Daylene Long ([00:04](https://www.rev.com/transcript-editor/shared/oRSTWRpqRf2xyjeqM4JvIzgf_ix1jHrX9HkubE-f8PmpCroliuBYw3KAn4vpu-T5kuXmKgwUFBkEFaJdPlO-SISAlbs?loadFrom=DocumentDeeplink&ts=4.59)):

Kim, so tell us who we are meeting with today.

Kimberly Herder ([00:08](https://www.rev.com/transcript-editor/shared/lbLd_X453LcHa3pEx6rgQ1jkdAbz_RIyh7ZeKRE3MUwm9WewsfVxJ2_sxsbsQoAGEQVggBTmzA_-IkWMITJBYHWCCnQ?loadFrom=DocumentDeeplink&ts=8.19)):

We're meeting with Gary Buchsen. He's a superintendent of Port Allegheny Pennsylvania, port Allegheny School District. He is a certified Google educator, meaning he's a teacher and an instructor within the school district. Well, he's a male, been teaching for over 20 years, born between 65 and 1980. Within the school district. There is a virtual academy that is K through 12 that he oversees. And then besides the high school, our regular high school, fully accredited high school. He's also in his free time, he is president and in the executive committee member of the Pennsylvania Public Entity Energy Consortium. So a nonprofit energy related, he is come up through the school system. His job before being superintendent was the director of curriculum and instruction, but he comes up and he comes up through the science department.

Daylene Long ([01:25](https://www.rev.com/transcript-editor/shared/GQW5M47qdisX2WyvWM-6EMWJwDhyu7iG16-MWn_uUkucjPor1zpfGwB5IRSkvrz4sAYr-ZLVueWihF8xsNYr3sXtzMQ?loadFrom=DocumentDeeplink&ts=85.08)):

It sounds like he has a really interesting background. I'm so glad he can meet with us today.

Kimberly Herder ([01:30](https://www.rev.com/transcript-editor/shared/mquF7er0-N4-uSfLhH_bhH0RF2eORKQwqgXQLI3YJ_akOXeV_-66IDCXsj23V27JF6IwOizBe5_9mTFbqyMFMFmgO3U?loadFrom=DocumentDeeplink&ts=90.51)):

I'm too, the website, the school website, the district website was all, I mean, again, it was one of those places that was like, okay, my kids were school age. I could move there.

Daylene Long ([01:45](https://www.rev.com/transcript-editor/shared/AXRE0OEPkTW-b7SWlq7yO-YR980YUg2P5WotjN68Zfix9iIXTgzzT00hqeUT_VWs7PLGGMMyTNJtn9dagCOtZc7PEO4?loadFrom=DocumentDeeplink&ts=105.9)):

Yeah, yeah. I often thought when Robert was growing up that I would've moved to Massachusetts if I had a choice of where to have a student in public schools. Just so strong there. The problem is I'm a West Coast girl, a hundred percent.

Kimberly Herder ([02:14](https://www.rev.com/transcript-editor/shared/LGr2jxW325dEJ7SF3vxpaVUSX0dDZ29vrtdu9c-E_N_F1DLorRfgwUmow3W2ZzMFT8B_XeiOUPVVO3VK55VLPZgBu4w?loadFrom=DocumentDeeplink&ts=134.57)):

I,

Daylene Long ([02:16](https://www.rev.com/transcript-editor/shared/EwL6yDby7MqJfyzUOXGnO94yj-RAUsW7g0FPeSCd6gkHFSUR0j6fwLauCsmp-Z8yYMZOdIrMCb9wU85hFEBLtGZuQJY?loadFrom=DocumentDeeplink&ts=136.56)):

I've lived in Oregon the longest part of my life, but then California, but I also have lived in Arizona, Nevada, and Washington. So Washington was the least amount of time. It was for two months while I was taking a class. But yeah, so I'm definitely, I don't think I'd fit. I think I'd really stick out on the East Coast.

Kimberly Herder ([02:45](https://www.rev.com/transcript-editor/shared/7OM4bTImqu9Am_KGqSUr9S-OvKBSG8F35yr33EQEIeJUqnJzizc1ew1p3Scaa6mjH1V_hRuzeTEza0L2WIGtohCnp7s?loadFrom=DocumentDeeplink&ts=165.09)):

Yeah, well I definitely, being a military bratt, a couple stints on the east coast and my mom really had a hard time as a officer's wife on the East coast, so I think I picked up on that as well.

Daylene Long ([03:04](https://www.rev.com/transcript-editor/shared/LDJ4WEZEG-OHzGU9n0o-wbZ6sV-v0SZvjlQLywcair46zWpN5N1zJvtYXRp7Vo5z9G5arpd1IvznTw06YhjfMTbbqUs?loadFrom=DocumentDeeplink&ts=184.06)):

Yeah, I was talking recently with my uncle Paul, and he worked the majority of his career at Chrysler back when you kind of settled in with a company and then stayed and then retired and

Kimberly Herder ([03:18](https://www.rev.com/transcript-editor/shared/iImBEA4GHC-ODAe1b5eDo8j6twajPcQ6IeFbXw1UjYkzWTNFjVXabc_sNQyiq70Pb6mVpuBKQBYr-E4DFwbfABDCWx4?loadFrom=DocumentDeeplink&ts=198.96)):

Had

Daylene Long ([03:19](https://www.rev.com/transcript-editor/shared/7l0rySU2O0uFH_3HOHoJTQ5nJ2z8lnIDPHHHN8k7k6RqdsQySurj6orgt4A_hJDfj2UVljm5E08vWeSzTHXTkN-N6Ow?loadFrom=DocumentDeeplink&ts=199.3)):

A pension and all that other kind of stuff, and he got moved around a lot. They would ask him, okay, can you go open a dealership here? Because he managed the dealerships in the service departments and it was so interesting. He always told the stories of a move in context of having to tell Rita, his wife, that they were going to move. And the last one was something to the effect of he went in and said, so how do you feel about moving again? And she said, if you're taking me to Nebraska or to some state like that, just don't even consider it. And he said, well then would you feel about Honolulu? And she said, I'll start packing my bags. Yeah,

Kimberly Herder ([04:15](https://www.rev.com/transcript-editor/shared/E3tNqW9WBj6gTv8VDQu_CDZlgr0IFA5j3aZjDR_l8z51t8ZZGE-EI89a75cLKLRD2iM-hAVZ4zw0qRCtNbgMQe-xmSo?loadFrom=DocumentDeeplink&ts=255.61)):

I am already there. They lived in Hawaii for, and

Daylene Long ([04:19](https://www.rev.com/transcript-editor/shared/BkZtGMSQG5LIzVKf4OhYehgRpeoFpQ1GJei_kKuVrZ9DJ2lFBSjilMND1MzW9AHM8TXJSA1cwiHs7Kh1P5g7BJ7qhn4?loadFrom=DocumentDeeplink&ts=259.48)):

I know you lived there too. They lived there for maybe seven years, something like that.

Kimberly Herder ([04:27](https://www.rev.com/transcript-editor/shared/1HbIx8JjUMVqFtsnwEWfmqAKQ6NjIFfjL3gNDYR9tKCwVxZFqaCROaoME8-awGMZCZPLQZ66d5RGDdZJvjBpYYssPZo?loadFrom=DocumentDeeplink&ts=267.43)):

Yep.

Daylene Long ([04:28](https://www.rev.com/transcript-editor/shared/VRyEyO-lIFH1xXxJd3wppl1EnI_b8wCJAodYxnpGPfuwgM0Agfwk3gUh1wvzIvt1Y41tdg-N4iyUVo1BTz3k42bEXzM?loadFrom=DocumentDeeplink&ts=268.12)):

Okay. Gary is ready to join us. Ready? Fantastic. He disappeared. Okay. There he is.

Kimberly Herder ([05:14](https://www.rev.com/transcript-editor/shared/XD9kXI16q2PDKcTsA_n8L3RBaafTOLfbLb0-jVJTxjMLWUY-em6nksKwtG9xbEBvChsTrp_mnjnXb8dmhJUx8yNYgjE?loadFrom=DocumentDeeplink&ts=314.23)):

Superintendent,

Daylene Long ([05:22](https://www.rev.com/transcript-editor/shared/0A02wxDhxkPt8C7ZQXJYqprsro6lPu-BDIKTSnM8o0FHjLvYQW6jDScqYAWDy8Ts04B2vPFsgAmGveFzIqvhlpFOHuU?loadFrom=DocumentDeeplink&ts=322.12)):

Can you hear us

Kimberly Herder ([05:23](https://www.rev.com/transcript-editor/shared/93vp8EAFdq_oSCNMm3He8Tb59tgvzOBJZE59WM2OQH2A9l0-KR3UwQN77YoVbGuDPkYCtO7YLXaKc09Onf_hM1cLUtQ?loadFrom=DocumentDeeplink&ts=323.38)):

Mr. Buchin?

Gary Buchsen, Port Allegany SD in PA ([05:25](https://www.rev.com/transcript-editor/shared/iiWUv_FpO9tExYpWNTm6F7iOtmw4YFFB77ZcNjv6Prp30lK8nrH1fVPDrEGggTRF9vv-86p9YeN2vCSeoN6ETdVxluM?loadFrom=DocumentDeeplink&ts=325.6)):

I can. I'm just trying to get my camera started.

Kimberly Herder ([05:29](https://www.rev.com/transcript-editor/shared/gZH0RmlA4LxQFOVjdzmOI_DKxHuTyxsK1EElsROcetGSzigW7Q8mQll4mtDbMd8HSvf0DDd-9dKlu4cjXWp2VmJhb6Y?loadFrom=DocumentDeeplink&ts=329.41)):

Fantastic There.

Gary Buchsen, Port Allegany SD in PA ([06:04](https://www.rev.com/transcript-editor/shared/kmODWhlQjSS0U6-1BganuEUzYvZg2twcn-E6X93FfiFAgbuCYjYUXJuc2jyN36L1TQ-V__a0RgO6CrTI8I8ymi5iyDo?loadFrom=DocumentDeeplink&ts=364.76)):

First of all, I apologize for yesterday. We literally had a fire in the middle of our town with a house that screwed up our transportation. And today we had a wonderful snow storm during the day that changed in rain. So it is now a big sloppy mess in northern Pennsylvania, but we survived it. And again, I apologize I wasn't able to help you guys out yesterday.

Daylene Long ([06:27](https://www.rev.com/transcript-editor/shared/79pjkO0M8iAw_aNdbmQ-7_zzOXngmzBjZQ4GQj3a4_ej8jNW8gM9JZp1Z8iZbwPTRsz7V4C9WYu0xhTz0P92F4TdWIM?loadFrom=DocumentDeeplink&ts=387.77)):

It's completely understandable.

Kimberly Herder ([06:30](https://www.rev.com/transcript-editor/shared/zb-9m_ls9wm0MxO07M4SJGPBq9udFvwt762GFlCV8RG78ZwG80bYspXEbXcxOhb3uIw9KatP1GreMqxzQ3iSzBU01gA?loadFrom=DocumentDeeplink&ts=390.38)):

Absolutely. Well, and I appreciate the rescheduling over the Christmas holiday and all of those, but we will make your time with Royal and we know that pursued you. I almost felt like I was stalking you there for a bit. I really wanted to be able to hear your story and what's going on, and so thank you. Thank you. So I'm Kim Herder and I'm with Daylene Long, and Daylene is a lead researcher and CEO of Catapult X. And so we very much want to hear what you have to say. I am going to go off camera during the interview and kind of do the background stuff. So you'll be talking directly to Daylene unless something comes up and then I'll pop back on. No

Gary Buchsen, Port Allegany SD in PA ([07:21](https://www.rev.com/transcript-editor/shared/acU-jgJoY85xqynWv-g3vyaSfpyUgNxioBEA0B0cj8HOPPCewi5Mw1pOhRaAzUx-zF9jrLyO79-PEq-IMiTRh0m-rqI?loadFrom=DocumentDeeplink&ts=441.53)):

Problem.

Kimberly Herder ([07:22](https://www.rev.com/transcript-editor/shared/KLQWDvb4d2Gj1Cw8A7CdtJRHl6sT7PxcVh4JPKuU1UmFCJc4wHJ_x6_V56RPLIF1cNhyD3UzIdp1xkxw5rNu0i6Ey44?loadFrom=DocumentDeeplink&ts=442.31)):

Okay, Well, sounds

Daylene Long ([07:24](https://www.rev.com/transcript-editor/shared/bWooeE3KGBDbLPKRjQM7nL54Z1-1m_QF05a-VwrOPVGIf-etQulNGXXTx68rDagJ1qRnonqeZDUKsYBdJ5Kj_sVXHTw?loadFrom=DocumentDeeplink&ts=444.56)):

Good. And thank you again for meeting with us. I can't even imagine being in your shoes and having to deal with the fire and then a snowstorm and all that other kind of stuff. Yeah,

Gary Buchsen, Port Allegany SD in PA ([07:35](https://www.rev.com/transcript-editor/shared/ih-nn6LANZP2xytU3wUVzsiRQaVn8hI-JVILFcJYDpo84DEE6eoPpOkTf9bPab9BHsGkL2hMXvoLPm08Vo-DKx5pr2U?loadFrom=DocumentDeeplink&ts=455.99)):

The year's been actually pretty good and literally we had everybody's okay, but there was a house fire right in the middle of town that blocked one of the buses for making it an on-campus and then the road was closed for a period of time, so not only did it impact that bus, but two other buses that were leaving the district. So we had about a hundred kids at our elementary school for about an hour and a half until we could get 'em back on the bus and then once the road was opened up. So that doesn't happen very often for us, but we dealt with it and that's kind of one of those welcome to the superintendency

Daylene Long ([08:10](https://www.rev.com/transcript-editor/shared/sgXVAXM-SoP9LJJjVS-1nhAjmVXFKi1ezgn-Ha0Hmg7VFmiv_ijCFUa_hlQoyLJXBCGHc9LzgtcMEKA0qpCabP6rI2w?loadFrom=DocumentDeeplink&ts=490.28)):

And an hour and a half in context of the little ones is a long time. We're lucky. Had a lot of good staff helped out and

Gary Buchsen, Port Allegany SD in PA ([08:21](https://www.rev.com/transcript-editor/shared/_GYnmZgVaTS-NITFgQBbLCJnM5CIBcfisBUjgGIc3w0GoFoLLcDQcfPHmV2PhApuGLFZBKBUZNERdytn-CvihPwQ-8g?loadFrom=DocumentDeeplink&ts=501.91)):

We did the best we could with it, so it could have been a lot worse.

Daylene Long ([08:25](https://www.rev.com/transcript-editor/shared/FIl9mws-flZO89qTOqqJ4quW_nKY_C2ctiwuu2fv6SkUoiq79q-gDqVngSIMaRMkz2dsDoVsjhxHY7CZ8lzJUk6mFss?loadFrom=DocumentDeeplink&ts=505.88)):

All right. Well let me give you just a few ground rules of what we're doing today and then we'll just dive right in and knowing that your time is limited and valuable, we will get right to the heart of things. So we are recording for today. I promise you won't end up on YouTube or America's Funniest videos. I'm not going to ask you to do a TikTok dance, it's just that we need to be able to go back and refresh our notes and remember exactly what you said.

Gary Buchsen, Port Allegany SD in PA ([09:00](https://www.rev.com/transcript-editor/shared/iTxE3nJYDmkbya36gHySooScXMHNgKmgrUpdiMjH9fxwkQYn2TrTjY6VKHG3Szvhw9NTNTXBfNH-Xk0d89d9FA5ljt4?loadFrom=DocumentDeeplink&ts=540.24)):

Sure.

Daylene Long ([09:01](https://www.rev.com/transcript-editor/shared/kHmkcx5x-aggl1AYIYIdxyBJeIawItdizkQ9PnEMqxNehJWGd8wFrzxvJSXOd9xglawl01pJZhbv1sfqny_eHYTBvF4?loadFrom=DocumentDeeplink&ts=541.95)):

Let's see. So our goal with this really is to amplify educator voices to give you the opportunity to be able to speak directly to some of the science and STEM technology companies that we work with about what is going well, what's not going well, what you wish vendors would do differently, what you like that they're doing, trends that you see, that type of thing. You'll see that we ask a lot of what and why questions and for a lot of people it helps kind of think of Kim and I as filming a documentary and that we'll ask you very specific things about purchases and what you need and those kinds of things. And it's really just to get the whole story out there and put some context around it. No right or wrong answers really just the specificity of what it is that your district is dealing with. Sound good?

Gary Buchsen, Port Allegany SD in PA ([10:09](https://www.rev.com/transcript-editor/shared/G2f3E_M0EaGdSKebfavmWzhNA3TuKF3Lt9Zfwht_37CebPQtAUmnF1zQjpPbFmurOJJ5IDAMtR7xRju_C2s5Lf63fx4?loadFrom=DocumentDeeplink&ts=609.03)):

Yeah, absolutely.

Daylene Long ([10:10](https://www.rev.com/transcript-editor/shared/dUCTfW0vGmISir1GXCabFCScsPkB6c42HE3vElK1E5CF4cwDL1Dnw6RAWdxm4Du0kdVmzNcxmBvXU7GHMRtvj5JGv0E?loadFrom=DocumentDeeplink&ts=610.38)):

Okay. So in the survey that you filled out that you mentioned in the last six months or so that you had purchased materials for science education and I wanted to have you just tell us a little bit about that starting from the time that you thought, oh, we're definitely going to need this.

Gary Buchsen, Port Allegany SD in PA ([10:29](https://www.rev.com/transcript-editor/shared/fmexJYzCfC4MmUB4efyFGehYkr3gG8EfugmgBteFSjItsNMF2_UUcsoz1LsZSek_464idIjAsWzO3Z21aQgOGI8nOdY?loadFrom=DocumentDeeplink&ts=629.49)):

I think it's fair to say within the past year in terms of budgetary processes and then purchasing and things like that. I'll start literally, we have inservice dad Monday in our district, and I don't know if you need the demographics or not, but we're a small rural school district, north central Pennsylvania, about 900 students, two buildings pre-K to six building and then a seven to 12 building. Very rural, very rural and high levels of poverty. We've got about 60, 61% of our kids have pre and reduced lunches. But I would say with regards to sciences in terms of traditional processes, we begin our budget processes in January. We share that with the board of directors beginning in March. We do a preliminary budget that the board approves in May, and then we do a final budget in June. With regards to the sciences in particular, it was not an atypical budget cycle, meaning our traditional year over year purchases could be supplemental curriculum, could be textbooks generally, although we worked in a cycle this year, but we do buy supplies for physics, for chemistry, everything from balances to chemicals to things like that.

Gary Buchsen, Port Allegany SD in PA ([11:49](https://www.rev.com/transcript-editor/shared/2nndjSXU7pVuMnExeepB6A2IzoSLY3u_5nr6PjdYPGnCV-mDwX9bC59qDLwt09O-2JKcgDP-jCAww8X3e9UPjad2U-A?loadFrom=DocumentDeeplink&ts=709.92)):

And so that is a fairly normalized cycle at our high school, at our elementary school because science, although it's tested in fourth grade in Pennsylvania, and again I don't know where you guys are from, but there is a fourth grade PSSA test that they give, which literally accounts for nothing. It's just a test that they have the kids take. Science has not been necessarily a standalone subject for us at an elementary level. A lot of those items are incorporated into ELA blocks and things like that. So I would say with regards to that, we are a fairly normalized type district in terms of processes. So some curriculum supplies, things like that for our labs and what have you. So a pretty normalized cycle, especially post covid.

Daylene Long ([12:47](https://www.rev.com/transcript-editor/shared/dSrSVe5On5uHHS5k1q8epxKl7MT5yb9V5SsEvkQS3hCAQHsrP-_kXhJjNVLi6XD6yI0rB5FdIMVWt4EgIM-MqEAkSrU?loadFrom=DocumentDeeplink&ts=767.85)):

Okay. So a couple questions came to mind as you were talking. You said that you started the budget process in January and then by June you have it locked in and that's for the following school year. So in this year you are starting the budgeting process now for the 20 24 25 school year. Do I have that correct? That's

Gary Buchsen, Port Allegany SD in PA ([13:08](https://www.rev.com/transcript-editor/shared/FEtu02HgtxlaGuINSFgrXXZMNQOqgMXEZ5wcW-8V_fyE5cTsIWD1Fbb1N755DJEiucIbbzVaIcA5BRFXWA48glKl60Y?loadFrom=DocumentDeeplink&ts=788.81)):

Correct.

Daylene Long ([13:09](https://www.rev.com/transcript-editor/shared/Xw0cKH84wJzGcZYSQR-FISwg4aw4uiOCvYbXcQWZeUFnmvu2O5htNkKY4VPq5tRNQ_oEXknNMEv75YKmhVwcaLxMvmU?loadFrom=DocumentDeeplink&ts=789.67)):

Okay.

Gary Buchsen, Port Allegany SD in PA ([13:10](https://www.rev.com/transcript-editor/shared/nlU6IYG1NP7GAcgZ3rC7Ae3MzTnxPe9HORSYnBK44sKXSDT7rEyQEX27-g8qQwDLfw3wvWJI7Vxmv6eaxH5Y_LXHf_M?loadFrom=DocumentDeeplink&ts=790.99)):

What we do is, and some of our staff will start it even in December, but we'll take December, January, February, all of the requests that are made by the department chairs and individual teachers that goes to the building principals. Again, we're a rural school district. There's only two buildings. Those go to the building principals. Then the building principal sits with myself as the superintendent, our business manager. We do our preliminary review cuts and then we compile all of that, begin sharing it with the board of directors in March and April. By law and Pennsylvania, you do a preliminary budget. There's a mandatory 30 day public comment period on the budget. So for us, we do the preliminary budget in May at our June board meeting. That budget is finalized and by law we have to have that submitted to the Pennsylvania Department of Education by July one. So that's a normal cycle.

Daylene Long ([14:03](https://www.rev.com/transcript-editor/shared/Lkle70Vb6Vk_Luzxpc3O7KUFJDALH3EgvaLiw-vrGf21hz1h2Ezw-2gL-qlVpwmtYNlE4Uw2eB0pk7KCxeFPUNK8sfs?loadFrom=DocumentDeeplink&ts=843.52)):

So the last time that you ended up buying significant supplies for the science department, what did that look like? When did it happen? What were your district priorities that you were trying to achieve with that?

Gary Buchsen, Port Allegany SD in PA ([14:19](https://www.rev.com/transcript-editor/shared/DvjyZzioNy14JFvFASGjHEKm7qwT9jYLNvhXgxWFjw0hL7n_oKClzj0oUZFjZ478tTfqKy7AgLPg4wjClDwzgjQNFfQ?loadFrom=DocumentDeeplink&ts=859.93)):

The last big purchase, I guess would be twofold. We have standalone STEM labs that we purchased both for the high school and the elementary school. So these are traditional classrooms. We worked with a company out of Colorado and the last big one was probably about six years ago at the elementary school. We had a STEM lab that we purchased.

Gary Buchsen, Port Allegany SD in PA ([14:48](https://www.rev.com/transcript-editor/shared/Bhu4mzFGmqPAZYICe3G9PvspPWYHJWp7o_AIiLqEOugKYGg-txUiU2jjOEAZvJGZv_nNDEAt5zK38wNmo4Io8OGWV0k?loadFrom=DocumentDeeplink&ts=888.31)):

And then what we've done as well is there's a curriculum piece. It's about $10,000 a year, so the various activities and whatnot that the kids will do. But what we were able to do is we used some of our ER's money and we front loaded, if you will, I think we did a five year curriculum purchase so we got a better price, what have you. But in terms of dollar figures, both of those labs were between a hundred and $150,000. Great group to work with you literally you provide them the space, they do the design and they come in and they install all of your desks, your labs, your functioning robotics kits, all of your interactive activities. They do that in a weeks' period of time in the summer and then they do the teacher training on the backside. So it's been something surprising that's actually pretty common for our rural part of Pennsylvania. Several of our schools have done the same thing.

Daylene Long ([15:47](https://www.rev.com/transcript-editor/shared/kYLvAYvfdSa1nOQ4wbIylnoCNKAZ8S1oh369E5LjvfRzKJgd-M_fy7LxRBOQqG88Vurc2iB13QCkbdWigj_vjoAP9Lk?loadFrom=DocumentDeeplink&ts=947.83)):

Do you remember the name of that company?

Gary Buchsen, Port Allegany SD in PA ([15:50](https://www.rev.com/transcript-editor/shared/evf7aREGIdpjaMMfwd1eEfqaEqjPD5ptNTmWtIME9jOY2VmyLbBiU862eGj9Nvx4rMoRF02Q0MzdKg4beLPLOfy3-Fk?loadFrom=DocumentDeeplink&ts=950.33)):

Yeah, it was funny. I was giving my answer. I was trying to remember. I think it's called Creative Learning Solutions, CLS,

Gary Buchsen, Port Allegany SD in PA ([15:56](https://www.rev.com/transcript-editor/shared/M5w4X-Ac2ItzfvgS4YbwHsiVKGDyJyT8s0qEJqULmp_OrqjZKlCzzzR8Mknr02EUuAcI_VbE0Th3gSuLB97ggXm_1No?loadFrom=DocumentDeeplink&ts=956.63)):

And they're out of Colorado and probably I've been superintendent portal Gini for 10 years. It was probably eight, nine years ago. They were working with a school in Pittsburgh and then a school in Bradford, which is about an hour west of us and all the small schools talk. And when we were able to see what they did at Bradford, we visited there and we felt that this was a great investment with our kids. So we had a high school STEM lab that was put in place, I guess it was about seven years ago and then it was about five years ago we did worked with the same company and did our elementary lab.

Daylene Long ([16:37](https://www.rev.com/transcript-editor/shared/1_0uXqvtzPukZGqnkasX46l_Of4UjCk2wcjqF27QhURqsRc1rs-Jv3G_bQM2PNwOM2HmXbIvWskDJEbhrawVJfpWNwQ?loadFrom=DocumentDeeplink&ts=997.43)):

You mentioned that all the small schools talk and I would imagine that would be really useful for getting ideas on what's working and that type of thing. How do you guys communicate? Is it a Slack group? Do you get together in person? What does it physically look like? Yeah,

Gary Buchsen, Port Allegany SD in PA ([16:55](https://www.rev.com/transcript-editor/shared/5-I46WBAOb0b_b0aDuSM5uj6bSit3sDXuyK9DZjBnPEX_BsIhk5Ew7j8GmC5W-23XU4F4FgBTAhNy3MooiCV_Y6CBZU?loadFrom=DocumentDeeplink&ts=1015.93)):

Within the Commonwealth there are intermediate units, so they're like subsets of the state. So in our region, our intermediate unit is nine and there's 14 school districts and they literally range from the smallest school district in Pennsylvania is Austin. They have about 170 kids to 12. The largest is Bradford. I think they have about 2200 kids, but tomorrow we have a meeting, it's called the Superintendent's Advisory Council. So we get together with the executive director of the IU once a month. We do that about six months out of the year. Usually we don't meet in the summer and it's just kind of freewheeling collaboration, what's working not we find out because we're not heavily laden with administration just because we're so small, I think it's vitally important to get a lot of your ideas or to bounce things off of your colleagues. And we are, as a collective group, we're really, really close just even personally because we go through the same struggles as small rural schools from staffing to what have you. And I think when something is shared by a school district, and I mean that's probably more valuable than a sales rep or even folks from the state because we all know that we're in the same kind of demographic, the same operational thing. But that's what we do. We're we're very close collectively.

Daylene Long ([18:27](https://www.rev.com/transcript-editor/shared/x3WL08MO-rY8G_mLipRbD4UPU8LsnKkMhIGkFHIsHROiB0jmQ0gyDtYsf7OAJwnIEdlNMDkCDF5TiEUk0mh2A9ANa3o?loadFrom=DocumentDeeplink&ts=1107.39)):

That's really helpful and I bet that's just an invaluable part of your network,

Gary Buchsen, Port Allegany SD in PA ([18:35](https://www.rev.com/transcript-editor/shared/SKKlBPn0Djrkkgh4mknyUnWUIqJ9g8xILvoI2e-yIT61FOgdmrcdKtNmvBm_-Q2ENIM5U93bnrbZ9Syu32tQ0dVgR8Y?loadFrom=DocumentDeeplink&ts=1115.43)):

Especially with the superintendency in our state that the lifespan of the superintendent in Pennsylvania school district is 3.3 years and there is continual change and you find out that it's not the easiest job and you have to find people that you can trust and you can literally be completely honest with. And I'm incredibly fortunate that I've got many of my colleagues, when I say I talk to folks every single day, I do. It's just very common and that's what you just bounce ideas off of each other.

Daylene Long ([19:07](https://www.rev.com/transcript-editor/shared/U0n0hWT1F_iXbcWt-YjXzMw0_xQ1_nulzRDkbx_8n3Pq5nyQ5BZz5Vw8x5B8H9Vdy5IrunrUIZqEsEOLfiy9K-o_yuI?loadFrom=DocumentDeeplink&ts=1147.44)):

So let's focus a little bit on the struggles of being a smaller district and what you have in common and specifically where it relates to science and STEM our focus right now, but in general, what are some of the struggles that are unique to the small rural district?

Gary Buchsen, Port Allegany SD in PA ([19:30](https://www.rev.com/transcript-editor/shared/-Qh84I78lhPcSVZWoeV8YH0D7c8HMuoT_TeHNBxp1xQ9pEiERf0NXlxa-rLsc-OMFEzh79fnN81dk1RGpZgn7xZy4rU?loadFrom=DocumentDeeplink&ts=1170.87)):

And I would say that it's also fair one of probably the biggest issue in Pennsylvania staffing, and there is absolutely no doubt about it and I've been fortunate, I've been superintendent in my district for 10 years, 13 years overall. And I have told my board that is and will continue to be the single largest issue that you're going to face, especially in your mathematics and sciences. We hired, we were incredibly fortunate. We had two years ago our last science hire at our high school had an unfortunate situation. A teacher's parent passed away early in the school year. She decided to retire to go ahead and help out her remaining parent. And so we were in September, maybe a month into the school year, we posted for a high school chemistry position. I'm telling you they don't exist, especially in the rural areas. We were incredibly fortunate.

Gary Buchsen, Port Allegany SD in PA ([20:30](https://www.rev.com/transcript-editor/shared/TCOFzwYn0Fy_X9dl9W2L-4AK3oY-v9DXNL8zvixMmS6i1AYiNCKMuVs6JfJGgrbtT_iqPAAhWLRTOTZnoNLaJoT2NZs?loadFrom=DocumentDeeplink&ts=1230.24)):

We hired a young lady, we had a business background with a biology degree, so we worked with her. But to give you some idea, in the state of Pennsylvania, again, I don't know where you guys are at and I guess it doesn't matter, but the point is this is now three years running in our commonwealth that when you take the 500 public school districts, there have been more teachers hired on an emergency certificate than are actually certificated to teach. That's astounding. These are people that they might have a business degree, but as long as you have a bachelor's in Pennsylvania, you can be placed on a one year emergency certificate. But again, in the last three years there have been more teachers hired collectively on emergency certificates than actually have certificates to teach

Daylene Long ([21:21](https://www.rev.com/transcript-editor/shared/yH8C8leXydggks_YUgoZyEKl4uIQnAzZhV0zMjU9ydt3cmjAChShDZ5eQKc3f7FzD5Ao2s_rlEY1PDEjmqRYyxwJFCM?loadFrom=DocumentDeeplink&ts=1281.67)):

And and that is unique to rural districts as opposed to the Philadelphia school district or

Gary Buchsen, Port Allegany SD in PA ([21:31](https://www.rev.com/transcript-editor/shared/5-Qlc-1KzGZtA0eH9g6j4DgHGV3wY_Dt9SkvdyKMSLbQHA-I0MaaqvjgqZ94qjSRyy0K57qyd1tTIV7tfgdGLaZlC1E?loadFrom=DocumentDeeplink&ts=1291.12)):

I think because the rural schools obviously we don't have the same demographics and tax base and things like that. So you have in our district, a starting teacher makes about $48,000. Well, you may have a school district outside of Pittsburgh or an affluent area where teachers may make 25, $30,000 more a year, just economics alone. Those individuals will tend to move to the wealthier areas, to the areas that have more stuff per se. But the rural schools, I can tell you right now of the 14 school districts, I will guarantee every single school district has a staff within their buildings that are working on an emergency certificate and or have open positions. My daughter goes to the neighboring school district, has a chemistry position open right now. There's no way that that's going to be filled this school year. And we know collectively as part of our talk that what's going to happen is we're going to be forced and maybe this will end be in best practice, but you're going to have kids taking your upper level sciences, your mathematics, whatever, in a shared distance learning collaborative where maybe a student is enrolled in Port Allegheny but is taking a physics class through SmartPort or a kid from elder is taking an advanced math class at Port Allegheny.

Gary Buchsen, Port Allegany SD in PA ([23:02](https://www.rev.com/transcript-editor/shared/clQEn-C3obwK5O36Ltn5xmBFb6fk1d1Evo7BvTLBIBhBGjUOik1jaDctfvECNpXrmsHlY9bVHFmgPIw7c5yCIiuqBU0?loadFrom=DocumentDeeplink&ts=1382.74)):

That's going to happen and it's beginning to happen, but it'll be driven by staffing

Daylene Long ([23:08](https://www.rev.com/transcript-editor/shared/64wHDjx1s69hvXNymh3XkB2FBp3o5u8VdVsCFTdj2An5cR-Z6TSmtn97-tXErd0xm4KDYgeR-bQdlwn57IKnN_OH9cc?loadFrom=DocumentDeeplink&ts=1388.8)):

And they have to commute to those locations then, correct?

Gary Buchsen, Port Allegany SD in PA ([23:12](https://www.rev.com/transcript-editor/shared/kejutddwk-eCltxer1_4sUQ8ydXn76P30RPfNE4hLSbUSAw5yxaB3o-xECQWQblY43p1UtKptJzDJH2rtxS3XG880z0?loadFrom=DocumentDeeplink&ts=1392.22)):

Well, we do have a CTC where the kids can travel, but this would be all distance learning. So you would almost in this capacity, whether it's a zoom call or things like that, we actually did a collaborative two years ago with Austin, that small school district in the state where about 30 miles apart. So they had their kids taking French in a real time capacity as we piped it in to their kids. But the fact that 14 schools aren't going to be able to find however many chemistry teachers they need, whether that's 15, 20 depending on the size of the school total, but schools are going to be forced to do a lot of that remotely. There's no doubt in my mind.

Daylene Long ([24:02](https://www.rev.com/transcript-editor/shared/-6ry2zeb2NaSYW-oweRiEXK_T62el6GrlseWBWEJavHCRg0H0T7avHf9mtbtfk_MLfc_HJcZ-O5aHT4JBwNg6manfBc?loadFrom=DocumentDeeplink&ts=1442.66)):

So let's take chemistry because that's what you've been talking about and let's say that a bunch of the districts in the commonwealth go together and they form a chemistry collaborative where students can take classes and it's online chemistry is a very hands-on subject. What does that look like? How does that actually get implemented? And the second part of my question is what could vendors do to help you solve that problem? Great,

Gary Buchsen, Port Allegany SD in PA ([24:39](https://www.rev.com/transcript-editor/shared/meNh7XQlgqrmF-Xv1qjTNDjBKoMs8rd7umCw5ToyS0qvDSIlu_4ByGzVUSVv93mBbRp_rpFcTKobS2GDY3yZRbzoG7k?loadFrom=DocumentDeeplink&ts=1479.26)):

Great question. Literally in that scenario, so my daughter now my daughter is a sophomore in counter sport, that's the school district that we live in and she's in a situation with a chemistry teacher, so they're trying to fill this position now. She started the year taking chemistry in a chem lab traditional. That's the way it's always worked. Well, when this position opened up, now they have a physics teacher will be trying to teach the chemistry class, but the problem is because of the certification, they can't run the lab. So the lab is completely standalone. It's like a tech ed in Pennsylvania, which your traditional shop running power tools and table saws and things like that, you can put a sub in that classroom on an emergency er, but they can't run any of the equipment because they don't have the certification. So I guess what can vendors do?

Gary Buchsen, Port Allegany SD in PA ([25:35](https://www.rev.com/transcript-editor/shared/KNRmd_r7PfjgerXGc_Or4RhbLSs9-MtQn_M3PdiAdKbxbXQMTlFjI6ZiQKPwschuK09B-_xrkHcHgNW9qn5jhXfK-mw?loadFrom=DocumentDeeplink&ts=1535.78)):

Number one, Pennsylvania is going to have to look at some of the restrictions that are placed upon schools. I don't think there's any question that that's going to happen, but I think number two, knowing that many of the teachers that will be coming into education are non-traditional, meaning maybe they come from business or they come from whatever background. I think the more things that vendors can do to make them hands-on and user-friendly is going to be incredibly valuable because you're not going to be able to rely on the expertise of this person because number one, they haven't necessarily been trained per se, they just have a college degree and the more things that textbook companies or vendors or what have you, the more things that they can do to assist in the course and materials and supplementals, everything that will be probably more important than it ever has been simply because the staffing issue

Daylene Long ([26:44](https://www.rev.com/transcript-editor/shared/q6xwi3GCpFJkJB2d8W1ZvuxvFen6ehRicp2Kvf2QKBBiGfCxMHKWbSXtsQuaxd94A_Zpqi4Cyh9bTTONzfYoIy576Ec?loadFrom=DocumentDeeplink&ts=1604.94)):

That makes a lot of sense. The problem that we're trying to solve there then is really having things ready to go for a teacher who may or may not have a lot of background in that subject but has to meet science standards and do the hands-on. So are you guys using digital? Are you having hands-on kits sent home to students? How does that work then? What's best? Well,

Gary Buchsen, Port Allegany SD in PA ([27:14](https://www.rev.com/transcript-editor/shared/-40YOUkddLsbVJ2b0v6pSZHJ5_5LoaCZxhaa1DB324Nj2uAYgQHP8Dh_Qni6EIo_XXkYjufvACAMVBWS6KvDRah24N8?loadFrom=DocumentDeeplink&ts=1634.65)):

I think we're very fortunate because what we were able to do last year is we had a lady who had a background in biology, so she was able to handle the lower level chemistry, your regular chemistry class. What we did last year is we worked with, there's another group of schools in Pennsylvania, they're called the cyber charters. So these are the stay at home all distance learning capacity. So what we did, we did a one year collaboration with Commonwealth Connections Academy where we paid literally for them to pipe their classes into our district. We had our biology teacher oversee the class on our side and that got us through the end of the school year and now this year she's more comfortable with the subject matter and she's able to actually go ahead and teach it. I guess back to the lab part of it, and if we were to do any type of collaborative with neighboring school districts or what have you, I think it would be significantly easier for all of the member schools if you had almost like prepackaged lab experiments instead of trying to piecemeal and find all the supplies and everything that you need.

Gary Buchsen, Port Allegany SD in PA ([28:34](https://www.rev.com/transcript-editor/shared/yD_9Un-Drn8p0aEaUn3WMRyJqv5SHwAMpKCQDyOxWesqgK1jTg6ayiDXRMbCxC2O2yilDNYlAOxfC2-94o0OO-IaqOo?loadFrom=DocumentDeeplink&ts=1714.77)):

I think if a school district or a group of schools were to buy that as a group, that makes it a heck of a lot easier. And again, I'm not a science guy per se, but if I'm going over balancing equations and there's some type of lab tied to that, oh by the way, we're going to use lab kit 6.4, get it out and away we go, that's going to make it a heck of a lot easier than trying to figure all that out is maybe a group of four or five school districts.

Daylene Long ([29:03](https://www.rev.com/transcript-editor/shared/BvfcmC8T1VZStlZxCDwsHxoBSWNTtkWWeRCBatYvTDN9r2Ozx5PCSDqTP0_5F_mCjU015Q1tZmmgEbEV5VszubaF2C0?loadFrom=DocumentDeeplink&ts=1743.81)):

And so what you're thinking is that with those kits, if you're buying as a collaborative, you've got more purchasing power because you're buying for a group and you can share is what I'm kind of hearing

Gary Buchsen, Port Allegany SD in PA ([29:15](https://www.rev.com/transcript-editor/shared/YZsQA7oH9ESWHQdPRRezfpKbDtixoINZNKVtfpxA9pGFByRPXQC06mNh7iiBBOxsIJ_skh2IPmZN_0B1ofAN5VqyQso?loadFrom=DocumentDeeplink&ts=1755.15)):

And honestly, I don't know how important cost becomes if you have no other options. Again, I'm an old economics guy, so it's kind of supply and demand. Look, if you have no other options and if that means you have to pay a premium for these kits because of that, I think you pay the premium. And so this isn't, at least in our situation or in my opinion with the small schools, this isn't necessarily driven by economics, it's just the state of nature in public education and if you have to pay an extra 50% or something for your materials, so be it because if you do it the traditional way and you don't have traditional people working in that capacity, it is I think you're headed for disaster.

Daylene Long ([30:02](https://www.rev.com/transcript-editor/shared/E7s4EiWgNAKnJp084QK3e2txKeOWYUQWtWyj8dLHYrgpwQGuHwHlk2CK5KTpgJAOJkT9S8C75AJDxyuYpXhEgcb8Flg?loadFrom=DocumentDeeplink&ts=1802.89)):

That makes sense. How do you think rural schools would best want to be supported in terms of professional development that a vendor could supply for you? What would work best? I

Gary Buchsen, Port Allegany SD in PA ([30:17](https://www.rev.com/transcript-editor/shared/ZtTOBMfIjGq1uxb6wklpjHzVwJQxZUzkP-eRD_m_BfQv1kEkP2dJ0NmtlCDNg8oJXvORYXhrzZB6mDiOJ84SfLhjFk4?loadFrom=DocumentDeeplink&ts=1817.65)):

Think best practices, again, knowing full well, and again, I think this trend has only continued knowing full well that most of your teachers hired within the state that I live, they're not emergency cer, so they don't have your traditional methods classes and ed psych and all of those things. But I think a vendor partnership or collaboration, whether it's maybe something like this, access to what would be considered a master teacher or somebody who is maybe taught in a distance capacity or something like that, the more things that vendors can do to assist in that bridge, if you will, to get that uncertified person to the point where they're competent within the classroom, they're comfortable in the classroom. I think there's great value in that as well. Probably even more so than a regular curriculum setting because a lot of times if you have a teacher that's 20, 25 years in the business and you have a new math curriculum or whatever at the high school, this just in, they're probably going to figure it out. They probably don't need a lot of the PD that maybe is offered, but if you've got somebody who's been working in marketing for 10 years but likes working with kids, the PD is a greater value for somebody like that.

Daylene Long ([31:42](https://www.rev.com/transcript-editor/shared/bspYDEdiSgdTybdvX46oFX-8YwoLz2fd2VC6Uff606DB-TSD0OPaXuk9nIVNblkU-U8hzeLp1aBuMaJj8fkRh7q4id0?loadFrom=DocumentDeeplink&ts=1902.97)):

Yeah, that makes sense. Do you ever have the opportunity to connect with other rural districts in other states to see how they compare or do you pretty much keep it to Pennsylvania?

Gary Buchsen, Port Allegany SD in PA ([31:58](https://www.rev.com/transcript-editor/shared/wsAK0fJmWVJXuLG887B887pX58Zxueyp-knVZwamF2gZzYiz2_oaCW-2QL9jsMc4ie2OhU6SwB0hEpYSEcZHoITQs6Q?loadFrom=DocumentDeeplink&ts=1918.09)):

Most of it is in person. Most of it is within Pennsylvania, but for me I do. And actually I really look forward to it. I'm a member of a group called Dolly, which is District Administration Leadership Institute, and when you're a member of the group, you can attend a superintendent's conference, usually do like six or eight of 'em around the country. We always enjoy going to Colorado Springs, so there's a place we go there. What's really nice, it's a three day conference. It is kind of laid back. There's a handful of vendors, but I really, really enjoy talking to superintendents from Iowa, Montana, Colorado, Alaska, California, and some of them are large, some of them are small. I tend to go to see some of the smaller districts, but I remember a gentleman who was from Idaho, I think I spoke with him last year, and they're in an agricultural area.

Gary Buchsen, Port Allegany SD in PA ([32:52](https://www.rev.com/transcript-editor/shared/wBP4CXXVNIR782-mTt7Hs49_GXCd9rN1hxbE2nZB5TWgVgBeT2JLNlAGp0OxPWN9KHsiHZEQ0ILwbGHsImMqxiefNEY?loadFrom=DocumentDeeplink&ts=1972.13)):

They've had four day school for 20 years. It's just kind of accepted in the community. It helps out with the families that are running the farms and whatnot, and I really enjoy some of those conversations. I remember Nebraska, Nebraska has done, again, very rural state overall, has really done a lot of things with regards to distance learning, whatever that's been in play there for a number of years. But yeah, it's nice to meet some of those folks. But I do that once a year and the conference I'm going to this year is at the middle of April, so flying out to Colorado with a family for a few days, but that's most of my national conversation.

Daylene Long ([33:36](https://www.rev.com/transcript-editor/shared/UmN5PiSpSIIeqUpYgaRYhUoV69g5DMcq3jyR-0IWapayOUC1eP2KFoRqwoRzs3VaStjY15qbm1BQpew4hBzkO5QYJnQ?loadFrom=DocumentDeeplink&ts=2016.35)):

Do you find when you talk to other superintendents out of state, similar rural and that kind of stuff, that the challenges are the same or do they differ by state?

Gary Buchsen, Port Allegany SD in PA ([33:54](https://www.rev.com/transcript-editor/shared/ySntGwyyTYxiadsGVyD8l6hrQYrx50pT4oUerA-pL0Ti2tcDLPa9-fmeeHcPxzWJSkcoxv5by3SB5YlvrdW1Hq7YouY?loadFrom=DocumentDeeplink&ts=2034.1)):

And this is probably an extrapolation, but I would certainly think in terms of staffing, I don't think that's just a Pennsylvania issue per se. I would tend to argue that I think you probably see a lot of that across a lot of the schools now. Some of the states have had different approaches. Some of the states have programs to move paraprofessionals into a professional capacity and things like that. So I think some of the states are maybe a little further ahead, but Pennsylvania's dabbling in some things right now to make it easier in terms of accepting certificates from other states. There's a grant program that will pay for paraprofessionals to earn their associate's degree with the intent that eventually they'll be able to work into a learning, get their special education, so the needle is moving in our commonwealth. I don't know where we head or behind some of the other states, who knows.

Daylene Long ([34:56](https://www.rev.com/transcript-editor/shared/0rud0p5oz7H2Oo_k5MmG3E9C4QYtxEabEfeGDtoUV5_JWLesYZoRFNM8AnDGks--jUPepBfk4Fz04MJhTBX9jfhMOnc?loadFrom=DocumentDeeplink&ts=2096.33)):

Yeah, it's interesting and I'm glad you mentioned the connection between getting the certifications maybe at the two year level and that kind of stuff because I think those collaborations are really helpful as well. I'm trying to think through, this has been great so far and I'm going to flip through my notes real fast and see what I might be missing, but I think we've covered a lot of it. Oh, you know what I would like to know, do you have any preferred vendors in your district?

Gary Buchsen, Port Allegany SD in PA ([35:35](https://www.rev.com/transcript-editor/shared/73gu5AzaPDj6ZDLe770T9WoT2RepvBl9dIwvkGN5AD6UscgXZzODCzK6PiZT0fxOE9Uwv2yoM_BQVF52vyYPg878kjQ?loadFrom=DocumentDeeplink&ts=2135.96)):

Not really. We've typical purchases like Hoot Mifflin, HAR Court, our math series and reading series at the elementary school or HMH, McGraw Hill we've done a lot of work with and other things are, quite honestly are kind of bits and pieces, different vendors. But I mean I know those are two of the big players, but yeah, those are the two that come to mind right off the bat. When

Daylene Long ([36:05](https://www.rev.com/transcript-editor/shared/_Ez1aS-k5zeZwlQabOOCP27jibnS0W91TglkY-r6JQwazZJ8YytK1Dh5DS4BUmzrPX9T6-NRmj43myKwAD1aePoCC8M?loadFrom=DocumentDeeplink&ts=2165.37)):

You think about supplies for labs, you mentioned the company out of Colorado that set everything up for you, but kind of when you are having hands-on labs, who do you go to for consumables?

Gary Buchsen, Port Allegany SD in PA ([36:24](https://www.rev.com/transcript-editor/shared/Jm7Teed9DdtGop71SBYbkg4wvWxqpNCnZ65Sy3njzbnpdT7rhIYIV7fKzegI_ywiLmUzwaouef14Mz1cyjGrqXNXmkg?loadFrom=DocumentDeeplink&ts=2184.72)):

I'm not going to lie to you that one, our science department chairs actually our physics teacher, he's got like 20, 25 years in the business and I know when the requisition comes through, they are multiple vendors, I'll say Carolina, and there's a group that they buy the chemicals from and there's the group that we get our fetal pigs and whatnot in biology, whatever. So I think we rely pretty heavily upon the staff and we know year over year we're going to get a couple balances and we're going to get some pipettes in the test tubes and all the things, but it's really a multitude of vendors. Those folks would be the first to tell you they know the groups better than I do, quite honestly. I just kind of sign off on it.

Daylene Long ([37:10](https://www.rev.com/transcript-editor/shared/4KXrooWFadclG1gvxL8mQK6xapZeDDh2vtFbg0qKKBjN2D3D3zSRz5CzvKi1jcXenBlkUFWRg92FExfAzxGXr6EmtwA?loadFrom=DocumentDeeplink&ts=2230.98)):

Okay. What does your budget tend to be yearly for consumable type of things in science for the

Gary Buchsen, Port Allegany SD in PA ([37:17](https://www.rev.com/transcript-editor/shared/hAU9BNEgPKHALbPqmVWiJiSjD86AghRoxmHKkuxATCpY7kckd-Gd6OHgUsPI_DBXDZ2dueGnacEdC3BdgP_cNrXEMtg?loadFrom=DocumentDeeplink&ts=2237.25)):

Two

Daylene Long ([37:17](https://www.rev.com/transcript-editor/shared/CKS2JMCprJIpKUWkO1m4OEJpMUgpBfDeEJflCbe_WJMP9cXohn58MqWSKvy7maxgZ9_e-77PeblM2Uqj-0umwq8Agwc?loadFrom=DocumentDeeplink&ts=2237.52)):

Buildings that you have?

Gary Buchsen, Port Allegany SD in PA ([37:20](https://www.rev.com/transcript-editor/shared/aoXqIKT2zz86xAjc2Jb12yleGcZOwG7kzW1QskBpZEj4iG_26MOiWf7n9L6ODK34eAafh_sB2MVpjuZUND6puAdtBA8?loadFrom=DocumentDeeplink&ts=2240.43)):

What, and this is I think pretty close estimate, but if I take between our chemistry classes, our physics classes and our general sciences, biology and things like that, probably 15 to $20,000 is the consumable piece now, if they're getting a special microscope or something like that, but it's not uncommon. Usually per class it's a couple thousand dollars or something like that. And generally that doesn't fluctuate a whole lot.

Daylene Long ([37:49](https://www.rev.com/transcript-editor/shared/DskSYJiW5TT2yfv3fVVUrFywgcDXAztkm70MGGB4_CU8CPkFDISFRDiMY040IN_b_ncF2ouauuLefbZfxhIHHMeh7vc?loadFrom=DocumentDeeplink&ts=2269.86)):

And that sounds about on par with what we're hearing for sometimes even from larger districts. I'm going to ask Kim to come on and see if she has any questions. We're right at one 30 and I'd love to be able to get you all finish up early so you can have a few extra minutes there. No problem. Whatever time you guys need. I was able to make it back to the house and I

Gary Buchsen, Port Allegany SD in PA ([38:12](https://www.rev.com/transcript-editor/shared/4M4Oh8ewJ3FzgWhmY4uNw_tXUgwRcUT1SSfMQmNWx8665EeLrWfkHyHlNR_7AERi4vr-zfJxDMAYZwzgFDrV0KkSpJ4?loadFrom=DocumentDeeplink&ts=2292.3)):

Apologize, but yeah, whatever you guys need, time is not a consideration.

Daylene Long ([38:18](https://www.rev.com/transcript-editor/shared/NmekvRmThYKV5DX420d2o0RI9wNjXL2S6n6HTUF-0JXxTET3qLFMNjPW2fcMRHV0ijNfrSk-DaQiMW_S_KODpE5fph4?loadFrom=DocumentDeeplink&ts=2298.42)):

Kim, do you have questions?

Kimberly Herder ([38:21](https://www.rev.com/transcript-editor/shared/vIDvoQkf_OU5oXWtwoc1bxFrbV_V5r8m2AHwY5pLZcUKSRCYhjcxdiL9I2QbRNyafKRkBfLWwWXBCU7GrLLgvezQkOY?loadFrom=DocumentDeeplink&ts=2301.12)):

But when you were talking about some of the, I mean the challenges of whether your daughter or ever of distant learning and then the training of the teacher depending on the background, where would videos, I mean if a vendor provided with their fetal pig a video on what was going how to use it or do that, would that fill, what would that do?

Gary Buchsen, Port Allegany SD in PA ([38:54](https://www.rev.com/transcript-editor/shared/5-B8fR9Ev5dqcgoH7WY2C6u2sngxLM4lu-S1WN4cUz_r6HtYLLEnGHHTs3wEgUIDyFRBs9MD_kDD3XNe8qgINoGqtPA?loadFrom=DocumentDeeplink&ts=2334.16)):

Yeah, I think it adds greater value and Daylene and I we're communicating, again in our state three years running, we're hiring more people on emergency certificates than actually certificate to teach. So the more things that your curriculum providers can do, which quite honestly, a veteran teacher can either create that on their own or they found something that they like and they know something that works. But the more things that companies can do to support what is truly a brand new person in the classroom, I think adds great value. And again, and I preach on this all the time, the small rural schools are not going to be able to find physics teachers, advanced math teachers and things like that. So there is going to be a collaborative piece amongst the district that's starting right now, and it's only going to be exacerbated, especially, I didn't even get into this.

Gary Buchsen, Port Allegany SD in PA ([39:59](https://www.rev.com/transcript-editor/shared/oDI4v-IcpxvO1PE3PfLtYfj-nMbq3Vc5dWfaIPehahG4PagTf6LrQJPiyg2xi7dm5h4cweTTQ2_9dvdyvgHbVFRltYc?loadFrom=DocumentDeeplink&ts=2399.56)):

Not only do we have that problem, but our student population as a collective in our intermediate unit, we've got about 10,000, 11,000 kids every single year. We lose between a percent and 2% of our student population. We say, well, that's not that much. Well, 2% of 10,000 is 200 kids, and Austin's a small school district in the state of 107, or excuse me, 170. So every single year we are losing our smallest school district in our region. So again, you're going to get to the point, well, do I need a French teacher when I've only got six kids that have signed up to take French and you want to be able to offer that to the kids, so how are you going to do it? Or you're going to share staff amongst those smaller schools. So whatever the providers can do, assuming that maybe that staff member doesn't have a wealth of experience as a veteran teacher would, whatever they can do to assist again is great value. And again, I don't think the schools would be concerned about price because it's something that you would want, something that you would need.

Daylene Long ([41:06](https://www.rev.com/transcript-editor/shared/MYOrO-js4ZhvV_MXudd6vKFnH043tpS9kgcXmU7PkFj6VGTVHFNw3qYhZ6Ia_5Nv-wntwaCbsMwoOEtbdO0KB7Huvqw?loadFrom=DocumentDeeplink&ts=2466.58)):

Gary, where are those students going?

Gary Buchsen, Port Allegany SD in PA ([41:10](https://www.rev.com/transcript-editor/shared/PYr7dJKwiG7Ti87hEvBNYtpY9U4CwC8MyeBFo_5TRMLZJjUaFUtC1dNdOdjAME7ah8Nh78ZBBKRmSPULqvfSr9HGzKw?loadFrom=DocumentDeeplink&ts=2470.99)):

They just move out of our area. When I say we're a small rural area, this trend has gone on for about 30 or 40 years. RIU we do, it's called the third day attendance. So everybody puts their numbers in there, but we have our trends from 40 years ago, 30 years ago, 20 years ago, 10 years ago. But the nearest Walmart is 45 minutes away from where we live. People want to be moving down south, whether it's Florida, Texas, Carolinas, what have you. But this is not uncommon in all of the rural parts of Pennsylvania have they call it the Pennsylvania T. So when you look at our state, you've got Philadelphia in the one corner, you've got Pittsburgh and the other corner, then there's that T. Okay, that T is the rural part of Pennsylvania and there has been a tremendous population decrease per decades in our commonwealth.

Daylene Long ([42:14](https://www.rev.com/transcript-editor/shared/uj_pJLrFU0I0wnT57HQCVyALNkxQoKiVpQBrJ7h4MKKkvHsb9S7nKWjScwQegSXNNLccxeiR6oLVlP7QB__uNXFOu8U?loadFrom=DocumentDeeplink&ts=2534.36)):

Interesting. I've heard other superintendents talk about in more urban areas, losing students to homeschooling, but it sounds like this has been a trend for a long time with you guys. In terms of people moving. So

Gary Buchsen, Port Allegany SD in PA ([42:32](https://www.rev.com/transcript-editor/shared/hhGVgkI90_R9aHCD3vFySUcwHH97t7hphtEWtnW2rBgJRLjKqIpBFXyQP_Cm3ir5t9dgXlrEsF-Wls1c4UsJLO4TNUo?loadFrom=DocumentDeeplink&ts=2552.27)):

My homeschool district where I live, I graduated 1987 from counters sport. I graduated 87 kids. That's the biggest class they've ever had. Right now the class size in counter sport is about half of that, about 40 to 50, and that's pretty much true of all of the schools in our region.

Daylene Long ([42:50](https://www.rev.com/transcript-editor/shared/550GcjMvr7DZruGhlY5NaMZYqIpEgMRgFhkjH06pNKuDLBPm-wxWZJpMvT95JDaVn9hxPyHvoub5UB2zh-u_mfe2a_w?loadFrom=DocumentDeeplink&ts=2570.54)):

Interesting. Kim, any last questions? I

Kimberly Herder ([42:54](https://www.rev.com/transcript-editor/shared/p7RW_u8PlxDvDMNKiQrv47x9aduNf-nlil-YDOK1QauXtveaEgK0bTBgSvW1Qy0ANUpYrpHSsOMPTjhZ2fZWPW1WHF4?loadFrom=DocumentDeeplink&ts=2574.71)):

Do, and I feel like I'm my personal personality of moving into savior mode or something. How would a vendor best get ahold of you if had these, if the products we're just kind of talking about were developed, how did they get a hold, how, I'm not an online shopper, so I'm asking where do you hear about these things and how would you trust it?

Gary Buchsen, Port Allegany SD in PA ([43:24](https://www.rev.com/transcript-editor/shared/5Xhxe3dHSzAAU4qxgdvHJfcFc5MvtvUXKAw8P-qYz8QH88tZWBKOXs6xH9hyFx8ARGpxcxyKsOx8hYmHGQH6AXt-jy0?loadFrom=DocumentDeeplink&ts=2604.23)):

Yeah, really good question. And I think I started the interview with how the small schools continually collaborate and try and problem solve together. Here we're tomorrow I'll be at Austin, so our is called the superintendent's advisory council meeting, and the 14 superintendents, we will be in Austin for the day. Our executive director is Brock Benson. It's not uncommon, probably four or five times a year if there's a product or a vendor or something that is of interest to the group that they'll come in and do a presentation. And again, for us, it's one thing to get the sales presentation, but man, the word of mouth and the collaboration, and quite honestly, if I can, I don't care if it's a phone call or a Zoom call or whatever with the superintendent from another district, similar demographics myself, that's very, very powerful. But again, even on the vendor side, do you want to come to small rural Pennsylvania

Gary Buchsen, Port Allegany SD in PA ([44:25](https://www.rev.com/transcript-editor/shared/ZYAX206qAihQ5JhSe1kTPw6J1aT86j37lmPYkCOUuTcSan4pAh0AAgHTcrwC6R3blmt0y6cIOB0a47yxqDfmgVQHC7s?loadFrom=DocumentDeeplink&ts=2665.43)):

And spend two or three weeks bouncing around from a 500 kid school district to a 300 kid school district to whatever, or if you can come in and do one presentation and hit 14 school districts, 10,000 kids. But that's not uncommon. Then the other times are we have conferences in Pennsylvania, there's the Pennsylvania Association of Rural and Small Schools. They always have a vendor table there that's held in state college where Penn State's located. There's a Pennsylvania School Boards Association, which is probably the single biggest conference that's like a three day event in a Pocono. So those are kind of your traditional type things. If you're almost shopping for a product, you can go there, but word of word of mouth is gold. It really is because again, all the schools talk in our area anyway.

Daylene Long ([45:15](https://www.rev.com/transcript-editor/shared/Hqv01Ain2lbXBRWZUz0zu7vu3gk208xuLAesqjPSD_Nz89EXIeIBuXhrC5PolCVsGUO7X_iOWa2XF3bdXMADzjde9Gw?loadFrom=DocumentDeeplink&ts=2715.9)):

And what would make you talk about a certain vendor or would you reach out and contact one, or would you expect one to contact you to say, Hey, can we come show you this new product line that we have at your gathering? What's going to work best and not being annoying to you, but really fulfill what you guys need?

Gary Buchsen, Port Allegany SD in PA ([45:38](https://www.rev.com/transcript-editor/shared/MWKkfwQyEZ5r38pOTtWa6yey6qTVSyiEw10Zxk1Dvmuf4hc6tQg8NDwoh8O7KVxRsb2l8F3pnZuFP-DkZVxt1j1DJpY?loadFrom=DocumentDeeplink&ts=2738.43)):

Yeah, I think if the conversation is driven on the district end, this districts know what their needs are. Maybe they have curriculum cycles where they look at certain subject areas like every five years or what have you. That's probably better than I've been in this 32 years. I've been a superintendent for 13. I don't know if I ever actively pursued a product or curriculum or software where I was contacted, whereas a vendor says, Hey, we have an X for you. And I dunno where I'm cynical or whatnot, but if I have a need within the district or if I have a conversation with one of my colleagues about something that they've had success with, you know what, yeah, I'll reach out and have that conversation. So at least speaking on my behalf, I would rather want to initiate that conversation myself than be a receiver of the conversation in an email or a random phone call or whatnot.

Daylene Long ([46:42](https://www.rev.com/transcript-editor/shared/nnKgdhNlILZibzohOuJ55fDYWbREjN1OeeHjZmtbINXKiukrTFbAdZfZ74NufFjbg90h-81vKCMbrV3WMRSqFIn8YZg?loadFrom=DocumentDeeplink&ts=2802.57)):

Okay, that sounds good. I have one last question, but I want to make sure that Kim's got all her questions up.

Kimberly Herder ([46:48](https://www.rev.com/transcript-editor/shared/12CbYfOrFp0X7Rq24CzscmRYVHSdFRs5FUzWgvwmp0b1OoEAwJHLRWnOvcGD2vIdXaUzz4S6T8vpc_p_8afGZCcAn48?loadFrom=DocumentDeeplink&ts=2808.03)):

I'm good.

Daylene Long ([46:49](https://www.rev.com/transcript-editor/shared/Jsqs84TYto73QP9mPgzvp0yX0XfB85hFk6yctq4-8tHHQ0VpoLUceUb2bedwXstklwg1t1_jG9U7BJzdkxZHgHjsrUw?loadFrom=DocumentDeeplink&ts=2809.38)):

Okay. Is there anything online that helps you with some of this too, where you're looking at either white papers on what works or articles in publications, is there anything like that that ever kind of triggers you when you're solving a problem for the science in rural schools?

Gary Buchsen, Port Allegany SD in PA ([47:12](https://www.rev.com/transcript-editor/shared/qQtAATqXhl9P89127nF3U37QhiLxdboUMdgJgCf6Ca10GpE8zIVtmckKtkv4BMJyIJnorchHcR6LPxBOpJfPStDRRY8?loadFrom=DocumentDeeplink&ts=2832.9)):

I mean, speaking for myself, no, and maybe that's the wrong answer.

Daylene Long ([47:21](https://www.rev.com/transcript-editor/shared/wM2sWAmpDt31Lm-Oe0P_bHB9sW7hTAlSyFbS7Yv7MHiQsidTuNkqsmkZxWEoMi6ATQG-clE9PdujCx9Ri23oQyrQO6U?loadFrom=DocumentDeeplink&ts=2841.96)):

However,

Gary Buchsen, Port Allegany SD in PA ([47:23](https://www.rev.com/transcript-editor/shared/TA4hqzngMCGFq7bvxX0bvZW6GQxrXQASRjkenBEBV_RaEzXnsvoGPSOwow6H3iXRPMbE1npv88-jkekzR1AsmP87WYY?loadFrom=DocumentDeeplink&ts=2843.37)):

Okay. In our school district, our administrative team is myself, a high school principal, an elementary. I have a principal that does all the special education work in the district K to 12, and a business manager. That's it. We don't have curriculum directors, we don't have assistant superintendents for elementary curriculum or secondary. We just don't. They don't exist. And I'm worried about house fires and getting buses through and doing federal programs and stuff like that. And that's why I said this collaboration piece with the small schools, there's only, there's two school districts of our 14 that has an assistant superintendent that's Bradford and St. Mary's, nobody else does. So a lot of the curriculum work or whatever is just kind of like a shared type thing. And probably best practice would be to sit down and read all of the research and allow that to drive your processes. We don't have people to do that. And like I said, I'll be done with this call and I'll be working another two, three hours tonight and I'll go back in and do it all tomorrow, but I don't have a lot of time that I can dedicate on that end of it. Now your big schools do when you have full-time, department chairs and things like that, those don't exist here and just they won't exist

Daylene Long ([48:47](https://www.rev.com/transcript-editor/shared/LW1ppOVYdNCWVSKqh6dq5-XzuABZ45_rwKiNyiUKvzkazb1vzjtDtm3j57kgRLQ3zALMTBuKhJJKdFSdCJvG7UJWAWE?loadFrom=DocumentDeeplink&ts=2927.47)):

Because, Well, that sounds good. Kim, you want to just wrap us up with what's next? And I have on my schedule tomorrow morning to send out your gift certificate, so that's

Gary Buchsen, Port Allegany SD in PA ([49:02](https://www.rev.com/transcript-editor/shared/Ov_X3Fqf76tTqQ_ZncW0zvZ7b9RS6HVt4i69yM27RXJYw-qvBP9twvsZrOPrIXJKWK63MbxL9IOPN8sNMtDdYIb7YwY?loadFrom=DocumentDeeplink&ts=2942.56)):

Fine. You expect

Daylene Long ([49:02](https://www.rev.com/transcript-editor/shared/ksLicakQrZhzs3nkWSeYP6mxmCc0fjF9fk36XpWAImEZkPyJ5t52V7SiK7fyaF5RJVlhZQKVfurxYZsH7Nw0gtqWwf8?loadFrom=DocumentDeeplink&ts=2942.92)):

That tomorrow. And Kim, what's next?

Kimberly Herder ([49:07](https://www.rev.com/transcript-editor/shared/rQKXJlb5Y5ZGGFjHxypj8D01qKD1DLNbtc9wveDeMJWwmaY9xVzXQyNCRC8TwxumEYtnK5i7snhslMgpkCyPvXaPx88?loadFrom=DocumentDeeplink&ts=2947.3)):

So you'll get a thank you note from me, and I'm going to say it right now too, that this has been fantastic. And again, thank you for your diligence and patience and everything else as well and what you're doing in your district. So thank you. Thank you very much. So you get that note from me, and then there will be two questions. One of 'em will be is if you would be interested in participating in anything like this in the future. We work with other clients and forms, but would like to be able to put you on our callback list. And then the other one is Daylene, am I forgetting one? Anyway, in the note, we'll have a link to Daylene, LinkedIn and some of those, if you wouldn't mind following us, so we can kind of keep informed from that side as to what's going on.

Gary Buchsen, Port Allegany SD in PA ([50:02](https://www.rev.com/transcript-editor/shared/gGym1urZ54_KGAXgVTK6j4O-HsOmBFGZuqd-LUK6-TxzAo06SZbhXkWSjqJmhGDT-d5GSpwx2QPrkfFdBLwWST9rtIY?loadFrom=DocumentDeeplink&ts=3002.53)):

Absolutely. You know what, guys? I really enjoy the conversation and I let my daughter's doing a genealogy project and my grandmother was born in Italy, so that means I get to talk a lot, but I find these participated in few of these, but I almost find 'em therapeutic, and I think it's great professional development. I truly wish you all the best with this project. Anything else that you do, and if I can help out anytime in the future, more than happy to do so. Thank you, sir. Thank you very much. I do appreciate it.

Daylene Long ([50:32](https://www.rev.com/transcript-editor/shared/a1DdAvYLI8P214AvaOE-9qtD5KQYOH6Op8I4TFpbNz2pz55rwgIjdqP_JXSaStX_cJnzvV17U7lrH_ECUYp4LUyDZEI?loadFrom=DocumentDeeplink&ts=3032.57)):

Thank you so much. You have a good day.

Gary Buchsen, Port Allegany SD in PA ([50:34](https://www.rev.com/transcript-editor/shared/QfxextfG9LCV-MLlY1tzTCFeOVirO1BKdfiG8sjRuWmQgpBPPqCMcKR0nDv-f15xwgKwTqhIEc-l0XiEcUzei3S0JQ8?loadFrom=DocumentDeeplink&ts=3034.67)):

Thanks guys. Have a good day.

Daylene Long ([50:36](https://www.rev.com/transcript-editor/shared/LGjL1OWcmn4BZCDV2H6KEJkw8JQwA--kVm_hZO7NTr1TR0Zs54LjCP0xi88EvhrVHgLSoe1gyOzZBtsUBsCbQgRN_g8?loadFrom=DocumentDeeplink&ts=3036.92)):

Kim, you want to hang back just a sec? Yeah. Okay. I'm going to stop recording.