

02/05/2018

SCRANTON, PENNSYLVANIA 18503

The Scranton School Board of Directors held a regular meeting on Monday, February 5, 2018 at 7:00pm prevailing time in the auditorium of West Scranton High School 1201 Luzerne St., Scranton, PA.

President Dixon called the meeting to order at 7:22PM with a Pledge of Allegiance to the Flag.

Roll Call: By the Secretary.

Present: Directors Casey, Cagnetti, Duffy, Gilmartin, Lesh, McAndrew, Schuster, Dixon and Director Oleski was present via conference call.

Absent: All Present. Director Oleski was present via conference call.

Solicitor's Report

Attorney Minora announced executive sessions were held on November 20, 2017, December 14, 2017, December 18, 2017 and this evening February 5, 2018 to discuss Personnel, Litigation, Real Estate and Negotiations.

Student Representatives

Director Gilmartin introduced Mr. Paul Dougherty, Principal at West Intermediate and students Emily Stevens and Autumn Walsh. Ms. Gilmartin added that she had the pleasure of attending the CRUNCH session and it was fantastic and she really enjoyed it.

Emily Stevens and Autumn Walsh from West Scranton Intermediate School spoke to the board about the CRUNCH Program and the Digital Media Lab.

Superintendent's Report

Dr. Alexis Kirijan spoke about the process during inclement weather and the decision to delay or close schools adding there are many things to consider when determining whether to delay or close schools including first and foremost is safety for students, faculty and staff, instructional time, the PDE required number of days of instructional time, graduation dates, school calendar, testing schedules and other important events that affect the students and that more information can be found on the district website and thanked everyone in advance for their patience as we move through this winter season.

Dr. Kirijan spoke of her visits to West Scranton High School and West Scranton Intermediate School and acknowledged the National PTA Reflections Dinner on January 28th and that 43 of our students across the district were recognized as winners.

Dr. Kirijan also spoke of the APEX program having a positive impact on students and that 97% of the students who signed up have accessed the courses and are working with our teachers in this type of environment.

Dr. Kirijan thanked our Business Partners for the opportunities that benefit our students.

Public Comment:

Rosemary Boland, SFT President, questioned the hiring of Special Labor Counsel and a Special Education Attorney, whether these services were put out for bid adding that ninety-eight people will be furloughed and there are three attorneys on staff. Ms. Boland also questioned the approval of the NEIU and CTC budgets, and why the budget includes \$30,000 for field trips since the teachers raise their own funds for field trips and why approve the Permissions-to-Attend meetings when the district is under financial watch.

Robert Lozada, Northeast Intermediate music teacher, spoke of his own children's success in the Scranton School District and asked several questions regarding physical education and music classes being offered to 6th, 7th and 8th grades.

Dr. Kirijan addressed Mr. Lozada's concerns adding that much of his questions were presented at the last meeting held at South Intermediate.

Mr. Lozada also had questions regarding music being offered at the high school level which Dr. Kirijan expressed his recommendations are in terms of questions which Mr. Lozada felt that often times if questions aren't asked the answers are not offered.

Gerard Hetman, Lackawanna County Community Relations, updated the board on past, current and future events happening in Lackawanna County.

Joseph Lalli & Charles Suppon, Principal and Dean of Students at West Scranton High School, spoke of the many new programs implemented for student achievement such as rewards for students with high attendance, the successful 4.0 pizza parties and dress down days every Friday for students who sustain straight A's through each quarter, many available clubs, upcoming changes at West Scranton High School and look forward to the potential increase of student population at the high school.

Erika Aguilar, Scranton High School junior, expressed disappointment of her favorite Strings teachers' job being furloughed and asked that the board reconsider.

Carmen Reyes, junior at West Scranton High School and technical advisor of school newspaper and presented the board with the latest edition of the publication.

Hanna Decker, Student Council president presented the board with West Scranton High School 2017-2018 school spirit wear.

Judy Kilmer, a teacher at West Scranton High School, spoke of the West Scranton Alumni Association which was formed 20 years ago along with Mrs. Dixon, and the fundraising the association did giving scholarships to graduating students. Ms. Kilmer said that the association has declined over the years however there is still a small group of people working on alumni books and they are currently working on a fundraiser and looking for sponsors who would like to purchase a classroom door or a locker with their family name on the door or locker and would like the boards input for prices and sponsors.

Holly Meade, expressed concern of students not receiving breakfast on delay days and some students don't eat lunch until 2:00PM on delay days and she would like to see breakfast brought back on delay days and Dr. Kirijan said this was the first she is hearing of that and will definitely look into it.

Mrs. Meade questioned whether intermediate school sports would be cut next year and Dr. Kirijan confirmed that yes, any sport that is played against another school outside of our district be but intra-mural sports will be offered in which sports will be played against teams within your school or teams within our district.

Mrs. Meade questioned the libraries closing and who would be organizing the books and other duties and Dr. Kirijan said there are three clerks who would be assigned to 1 each of the intermediate schools and the elementary schools would be the responsibility of the school.

Mrs. Meade asked for the fee schedule for the hiring of Attorney John Audi. Attorney Minora responded with fees ranging from \$125/hour for legal assistants and up to \$195/hour attorney fees for non-routine matters and does not know if Angela Evans fees are the same because she has since left the firm.

Mrs. Meade asked if there is a board committee that works on contract negotiations and suggested that our school board do as other districts and have two or three board members take part in negotiation discussions.

Brian and Tracey Rekus, spoke on behalf of Special Education students and their teachers, how much her son loves his teacher, why is the district firing 10 special education teachers; if the district doesn't have the money for the teachers how are they paying the lawyers?

Jennifer Telesco, teacher, parent and SFT trustee asked the status of the Latin program if both teachers at Scranton High and West High received furlough letters.

Dr. Kirijan asked Mr. Bill Gaynord to address.

Mr. Gaynord said he believes those programs will still exist and those teachers will be called back.

Ms. Telesco asked who the recent hiring freeze applies to especially considering the hiring of another attorney, how many attorneys are working for the district and the justification of hiring another one.

Attorney Minora said the specific assignment is to assist with the furlough hearings and it's a great amount of work and an area of Mr. Audi's specialty and he does not believe that the intention is to use Mr. Audi for anything other than the suspension process.

Ms. Telesco questioned the number of non-union members and the percentage that is included to lay off for that group.

Dr. Kirijan said that in the last school year there have been over \$1,000,000,000 in cuts to administrative staff, two confidential secretaries retired and have not been replaced as well as another secretary slated to leave and will not be replaced.

Kevin Kays, SFT, spoke of five Special Education positions lost, two English positions retired which were not replaced, in addition to two Social Studies, one Math and one Science teacher and asked if any additional administrative staff will be reduced.

Mr. Kays spoke of the need to bid out contracts and the transportation contract.

Dr. Kirijan responded that the number of teachers that the board has furloughed is not ninety, it is fifty-one; twenty-eight of those are tenured, twenty-three are non tenured and the way it is being done is all of the non tenured teachers have received letters and some may be called back whether tenured or not. Dr. Kirijan added that the board has been working on looking at the bus contracts and have spoken to the two vendors, have agreed to bid out the contracts moving forward and also asked the financial advisor, PFM, to take a look at the entire transportation program and make some recommendations where we may be able to reduce costs and they are continuing to negotiate with the vendors and the board has been taking proactive moves to try and address that.

Attorney Minora spoke of Article 15 and in the year 2015 the bus runs were reduced by about 12 buses and saved the district a significant amount of money.

Suzanne Furey, 1st grade teacher at Neil Armstrong, asked how is it justified to have a library without a librarian, how is it justified to ask the students to deal with the cuts, changes and the loss of their beloved teachers due to the fiscally, irresponsible decisions that has been going on for years, how is it justified with the student population growing, the learning support population growing, that ten learning support teachers are being cut when the need is for ten more not less.

Ms. Furey also spoke of the music program at the intermediate level and hopes that is not taken away and hopes that the long term consequences are thought about and what is going to attract people to this city without a successful school district.

Nadia Haroun Mahdavi, senior at Scranton High School, spoke of her favorite teacher Ms. Yerke receiving a furlough letter and how sad it is that the school district will be losing one of the most dedicated teachers they have.

Rebekkah Lucas, spoke of Ms. Yerke and Ms. Amari, her violin lessons, the benefits of learning music and how music has personally helped her and how much students need music instruction in their lives.

Ted Anderson, Athletic Director, Scranton High School, expressed dismay about cuts in programs and asked that the board look at other areas to reduce costs.

Dr. Kirijan asked Mr. Anderson to join in the athletic meetings and share his ideas.

Mr. Anderson spoke of Keystone Karma and Backcourt Hoops and the great relationship over the years using the district's gyms and the benefits to those students who cannot afford to play.

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A lengthy discussion took place between Mr. Anderson and Dr. Kirijan regarding the use of the gyms, neither entity is being left out and Dr. Kirijan asked that it not be debated here tonight.

END PUBLIC COMMENT

A motion was made by Director Casey, seconded by Director McAndrew to accept the meeting minutes of November 13, 2017, November 20, 2017, December 4, 2017, December 7, 2017 and December 18, 2017 and passed unanimously on roll call vote.

ATHLETICS AND STADIUM COMMITTEE

The following was submitted by Director Casey.

A-1

It is the recommendation of the Superintendent and the Athletics and Stadium Committee that the following resolution be approved:

WHEREAS, A local Girl's spring/summer AAU Basketball Team-Keystone Karma has requested the use of Scranton High School's Gymnasium for their practices for the 2018 spring/summer season, and

WHEREAS, So that no scheduling conflicts occur, Keystone Karma is to provide a practice schedule to the administration of Scranton High School, and

WHEREAS, Keystone Karma is to provide proof of insurance for liability purposes, and

WHEREAS, Keystone Karma may be subject to a rental fee from the Scranton School District for the use of the gymnasium at Scranton High School, and

NOW, THEREFORE, BE IT RESOLVED Keystone Karma is allowed to use the Scranton High School Gymnasium for practices during the 2018 spring/summer season.

The resolution was seconded by Director Oleski.

ON THE QUESTION:

Director Casey questioned the schedule and use of the gyms. Mr. Robert Gentilezza addressed.

Director Casey made a motion, seconded by Director Oleski to table the resolution until there is an agreement for both parties. The resolution was tabled unanimously on roll call.

BUDGET AND FINANCE

The following was submitted by Director Cognetti.

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B-1

It is the recommendation of the Superintendent and Budget and Finance Committee that the following resolution be considered:

The list of bill payments in accordance with the bill payment approval Policy be approved as per the attached:

February 5, 2018	\$913,996.00
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The resolution was seconded by Directors Casey and passed with eight (8) affirmative and one (1) abstention. Director Schuster abstained due to any perceived conflict of interest due to his employment with Children's Service Center.

ALSO

The following was submitted by Director Cognetti.

B-2

It is the recommendation of the Superintendent and Budget and Finance Committee that the following resolution be considered:

The Exception Bill List as per the bill payment approval policy for the period ended February 5, 2018 be approved as per the attached.

Be it resolved that exception payments in the amount of \$3,320,582.34 have been paid in accordance with the approval payment policy.

December 31, 2017	\$333,878.72
January 12, 2018	\$886,464.47
January 26, 2018	\$1,640,937.75
February 2, 2018	\$459,301.40

Be it resolved that payrolls amounting to \$7,736,022.13 have been paid in accordance with the approval for payment policy.

December 19, 2017	\$2,614,945.43
January 12, 2018	\$2,491,109.90
January 26, 2018	\$2,629,966.80

The resolution was seconded by Director Casey and passed unanimously on roll call.

ALSO

The following was submitted by Director Cognetti.

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B-3

The Budget and Finance Committee and the Superintendent of Schools present the following resolution for your consideration:

Be it resolved that the Delinquent Tax Report for the month of December, 2017 be accepted. A copy of the monthly detail is available for review in the Business Office.

Tax	\$ 173,651.29
Penalty	\$ 14,780.97
Interest	<u>\$ 17,318.48</u>
TOTAL	\$ 205,750.74
Commission	<u>\$ (10,287.65)</u>
NET TO DISTRICT	\$ 195,463.09

The resolution was seconded by Director Casey and passed unanimously on roll call.

ALSO

The following was submitted by Director Cognetti.

B-4

It is the recommendation of the Superintendent and the Budget and Finance Committee that the following resolution is approved:

Be it resolved that the proposed General Operating Budget of the Northeastern Educational Intermediate Unit (NEIU #19) for the 2018-2019 school years be approved.

The resolution was seconded by Director Casey and passed unanimously on roll call.

ON THE QUESTION:

Director Cognetti referred to newspaper articles and the dispute with the CTC executive director's salary and asked if there is anything we should be aware of if an executive director is asking for excessive salary or anything.

Director Casey responded that there has been some discussion though not recently about an extension in the director's contract but nothing has been formalized yet.

ALSO

The following was submitted by Director Cognetti.

B-5

It is the recommendation of the Superintendent and the Budget and Finance Committee that the following resolution be approved:

WHEREAS, in the Pennsylvania Auditor General's Performance Audit Report for fiscal years ending June 30, 2016, 2015, 2014, and 2013, the Scranton School District received nine (9) findings and will submit a corrective action plan in response to the findings.

NOW THEREFORE BE IT RESOLVED the corrective action response to the Auditor General's findings be approved.

At this time Director Cognetti asked Dr. Kirijan to amend a sentence in Finding #9, the sentence reads "The Board of Directors has asked the District to solicit proposals to employ a third-party auditor to perform an audit of the IT Department and its budget. Mrs. Cognetti asked the sentence to read "The Board of Directors has asked the district to have our technical advisor PFM review our inventory controls and optimize the recommendations of the Auditor General. If further study is needed the Board of Directors will follow PFM recommendations on how to proceed.

The resolution was seconded by Director Lesh.

Director Schuster said he thinks the original language is appropriate and the Auditor General has given strong language, thinks the taxpayer would like to see strong language and the original document as it is here is strong language and he would like the board to keep the original language and we've had several presentations from the NEIU to take a look at auditing the special education department and he thinks with this one right here, the Special Education Department was not put in the Auditor General report however the IT Department was and he would like this language to continue.

Director Casey indicated that he would be abstaining from the vote due to his employment with the Auditor General's Office.

Director Schuster asked for a friendly amendment that the original language stays.

Attorney Minora confirmed that a yes vote would be an affirmative to the friendly amendment.

Virginia Orr, Board Secretary asked for clarification whether the vote is for the original language or the friendly amendment.

Director Schuster said he would like to look into if PFM cannot do this the board will look into a third party auditor; he would be in favor of that.

Director McAndrew said he would also be in favor of that.

Director Cognetti now asked if "The Board of Directors has asked the district to have our technical advisor to optimize recommendations of the Auditor General if further study is needed the Board of Directors will employ a third party auditor.

Attorney Minora said there is one amendment on the floor and thinks it should be voted on.

Director Duffy said he would like to follow PFM recommendations to a "T".

Director Lesh expressed he feels this is a very political move and is more for show than anything, the Auditor General has done his audit, he has passed on his recommendations and he thinks it's a total waste of taxpayer money, if PFM coming here assisting with the business department, the special ed department and transportation, now PFM, who is so highly regarded by the state and with the administration right now and originally recommended by the superintendent, he would like to stay with that recommendation and again he doesn't want to spend money twice but he believes if PFM is valued enough to help in other departments he believes they can help in the IT department and let them do their job, let them educate the IT department they way they need to do their inventory.

Director Schuster agreed and he thinks the way it is worded is for PFM to look into it first and if they can't do it we'll look into a third party auditor and said he would change his friendly amendment to reach out to PFM to look into the IT department; if they're unable to do it, we'll look into proposals for third party auditor.

A discussion took place regarding the costs of third party auditors and money already being spent on attorneys.

Director Cagnetti expressed that she thinks the auditor feels there is a lot of money wasted in the IT department with Director Lesh disagreeing.

Director Cagnetti now read the friendly amendment to the letter to read "Finding #9 – The Board of Directors has asked the District to have our technical advisor PFM review our inventory controls and optimize the recommendations of the Auditor General and if further study is needed the Board of Directors will follow PFM recommendations on how to proceed which may include solicitation of a third party auditor."

Director Gilmartin seconded.

Director Lesh again disagreed with the last part.

Upon roll call, the resolution including the friendly amendment passed with seven (7) affirmative, one (1) abstention and one (1) negative vote. Director Casey abstained due to his employment with Auditor General's office. Director Lesh voted in the negative.

ALSO

The following resolution was submitted by Director Cagnetti.

B-6

It is the recommendation of the Superintendent and the Budget and Finance Committee that the following is approved:

Whereas, Act 32 7 505(b) requires bodies of school districts, townships, boroughs and cities to appoint voting delegates and on or more alternate delegates to serve as their Tax Collection Committee (TCC) representatives; and

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Whereas, the Scranton School Board wishes to appoint Pat Laffey as the Primary Delegate; and

Whereas, the Scranton School Board hereby appoints Bill Gaynord as the new First Alternate Delegate; and

Whereas, the Scranton School Board wishes to appoint Tom Schuster as the Second Alternate Delegate; and

Therefore be it resolved that the Scranton School Board hereby appoints Pat Laffey as Primary Delegate, Bill Gaynord as the First Alternate Delegate and Tom Schuster as the Second Alternate Delegate to the TCC and they are hereby authorized to vote on behalf of the SSD.

The resolution was seconded by Director Casey.

ON THE QUESTION:

Director Schuster said that in the past a board member has always been the primary delegate on this committee, correct?

Dr. Kiriyan said that Mr. Gregg Sunday was the primary delegate last year and Mr. Schuster said that no, it was himself who was primary delegate.

Dr. Kiriyan referred to Mr. Pat Laffey.

Mr. Laffey said he is unsure of prior years but Mr. Schuster is correct that he was the primary delegate, Mr. Laffey was the first alternate and Mr. Sunday was the second alternate last year.

Director Schuster asked if there is any opposition in having two board members on this committee and Mr. Laffey said not on his part.

Director Schuster suggested that a board member remain primary and also appoint another board member.

Director Casey made a motion to table the resolution in order to avoid any confusion.

Director Duffy seconded to table and the resolution was tabled with eight (8) affirmative and one (1) negative. Director Lesh voted in the negative.

ALSO

The following was submitted by Director Cognetti.

B-7

The Superintendent of Schools and the Budget and Finance Committee present the following resolution for your consideration:

02/05/2018

Be it Resolved that the audit engagement letter for the 2018, 2019, and 2020 calendar years with Michael A. Barbetti, LLC Certified Public Accountants be approved as per the attached engagement letter.

The resolution was seconded by Director Casey.

ON THE QUESTION:

Director Gilmartin indicated she would be abstaining as she is involved in several organizations with Mr. Barbetti and his wife.

Director Schuster asked Mr. Laffey if this proposal is an extension of the contract which ends around September 28, 2018 and would it be a good idea to put this service out for bid.

Mr. Laffey said yes the current agreement includes audits of the 2017 calendar year which would typically conclude in September of the following year so this would be an extension of our next three audit years and it's a professional service, they have a long history in the district, while providing other services within the district.

Director Casey made a motion to table the resolution seconded by Director McAndrew.

The resolution tabled with eight (8) affirmative and one (1) abstention. Director Gilmartin abstained due to involvement with Barbetti in other organizations.

ALSO

The following resolution was submitted by Director Cognetti.

B-8

The Superintendent and the Budget and Finance Committee present the following resolution for your consideration:

Be it resolved that the Treasurer's Report for the period ending November, 2017 be accepted as follows:

Opening Balance	\$ 20,778,884.96
Monthly Revenue	\$ 6,096,848.73
Transfers and Refunds	<u>-</u>
 TOTAL AVAILABLE	 \$ 26,875,733.69
TOTAL DISBURSEMENTS	<u>\$ 9,253,766.86</u>
BALANCE IN GENERAL ACCOUNT	\$ 17,621,966.83

The resolution was seconded by Director Casey and passed unanimously on roll call.

ALSO

02/05/2018

The following resolution was submitted by Director Cognetti.

B-9

The Superintendent and the Budget and Finance Committee present the following resolution for your consideration:

Be it resolved that the Treasurer's Report for the period ending December, 2017 be accepted as follows:

Opening Balance	\$ 17,621,966.83
Monthly Revenue	\$ 21,567,048.29
Transfers and Refunds	<u>-</u>
 TOTAL AVAILABLE	 \$ 39,189,015.12
TOTAL DISBURSEMENTS	<u>\$ 32,838,210.51</u>
BALANCE IN GENERAL ACCOUNT	\$ 6,350,804.61

The resolution was seconded by Director Casey and passed unanimously on roll call.

TECHNOLOGY COMMITTEE

The following was submitted by Director Lesh.

It is the recommendation of the Superintendent and the Technology Committee that the following resolution be approved:

WHEREAS, the Scranton School District always strives to ensure that it's students and staff have the necessary network capacity to learn without interruption; and

WHEREAS, the cost of commodity internet has decreased dramatically over the years while the demand for capacity has grown just as dramatically; and

WHEREAS the Scranton School District desires a network infrastructure that has built in capacity to grow to meet the demands of a bandwidth hungry future; and

NOW THEREFORE BE IT RESOLVED that the Scranton School Board approve a five year lease agreement with Zito Business for a 10 gigabit internal network as per the attached contract.

The resolution was seconded by Director Oleski and passed unanimously on roll call.

EDUCATION COMMITTEE

The following was submitted by Director Cognetti.

02/05/2018

D-1

It is the recommendation of the Superintendent and the Education Committee that the following resolution be approved:

WHEREAS, a request for approval has been submitted to the Board of School Directors for the following out of state field trips:

West Scranton High School Ski Club	2/9/18-2/11/18	Killington Ski Resort, Vermont
West Scranton High School Spanish Students/Spanish Club	3/16/18	Camden Aquarium-New Jersey
Scranton High School	2/10/18	Sturbridge, MA
Scranton High School	2/17-2/18/18	Midlothian, VA
Scranton High School	3/2-3/3/18	Solon, OH
Scranton High School	3/20-3/25/18	Powhatan, VA

THEREFORE BE IT RESOLVED, the Scranton School Board hereby approves the field trips per the requests previously provided for your review.

The resolution was seconded by Director Casey and passed unanimously on roll call.

ON THE QUESTION:

Director Lesh said that there was a question raised during public comment about an amount of \$30,000 in our budget for field trips and is this part of that?

Dr. Kirijan said the budget line for \$27,000 for field trips has been removed and Ms. Boland is correct that the schools and groups are having their own fundraisers to pay for their trips and the field trips are paid for by the schools own budgets and group fundraisers.

Director Casey asked what it was used for in the past.

Dr. Kirijan said she believes it just carried over.

Director Schuster commended all of the teachers and students for raising the money themselves for these trips.

ALSO

The following was submitted by Director Cognetti.

D-2

It is the recommendation of the Superintendent and the Education Committee that the following resolution be approved:

WHEREAS, due to inclement weather the Scranton School District was closed on January 5 and 17, 2018.

WHEREAS, the state mandates students receive 180 instructional days in the school year.

THEREFORE, be it resolved, the Scranton School Board of Directors approves the following calendar changes:

1. Thursday, March 29, 2018 all students and employees will report to school / work.
2. Tuesday, April 3, 2018 all students and employees will report to school / work.

The resolution was seconded by Director Casey and passed unanimously on roll call.

ALSO

The following was submitted by Director Cagnetti.

D-3

The Superintendent and the Education Committee requests board approval of staff attendance to conferences and meetings for professional development relevant to their specific duties and responsibilities as per the attached.

Board approval is contingent upon the required approval of all supervisors, principals or administration.

Larry Reagan	K-12 Student Assistance Program Training	Archbald, PA -NEIU	\$330.00	12/12-14/2017
Danielle Call	K-12 Student Assistance Program Training	Archbald, PA -NEIU	\$330.00	12/12-14/2017
Dave Genovese	A Focus on Secondary Transition	Harrisburg, PA	\$224.70	1/16/2018 & 3/7/2018
Laurie Burdett	PMEA Chorus Festival	Wallenpaupack SD	\$350.00	1/24-26/2018
Lisa Swartz	A/CAPA	Hershey, PA	\$171.21	11/1-3/2017
Suzanne Shaffer	PA Title I Improving Schools	Pittsburgh, PA	\$841.00	1/28-31/2018
Colleen Leonard	PA Title I Improving Schools	Pittsburgh, PA	\$841.00	1/28-31/2018

The resolution was seconded by Director Casey and passed unanimously on roll call.

ON THE QUESTION:

Director Schuster asked when the teachers go to the presentations do they bring back the knowledge to share with co-workers.

Dr. Kirijan said that a few of the programs are required trainings by the state and the information is shared during staff development days.

ALSO

The following was submitted by Director Cognetti.

D-4

It is the recommendation of the Superintendent and Board of Education that Scranton High School and West High School receive endorsement to apply for a \$25,000 grant from the Scranton Area Foundation to help offset the cost of Advanced Placement examinations for students.

WHEREAS, as Scranton School District students are encourage to participate in high level courses created by the College Board which offers college-level curricula and examinations to high school students.

WHEREAS, colleges and universities may grant placement and course credit to students who obtain high scores on examinations.

WHEREAS, students participating in Advanced Placement courses has the opportunity to take the examinations.

NOW THEREFORE BE IT RESOLVED, approval to submit a joint grant request from Scranton High School and West Scranton High School to the Scranton Area Community Foundation to offset the cost of exams be approved as per the attached.

The resolution was seconded by Director Casey and passed with eight (8) affirmative and one (1) abstention. Director Gilmartin abstained due to her affiliation with Scranton Area Foundation.

ON THE QUESTION:

Mrs. Dixon asked for confirmation that both high schools are included.

Dr. Kirijan confirmed that yes, both high schools are included.

FOOD SERVICES COMMITTEE

The following was submitted by Director McAndrew.

E-1

It is the recommendation of the Superintendent and the Food Services Committee that the following resolution be approved:

WHEREAS, Here for a Reason organization is dedicated to bringing dignity and hope to people in Northeastern Pennsylvania by finding effective and creative solutions to the foundational problems.

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NOW THEREFORE BE IT RESOLVED that the Scranton School Board approves Here for a Reason organization to work with the Scranton School District to provide meals for the children who are at risk of food insecurity.

The resolution was seconded by Director Schuster and passed unanimously on roll call.

ON THE QUESTION:

Director Lesh asked Director McAndrew to elaborate on the program.

Director McAndrew explained that the non-profit organization reached out to him offering to distribute 10,000 ready-to-eat meals throughout the district based on need and he is very excited to have an organization approach the district and give 10,000 meals and not ask for a dime in return.

Director Lesh said he never heard of ready to eat meals and Director McAndrew explained they are a packaged, dry product of bean and rice, prepared with water for the student to take home.

Director Lesh said he would like for them to come to the district to give presentation.

Director McAndrew said they were present at the last work session and they prepared all of the meals at Scranton High School.

Director Oleski said that it is a great program for the community and she will be honored to vote in favor of the program.

INTERGOVERNMENTAL COMMITTEE

The following was submitted by Director Duffy.

G-1

It is the recommendation of the Superintendent and Intergovernmental Committee that the following is approved:

BE IT RESOLVED, the Scranton School Board of Directors hereby designates Robert Casey as the representative to the NEIU #19 beginning July 1, 2018 through June 30, 2021.

The resolution was seconded by Director Schuster and passed unanimously on roll call.

Director Casey thanked fellow board members.

LABOR RELATIONS COMMITTEE

The following was submitted by Director Schuster.

02/05/2018

H-1

It is the recommendation of the Superintendent and the Labor Relations Committee that the following is approved:

WHEREAS, the 32 BJ Local 1201 filed a grievance in the matter of JC; and

WHEREAS, the grievance was heard by the Labor Relations Committee and both sides had the opportunity to present evidence and make arguments on the issues presented; and

THEREFORE, after deliberating on the same the grievance is hereby denied.

The resolution was seconded by Director Casey and passed with seven (7) affirmative and two (2) negative votes. The negative votes were cast by Directors McAndrew and Schuster.

ALSO

The following was submitted by Director Schuster.

H-2

It is the recommendation of the Superintendent and Labor Relations Committee that the following resolution be approved:

WHEREAS, John Audi, Esquire, from the law firm of Sweet, Stevens, Katz and Williams, be appointed "Special Labor Relations Counsel" to assist in suspension of employees. This appointment is retroactive to January 2nd, 2018. Fees are as per the attached Fee Schedule.

NOW, THEREFORE, BE IT RESOLVED, the Scranton School Board hereby approves this resolution.

The resolution was seconded by Director Casey.

ON THE QUESTION:

Director Cognetti addressed public concern regarding the hiring of Attorney Audi indicating that this is a special circumstance and timeline and as soon as the special circumstances are resolved, moving forward any future need for Special Labor Counsel Services will be bid out.

Director Lesh made a motion to table the resolution. Director Casey seconded.

The motion to table failed with eight (8) negative and one (1) affirmative. Negative votes were cast by Directors Casey, Cognetti, Duffy, Gilmartin, McAndrew, Oleski, Schuster and Dixon.

Director Lesh would like to know how the board could move ahead without bidding this out when there is no scope of the work or the hours and it could possibly exceed the \$10,000 threshold.

Solicitor Minora said it is for professional services.

Director Lesh said he understands that but as a professional service that could go beyond the \$10,000 threshold.

Solicitor Minora said that under the state code professional services don't have to be bid for precisely the reason needed like a specialized service such as this.

Director Lesh asked if anybody who sits on the board can bring anybody they want on their own personal recommendation and work is already being done.

Solicitor Minora said it has to be approved which is being done now and it happens occasionally as it does with teachers hired and are paid retroactively.

The resolution then passed with eight (8) affirmative and one (1) negative vote. The negative vote was cast by Director Lesh.

POLICY COMMITTEE

The following was submitted by Director Gilmartin.

I-1

It is the recommendation of the Superintendent and the Policy Committee that the following resolution be approved:

WHEREAS, the following policies (302-808) have been *revised* by the Pennsylvania School Board Association (PSBA), and

POLICY NUMBER	POLICY REVISIONS
Policy 302	Employment of Superintendent/ Assistant Superintendent
Policy 808	Food Services

WHEREAS, the following policy-831 has been *implemented* by the Scranton School District Policy Committee, and

POLICY NUMBER	NEW POLICIES
Policy 831	Change Orders

WHEREAS, the following policy 916 has been *revised* by the recommendation of the Pennsylvania Department of Health, and

POLICY NUMBER	POLICY REVISIONS
Policy 916	Volunteers

NOW THEREFORE BE IT RESOLVED that the Scranton School Board hereby approves Policy Numbers 302 & 808(recommended by the Pennsylvania School Boards Association (PSBA), 831(recommended by the Scranton School District Policy Committee) and 916 (recommendation of the Pennsylvania Department of Health).

The resolution was seconded by Director Casey and passed unanimously on roll call vote.

ON THE QUESTION:

Director Schuster asked if Policy 831 for Change Orders was submitted to PSBA.

Mr. Bert Gentilezza consulted with PSBA and it is a policy that he researched and found similar change order policies throughout the state to implement in our district.

Director Schuster asked the superintendent what is the threshold for change orders.

Director Gilmartin answered \$5,000 and read from the policy “The superintendent is authorized to approve and execute any project change order recommended by the district appointed architect so the project may proceed without expensive delay, which will decrease the project amount or which will increase the project contract amount by \$5,000 or less” and “change orders may be minimized and used appropriately for unforeseen conditions that occur during construction and modernization projects, all change orders approved under the authority of the superintendent shall be provided, in detail, to the Board of Education at or prior to the next regularly scheduled board meeting and collections from other responsible parties shall be pursued when the cost of change orders result partially or fully from the errors, omissions or negligence of consultants, contractors, or suppliers”.

ALSO

The following was submitted by Director Gilmartin.

I-2

It is the recommendation of the Superintendent and the Policy Committee that the following resolution be approved:

WHEREAS, the following policies (612 & 616) have been *revised* by the Assistant Business Manager, and

POLICY NUMBER	POLICY REVISIONS
Policy 612	Purchases Not Budgeted
Policy 616	Payment of Bills

NOW THEREFORE BE IT RESOLVED that the Scranton School Board hereby approves *revisions* to Policy Numbers 612 and 616 as recommended by the Assistant Business Manager.

02/05/2018

The resolution was seconded by Director Casey and passed unanimously on roll call.

ON THE QUESTION:

Director Lesh asked for an explanation of the revised policies by the Assistant Business Manager.

Dr. Kirijan asked Mr. Pat Laffey to explain.

Mr. Laffey explained that there's actually no revision to the language in Policy 612; it's an attachment, a form that we utilize if a department chair, supervisor or principal would like to transfer money from one account code to another and Policy 616 is a policy already in place and the only modification is an addition in the bill packet that the board receives that will have the balance of each budget code.

ALSO

The following was submitted by Director Gilmartin.

I-3

It is the recommendation of the Superintendent and the Policy Committee that the following Principles for Government and Leadership will be promulgated:

WHEREAS, the Scranton School District agrees to advocate honestly to promote public education as a keystone of democracy to engage in the community by seeking input, building support networks and generating action.

Further, to champion public education by engaging members of local, state and federal legislative bodies and,

WHEREAS, the Scranton School District wishes to lead responsibly by preparing for, attending and actively participating in board meetings.

Further, working together in a spirit of harmony, respecting cooperation and to participate in professional development, training, board retreats and collaborating with the superintendent, as the team of ten; and

WHEREAS, the Scranton School District agrees to govern effectively by adhering to an established set of rules and procedures for board operations to develop, adopt, revise and review policy and align decisions to policy.

Further, to differentiate between governance and management, delegating management tasks to administration, allocating finances and resources and insuring compliance with local, state and federal laws; and

WHEREAS, the School Board agrees to plan thoughtfully, adopt and implement a collaborative comprehensive planning process, including regular reviews and annual goals that align with the comprehensive plan.

Further, to develop a financial plan that anticipates both short and long term needs and to formulate a master facility plan conducive to teaching and learning; and

WHEREAS, the Scranton School Board wishes to evaluate, consult and utilize appropriate data to make informed decisions, use effective practices for the evaluation of the superintendent, assess student growth and achievement and review effectiveness of the comprehensive plan; and

WHEREAS, the Scranton School Board wishes to communicate clearly, promote open, honest and respectful dialogue among the board, staff and community, encourage input and support for the school district from the community, protect confidentiality and honor the sanctity of executive session; and

WHEREAS, the School Board wishes to act ethically, never use the position to improperly benefit themselves or others; act to avoid actual or perceived conflicts of interests; recognize the absence of authority outside of the collective board; respect the rule, authority and input of the superintendent; balance the responsibility to provide educational programs with being stewards of community resources and abide by the majority decision.

The resolution was seconded by Director Casey and passed with eight (8) affirmative and one (1) negative vote. Director Lesh cast the negative vote.

ON THE QUESTION:

Director Lesh said he will be voting no because each one of the board members are administered an oath and sworn to uphold the laws of the Commonwealth and while he agrees with certain things there are also certain things he doesn't agree with.

Director Schuster asked if this is usually included in the Book of Rules.

Director Gilmartin said it is and it is also adopted Policy 011.

Solicitor Minora said it's a reaffirmation.

Director Casey agreed it has always been part of the Book of Rules.

Director Lesh asked why they are voting on something that is already in the Book of Rules.

Director Casey said just to reaffirm and Director Lesh expressed he felt it is a "dog and pony show".

ALSO

The following was submitted by Director Gilmartin.

I-4

02/05/2018

It is the recommendation of the Superintendent and the Policy Committee that the following resolution be approved:

WHEREAS, a new “Development committee” be created and,

WHEREAS, the purpose of the “Development Committee” is to seek funds either private or public through grants, government funding, collaborating with entities either public or private, and/or other lawful funding of any nature, to be utilized for educational purposes in the School District;

THEREFORE BE IT RESOLVED, the Scranton School Board hereby approves the request for a Development Committee.

The resolution was seconded by Director Casey and passed unanimously on roll call.

ON THE QUESTION:

Director Cagnetti reiterated that the Development Committee was formed as way to bring ideas together like those of Ms. Judy Kilmer’s idea of sponsoring lockers and this is an opportunity to get this information to the public and share with other schools.

PERSONNEL COMMITTEE

The following was submitted by Director Casey.

J-1

It is the recommendation of the Superintendent and the Personnel Committee that the attached list of Appointments, Assignments, Retirements, Resignations and Leaves of Absences is approved:

Appointments are effective upon receipts of proper criminal records, immigration and medical and child abuse reports.

Salaries are in accordance with the Collective Bargaining Agreements.

Rescind Long Term Assignment:

Jacqueline Sparacino	Teacher (Gr. 4)	ITE	9/1/17-12/17/17
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Recommendations for Assignment-Professional

Jacqueline Sparacino	Permanent Sub	ITE(Gr. 4)	2017/2018 school year
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Resignations-Professional

Thomas Wheeler	Chemistry	SHS	3/14/2018
Mike Marichak	Football Coach	SHS	1/3/2018
Megan Donaldson	Teacher (Spec. Ed)	Sumner	TBD

Resignations-Non-Certified

Brenda Zimmer	Paraprofessional	ECA	1/5/2018
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Appointments-Non Professional

Catherine Durkin	Confidential Secretary	Human Resources	2/6/18	\$33,201.90
Jacqueline Foley	LPN	TBD	TBD	CBA

Leave of Absence-Professional

Hollie Ann Musgrove	Teacher (Autistic)	Adams	2/12/18-3/5/18 FMLA
Shaina McDermott	Teacher	Bancroft	Extension of Sabbatical 1/30/18-6/15/18

The resolution was seconded by Director Oleski and passed with eight (8) affirmative and one (1) negative vote. The negative vote was cast by Director Lesh.

ON THE QUESTION:

Director Lesh asked if these are all new positions.

Mr. Gaynord responded that the position for the non-professional appointments is replacing a retired confidential secretary as well as the LPN position is replacing an open position.

ALSO

The following was submitted by Director Casey.

J-2

It is the recommendation of the Superintendent and the Personnel Committee that the following resolution be approved:

WHEREAS, on August 29, 2017, the Chief of Special Education and Student Support Services retired from the district; and

WHEREAS, a suitable candidate to fill the position was not available after several searches; and

WHEREAS, in a subsequent search, a suitable candidate was identified and recommended to the Board for hire; and

WHEREAS, the Board transitioned in December 2017 and has not yet acted on the recommendation; and

WHEREAS, to insure the integrity of the Special Education Program and coordination of services to Special Education students the former Chief of Special Education and Student Support Services will continue to assist the District for a daily rate not to include any contributions to PSERS or health care benefits; and

WHEREAS, the Board authorizes the payment of the daily rate for services rendered from the date of retirement until Board action is take on the recommended candidate; and

THEREFORE BE IT RESOLVED, the Board by this resolution and in the best interest of students does hereby continue this temporary agreement and as it awaits further direction from the Pennsylvania Department of Education as to how best the Special Education Department should be staffed.

The resolution was seconded by Director Oleski.

ON THE QUESTION:

Director Lesh made a motion for a friendly amendment of a reduction in the daily rate from \$440.00/per diem to a lesser rate, seconded by Director Duffy and the motion passed for a friendly amendment to agree on a reduction in the daily rate.

BUILDINGS AND GROUNDS COMMITTEE

The following was submitted by Director McAndrew.

M-1

It is the recommendation of the Superintendent and the Buildings and Grounds Committee that the following resolution be approved:

WHEREAS, the Scranton School District Board policy requires students go to their home schools. Students will be grandfathered in for certain grades and,

WHEREAS, new incoming students will go to their home schools. Exceptions will be made under extenuating circumstances.

NO THEREFORE BE IT RESOLVED that the Scranton School Board of Directors approves the Demographic Study.

The resolution was seconded by Director Casey and passed unanimously on roll call vote.

ALSO

The following was submitted by Director McAndrew.

M-2

It is the recommendation of the Superintendent and the Buildings and Grounds Committee that the following resolution be approved:

NOW THEREFORE BE IT RESOLVED the Facility and Grounds department may seek proposals, by use of RFP, to lease billboards located on School District property.

The resolution was seconded by Director Casey and passed unanimously on roll call.

SPECIAL EDUCATION COMMITTEE

The following was submitted by Director Schuster.

N-1

It is the recommendation of the Superintendent and the Special Education Committee that the following resolution be approved:

WHEREAS, as recommended and reviewed by the Special Education attorney, the Scranton School District will implement a Special Education Procedure Handbook to provide guidance to teachers and principals, as a part of the corrective action plan to improve service to students and to decrease Special Education litigations and as a part of Special Education litigation.

NOW, THEREFORE, BE IT RESOLVED, that the Scranton School Board approve this resolution to implement and train personnel on the procedures contained in the Special Education Procedure Handbook.

Director Casey made a motion, seconded by Director Schuster to table the resolution and the motion passed unanimously on roll call to table the resolution.

ALSO

The following was submitted by Director Schuster.

N-2

The Superintendent and Special Education Committee hereby recommend the following resolution for your consideration:

02/05/2018

WHEREAS, the School District of the City of Scranton is subject of administration proceedings and civil suits, wherein the appropriateness of the student's special education program has been challenged or suits have been filed in EJ-ODR#20089-17-18; and

WHEREAS the parties have reached a settlement agreement in this matter upon the terms and conditions previously provided for your consideration; and

THEREFORE BE IT RESOLVED that the settlements as attached hereto, be approved upon the terms and conditions as described and the Superintendent or Directors of Special Education are hereby authorized to execute any and all documents necessary to consummate the matter.

The resolution was seconded by Director Casey and passed unanimously on roll call.

There being no further business a motion to adjourn was made by Director Oleski, seconded by Director Casey and the meeting adjourned at 10:26PM.

By: _____
Secretary