

MT. LEBANON SCHOOL DISTRICT
7 HORSMAN DRIVE
PITTSBURGH PA 15228

DISCUSSION MEETING
OF THE
BOARD OF SCHOOL DIRECTORS

MONDAY, JUNE 13, 2016
MT. LEBANON HIGH SCHOOL, ROOM D205
7:30 P.M.

AGENDA

I. Call to Order

II. Roll Call

III. Action Items for June 20, 2016, Board Meeting

A. Financial Items

1. Treasurer's Report – The treasurer's report reflects cash transactions for the month of May, 2016. There are no unusual transactions to report. The Superintendent recommends approval and acceptance of this report.
2. Monthly List of Bills – The monthly list of bills reflects checks authorized to be drawn between May 19 and 31, 2016. All requests are typical of this time of year. The Superintendent recommends approval of the list.
3. List of Tax Refunds – The list of tax refunds totals \$68,540.36 for 36 properties. The list has been reviewed by the Solicitor's office which recommends approval. The Superintendent recommends approval of the list for payment.
4. June 30 List of Bills – Annually, the board is requested to approve payment of bills prior to our June 30 year end so we can get as many bills allocated to the correct fiscal year as possible. The list of checks for these payments will be presented for ratification at the July board meeting. The Superintendent recommends approval of this action.
5. Budgetary Transfers to Close the School Year – Annually, the Board is requested to approve budgetary transfers necessary to close the fiscal year. This list will be presented for ratification prior to approval of the audit in October. The Superintendent recommends approval of this action.
6. School District Insurance Policies – Annually the Board awards insurance policies for both Liability and Worker's Compensation for the upcoming school year. In 2015-16, we changed companies for Liability Insurance to Liberty Mutual and for Worker's Compensation to Highmark Insurance due to lower premiums and lower deductibles. Both new companies have been providing excellent service and have helped us make changes to limit our exposure. This has led to a stabilization of rates near last year's low amounts. There is a 3.5% increase in Worker's Compensation only because of a higher mod factor(prior year claims history) and wage changes. The liability insurance cost increase is 1%. Our actual claims this year for both Worker's Compensation and liability claims have been very low and should help future insurance costs stay low. Jonathan

Kelly, our insurance agent, will be at the meeting to answer Board questions. The Superintendent recommends approval of continuing these policies into 2016-17.

7. List of Donations to the Schools – Annually, a list of donations to the schools is compiled and presented to the Board for acceptance. The list shows the commitment of the community to our schools and our programming and we are grateful for their support. The Superintendent recommends acceptance of these donations from our constituents.
8. List of Unusable Equipment – The list of unusable equipment includes some books and good and fair condition. The Superintendent recommends approval of this list for sale

B. Personnel Items

1. Personnel Report – The Personnel Report details personnel appointments, changes in assignments, leaves of absences, resignations, and retirements to be considered by the Board. The Superintendent recommends approval of this report.
2. Approval of Annual Salaries for 12 month-Secretaries – The Superintendent recommends the Board approves the negotiated annual contract salaries for 12-month secretaries as listed effective July 1, 2016, reflecting an average increase as negotiated of 2.89% over the duration of the contract.
3. Approval of List of Annual Salaries for Administrative Assistants/Supervisors – The Superintendent recommends that the Board approves the annual salary adjustments for administrative assistants/supervisors effective July 1, 2016, reflecting an average increase of 2.9%. The Superintendent recommends approval of this salary adjustment.
4. Approval of Annual Salaries for Specialists – The Superintendent recommends that the Board approves the annual salary adjustments for specialists effective July 1, 2016, reflecting an average increase of 2.9%. The Superintendent recommends approval of this salary adjustment.
5. Approval of Annual Salaries for Head Custodians – The Superintendent recommends that the Board approves the annual salary adjustments for head custodians effective July 1, 2016, reflecting an average increase of 2.9%. The Superintendent recommends approval of this salary adjustment.
6. Approval of Administrative Salaries – The Superintendent recommends that the Board approves the annual negotiated salary adjustments for administrators effective July 1, 2016, reflecting an average increase of 2.9%.
7. Salary Increase for Assistant Superintendents - Annually, the Board is required to review the performance of the Assistant Superintendents: Dr. Ronald Davis, Assistant Superintendent of Secondary Education and Dr. Marybeth Irvin, Assistant Superintendent of Elementary Education. In accordance with statutory requirements the performance of each has been rated satisfactory for the 2015-2016 school year. The recommended salary increases are within the 2.9% average salary increase identified in the Act 93 administrator increase. The Superintendent recommends approval of the salary increases.
8. Merit Bonus for Superintendent - In light of the outstanding work of Dr. Steinhauer throughout his many areas of responsibility, including the significant amount of extra effort over the past seven years guiding the High School Project to its very successful conclusion, the Board will consider and take action on the award of a \$20,000 bonus, to be payable this month.

9. Amendment to Superintendent’s Contract and Salary Increase for Superintendent - The Board will consider and take action on an Amendment to Mt. Lebanon Superintendent’s Contract which would provide for annual raises of 5.5%, 5.5% and 6% in the event that the Board determines that Dr. Steinhauer has met his performance criteria, would provide for a discretionary annual bonus as determined by the Board based on performance, and would provide for an increase in the amount of the annual tax deferred supplement in his contract to 3%, 3.5% and 4%. In addition, in accordance with the statutory requirements, the Board has rated the performance of Dr. Steinhauer as satisfactory for the 2015-2016 school year and finds that he has met the performance criteria as described in his contract, and will consider and take action on approval of a salary for the Superintendent of \$ 194,779, effective July 1, 2016.

C. Other

1. Approval of 2016 List of Graduates – The Board is asked annually to approve the list of graduates for the current school year. This list has been reviewed and the students recommended by the High School administration as meeting the requirements for graduation. The Board will take action on the approved list of students who graduate on June 10, 2016. The Superintendent recommends approval of this list.
2. Pathfinder (South Central Area Special Schools Jointure) Budget – The Pathfinder Budget is presented for Board consideration at its total amount of \$175,000, this budget covers the operating costs of the facility, but requires no contribution from the member districts since there is adequate money in the reserves to pay costs in excess of revenues. Tuition for our students educated at Pathfinder is part of the AIU Special Education Budget, not this budget. The Superintendent recommends approval of this budget.
3. 2016 District Wide Asphalt Paving and Sealing Project Bid Award - The District opened bids on May 25, 2016 for the District Wide Asphalt Paving and Sealing project. One bid was received from Peter J. Caruso & Sons at a bid price of \$34,660. The budget for this project is \$50,800. The Superintendent recommends approval of this bid award.
4. Change Orders for High School Project – Change order GC-124-299 to Nello for \$56,576 for masonry work on B-Building.

IV. Questions or Comments from Residents—Presentations or comments are to be limited to five (5) minutes.

V. Upcoming Public Meetings

June 20, 2016 – 7:30 p.m.	Board Regular Meeting Room D205, Mt. Lebanon High School
July 18, 2016 – 7:30 p.m.	Joint Discussion/Regular Board Meeting Room D205, Mt. Lebanon High School

VI. Adjournment