

SCRANTON, PENNSYLVANIA

The Scranton School Board of Directors held a regular board meeting on Monday, November 9, 2015 at 7:00pm prevailing time in the auditorium of Scranton High School, 63 Munchak Way, Scranton, PA.

President Douaihy called the meeting to order at 7:09pm with a Pledge of Allegiance to the Flag.

Roll Call: By the Secretary.

Present: Directors Casey, Donahue, Duffy, Martinelli, McAndrew, Oleski, Ruane, Sheridan and President Douaihy.

Absent: All Present.

Public Comment

Mr. Chris Hughes, parent and taxpayer, addressed the board again regarding the lack of a crossing guard at Luzerne St. and Main Ave.

Kevin Kays, SFT, reminded the board there are twelve outstanding grievances.

Solicitor Minora addressed they will be resolved.

At this time the Scranton School Board commended the following for their care and attention to the student from South Intermediate School struck by a hit and run driver last week and thanked them for being the best model example of a good Samaritan.

Julie Maloney
Michael Coleman

Lisa Regan
Melissa McTiernan

Superintendent's Remarks

Dr. Alexis Kirijan remarked on the following:

- Thanked the teachers and administrators recognized this evening and all employees for what they do every day for the students.
- Extended gratitude to all Veterans.
- Congratulated all students who participated in fall sports, fine arts and academic programs.
- Upcoming Bell Game on November 13, 2015 at 7:00pm between Scranton High and West Scranton High.
- Safety assessments are being conducted in our buildings by the Scranton Police Department and making suggested improvements to update safety plans.
- PDE has sent notification that for the 2014-15 school year Scranton School District is in complete compliance with current statute, regulations, and guidance of the Title programs as determined by the Federal Programs Consolidated review.
- State Performance Profile scores have been released for the two high schools and the curriculum and instruction team under the leadership of John Marichak and Erin Keating have begun work with principals to analyze data and determine strategies for improvement.
- STEAM Mobile – the district's first mobile classroom offers hands on learning in Science, Technology, Engineering, Arts and Mathematics.
- The Knight Players will present The Miracle Worker on December 4th & 5th at Scranton High School.

Mr. Joe Brazil now elaborated on the STEAM Mobile and thanked his technology team, teachers for their help with lesson plans, the district carpenter Joe Regan, the maintenance department and electricians.

Dr. Kirijan added that she has been contacted by other districts and they would like to tour the STEAM Mobile.

President Douaihy now asked for a motion to approve the consent agenda.

Director Oleski made a motion, seconded by Director Casey and the consent agenda passed unanimously on roll call.

The consent agenda included the following:

Budget and Finance Committee

B-1 Bill List

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

November 2, 2015	\$573,828.67
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B-2 Exception Bill List

The Exception Bill List as per the bill payment approval policy for the period ended October 5, 2015 be approved as per the attached:

Be it resolved that exception payments in the amount of \$1,430,882.09 have been paid in accordance with the approval for payment policy.

October 9, 2015	\$272,792.13
October 23, 2015	\$251,642.75
October 30, 2015	\$760,049.79
November 6, 2015	\$146,397.42

Be it resolved that payrolls amounting to \$4,771,616.74 have been paid in accordance with the approval for payment policy.

October 9, 2015	\$1,283,798.12
October 23, 2015	\$ 923,918.79
November 6, 2015	\$2,563,899.83

B-3

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

Tax	\$597,659.84
Penalty	56,305.04
Interest	<u>103,528.74</u>
TOTAL	757,493.62
Commission	<u>(37,875.24)</u>
NET TO DISTRICT	719,618.38

B-4

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 attached properties have been sold and will net the district \$3,376.75.

Anthony Lynott	520 ½ Gordon Ave.	14516 020 017	\$2,379.04
Hill Neighborhood Assoc.	Clay & Poplar	14618 010 016	\$ 997.71

Education Committee

D-1

Expulsion hearings were conducted in the matters of Expulsion Nos. 40, 41, 42 and 43 of 2015.

Informal hearings as well as full hearings were conducted in the matters stated above affording the students the opportunity to challenge the same at time of informal hearings as well as a full hearing; it is recommended that the students be expelled as set forth upon the terms and conditions previously presented for your consideration.

D-2

Scranton High School students request an out-of state field trip to Boston, MA on November 14-15, 2015.

Operations/Buildings & Grounds

M-1

Rebuilding the Boiler at South Intermediate at a cost of \$26,102.17 to Scranton Electric Heating & Cooling, Inc.

P-1

Transportation Mom & Pop contract

Theresa Staples, 909 Sanderson Ave., Scranton at a daily rate of \$11.00/day for a total of \$1,980.00.

President Douaihy now moved to non consent agenda items.

Policy Committee

The following was submitted by Director Sheridan.

I-1

This policy is designed to create a process for paraprofessional hiring that will ensure acceptable candidates are advanced for hiring consideration. Paraprofessionals are necessary to the education program to support our teachers and students. This ensures that our schools will be adequately staffed with paraprofessionals that meet acceptable standards for the position.

- A) The position/s is posted.
- B) Internal employees receive first bidding rights.
- C) Applicants are screened to ensure minimal qualifications are met.

- D) Remaining qualified applicants received interviews; Applicants will be scored and the names will be submitted to the Board.
- E) Walk in applicants, prior to the posting in a specific school year, will not be considered w/o a letter of interest pertaining to the current posting. Interviews will be held prior to the start of the school year and updated for new applicants approximately prior to the start of the second semester. Applications on file cannot be more than 2 years old.
- F) Based upon the list submitted, the Board will approve the candidates for the open positions, or those remaining from the hiring cycle.

The motion was seconded by Director Oleski.

ON THE QUESTION:

Director Donahue said he will be voting against this because he believes all paraprofessional and professional employees be hired by professionals only and he would like to see the paraprofessional hiring the same as the teachers hiring process.

Director Sheridan said the application process will go through a procedure; not only through personnel but also the superintendent's office for review and interviews and the list sent to the board for final review.

President Douaihy agreed that the interview panel is our administration and personnel and not the board.

Director Donahue asked will they be hired in the order in which they were ranked.

President Douaihy answered absolutely.

Upon roll call the motion passed with (8) eight affirmative and (1) negative vote. The negative vote was cast by Director Donahue.

Personnel Committee

The following was submitted by Director Sheridan.

J-1

Permanent/Long Term Substitute Assignments, Coaching Appointments, Certified Resignations, Non-Certified Appointments, Leaves of Absence and Non-Certified Resignations as per attached.

RECOMMENDATION FOR PERMANENT/ LONG TERM SUBSTITUTE ASSIGNMENTS - CERTIFIED

	<u>NAME</u>	<u>POSITION</u>	<u>LOCATION/GRADE</u>	<u>EFFECTIVE DATE</u>
1	Frank Portonova	Permanent	LJA/Monticello	9/17/15 to 6/17/15
2	Margo Forgione	Permanent	WSHS - Special Ed	9/22/15 to 6/17/15
3	Maureen Keegan	Permanent	Adams	9/1/15 to 6/17/16
4	Elda Sebastinelli	Long Term	SHS- ESL	9/3/15 to FN
5	Rita Harris	Long Term	Isaac Trippn - Grade 1	9/3/15 to FN
6	Kim Serge	Long Term	Armstrong - Grade 3	9/8/15 - FN
7	Theresa Sweeney	Long Term	Willard - Grade 3	9/3/2015
8	Robert Gelb	Long Term	SHS	9/21/15 to 3/28/2016
9	Tara Cummings	Long Term	Robert Morris - Grade 5	9/1/15 to 1/29/2016
10	Jill Juka	Long Term	SHS - Math	9/1/15 to FN

11	Craig Rosser	Long Term	LJA - History	9/8/15 to 11/11/2015
12	Margaretta Gilhooley	Long Term	Whittier - Grade 1	9/23/15 to FN
13	Maggie Bryan	Long Term	Kennedy Gr. 2	9/1/15 to FN

RECOMMENDATION FOR COACHING APPOINTMENTS

	<u>NAME</u>	<u>POSITION</u>	<u>LOCATION/GRADE</u>	<u>EFFECTIVE DATE</u>
1	Maureen Kenny	Girls Varsity Basketball Coach	WSHS	11/16/2015
2	David Drouse	Swin Coach	SHS	11/16/2015
3	Stephen Draper	JV Basketball Coach	SHS	11/16/2015
4	Matthew Cognetti	Gr 7-8 Boys Basketball Coach	NEIS	11/16/2015

RESIGNATIONS

	<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	
1	Gina Colarossi	Supervisor of Special Education	Ad Bldg	10/30/2015
2	Philip Hinton	AV Tech	Itinerant	10/30/2015

RECOMMENDATIONS FOR APPOINTMENTS - NON CERTIFIED

	<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>EFFECTIVE DATE</u>
1	Janet Incelli	Confidential Secretary	IT Dept.	11/2/2015
2	Pamela Osborne	Confidential Secretary	Personnel	11/2/2015
3	Lori Gardner	Clerk 205	Willard	10/16/2015
4	Chritine Lynch	Paraprofessional	SHS	10/16/2015
5	Kelly Kelly	Paraprofessional	West Intermediate	10/20/2015
6	Kelly Henderson	Paraprofessional	Robert Morris	10/26/2015

LEAVE OF ABSENCE

	<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	
1	Jennifer Keating	Teacher	Whittier	12/13/15 to 6/17/15 without pay
2	Marissa Vaccaro	Teacher	Kennedy	1/4/16 to 1/29/16 FMLA without pay
3	Courtney Simco	Teacher	Willard	2/9/16 to 11/9/16 without pay
4	Maura Corbett	Teacher	Isaac Tripp	11/11/15 to 1/4/16 extension FMLA
5	Stephanie Saunders	Teacher	Adams - Gr. 3	FMLA without pay 11/9/15 to 2/1/16

Resignations - Non-Certified

	<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>EFFECTIVE DATE</u>
1	Lori Gardner	Central Registration	Ad Bldg	10/16/2015
2	Chritine Lynch	Clerk 205	Willard	10/16/2015

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

ALSO

J-2

The following was submitted by Director Sheridan.

Be it resolved that due to the highly competitive nature of finding substitute employees with a License Practical Nurse designation, the District does hereby increase its daily substitute rate for L.P.N.s from \$50.75 to \$90.00 per day. All others terms of employment shall remain the same.

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

ALSO

The following was submitted by Director Sheridan.

J-3

Be it resolved that the Board of School Directors does hereby approve the request for an organizational Leave of Absence, without pay, for the 2015-2016 school year for Rosemary Boland.

Terms and conditions as set forth in school district policy No. 439 regarding Uncompensated Leave shall apply.

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

ALSO

J-4

The following was submitted by Director Sheridan.

Permission to Attend Meetings.

Renewal of mandated training and on-going professional development are recognized as best practices and necessary for Scranton School District employees.

Dave Genovese	Planning for Future	Harrisburg	\$60.95	12/3/15
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The motion was seconded by Director Casey and passed unanimously on roll call vote.

ALSO

The following was submitted by Director Sheridan.

It is the recommendation of the Personnel Committee that the following is approved:

WHEREAS, the Scranton School Board of Directors would like to enter into an agreement with Kelly Educational Staffing in Scranton for day to day substitute teachers; and

WHEREAS, Kelly Educational Staffing is the largest employer of substitute teachers nationwide placing qualified substitute teachers in 2.2 million classrooms last year and currently services over 6,175 schools across 35 states with 100% success improving substitute placement rates in partner districts; and

WHEREAS, Kelly Educational Staffing will assume the responsibilities of assigning day to day hiring of substitute teachers; and

THEREFORE BE IT RESOLVED, the Scranton School Board of Directors approves the Solicitor to review agreement and the Superintendent and/or her designee to consummate the matter.

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

Under committee reports Director Donahue suggested that we reach out to new board members and give them a review of the budget situation prior to them voting on the budget.

President Douaihy agreed and asked that Dr. Kirijan and Mr. Sunday arrange an informational session for Mr. Lesh, Mr. Schuster and Mr. Timlin.

Solicitor Minora announced executive session was held this evening to discuss real estate, personnel and litigation.

NEW BUSINESS:

President Douaihy announced the Lincoln Jackson Academy 2nd Annual Veterans Brunch hosted by the students.

Mr. Gregg Sunday thanked Pat Laffey and Anne Salerno for their help in federal programs.

Director Oleski thanked the out-going board members and they will be missed.

President Douaihy echoed Mrs. Oleski's sentiments.

There being no further business a motion to adjourn was made by Director Casey, seconded by Director Oleski and the meeting adjourned at 7:46pm.

By: _____
Secretary