

SCRANTON, PENNSYLVANIA

The Scranton School Board of Directors held a regular board meeting on Monday, February 1, 2016 at 7:00pm prevailing time at Scranton High School, 63 Munchak Way, Scranton, PA.

President Sheridan called the meeting to order at 7:15pm with a Pledge of Allegiance to the Flag.

Roll Call: By the Secretary.

Present: Directors Casey, Douaihy, Duffy, Lesh, McAndrew, Oleski, Schuster, Timlin and President Sheridan.

Absent: All Present.

A motion to accept the meeting minutes of December 21, 2015 was made by Director Oleski, seconded by Director Douaihy and passed unanimously on roll call vote.

Communications to the Board

Solicitor Minora announced an executive session was held on Monday, January 25, 2016 and this evening to discuss Personnel, Litigation, Labor Relations and Real Estate.

Public Relations

The following was submitted by Director McAndrew.

It is the recommendation of the Public Relations Committee that the following resolution be approved:

WHEREAS, The School Resource Officers of the Scranton Police Department stand watch over the students, faculty, administrators, and staff of the Scranton School District, selflessly risking their lives; and

WHEREAS, the men and women of the School Resource Officer Program provide a vital public service and enhance the quality of life through the fulfillment of their mission to serve and to protect; and

WHEREAS, it is important that all stakeholders recognize the duties, responsibilities, hazards, and sacrifices the Scranton Police Department's School Resource Officers make on the district's behalf; and

WHEREAS, January 9, 2016 was designated "Law Enforcement Appreciation Day" in Pennsylvania; and

NOW, THEREFORE, BE IT RESOLVED, that on behalf of the entire school district community, the Board of Education of the Scranton School District extends its appreciation and publicly salutes the service of the members of the Scranton Police Department's School Resource Officer Program.

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

Report from Student Representatives

Students from South Scranton Intermediate updated the board on current and past athletic, academic and arts events.

Kaitlyn Persuad informed the board of various clubs available to students including the Newspaper Club, Literary Magazine and the Yearbook Club; all staffed by students as well as cooking and craft clubs which meet five times per year respectively and are seasonal and holiday based. Ms. Persuad also touched on the Music Department and the annual Christmas and Spring concerts.

Ms. Peruad announced there were nine winners in the Annual Reflections Contest and twelve winners in the Black History Essay Contest.

Ms. Peruad spoke of Student Council as well as representatives from each homeroom that act as the governing body of the school and organize donations such as The Giving Tree and the Toy Drive during the holiday season and volunteers for Feed a Friend events and participate in activities at senior centers.

Ms. Audrey Phillips thanked the board for the opportunity to share numerous achievements at South Intermediate.

Ms. Phillips noted the Boys Basketball and Junior Varsity Cross Country wrapped up their seasons in November and the Spartans Cross Country placed 2nd in the Triple A Division and the boys record is 12 wins, 5 losses and the girls record is 13 wins and 4 losses and students are looking forward to the upcoming track, softball and baseball seasons as well as the Physical Fitness Competition against Northeast Intermediate, West Intermediate and Dunmore.

Ms. Phillips announced there are sixty 8th grade students eligible for induction in the National Honor Society and in addition to sustaining their grade point average they need to complete ten hours of community service. The Community Service Club collaborated with Lackawanna Junior College to help supply back packs to South Intermediate and volunteers helped with Matthew's Mission, Breakfast with Santa, created get well cards for an injured student and will be participating in a Spring Clean Up of South Side Scranton.

Ms. Phillips concluded by thanking the students and administration of South Intermediate adding they are proud of their rank of 12th overall in the entire state of Pennsylvania out of 216 schools with similar demographics for academic growth.

Superintendent's Report

Dr. Alexis Kirijan announced that kindergarten registration begins tomorrow, February 2, 2016 will continue through March 23, 2016 and to check the website for more details.

Dr. Kirijan also announced that the district has received a Safe Schools grant of \$21,000 and will be used to enhance school safety for students and staff. Dr. Kirijan thanked Mrs. Anne Salerno for spearheading this project.

Report from PTA

No Report.

Public Comment

Terry Cavenas from the Include Me Program which promotes inclusive education to students with disabilities thanked and presented the board with a plaque and a lithograph created by the students.

Gerard Hetman, Lackawanna County Community Relations updated the board on upcoming and recent events in Lackawanna County.

Former Mayor Dave Wenzel, representing Scranton Tomorrow and planning the city's 150th Year and asked the board for their support to plant 150 trees in the city to represent 150 years as a city and his hope is to have a tree planted at every school facility in the city.

Rosemary Boland, SFT President, shared some kind words of Mr. Dave Wenzel, addressed the need of librarians, speech therapist and psychologist. Ms. Boland also commented on the salaries in December and payroll in the coming months.

Ms. Boland also addressed SFT members taken out of classrooms as Vice Principals when the board never appointed.

Nick Semon, resident and taxpayer expressed his outrage at the astronomical costs of the recent bond issue.

Solicitor John Minora addressed.

A motion to accept the consent agenda was made by Director Casey, seconded by Director Lesh and passed unanimously on roll call vote.

The Consent Agenda included the following:

A-1

It is the recommendation of the Athletics & Stadium Committee that the following resolution is approved:

WHEREAS, a request for approval (as attached) has been submitted to the Board of School Directors for the West Scranton High School Varsity Baseball team to take a scrimmage trip to Atlantic City, NJ on March 18-19, 2016 and;

WHEREAS, Mr. George Roskos requests this trip due to a more temperate climate that will benefit the team and help prepare them for the regular season by practicing and /or scrimmaging outdoors and;

THEREFORE BE IT RESOLVED, the Scranton School Board hereby approves the request, as per the attached request.

ALSO

B-1

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

February 1, 2016	\$214,841.91
February 1, 2016	\$453,609.76

ALSO

B-2

The Exception Bill List as per the bill payment approval policy for the period ended February 1, 2016 be approved as per the attached.

Be it resolved that exception payments in the amount of \$8,485,599.79 have been paid in accordance with the approval payment policy.

December 31, 2015	\$1,181,463.13
January 15, 2016	\$3,847,490.54
January 29, 2016	\$3,456,646.12

Be it resolved that payrolls amounting to \$8,583,939.26 have been paid in accordance with the approval for payment policy.

January 1, 2016	\$2,612,129.10
January 15, 2016	\$3,311,006.43
January 29, 2016	\$2,660,803.73

ALSO

B-3

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

Whereas, the Scranton School Board wishes to appoint Bob Lesh as the Primary Delegate, and

Whereas, The Scranton School Board hereby appoints Gregg Sunday as the new First Alternate Delegate, and

Whereas, the Scranton School Board wishes to appoint Pat Laffey as the Second Alternate Delegate, and

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

ALSO

B-4

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

WHEREAS, In accordance with the Real Estate Tax Law any property not sold at Judicial Sale shall be listed in a Repository of Unsold Properties to be placed for bid and if sold will return to a tax paying status with the Tax Claim Bureau. The following properties have been sold and will net the district **\$13,250.00.**

Nuri Mohamed	426 20 th Ave.	Map No: 14420 010 017	\$3,250.00
Abington Dev. Group	PA Turnpike	Map No: 12303 010 003	\$5,000.00
Abington Dev. Group	Griffin Farm Tract	Map No: 12204 010 005	\$5,000.00

THEREFORE BE IT RESOLVED, that the School District of the City of Scranton does hereby approve the above referenced properties for a repository sale pursuant to the real estate tax sale law and section 627 of said act. This resolution is subject to the approval of other taxing bodies.

ALSO

B-5

Be it resolved that the Delinquent Tax Report for the month of December 2015 be accepted. A copy of the monthly detail is available for review in the Business Office.

Tax	\$278,624.63
Penalty	\$ 11,733.84
Interest	<u>\$ 19,314.91</u>
TOTAL	\$309,673.38
Commission	<u>\$(15,483.70)</u>
NET TO DISTRICT	\$294,189.68

ALSO

B-6

Be it resolved that the Treasurer's Report for the month ending September 30, 2015 be accepted as follows:

Opening Balance	\$7,910,421.35
Monthly Revenue	\$4,850,535.93
Transfers and Refunds	<u> - </u>
TOTAL AVAILABLE	\$12,760,957.28
TOTAL DISBURSEMENTS	<u>\$ 7,796,953.71</u>
	\$ 4,964,003.57

ALSO

B-7

Be it resolved that the Treasurer's Report for the month ending October 31, 2015 be accepted as follows:

Opening Balance	\$4,964,003.57
Monthly Revenue	\$3,161,164.74
Transfers and Refunds	<u>\$ 119,724.12</u>
 TOTAL AVAILABLE	 \$ 8,244,892.43
TOTAL DISBURSEMENTS	<u>\$ 3,267,725.39</u>
	\$ 4,977,167.04

ALSO

B-8

Be it resolved that the Treasurer's Report for the month ending November 30, 2015 be accepted as follows:

Opening Balance	\$4,977,167.04
Monthly Revenue	\$2,597,271.10
Transfers and Refunds	<u>\$5,570,797.74</u>
 TOTAL AVAILABLE	 \$13,145,235.88
TOTAL DISBURSEMENTS	<u>\$ 7,834,178.52</u>
	\$ 5,311,057.36

ALSO

D-1

It is the recommendation of the Education Committee that the following Resolution be adopted:

WHEREAS, this Committee was duly authorized to conduct expulsion hearings in the matter of Expulsion No. 59 , No. 60 , No. 61 and No. 62 of 2015 and No. 1 and No. 2 of 2016 and;

WHEREAS, the Committee after due notice to the students of the charges alleged and after affording the students the opportunity to challenge the same at time of informal hearings, as well as a full hearings;

DOES HEREBY RECOMMEND that the students be expelled as set forth in the report previously presented for your consideration.

THEREFORE, BE IT RESOLVED, the students identified in this resolution as Expulsion No. 59 , No. 60 No. 61 and No. 62 of 2015 and No. 1 and No. 2 of 2016 be expelled upon the terms and conditions as set forth in the report mentioned above.

ALSO

D-2

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.

Mary Lynn Osborne	Nurse In-Servce Epi Pen	NEIU	\$25.00	10/1/2015
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Jessica Burns	Understanding Adoption Issues/Trauma	Radisson	\$15.00	11/20/2015
Keith Galinsky	PaTTAN PDE Poster Session	PaTTAN, Harrisburg	\$95.00	2/10/2016
Elizabeth Rudolfi	PaTTAN PDE Poster Session	PaTTAN, Harrisburg	\$95.00	2/10/2016
Kelsey Renzi	PaTTAN PDE Poster Session	PaTTAN, Harrisburg	\$95.00	2/10/2016
Bill Gaynord	PASPA Annual Conference	Harrisburg	\$695.00	2/24-2/26/2016

President Sheridan now moved to the Non-Consent Agenda Items.

Labor Relations Committee

Director Schuster presented the following.

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

WHEREAS, the SEIU 32BJ Local 1201 filed a grievance of a Contract Violation of the following:

*Citing but not limited to: Article 21 Wages, Article 12 Overtime
Issue of unfair reduction of wages due to 27 pay periods in 2016, 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;

THEREFORE, after deliberating on the same the grievance is hereby ***Granted*** as the board finds they are hourly workers.

Director Schuster made a motion for a friendly amendment to include this is not precedent setting.

Director Casey seconded and the resolution including the friendly amendment passed unanimously on roll call vote.

Policy Committee

The following resolution was submitted by Director Timlin.

It is the recommendation of the Policy Committee that the Rules for the Board of School Directors be adopted as per the attached.

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

Personnel Committee

The following resolution was submitted by Director Duffy.

RECOMMENDATION FOR PERMANENT/ LONG TERM SUBSTITUTE ASSIGNMENTS - CERTIFIED

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION/GRADE</u>	<u>EFFECTIVE DATE</u>
Stephanie VanDeusen	Science	WSHS	11/20/2015 - FN

Kimberly Budney	Pre-K	Sumner	11/10/2015 - FN
Brionna Chesik	Special Education	Willard	11/23/2015 - FN
Carole Curran	Guidance	SHS	11/16/2015 - FN
Natalie Czyzyk	Grade 3	John Adams	11/9/2015 - FN
Joseph Watral	Social Studies	SHS	12/8/2015 - FN
Matthew DeVivo	Speech	Isaac Tripp	1/27/2016 - 6/17/2016

RECOMMENDATION FOR COACHING APPOINTMENTS

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION/GRADE</u>	<u>EFFECTIVE DATE</u>
Edward Dougher	Head Varsity Girls Soft Ball Coach	WSHS	TBD
Ronald Simpson	Assistant Varsity Boys Baseball Coach	WSHS	TBD

RECOMMENDATIONS FOR APPOINTMENTS - NON CERTIFIED

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>EFFECTIVE DATE</u>
Paula May	Hall Monitor	SHS	TBD
Debra Cumaci	Clerk 205	Isaac Tripp	TBD
Joshua Dainty	Behavioral Tech	Monticello	TBD

LEAVE OF ABSENCE

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>EFFECTIVE DATES/ WITH OR WITHOUT PAY</u>
M. Irene Rose	Special Education	SHS	Sabbatical - ROH 2/8/16 - 6/17/16
Christina Nasser-Thomas	Guidance	SHS	FMLA 2/5/16 - 3/29/16

Resignations - Non-Certified

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>EFFECTIVE DATE</u>
Bernice McAndrew	Paraprofessional	Title 1 Math	12/31/2015
Michael Langan	Book Clerk	Northeast Intermediate	2/1/2016
Matthew Finnerty	Maintenance	Stadium	2/1/2016

LEAVE OF ABSENCE - Non-Professional

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>EFFECTIVE DATES/ WITH OR WITHOUT PAY</u>
Benita Trently	Paraprofessional	Isaac Tripp	FMLA 2/12/2016 - FN

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

ALSO

The following resolution was submitted by Director Duffy.

It is the recommendation of the Superintendent that the following is approved:

To adopt the Scranton School District Organizational Chart as per the attached.

The resolution was seconded by Director Lesh.

ON THE QUESTION:

Director McAndrew indicated that while he understands the importance of the chart for the superintendent's strategic plan he will be voting no because he does not agree with the solicitor and board secretary reporting to the superintendent.

Directors Casey and Schuster echoed they will be voting against the resolution for the same reason.

Director Lesh addressed the question indicating that the solicitor serves at the pleasure of the board, is appointed by the board but the solicitor must conduct business with the superintendent so he must report to someone.

President Sheridan agrees that the solicitor reports to the board but he must work with the superintendent on a daily basis.

The resolution passed with five (5) affirmative and four (4) negative votes. The negative votes were cast by Directors Casey, McAndrew, Schuster and Timlin.

ALSO

Director Duffy submitted the following resolution.

J-3

The Personnel Committee presents the following resolution for your consideration:

Be it resolved that due to financial considerations, the Scranton School District is, hereby, implementing a hiring freeze for non-essential positions. The Board will consider candidates for those positions recommended by administration and those contractually obligated.

This resolution shall remain in effect until future Board action to repeal.

The resolution was seconded by Director Casey and failed with (6) six negative and (3) affirmative votes. The negative votes were cast by Directors Douaihy, Duffy, Lesh, Oleski, Timlin and Sheridan,

ON THE QUESTION:

Director Duffy indicated he will be voting against this hiring freeze as he will never hire somebody who is non-essential especially because of the financial situation the district is in however when it comes to the

safety of the students or things that we cannot predict to happen he does not want to have to argue over what is essential and what is non-essential.

Director Lesh commented that he also will be voting no-this was put out as non-essential positions and he believes no employee in this district is non-essential from the person who scrubs the floors to the person that teaches the children to the person that runs this district-they're all essential.

Buildings and Grounds Committee

The following resolution was submitted by Director Lesh.

M-1

The Buildings and Grounds Committee presents the following resolution for your consideration:

BE IT RESOLVED that Constellation New Energy, Inc. be named as our Energy Services Company, to perform Energy Audits in all of our buildings, in order to provide money saving recommendations throughout the district.

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

ON THE QUESTION:

Director Douaihy commented that this is the first phase of the district entering into a large ESCO (Energy Services Company) program that he believes can be an enormous savings to the district as well as give us an opportunity to revisit to upgrade the heating and air conditioning systems throughout all of the facilities and the guaranteed savings are what pays for the program, it doesn't cost us a dime.

President Sheridan agreed it will also relieve a lot of the money in capital budget to get a lot of major projects done to update the schools.

Director Casey questioned if there would be an engineer on the project?

President Sheridan answered yes – the district engineer.

Director Casey asked the rate in which the district will be billed by Mr. Peters.

Mr. Jeff Brazil responded that we're not at that point yet this is just to start looking at the project.

Director Casey again asked if Mr. Peters has a set rate for projects like this.

Mr. Brazil said it depends on the scope of the project and he can ask him.

ALSO

The following resolution was submitted by Director Lesh.

M-2

The Buildings and Grounds Committee presents the following resolution for your consideration:

BE IT RESOLVED that Pennsylvania Correctional Industries be named to Reupholster and Refinish the auditorium seats and backs at Northeast Intermediate School. This includes disassembly and installation, at a cost of \$139,596.25. The breakdown is as follows, 905 units at a price of \$154.25 per unit. The PA State Contract Number is 170194.

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

ON THE QUESTION:

Director McAndrew expressed that they received this tonight and he wished this was something discussed at a work session, he understands the seats are in need of repair but he knows there is a lot of desks at West Scranton that are in need of repair or replacement and students spend more time sitting at a desk than in an auditorium seat. He added he is not voting against it but thinks there should have been more discussion at a work session.

President Sheridan said that it was brought to his attention today and agrees that if there is something at West Scranton that needs attention then we need to look at it but these seats are in deplorable condition.

Mr. Jeff Brazil added that he and Principal Rob Butka have been working on this for over a year and a half ago and a meeting was scheduled for last week but a snow storm prevented the company from attending.

Mr. Rob Butka spoke up for the safety, health and welfare of the students and probably twenty-five injuries this is no longer a wish list item it is a need. Mr. Jeff Brazil agreed that it is in dire need of repair adding that the seats are original to the building in 1938, the auditorium is a gem and compares to the former North Scranton Junior High School and should be brought back to its original luster.

A discussion now took place regarding a timeline and completion of the project.

Director Schuster also expressed he wished there had been more discussion and would have liked to see other estimates.

Mr. Butka responded that he has been researching the repair and the costs have been close to \$400,000.00 and he would applaud if anyone can find someone to even come within \$50,000.00 of the cost presented this evening.

Special Education Committee

Director Oleski presented the following resolution:

The Special Education Committee hereby recommends the following resolution for your Consideration;

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 ODR No. 17156-1516CH and;

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

THEREFORE BE IT RESOLVED, that the settlement as indicated above, 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 Lesh and passed unanimously on roll call vote.

NEW BUSINESS:

Director Douaihy announced there will be a Mock Trial Competition tomorrow evening at 6:00pm at the Nealon Federal Building and wished all Scranton School District students good luck.

Director Casey requested a Transportation Committee meeting and Director Oleski requested a Special Education Committee meeting. It was agreed that since Director Douaihy is having an Education Committee meeting we will hold all three meetings the same night.

PRESIDENT'S REPORT

President Sheridan thanked and congratulated the board, administrators, unions and employees for coming together to keep the district moving forward the last few months without a budget.

A motion to adjourn was made by Director Douaihy, seconded by Director Oleski and the meeting adjourned at 8:31pm.

BY: _____