

**PLEASANT VALLEY SCHOOL DISTRICT**  
**Board of Education Meeting**  
January 24, 2013

Excellence in Education: A Community Commitment

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The regular meeting of the Pleasant Valley School District Board of Education was called to order by President Thomas Murphy on Thursday, January 24, 2013 at 8:00 p.m. President Murphy welcomed those present, followed by the Pledge of Allegiance and a moment of silence. The meeting was held in the Pleasant Valley School District Administration Offices, Brodheadsville, PA.

**ROLL CALL**

<b>School Board</b>	Thomas Murphy, President	Russell Gould	Dominick Sacci
<b>Attendees</b>	Susan Kresge, Vice President	H. Charles Hoffman	
	James Spinola, Treasurer	Steven Borger	
<b>Absentees</b>	Harvey Frable, MiChelle Palmer		
<b>Administration Attendees</b>	Dr. Arnold, Mr. Fadule, Ms. Geary, Mr. C. Fisher, Ms. Famularo, Ms. Kotzmann, Ms. Zeliznik, Mr. Drake, Ms. Fields, Mr. Gress, Mr. Hines, Mr. Krebs, Dr. Lesisko, Ms. Malligo, Mr. Palmieri, Ms. Ramsey, Ms. Siani, Mr. T. VanNortwick, Ms. Walters		
<b>School Solicitor</b>	Mr. Gerard Geiger		

President Murphy announced Notification of Executive Sessions as follows:

- January 24, 2013: **Personnel** – Employee issues including, but not limited to, performance and/or discipline; **Negotiations**; and **Legal Issues**.
- January 14, 2013: **Personnel** – Employee issues including, but not limited to, performance and/or discipline; **Negotiations**; and **Legal Issues**.

**MEETING PROCEDURES:**

President Murphy referred to the agenda that was available to everyone present and to the meeting procedures that were attached.

**Presentations**

- Ms. Keri Ramsay – KtO Grant  
Ms. Ramsay, Ms. McLain and Ms. Eblin reported on the progress of the KtO (Keystones to Opportunities) Grant. Ms. Ramsay referred to the school district’s mission statement: Excellence in Education: A Community Commitment and how it relates to the focus of the KtO grant. The group has been working with teachers in the high school as well as administrators across the school district. A video was played that showed teachers stating what they have learned from a professional development standpoint and a student’s perception as to how classroom instruction has been enhanced. The presentation concluded with information regarding plans for additional training and opportunities in the future.

Mr. Murphy opined that our mission statement should say “Excellence in *Public* Education: A Community Commitment” since we are really *public* education.

- **PSBA Resolution – Dr. Arnold**  
Dr. Arnold provided some background regarding the duties and commitment of our Board members, emphasizing the time and effort they spend in their volunteer positions. He also thanked them personally for all that they do. He then read a PSBA-approved resolution recognizing the commitment and contributions of Board members. Ms. Geary and Dr. Arnold then presented certificates of appreciation to each of the Board members in recognition of the volunteer service they provide to the school district and the community.

Mr. Murphy stated that the Board could not do their job without the great administrators in the school district and he thanked them for all that they do.

- **Board Appreciation Month – School Presentations**  
PVHS Student Government President, Ms. Nicole Sarwar, introduced the officers from each class, who then extended their appreciation and gratitude to the Board on behalf of the student body. Presenters included senior class president, Victoria Romano; junior class president, Kelci Jones; sophomore class president, Elizabeth Heron; and freshman class president, Steven Nale.

PVMS Student Council members extended their appreciation to the Board for making safety in our schools a primary focus. The students created a “Security Blanket”, which is a quilt with hand drawn pictures of things that help keep students safe at Pleasant Valley. PVMS Student Council presenters included Bridget Lunney, Alex Havens, Gina Bongiovanni and Holly Diamonds.

Mr. VanNorwick, Mr. Palmieri, Mr. Krebs, Ms. Walters and Ms. Siani all thanked the Board members for their dedication and the time they volunteer to the school district. They pointed out the many posters, thank you cards and small tokens of appreciation that were distributed to the Board on behalf of students and staff.

Mr. Hoffmann thanked the students for their kind words. He commented by stating that there are three things he has learned from being a Board member. They are: when five people on the Board agree with an issue, it is a done deal; no matter what you do, someone will always disagree with you; and never take the issues home with you – you can’t do that.

Mr. Murphy stated that the Board is committed to keeping everyone safe and will continue to do so.

**PLEASANT VALLEY CITIZENS:**

Ms. Mariclaire Hosking, Eldred Township, representing the PV All Sports Club, thanked the Board for supporting their organization and presented tokens of appreciation to the Board members.

Mr. Brian DeMartin, Saylorburg, expressed his concerns regarding a penalty fee he received through a delinquent tax bill. Mr. DeMartin distributed documents to the Board on his behalf to help them consider eliminating the penalty fee.

Mr. Murphy received the document and stated that the issue was on the agenda this evening for consideration. Mr. Murphy provided the information to Attorney Geiger and Ms. Famularo.

**OTHER:**

None

**SECRETARY'S REPORT: Ms. Linda Zeliznik, Board Recorder**

H. Charles Hoffman motioned; seconded by Susan Kresge, to approve the minutes of the meeting held on Thursday, January 10, 2013 as per the attached copy:

**VOICE VOTE: Carried**

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**TREASURER'S REPORT: Mr. James Spinola**

Susan Kresge motioned; seconded by Russ Gould, to approve the Accounts Payable 1/11/13 – 1/24/13 on pages 14 – 19 as per the attached copies:

**ROLL CALL: 7-0 Carried    Abstaining from vote on check #00202358 – S. Kresge    Reason: Relative Abstention Memorandum is attached**

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**OLD BUSINESS:**

**Solicitor: M Daniel Corveleyn, Esq. / Gerard Geiger, Esq.**

No report

**OTHER**

No reports

**NEW BUSINESS:**

**Monroe Career and Technical Institute: Dominick Sacci**

No report

**Colonial Intermediate Unit 20: Mr. Thomas Murphy**

- The most recent JOC meeting was held on Wednesday, January 23<sup>rd</sup>.
- The 2013-14 general operating budget was presented with a 0% increase to the sending school districts. The sending school districts will be receiving a copy of the budget for voting action in the near future.
- Security measures have been increased at Colonial Academy to help enhance the safety of both students and staff.
- Copies of *The Twenty* were distributed to Board members.

**PSBA Liaison Report: Ms. Susan Kresge**

The charter school recalculations regarding AYP have been completed by PDE. It was shown that 28% of all charter schools made AYP, but no cyber charter schools met AYP.

**Student Representative: Ms. Nicole Sarwar**

- The Annual SADD Volleyball Tournament took place on Friday, December 21<sup>st</sup>. The winning homeroom was Ms. Walkers' 12<sup>th</sup> grade class.
- Graduation project final reports were submitted to faculty on Friday, January 4<sup>th</sup>. Individual presentations are being scheduled.
- A Financial Aid Night took place on Monday, January 7<sup>th</sup>. Parents/Guardians and students were given much information regarding the availability of financial aid for post-secondary education.
- Congratulations were extended to Cassidy Roos on her 3<sup>rd</sup> place award in the Julianna V. Bolt Art competition at the Dr. Martin Luther King, Jr. Breakfast held at ESU on January 21<sup>st</sup>.
- Keystone Exams were given in Biology last week to all 11<sup>th</sup> graders. The students also took a reading assessment in their English classes.
- The second marking period is scheduled to end on Monday, January 28<sup>th</sup>. Mid-term and final exams were administered this week.

- The National Honor Society will hold its Induction Ceremony on Monday, January 28<sup>th</sup>.
- The second annual Blood Drive will be held on February 8<sup>th</sup>. FBLA has coordinated the event.

**ADMINISTRATIVE REPORTS: Dr. Douglas Arnold**

**Enrollment**

Dr. Arnold stated that currently our enrollment is at 5,428 students including our cyber academy and students placed with the IU.

Susan Kresge motioned; seconded by Dominick Sacci, to approve the following homebound instruction (*per Board policy, re-evaluation will be done in 90 days*)

**Pleasant Valley High School**

Student No.	Reason
HB120712ML-H	Medical, retroactive to December 7, 2012

**ROLL CALL: 7-0 Carried**

**Noteworthy Accomplishments and Events/Gifts/Donations**

- Dr. Arnold attended the National Junior Honor Society ceremony on Tuesday where 79 students were inducted. The ceremony was excellent.
- Dr. Arnold also attended the Martin Luther King, Jr. Breakfast at ESU on Monday and he distributed the brochure that featured on its cover the artwork of last year's first place winner, PV's Ayarnah Jordan.

**Personnel and General Administration: Mr. Anthony Fadule**

James Spinola motioned; seconded by Dominick Sacci, to approve item #6.4.1 - #6.4.2 on the Personnel Report and item #6.4.3 - #6.4.5 on addendum #1 as follows:

**6.4 Personnel and General Administration January 24, 2013**

- 6.4.1 Hiring of Personnel (The hiring of all personnel is pending receipt of all required paperwork)
  - 6.4.1.1 Support Staff
    - 6.4.1.1.1 Barbara Farrington was approved for a change of employment status from part-time to full-time cafeteria worker, effective January 28, 2013. Her 2012-2013 school year assignment remains at PVI. (Replacement position for Barbara Borger)
    - 6.4.1.1.2 Rosemary Denis was approved for the position of monitor at an hourly rate of \$8.92, effective January 28, 2013. Her 2012-2013 school year assignment is PVI. (Replacement position for Nancy Perry)
    - 6.4.1.1.3 Substitutes
      - 6.4.1.1.3.1 Lorraine Danny - Secretary
  - 6.4.1.2 Professional Staff
    - 6.4.1.2.1 Pleasant Valley Elementary School
      - 6.4.1.2.1.1 Michele Herrmann BS + 26, Step 2  
BS Salary=\$41,300  
Communication Prorated  
ESU  
Early Childhood Certification

Alvernia University  
(Replacement first grade remedial mathematics position for Roger Pomposello, effective January 28, 2013)

6.4.1.2.2 Transfer

6.4.1.2.2.1 Ashley Hoffman was approved for transfer from the position of Special Education Teacher at Pleasant Valley Middle School to the position of Reading Specialist at Pleasant Valley High School. (Replacement position for Josephine Dyett-Fields, effective January 28, 2013)

6.4.2 Leaves of Absence

6.4.2.1 Family and Medical Leave

6.4.2.1.1 Nancy Harkins, PVE teacher, was approved for Family and Medical Leave of Absence, as per Board policy, for seven (7) days, effective on or about December 13, 2012 through on or about December 21, 2012.

6.4.2.1.2 Theresa McDermott, PVMS teacher, was approved for Family and Medical Leave of Absence, as per Board policy, for four (4) days, effective January 14, 2013 through January 18, 2013.

6.4.2.1.3 Amanda Menghini, PVI teacher, was approved for Family and Medical Leave of Absence, as per Board policy, for approximately fifteen (15) days, effective on or about May 20, 2013 through the conclusion of the 2012-2013 school year. (Tentatively June 11, 2013)

6.4.2.1.4 Jason Menghini, PVI teacher, was approved for Family and Medical Leave of Absence, as per Board policy, for five (5) days, effective on or about May 20, 2013 through May 24, 2013.

6.4.2.1.5 Chandra Peeters, PVE teacher, was approved for Family and Medical Leave of Absence, as per Board policy, for twelve (12) days, effective December 6, 2012 through December 21, 2012.

6.4.2.2 Leaves without Pay (Employees are responsible for the payment of any benefits the school district provides during the period of leave.):

6.4.2.2.1 Diane DiBella, PVHS monitor/PVMS part-time paraprofessional associate, was approved for unpaid leave of absence for thirteen (13) days, effective January 30, 2013 through February 15, 2013.

6.4.2.2.2 Jennifer Esposito, PVI part-time paraprofessional associate, was approved for unpaid leave of absence for one (1) day, effective January 4, 2013.

6.4.2.2.3 Lynda Kempton, PVI part-time paraprofessional associate, was approved for unpaid leave of absence for one (1) day, effective December 21, 2012.

6.4.2.2.4 Susan Marcin, PVE part-time paraprofessional associate, was approved for unpaid leave of absence for three (3) days, effective March 6, 7, and 8, 2013.

**6.4 Personnel and General Administration – Addendum #1 January 24, 2013**

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- 6.4.3 Hiring of Personnel (The hiring of all personnel is pending receipt of all required paperwork)
  - 6.4.3.1 Support Staff
    - 6.4.3.1.1 Substitutes
      - 6.4.3.1.1.1 Beth Archangel - Custodian  
The following individual was approved effective January 16, 2013:
      - 6.4.3.1.1.2 Regina King - Cafeteria Worker
- 6.4.4 Leaves of Absence
  - 6.4.4.1 Family and Medical Leave
    - 6.4.4.1.1 Terry Heck, PVHS custodian, was approved for Family & Medical Leave, as per Board policy, for sixty (60) days, effective for the following days: September 11, 13, 18, 20, 2012 and September 25, 2012 through December 12, 2012.
    - 6.4.4.1.2 Lisa Larsen, PVMS teacher, was approved for Family & Medical Leave, as per Board policy, for sixty (60) days, effective December 11, 2012 through on or about March 18, 2013.
    - 6.4.4.1.3 Denise Linkhorst, PVE teacher, was approved for Family & Medical Leave, as per Board policy, for four (4) days, effective December 21, 2012 through January 4, 2013.
    - 6.4.4.1.4 Paul McCrone, PVMS teacher, was approved for Family & Medical Leave, as per Board policy, for sixteen (16) days, effective October 15, 17, 18, 22 23, 26, 2012 and November 5 through November 16, 2012.
    - 6.4.4.1.5 Sharon Rogerson, PVI full-time paraprofessional associate, was approved for an extension of her Family & Medical Leave for four (4) days, effective January 2 through 4, 2013 and January 9, 2013.
  - 6.4.4.2 Leaves Without Pay (Employees are responsible for the payment of any benefits the district provides during the period of leave.):
    - 6.4.4.2.1 Elsa Henn, PVHS monitor, was approved for unpaid leave for two (2) days, effective January 10, 2013 and January 14, 2013.
    - 6.4.4.2.2 Carol Patterson, PVHS teacher, was approved for unpaid leave for two (2) days, effective March 4 and 5, 2013.
- 6.4.5 Resignation
  - 6.4.5.1 Approval was granted to accept the letter of resignation from the following employee:
    - 6.4.5.1.1 Jerome Langan, from the position of PVI full-time paraprofessional associate and substitute paraprofessional associate, effective January 25, 2013.

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**ROLL CALL: 7-0 Carried**

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**Professional and Support Services; Mr. Christopher J. Fisher**

Dominick Sacci motioned; seconded by Susan Kresge, to approve items #6.5.1 and #6.5.8 on the Professional and Support Services Report and item #6.5.10 on addendum #1 as follows:

**6.5 Professional, Support, & Pupil Personnel Services**

**Principal of Health & Physical Education**

**January 24, 2013**

6.5.1 For Approval

6.5.1.1 Approval is requested for the Pleasant Valley School District Crisis Plan.

6.5.1.2 2012-2013 Spring Assistant Coaching Positions

6.5.1.1.1 Baseball

6.5.1.1.1.1 JV - Mr. Aaron Fuhrman

6.5.1.1.2 Girls' Soccer

6.5.1.1.2.1 Jr. High- Ms. Jill Yetter

6.5.1.1.2.2 Jr. High- Mr. Ashley Kozicki

6.5.1.2 2012-2013 Supplemental/Co-curricular Advisor Position

6.5.1.2.1 Guitar Club (M.S.) - Mr. Marc Fleming

6.5.1.3 2012-2013 Spring Intramural Advisor Positions

6.5.1.3.1 Boys' Basketball - Mr. Ken Piontkowski

6.5.1.3.2 Boys' Basketball - Mr. Anthony Chupa

6.5.1.3.3 Boys' Basketball - Mr. Robert Madsen

6.5.1.3.4 Girls' Soccer - Mr. Tim Hinton

6.5.1.3.5 Girls' Soccer - Mr. Derek Strohl

6.5.1.3.6 Girls' Soccer - Mr. James Shoopack

6.5.1.3.7 Weight Lifting - Mr. Maurice Stallings

6.5.1.3.8 Weight Lifting - Mr. Dan Frable

6.5.1.3.9 Weight Lifting - Mr. Marc Fleming

6.5.1.4 Polk Parent Volunteers - Ms. Jessica Balbuena

- Ms. Sandy Righi

6.5.8 Facilities: Mr. Christopher Fisher

6.5.8.1 Facility Use Requests: 1

6.5.8.1.1 Organization Ready Set Run / First Strides

Facility Requested Outdoor School District Grounds

Purpose 12 week run/walk program

Dates/Times Tuesdays, March 19 thru June 11, 2013

6:00 – 7:00 pm

Requestor Trish D'Imperio / Alicia Shelkin

Attendance 80

Tuition

Fee by District Lease Agreement

**6.5 Professional, Support & Pupil Personnel Services**

**Principal of Health & Physical Education – Addendum #1 January 24, 2013**

6.5.10 Field Trip Request – Pleasant Valley High School

6.5.10.1 Grade/Organization – PV Dance Step Team, grades 9-12

Advisor Involved – Ms. Rachel Brown  
Destination of Trip – Orange High School, Orange, NJ  
Purpose of Trip – Youth Step USA PA Regional Championships  
Date of Trip – February 16, 2013  
District Buses Needed – yes  
Cost per Student – \$10.00

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**ROLL CALL: 7-0 Carried**

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Informational item: District Events

- ❖ **Special Education: Ms. Ellen McMasters, Ms. Cheryl Caines – No report**
- ❖ **Transportation Liaison/Asst. Custodial: Mr. Anthony Pierri – No report**
- ❖ **Buildings and Grounds: Mr. Mark Meinhart – No report**
- ❖ **Technology Systems: Mr. Rocco Seiler – No report**
- ❖ **Custodial and Warehouse: Mr. Howard Scott – No report**
- ❖ **Facilities: Mr. Christopher Fisher, Mr. Greg Bowman – No report**
- ❖ **Food Services: Ms. Bonnie Grammes – Participation report attached**

**CURRICULUM AND STAFF DEVELOPMENT: Ms. Carole Geary**

Susan Kresge motioned; seconded by H. Charles Hoffman, to approve discarding of books from PVE Library per the attached list

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**ROLL CALL: 7-0 Carried**

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- ❖ **Mathematics: Mr. Kenneth Newman – No report**
- ❖ **Reading: Ms. Keri Ramsay – No report**
- ❖ **Technology Services/Pleasant Valley Cyber Academy: Dr. Lee Lesisko – No report**
- ❖ **Title I and Title II – No report**

**Pleasant Valley Intermediate: Mr. Todd VanNortwick, Mr. Doug Palmieri**

Mr. VanNortwick's report was informational.

**Pleasant Valley Elementary School: Mr. Josh Krebs, Ms. Erica Walters, Ms. Diane Siani**

Mr. Krebs's report was informational.

**Polk Elementary: Mr. Ken Newman**

Mr. Newman's report was informational.

**Pleasant Valley Middle School: Mr. Howard Drake, Ms. Josephine Fields**

Mr. Drake's report was informational.

**Pleasant Valley Cyber Academy: Dr. Lee Lesisko**

No report

**Pleasant Valley High School: Mr. John Gress, Mr. R. Hines, Ms. Teresa Malligo**

Russ Gould motioned; seconded by Dominick Sacci, to approve the 2013-2014 Program of Studies

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**ROLL CALL: 7-0 Carried**

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Remainder of Mr. Gress's report was informational.

**Business Manager: Ms. Susan Famularo, Ms. Monica Kotzmann**

Susan Kresge motioned; seconded by Dominick Sacci, to approve item #6.10.1 -#6.10.2 on the Business Report and item #6.10. 3 on Addendum #1 as follows:



- Before the vote occurred, Attorney Geiger commented on item #6.10.3.3, stating the additional documentation that Mr. DeMartin presented did not show proof that the payment was mailed before the November 30<sup>th</sup> deadline. He stated that the tax law is specific and that there is no room for exceptions. Without official proof of mailing date with a certified receipt from the post office, there was no other option at this point to deny the request.
- Mr. Spinola asked whether, if additional information became available, the Board revisit the decision. Mr. Geiger stated that the Board could revisit the issue in the future if additional proof warranted such.

**6.10 Business Management**

**January 24, 2013**

- 6.10.1 Requests for approval
- 6.10.1.1 Approval was granted for the 2013-2014 Preliminary Budget. The Preliminary Budget has appropriations in the amount of \$94,894,104 with a millage rate of 154.1420 mills.
- 6.10.1.2 Approval was granted to advertise the intent to file for referendum exceptions under Act 1 for the 2013-2014 Budget. The school district would be filing for all exceptions for which we qualify.
- 6.10.1.3 Cafeteria accounts payable for December 2012.  
**Total amount: \$152,091.59**  
 Bills payable for December 2012.  
**Total amount: \$97,519.25**
- 6.10.1.4 Approval was granted to *deny* the request by a taxpayer regarding property #02/9B/2/16, to refund the penalty amount that was paid on the 2012 tax bill.
- 6.10.1.5 The following invoice was approved for payment from the Bond Fund as indicated.  
**2006 Bond Fund** as per attached list \$12,200.00
- 6.10.1.6 Approval was granted to advertise for sealed bids for the following item:
- Janitorial Supplies and Equipment
  - General Supplies
  - Office and Classroom Furniture
  - Audio Visual Supplies and Equipment
  - Anthracite Coal
  - Musical Instruments
- 6.10.1.7 The following student placements were approved:  
 Student #010813AB – KidsPeace – Effective 1/8/13.  
 Student #011113HS – KidsPeace – Effective 1/11/13.  
 Student #122812RS – KidsPeace – Effective 12/28/12.  
 Student #121712CT – Abraxas I Youth & Family Services - Effective 12/17/12.  
 Student #011413AF – KidsPeace – Effective 1/14/13.
- 6.10.1.8 The following contracts were approved:
- 6.10.1.8.1 Gertrude Hawk Chocolates. Classic Candy Bars.  
 Cost: \$1,021.00. Fundraiser for the PVHS Diversity Club. Start date is December 18, 2012 and ending date is when all bars are sold.

- 6.10.1.8.2 CSI. Cost: \$1,380. Polk Elementary School Fire Alarm Preventative Maintenance Agreement. Effective March 1, 2013 through February 28, 2014. No increase from last year.
- 6.10.1.8.3 Revised Letter of Agreement for Title I Services through Colonial Intermediate Unit 20. Cost: \$6,727 for instruction, parent involvement, professional development; \$198 for administrative costs. Term of agreement is August 27, 2012 through May 28, 2013. This is a \$266 reduction from original cost.
- 6.10.1.8.4 Coordinated Health: Cost: \$125,000. Two (2) Athletic Trainers for a total of \$25,000 per school year. The term of the Agreement shall commence on July 1, 2013 and continue until July 1, 2018. Pending solicitor approval.
- 6.10.1.8.5 Approval was granted for participation in the Department of General Services Costars Contract for sodium chloride (road salt) for the fiscal year 2013-2014.

6.10.2 Informational

6.10.2.1 Student Activity Accounts

Beginning Balance, December 1, 2012	\$249,273.15
Receipts	21,047.41
Expenditures	36,895.84
Ending Balance, December 31, 2012	\$233,424.72

6.10.2.2 District investment report for December 31, 2012.

**6.10 Business Management Addendum #1 January 24, 2013**

6.10.3 Requests for approval

6.10.3.1 The following contract was approved:

6.10.3.1.1 CSI. Cost: \$4,393.00. Surveillance Upgrades to the John C. Mills wing of the Pleasant Valley High School.

6.10.3.2 Approval was granted for the Elected Tax Collector Compensation Resolution for the period 2014-2015 through 2017-2018 as per the attached.

6.10.3.3 Approval was granted to *deny* the request by a taxpayer regarding property #02/88211 to exonerate payment of penalty on the 2012 school real estate taxes.

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**ROLL CALL: 7-0 Carried**

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**Solicitor: Daniel Corvelevn, Esq. / Gerard Geiger, Esq.**

No report

**Pleasant Valley School Directors:**

- Mr. Spinola thanked the students for coming to the meeting to express their appreciation.

- Mr. Spinola commented on PVMS students focusing on safety. He lamented that they should be focusing on sports and music, but what has been happening in our society has made safety an awareness issue for students.

**Pleasant Valley Citizens:**

None

**Adjournment:**

There being no further business to come before the Board, President Murphy asked for a motion to adjourn.

H. Charles Hoffman motioned; seconded by Susan Kresge, to adjourn the meeting at approximately 9:10 p.m. The motion was unanimously carried.

*Respectfully submitted,*

Susan Famularo, Board Secretary

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Linda Zeliznik, Board Recorder

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**Next School Board Meeting:**

**Date: February 14, 2013**

**Time: 8:00 P.M.**

**Location: PVSD District Administration Offices**