STE 204 Sandy, Utah 84070 United States	Quote Number	00701397
Created Date	5/5/2026	Contract Length	3 Year
Prepared By	Mike Andolina	Start Date	7/1/2026
Email	mike.andolina@arbitersports.com	End Date	6/30/2029
Billing Schedule	One-Time		

Customer Billing

Account Name	Freedom Area School District	Primary Contact	Dave Badamo
Billing Contact	Dave Badamo	Primary Title	Art Teacher, Athletic Director Boys, Athletic Director Jr High, Track Coach Boys, Athletic Director Boys, Athletic Director Jr H
Billing Email	dbadamo@freedomarea.org	Primary Email	dbadamo@freedomarea.org
Billing Phone	(724)775-7400	Primary Phone	(724)775-7400
Bill To	1701 8th Avenue Freedom, Pennsylvania 15042 United States	Address	1701 8th Avenue Freedom, Pennsylvania 15042 United States

Subscriptions & Services

Product	Quantity	Sales Price	Total Price
800-Registration Subscription Year 1	1.00	\$3,205.00	\$3,205.00
800-Registration Subscription Year 2	1.00	\$3,365.00	\$3,365.00
800-Registration Subscription Year 3	1.00	\$3,533.00	\$3,533.00

Multi-Year Payment Notice

Multi-Year agreements are billed annually. The initial Year 1 Payment due date is indicated below. Subsequent invoices will be sent in the following years. Please see the "payment due" dates for these years which are indicated below.

Year 1

Year 1 Start Date	7/1/2026	Year 1 Total	\$3,205.00
Year 1 End Date	6/30/2027	Year 1 Payment Due	7/31/2026

Year 2

Year 2 Start Date	7/1/2027	Year 2 Total	\$3,365.00
Year 2 End Date	6/29/2028	Year 2 Payment Due	7/31/2027

Year 3

Year 3 Start Date	6/30/2028	Year 3 Total	\$3,533.00
Year 3 End Date	6/29/2029	Year 3 Payment Due	7/30/2028



Contract Total

Subtotal	\$10,103.00
Total Discount	\$0.00
Grand Total	\$10,103.00

Terms & Conditions

Standard Conditions:

1. This Subscription Order Form is governed by ArbiterSports website's standard Terms and Conditions ("Terms and Conditions") <https://www.arbitersports.com/terms-and-conditions/>, if Customer is subscribing to ArbiterPay, by ArbiterSports' standard Payor Agreement for ArbiterPay Users (the "ArbiterPay Agreement") <https://www.arbitersports.com/payor-agreement> (if applicable), each incorporated herein by reference.
2. In the event of any conflict or inconsistency between the Special Instructions or Standard Conditions of this Subscription Order Form and any provisions of the Terms and Conditions or the ArbiterPay Agreement, this Subscription Order Form shall govern and control.
3. Notwithstanding any provision of the Terms and Condition or the ArbiterPay Agreement, upon a material breach by ArbiterSports which is not cured within 30 days following receipt of written notice, Customer may terminate its subscription and receive the prorated amount paid by Customer for the applicable year.
4. The Terms and Conditions and the ArbiterPay Agreement (if applicable), together with this Subscription Order Form, represent the entire agreement between the parties and cannot be overridden by terms contained in any later received document unless the additional terms are accepted in writing by both parties.
5. All references to monetary values shall mean United States dollars and do not include any taxes that may apply.
6. **CUSTOMER MUST PROVIDE ARBITERSPORTS WITH VALID AUTOMATED PAYMENT INFORMATION AS A CONDITION TO RECEIVE OR USE THE SERVICES. BY PROVIDING ARBITERSPORTS WITH AUTOMATED PAYMENT INFORMATION, CUSTOMER AUTHORIZES ARBITERSPORTS TO CHARGE CUSTOMER'S PAYMENT ACCOUNT FOR ANY AMOUNTS ARISING FROM OR RELATING TO THE ABOVE SERVICES WITHOUT FURTHER AUTHORIZATION FROM CUSTOMER. CUSTOMER IS RESPONSIBLE FOR AND AGREES TO UPDATE ARBITERSPORTS WITH ANY CHANGES TO CUSTOMER'S BILLING AND/OR AUTOMATED PAYMENT INFORMATION (E.G., NEW OR UPDATED CREDIT CARD, CREDIT CARD EXPIRATION DATE OR OTHER PAYMENT BANK ACCOUNT INFORMATION).**
7. **CUSTOMER AUTHORIZES ARBITERSPORTS TO CHARGE CUSTOMER'S ARBITERSPORTS ACCOUNT FOR ANY AMOUNTS ARISING FROM OR RELATING TO THE ABOVE SERVICES WITHOUT FURTHER AUTHORIZATION FROM CUSTOMER.**
8. **UNLESS CUSTOMER NOTIFIES ARBITERSPORTS IN WRITING (INCLUDING VIA THE ABOVE ARBITERSPORTS EMAIL ADDRESS) 10 DAYS PRIOR TO THE END OF CUSTOMER'S SUBSCRIPTION, CUSTOMER'S SUBSCRIPTION WILL AUTOMATICALLY RENEW FOR AN ADDITIONAL TERM EQUAL TO THE LENGTH OF THE ORIGINAL TERM (FOR EXAMPLE, A TWO-YEAR TERM WILL AUTOMATICALLY RENEW FOR AN ADDITIONAL TWO-YEAR TERM). IF ARBITERSPORTS INCREASES THE ANNUAL SUBSCRIPTION PRICE FOR ANY SERVICES, ARBITERSPORTS WILL NOTIFY CUSTOMER IN WRITING (INCLUDING VIA THE ABOVE CUSTOMER EMAIL ADDRESS) OF SUCH INCREASE AT LEAST 30 DAYS PRIOR TO THE END OF CUSTOMER'S SUBSCRIPTION. IN THE EVENT CUSTOMER DOES NOT TERMINATE, THE RENEWAL WILL BE AT THE INCREASED PRICES.**
9. I hereby authorize ArbiterSports, LLC to initiate a withdrawal from my account within ArbiterPay to pay for services as indicated. I also authorize ArbiterSports, LLC to make deposits to this account in the event that an entry is made in error. I agree that no prior notification will be provided unless the date or amount changes, in which case you will receive notice at least 10 days prior to the payment being collected.

Customer to Complete:

Is a Purchase Order required for ArbiterSports to receive payment for the Services in this Subscription Order Form? Please fill in **YES** or **NO** here:

Acknowledgment and Acceptance of Terms

By signing this Subscription Order Form, the individual signing on behalf of Customer is committing and confirming that they are authorized by Customer to execute this Subscription Order Form and to purchase the Service listed above.



Accepted By (Legal Entity):	Accepted By (Legal Entity): ArbiterSports, LLC
Signature:	Signature:
Print Name:	Print Name: John Hopkins
Title:	Title: Chief Financial Officer (CFO)
Date:	Date:



Subscription Order Form

Company Address	9815 S Monroe St, STE 204 Sandy, Utah 84070 United States	Quote Number	00701042
Created Date	4/29/2026	Contract Length	1 Year
Prepared By	Mike Andolina	Start Date	7/1/2026
Email	mike.andolina@arbitersports.com	End Date	6/30/2027
Billing Schedule	One-Time		

Customer Billing

Account Name	Freedom Area School District	Primary Contact	Accounts Payable
Billing Contact	Accounts Payable	Primary Email	accountspayable@freedomarea.org
Billing Email	accountspayable@freedomarea.org	Primary Title	Accounts Payable
Billing Phone	724-775-7644	Primary Phone	724-775-7644
Bill To	1701 8th Avenue Freedom, Pennsylvania 15042 United States	Address	1701 8th Avenue Freedom, Pennsylvania 15042 United States

Subscriptions & Services

Product	Quantity	Sales Price	Total Price
300- (YEAR 1) ArbiterPay	1.00	\$1,875.00	\$1,875.00

Year 1

Year 1 Start Date	7/1/2026	Year 1 Total	\$1,875.00
Year 1 End Date	6/30/2027	Year 1 Payment Due	7/31/2026

Contract Total

Subtotal	\$1,875.00
Total Discount	\$0.00
Grand Total	\$1,875.00

Terms & Conditions

Standard Conditions:

1. This Subscription Order Form is governed by ArbiterSports website's standard Terms and Conditions ("Terms and Conditions") <https://www.arbitersports.com/terms-and-conditions/>, if Customer is subscribing to ArbiterPay, by ArbiterSports' standard Payor Agreement for ArbiterPay Users (the "ArbiterPay Agreement") <https://www.arbitersports.com/payor-agreement> (if applicable), each incorporated herein by reference.
2. In the event of any conflict or inconsistency between the Special Instructions or Standard Conditions of this Subscription Order Form and any provisions of the Terms and Conditions or the ArbiterPay Agreement, this Subscription Order Form shall govern and control.
3. Notwithstanding any provision of the Terms and Condition or the ArbiterPay Agreement, upon a material breach by ArbiterSports which is not cured within 30 days following receipt of written notice, Customer may terminate its subscription and receive the prorated amount paid by



Customer for the applicable year.

4. The Terms and Conditions and the ArbiterPay Agreement (if applicable), together with this Subscription Order Form, represent the entire agreement between the parties and cannot be overridden by terms contained in any later received document unless the additional terms are accepted in writing by both parties.

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Acknowledgment and Acceptance of Terms

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Accepted By (Legal Entity):	Accepted By (Legal Entity): ArbiterSports, LLC
Signature:	Signature:
Print Name:	Print Name: John Hopkins
Title:	Title: Chief Financial Officer (CFO)
Date:	Date: