

BETHLEHEM AREA SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS
REGULAR MEETING

JULY 28, 2008

The Regular Meeting of the Board of School Directors of the Bethlehem Area School District was held on Monday, July 28, 2008, beginning at 7:17 p.m. in the Dining Room of the Education Center, 1516 Sycamore Street, Bethlehem, Pennsylvania. Director Dexter, board vice-president, presided in the absence of President Leeson.

REGULAR
MEETING

The Board Secretary called the roll:

MEMBERS
PRESENT

Members present: Directors Cann, Dexter, Follweiler, Haytmanek, Koch, and Tenaglia - 6. Members absent: Directors Amato, Leeson and McKeon - 3.

Others present: Dr. Joseph A. Lewis, Superintendent of Schools; Donald F. Spry II, Solicitor; Stanley J. Majewski, Jr., Board Secretary; administrators, members of the press, and other interested citizens and staff members.

OTHERS
PRESENT

At this point in the meeting, the Pledge of Allegiance was recited.

PLEDGE OF
ALLEGIANCE

Director Dexter requested a moment of silent meditation.

SILENT
MEDITATION

Director Dexter announced that an executive session was held on July 21, 2008 at which time personnel and litigation matters were discussed. In addition, prior to the meeting, an additional executive session was held, where personnel, litigation and discipline matters were discussed.

SPECIAL
MEETINGS

Director Dexter offered courtesy of the floor to visitors. Speakers are asked to come to the podium, stating their name and address. Public comment in the first session is limited to 30 minutes. Speakers are limited to three minutes each. The board requests that, when possible, all individuals supporting a like position on a topic select a speaker to present their views to avoid repetition.

COURTESY OF
THE FLOOR
TO VISITORS

If that is not possible, all are welcome to speak. As per school board policy, generally, speakers are limited to taxpayers, residents, or employees of this school district. At the conclusion of the regular school board meeting, another block of time will be allocated for public comment. At that time, the same rules will apply. It is asked that speakers observe proper decorum, without personal attacks towards a specific individual or individuals. It is not the custom for the board to enter into a dialogue at these meetings about concerns. However, the board does listen with care to issues raised. Speakers will receive responses, in some form, by the administration.

The following persons addressed the Board of School Directors:

1. Dr. Frank D'Angelo – 4091 Waterford Drive, Center Valley – Bloomsburg University Assistant Professor – Early Childhood and Elementary Education Program –

Dr. D'Angelo stated that his purpose of his presence, along with two students, was to once again thank the Bethlehem Area School District for their support of the practicum program which they had been doing in the district for the past three years. He noted that approximately three years ago, he and Mr. Villani agreed that it would be great if Bloomsburg University could partner with the district to give some of their future teachers a taste of an urban school district. The idea started as a 16-student practicum three years ago. This year, 40 students participated, having over 80 applicants. The program has grown at the university because of how the district, both administratively and within the schools, had embraced their students. Dr. D'Angelo stated that the students were required to write journals and pointed out that their words were much more adequate than his words. One of the students stated, "I've gone to Bloomsburg for three and one-half years and have learned more in two weeks about dealing with students than I did in three and one-half years of classes." Dr. D'Angelo said that it certainly said a lot about the people in the Bethlehem School District and as an institution, they were most appreciative of them having the students in the given situation year after year. He reiterated his gratitude and added that they looked forward to doing it again. He personally thanked Mary Katona, who did a tremendous job in helping to organize the program. He concluded that without her assistance, the success they had would not have been achieved.

2. Mr. Ean Costenbader – 4702 Main Street, Whitehall –
Mr. Costenbader stated that he would be student teaching this fall and as a Bloomsburg student, he noted that the Bethlehem practicum was a very valuable experience. He said that it gave him experience in the classroom, which he would not have had when entering student teaching. He noted that it was an eye opening experience. He was given the opportunity to implement his unit plan, which he created for Dr. D'Angelo. He said the opportunity also gave him a chance to assist the community by helping to clean the environment near one of the railways by Bethlehem Steel and also at a baseball field. It also gave him the experience of using community resources such as the DaVinci Science Center. He mentioned that he accompanied the students on a trip to the Camden Aquarium. Mr. Costenbader concluded that he gained a lot by hearing professionals speak.
3. Miss Laura Bensinger – 3355 Mountain View Drive, Danielsville –
Laura, a Bloomsburg University student, addressed the board, thanking them and everyone who was involved with her practicum experience.

Miss Bensinger stated that it was a great opportunity to work in an urban school district and community as a Bloomsburg student and added that it was an awesome experience that would greatly help her when she did her student teaching. She thanked Mrs. Katona and presented her with a gift of appreciation.

Director Dexter thanked Dr. D'Angelo along with the Bloomsburg University students for their comments. She recalled meeting them at a RASA (Regional Academic Standards Academy) demonstration day. She recalled hearing the journal comment at that time and thought it was great that their school district could offer their students exceptional experiences in an urban setting.

4. Mr. Paul Kisslinger – 513 East Laurel Street, Bethlehem –
Mr. Kisslinger stated that he was present because he had read the newsprint regarding the budget cuts involving the athletic programs and elsewhere. He said that a lot of it was supposed to go onto the clubs or teams. He noted that he was the president of the Hurricane Wrestling Club, which had been in existence for 33 years. He stated that they did seven yearly fundraisers and most of the time there is hardly any parent involvement with the students often not wanting to participate. He wondered if there were any school district rules, which prevented athletes from participating in events when they did not do any fundraising so the athletes and parents would be more responsible and accountable. He pointed out that out of approximately 45 families, only 5 did the bulk of the fundraising. He said that if they had to do fundraising, it would be a great burden on businesses, the teams and clubs. He thought they would be competing and fighting for every penny that they could obtain from wherever they could. He explained that every year it seemed that less money came across their hands to use for sports. He asked that the school district work together with the teams and requested that fees and/or leases be waived. He pointed out that they spent approximately \$10,000 every year on the students and he concluded that they could not continue funding without the support of the board.

Dr. Lewis asked Mr. Kisslinger if he was associated with the wrestling team booster club that was tied to the annual Virginia Duels Wrestling Tournament. He said that it was on the agenda for discussion relative to how the board wanted to proceed. He explained that the board was under a lot of stress from the perspective of meeting the budget and noted that it was an item, which they wanted to discuss, in a sense of fairness to all groups and organizations.

Mr. Kisslinger added that their booster club had been a major sponsor of the Virginia Duels Tournament and the only item the school paid for was the entry/registration fee.

Director Dexter stated they would be discussing the field trip and funding policies at the August 11th Curriculum Committee Meeting. She said they heard from the public at the meetings. She said the administration presented their point of view and the board members asked questions in addition to input from the public. They were looking at that policy to determine what they funded and to what level. She added that they were trying to be fair and consistent.

5. Mrs. Dale Harper – 3700 Country Club Road, Easton –

Mrs. Harper stated that at the board meeting held last month, Lisa Soto, a parent and herself were promised a list relative to reading which was allocated last year and the reading that was allocated for this year, including Reading Recovery® as well. She noted that they never received the list. She said there were many questions which came up in reference to cutting Reading Recovery® and remedial reading at Governor Wolf as well as her transfer from being a reading specialist to a 5th grade teacher. Mrs. Harper pointed out that they were on the warning list for not making AYP. She said that after repeated emails and calls they still did not receive the list and added that they needed the list in order to make their own analysis of what they thought should have occurred. She said if there was a list, then it should have been readily available. They did not ask for complicated, objective data, nor was it something that the public would not have available. She thought it was reasonable to expect that the data requested on the list, should have been recorded, verified, examined and analyzed before any decision was made to cut any reading. She said that it seemed that the diverse needs of the children in their schools were not considered. She noted that she had been with the district for 22 years, and whether it was with ESOL or special education, they had always allocated services according to needs and it didn't seem to have happened here. The literacy coordinator and the teacher leader for Reading Recovery® got together and decided who they didn't want in Reading Recovery® anymore, and those identified five people were transferred. Mrs. Harper reviewed that at the June board meeting, a board member asked Dr. Lewis what criteria was used to make transfers and he replied that it was a combination of seniority, student achievement, observations and other things. She said that if it were one or all of those things, she would not have been the one transferred because she was one of the most senior persons, having a lot of success. She pointed out that Dr. Lewis said that they would be able to service all of the children who were serviced last year with a 50 percent reading cut. She added that it would not happen and she could prove it. With a 25 percent loss and a reconfiguration of services, they could have served the same number of students as last year, however, with a 50 percent reduction in reading, the same number of students could not be served. She said that Governor Wolf had a full-time ESOL teacher and aide, one-third poverty level, on the warning list for not making AYP on the PSSA test, and qualified for free breakfast.

Their needs were growing and they needed more reading and not less. She said that Governor Wolf had the same or less reading as other schools that did not have the same needs as them, such as Asa Packer, Hanover, and Spring Garden. There was no rhyme or reason to how it was done and she noted that Hanover had 1.0 and Governor Wolf had 1.0 and it was obvious that there was a difference in needs at the two schools. It was printed that the principals had a say in the transfers and reading loss, however, that was not accurate because her principal, who didn't know that there was a literacy committee until very late in the process, was told what was decided for next year.

Mrs. Harper stated that the parents had been wonderful but were upset that they were losing her as a reading specialist. She had helped and made a difference for all of the children at Governor Wolf and parents had attested to it during summer board meetings, with letters and petitions and it was done before they knew that they lost 50 percent of the reading program. In addition, she had a myriad of reading programs and incentives for all of the children at no cost to the district. The parents were always willing to help and in the 32 years that she had been doing it, she had never seen this kind of parental support. She has had a stellar career for over 30 years and to end it this way for her last couple of years was really sad. She said that she did her job and the children and her should not be punished for it. Even though Dr. Lewis knew how the situation was handled and the injustice of it, he still supported the decision to transfer people and keep the 50 percent reading cut. She was sure that no one would have thought that any of it would be questioned or brought before the board or the public. She concluded that when she received the notice that they denied her grievance, it stated that it was in the best interest of the district. She did not understand how taking one of their more successful reading specialists out of a position and cutting reading 50 percent, when the children were on the warning list, was in the best interest of the district. As educational leaders, they had the obligation to do what was best for the children in the district. She hoped they could find some way to restore the reading to their needy school. Mrs. Harper said she was in favor of sports, but pointed out that they had six high school football teams for one school district. She did not advocate eliminating or lessening sports, because the kids needed it, but asked why they couldn't get the money from somewhere, considering that a 50 percent reading loss for Governor Wolf was absolutely devastating.

Dr. Lewis commented that he did not want to get into a personnel discussion this evening, but wanted to accurately represent the facts. He noted that it would not be 50 percent less service. All students would be serviced but would be serviced differently. The reason they did not have the final disposition was because even as late as today, they were possibly looking at a .5 addition into the reading intervention group.

Dr. Lewis stated that he didn't know where it would go, but Mr. Washington had been working on it and he and Mrs. Katona were finalizing it tomorrow and he would see to it that Mr. Washington directly responded to her. He said that if they could make restorations across the board, they would, but, as he told the gentleman who spoke before her, they were budgetary related and tough decisions. He said the board would be given the post-distribution and the new distribution and how the students would be serviced. Dr Lewis explained that he just received an email from Dr. Zahorchak stating that it was half hopeful but until he saw the dollars, he wouldn't count the chips.

Mrs. Harper asked if Dr. Zahorchak said if he was going to appropriate more funding.

Dr. Lewis replied that there was an outside chance. He noted that Dr. Zahorchak was also endorsing their reading interventions, conducted over the years, as a good model.

Mrs. Harper thanked Dr. Lewis for looking into an attempt to restore at least part of the reading program.

Director Dexter addressed Dr. Lewis, stating that she recalled Mrs. Harper's request for a list of reading assignments for all of the elementary schools.

Dr. Lewis replied that they had last year's list, which was public information and not an issue. The issue was the redistribution and where the resources might allow them to expand. He met with the principal from Governor Wolf last week during her evaluation meeting and talked about how they might look at some other options. It was still formative and he emphasized that it would be up to the eleventh hour because they needed to establish existing class sizes. He pointed out that if they could recover a classroom teacher due to a shrinking enrollment, then the plan would be to put their resources into reading intervention. He said he could not speak to it until he saw the last minute enrollment figures. He concluded that they would provide the preliminary information and the public could look at it to see the redistribution of resources.

Mrs. Harper inquired if it would affect her.

Dr. Lewis responded that he could not speak on the matter tonight.

6. Mr. Stephen Antalics – 737 Ridge Street, Bethlehem

Mr. Antalics wanted to follow-up on his comments at the committee meeting concerning student conduct and electronic devices. He read from a district document stating: "Students may possess cellular telephones while on school property and during school sponsored activities, however, all cellular telephone functions must be deactivated and cellular phones must be placed in a secure area."

Mr. Antalics stated that he had never seen such a contradictory comment and asked for the definition of a secure area and how it was monitored. He described the size of a cell phone and asked if they were going to have an electronic device to monitor metallic devices at each school to see what cell phones are being brought into the school. He noted that they were now asking students to give up their cell phones to put them in a secure area. He thought it created a problem and further quoted the district document, "No voice or text messages may be received during the school day or during school sponsored activities unless authorized by a district employee." He asked how it would be communicated to the children who do not have a cell phone in their possession because it was in a secure area. Mr. Antalics said it was another absurdity. He gave the example of a testing environment and asked if a child decided to smuggle a miniature phone on his body, which was not detected by metal detector or a body check, what would prevent them from text messaging someone offsite, asking for answers. Another problem is with regard to those who could afford cell phones and those who could not afford them. He noted that those who can afford cell phones don't have the luxury to text message someone off-site to help them in a test. He thought it was gross discrimination against underprivileged students who could not afford a cell phone. He gave it some very serious thought since the last committee meeting and asked why was an absurd statement regarding electronic devices put under student code. He said there was fear of a lawsuit. He could not see any logical reason why an absurd statement would be included in the student conduct. His solution, which he mentioned at the last committee meeting, was to have no cell phones – period. He suggested they place a public telephone next to each office and if there was a problem, they could then access a cell phone rather than a public phone. Mr. Antalics asked if anyone had any comments regarding his concern.

Director Dexter replied that she was going to move to table the cell phone policy so they could have further discussion at another committee meeting.

Mr. Antalics didn't think further discussion was necessary and said that they needed to bite the bullet and say, "No cell phones – period." He said it was beyond a Catch-22 and into the theatre of the absurd.

Director Dexter added that she could not table it on her own, but said she had emailed Dr. Lewis today informing him that she was going to move to table it.

Mr. Antalics concluded that it was his opinion that any director, who would not say, "No cell phones," would be under suspect.

Dr. Lewis announced that the Dual Enrollment Grant in the amount of \$52,134.30 was awarded to the district for 2008-2009. He explained that the Dual Enrollment Program provided college course reimbursement for students while they still were attending high school.

FEDERAL
PROGRAMS
UPDATE

Dr. Lewis announced the Pennsylvania Pre-K Counts Grant in the amount of \$314,000 with an expansion grant in the amount of \$313,000 allowed the district to add additional students. He recalled that they were doubtful about receiving the expansion amount, but it came through, and as he mentioned to Mrs. Harper, there were some late funding adjustments, with this being one of them. He noted that Mr. Majewski, Mrs. Cintrón, Mr. Washington, Dr. Donaher, Marilee Ostman and himself were meeting to formulate the final expenditure analysis on the expansion and they would be opening up the satellite in the Marvine area at the Boys and Girls Club.

Dr. Lewis stated that the Highmark School Challenge Grant was awarded in six grants, totaling \$19,486. The grants were to provide a prevention program in their elementary schools and were pleased that Highmark continued with their grant awards.

There was no unfinished business brought before the board.

PRESIDENT'S
COMMUNICATIONS/
UNFINISHED
BUSINESS

Dr. Lewis said he had a change on Page 16, Item 9, Number 10, regarding an instructional position. Nicholas Natriello contacted him earlier today to decline the position. He also asked the board's permission regarding an inquiry to teach a school law course at Moravian College which would require 14 sessions which would be done after school hours, maintaining his night meeting schedule on those 14 Thursdays.

SUPERINTENDENT'S
REPORT

Director Dexter replied that as it did not come to them on the agenda, it would normal policy for them to consider his request, have a discussion at the Human Resources Meeting and then bring it for vote at the next scheduled meeting at August 11th and she didn't know if the Human Resources Committee met before that date.

Dr. Lewis deferred to the solicitor, asking if a motion was needed or if there could just be a consensus approval.

Attorney Spry replied that he thought technically, they could motion to add it to the agenda if they wanted to act on it tonight.

Dr. Lewis readdressed if it required a vote or a consensus.

Director Dexter stated that they had a board policy where they normally did not consider items that were not presented to the board prior to being discussed at a committee meeting. She was not sure why it would be an exception.

Dr. Lewis responded that they had made exceptions and he had to provide a contract back to the Moravian College Education Department. He noted that it is probably a couple of days late because he held it. Typically, he had done this over the last couple of years and it was not a self-advancing proposition. He stated that he donated his salary and asked the board to grant permission. He thought that it didn't require a lot of discussion but he was free to have an open public discussion. Dr. Lewis pointed out that they have had items come as last minute agenda, if they wished to make it an agenda item or they could simply grant a consensus.

Director Dexter said that the issue was not the merits of it but rather whether it was properly put before the board. She knew the issue was pending because she had emailed him on three, if not four occasions, asking for his proposal and she just received information today from him. The other emails were early in April or March.

Dr. Lewis replied that he was not aware that he was teaching the course until recently, but he did provide the information when asked.

Director Dexter suggested that he place the item for discussion at the Human Resources Committee Meeting and then they could put it on the next available board meeting.

Dr. Lewis asked if it was the will of the board.

Director Haytmanek asked about the timeline for Dr. Lewis to notify the college about teaching the fall course. He added that personally, he had no problem with it. He thought that it was perfectly reasonable in order to maintain one's credibility as an educator. He said it was the same situation in medicine, noting that if one did not practice, they lost some credibility.

Director Dexter stated that at this time they were talking about the issue of whether the item was properly before the board at all, as it had not been listed as an agenda item and had not been discussed in committee. She pointed out that they had policies, which required items to be listed as such. It seemed to her that they ought to be talking about if it was properly before the board. She asked Attorney Spry for his opinion.

Attorney Spry replied that he was not totally familiar with the policy and thought that parliamentary procedure would be that if the board wanted to entertain it, there would be a motion to add it to the agenda. They had to take a vote as to whether or not to add it to the agenda. If they added it to the agenda then it would be debated as part of the agenda, as an agenda item.

Director Koch said that it seemed to her that they had done other items where they brought forward motions and had been able to discuss things that were not on the original agenda. She didn't think that they were setting some kind of different policy by doing it. She added that it would be at least courteous to Dr. Lewis to allow some discussion about how the board felt about the issue.

Director Dexter asked if anyone else wanted to address whether or not the matter should be added as an agenda item.

Mr. Antalics stated that Dr. Lewis said public comment.

Dr. Lewis replied that he would discuss it in public view.

Mr. Antalics said that the contract tells them what he could do and he suggested looking at the contract to see whether it was allowed.

Director Dexter stated that she understood his point and said she would allow his comment at the conclusion of the meeting during Courtesy of the Floor. She said that in fairness to Mr. Antalics, she was sure that he was referencing was the need to have the agenda items to be exposed in order to have public comment. She thought that it was one of the considerations regarding the decision to add it to the agenda.

Director Cann thought it was important to seriously take the protocol regarding agenda items, but she also thought they needed to have flexibility now and then. She stated that she was fine with obtaining a consensus.

Director Follweiler asked if she could motion to add it to the agenda after the next Courtesy of the Floor so that they could have discussion as well as the public. She asked if it was policy.

Director Dexter replied that she thought that she could.

Attorney Spry added that he thought there could be a motion to amend the agenda and add the item. He thought that since it was not on the original agenda at the time of the first Courtesy of the Floor, the item should take public comment.

Director Dexter asked if it was his recommendation that they take public comment.

Director Tenaglia asked if they were now making a motion to add the item to the agenda.

Director Follweiler said that technically she was asking if she could do that, as long as Attorney Spry said that she could, then, she would.

DIRECTOR
FOLLWEILER –
MOTION TO ADD
AGENDA ITEM –
RE: APPROVAL FOR
DR. LEWIS TO TEACH

Director Tenaglia stated that he would second the motion.

There was discussion with regard to placing the item on the agenda or adding it to the Recommendations of the Administration.

Director Tenaglia said that he didn't think placing it on the Recommendations of the Administration was correct and thought it should be added to the agenda.

Attorney Spry stated that he thought it could be done either way. He interpreted the agenda as anything that was in there, so if they added it to the agenda, they needed a motion. If the motion was approved, it was added. He thought there had to be public comment taken before the vote on the item, because the public wouldn't have known that it was coming up.

Director Tenaglia said that was why they were asking to add it as Item 13a to the current agenda.

Mr. Majewski pointed out that instead of making it Item 13a, which made it seem like it was part of Courtesy of the Floor, he suggested renumbering it as Item 14 and then Item 15 would be the last item on the agenda.

Director Dexter asked for comment prior to the vote. With no further commentary, the question was called and roll call was as follows: Yea, Directors Koch, Tenaglia, Cann, Follweiler, and Haytmanek – 5. Nay-Director Dexter – 1.

ROLL CALL VOTE-
ADDITION OF
ITEM 14 TO AGENDA

The motion passed 5 – 1.

Director Dexter asked if there were any comments or questions regarding the board committee minutes. Hearing none, she requested a vote on the acceptance of the minutes from the board committees, which was carried by unanimous voice vote.

VOICE VOTE –
ACCEPTANCE
OF COMMITTEE
MINUTES

BETHLEHEM AREA VOCATIONAL-TECHNICAL SCHOOL – Director Cann stated that there had not been a meeting since the last regular board meeting.

COMMITTEE
REPORTS

NORTHAMPTON COMMUNITY COLLEGE BOARD OF TRUSTEES – Director Koch stated that she did not have a report at the present time.

COLONIAL INTERMEDIATE UNIT 20 – Director Dexter stated that a meeting was held but she did not attend it due to a conflict with her own schedule.

DUAL ENROLLMENT COMMITTEE – Director Cann said they did not have a summer meeting. The next meeting was scheduled for September 3rd.

JULY 28, 2008

Director Dexter asked for any comments or questions regarding the minutes of the March 25, 2008 Special Board Meeting, the March 31, 2008 Budget Workshop Meeting, the April 21, 2008 Regular Board Meeting, the April 23, 2008 Budget Workshop Meeting and the May 5, 2008 Budget Workshop Meeting. Director Dexter called for a voice vote for approval, which was carried by unanimous vote.

APPROVAL OF
BOARD MINUTES

Dr. Lewis presented the following recommendations of the administration:

DR. LEWIS
PRESENTS

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° Information Item Only

1. *District Goals for 2008-2010*

INFORMATION:

As in prior years, the administration has developed four rolling goals that cover 18-24 months. Before cabinet, principals and other administrators/supervisors become involved in further development steps and the implementation level, the administration wants to secure the board's endorsement of the main goals.

The District Goals for 2008-2010 were developed and discussed with the board at a meeting on May 29, 2008. Both the board and the administration developed the objectives. The administration then provided information to the board on targets/activities pertaining to each objective, and these were reviewed with the board at the July 14, 2008, Board Curriculum Committee Meeting. At this meeting, the board requested that the objectives be prioritized in categories, and the goals were brought back for board review at the July 21, 2008, Board Human Resources Committee Meeting.

The following five (5) premier goals and five (5) operational goals were developed by both the board and administration and will be the focus for the 2008-2010 school years:

Premier

Goal 1: To establish a Mentoring Program for all basic and below basic students in our high schools.

Goal 2: To reduce the achievement gap by 15 percent while expanding opportunities for higher achieving students by 15 percent.

Goal 3: To move the district off the state Corrective Action Status list.

Goal 4: To monitor the district budget and under spend the budget by one percent in an effort to rebuild the district's financial health.

Goal 5: To create a safe school culture through consistent application of the Student Code of Conduct as evidenced through fewer Level III and IV infractions and the increase in the number of trainings, workshops, and student events focused on understanding differences by 25 percent.

1. *District Goals for 2008-2010*

INFORMATION: (Continued)

Operational

Goal 1: Curriculum and Instruction – Improve student achievement through high school restructuring and strengthening middle school level and elementary programs.

Goal 2: Teaching and Learning – Raise the level of effective teaching through a Professional Development Plan that focuses on identifying and using Best Practices.

Goal 3: Building Capable Leaders – Create a cohort of instructional leaders where the principal and assistant principal are regarded as the academic leaders within their building.

Goal 4: Artful Use of Infrastructure – Improve the district's financial situation while implementing a complete and comprehensive Strategic Plan.

Goal 5: School Safety – Create a safe environment in all schools to address not only facility security and student decorum, but also an environment of tolerance and understanding amongst all stakeholders.

Dr. Lewis stated that administration met with the board officers and put it into more or less a final version. He wanted to confirm that they created a set of premier goals, which were the goals talked about by the board as being most important. They were a major priority or premier target for the district. He noted the items highlighted in yellow throughout the document. He said they then prioritized the remaining goals and once they received approval, they would begin the detail work and bring it back with full detail. Dr. Lewis noted that they would need approval on August 11th at the Special Board Meeting so they could advance the goals noted on the left hand side of the page, keeping in mind that everything to the right was information which needed to be refined with regard to timelines, status, measurement, and in some cases, adjusting the administrators or supervisors in charge.

Director Follweiler stated that they had discussed the premier goals be somehow separated. She noted that the packet was what the administration worked with in some issues with the state. She suggested posting the premier goals on the website so everyone understood that they were the top priorities here at the school district.

Director Follweiler said that she knew the large document was very valuable for many of them, but for a parent who wanted to move into the school district to see what was going on in their district, she would want to see those five things with details of progress, more so than pulling up the whole document. She knew it was going to be an ongoing process.

Dr. Lewis replied that it was the plan and he was glad that Director Follweiler brought attention to it. He explained that on the resolution, the premier goals would be in the first slot and the action planning goals would be in the second slot. They would be separately approving the two sets and that was the way they would be presented on the website. This document was their working document for cabinet's weekly meetings and for their monthly review. He said there was a recommendation on Page 1 in their packet, which was a sample of how it would appear, and Page 2 had the action plan goals, which were highlighted.

Director Dexter stated that she knew the goals would be discussed again and hopefully they would be discussed very soon. She knew that President Leeson shared her input on the goals and she felt that they should be restated in order that the phrasing of the goal include the measurement, so that if they had a goal to accomplish something, it was clearly stated in the sentence how they would determine if they achieved the goal.

Dr. Lewis replied that they did put that in and to establish a mentoring program they either do it or don't. He noted that they did build that in to monitor the district budget having Mr. Majewski's and his review. While they thought it was a lofty goal, a one percent recapture was \$1,800,000. He stated that they would be going after it, but could not make any promises. He addressed Goal 5 regarding safe school culture and the Student Code of Conduct, stating they put 25 percent in as far as the increase of workshops, trainings and student events and also "as evidenced by fewer Level III and IV" in a relational sense. He noted there would even be more measuring sticks.

Director Dexter responded that she was glad to hear that there would be more, but she noted that President Leeson did not have the opportunity to review the goals after her requested revision. Because she had been one of their strongest leaders in the matter, she suggested that they should give her the opportunity to give feedback.

2. *Proposed Revisions to the Student Code of Conduct for the 2008-2009 School Year*

INFORMATION:

At the Board Curriculum Committee Meeting on July 14, 2008, the administration reviewed revisions to the Student Code of Conduct with the Board of School Directors. The following revisions were reviewed:

- a. Level IV Infraction – Language was added to indicate replica of a weapon and/or look-a-like objects.
- b. Electronic Devices – Language was updated to include cellular telephones must be placed in a secure, non-visible area, and that no voice and/or text messages may be sent or received. In addition, Policy 237 will be added to the appendix of the Student Code of Conduct.
- c. Gang Activity – A chart was developed listing level of consequences related to gang activity, and a contract was also developed.

Revisions to the items listed above are attached.

RECOMMENDATION:

That the Board of School Directors approves the attached modifications to the Student Code of Conduct for the 2008-2009 school year.

Director Dexter stated that Director Cann wanted to discuss the revision regarding the use of electronic devices, but, because they pulled the item, anyone could discuss any part of the policy.

Director Cann stated that she understood Mr. Antalic's point regarding cell phones and thought his approach was purely intellectual, questioning why the students would need them in school. She said that practically speaking; it was a whole different answer. She thought the policy went too far by banning them outside of school hours. Some students stay after school to finish a test or a project, or attend sports practices and might need to call their parent to pick them up at the school. She thought that both parents and students needed that privilege. She thought the use during the school day deserved more discussion. She was worried about putting the teachers in a bad position and brought attention to an incident in the Philadelphia School District. The teacher took a cell phone from a student and was beaten so badly that his neck was broken.

Director Cann noted that cells phones were something that the students would not give up easily if they were already in defiance of the rule. She reiterated that it needed more discussion.

Director Dexter inquired if Director Cann had a motion to table the electronic device policy.

DIRECTOR CANN
MOTION TO
TABLE
ELECTRONIC
DEVICE POLICY

Director Cann replied affirmatively.

Director Koch seconded the motion.

Director Dexter requested a vote on the motion. The question was called and roll call was as follows: Yea, Directors Koch, Tenaglia, Cann, Follweiler, Haytmanek, and Dexter – 6.

ROLL CALL –
TABLE
ELECTRONIC
DEVICE POLICY

The motion passed 6 – 0.

Director Dexter inquired if there was any further discussion regarding The remainder of the policy. Hearing none, she called for a vote on the remaining articles of the revised policy. The question was called and roll call was as follows: Yea, Directors Koch, Tenaglia, Cann, Follweiler, Haytmanek, and Dexter – 6.

ROLL CALL –
STUDENT
CODE OF
CONDUCT (a. and c.)

The motion passed 6 – 0.

The administration's recommendations 2, 5, 6, 9, 11, and 20 were considered together.

E. LEVEL IV INFRACTIONS – Board Regulations Consequences

Level IV infractions include behaviors which represent an immediate danger to the safety and well-being of the total school community.

1. Students cited for Level IV infractions will be suspended from school for ten (10) school days and referred by the building principal to the Superintendent of Schools for an expulsion hearing before the Board of School Directors of the Bethlehem Area School District.
2. Level IV infractions include but are not limited to the following types of behavior:
 - a. Possession of a weapon as defined in Section 1317.2 of the Public School Code including, but not limited to any firearm, explosive, knife, or unauthorized cutting instrument; or possession of a replica of a weapon and/or look alike objects.
 - (1) Unless recommended otherwise by the Superintendent of Schools, any student found to be in violation of a Level IV infraction as defined in Section 1317.2 of the Public School Code will be expelled from the district for no less than one year.
 - (2) The Board of School Directors must approve any recommendation of the Superintendent of Schools for an expulsion of less than one year for a Level IV infraction involving a weapon as defined in Section 1317.2 of the Public School Code. The Board of School Directors may enact an expulsion of any term from one year to a permanent expulsion.
 - b. Assault upon a district employee.
 - c. Habitual offenders of District regulations.
 - (1) Exceeding the level of 5-10 days of suspension consequence during the current school year for a specific Level III infraction.
 - (2) Exceeding five (5) separate suspensions during the current school year for any combination of infractions.
 - d. Any offence of such a serious nature, as determined by the administration, that expulsion of a student is justified.

ELECTRONIC DEVICES

Students may possess cellular telephones while on school property and during school-sponsored activities. However, all cellular telephone functions must be deactivated and cellular telephones must be placed in a secure area. No voice and/or text messages may be received during the school day or during a school-sponsored activity unless authorized by a district employee.

Students in violation of this policy will have their electronic device confiscated. These devices will be returned to the student at the end of the school day. A second violation will result in the device being confiscated and returned only to the parent/guardian. Upon the third violation, the device will be confiscated and returned at the end of the school year upon furnishing proper identification.

All electronic devices must remain off during a school evacuation or drill. The district is not responsible for any lost or stolen electronic devices.

ADD POLICY 237 TO THE APPENDIX

GANG ACTIVITY

Students should associate with peers who engage in safe, respectful, and responsible behaviors. Students must not participate in gang activity. Gangs are defined as three or more individuals with a common interest, bond, or activity which are associated with criminal activities or whose purpose includes the commission of illegal acts and who refer to themselves by a group name or designation. This definition shall also include what is commonly known as a hate group.

The following guidelines are deemed closely related to gang activity and are prohibited:

1. Wearing, possessing, using, distributing, displaying or selling of any clothing, jewelry, emblem, badge, symbol, sign tattoos or manner of grooming, or other item which indicates or implies membership in, or affiliation with, any gang and/or is representative of any gang.
2. Commission of any act or omission, or the use of any speech, either verbal or nonverbal (gestures, handshakes, etc.), which indicates or implies membership in or affiliation with any gang, and/or is representative of any gang.
3. Use of any speech, or committing any act or omission in furtherance of the interests of any gang or gang activity including, but not limited to:
 - a. Soliciting others for membership in any gangs.
 - b. Requesting any person to pay for protection or otherwise intimidating or threatening, hazing, or harassing any person.
 - c. Committing any illegal act or violation of school district policies.
 - d. Inciting another person to act with physical violence upon any other person or to cause damage to property.
 - e. Painting, writing or otherwise inscribing gang-related graffiti, messages, insignias or signs on school property.

Gang activity consequences shall be assigned by the Administrator after assessing whether any acts or behavior is gang related. Consequences may range from Level II to Level IV infractions. Additionally, students may be immediately referred by the building principal to the Superintendent of Schools for consideration of an expulsion hearing before the Board of School Directors of the Bethlehem Area School District.

ADD POLICY 218.3 TO THE APPENDIX

3. *Student Discipline - #0948601 – Adjudication*

INFORMATION:

The Board of School Directors of the Bethlehem Area School District has received and reviewed the following information regarding misconduct by one student in violation of District Policy 233.

RECOMMENDATION:

That the Board of School Directors adopts the proposed adjudication relating to Student Number 0948601.

The administration's recommendations 3, 4, 7, 8, 10, 13, 14, 15, 17, 18, 19 and 20 were considered together.

4. *Student Discipline - #0958183 - Petition*

INFORMATION:

The Board of School Directors of the Bethlehem Area School District has received and reviewed the following petition to return from expulsion from one student.

RECOMMENDATION:

That the Board of School Directors not adopt the petition relating to Student Number 0958183.

The administration's recommendations 3, 4, 7, 8, 10, 13, 14, 15, 17, 18, 19 and 20 were considered together.

5. *Conferences/Staff Trip Attendance*

RECOMMENDATION:

That the following conference for staff be approved:

October 20-21, 2008	
Annual Sungard Pentamotion Client Conference	
Hershey, Pennsylvania	\$2,736.45

Director Tenaglia inquired about the expenditure of funds to send district employees to a vendor conference when the vendor was located locally. He wondered if they could get better utilization of vendor services without having to spend \$2,700.

Dr. Lewis replied that he forwarded Mrs. Lutchter's response. He informed Director Tenaglia that the conference was held for the entire state of Pennsylvania, therefore it was held in Hershey. They didn't have specialized training district by district.

Mr. Majewski stated that they would provide an opportunity for all of their districts within a region or within a state in order to share information and dialogue. It would not be very cost efficient for them to go from district to district or client to client. This conference was providing updates on their student information system.

Director Follweiler questioned if it was an annual conference and if the software changed yearly.

Mr. Majewski replied that it was an annual conference.

Dr. Lewis added that there were annual updates, which occurred by virtue of state changes and codification, their special education status, and account code status. He noted that there was a host of things that a state could change and the company revised their software and then update the operators on those changes.

Director Follweiler asked if there were charges to the district as the software was upgraded.

Mr. Majewski replied that the software was upgraded as it pertained to compliance with federal and state regulations. There were no additional charges and it was part of their annual maintenance fee. He explained that there was not a specific charge.

Director Follweiler pointed out that their maintenance fee had a clause, which stated that any upgrades to the software were included and installed at their annual maintenance fee. She said that it would be a way for them to make money by charging for the training.

Dr. Lewis replied that in fairness to them, they had to prepare training documents and have instructors cover it. It also gave the users the opportunity to network and share shortcuts and other refinements.

Director Follweiler expressed that she was thinking about future negotiations and including training as part of the contract.

Dr. Lewis replied that they do obtain some localized training and conveyed that there was some intensive training, which occurred over that day period.

Mr. Majewski also commented that he thought they had the opportunity to network with other users, discuss problems/solutions in a joint manner. It was not a requirement for attendance but he thought it was an efficient way to provide information. He noted that they would all like it very much if they could provide one-on-one service, but he was uncertain about its likelihood.

Director Tenaglia addressed Mr. Majewski regarding the linking of the accounting codes to the object codes. He noted the category 580 – Conferences/Travel in the Data Processing Department and asked if it was the object code to which the expense being discussed would be charged.

Mr. Majewski replied that they would find upon review that the \$2,500, which was budgeted, \$229 had already been obligated with approximately \$2,200 remaining. They would be transferring money from another technology account. He stated there was \$15,800 in conference money. A budget transfer would be required for the total conference payment.

Director Tenaglia noted that it was early in the fiscal year and they were already manipulating the budget for this type of expenditure, which was certainly within their control. He didn't know if it was the most efficient use to send three people to Hershey, but thought it was for the entire board to decide.

Director Dexter inquired about the alternative of possibly getting a one-day trainer to come to the district. She said that she knew they wouldn't have the benefit of networking, but they were looking at alternative ways of doing a lot of things in the district and she wondered if they could obtain the benefit of someone teaching more than the three individuals; perhaps, three, five or ten people. She inquired if they looked into how much it would cost the district for one day.

Mr. Majewski stated that he did not have an answer for her question.

Director Dexter moved to table Item 5 until the next meeting of August 11th. She stated that she would like to see the district look into the possibility of having a trainer brought to the district, determine the cost to see if they could receive the same benefits other than networking, so they could decide if it was a reasonable conference expense, with consideration that they were in a very tight budget situation. She reiterated that Director Tenaglia pointed out that if the board approved it, they were already exceeding the entire budget line for that department, with consideration that they were not even weeks into the new school year. She pointed out that they must be looking at these situations and asking questions.

DIRECTOR
FOLLWEILER –
MOTION TO
TABLE ITEM 5

Attorney Spry advised Director Dexter that another board member needed to make the motion to table the item.

Director Follweiler moved to table Item 5. The motion was seconded by Director Cann. Director Dexter called for a vote on the motion. The question was called with roll call as follows: Yea, Directors Tenaglia, Cann, Follweiler, and Dexter – 4. Nay, Directors Koch and Haytmanek – 2

The motion passed 4 – 2.

The administration's recommendations 2, 5, 6, 9, 11, and 20 were considered together.

6. *Field Trip Attendance*

RECOMMENDATION:

That the following overnight student trips for students and staff be approved:

August 16-19, 2008 (48 Liberty High School Students) Pine Forest Cheerleading Camp Olyphant, Pennsylvania	\$0.00
September 19-20, 2008 (30 Liberty High School Students) Second Annual Pennsylvania Interscholastic Athletic Association (PIAA) Foundation Cross Country Invitational Hershey, Pennsylvania	0.00
January 8-10, 2009 (20 Liberty High School Students) 2008 Virginia Duals Hampton, Virginia	400.00

Director Tenaglia stated that administration had previously indicated that they did not have a clear, concise and consistent policy and he thought they needed a clear and concise policy as to what they were going to fund.

Dr. Lewis replied that he did not disagree with Director Tenaglia and noted that Mrs. Katona and her committee were working on the policy. He noted that the reason it was altered was because the board officers brought the inconsistencies to their attention. He thought there needed to be some guidelines so that one group was not given registration fees while another group must fundraise the fee. As conveyed by the gentleman from Courtesy of the Floor, he agreed that unfortunately not everyone was willing to fundraise and often times a small number of people carry the load for the clubs. He didn't want to see the clubs cease because they were a lifeline; assisting in the development of their future athletes. He wanted the board to realize that administration would come forward with a recommendation, which they would have shortly and might be tied to percentages or the number of participants. He didn't want them to abandon substitute costs, which enabled the coaches to be with the students, because they were important activities.

Director Tenaglia brought attention to the issue that some of the activities, even if they were fundraised by the students, were adding a tremendous financial cost to the students.

Director Tenaglia thought they should also look at the policy with regard to exactly what was being required of students to partake in certain activities, to underscore that they understood the cost implications and who might be precluded from participating solely on the basis of cost.

Dr. Lewis agreed with Director Tenaglia and pointed out that he had two parents, one having spoken before the board, who were concerned about some of the overseas trips in the music area. He noted that it was a genuine concern, addressing that only the students that have the wherewithal attend. He questioned how the students without the means were able to attend. He emphasized that it needed to be part of the policy and whatever they decided as a board, needed to be carried through consistently, noting that it had always been an issue. He pointed out that some groups raise the monies because they had high parental participation with other groups struggling. Some of their schools with free and reduced lunch had students who would not have the extra money to attend the trips. He asked how they could level the playing field and said they were working on it.

Director Cann inquired about the substitute costs for the trip to the Cross Country Invitational.

Dr. Donaher replied that it was not run during school time with the meet being held on the weekend.

Director Dexter called for a vote on Item 6. The question was called and roll call was as follows: Yea, Directors Koch, Cann, Dexter, Follweiler, and Haytmanek – 5. Nay, Director Tenaglia – 1. ROLL CALL –
ITEM 6

The recommendation passed 5 – 1.

The administration's recommendations 2, 5, 6, 9, 11, and 20 were considered together.

7. *Resignations*

RECOMMENDATION:

Instructional

1. NAME: **Brinker, Michelle R.**
ASSIGNMENT: Freedom, English Teacher
REASON: Personal
EFFECTIVE: June 10, 2008
2. NAME: **Collier, Shawn**
ASSIGNMENT: Fountain Hill, Grade 3 Teacher
REASON: Personal
EFFECTIVE: June 10, 2008
3. NAME: **Horvat, Bryan J.**
ASSIGNMENT: Freedom, Science Teacher
REASON: Personal
EFFECTIVE: June 10, 2008
4. NAME: **Isaksson, Anders**
ASSIGNMENT: Freedom, Business Teacher
REASON: Personal
EFFECTIVE: June 10, 2008
5. NAME: **Mace, Rebecca L.**
ASSIGNMENT: Freedom, Chemistry Teacher
REASON: Personal
EFFECTIVE: June 10, 2008
6. NAME: **Maurer, Aleshea**
ASSIGNMENT: Farmersville, Special Education, Learning Support Teacher
REASON: Personal
EFFECTIVE: June 10, 2008
7. NAME: **Nasi, Angela**
ASSIGNMENT: East Hills, Grade 8 Science Teacher
REASON: Personal
EFFECTIVE: June 10, 2008

7. *Resignations*

RECOMMENDATION:

Instructional (continued)

- | | | |
|-----|-------------|--|
| 8. | NAME: | Snyder, Danielle E. |
| | ASSIGNMENT: | Spring Garden, Special Education, Life Skills
Support Teacher |
| | REASON: | Personal |
| | EFFECTIVE: | June 10, 2008 |
| | | |
| 9. | NAME: | Swartley, Michael N. |
| | ASSIGNMENT: | Career Academy, Mathematics Teacher |
| | REASON: | Personal |
| | EFFECTIVE: | June 10, 2008 |
| | | |
| 10. | NAME: | Zevas, Mary K. |
| | ASSIGNMENT: | Governor Wolf, Grade 4 Teacher |
| | REASON: | Retirement |
| | EFFECTIVE: | June 10, 2008 |

7. *Resignations***RECOMMENDATION:*****Noninstructional***

1. NAME: **Bachman, Joanne S.**
 ASSIGNMENT: Liberty, C-1 Custodian
 REASON: Retirement
 EFFECTIVE: December 2, 2008

2. NAME: **Campanella, Deborah D.**
 ASSIGNMENT: Education Center, Coordinator of Public
 Relations
 REASON: Retirement
 EFFECTIVE: June 30, 2008

3. NAME: **Celot, Candace**
 ASSIGNMENT: Governor Wolf, Teacher Assistant, General
 Duty
 REASON: Retirement
 EFFECTIVE: June 10, 2008

4. NAME: **Cruz, Luz S.**
 ASSIGNMENT: Donegan, Family Development Specialist
 REASON: Personal
 EFFECTIVE: July 15, 2008

5. NAME: **Padilla, Leisha**
 ASSIGNMENT: SPARK, Instructional Assistant
 REASON: Personal
 EFFECTIVE: July 8, 2008

7. *Resignations*

RECOMMENDATION:

Miscellaneous

- | | | |
|----|-------------|-------------------------------|
| 1. | NAME: | Karam, Jeffrey R. |
| | ASSIGNMENT: | Freedom, Head Wrestling Coach |
| | REASON: | Personal |
| | EFFECTIVE: | April 17, 2008 |

The administration's recommendations 3, 4, 7, 8, 10, 13, 14, 15, 17, 18, 19 and 20 were considered together.

8. *Leaves of Absence*

RECOMMENDATION:

Instructional

1. NAME: **Anderko, Karen A.**
 ADDRESS: Danielsville
 ASSIGNMENT: Liberty, Biology Teacher
 REASON: Family Medical/Childrearing Leave of Absence
 EFFECTIVE: Family Medical Leave of Absence to begin on
 August 21, 2008, until the end of the day on
 November 14, 2008
 Childrearing Leave of Absence to begin on
 November 17, 2008, until the end of the day on
 January 16, 2009

2. NAME: **Spang, Kristin M.**
 ADDRESS: Bethlehem
 ASSIGNMENT: Liberty, Business Teacher
 REASON: Family Medical/Childrearing Leave of Absence
 EFFECTIVE: Family Medical Leave of Absence to begin on
 September 8, 2008, until the end of the day on
 December 4, 2008
 Childrearing Leave of Absence to begin on
 December 5, 2008, until the end of the day on
 February 27, 2009

8. *Leaves of Absence*

RECOMMENDATION:

Noninstructional

1. NAME: **Remaly, Donna**
 ADDRESS: Bethlehem
 ASSIGNMENT: Broughal, General Kitchen Help
 REASON: General Leave of Absence
 EFFECTIVE: May 19, 2008

2. NAME: **Trinidad, Annjanette**
 ADDRESS: Bethlehem
 ASSIGNMENT: Child Care, Center Supervisor
 REASON: General Leave of Absence
 EFFECTIVE: September 11, 2008, until the end of the day on
 December 19, 2008

The administration's recommendations 3, 4, 7, 8, 10, 13, 14, 15, 17, 18, 19 and 20 were considered together.

9. *Nominations for Appointment***RECOMMENDATION:*****Instructional***

1. NAME: **Ayre, Jonathan A.**
 ADDRESS: Bethlehem
 COLLEGE, DEGREE: Pennsylvania State University, B.S.
 Kutztown University, Certification
 ASSIGNMENT: East Hills, Grade 7 Science Teacher
 STATUS: Temporary Professional Employee
 SALARY: \$40,887 (Bachelor's +15, Step 1)
 EFFECTIVE: August 21, 2008

2. NAME: **Dellatore, Scott A.**
 ADDRESS: Bethlehem
 COLLEGE, DEGREE: Bloomsburg University, B.A.
 Kutztown University, M.Ed.
 ASSIGNMENT: East Hills, (.5)/Nitschmann, (.5) Guidance Counselor
 STATUS: Long-term Substitute
 SALARY: \$42,708 (Master's, Step 1)
 EFFECTIVE: August 21, 2008, and terminating at the end of the 2008-
 2009 school year, or upon the return of E. Frisch

3. NAME: **El-Turky, Hebat**
 ADDRESS: Allentown
 COLLEGE, DEGREE: Temple University, B.A.
 University of Pennsylvania, M.Ed.
 ASSIGNMENT: Broughal, Guidance Counselor
 STATUS: Long-term Substitute
 SALARY: \$42,708 (Master's, Step 1)
 EFFECTIVE: August 21, 2008, and terminating at the end of the 2008-
 2009 school year, or upon the return of M. Houser

9. *Nominations for Appointment***RECOMMENDATION:*****Instructional (continued)***

- | | | |
|----|---|---|
| 4. | NAME:
ADDRESS:
COLLEGE, DEGREE:

ASSIGNMENT:
STATUS:
SALARY:
EFFECTIVE: | Klenk, Jennifer M.
Warrington
Dupuesne University, B.M.
University of the Arts, M.A.
East Hills, (.6)/Freedom, (.4) Vocal Music Teacher
Temporary Professional Employee
\$42,708 (Master's, Step 1)
August 21, 2008 |
| 5. | NAME:
ADDRESS:
COLLEGE, DEGREE:

ASSIGNMENT:
EXPERIENCE:
STATUS:
SALARY:
EFFECTIVE: | La Barre, Rosemarie A.
Pen Argyl
Cedar Crest College, B.A.
Immaculata University, Certification
East Hills, Family and Consumer Science Teacher
8 years, Pennsylvania
Professional Employee
\$46,344 (Bachelor's +15, Step 9)
August 21, 2008 |
| 6. | NAME:
ADDRESS:
COLLEGE, DEGREE:

ASSIGNMENT:
EXPERIENCE:
STATUS:
SALARY:
EFFECTIVE: | Lane, Mary Beth
Orefield
Chestnut Hill College, B.S.
LaSalle University, M.A.
Moravian College, Certification
Freedom, Spanish Teacher
1 year, Pennsylvania
Temporary Professional Employee
\$44,183 (Master's +15, Step 2)
August 21, 2008 |

9. *Nominations for Appointment***RECOMMENDATION:*****Instructional (continued)***

- | | | |
|-----|---|---|
| 7. | NAME:
ADDRESS:
COLLEGE, DEGREE:
ASSIGNMENT:
STATUS:
SALARY:
EFFECTIVE: | LaTourette, Kelly Sue
Honesdale
Moravian College, B.S.
Northeast, Grade 7 Mathematics Teacher
Temporary Professional Employee
\$39,389 (Bachelor's, Step 1)
August 21, 2008 |
| 8. | NAME:
ADDRESS:
COLLEGE, DEGREE:

ASSIGNMENT:
EXPERIENCE:
STATUS:
SALARY:
EFFECTIVE: | Martinez, Louis
Tobyhanna
Hunter College, B.A.
Queens College, M.S.
Freedom, English Teacher
14 years, New York
Temporary Professional Employee
\$54,342 (Master's +45, Step 11)
August 21, 2008 |
| 9. | NAME:
ADDRESS:
COLLEGE, DEGREE:
ASSIGNMENT:
STATUS:
SALARY:
EFFECTIVE: | Muller, Ryan
Northampton
York College, B.S.
Broughal, Grade 6 Literacy Teacher
Long-term Substitute
\$39,389 (Bachelor's, Step 1)
August 21, 2008, and terminating at the end of the 2008-2009 school year, or upon the return of P. Silverthorn |
| 10. | NAME:
ADDRESS:
COLLEGE, DEGREE:
ASSIGNMENT:
EXPERIENCE:
STATUS:
SALARY:
EFFECTIVE: | Natriello, Nicholas F.
Bethlehem
DeSales University, B.S.
Lincoln, Grade 5 Teacher
1 year, Bethlehem
Temporary Professional Employee
\$39,689 (Bachelor's, Step 2)
August 21, 2008 |

9. *Nominations for Appointment***RECOMMENDATION:*****Instructional (continued)***

- | | | |
|-----|---|--|
| 11. | NAME:
ADDRESS:
COLLEGE, DEGREE:
ASSIGNMENT:
EXPERIENCE:
STATUS:
SALARY:
EFFECTIVE: | Pum, Brian J.
Bethlehem
Moravian College, B.A.
Freedom, Social Studies Teacher
1 year, Bethlehem
Long-term Substitute
\$39,689 (Bachelor's, Step 2)
August 21, 2008, and terminating at the end of the 2008-2009 school year, or upon the return of K. Sobrinski |
| 12. | NAME:
ADDRESS:
COLLEGE, DEGREE:

ASSIGNMENT:
EXPERIENCE:
STATUS:
SALARY:
EFFECTIVE: | Schoeneberger, Troy D.
Pen Argyl
Lock Haven University, B.A., B.S.
East Stroudsburg University, M.Ed.
Career Academy, Mathematics Teacher
10 years, Pennsylvania
Professional Employee
\$51,269 (Master's, Step 11)
August 21, 2008 |
| 13. | NAME:
ADDRESS:
COLLEGE, DEGREE:
ASSIGNMENT:
STATUS:
SALARY:
EFFECTIVE: | Swartz, Bradley S.
Temple
Moravian College, B.S.
Freedom, Mathematics Teacher
Long-term Substitute
\$39,389 (Bachelor's, Step 1)
August 21, 2008, and terminating at the end of the first semester of the 2008-2009 school year, or upon the return of M. Bullard |
| 14. | NAME:
ADDRESS:
COLLEGE, DEGREE:
ASSIGNMENT:
EXPERIENCE:
STATUS:
SALARY:
EFFECTIVE: | Weaver, Michelle
Bethlehem
DeSales University, B.A.
Nitschmann, Grade 8 English Teacher
6 years, Pennsylvania
Professional Employee
\$44,808 (Bachelor's +15, Step 7)
August 21, 2008 |

9. *Nominations for Appointment*

RECOMMENDATION:

Noninstructional

- | | | |
|----|-------------|---------------------------|
| 1. | NAME: | Madison, Catherine |
| | ADDRESS: | Bethlehem |
| | ASSIGNMENT: | SPARK, Health Assistant |
| | SALARY: | \$13.18 per hour |
| | EFFECTIVE: | August 22, 2008 |

9. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous

The following salaries are for the 2007-2008 school year and will be adjusted for the 2008-2009 school year, consistent with Article XXVII of the Collective Bargaining Agreement between the Board of School Directors and the Bethlehem Education Association.

1. **Athletic Events**

Code: 62-3100-122-000-0000-00001

Concession Stand Managers

Zimmerman, Charlotte

Zimmerman, Robert

SALARY: \$17.08 per hour (Current Game Help Rate, but will change for the 2008-2009 school year)

Concession Stand Supervisors

Howey, Amy (Alternate)

West, Kenneth

Willever, David

SALARY: \$10.00 per hour

2. **Coaches**

Code: 29-3250-126-000-0900-00001

Freedom High School

Baseball

Head Coach	D'Amico, Nicholas	Continuing	\$5,678.00
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Assistant Coach (.5)	Palos, Michael	Continuing	1,845.50
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Assistant Coach	Todaro, Michael	Continuing	3,691.00
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Boys Basketball

Head Coach	Stellato, Joseph	Continuing	6,989.00
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Assistant Coach	Ortiz, Luis	Continuing	4,543.00
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Assistant Coach	Vajda, Jason	Continuing	4,543.00
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Girls Basketball

Head Coach	Calabrese, Gerald	Continuing	6,989.00
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Assistant Coach	Garza, Ronald	Continuing	4,543.00
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Assistant Coach	Matus, Richard	Continuing	4,543.00
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Assistant Coach	Medina, Jose	Continuing	4,543.00
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9. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous (continued)

2. **Coaches (continued)**

Code: 29-3250-126-000-0900-00001

Cheerleading

Head Coach	Zito, Alicia	Continuing	\$4,019.00
Assistant Coach	Anderson, Nicole	New	2,218.00
Assistant Coach	Vernon, Jeremy	Continuing	2,612.00

Cross Country

Head Coach	Jordan, Diane	Continuing	4,805.00
Assistant Coach	Dos Santos, Jose A.	Continuing	3,123.00

Field Hockey

Head Coach	Innarella, Charis	Continuing	5,678.00
Assistant Coach	Wetmore, Marilyn	Continuing	3,691.00

Football

Head Coach	Roeder, Jason	Continuing	8,736.00
Assistant Coach (.5)	Feltmann, Robert	Continuing	2,839.00
Assistant Coach (.5)	Haas, Brian	New	2,411.00
Assistant Coach (.5)	Haberl, Jeffrey	Continuing	2,839.00
Assistant Coach (.5)	Hornbacker, Timothy	Continuing	2,839.00
Assistant Coach	Laird, Geoffrey	Continuing	5,678.00
Assistant Coach (.5)	McGinty, Sean	Continuing	2,839.00
Assistant Coach (.5)	Owens, Arthur	Continuing	2,839.00
Assistant Coach (.5)	Quintana, James	Continuing	2,839.00
Assistant Coach	Reph, Benjamin	Continuing	5,678.00
Assistant Coach	Shimko, Todd	Continuing	5,678.00
Assistant Coach (.5)	Swartz, Bradley	New	2,411.00

Rifle

Head Coach	Hokenson, Eric	Continuing	4,019.00
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Boys Soccer

Head Coach	Sclama, William	Continuing	5,678.00
Assistant Coach (.5)	Peters, Karl	Continuing	1,845.50
Assistant Coach (.5)	Wasilick, Raymond M.	Continuing	1,845.50

Girls Soccer

Head Coach	Isaksson, Anders	Continuing	5,678.00
Assistant Coach (.5)	Halper, Jamie	Continuing	1,845.50
Assistant Coach	Peters, Karl	Continuing	3,691.00
Assistant Coach (.5)	Weychert, Robert	Continuing	1,845.50

9. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous (continued)

2. **Coaches (continued)**

Code: 29-3250-126-000-0900-00001

Girls Softball

Head Coach	Borzak, Michelle	Continuing	\$5,678.00
Assistant Coach (.5)	Burkhardt, Amanda	Continuing	1,845.50
Assistant Coach (.5)	Matuczinski, Stacy	Continuing	1,845.50
Assistant Coach	McGoff, Tara	Continuing	3,691.00

Swimming

Head Coach	Remaly, Kevin	Continuing	6,770.00
Assistant Coach	Glaser, Barbara	Continuing	4,401.00
Assistant Coach (.5)	Stahr, Barry	Continuing	2,200.50

Boys Tennis

Head Coach	Evans, Michael	Continuing	4,019.00
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Girls Tennis

Head Coach-Interim	Kohn, Karen	Continuing	4,019.00
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Track

Head Coach	Jordan, Diane	Continuing	6,770.00
Assistant Coach	Dos Santos, Jose	Continuing	4,401.00
Assistant Coach	Jones, Christopher	Continuing	4,401.00
Assistant Coach	Owens, Arthur	Continuing	4,401.00

Boys Volleyball

Head Coach	Yanek, John	Continuing	4,019.00
Assistant Coach	Kostic, Jarred	Continuing	2,612.00

Girls Volleyball

Head Coach	Yoo, Joseph	Continuing	4,019.00
Assistant Coach	Dando, Timothy	Continuing	2,612.00

Wrestling

Head Coach	McIntyre, Richard	New	5,934.00
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Liberty High School

Baseball

Head Coach	Pitsilos, Andrew	Continuing	5,678.00
Assistant Coach	Schaefer, Daniel	Continuing	3,691.00
Assistant Coach	Sule, Christopher	Continuing	3,691.00

9. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous (continued)

2. **Coaches (continued)**

Code: 29-3250-126-000-0900-00001

Boys Basketball

Assistant Coach (.5)	Bachman, Michael	Continuing	\$2,271.50
Assistant Coach	Kashner, Michael	Continuing	4,543.00
Assistant Coach (.5)	Shuler, Jeremy	Continuing	2,271.50
Assistant Coach (.5)	Venanzi, Michael	Continuing	2,271.50
Assistant Coach (.5)	Yasso, George	Continuing	2,271.50

Girls Basketball

Head Coach	Tone, John	Continuing	6,989.00
Assistant Coach	McDonald, Sherri	Continuing	4,543.00
Assistant Coach	Mikulski, Kelly	Continuing	4,543.00
Assistant Coach	Yencho, Amy	Continuing	4,543.00

Cheerleading

Head Coach	Barlok, Sara	Continuing	4,019.00
Assistant Coach	Crandall, Mika	Continuing	2,612.00
Assistant Coach	Wallaesa, Lynann	Continuing	2,612.00

Cross Country

Assistant Coach	Morgan, Angie	Continuing	3,691.00
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Field Hockey

Head Coach	Omdahl, Mary Kathryn	Continuing	5,678.00
Assistant Coach	Docalovich, Patricia	Continuing	3,691.00
Assistant Coach	Hursh, Katelin	Continuing	3,691.00

Football

Head Coach	Moncman, Timothy	Continuing	8,736.00
Assistant Coach	Denofa, William	Continuing	5,678.00
Assistant Coach (.5)	Donahue, Timothy	New	2,411.00
Assistant Coach	McClarín, Robert	Continuing	5,678.00
Assistant Coach (.5)	McNulty, Patrick	Continuing	2,839.00
Assistant Coach	Michael, Barry	Continuing	5,678.00
Assistant Coach	Senneca, Matthew	Continuing	5,678.00
Assistant Coach	Serratelli, James	Continuing	5,678.00
Assistant Coach (.5)	Shuler, Jeremy	Continuing	2,839.00
Assistant Coach (.5)	Yasso, George	Continuing	2,839.00

9. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous (continued)

2. **Coaches (continued)**

Code: 29-3250-126-000-0900-00001

Golf

Head Coach	Bradley, Steven	Continuing	\$4,019.00
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Rifle

Head Coach	Miller, Jody	Continuing	4,019.00
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Boys Soccer

Head Coach	Horvath, Jason	Continuing	5,678.00
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Assistant Coach	Sarkozy, Kalman	Continuing	3,691.00
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Girls Soccer

Head Coach	Horvath, Jason	Continuing	5,678.00
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Assistant Coach	Langmeyer, Alicia	Continuing	3,691.00
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Swimming

Head Coach	Foust, Reik	Continuing	6,770.00
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Assistant Coach	McClure, Sara	Continuing	4,401.00
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Assistant Coach (.5)	Stahr, Barry	Continuing	2,200.50
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Boys Tennis

Head Coach	Schnalzer, Leo	Continuing	4,019.00
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Girls Tennis

Head Coach	Schnalzer, Leo	Continuing	4,019.00
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Track

Head Coach	Bush, Kevin	Continuing	6,770.00
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Assistant Coach	D'Emilio, Christopher	Continuing	4,401.00
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Assistant Coach	Karwacki, Jeffrey	Continuing	4,401.00
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Assistant Coach	Spang, Joseph	Continuing	4,401.00
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Boys Volleyball

Head Coach	Ammary, Neiad	Continuing	4,019.00
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Girls Volleyball

Assistant Coach	Maioriello, Melissa	Continuing	2,612.00
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Wrestling

Head Coach	Karam, Joseph	Continuing	6,989.00
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Assistant Coach	Burzynski, Brian	Continuing	4,543.00
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Assistant Coach (.5)	Cabrera, Richard	Continuing	2,271.50
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Assistant Coach (.5)	Henning, Derron	Continuing	2,271.50
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Assistant Coach	McIntyre, Daniel	Continuing	4,543.00
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9. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous (continued)

2. **Coaches (continued)**

Code: 29-3250-126-000-0900-00001

Broughal Middle School

Boys Basketball

Head Coach	Altimare, James	Continuing	\$3,494.00
Assistant Coach	Hatch, Eric	Continuing	2,271.00

Girls Basketball

Head Coach	McDonald, Sherri	Continuing	3,494.00
Assistant Coach	McKellin, Janice	Continuing	2,271.00

Cheerleading

Head Coach	Snell, Sarah	Continuing	2,184.00
Assistant Coach	Watson, Tammy	Continuing	1,420.00

Cross Country

Head Coach	Chruscial, Brant	Continuing	2,184.00
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Field Hockey

Head Coach	Sakelarides, Erin	New	1,855.00
Assistant Coach	Moschak, Michelle	New	1,206.00

Football

Head Coach	Altimare, James	Continuing	3,494.00
Assistant Coach	Hatch, Eric	Continuing	2,271.00

Soccer

Head Coach	Altimare, James	Continuing	2,184.00
Assistant Coach	McKellin, Janice	Continuing	1,420.00

Softball

Head Coach	Chruscial, Brant	Continuing	2,184.00
Assistant Coach	Newhard, Heather	Continuing	1,420.00

Girls Volleyball

Head Coach	Riffert, Steven	Continuing	2,184.00
Assistant Coach	Check, Joanne	Continuing	1,420.00

Intramurals

Supervisor	Altimare, James		3,299.00
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9. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous (continued)

2. **Coaches (continued)**

Code: 29-3250-126-000-0900-00001

East Hills Middle School

Boys Basketball

Head Coach	John, George	Continuing	\$3,494.00
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Assistant Coach	Metz, Timothy	Continuing	2,271.00
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Girls Basketball

Head Coach	Keim, Janelle	Continuing	3,494.00
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Assistant Coach	Ferry, Shannon	Continuing	2,271.00
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Cheerleading

Head Coach	Stelmak, LeeAnn	Continuing	2,184.00
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Assistant Coach	Amato, Kristin	Continuing	1,420.00
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Cross Country

Head Coach	Ritter, Gregory	Continuing	2,184.00
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Field Hockey

Head Coach	Knowles, Jessica	Continuing	2,184.00
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Assistant Coach	Zehner, Amber	Continuing	1,420.00
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Football

Head Coach	Nawrocki, Matthew	Continuing	3,494.00
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Assistant Coach (.5)	Litsch, Erich	New	964.50
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Assistant Coach (.5)	Metz, Tim	Continuing	1,135.50
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Soccer

Head Coach	Pearson, Robert	Continuing	2,184.00
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Assistant Coach	Nawrocki, Matthew	Continuing	1,420.00
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Softball

Head Coach	Hokenson, Eric	Continuing	2,184.00
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Assistant Coach	Goldberg, Stefanie	Continuing	1,420.00
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Girls Volleyball

Head Coach	Ferry, Shannon	Continuing	2,184.00
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Assistant Coach	Kruk, Christine	Continuing	1,420.00
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Intramurals

Supervisor	Evans, Eric		3,299.00
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9. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous (continued)

2. **Coaches (continued)**

Code: 29-3250-126-000-0900-00001

Nitschmann Middle School

Boys Basketball

Head Coach	Wills, Jr., James	Continuing	\$3,494.00
Assistant Coach	Terry, Daniel	Continuing	2,271.00

Girls Basketball

Head Coach	Wertman, Courtney	Continuing	3,494.00
Assistant Coach	Rodenbach, Scott	Continuing	2,271.00

Cheerleading

Head Coach	DeStasio, Jennifer	New	1,855.00
Assistant Coach	Guerrieri, Tori	New	1,206.00

Cross Country

Head Coach	Shay, Erin	New	1,855.00
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Field Hockey

Head Coach	Hipp, Kelly	Continuing	2,184.00
Assistant Coach	Hartman, Shannon	Continuing	1,420.00

Football

Head Coach	Karb, John	Continuing	3,494.00
Assistant Coach (.5)	Villani, Michael	Continuing	1,135.50
Assistant Coach (.5)	Truby, John	Continuing	1,135.50

Soccer

Head Coach	Rodenbach, Scott	Continuing	2,184.00
Assistant Coach	Hartman, Shannon	Continuing	1,420.00

Softball

Head Coach	Thear, Tanya	Continuing	2,184.00
Assistant Coach	Getz, Julie	New	1,206.00

Girls Volleyball

Head Coach	Glueck, Larry	Continuing	2,184.00
Assistant Coach	Frankenfield, Andrea	Continuing	1,420.00

Intramurals

Supervisor	Muller, Laurie		3,299.00
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9. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous (continued)

2. **Coaches (continued)**

Code: 29-3250-126-000-0900-00001

Northeast Middle School

Boys Basketball

Head Coach	Landino, Richard	Continuing	\$3,494.00
Assistant Coach	Rodriguez, Ramon	Continuing	2,271.00

Girls Basketball

Head Coach	Fanger, Carl	Continuing	3,494.00
Assistant Coach	Maag, Christopher	Continuing	2,271.00

Cheerleading

Head Coach	Elekes, Jodey	Continuing	2,184.00
Assistant Coach	Wallace, Kelsey	Continuing	1,420.00

Field Hockey

Head Coach	Buchanan, Karen	Continuing	2,184.00
Assistant Coach	Brewster, Karen	Continuing	1,420.00

Football

Head Coach	Sisle, Stuart	Continuing	3,494.00
Assistant Coach	Gross, Jason	Continuing	2,271.00

Soccer

Head Coach	Fenner, LeRoy	Continuing	2,184.00
Assistant Coach	Buskirk, Michael	Continuing	1,420.00

Softball

Head Coach	Unger, Jamie	Continuing	2,184.00
Assistant Coach (.5)	Bowman, Catherine	Continuing	710.00
Assistant Coach (.5)	Shive, Linda	Continuing	710.00

Girls Volleyball

Head Coach	Shive, Linda	Continuing	2,184.00
Assistant Coach	Cieslak, Kathy	Continuing	1,420.00

Intramurals

Supervisor	Shive, Linda		3,299.00
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3. **Extracurricular Activity Advisors**

Code: 10-3210-131-300-2106-00001

Freedom High School

Treasurer	Madouse, Ronald		1,812.00
Director of Extracurricular Activities	Safranek, William (.5)		643.00
	Stellato, Joseph (.5)		643.00

9. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous (continued)

3. **Extracurricular Activity Advisors (continued)**

Code: 10-3210-131-300-2106-00001

Academic Organizations

Debate Team	Frederick, Linda (.5)	\$ 170.00
	Ziegler, George (.5)	170.00
DECA	Blozinsky, Brad (.5)	170.00
	Jordan, Diane (.5)	170.00
Environmental Awareness	Baltz, Eric	340.00
FBLA	Petrosky, Robert (.5)	170.00
	Smith, Guy (.5)	170.00
French Club	Stanley, Maryse	340.00
German Club	Solomon, Angela	340.00
G.R.E.E.N. Team	Sutliff-Brady, Kelly	340.00
Mathematics Team	Young, Jeffrey	2,184.00
National Honor Society	Roman, Dawn (.5)	170.00
	Wallaesa, John (.5)	170.00
Scholastic Scrimmage	Evans, Michael	2,184.00

Art and Literary Organizations

Anime Club	O'Connor, Kayla	340.00
Art Club	DiRenzo, Lori	340.00
Literary Magazine	Ackerman, Lauren	854.00
(Pen and Ink)	Dunstan, Michael	854.00
Newspaper	Reaman, Denise	2,778.00
(Freedom Forum)		
Yearbook	Dolak, Chad	2,574.00

Athletic Organizations

Ski Club	Jones, Christopher	318.00
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Miscellaneous Organizations

Amnesty International	Wallaesa, John	340.00
Astronomy Club	Safranek, William	340.00
Audio Visual Aides Club	Safranek, William	340.00
Bible Club	Sivick, Charles	340.00
Campus Shop	Blozinsky, Brad (.5)	170.00
	Jordan, Diane	170.00
Chess Club	Chabot, Sandra	340.00
Community Service	Seip, Diane	340.00
Advisory Board		

9. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous (continued)

3. **Extracurricular Activity Advisors (continued)**

Code: 10-3210-131-300-2106-00001

Cultural Awareness Network	Strockyj, Sonia	\$ 318.00
Dance Team	Fonseca, Sally	340.00
Drama Presentation (Fall)	Wescoe, Jennifer	1,650.00
Exploring Careers	Strockyj, Sonia	318.00
Fashion 4 Scholars Club	Fonseca, Sally	340.00
Garden Club	Laughlin, Paula	340.00
Gay/Straight Alliance	O'Connor, Kayla	318.00
Junior Class Advisors	Guerrera, Nicolette	750.00
	Pfizenmayer, Lisa	750.00
Latino Leadership Club	Bryant, Julianne	340.00
Musical Drama Presentation (Spring)	Wescoe, Jennifer	1,650.00
Planetarium Club	Safranek, William	340.00
Quilting Club	Egner, Marilyn	340.00
Republican Patriots Club	Tocci, Rick	340.00
S.A.D.D.	Lesoine, Mary Kate	307.00
Science Exploration Club	Frederick, Linda	340.00
Science Olympiad Team	Bothwell, Jamie	340.00
Senior Class Advisors	Sage, Laurie	959.00
	Wallaesa, John	959.00
Sophomore Class Advisors	Chabot, Sandra	560.00
	Marmaros, Anna	507.00
Spring Musical (Vocal)	Kincaid, Lucille	560.00
Spring Musical (Instrumental)	Eick, Cristin	473.00
Student Council	McAndrew, Carrie	959.00
Technical Theatre Crew	Wescoe, Jennifer	340.00
Musical Organizations		
Assistant Band Director	Eick, Cristin	3,338.00
Band Director/Color Guard/Majorettes	Moran, Michael	6,422.00
Handbell Choir	Hubbard, Michelle	340.00
Show Choir	Hubbard, Michelle	560.00
Stage Band	Moran, Michael	560.00
Vocal Group (Les Chanteurs)	Hubbard, Michelle	560.00

9. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous (continued)

4. **Intramural Help/Game Help**
(Current Intramural Rate is \$21.38/Current Game Help Rate is \$17.08, but both will change for the 2008-2009 school year.)
Code: 10-3210-123-000-2000-00001/ Code: 29-3250-127-000-0000-00001
All current and retired BASD employees, including coaches and substitutes.

Aldinger, Albert	McCallum, Mary
Baab, Benjamin	McNulty, Patrick
Brandt, Lisa	Matthews, Gary
Capuano, Leonard	Merring, Donna
Capuano, Matthew	Mikulski, Bernard
D'Amico, Christopher	Schlamp, Erica
Evans, Donald	Scott, Van A., Sr.
Fisher, Timothy	Seagreaves, Mark
Fiorentino, James	Shive, Jack
Gilbert, Karl	Surber, Mark
Jordan, Frank	Tavares, Joseph
Joseph, Douglas	Vasquez, Robert
Kocon, Bernard	Ziegenfus, Matthew
Matyus, Jeannette	
5. **Lead Support Technologist**
Kiersch, Jason
SALARY: \$2,000.00
6. **Saturday Detention Proctor**
Freedom High School
Code: 10-1100-121-200-7156-00002
Pfizenmayer, Lisa
SALARY: \$30.51 per hour, to be adjusted for the 2008-2009 school year
7. **Summer ASPIRE Helper**
Broughal Middle School
Villegas, Luis
SALARY: \$7.15 per hour

9. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous (continued)

8. **Summer Enrollment Services – Center for Language Assessment
Language Proficiency Testing
Haddad, Lydia
Lucrezi, Susan
SALARY: To be paid per diem rate, not to exceed 20 days combined**

9. **Summer Guidance
Buck, Randy
Hirner, Tracey
SALARY: To be paid per diem rate, not to exceed 7 days**

10. **Summer School
James Buchanan Elementary School
Butt, Julie Hilton, Jennifer
D’Emilio, Mary Ann Ziegler, Jenna**

***Nitschmann Middle School*
Wohlbach, Herman
SALARY: \$30.51 per hour**

11. **Transportation – Part-time Bus Drivers
Alpha, Joel Gaal, Carol
Baez, Nilda Mentzer, Tanya
Ford, John D. Transue, Edward
SALARY: \$15.33 per hour**

9. *Nominations for Appointment*

RECOMMENDATION:

Substitutes

Instructional

Kocon, Megan A.
Bethlehem

Lauray, Kelly Y.
Nazareth

Mahon, Sean M.
Bethlehem

9. *Nominations for Appointment*

RECOMMENDATION:

Substitutes

Noninstructional

Seitz, Pamela
Bethlehem

Steiner, Robert

Director Tenaglia addressed the executive session held earlier and stated that he was unclear about the resolution for the three items discussed.

Director Dexter thought they decided that if it was the will of the board, Numbers 1, 2 and 9 would be considered again at another meeting after additional information was obtained, unless Dr. Lewis was able to obtain that information.

Dr. Lewis asked if they would like a report on the candidate.

Director Dexter asked if they needed to go into executive session for discussion.

An executive session was called at 8:40 p.m. to discuss candidate 9 with the regular meeting reconvening at 8:59 p.m.

Director Dexter asked if there was any further discussion. She indicated that she would be voting no on Item 9, Numbers 1 and 2, listed on Page 14, her reasoning was that they lacked sufficient information at the present time to make an informed vote on the two candidates.

Mr. Majewski noted the following updates on hourly rates:

- Athletic Events, Number 1, Page 19 – Concession Stand Managers – \$17.94
- Intramural/Game Help, Number 4, Page 30 – Intramural Rate – \$22.45 and Game Help Rate – \$17.94
- Saturday Detention Proctor – Number 6, Page 30 – Freedom High School – \$32.04

Dr. Lewis noted that the adjustments were made by contract.

Director Dexter added that during the agenda meeting which she and President Leeson had with Dr. Lewis; they inquired why the district was paying \$21.38 and \$17.08 for game help, asking whether help might be obtainable at a lower rate. At that time the administration verified that it was contractual with no alternative.

Dr. Lewis pointed out that Director Dexter asked an important question, noting that Mr. Zieger and their solicitor were present this evening. He noted that it was his impression that even if someone who comes in from the outside was covered under that contract agreement.

Mr. Zeiger stated that it was certainly the position of the BEA (Bethlehem Education Association).

Director Dexter called for a vote on Item 9. The question was called with roll call as follows: Yea, Directors Koch, Tenaglia, Cann, Follweiler, Haytmanek, and Dexter (with the exception of Page 14, Numbers 1 and 2 for the reasons stated) – 6. ROLL CALL –
ITEM 9

The motion passed (with the exception of candidates 1 and 2 on Page 14) 6 – 0.

The motion passed 5 – 1 with regard to candidates 1 and 2 on Page 14.

Mr. Majewski noted that candidate 10 was pulled.

The administration's recommendations 2, 5, 6, 9, 11, and 20 were considered together.

10. Reassignments**RECOMMENDATION:*****Instructional***

1. NAME: **Kitchell, Barbara A.**
ASSIGNMENT: Freedom, Mathematics Teacher
FROM: Long-term Substitute
TO: Temporary Professional Employee
SALARY: \$41,187 (Bachelor's +15, Step 2)
REASON: Successful Candidate
EFFECTIVE: August 21, 2008
2. NAME: **Lutz, Suzanne E.**
FROM: Miller Heights, (.5) Instructional Support Teacher
TO: Miller Heights, (.5) Instructional Support
Teacher/District-wide, (.5) English as a Second
Language Teacher
STATUS: Professional Employee
SALARY: \$51,269 (Master's, Step 11)
REASON: Successful Candidate
EFFECTIVE: August 21, 2008
3. NAME: **Raynor, Tracy**
FROM: Fountain Hill, (.5) English as a Second Language
Teacher
TO: Fountain Hill, 1.0 English as a Second Language
Teacher
STATUS: Temporary Professional Employee
SALARY: \$39,689 (Bachelor's, Step 2)
REASON: Successful Candidate
EFFECTIVE: August 21, 2008
4. NAME: **Vogler, Amy**
FROM: Spring Garden, (.5) Kindergarten Teacher
TO: Spring Garden, (.5)/James Buchanan, (.5)
Kindergarten Teacher
STATUS: Professional Employee
SALARY: \$49,718 (Master's +15, Step 9)
REASON: Successful Candidate
EFFECTIVE: August 21, 2008

10. *Reassignments***RECOMMENDATION:*****Noninstructional***

1. NAME: **Michael, Erin**
 FROM: Liberty, Assistant Athletic Director, (.5) Winter
 TO: Liberty, Assistant Athletic Director, (.5) Fall/(.5) Winter

 SALARY: \$1,373.50, Fall/\$1,831.50, Winter (Noninstructional Meet and Discuss, Category N, Step 2, to be adjusted upon completion of Noninstructional Meet and Discuss Agreement)

 REASON: Successful Candidate
 EFFECTIVE: 2008-2009 school year

2. NAME: **Tone, John**
 FROM: Liberty, Assistant Athletic Director, 1.0 Spring
 TO: Liberty, Assistant Athletic Director, (.5) Fall/(.5) Spring

 SALARY: \$1,632.00, Fall/\$1,632.00, Spring (Noninstructional Meet and Discuss, Category N, Step 10, to be adjusted upon completion of Noninstructional Meet and Discuss Agreement)

 REASON: Successful Candidate
 EFFECTIVE: 2008-2009 school year

3. NAME: **Senneca, Matthew**
 FROM: Liberty, Assistant Athletic Director, (.5) Winter
 TO: Liberty, Assistant Athletic Director, (.5) Winter/(.5) Spring

 SALARY: \$1,831.50, Winter/\$1,373.50, Spring (Noninstructional Meet and Discuss, Category N, Step 2, to be adjusted upon completion of Noninstructional Meet and Discuss Agreement)

 REASON: Successful Candidate
 EFFECTIVE: 2008-2009 school year

The administration's recommendations 3, 4, 7, 8, 10, 13, 14, 15, 17, 18, 19 and 20 were considered together.

11. *Authorization to Add School Resource Officer at Liberty High School***INFORMATION:**

The City of Bethlehem Police Department jointly with the Bethlehem Area School District submitted a grant application that was approved and will now provide funding for an additional school resource officer (SRO) at Liberty High School, commencing with the 2008-2009 school year. The second officer is being recommended because of the size of the student enrollment at that campus. The project title for the grant is Liberty High School SRO and therefore assumes exclusive assignment at Liberty High School.

The Pennsylvania Commission on Crime and Delinquency (PCCD) will provide funding for this officer. The grant will pay 75 percent of the salary and benefits for the 2008-2009 school year, and be reduced by 25 percent for the next two years until the compensation will no longer be subsidized by the grant. The City has agreed to pay 100 percent of the benefits and have the grant cover 100 percent of the salary for year one. In the ensuing years, a prorated formula of 10 months (Bethlehem Area School District) and 2 months (City) will be applied to the 25 percent of the local commitment.

RECOMMENDATION:

That the Board of School Directors authorizes the placement of a City of Bethlehem School Resource Officer (SRO) at Liberty High School during the three years commencing with the 2008-2009 school year. It is further agreed that the Board of School Directors will commit to fund this SRO commencing with the 2008-2009 school year for the remainder of the approved Pennsylvania Commission on Crime and Delinquency (PCCD) grant for the 10 months when Liberty High School is scheduled for classes. The percentage of school district provided funds for this SRO will not exceed 50 percent for the 2009-2010 school year, and 75 percent for the 2010-2011 school year of the non-grant dollars.

Director Dexter stated that she asked during the agenda review whether the resolution might be amended to give the school district some liberal ability to add the school resource officer but perhaps assign as needed within the City of Bethlehem.

Mr. Majewski replied that by the way the grant was submitted and approved; it specifically identified Liberty High School as the site for the school resource officer as opposed to the Bethlehem Area School District. It was his understanding that the grant would only approve the resource officer for Liberty High School.

Dr. Lewis pointed out that they had very good cooperation with the city and the lieutenant in charge of the program, noting that he had honored his requests to move someone for a day or for the duration.

Mr. Majewski added that although this resource officer was specific to Liberty High School, another resource officer was there who was not as restricted, allowing some flexibility.

Director Dexter requested a vote on Item 11. The question was called with roll call as follows: Yea, Directors Koch, Tenaglia, Cann, Follweiler, Haytmanek and Dexter – 6.

ROLL CALL –
ITEM 11

The motion was passed 6 – 0.

The administration's recommendations 2, 5, 6, 9, 11, and 20 were considered together.

12. *Revisions to Board Policy Number 006 – Local Board Procedures – First Reading*

INFORMATION:

A board request was made to the administration that they would like to discuss with the board a possibility of changing the Regular Board Meeting agenda order, and making changes to the Board Committee Meetings. This request was brought to the board at the July 21, 2008, Board Human Resources Committee Meeting, and it was agreed to revise Board Policy 006 – Local Board Procedures and have three readings prior to approval.

Board Policy Number 006 – Local Board Procedures is attached with bolded changes to Page 5 of Order of Business and Page 11 of Committee Meetings.

The second reading of Board Policy Number 006 will occur at the August 11, 2008, Special Board Meeting, and the third reading will occur at the August 18, 2008, Regular Board Meeting.

Director Follweiler commented that the item was “Information Only,” but suggested they change the agenda order on Page 5 of 11 (article B) for the second reading. She noted that on Page 6 of 11, they had the agenda order for special board meetings, which should reflect the same of order as the regular meetings.

Dr. Lewis replied that with the board’s permission, they would change it for the next reading.

Director Dexter suggested that they gave consideration to President Leeson’s discussion at the previous meeting, specifically that the board consider adding the policy whereby two-thirds of the board vote would be required if a budget line was going to be expended. She pointed out that they didn’t get to have it worded and presented to them, but noticed that it was quite possible to add a line under Section 8-b, which would effectuate the intention that President Leeson had expressed, and to consider it together with the policy before them.

Dr. Lewis responded that he requested Attorney Spry to research it during a conference call, which included Mr. Majewski. Dr. Lewis asked Attorney Spry to share his thoughts on the budget item.

Attorney Spry replied that he wanted to get the board’s thoughts on it. It was his understanding, after discussion with Dr. Lewis and Mr. Majewski, they wished for language, which would require six votes for any expenditure in excess of the budget as adopted at the beginning of the year.

Director Dexter stated that President Leeson suggested that if the budget was going to be expended, she believed she said that any line item would require a two-thirds vote of the board.

Dr. Lewis replied that it was not a line item and noted that it was the entire budget.

Director Dexter also said that President Leeson thought that they should have a new policy under section 600. She thought they might be able to achieve the same by amending the current policy under review.

Attorney Spry said that his initial thought would be to do it separately but it was not a final decision. His reasoning was because they might want to consider whether there would be any exceptions, such as a collective bargaining agreement, where they were obligated to make payments.

Director Dexter stated that his advice was to do it separately and that he would like to discuss it with them. She said that they could arrange to have it discussed at a meeting.

Dr. Lewis reviewed the change to be that the Special Board Agenda would reflect the Regular Board Agenda.

Director Dexter noted a typographical correction on Page 11 of 11, Section 13, Number 3. She suggested changing the word full to fully.

BETHLEHEM AREA SCHOOL DISTRICT

First Reading – July 28, 2008
Second Reading –
Third Reading -

SECTION: LOCAL BOARD PROCEDURES

TITLE: MEETINGS

ADOPTED: November 15, 2004

REVISED:

65 P.S. 701 et seq	006. MEETINGS Section 1. <u>Parliamentary Authority</u> Cushing's Manual, Robert's Rules of Order or other approved manuals shall be the authority on all questions of parliamentary law not covered by the bylaws of the Board: a. The President may speak on all points of order in preference to other members of the Board and shall decide questions of order, subject to an appeal to the Board by any two (2) members. b. A motion must be seconded and, when required, repeated by the President or read aloud before it is debated; every motion must be reduced to writing if the President or any member of the Board shall so require. c. Any member who has made a motion shall have liberty to withdraw it with the consent of the seconder. d. The consideration of any question may be postponed to a fixed time or the question may be suppressed altogether by an indefinite postponement. e. A motion once voted down shall not be renewed at the same meeting without the consent of the number of members required for adoption. f. An amendment may be moved on any motion and shall be decided before the original motion; but not more than one (1) amendment to an amendment shall be entertained. g. If a motion under debate is composed of two (2) or more parts, which are so far independent of each other as to be susceptible of division into several questions, any two (2) members may have it divided and a vote taken on each part.
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SC 508	h. When any item for discussion is properly brought before the Board, consideration of the same shall not be interrupted except by motion for adjournment, for tabling, for the previous question, for postponement, for commitment or for amendment. i. A motion for adjournment shall always be in order and shall be decided without debate except that it cannot be entertained without unanimous consent when the Board is voting on another question. j. The question cannot be moved by less than a majority of the members present, and when thus called, all debates shall be precluded. The call for the previous questions shall not cut off any pending amendment, but the vote shall be taken without debate on the amendments in their order and finally on the question. k. A motion for postponement shall preclude commitment, and motion for commitment shall preclude amendment or decision on the original subject. l. A motion for reconsideration shall be entertained when made and seconded by members who were in the majority on the vote on the original question. m. If the previous question is decided in the negative, the effect shall be to arrest the discussion and produce indefinite postponement. n. No member shall be interrupted when speaking unless they are out of order, or for purposes of correcting mistakes and misrepresentations. o. No member in the course of debate shall be allowed to indulge in personal reflections. p. If any member acts in any respect in a disorderly manner, it shall be the privilege of any member and the duty of the President to call that member to order. q. If any member shall consider themselves aggrieved by a decision of the chair, it shall be their privilege to appeal to the Board and a vote on such appeal shall be taken without debate. r. When the taking of a vote has commenced, no further remarks or debates shall be permitted, unless some evident mistake has been made, in which case the mistake shall be rectified and the taking of the vote shall then be continued. A majority vote of those members present and voting shall prevail, except in those subjects enumerated in law requiring a majority of all members of the Board.
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	s. Any two (2) members may require the recording of the yeas and nays on any subject or question, irrespective of whether the subject matter under discussion be such as shall require the recording of the yeas and nays under the provisions of the School Code. t. The first person recognized by the President as desiring to speak shall have the right to the floor. u. To allow ample time for full consideration before Board meetings, any new proposals by Board members at meetings shall be laid on the table or deferred until the next regular or special meeting unless it is clearly shown that immediate action on the proposal is essential.
SC 422	Section 2. <u>Quorum</u> A quorum shall be five (5) Board members present at a meeting. No business shall be transacted at a meeting without a quorum, but the Board members present at such a meeting may adjourn to another time.
SC 405, 426, 427, 428	Section 3. <u>Presiding Officer</u> The President shall preside at all Board meetings. In the absence, disability or disqualification of the President, the Vice-President shall act instead. If neither person is present, a Board member shall be elected President pro tempore by a plurality of those present to preside at that meeting only. The act of any person so designated shall be legal and binding.
65 P.S. 703, 709	Section 4. <u>Notice</u> Notice of all open public Board meetings, including committee meetings and discussion sessions, shall be given by publication of the date, place, and time of such meetings in the newspaper(s) of general circulation designated by the Board and the posting of such notice at the administrative offices of the Board.
65 P.S. 703, 709	a. Notice of regular meetings shall be given by publication and posting of a schedule showing the date, place and time of all regular meetings for the fiscal year at least three (3) days prior to the time of the first regular meeting.
65 P.S. 703, 709	b. Notice of all special meetings shall be given by publication and posting of notice at least twenty-four (24) hours prior to the time of the meeting, except that such notice shall be waived when a special meeting is called to deal with an actual emergency involving a clear and present danger to life or property.

65 P.S. 703, 709	c. Notice of all rescheduled meetings shall be given by publication and posting of notice at least twenty-four (24) hours prior to the time of the meeting.
65 P.S. 703	d. Notice of all recessed or reconvened meetings shall be given by posting a notice of the place, date and time of meeting and sending copies of such notice to interested parties.
65 P.S. 709	e. Notice of all public meetings shall be given to any newspaper(s) circulating in Northampton County and a radio or television station which so requests. Notice of all public meetings shall be given to any individual who so requests and provides a stamped, addressed envelope for such notification.
SC 423	Notice of all regular and special Board meetings shall be given to Board members prior to the time of the meeting.
	Section 5. <u>Regular Meetings</u>
65 P.S. 701 et seq SC 421	Regular Board meetings shall be public and shall be held at least once every two (2) months. All regular meetings of the Board shall be held in the auditorium at the East Hills Middle School, 2005 Chester Road, Bethlehem, Pennsylvania, or at such other place or places as the Board may from time to time determine. The stated time for all regular meetings shall be the third Monday of each month at 7:00 p.m. or at the call of the President with prior notice to each member and the press. The meeting for organization in December will be held at the call of the Board during the first week in December. No business shall be transacted at this meeting other than reorganization. Board members may request that verbatim comments be included in the written minutes. a. Agenda It shall be the responsibility of the Superintendent, in cooperation with the Board President, to prepare an agenda of the items of business to come before the Board at each regular meeting.

The agenda for the regular meeting is hand-delivered to Board members, BEA officials (3), custodial/maintenance personnel (1), teacher aides (1), cafeteria personnel (1), and the press on the Friday preceding the Board meeting. Copies are also distributed to key administrative personnel and to each elementary and secondary school faculty room prior to the meeting.

b. Order Of Business

The order of business for regular meetings shall be as follows, unless altered by the President or a majority of those present and voting:

1. Roll Call
2. Pledge of Allegiance
3. Silent Meditation
- 4. Instructional Report or Student Recognition**
- 5. Courtesy of Floor to Visitors**
- 6. Approval of Minutes**
- 7. Approval of Committee Minutes**
- 8. Financial Report/Payment of Bills**
- 9. President's Communication/Special Meetings**
- 10. Superintendent's Report/Federal Program Update**
11. Recommendations of Administration
- 12. Reports of Committees and Student Representatives.**
- 13. Unfinished Business**
- 14. New and Miscellaneous Business**
- 15. Courtesy of the Floor to Visitors**
- 16. Adjournment**

65 P.S. 701 et seq SC 426	Section 6. <u>Special Meetings</u> Special meetings shall be public and may be called for special or general purposes. The President may call a special meeting at any time. Upon the President's failure or refusal to call a special meeting, such meeting may be called at any time by a majority of the Board members. No business shall be transacted at any special meetings except that named in the call sent to the members for such special meetings; provided, that special meetings may be called for general purposes. All special meetings of the Board shall be held in the auditorium at the East Hills Middle School, 2005 Chester Road, Bethlehem, Pennsylvania, or at such other place or places as the Board may determine. Unless a special meeting is called for a specific purpose, the following shall be the order of business: a. Roll Call. b. Pledge of Allegiance. c. Silent Meditation. d. Special Meeting. e. Federal Programs Update. f. President's Communications. g. Superintendent's Report. h. Instructional Report. i. Reports of Committees/Officers. j. Approval of Minutes. k. Recommendations of the Administration. l. New and Miscellaneous Business. m. Courtesy of Floor to Visitors.
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Pol. 903 65 P.S. 701 et seq SC 324 SC 609 SC 687 SC 634 SC 687 SC 324 SC 707	n. Adjournment. Section 7. <u>Hearing Of The Public</u> A member of the public present at a Board meeting may address the Board in accordance with law and Board policy and procedures. Section 8. <u>Voting</u> All motions shall require for adoption a majority vote of those Board members present and voting, except as provided by statute or Board procedures. All votes on motions and resolutions shall be by voice vote unless an oral roll call vote is requested by the President or another Board member. a. The following actions require the unanimous consent of all the remaining members of the Board: 1. Appoint as attorney or solicitor for the Board a school director who has served for two (2) consecutive terms of six (6) years each after resigning office. 2. Appoint as Secretary to the Board of a district of the second class a school director who has resigned his/her office. b. The following actions require the recorded affirmative votes of two-thirds of the full number of Board members: 1. Transfer of budgeted funds. 2. Transfer of any unencumbered balance, or portion thereof, from one appropriation to another, or from one spending agency to another. 3. Incur a temporary debt or borrow money upon such obligation. 4. Incur a temporary debt to meet an emergency or catastrophe. 5. Elect to a teaching position a person who has served as a Board member and who has resigned. 6. Convey land or buildings to the municipality co-terminus with the school district.
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SC 803	7. Adopt or change textbooks without the recommendation of the Superintendent.
SC 1129	8. Dismiss, after a hearing, a tenured professional employee.
SC 671	9. Fix the fiscal year to begin on the first day of January.
SC 508	c. The following actions require the recorded affirmative votes of a majority of the full number of Board members:
	1. Fixing the length of school term.
Pol. 108	2. Adopting textbooks recommended by the Superintendent.
SC 1071, 1076	3. Appointing the district Superintendent and Assistant Superintendent(s).
	4. Appointing teachers and principals.
Pol. 604	5. Adopting the annual budget.
Pol. 005, 606	6. Appointing tax collectors and other appointees.
Pol. 605	7. Levying and assessing taxes.
	8. Purchasing, selling, or condemning land.
	9. Locating new buildings or changing the location of old ones.
Pol. 107	10. Adopting planned instruction.
	11. Establishing additional schools or departments.
SC 621	12. Designating depositories for school funds.
	13. Expending district funds.
Pol. 610	14. Entering into contracts of any kind, including contracts for the purchase of fuel or any supplies where the amount involved exceeds \$100 (including items subject to \$10,000 bid requirements).
	15. Fixing salaries or compensation of officers, teachers, or other appointees of the Board.

SC 224	16. Combining or reorganizing into a larger school district.
	17. Entering into contracts with and making appropriations to the intermediate unit for the district's proportionate share of the cost of services provided or to be provided by the intermediate unit.
SC 514, 1080	18. Dismissing, after a hearing, a nontenured employee.
SC 212	19. Adopting a corporate seal for the district.
SC 702	20. Determining the location and amount of any real estate required by the school district for school purposes.
SC 708	21. Vacating and abandoning property to which the Board has title.
SC 1503	22. Determining the holidays, other than those provided by statute, to be observed by special exercises and those on which the schools shall be closed for the whole day.
Pol. 004	23. Removing a school director.
Pol. 004	24. Declaring that a vacancy exists on the Board by reason of the failure or neglect of a school director to qualify.
Pol. 005	25. Removing an officer of the Board.
Pol. 005	26. Removing an appointee of the Board.
Pol. 003	27. Adopting, amending or repealing Board policy or procedure.
	Section 9. <u>Minutes</u>
65 P.S. 706 SC 518	The Board shall cause to be made, and shall retain as a permanent record of the district, minutes of all open Board meetings and Board committee meetings. Said minutes shall be comprehensible and complete and shall show: a. The date, place, and time of the meeting. b. The names of Board members present. c. The presiding officer. d. The substance of all official actions. e. Actions taken.

65 P.S. 705	f. Recorded votes and a record by individual members of all roll call votes taken. g. The names of all citizens who appeared officially and the subject of their testimony.
SC 433	The Board Secretary shall provide each Board member with a copy of the minutes of the last meeting prior to the next regular meeting. The minutes of Board meetings shall be approved within two (2) months and signed by the Board Secretary. All Board meetings are tape-recorded and the tapes are kept for two (2) years. The tapes are transcribed by the Board Secretary and reduced to minute form. Twenty (20) copies of the minutes are run and are distributed to Board members, the solicitor, the Superintendent, and other key administrative personnel. A copy of the permanent Minute Book is kept on file in the Office of the Board Secretary.
Pol. 006 65 P.S. 703, 709	Section 10. <u>Adjournment</u> The Board may at any time recess or adjourn to an adjourned meeting at a specified date and place, upon the majority vote of those present. The adjourned meeting shall take up its business at the point in the agenda where the motion to adjourn was acted upon. Notice of the rescheduled meeting shall be given as provided in Board policy.
65 P.S. 707, 708	Section 11. <u>Executive Session</u> The Board may hold an executive session, which is not an open meeting, before, during, at the conclusion of an open meeting, or at some other time. The presiding officer shall announce the reason for holding the executive session; the announcement can be made at the open meeting prior to or after the executive session. The Board may discuss the following matters in executive session: a. Employment issues. b. Labor relations. c. Purchase or lease of real estate. d. Consultation with an attorney or other professional advisor regarding potential litigation or identifiable complaints that may lead to litigation.

65 P.S. 701 et seq	e. Matters that must be conducted in private to protect a lawful privilege or confidentiality. Official actions based on discussions held in executive session shall be taken at a public meeting. Section 12. <u>Work Sessions</u> The Board may meet as a Committee of the Whole in an open meeting to vote on or to discuss issues. Public notice of such meetings shall be made. A meeting of the Committee of the Whole, not regularly scheduled, may be called at any time by the President; the President shall call such a meeting when requested to do so by Board members. Public notice of the meeting shall be made in accordance with Pol. 006, 4.b.
65 P.S. 703, 709	The Board Secretary shall provide notice of a meeting of the Committee of the Whole as per the notice provisions of Board procedures.
65 P.S. 703, 709	Section 13. <u>Committee Meetings</u>
65 P.S. 703, 709	1. Each committee will meet a minimum of one evening a month to discuss specific issues and major initiatives in its respective area. The responsible cabinet member for each individual committee will serve as the district's liaison and will generate the agenda with dialog with the board chairperson prior to the meeting. The board chairperson will facilitate the meeting.
65 P.S. 701 et seq	2. Minutes of each committee meeting will be prepared by the cabinet member working with the respective committee and distribute to the entire board prior to the regular board meeting. Board members who cannot attend the meeting can submit verbal or written questions to be answered and recorded on the committee minutes.
	3. The intent of these committee meetings is to full discuss issues, formulate policy, and develop recommended proposals for action by the full board. Committee meetings will be open to all board members if they wish to participate in the discussions. However, prior to an issue being submitted to the administration for inclusion on a regular board agenda, the board members in attendance will vote as to whether they endorse the item or not.

13. *Appointment of Third-Party Administrator for the 403 (b) Plan***INFORMATION:**

The Internal Revenue Service (IRS) adopted new regulations regarding 403 (b) retirement plans that become effective January 1, 2009. The new regulations require the development of a Plan Document, an approved provider list, and other items. Improper implementation of the new regulations may have severe tax consequences on current and former employees.

In an effort to obtain proper guidance for implementation, Colonial Intermediate Unit 20 and Carbon-Lehigh Intermediate Unit 21 local education agencies created a joint purchasing committee for the purpose of obtaining proposals for the 403 (b) third-party administration services. The committee reviewed the presentations and proposals and is recommending the proposal submitted by TSA Consulting Group, Inc.

RECOMMENDATION:

That the Board of School Directors agrees to contract with TSA Consulting Group, Inc., 15 Yacht Club Drive NE, Fort Walton Beach, Florida, 32548, for third-party administration services for 403 (b) compliance based on the terms provided in their May 29, 2008, proposal submitted to the Carbon-Lehigh Intermediate Unit 21 and Colonial Intermediate Unit 20 consortium. Fees for this service include \$150 for Plan document consultation, \$800 per year for Plan monitoring, and a \$2 per month per contributing participant employee fee.

The administration's recommendations 3, 4, 7, 8, 10, 13, 14, 15, 17, 18, 19 and 20 were considered together.

14. *Bid Award – Bids Opened July 9, 2008 – Printing of School District Calendar*

INFORMATION:

Bids were received and publicly opened at noon Wednesday, July 9, 2008, for:

Printing of School District Calendar

The bids have been tabulated and reviewed by the appropriate administrative and supervisory personnel. The recommendation of award is based upon the lowest responsible bidder meeting specifications. (The Tabulation of Bids is attached.)

RECOMMENDATION:

That the administration be authorized to award a contract to the lowest responsible bidder meeting specifications as indicated on the attached Tabulation of Bids subject to proper execution of contract documents and performance bond as required in the bid specifications.

Printing of School District Calendar

Courier Printing Corporation
24 Laurel Bank Avenue
Deposit, New York 13754

approximately \$10,724 (base bid)

The administration's recommendations 3, 4, 7, 8, 10, 13, 14, 15, 17, 18, 19 and 20 were considered together.

BETHLEHEM AREA SCHOOL DISTRICT
Bethlehem, Pennsylvania

Bid Opening: July 9, 2008

July 28, 2008

**TABULATION OF BIDS
FOR
PRINTING OF SCHOOL DISTRICT CALENDAR**

Qty.	Options	Advanced Communications				Chernay Printing			
		Base Bid Price	Added Charge per Lot of 500	Added Charge per Four Pages	Reduced Charge per Four Pages	Base Bid Price	Added Charge per Lot of 500	Added Charge per Four Pages	Reduced Charge per Four Pages
17,000	(A) - 9 x 12 70# dull coated 2 color	\$ 14,210.43	\$ 435.83	\$ 1,236.77	\$ (839.92)	\$ 11,960.32	\$ 326.39	\$ 1,043.69	\$ (733.42)
17,000	(B) - 9 x 12 70# opaque 2 color	14,995.37	449.83	1,317.96	(876.38)	12,130.65	250.74	898.14	(818.83)
17,000	(C) - 8 1/2 x 11 70# opaque 1 color	13,159.87	410.73	1,141.70	(756.09)	10,736.93	256.44	830.14	(640.25)
17,000	(D) - 8 1/2 x 11 70# dull coated 1 color	12,898.85	392.07	1,159.38	(751.65)	10,995.28	309.65	872.65	(683.03)
17,000	(E) - 8 1/2 x 11 70# dull coated 2 color	13,560.41	399.82	1,256.66	(766.30)	11,452.78	309.65	988.15	(683.03)
17,000	(F) - 8 1/2 x 11 70# opaque 2 color	13,872.08	417.37	1,172.81	(782.66)	11,194.43	256.44	921.64	(640.25)
Job completion time required		7 to 10 days following proof approval				NOT STATED			

**TABULATION OF BIDS
FOR
PRINTING OF SCHOOL DISTRICT CALENDAR**

		Courier Printing Corporation				GraphiColor Corporation			
Qty.	Options	Base Bid Price	Added Charge per Lot of 500	Added Charge per Four Pages	Reduced Charge per Four Pages	Base Bid Price	Added Charge per Lot of 500	Added Charge per Four Pages	Reduced Charge per Four Pages
17,000	(A) - 9 x 12 70# dull coated 2 color	\$ 10,724.00	\$ 201.00	\$ 870.00	\$ (609.00)	\$ 14,960.00	\$ 595.00	\$ 1,590.00	\$ (1,085.00)
17,000	(B) - 9 x 12 70# opaque 2 color	10,724.00	201.00	870.00	(609.00)	14,180.00	365.00	1,485.00	(970.00)
17,000	(C) - 8 1/2 x 11 70# opaque 1 color	8,270.00	153.00	629.00	(436.00)	12,450.00	325.00	1,460.00	(860.00)
17,000	(D) - 8 1/2 x 11 70# dull coated 1 color	8,270.00	153.00	629.00	(436.00)	13,135.00	350.00	1,495.00	(980.00)
17,000	(E) - 8 1/2 x 11 70# dull coated 2 color	9,571.00	178.00	784.00	(526.00)	13,875.00	360.00	1,500.00	(995.00)
17,000	(F) - 8 1/2 x 11 70# opaque 2 color	9,571.00	178.00	784.00	(526.00)	13,325.00	330.00	1,480.00	(890.00)
Job completion time required		7 to 10 days				7 to 10 days			

**TABULATION OF BIDS
FOR
PRINTING OF SCHOOL DISTRICT CALENDAR**

Qty.	Options	Base Bid Price	Tiger Printing Group		
			Added Charge per Lot of 500	Added Charge per Four Pages	Reduced Charge per Four Pages
17,000	(A) - 9 x 12 70# dull coated 2 color	\$ 12,998.00	\$ 240.00	\$ 1,320.00	\$ (460.00)
17,000	(B) - 9 x 12 70# opaque 2 color	12,378.00	266.00	1,312.00	(452.00)
17,000	(C) - 8 1/2 x 11 70# opaque 1 color	11,896.00	239.00	1,010.00	(320.00)
17,000	(D) - 8 1/2 x 11 70# dull coated 1 color	12,398.00	259.00	1,195.00	(342.00)
17,000	(E) - 8 1/2 x 11 70# dull coated 2 color	12,654.00	279.00	1,294.00	(368.00)
17,000	(F) - 8 1/2 x 11 70# opaque 2 color	12,400.00	260.00	1,200.00	(342.00)
Job completion time required			10 to 12 business days		

BID AWARD

26 specifications mailed
5 bids received

15. *Change in Mileage Reimbursement*

INFORMATION:

The Bethlehem Area School District adjusts the mileage reimbursement rate in accordance with contractual provisions and board policy for employees who use their personal vehicles in the course of their employment. Currently, the school district reimburses \$.485 per mile, and the maximum rate for mileage reimbursement as per the Internal Revenue Service (IRS) has been increased to \$.585 per mile.

The school district will adjust the mileage reimbursement September 1 to equal the IRS rate.

RECOMMENDATION:

That the per mile reimbursement rate be increased to \$.585 as of September 1, 2008, for required employment travel by district employees using their personal vehicles.

The administration's recommendations 3, 4, 7, 8, 10, 13, 14, 15, 17, 18, 19 and 20 were considered together.

16. *Quotations for the \$5,800 - \$15,200 Cost Category***INFORMATION:**

Quotations were solicited for:

Motor Replacement for Air Conditioning Unit – Northeast Middle School

The lowest responsible quotation was Dual Temp, 2050 South 12th Street, Allentown, Pennsylvania 18103 at a cost not to exceed \$5,950.

The following vendors also submitted quotes:

Albarell Electric Incorporated	\$ 7,800
Johnson Controls	11,800

Budget Information:

Account Number:	10-2600-762-055-0658-00001
Budgeted:	\$25,000
Expended:	0.00
Available:	25,000

17. *Resignation of Treasurer for the Bethlehem Area School District*

INFORMATION:

Kathleen E. McCann is resigning as Treasurer of the Bethlehem Area School District, effective August 1, 2008.

RECOMMENDATION:

That the Board of School Directors accepts the resignation of Kathleen E. McCann as Treasurer of the Bethlehem Area School, effective August 1, 2008.

The administration's recommendations 3, 4, 7, 8, 10, 13, 14, 15, 17, 18, 19 and 20 were considered together.

18. *Election of Interim Board Treasurer for the Bethlehem Area School District*

INFORMATION:

Due to the resignation of the current treasurer, Kathleen E. McCann, a replacement treasurer must be elected to fill the remainder of the one-year term.

RECOMMENDATION:

- a. That Anne M. Morton be elected interim board treasurer.
- b. That the board treasurer be bonded in the amount of \$1,000,000.

The administration's recommendations 3, 4, 7, 8, 10, 13, 14, 15, 17, 18, 19 and 20 were considered together.

19. *Treasurer's Report*

RECOMMENDATION:

That the Board of School Directors approves the Treasurer's Report dated June 30, 2008.

Director Dexter requested a motion to accept the Recommendations of the Administration. Director Follweiler moved the administration's recommendations 3, 4, 7, 8, 10, 13, 14, 15, 17, 18 and 19. Director Tenaglia seconded the motion. The question was called and roll call was as follows: Yea, Directors Koch, Tenaglia, Cann, Follweiler, Haytmanek and Dexter – 6.

ROLL CALL
RECOMMENDATIONS:
3, 4, 7, 8, 10, 13, 14, 15,
17, 18 and 19

The motion passed 6 – 0.

The administration's recommendations 3, 4, 7, 8, 10, 13, 14, 15, 17, 18, 19 and 20 were considered together.

BETHLEHEM AREA SCHOOL DISTRICT
Bethlehem, Pennsylvania

REPORT OF THE TREASURER
June 1 through June 30, 2008

BEGINNING CASH AND INVESTMENT BALANCE

Wachovia Bank - Cash Management	8,090,680.32
Bank of America - General Account	200,054.34
Pennsylvania School District Liquid Asset Fund	519,710.17
Wachovia - Worker's Comp Trust Fund	640,882.00
Pennsylvania Local Government Investment Trust	76,584.80
Pennsylvania State Treasurer Invest Program	1,938.55
Wachovia Money Market	54,626.17
Bank of America Money Market	2,743.40
Commerce Bank Money Market	1,117.98
Sovereign Bank Money Market	28,615.35
PLGIT - Term Investments	10,000,000.00
PSDLAF - Term Investments	-
Sovereign Bank - Scholarship Fund	45,971.98
Arthurs Lestrangle Cash Management - 2007 Bond Fund	2,607,253.68
Arthurs Lestrangle Cash Management - 2007A Bond Fun	33,377,355.06

TOTAL CASH AND INVESTMENT BALANCE \$ 55,647,533.80

RECEIPTS

Local Sources	2,226,477.35
State Sources	3,051,352.83
Federal Sources	1,160,807.84
Other Financing Sources	0.00

\$ 6,438,638.02

TOTAL FUNDS AVAILABLE

\$ 62,086,171.82

DISBURSEMENTS

Monthly Bills Paid	10,521,459.29
Payroll	10,657,256.85
Debt Service	1,022,528.48

\$ 22,201,244.62

ENDING CASH AND INVESTMENT BALANCE

Wachovia Bank - Cash Management	2,106,373.23
Bank of America - General Account	200,540.56
Pennsylvania School District Liquid Asset Fund	1,122,242.68
Wachovia - Worker's Comp Trust Fund	641,786.74
Pennsylvania Local Government Investment Trust	76,721.84
Pennsylvania State Treasurer Invest Program	130,884.81
Wachovia Money Market	54,653.94
Bank of America Money Market	2,076,315.25
Commerce Bank Money Market	1,119.92
Sovereign Bank Money Market	28,665.08
PLGIT - Term Investments	
PSDLAF - Term Investments	
Sovereign Bank - Scholarship Fund	45,971.98
KNBT Bank - Scholarship Fund	112,000.00
Arthurs Lestrangle Cash Management - 2007 Bond Fund	9,159.90
Arthurs Lestrangle Cash Management - 2007A Bond Fun	33,278,491.27

TOTAL CASH AND INVESTMENT BALANCE \$ 39,884,927.20

TOTAL FUNDS AVAILABLE

\$ 62,086,171.82

Interest Earnings For The Period \$ 22,533.85

Respectfully Submitted,

Kathleen E. McCann
Treasurer

20. *Monthly Bills*

RECOMMENDATION:

That the bills, which have been reviewed as to correctness by the appropriate Business Office staff and verified by the treasurer, be approved for payment. A copy of the bill list is available in the Business Office of the Education Center, 1516 Sycamore Street, Bethlehem, Pennsylvania, for review.

Director Dexter addressed the remarketing fees on Page 7. She asked Mr. Majewski if the remarketing fees reflected a reduction in the rates that had been negotiated with Ferris, Baker Watts.

Mr. Majewski replied that the payments reported today reflected payment for the period of April through June and it was not at the reduced rate.

Director Dexter said that they received communication from him regarding paperwork that would document the remarketing negotiation which had previously taken place would be binding on the successor of Ferris, Baker Watts.

Mr. Majewski responded that a representative from RBC, the successor to Ferris, Baker Watts, had indicated that they would be willing to charge the eight basis points discussed during the budget hearings. The agreements were going to be developed and reviewed with the board. The board would need to take formal action at a future meeting. He was awaiting the receipt of those agreements, however, it sounded very positive that they would be able to obtain the lower remarketing fee.

Director Dexter's next question on the bills pertained to Page 31; the service fees paid to D'Huy Engineering. She noted the description of engineering services for Freedom High School HVAC and Camera. She saw the expenses on the last several monthly bills and asked for an explanation.

Mr. Majewski replied that there were approved projects in March of 2008 and the items listed were board approved on October 15th. The board also approved that D'Huy Engineering receive 6.5 percent for all capital improvements so they were receiving payment under the approval from the board for those two items; one identifying them as the engineer for capital improvements as well as the authorization to proceed with those projects.

Director Dexter asked why they were paying it out in successive months.

Mr. Majewski stated that it was a percentage of payments, so as there was progress on the project, they would be assigning a percentage of the cost to the district.

Director Dexter asked what they would be doing with the cameras that were formerly at Freedom High School. She questioned if they were replacing or adding cameras.

Mr. Fazil replied that they were adding cameras.

Director Dexter asked if they would be adding cameras to the Career Academy.

Dr. Lewis responded not at the present time and that it was a fairly controlled environment.

Director Dexter inquired if there were any cameras in their warehouses which they could consider for that building.

Dr. Lewis replied that they did not have a request from the principal.

Director Dexter asked if they gave any thought about panic buttons or other security measures for that building.

Mr. Gilliland replied that they had a monitor and a buzzer at the front door to allow people to enter.

Director Dexter noted that there were several floors in that building and asked if there were any panic buttons in the building.

Dr. Lewis said there were no more so than what they had at Rosemont. He said they didn't have a system of panic buttons that would notify police or other agencies and added that they never had that system.

Director Dexter called for a vote on Item 20. The question was called with roll call as follows: Yea, Directors Koch, Tenaglia, Cann, Follweiler, Haytmanek and Dexter – 6.

ROLL CALL –
ITEM 20

The motion passed 6 – 0.

The administration's recommendations 2, 5, 6, 9, 11, and 20 were considered together.

NEW AND
MISCELLANEOUS
BUSINESS

Director Cann stated that at a previous committee meeting, they had discussed the need to choose a new investment banker and thought they needed to go forward to choose one. She thought the sentiment of the board was to make sure they did their own independent due diligence into reviewing anybody who wanted consideration. She contacted Steven Goldfield, who had been a bond lawyer for approximately 20 years and presently runs a company called Public Resources Advisory Group, which provided financial advice to school districts and municipal governments in Pennsylvania. She noted that he would be willing to come to one of their meetings at no charge to give them information on how to go about evaluating prospective investment advisors with regard to what kind of questions to ask and to evaluate the answers to those questions. She asked for a consensus from the board about an interest in his advice with regard to a starting point.

Director Dexter inquired if there was any discussion on the issue.

Dr. Lewis noted that Mr. Majewski was familiar with many investment professionals and asked if he was acquainted with Mr. Goldfield.

Mr. Majewski replied that he worked with him in 2002 and 2003 and noted that he was bond counsel for a very difficult financing and was one of the few attorneys willing to get involved. He noted that he worked very well with him at that time.

Director Cann added that asked if he desired to make a pitch for business, and he replied that because of his good working relationship and respect for Mr. Majewski, he did not want to be in that position. He offered the free service to the district to give them a starting point.

Dr. Lewis noted the existing issues and inquired about the 45-day window regarding movement, which translated to roughly less than 7 weeks of remarketing. He suggested that if the date suited them, they should be mindful to move forward more quickly rather than slower.

Mr. Majewski agreed with Dr. Lewis and said that lately the intent was to try to have a decision as quickly as possible. He said it definitely would be most helpful to bring in Mr. Goldfield on August 11th and that he would like to have the opportunity to speak with him. Mr. Majewski conveyed that Mr. Goldfield should understand that if he was going to be involved in the selection of somebody for a position, that he or his firm would then remove themselves from consideration and disclose any type of relationships that he might have going in, so that they would be fully aware of what those relationships might be.

Director Cann agreed with Mr. Majewski and added that she didn't think he intended to be involved in the selection, but rather to give them general guidelines and advice for making their own selection.

Mr. Majewski replied that if he was going to provide that type of information, he could probably do that now so they could have a chance to look at it prior to the meeting. He heard that there was some interest in having a third party facilitate the process and if it was, he believed that they were looking for more than just Mr. Goldfield's advice. He asked for more specifics regarding the process of selecting a financial advisor and a remarketing agent. He inquired if he was to facilitate it with his information or were they looking to bring in somebody who was going to coordinate the activities. If that was the case, then they really didn't need Mr. Goldfield to come again.

Director Cann responded that the decision wasn't made yet. She thought that if he could give them guidelines when they were reviewing candidates; such as what questions to ask and how to evaluate their answers, the board might decide that they felt comfortable doing it on their own. If he was helpful enough, there may not be a need to have a third person.

Mr. Majewski suggested obtaining some of the information so they could get it out in a mailing for the board to view in advance in order to save time. They could decide if the information was useful or determine that they felt more comfortable bringing in a third party.

Dr. Lewis inquired if Mr. Goldfield made the contact with Director Cann.

Director Cann replied that she knew Mr. Goldfield because she formerly worked with him.

Dr. Lewis asked Director Cann if she could notify Mr. Goldfield to contact Mr. Majewski.

Director Cann responded that Mr. Goldfield had requested to speak with Mr. Majewski.

Director Dexter added that she liked the idea of having Mr. Goldfield come to the board, noting that he was an expert in the field of school financing and his services were being offered without charge. She thought an outside opinion would not hurt with regard to the criteria they ought to be looking at when choosing a financial advisor. They certainly wanted to hear what Mr. Majewski, Dr. Lewis, our attorney and anyone else from his firm that would like to make a suggestion. She thought they couldn't learn enough in the area of school financing and noted that they had a hill to climb.

Director Tenaglia thought there was now a related matter because of the impact of the loss of the triple A rating by the underlying insurer. He said it only happened within the last week but he thought it would have some initial fall out since FSA (Financial Security Assurance Inc.) no longer had a triple A rating so they try to reset the rates at a level the market could absorb.

Director Tenaglia also thought they needed a representative from RBC (Royal Bank of Canada) to meet with the board, not only on the question of the reduction in the remarketing fee, because he thought they had fairly well finalized it and were waiting for the confirming paperwork.

Mr. Majewski responded that it was the way it appeared.

Director Tenaglia addressed the issue, which was new to them, which was the impact to the district with the loss of the reduction in the rating of FSA.

Director Dexter stated that they did not have a Finance Committee Meeting scheduled in the month of August, which should be considered. She asked Director Tenaglia if he suggested they come in August.

Director Tenaglia thought there was a need to obtain a better understanding of the implications to the district, because the initial result would be a higher interest rate.

Director Cann added that if they were going to have many people in attendance, they would need a separate meeting for the finance issues.

Dr. Lewis suggested the date of August 18th because they did not a heavy agenda. They had an executive session at 6 p.m., with a regular board meeting scheduled to follow, but it could be changed to follow the Finance Committee Meeting.

Mr. Majewski pointed out that they should have other options in the event that the individuals whom they wanted to bring in could possibly have other obligations.

The group decided on the tentative dates of August 18th at 7 p.m. and August 19th at 6 p.m. for discussion with Mr. Goldfield and a representative from RBC, with both sessions being flexible with regard to the availability of the individuals.

The following individuals addressed the Board of School Directors:

COURTESY OF
THE FLOOR TO
VISITORS

1. Mr. Stephen Antalics – 737 Ridge Street, Bethlehem
Mr. Antalics stated that an announcement made earlier provoked his commentary. He noted that he was very respectful of Dr. Lewis and viewed him as a fine gentleman. He said that if he had the opportunity to socialize with him, he thought they would have an enjoyable time discussing a variety of subjects, including learning about educational issues. The relationship ends with the fact that he was enjoying a salary based upon school taxes, which changes his status to public servant.

Therefore, he had serious reservations, based upon the superintendent's desire to pursue interests outside the purview of the Bethlehem Area School District. He explained that the police chief and fire marshal were public servants paid by the city government taxes and in a sense, they were on a 24-hour call and might be restricted from any gainful activity outside the job description. Mr. Antalics said that if the position provided financial gain, he saw a conflict of interest. He strongly suggested that the board look at the contract relationship and what liberties were allowed. He felt that a superintendent was under 24-hour call as much as a police commissioner or a fire marshal. If there were a break-in, the police would contact the superintendent. He suggested that the issue either be tabled or very carefully investigated as to what the contract stated regarding the existing liberties. He was inclined to call it "moonlighting" and to him it was not a positive term. Based upon his comments, the directors' comments and from what the contract stated, the bottom line was the question if it was advisable for the gentleman to have this liberty.

Director Dexter brought forward the additional agenda item regarding the request of Dr. Lewis to teach at Moravian College. She asked if there was any further discussion on the motion.

DR. LEWIS
REQUEST TO BE
INSTRUCTOR AT
MORAVIAN
COLLEGE

Director Follweiler believed that it was board policy or contract that there was outside teaching permitted with board approval. She asked Attorney Spry for confirmation.

Attorney Spry replied that he thought it was in the contract.

Director Follweiler thought the board was to approve or deny the request. After reading the email and seeing that it was one course, from 4 p.m. until 7 p.m. for 14 weeks, she didn't think it compromised his time to the district. She also thought that outside additional communication with the community could build relationships within the district. She thought if it were many nights during the week, it might be different. She personally did not have any issue with it but wished they had time to better discuss it with regard to the contract or policy. She commended Dr. Lewis for donating the teaching salary to charity.

Director Dexter commented that there was a reason why they had a requirement that agenda items be placed only after being heard at a committee meeting. One reason was so that all board members be notified and could consider all of the parameters as well as the opportunity to seek further information, if they would like to, regarding the agenda items. She knew that on occasion, they had to make exceptions, if there was an emergency, but this was not an emergency. She stated that she personally knew this because on multiple occasions she had emailed Dr. Lewis, asking him about his future plans regarding teaching. She said she had not received a response so she emailed him this past weekend stating that she did not receive the information.

Director Dexter agreed that it was subject to contractual rights, if the approval of the board was sought, but she said that Dr. Lewis was advised by her and by some of the board members, who were absent, that they disapproved for the following reasons: Dr. Lewis was paid a very generous salary for his time. She realized that at times the salary sometimes did not seem to be enough for the stress he might experience. Nevertheless, it was a generous salary as compared with the surrounding districts and certainly paid him for his time and for the 15-hour days that he knew he sometimes devoted to school business work. She noted that she had been by his side at times for 15 hours and it was something that she did not question. It was her opinion that teaching a college course for 3 hours did not just consume 3 hours. She commented that in general, a teacher of a 3-hour course was expected to put in at least that much time in the preparation of the lecture, researching and updating issues, grading papers and in most colleges she thought adjunct professors must be accessible to students during additional hours. She assumed that Moravian College had some kind of requirement in that regard. Director Dexter pointed out that in some situations adjunct professors counsel students, write letters of recommendation, advise students on course selection and sometimes advise on paper writing, so the expected time, in her view, would be far in excess of 3 hours per week. She stated that on occasion she looked up to see if Dr. Lewis was teaching and found a syllabus of a school law course which she thought included every cabinet member covering at least one class, so that she was assured that not only was Dr. Lewis involved, but also other high level employees would miss time out of the business day. She knew some people would say that it was miniscule, but, they were in corrective action with serious financial woes, a technology department that some would say was in disarray, in addition to other substantial personnel problems. She thought that Dr. Lewis' full time attention ought to be devoted to the business of the district. She noted Dr. Lewis himself had said to her that there were only so many hours in the day. She didn't know what impact the teaching of one additional course would have on school district business, but conjectured that it would have some impact. She had no objection to Dr. Lewis being an occasional speaker as an invited guest to someone else's class, but, to be responsible for an entire class, especially when she knew that they had serious issues, as she had outlined, she thought that all his time and attention should be devoted to district business. She thought because of his generous salary being paid by taxpayers, they deserved his full-time attention. She added that she had visited a number of schools where people asked about his presence. When she asked him about it, he had replied that he believed that he gets into the schools enough, but, she didn't have that same perception. Her thoughts were that if he had 3, 6 or 9 extra hours during the week, his presence in the schools should be increased in addition to attention paid to the business of the school district.

Dr. Lewis replied that any work that he had done for a course had been done on his own time. He said that he was accessible during those 3 hours and would take calls. He added that it was true that he might have Mr. Agretto come in to speak on special education or have Mr. Gilliland give a talk on PlanCon. He listed multiple superintendents across the valley among other professionals who taught courses. He thought that teaching was a growth experience and noted that it was amazing that the state recognized them for Act 48 hours for teaching a professional course, which meant that they encouraged it. He stated that it was one of the few things that survived the NISL (National Institute for School Leadership) requirements. He emphasized that he had never neglected the district and always had put it first, further stating that it was not for personal gain, as had been suggested. He was not complaining about his salary with an attempt to embarrass the district by moonlighting, which he thought was absurd. He noted that it was a professional practice and he did so willingly in addition to making guest appearances, which had never been at the expense of the district nor done on district time. He concluded that the school district would always come first.

Director Dexter asked Dr. Lewis about the point in time he became aware that he was teaching the course.

Dr. Lewis replied that it was earlier in the summer.

Director Dexter asked him if it was during spring.

Dr. Lewis responded that he did not recall but he had discussion about what to teach.

Director Dexter thought that it was in the spring course listings.

Dr. Lewis replied that it might have been, but historically he had taught and was not denying it. He questioned if she was holding an inquiry.

Director Dexter agreed that it was an inquiry of questions that she had posed to him on a number of occasions.

Dr. Lewis replied that he admitted that he taught and had told her and was asking tonight for permission because he knew that as a board, they could refuse the permission.

Director Koch reminded the board that when Dr. Lewis was hired, he specifically asked if it was going to be a problem and the board unanimously said that it wouldn't be a problem. She thought it would be unfair now to criticize him for something that the previous board decided was just fine. unless they wanted to get into a discussion about contract changes.

Director Dexter replied that there was no need to change it because his contract permitted teaching if approved by the board.

Director Cann commented that with respect to everything she said, it was important and something they all had to think about, but practically speaking, nobody expected Dr. Lewis to work 24-7 for the district.

Director Dexter interjected that she did.

Director Cann continued to say that given that most people did not expect that (he work 24-7 for the district), obviously he had personal time and whether he chose to play tennis, build model cars, or teach a course, she thought it fell under "none of our business."

Director Dexter stated that she disagreed for all of her stated reasons and thought that leisure time should be built into the life of any professional, but the kind of activity he was choosing did cut into the work day on Thursday and on other days as well. In addition, it imposed upon other district employees to help out or assist in parts of the course, which were particular to different areas of expertise. She understood what she said about his ability to choose to spend his time as he liked. She was of the opinion that it was good and important for Dr. Lewis and every other professional to take some relaxing and recreational time, because she did it, but she didn't know that teaching in a college setting, grading papers, researching and so on was the same kind of refreshing activity as playing tennis or golf.

Director Cann replied that she felt the board was not his mother and she wasn't going to worry about whether he was having refreshing activities or not.

Director Tenaglia inquired if Dr. Lewis' contract required them to receive specific positive affirmation of the activity.

Dr. Lewis replied that it stated he was entitled to do it with permission from the board. His interpretation was if the board didn't want him to do it, then he wouldn't do it.

Director Tenaglia stated that it fell under Board Policy 419, dealing with outside activities for professional employees.

Dr. Lewis responded that he believed that was why the clause was in the contract.

Director Tenaglia thought Director Dexter had two separate, distinct arguments, with one being the approval of the outside activity and the other one was when it was presented to the board. He could understand the concern on one but the other one was a matter for the board to vote upon.

Director Dexter agreed with Director Tenaglia and commented that if the course was held on a Saturday from 9 a.m. until noon, she might feel differently. She added that she didn't think it was an emergency, but was a situation which was rather offensive to board members who might have wished to weigh-in or express their opinion.

Dr. Lewis assured Director Dexter that it was not his intention to offend.

Director Dexter replied that there were lots of opportunities before but it conveniently came up this evening.

Director Haytmanek commented that he thought it was amazing that he has heard comments that Director Dexter was threatened by Dr. Lewis' teaching a course. He thought the other way to look at the situation was that they should be proud of their superintendent because he was willing to teach and that Moravian College thought highly enough of him to ask him to teach a course. He stated that one thing he noticed after serving on the board for approximately six years, was that people rose to his level in education, but really enjoyed teaching and missed the classroom, the way many other professionals missed what they enjoyed doing before they assumed an administrative role. He thought it was a feather in his cap to want to do it and he concluded that he was proud of him for making the choice.

Director Dexter called for a vote on Agenda Item 14 – Approval for Dr. Lewis to teach a course at Moravian College. The question was called with roll call as follows: Yea, Directors Koch, Tenaglia, Cann, Follweiler, and Haytmanek – 5. Nay, Director Dexter – 1.

ROLL CALL –
AGENDA ITEM 14

The motion passed 5 – 1.

Directors Cann and Follweiler moved to adjourn the meeting, which carried by voice vote. The meeting adjourned at 9:40 p.m.

ADJOURNMENT

Attest,

Stanley J. Majewski, Jr.
Board Secretary

JULY 28, 2008