

MEMORANDUM

SEPTEMBER 19, 2008

TO : BOARD OF SCHOOL DIRECTORS

FROM : STANLEY J. MAJEWSKI, JR., BOARD SECRETARY

SUBJECT : REGULAR MONTHLY MEETING – SEPTEMBER 22, 2008

The Regular Meeting of the Board of School Directors of the Bethlehem Area School District for September will be held on *Monday, September 22, 2008, at 7:00 p.m. in the Auditorium of East Hills Middle School, 2005 Chester Road, Bethlehem, PA 18017*. The agenda is attached.

SJM:ace

Att.

cc: Dr. Lewis
Mr. Washington

BETHLEHEM AREA SCHOOL DISTRICT
Bethlehem, Pennsylvania

MISSION STATEMENT

The Bethlehem Area School District, in partnership with the home and community, is committed to providing a safe and supportive environment in which each student will attain the knowledge, skills, and attitudes necessary to become a productive citizen and lifelong learner in our technologically demanding and culturally diverse society.

A G E N D A
REGULAR MEETING – September 22, 2008

1. Roll Call
2. Pledge of Allegiance
3. Silent Meditation
4. Instructional Report
Asa Packer Elementary School
- Carol Jacoby, Principal
5. Superintendent's Report/Federal Program Update
6. Courtesy of the Floor to Visitors (30 minutes allowed)
7. Approval of Minutes
June 23, 2008 – Regular Board Meeting
July 28, 2008 – Regular Board Meeting
8. Approval of Committee Minutes
9. Financial Report/Payment of Bills
10. President's Communication/Special Meetings
11. Unfinished Business
12. Recommendations of Administration
13. Recommendations of the Board
14. Reports of Committees and Student Representatives
15. New and Miscellaneous Business
16. Courtesy of the Floor to Visitors
17. Adjournment

TABLE OF CONTENTS

REVISED	Recommendations of the Administration	Page
°1.	Authorization to Expend 2007 Bond Funds – Library Move – Liberty High School Additions and Renovations Construction Project	1
2.	Halloween Parade	2
3.	Transportation Schedule for the 2008-2009 School Year	3
4.	Student Discipline – #0974794 and #1004518 – Adjudications	4
5.	Student Discipline – #0951101 and #0942620 – Waivers	5
6.	Proposed Revisions to the Student Code of Conduct	6
7.	School-Based Behavioral Health Grant – PBIS	7
8.	Title III – Part A of No Child Left Behind	8
9.	Conference/Staff Trip Attendance	9
10.	Field Trip Attendance	10-11
11.	Resignations	12-17
12.	Terminations	18-19
13.	Leave of Absences	20-22
14.	Nominations for Appointment	23-42
15.	Reassignments	43-47
16.	Approval of Assistant Superintendent for Curriculum and Instruction Contract	48
17.	Approval of Assistant Superintendent for Human Resources Contract	49
18.	Professional Employee Status for Teachers	50-51
19.	Memorandums of Understanding Between the Board of School Directors of the Bethlehem Area School District and the Bethlehem Area Teachers' Aide Education Support Personnel Association	52
20.	Authorization to Exonerate 2008-2009 School Taxes – City of Bethlehem Parcels: P6-2-1C; P6-2-3; P6SE1A-9-1; P6SE2A-3-1; P6SE1B-11-1; P6NE3C-1-1; P7-19-2A-1; P7-19-1B and P7-19-2C	53
21.	Authorization to Exonerate 2008-2009 School Taxes – Bethlehem Township Parcels: M7-7-2; M7-11-3C-127; and M7-11-3C-128	54
°22.	Quotations for the \$5,800 - \$15,200 Cost Category	55
23.	Treasurer's Report	56
24.	Monthly Bills	57
°25.	Budget Information	58

° Information Item Only

1. ***Authorization to Expend 2007 Bond Funds – Library Move – Liberty High School Additions and Renovations Construction Project***

INFORMATION:

Quotations were solicited for:

Library Move – Liberty High School

The lowest responsible quotation was Overton & Associates, P.O. Box 128, Mineola, New York 11501, at a cost not to exceed \$11,100.

The following vendors also submitted quotes:

Jay Bowerson	\$13,250
Carney-McNicholas, Inc.	No Quote

Account Code: 30-2600-432-350-0000-00001

Bond fund account, no General Operating Fund appropriation

2. *Halloween Parade*

INFORMATION:

The annual Halloween Parade is being held on Sunday, October 26, 2008, at 2:00 p.m. Again, many of the district's elementary students, in addition to middle and high school band members, will participate in the parade. The administration is arranging transportation for the district's students to specified parade locations. Also, the parade judges and marshals will be transported to their respective sites on the same buses that are used to transport the elementary students. The success of this event directly relates to the cooperative efforts and financial support of the City of Bethlehem and the Bethlehem Area School District. The cost to the district will not exceed \$2,500.

RECOMMENDATION:

That the administration be authorized to transport participating students, parade judges, and marshals to and from the specified parade locations on Sunday, October 26, 2008, at 2:00 p.m., or on the rain date of Monday, October 27, 2008, at 7:00 p.m., at a cost not to exceed \$2,500.

Cabinet Code: D3

Account Code: Elementary (60 percent = \$1,500.00) 10-1100-171-100-0000-00001

Remaining Balance: \$30,649.05

Cabinet Code: D3

Account Code: Secondary (40 percent = \$1,000.00) 10-1100-171-300-0000-00001

Remaining Balance: \$29,429.84

3. *Transportation Schedule for the 2008–2009 School Year*

INFORMATION:

The student transportation schedule for the 2008–2009 school year has been completed. This schedule provides service to public and nonpublic students who are eligible for transportation.

RECOMMENDATION:

That the Board of School Directors approves the student transportation schedule for the 2008–2009 school year.

4. *Student Discipline - #0974794 and #1004518 – Adjudications*

INFORMATION:

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

RECOMMENDATION:

That the Board of School Directors adopts the proposed adjudications relating to Student Numbers 0974794 and 1004518.

5. *Student Discipline - #0951101 and #0942620 – Waivers*

INFORMATION:

The Board of School Directors of the Bethlehem Area School District has received and reviewed the following Waivers of Expulsion Hearing and Stipulation regarding misconduct by two students in violation of District Policy 233.

RECOMMENDATION:

That the Board of School of School Directors adopts the waivers relating to Student Numbers 0942620 and 0951101.

6. *Proposed Revisions to the Student Code of Conduct*

INFORMATION:

At the Board Curriculum Committee Meetings on July 14, August 11, and September 15, 2008, the administration reviewed the revision to the Student Code of Conduct with the Board of School Directors regarding Electronic Devices. The language was updated. Two versions are attached for the board to approve either Version A or Version B.

RECOMMENDATION:

That the Board of School Directors approves either Version A or Version B of the attached Electronic Communication/Entertainment Devices guidelines. The approved version will be added to the Student Code of Conduct.

VERSION A

ELECTRONIC COMMUNICATION/ENTERTAINMENT DEVICES GUIDELINES

The use of Electronic Communication/Entertainment Devices, such as cellular telephones is not permitted during the school day. **Electronic Communication/Entertainment Devices, such as cellular telephones, should remain at home. If it is necessary to have a cellular telephone in school, all cellular telephone functions must be deactivated and the cellular telephone placed in a secure, non-visible area, such as a backpack or locker.** No voice and/or text messages may be sent or received during the school day. Use of Electronic Communication/Entertainment Devices, such as cellular telephones, during a school-sponsored activity or athletic competition beyond the school day, will be at the discretion of the advisor or coach.

Students in violation of these guidelines will have their Electronic Communication/Entertainment 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.

All Electronic Communication/Entertainment Devices must remain off during a school evacuation or drill. The district is not responsible for any lost or stolen Electronic Communication/Entertainment Device.

ADD POLICY 237 TO THE APPENDIX

VERSION B

ELECTRONIC COMMUNICATION/ENTERTAINMENT DEVICES GUIDELINES

The use of Electronic Communication/Entertainment Devices, such as cellular telephones, is not permitted during the school day. No voice and/or text messages may be sent or received during the school day. Use of Electronic Communication/Entertainment Devices such as cellular telephones, during a school-sponsored activity or athletic competition beyond the school day, will be at the discretion of the advisor or coach.

Students in violation of these guidelines will have their Electronic Communication/Entertainment 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.

All Electronic Communication/Entertainment Devices must remain off during a school evacuation or drill. The district is not responsible for any lost or stolen Electronic Communication/Entertainment Device.

ADD POLICY 237 TO THE APPENDIX

7. *School-Based Behavioral Health Grant – PBIS*

INFORMATION:

The Pennsylvania Department of Education, Bureau of Special Education, announced the availability of funds to establish or improve school-based behavioral health services for the 2008-2009 academic school year. Grant monies will be awarded to school entities that have formally linked or, through this proposal, demonstrate that they will link their services with community behavioral health care agencies in their service delivery area.

Two years ago, the Bethlehem Area School District in partnership with the United Way received a grant to implement the Positive Behavior Interventions and Supports (PBIS) at Northeast Middle School, the two high schools, and the Career Academy.

It is our intention to continue the PBIS initiative at the four schools. We envision enhancing current positive behavior supports for challenged students in grades 6-12, in partnership with community behavioral health care agencies.

RECOMMENDATION:

That the administration be authorized to submit an application to the Pennsylvania Department of Education for a School-Based Behavioral Health grant in the amount of \$45,000.

8. *Title III – Part A of No Child Left Behind*

INFORMATION:

The Pennsylvania Department of Education has called for grant proposals for the 2008-2009 Title III – Part A, Section 1111(b)(1) under the No Child Left Behind law. Title III is a program that provides subgrants from the state educational agency to local education agencies to improve the education of limited English proficient students by assisting them to learn English and meet challenging state academic content and student academic achievement standards.

RECOMMENDATION:

That the administration be authorized to submit to the Pennsylvania Department of Education a grant application requesting \$253,281 to supplement the educational programs for limited English proficient and immigrant students.

9. *Conferences/Staff Trip Attendance***RECOMMENDATION:**

That the following conferences for staff be approved:

October 18-21, 2008 Principals Supporting Student Achievement Pittsburgh, Pennsylvania	\$2,958.69
October 19-21, 2008 Keystone State Reading Association's 41st Annual Convention King of Prussia, Pennsylvania	2,857.47
October 20-21, 2008 Annual Sungard Pentamation Client Conference Hershey, Pennsylvania	2,085.60
October 29-November 2, 2008 National Middle School Association's 35th Annual Conference Denver, Colorado	7,057.63

10. *Field Trip Attendance***RECOMMENDATION:**

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

September 19-20, 2008 (30 Liberty High School Students) PIAA Foundation Cross Country Invitational Hershey, Pennsylvania	\$300.00
October 13-15, 2008 (58 East Hills Middle School Students) Nature Quest's Hickory Run Camping Trip White Haven, Pennsylvania	1,076.47
October 15-17, 2008 (56 Nitschmann Middle School Students) Sequoia's Hickory Run Camping Trip White Haven, Pennsylvania	1,244.60
October 15-17, 2008 (42 Northeast Middle School Students) Dream Catchers Trexler Scout Camping Trip (Girls) Kunkletown, Pennsylvania	936.23
October 29-31, 2008 (30 East Hills Middle School Students) Monagacci Wilderness Survival Camping Trip (Girls) Jonas, Pennsylvania	904.12
October 29-31, 2008 (25 Northeast Middle School Students) Dream Catchers Trexler Scout Camping Trip (Boys) Kunkletown, Pennsylvania	1,002.96
October 30-November 1, 2008 (22 Career Academy Students) Pennsylvania Statewide Latino Coalition Conference Treucose, Pennsylvania	3,553.60

10. *Field Trip Attendance***RECOMMENDATION:**

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

November 5-7, 2008 (30 East Hills Middle School Students) Monagacci Wilderness Survival Camping Trip (Boys) Jonas, Pennsylvania	\$910.44
January 8-10, 2009 (20 Liberty High School Students) 2008 Virginia Duals Hampton, Virginia	1,000.00
January 18-20, 2009 (120 Freedom High School Students) Presidential Inaugural Parade - Band Washington, D.C. *This trip is pending their acceptance into the parade.	400.00
February 21-28, 2009 (60-80 Freedom High School Students) Concert Choir Trip to Mexico Mexico City, Acapulco	3,075.00

11. *Resignations*

RECOMMENDATION:

Administrative

1. NAME: **Caccavo, Mark**
 ASSIGNMENT: Freedom, Assistant Principal
 REASON: Personal
 EFFECTIVE: On or before November 7, 2008

2. NAME: **Lutcher, Robin L.**
 ASSIGNMENT: Director of Information Technologies
 REASON: Personal
 EFFECTIVE: On or before November 7, 2008

11. Resignations**RECOMMENDATION:*****Instructional***

- | | | |
|----|-------------|--|
| 1. | NAME: | Brinker, Michelle |
| | ASSIGNMENT: | Freedom, English Teacher |
| | REASON: | Personal |
| | EFFECTIVE: | August 20, 2008 |
| 2. | NAME: | Donnangelo, Alexis |
| | ASSIGNMENT: | Donegan/Fountain Hill, Mathematics Specialist |
| | REASON: | Personal |
| | EFFECTIVE: | August 19, 2008 |
| 3. | NAME: | El Turkey, Hebat |
| | ASSIGNMENT: | Broughal, Guidance Counselor |
| | REASON: | Declined position |
| | EFFECTIVE: | August 21, 2008 |
| 4. | NAME: | Foley, Deanna |
| | ASSIGNMENT: | Fountain Hill, Guidance Counselor |
| | REASON: | Declined position |
| | EFFECTIVE: | August 21, 2008 |
| 5. | NAME: | Lane, Mary Beth |
| | ASSIGNMENT: | Freedom, Spanish Teacher |
| | REASON: | Declined position |
| | EFFECTIVE: | August 21, 2008 |
| 6. | NAME: | O'Malley, Wendy |
| | ASSIGNMENT: | District-wide, School Nurse |
| | REASON: | Personal |
| | EFFECTIVE: | September 6, 2008 |
| 7. | NAME: | Rawhouser, Rene |
| | ASSIGNMENT: | Fountain Hill, Grade 4/5 Welcome Classroom Teacher |
| | REASON: | Retirement |
| | EFFECTIVE: | November 30, 2008 |

11. *Resignations*

RECOMMENDATION:

Instructional (continued)

8.	NAME:	Speicher, Lauren
	ASSIGNMENT:	District-wide, Speech Therapist
	REASON:	Personal
	EFFECTIVE:	September 18, 2008

11. Resignations**RECOMMENDATION:*****Noninstructional***

1. NAME: **Bacon, Tina**
ASSIGNMENT: Miller Heights, Teacher Assistant, General Duty Aide
REASON: Personal
EFFECTIVE: June 6, 2008
2. NAME: **Clause, Susan**
ASSIGNMENT: Donegan, Teacher Assistant, General Duty Aide
REASON: Personal
EFFECTIVE: June 6, 2008
3. NAME: **Dancho, Brian**
ASSIGNMENT: Liberty, C-1 Custodian
REASON: Personal
EFFECTIVE: August 27, 2008
4. NAME: **Green, Andrea**
ASSIGNMENT: East Hills, General Kitchen Help
REASON: Personal
EFFECTIVE: August 19, 2008
5. NAME: **Gross, Deborah**
ASSIGNMENT: Nitschmann, General Kitchen Help
REASON: Personal
EFFECTIVE: June 4, 2008
6. NAME: **Ortiz, Michelle**
ASSIGNMENT: SPARK, Instructional Assistant
REASON: Personal
EFFECTIVE: September 4, 2008
7. NAME: **Remaly, Donna**
ASSIGNMENT: Fountain Hill, General Kitchen Help
REASON: Personal
EFFECTIVE: June 5, 2008

11. Resignations**RECOMMENDATION:*****Noninstructional (continued)***

- | | | |
|-----|---|---|
| 8. | NAME:
ASSIGNMENT:

REASON:
EFFECTIVE: | Robinson, Crystal
Regional Academic Standards Academy,
General Kitchen Help
Personal
August 25, 2008 |
| 9. | NAME:
ASSIGNMENT:
REASON:
EFFECTIVE: | Santiago, William
Broughal, General Kitchen Help
Personal
September 13, 2008 |
| 10. | NAME:
ASSIGNMENT:
REASON:
EFFECTIVE: | Wied, Kenneth, J., Jr.
Freedom, Monitor
Personal
September 23, 2008 |

11. Resignations**RECOMMENDATION:*****Miscellaneous***

1. NAME: **Borzok, Michelle**
 ASSIGNMENT: Freedom, Head Softball Coach
 REASON: Personal
 EFFECTIVE: August 25, 2008

2. NAME: **Ford, John D.**
 ASSIGNMENT: Bus Driver
 REASON: Personal
 EFFECTIVE: August 28, 2008

3. NAME: **Tupper, Judith**
 ASSIGNMENT: Bus Driver
 REASON: Retirement
 EFFECTIVE: September 18, 2008

12. *Termination*

RECOMMENDATION:

Instructional

- | | | |
|----|-------------|--------------------|
| 1. | NAME: | xxx-xx-7961 |
| | ASSIGNMENT: | Liberty |
| | EFFECTIVE: | August 19, 2008 |

12. *Terminations*

RECOMMENDATION:

Noninstructional

1. NAME: **xxx-xx-3836**
 ASSIGNMENT: Transportation
 EFFECTIVE: July 1, 2008

2. NAME: **xxx-xx-4039**
 ASSIGNMENT: Donegan
 EFFECTIVE: July 1, 2008

13. *Leaves of Absence***RECOMMENDATION:*****Instructional***

1. NAME: **Bloss, Jaime B.**
 ADDRESS: Bethlehem
 ASSIGNMENT: Northeast, Art Teacher
 REASON: Family Medical Leave of Absence
 EFFECTIVE: September 22, 2008, until the end of the day on
 December 18, 2008

2. NAME: **Brown, Cindy T.**
 ADDRESS: Bethlehem
 ASSIGNMENT: Lincoln, Reading Specialist
 REASON: Family Medical Leave of Absence
 EFFECTIVE: September 11, 2008, until the end of the day on
 November 26, 2008

3. NAME: **Hodges, Jilda A.**
 ADDRESS: Harleysville
 ASSIGNMENT: District-wide, Psychologist
 REASON: General Leave of Absence
 EFFECTIVE: October 6, 2008, until the end of the day on October
 17, 2008

4. NAME: **Ibarra, Adrienne M.**
 ADDRESS: Bangor
 ASSIGNMENT: Broughal, Grade 6 Teacher
 REASON: Family Medical/Childrearing Leave of Absence
 EFFECTIVE: Family Medical Leave of Absence to begin
 September 2, 2008, until the end of the day on
 November 25, 2008
 Childrearing Leave of Absence to begin on
 November 26, 2008, until the end of the day on
 December 19, 2008

13. *Leaves of Absence*

RECOMMENDATION:

Instructional (continued)

- | | | |
|----|-------------|--|
| 5. | NAME: | Schwartz, Andrea B. |
| | ADDRESS: | Orefield |
| | ASSIGNMENT: | East Hills, Guidance Counselor |
| | REASON: | Family Medical Leave of Absence |
| | EFFECTIVE: | October 2, 2008, until the end of the day on
January 9, 2009 |
| | | |
| 6. | NAME: | Shook, Rachel M. |
| | ADDRESS: | Bethlehem |
| | ASSIGNMENT: | Freemansburg, Math Specialist |
| | REASON: | Family Medical Leave of Absence |
| | EFFECTIVE: | October 13, 2008, until the end of the day on
February 25, 2009 |

13. *Leaves of Absence***RECOMMENDATION:*****Noninstructional***

1. NAME: **Amador, Lucy**
 ADDRESS: Bethlehem
 ASSIGNMENT: Broughal, General Kitchen Help
 REASON: General Leave of Absence
 EFFECTIVE: September 10, 2008, until the end of the day on
 October 10, 2008

2. NAME: **Kozerski, Melissa**
 ADDRESS: Bethlehem
 ASSIGNMENT: Child Care, Assistant Center Supervisor
 REASON: Family Medical Leave of Absence
 EFFECTIVE: October 31, 2008, until the end of the day on
 February 5, 2009

3. NAME: **Savitski, Kelly A.**
 ADDRESS: Bethlehem
 ASSIGNMENT: East Hills, Teacher Assistant
 REASON: Family Medical Leave of Absence
 EFFECTIVE: August 22, 2008, until the end of the day on
 September 3, 2008

4. NAME: **Zelko, Anne**
 ADDRESS: Bethlehem
 ASSIGNMENT: Liberty, Teacher Assistant
 REASON: Family Medical Leave of Absence
 EFFECTIVE: September 2, 2008, until the end of the day on
 December 2, 2008

14. *Nominations for Appointment*

RECOMMENDATION:

Administrative

1. NAME: **Harper, Kimberly M.**
 ADDRESS: Bethlehem
 COLLEGE: Moravian College, B.A.
 Wilkes University, M.S.
 Lehigh University, Supervisor of Curriculum and
 Instruction Certification
 ASSIGNMENT: Freedom, Assistant to the Principal for Curriculum
 and Instruction
 SALARY: \$84,681, prorated (Instructional Meet and Discuss,
 Category 3, Step 3)
 EFFECTIVE: September 23, 2008

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

1. NAME: **Allford, Stacey L.**
 ADDRESS: Coplay
 COLLEGE, DEGREE: Bloomsburg University, B.S.
 ASSIGNMENT: Fountain Hill, Grade 3 Teacher
 STATUS: Long-term Substitute
 SALARY: \$39,389 (Bachelor's, Step 1)
 EFFECTIVE: August 21, 2008, and terminating at the end of the
 2008-2009 school year, or upon the return of M. Sames

2. NAME: **Baker, Kathy A.**
 ADDRESS: Whitehall
 COLLEGE, DEGREE: Moravian College, B.S., Certification
 ASSIGNMENT: Governor Wolf, Grade 1 Teacher
 STATUS: Long-term Substitute
 SALARY: \$40,887, prorated (Bachelor's +15, Step 1)
 EFFECTIVE: September 23, 2008, and terminating at the end of the
 2008-2009 school year, or upon the return of D. Harper

3. NAME: **Bloss, Charles W.**
 ADDRESS: Allentown
 COLLEGE, DEGREE: Kutztown State College, B.S.
 ASSIGNMENT: Freedom, (.3)/Liberty, (.7) Mathematics Teacher
 STATUS: Long-term Substitute
 SALARY: \$73,352, prorated (Master's +45, Step 16, as per 2005-
 2006 BEA Collective Bargaining Agreement)
 EFFECTIVE: September 2, 2008, and terminating at the end of the
 first semester of the 2008-2009 school year, or upon the
 return of S. Carvellas

4. NAME: **Chemidlin, Lisa A.**
 ADDRESS: Bethlehem
 COLLEGE, DEGREE: East Stroudsburg University, B.S.
 ASSIGNMENT: Lincoln, Grade 5 Teacher
 STATUS: Temporary Professional Employee
 SALARY: \$39,389 (Bachelor's, Step 1)
 EFFECTIVE: August 21, 2008

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

5. NAME: **Hill, Cyndee L.**
 ADDRESS: Bethlehem
 COLLEGE, DEGREE: DeSales University, B.A.
 Kutztown University, M.A.
 ASSIGNMENT: Fountain Hill, Guidance Counselor
 STATUS: Long-term Substitute
 SALARY: \$43,444, prorated (Master's +15, Step 1)
 EFFECTIVE: August 22, 2008, and terminating at the end of the
 2008-2009 school year, or upon the return of A. Barasch
6. NAME: **Kenney, Joseph A.**
 ADDRESS: Bethlehem
 COLLEGE, DEGREE: DeSales University, B.A.
 ASSIGNMENT: Donegan, Grade 2 Teacher
 STATUS: Temporary Professional Employee
 SALARY: \$39,389, prorated (Bachelor's, Step 1)
 EFFECTIVE: September 23, 2008
7. NAME: **Rodriguez, Josefina A.**
 ADDRESS: Macungie
 COLLEGE, DEGREE: Hunter College, B.A., M.S.
 ASSIGNMENT: SPARK, Prekindergarten Teacher
 EXPERIENCE: 7 years, New York
 STATUS: Temporary Professional Employee
 SALARY: \$48,055 (Master's, Step 8)
 EFFECTIVE: August 21, 2008
8. NAME: **Shuman, Troy B.**
 ADDRESS: Easton
 COLLEGE, DEGREE: Millersville University, B.S.
 ASSIGNMENT: Liberty, Industrial Arts Teacher
 EXPERIENCE: 5 years, New Jersey
 4 years, Pennsylvania
 STATUS: Professional Employee
 SALARY: \$50,769 (Master's +15, Step 10)
 EFFECTIVE: August 21, 2008

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

- | | | |
|-----|------------------|---|
| 9. | NAME: | Wills, Thomas R. |
| | ADDRESS: | Wind Gap |
| | COLLEGE, DEGREE: | Kutztown University, B.S. |
| | ASSIGNMENT: | Fountain Hill, Grade 2 Teacher |
| | STATUS: | Long-term Substitute |
| | SALARY: | \$39,389 (Bachelor's, Step 1) |
| | EFFECTIVE: | August 21, 2008, and terminating at the end of the 2008-2009 school year, or upon the return of L. Craven |
| | | |
| 10. | NAME: | Wilson, Michael A. |
| | ADDRESS: | Whitehall |
| | COLLEGE, DEGREE: | Susquehanna University, B.A. |
| | ASSIGNMENT: | Freedom, Mathematics Teacher |
| | EXPERIENCE: | 3 years, Pennsylvania |
| | STATUS: | Long-term Substitute |
| | SALARY: | \$42,599 (Bachelor's +15, Step 4) |
| | EFFECTIVE: | August 21, 2008, and terminating at the end of the 2008-2009 school year, or upon the return of A. Jones |
| | | |
| 11. | NAME: | Yenca, Catherine M. |
| | ADDRESS: | Allentown |
| | COLLEGE, DEGREE: | Clarion University, B.S. |
| | ASSIGNMENT: | District-wide, Mathematics Coach |
| | EXPERIENCE: | 6 years, Pennsylvania |
| | STATUS: | Long-term Substitute |
| | SALARY: | \$44,808, prorated (Bachelor's +15, Step 7) |
| | EFFECTIVE: | September 23, 2008, and terminating at the end of the 2008-2009 school year (PA-PACT Grant) |

14. *Nominations for Appointment*

RECOMMENDATION:

Instructional (continued)

12.	NAME:	Yevak, Ronald B.
	ADDRESS:	Allentown
	COLLEGE, DEGREE:	Lafayette College, B.S.
		DeSales University, Certification
	ASSIGNMENT:	Freedom, Chemistry Teacher
	EXPERIENCE:	10 years, Pennsylvania
	STATUS:	Professional Employee
	SALARY:	\$51,269, prorated (Master's, Step 11)
	EFFECTIVE:	November 22, 2008

14. *Nominations for Appointment***RECOMMENDATION:*****Noninstructional***

1. NAME: **Crouthamel, Nancy L.**
 ADDRESS: Bethlehem
 ASSIGNMENT: Career Academy/District-wide, Health Assistant,
 full time
 SALARY: \$13.18 per hour
 EFFECTIVE: September 23, 2008

2. NAME: **Draper, Anne**
 ADDRESS: Bethlehem
 ASSIGNMENT: Spring Garden, Teacher Assistant, Special Education,
 Learning Support, 6 _ hours daily
 SALARY: \$13.18 per hour
 EFFECTIVE: September 23, 2008

3. NAME: **Garris, Noelle**
 ADDRESS: Whitehall
 ASSIGNMENT: Child Care, Assistant Center Supervisor, 2 _ hours,
 straight shift, 10 months
 SALARY: \$10.62 per hour
 EFFECTIVE: September 23, 2008

4. NAME: **Gress, Suzanne**
 ADDRESS: Easton
 ASSIGNMENT: Child Care, Assistant Center Supervisor, 2 _ hours,
 straight shift, 10 months
 SALARY: \$10.62 per hour
 EFFECTIVE: September 23, 2008

5. NAME: **Kavanagh, Margaret N.**
 ADDRESS: Bethlehem
 ASSIGNMENT: Nitschmann, C-1 Custodian
 SALARY: \$13.79 per hour
 EFFECTIVE: September 23, 2008

14. *Nominations for Appointment***RECOMMENDATION:*****Noninstructional (continued)***

- | | | |
|-----|---|---|
| 6. | NAME:
ADDRESS:
ASSIGNMENT:

SALARY:
EFFECTIVE: | Kozelnicky, Christine
Bethlehem
Child Care, Assistant Center Supervisor, 2 _ hours,
straight shift, 10 months
\$10.87 per hour
September 23, 2008 |
| 7. | NAME:
ADDRESS:
ASSIGNMENT:

SALARY:
EFFECTIVE: | Kuhns, Sharon E.
Bethlehem
Liberty, Teacher Assistant, Special Education, Life
Skills Support/Job Coach, full-time
\$14.68 per hour
September 23, 2008 |
| 8. | NAME:
ADDRESS:
ASSIGNMENT:

SALARY:
EFFECTIVE: | Lassiter, Dominique
Bethlehem
Child Care, Assistant Center Supervisor, 2 _ hours,
straight shift, 10 months
\$10.87 per hour
September 23, 2008 |
| 9. | NAME:
ADDRESS:
ASSIGNMENT:

SALARY:
EFFECTIVE: | Lockhart, Nicole V.
Bethlehem
Governor Wolf, Teacher Assistant, General Duty,
3 hours daily
\$13.18 per hour
September 23, 2008 |
| 10. | NAME:
ADDRESS:
ASSIGNMENT:

SALARY:

EFFECTIVE: | Nieves, Nancy
Bethlehem
Donegan-Fowler Family Center, Family Development
Specialist
\$26,476, prorated (Noninstructional Meet and Discuss,
Category II, Step 1, to be adjusted upon completion of
Noninstructional Meet and Discuss agreement)
September 23, 2008 |

14. *Nominations for Appointment***RECOMMENDATION:*****Noninstructional (continued)***

- | | | |
|-----|-------------|--|
| 11. | NAME: | Petros, Rochelle M. |
| | ADDRESS: | Bethlehem |
| | ASSIGNMENT: | Liberty, Monitor |
| | SALARY: | \$16,298, prorated (Noninstructional Meet and Discuss, Category KK, Step 1, to be adjusted upon completion of Noninstructional Meet and Discuss agreement) |
| | EFFECTIVE: | September 23, 2008 |
| 12. | NAME: | Rodriguez, Kimberly |
| | ADDRESS: | Bethlehem |
| | ASSIGNMENT: | Regional Academic Standards Academy, Family Development Specialist |
| | SALARY: | \$28,388, prorated (Noninstructional Meet and Discuss, Category II, Step 4, to be adjusted upon completion of Noninstructional Meet and Discuss agreement) |
| | EFFECTIVE: | September 23, 2008 |
| 13. | NAME: | Simon, Jane |
| | ADDRESS: | Bethlehem |
| | ASSIGNMENT: | Child Care, Assistant Center Supervisor, 2 _ hours, straight shift, 10 months |
| | SALARY: | \$10.87 per hour |
| | EFFECTIVE: | September 23, 2008 |
| 14. | NAME: | Spenzierato, Carol |
| | ADDRESS: | Bethlehem |
| | ASSIGNMENT: | Child Care, Assistant Center Supervisor, 2 _ hours, straight shift, 10 months |
| | SALARY: | \$10.87 per hour |
| | EFFECTIVE: | September 23, 2008 |
| 15. | NAME: | Steiner, Robert |
| | ADDRESS: | Bethlehem |
| | ASSIGNMENT: | Freedom, Supplemental Custodian |
| | SALARY: | \$9.00 per hour |
| | EFFECTIVE: | September 23, 2008 |

14. *Nominations for Appointment***RECOMMENDATION:*****Noninstructional (continued)***

- | | | |
|-----|-------------|--|
| 16. | NAME: | Torlay, Linda S. |
| | ADDRESS: | Bethlehem |
| | ASSIGNMENT: | District-wide, Technology Assistant,
6 _ hours daily |
| | SALARY: | \$13.18 per hour |
| | EFFECTIVE: | October 6, 2008 |
| | | |
| 17. | NAME: | Velardi, Anthony |
| | ADDRESS: | Bethlehem |
| | ASSIGNMENT: | East Hills, Technical Assistant, 6 _ hours daily |
| | SALARY: | \$13.18 per hour |
| | EFFECTIVE: | September 23, 2008 |
| | | |
| 18. | NAME: | Wied, Kenneth J., Jr. |
| | ADDRESS: | Bethlehem |
| | ASSIGNMENT: | Nitschmann, Teacher Assistant, Special Education,
Learning Support, 6 _ hours daily |
| | SALARY: | \$13.18 per hour |
| | EFFECTIVE: | September 23, 2008 |

14. *Nominations for Appointment***RECOMMENDATION:*****Miscellaneous*****1. Adult Literacy Program****Supervisor**

Code: 81-1691-111-000-0000-00001

Poshefko, Karen

SALARY: \$33.00 per hour

Teachers

Code: 81-1691-123-000-0000-00001

Csakai, Tracy**Ettwein, Nancy**

SALARY: \$32.04 per hour

2. Athletic Events

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

Game Help**Ackerman, Colin**

SALARY: \$17.94 per hour

3. Coaches

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

Northeast Middle Schol**Cross Country**

Head Coach

Klose, Connie

New

\$1,948.00

Freedom High School**Girls Tennis**

Head Coach

Sigmon, Mark

New

3,583.00

Wrestling

Assistant Coach

Ackerman, Colin

New

4,050.00

4. Credit Acquisition Program

Code: 10-1100-111-300-3200-00001

Supervisor**Rodriguez, Lisa**

SALARY: \$6,200.00

14. *Nominations for Appointment***RECOMMENDATION:*****Miscellaneous (continued)*****4. Credit Acquisition Program (continued)****Teachers**

Achenzie, Jeffrey	McDonald, Sherri
Baran, Michael	Medina, Jose
Bozzone, Barry	Metz, Timothy
Bradley, Steven	North, Faye
Chabot, Sandra	Patti, Joshua
Cleffi, Michael	Pitsilos, Andrew
Dectis, Nicholas	Porrata, Omar
Flad, Stephen	Quintana, James
Flyte, Allison	Radler, Chad
Freeh, Anne	Stellato, Joseph
Guindine, Ann	Terry, Daniel
Jackson, Joanne	Varju, Kelly
Johnson, David	Venanzi, Michael

SALARY: \$32.04 per hour

5. Extracurricular Activity Advisors***Governor Wolf Elementary School***

Safety Patrol	Delluva, Michael	\$ 357.00
Student Council	Druckenmiller, Chad (.5)	178.50
	Meila, Jeffrey (.5)	161.00

Thomas Jefferson Elementary School

Marketing Club	Stein-Miller, Michelle	357.00
Safety Club	McIntyre, Lisa	357.00
School Store	Nabavian, Lucinda	357.00

William Penn Elementary School

Newspaper Club	Frank, J. Eric	357.00
Safety Patrol	DeRaymond, Jonathan	357.00
School Store	Sevart, Beth	357.00
Student Council	Madison, Kathryn	335.00

14. *Nominations for Appointment***RECOMMENDATION:*****Miscellaneous (continued)*****5. Extracurricular Activity Advisors (continued)*****East Hills Middle School***

Band Director	Dehner, Chelsea	\$1,835.00
Drama Group	Cunningham, Mark (.5)	178.50
	Volpato, Jennifer (.5)	178.50
Majorettes	Hillegass, Heather	266.00
Mathcounts	Novatnak, Nadine	266.00
Newspaper	Augello, Stephanie	717.00
Stage Crew	Marek, Deborah	357.00
Treasurer	Stelmak, LeeAnn	1,572.00
Vocal Group	Quelet, Keith	357.00
	Terefenko, Christy	266.00

Northeast Middle School

Band Director	Rupnik, Brian	2,395.00
Majorettes	Nguyen, Lisa	357.00
Newspaper	Vermillion, Heidi	532.00
Stage Crew	Beck, David	357.00
Treasurer	Dodson, Ann	1,572.00
Vocal Group	Parker, Denise	357.00
Northeast Singers		
Vocal Group	Parker, Denise	357.00
Chorus		

Freedom High School

Spring Musical	Moran, Michael	588.00
----------------	-----------------------	--------

6. General Equivalency Diploma Program**Supervisor**

Code: 12-1691-111-300-0000-00001

Figueroa-Murga, Lilly

SALARY: \$33.00 per hour

Teachers**Figueroa-Murga, Lilly****VanGemen, Ditta****Vazquez, Elizbeth**

SALARY: \$32.04 per hour

14. *Nominations for Appointment***RECOMMENDATION:*****Miscellaneous (continued)*****7. Job Training/Work Experience**

Code: 10-1200-151-000-3517-00001

That the exceptional student be approved for the work experience program.

8. Lead Teacher***Career Academy*****Hirner, Tracey**

SALARY: \$1,730.00

9. Permanent Day-by-Day Substitutes***Donegan Elementary School*****Fleckenstein, Dax*****Fountain Hill Elementary School*****Nolan, Sean P.*****Marvine Elementary School*****Di Maria, Martin*****Broughal Middle School*****Deater, Anthony*****East Hills Middle School*****Guldin, Elizabeth****Litsch, Erik*****Nitschmann Middle School*****Truby, John R.****Valavanis, Joanna*****Freedom High School*****Vazquez, Thomas**

SALARY: \$100.00 per day

EFFECTIVE: September 29, 2008, until the end of the day on May 15, 2009

14. *Nominations for Appointment***RECOMMENDATION:*****Miscellaneous (continued)*****10. Saturday Detention Proctors**

Code: 10-1100-121-200-7156-00002

Erdman, Karla**Rex, Kristen****Halper, Jamie****Sivick, Charles****Muller, Michael****Zehner, Amber****Muth, Diane****Ziegler, George****Pretopapa, Alesha**

SALARY: \$32.04 per hour

11. Second Language Guide

Code: 10-1100-121-000-1121-00001

Madera, Iris

SALARY: \$10.40 per hour

12. Support Teacher Induction Program

Code: 10-1100-121-000-3700-00001

Inductee**School****Support Teacher****Allford, Stacey**

Fountain Hill

Sames, Michael**Ayre, Jonathan**

East Hills

Hruban, Catherine**Baker, Jayme**

Liberty

Zweifel, Marietta**Baker, Kathy**

Governor Wolf

Donatelli, Kim**Benedict, Courtney**

Fountain Hill

Ginsberg, Jeremy**Blocker, Evonne**

Governor Wolf

Weisler-Smith, Susan**Chemidlin, Lisa**

Lincoln

Bortz, Gail**Dalton, Susan**

Governor Wolf

Martin, DeAnn**Dehner, Chelsea**

East Hills

Hillegass, Heather**Dellatore, Scott**

East Hills

Albright, Daniel**Faulhefer, Sandy**

Liberty

Smith, Jennifer**Fogarty, Michele**

Liberty

Rarig, Debra**Gabovitz, Noelle**

Fountain Hill

Poole, Judith**Hill, Cyndee**

Fountain Hill

Francis, Tanya**Hodges, Jilda**

District-wide

Lubell, Elyse**Kaar, Karen**

District-wide

Braun, Thomas**Kenney, Joseph**

Donegan

Williams, Joseph**Kise, Alfred**

District-wide

Solitario, Brenda**Kitchell, Barbara**

Freedom

Evans, Jodi**Klenk, Jennifer**

East Hills

Sullivan, Susan**Klenk, Matthew**

Liberty

Long, Kevin

14. *Nominations for Appointment***RECOMMENDATION:*****Miscellaneous (continued)*****12. Support Teacher Induction Program (continued)**

Code: 10-1100-121-000-3700-00001

<u>Inductee</u>	<u>School</u>	<u>Support Teacher</u>
Kocon, Megan	Clearview	Roth, Lois
LaTourette, Kelly	Northeast	Jeffress, Karen
Leeson, Maureen	Liberty	Bednarik, Jeanne
Malasics, Lauren	Liberty	McHenry, Kimberly
Martinez, Louis	Freedom	Ziegler, George
Miller, Jessica	Fountain Hill	Makin, Donita
Morrow, Ryan	District-wide	Swoyer, Jill
Muller, Ryan	Broughal	Riffert, Steven
Ottey, Megan	Farmersville	Brad, Shanna
Overholt, Kimberly	Clearview	Kravetz, Amy
Parent, Lindsey	Fountain Hill	Mosley, Angela
Pizzino, Ashley	Liberty	Guarriello, Beth
Rosenfeld, Amy	District-wide	Valish, Frank, Jr.
Shay, Erin	Nitschmann	Vajda, Jason
Sodle, David	Nitschmann	Miller, Laurette
Spieker, Daniel	Northeast	Ehrlich, Judith
Swartz, Brad	Freedom	Young, Jeffrey
Whitaker, Wayne	Liberty	Bogusky, Joyce
Wills, Thomas	Fountain Hill	Ackerman, Carole
SUPPORT TEACHER SALARY: \$604.00		

13. Team Leaders***East Hills Middle School*****Academic**

2 person	Cunningham, Mark	\$ 912.00
	Peters, Karl	912.00
	Ritter, Gregory	912.00
	Tate, Gerald	912.00
3 person	Godiska, Sharon	1,052.00
	Kreidler, Elizabeth	1,052.00
	Van Hise, Michele	1,052.00
	Zambo-Cavey, Kristin	1,052.00
4 person	Dando, Timothy	1,206.00
	John, George	1,206.00
	Stelmak, LeeAnn	1,206.00

14. *Nominations for Appointment***RECOMMENDATION:*****Miscellaneous (continued)*****13. Team Leaders (continued)*****East Hills Middle School*****Academic**

5 person	Carpenter, Adam	\$1,349.00
	Kruk, Christine	1,349.00

Related Arts

9 person	Marek, Deborah	897.00
10 person	Ferry, Shannon	912.00
	Jackson, Joanne	912.00
	Steger, Kathleen	912.00

Northeast Middle School**Academic**

2 person	Gallagher, Pamela	912.00
	Korcienski, James	912.00
3 person	Dodson, Ann	1,052.00
	Patterson, Brian	1,052.00
	Smisko, Rose Ann	1,052.00

4 person	Fleck, Barbara	1,206.00
	Jeffress, Karen	1,206.00
	Shive, Linda	1,206.00
	Vanderstel, Elisa	1,206.00
5 person	Bellman, Christopher	1,349.00

Related Arts

10 person	Auker, Mary	912.00
	Parker, Denise	912.00

14. Tutoring***William Penn Elementary School*****Frank, Danielle**

SALARY: \$32.04 per hour

14. *Nominations for Appointment***RECOMMENDATION:*****Miscellaneous (continued)*****15. Webmasters****Elementary Schools**

Asa Packer

Calypso

Clearview

Donegan

Farmersville

Fountain Hill

Freemansburg

Governor Wolf

Hanover

James Buchanan

Lincoln

Marvine

Miller Heights

Regional Academic Standards Academy

SPARK

Spring Garden

Thomas Jefferson

William Penn

SALARY: \$604.00

Middle Schools

Broughal

East Hills

Nitschmann

Northeast

SALARY: \$717.00

Lyons, Tammy

Christiansen, Robert

Kravetz, Amy (.5)

Sosa, Lynn (.5)

Tracy, Jamie

Braun, Regina (.5)

Eisenhart, Jennifer (.5)

Braun, Thomas (.5)

Ginsberg, Jeremy (.5)

Butler, Brenda (.333)

Diaz, Olga (.333)

Hyland, Veronica (.333)

Hawke, Elizabeth

Bethel, Earl (.5)

Ronyack, Jane (.5)

Bellucci, Eric

Sylva Diadra

Hoke, Judith

Sassaman, Melissa

Schachter, Carole

Kelley, Laura

Bethmann, Ruth (.5)

Cassidy, Jane (.5)

Grube, Kimberly

Beller, Rebecca

Bothwell, Dawn (.5)

Cruz, Randy (.5)

Dutton, Tammy

Ellis, Lara

Beck, David

14. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous (continued)

15. Webmasters (continued)

High Schools

Career Academy

SALARY: \$604.00

Sierra, Trinidad

Freedom

Liberty

SALARY: \$2,917.00

Dolak, Chad

Gori, Michael

14. *Nominations for Appointment***RECOMMENDATION:*****Substitutes******Instructional***

Anderson, Emily
Bethlehem

Aoun, Maya
Allentown

Burke, Stacey
Bethlehem

Crugnagle, Gina
Whitehall

Dech, Lori
Easton

Dermody, Thomas
Coopersburg

Espinosa, Carmen
Allentown

Foster, Sarah
Northampton

Garcia, Daniel
Bethlehem

Little, Richard
Easton

Lushinsky, Susan
Bethlehem

Maldonado, Candy
Nazareth

Pachuta, Kimberly
Allentown

Perrett, Adrienne
Bethlehem

Scocca, Veronica
Bethlehem

Simpson, Marie
Bethlehem

Truby, John
Bethlehem

Vazquez, Joseph, II
Whitehall

14. *Nominations for Appointment*

RECOMMENDATION:

Substitutes

Noninstructional

Bauer, Janice
Walnutport

Pena, Santa
Allentown

Brandon, Larry
Bethlehem

Purcell, Sherry
Freemansburg

DeAngelis, Sharon
Hellertown

Reyes, Virginia
Bethlehem

Grquinovic, Mary Ellen
Bethlehem

Vilardi, Anthony
Bethlehem

Leahy, David
Bethlehem

Washington, Arria
Bethlehem

Muniz, Daisy
Bethlehem

15. *Reassignments*

RECOMMENDATION:

Administrative

1. NAME: **Gilliland, Scott**
 ASSIGNMENT: Director of Facilities and Operations
 SALARY: \$110,694
 EFFECTIVE: July 1, 2008

2. NAME: **Thomasik, Thomas**
 ASSIGNMENT: Manager of Human Resources
 SALARY: \$89,636
 EFFECTIVE: July 1, 2008

15. Reassignments**RECOMMENDATION:*****Instructional***

1. NAME: **Dos Santos, Danielle**
ASSIGNMENT: Donegan, Grade 2 Teacher
FROM: Long-term Substitute
TO: Temporary Professional Employee
REASON: Successful Candidate
EFFECTIVE: August 21, 2008
2. NAME: **Eisenhard, Jennifer L.**
ASSIGNMENT: Fountain Hill, Grade 3 Teacher
FROM: Long-term Substitute
TO: Temporary Professional Employee
REASON: Successful Candidate
EFFECTIVE: August 21, 2008
3. NAME: **Gold, Jamie**
ASSIGNMENT: Freedom, English Teacher
FROM: August 21, 2008
TO: September 8, 2008
REASON: Change in start date
4. NAME: **Hodges, Jilda**
ASSIGNMENT: District-wide, Psychologist
FROM: Temporary Professional Employee
TO: Long-term Substitute
REASON: Correction in status
EFFECTIVE: August 21, 2008, and terminating at the end of the 2008-2009 school year, or upon the return of M. Sharp-Ross
5. NAME: **Martin, Laura**
FROM: East Hills, (.4) Mathematics Teacher
TO: East Hills, (.8) Mathematics Teacher
SALARY: \$35,938 (Master's, Step 4)
REASON: Staffing increase
EFFECTIVE: August 21, 2008

15. *Reassignments*

RECOMMENDATION:

Instructional (continued)

- | | | |
|----|-------------|---------------------------------|
| 6. | NAME: | Schellhaus, Ashley |
| | ASSIGNMENT: | Fountain Hill, Grade 4 Teacher |
| | FROM: | Long-term Substitute |
| | TO: | Temporary Professional Employee |
| | REASON: | Successful Candidate |
| | EFFECTIVE: | August 21, 2008 |

15. Reassignments**RECOMMENDATION:*****Noninstructional***

1. NAME: **Applegate, David A.**
 FROM: Calypso, C-1 Custodian
 TO: Marvine, C-2 Custodian
 SALARY: \$19.83 per hour
 REASON: Successful Candidate
 EFFECTIVE: September 23, 2008

2. NAME: **Behers, Ann M.**
 FROM: Education Center, Coordinator of Business Services
 TO: Maintenance, Operations Manager
 SALARY: \$67,253, prorated (Noninstructional Meet and Discuss, Category B, Step 15, to be adjusted upon completion of Noninstructional Meet and Discuss agreement)
 REASON: Successful Candidate
 EFFECTIVE: September 23, 2008

3. NAME: **Crespo, Arlene**
 FROM: Child Care Aide, 2 hours, straight shift, 12 months
 TO: Child Care, Assistant Center Supervisor, 5 hours, split shift, 12 months
 SALARY: \$11.07 per hour
 REASON: Successful Candidate
 EFFECTIVE: September 23, 2008

4. NAME: **Osorio, Gloribel**
 FROM: Education Center, (.5)/Maintenance, (.5)
 0-3 Secretary/Clerk, 12 months
 TO: Donegan, 0-3 Secretary/Clerk, 10 months
 REASON: Reduction in force
 EFFECTIVE: July 1, 2008

15. *Reassignments*

RECOMMENDATION:

Noninstructional (continued)

- | | | |
|----|-------------|----------------------------------|
| 5. | NAME: | Madison, Catherine |
| | ASSIGNMENT: | District-wide, Health Assistant |
| | FROM: | \$13.18 per hour |
| | TO: | \$13.68 per hour |
| | REASON: | Salary adjustment for RN license |
| | EFFECTIVE: | August 22, 2008 |

16. *Approval of the Assistant Superintendent for Curriculum and Instruction Contract*

INFORMATION:

At the June 23, 2008, Regular Board Meeting, the Board of School Directors approved the appointment of Mary M. Katona as Assistant Superintendent for Curriculum and Instruction effective June 24, 2008, with the understanding that her contract would be finalized at a later date pending agreement between both parties.

RECOMMENDATION:

That the Board of School Directors approves the attached Assistant Superintendent for Curriculum and Instruction Contract for Mary M. Katona effective June 24, 2008.

A G R E E M E N T

AND NOW THIS _____ day of August 2008,

IT IS HEREBY AGREED by and between the Board of School Directors of the **Bethlehem Area School District**, Bethlehem, Pennsylvania (hereafter "Board"), and **Mary M. Katona** (hereafter "Assistant Superintendent"), that the said Board, in accordance with its action as found in the minutes on this 23rd day of June 2008, has and does hereby employ Mary M. Katona as Assistant Superintendent for Curriculum and Instruction for a three-year term commencing July 1, 2008 in accord with the provisions of Sections 508 and 1076 of the Public School Code of 1949. Both parties agree that Mary M. Katona shall perform the duties of Assistant Superintendent in and for the public schools in the Bethlehem Area School District ("District"), as prescribed by the laws of the Commonwealth of Pennsylvania and by the rules and regulations made thereunder by the Board of School Directors of said District.

NOW THEREFORE, it is agreed as follows:

1. The term of employment is from the 1st day of July 2008 through the 30th day of June 2011.
2. During the term of this Agreement, Assistant Superintendent agrees to perform the duties of the Assistant Superintendent as described in the attached position description (Exhibit "A") in a competent and professional manner in accordance with the laws of the Commonwealth of Pennsylvania, the policies of the School District, and the provisions of this Agreement.
3. In consideration of an annual salary of one hundred eighteen thousand dollars (\$118,000), the Assistant Superintendent agrees to perform faithfully the duties of Assistant Superintendent. The salary shall be paid in equal installments in accordance with the policy of the Board governing payment of professional staff in the District.
4. The Board hereby retains the right to adjust the annual salary of the Assistant Superintendent during each school year of this contract, including, but not limited to the 2008-2009 school year. The salary adjustment shall not

reduce the annual salary below the previous year's amount. Any adjustment in salary made during the life of this contract shall be considered an amendment and shall become a part of this contract, provided, however, that by doing so it shall not be considered that the Board has entered into a new contract with the Assistant Superintendent nor that the termination date of the existing contract has been extended.

5. The Assistant Superintendent will maintain throughout the life of this contract a valid and appropriate certification to act as Assistant Superintendent in the Commonwealth of Pennsylvania and that the Assistant Superintendent hereby agrees to devote her time, skill, labor, and attention to said employment during the term of this contract. The Assistant Superintendent, subject to approval of the Board, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations so long as such activities do not interfere with the discharge of her duties as Assistant Superintendent. Any compensation, remuneration or honorarium derived from these activities may be retained by her as long as the activities do not occur during the normal workday.

6. Assistant Superintendent expressly warrants and represents that she does not and will not have, during the term of this Agreement, any financial interest, direct or indirect, in the sale or adoption of any book or books, or the sale to or lease by the School District of any supplies or equipment. She further warrants that she has not violated the provisions of the Pennsylvania School Code as they apply to the qualifications for or election of Assistant Superintendent.

7. The fringe benefits for the Assistant Superintendent shall be identical to those granted to Instructional Meet and Discuss personnel in effect on July 1, 2008, unless otherwise specified herein. A copy of the Statement of Benefits For Instructional Meet & Discuss in effect on July 1, 2008 is attached as Exhibit "B". Any additional fringe benefits obtained by Instructional Meet and Discuss personnel shall automatically be given to the Assistant Superintendent.

8. The Board shall purchase and maintain a “split dollar” whole life insurance policy in the face amount of Two Hundred Fifty Thousand (\$250,000) Dollars and will pay premiums calculated on a ten (10) year annual payment schedule which shall be provided by the insurance company. The premiums shall be invested in compliance with Section 440.1 of the School Code (24 P.S. Sec. 4-440.1). There will be no additional financial payments for any other reason. If the Assistant Superintendent’s employment with the school district terminates for any reason prior to the third (3rd) annual premium billing the district’s obligation for premium payments will be prorated (for example, if the Assistant Superintendent severs her employment status after two (2) years, the District’s obligation shall be to pay 66.6% of the premiums. The Assistant Superintendent shall be the owner of the policy and may designate her beneficiaries. Concurrent with the execution of this Agreement, the Assistant Superintendent agrees to execute an agreement obligating herself and her estate to repay to the Board any premiums paid by the Board upon death or redemption of the policy.

9. Upon retirement, the Assistant Superintendent shall be paid \$100 for each accumulated sick day up to a maximum of 150 days. For the purpose of these benefits, retirement will be defined as receipt of a formal letter of retirement, application to Pennsylvania Public School Employees’ Retirement System (PSERS) for retirement, and appropriate Board action. The application for PSERS retirement must be made prior to the date of retirement from the BASD. Medical benefits coverage beyond retirement will be the same provisions/benefits that members of the Instructional Meet and Discuss personnel receive. This means that any future health care changes that affect the group will also affect this agreement.

10. The Assistant Superintendent shall receive 20 vacation days annually. Unused vacation days shall accumulate without limit for the duration of this contract. Unused vacation days at the termination of this contract, to a maximum of 40 days, shall be reimbursed at the per diem rate in effect at that time or transferred to a new contract.

11. The Assistant Superintendent may attend appropriate professional meetings at the local, state, and national levels, if approved by the Superintendent and in accordance with Board policy. The annual maximum of \$4,000 for reasonable expenses of attendance shall be paid by the District.

12. The Board shall provide personal memberships for the Assistant Superintendent in: Association of School Administrators (AASA/PAASA), Association for School and Curriculum Development (ASCD/PASCD), and National Staff Development Council (NSDC). Additional memberships shall require Board approval.

13. Any matter pertaining to the Assistant Superintendent not specifically covered in this Agreement shall be governed by the appropriate provisions of the Public School Code and Board Policy.

14. The Assistant Superintendent shall fulfill all provisions of this contract, any exception thereto being by mutual consent of the Board and the Assistant Superintendent.

15. If the Board shall decide not to renew this contract, then and in that event, the Board shall give notice required by the Commonwealth of Pennsylvania School Code, of at least 150 days written notice of intention not to renew prior to the termination date of this contract. Should 150 days advanced notice not be delivered in writing, this contract shall automatically renew.

16. The Assistant Superintendent shall, throughout the term of this Agreement, be subject to termination of contract for valid and just cause for reasons specified under Section 1080, 24 P.S. 10-1080 of the Public School Code as the same may be amended from time to time. However, the Board shall not arbitrarily and capriciously call for her dismissal without first providing the Assistant Superintendent with written charges, adequate notice of a hearing, a fair and impartial hearing, all elements of due process, and the right to appeal to a court of competent jurisdiction in accordance with Pennsylvania and Federal law. At any such hearing before the Board, the Assistant Superintendent shall have the right to be present and to be heard, to be represented by counsel and to present through witnesses any testimony

relevant to the issue. A transcript of the record of the proceedings before the Board shall be made available to Assistant Superintendent at her cost. If the Assistant Superintendent chooses to be accompanied by legal counsel at the hearing before the Board, she will assume the cost of her legal expenses, subject to the obligation of the Board to indemnify the Superintendent if she is the prevailing party.

17. A regular annual formal assessment of performance shall be the means by which the Board shall assess the performance of the Assistant Superintendent. The performance assessment shall be conducted by the Superintendent. The current Job Description is attached as Exhibit "A". The purposes of the performance assessment shall be as follows:

- a. to strengthen the working relationship between Board, Superintendent and Assistant Superintendent, enhance the Assistant Superintendent's effectiveness, and clarify for the Superintendent, Assistant Superintendent and Board the responsibilities the Board relies upon the Assistant Superintendent to fulfill.
- b. To discuss and establish goals for the ensuing year.

18. Any dispute as to the interpretation or application of any provision of this Agreement, other than a dispute over termination, shall be resolved promptly by submission of the dispute or disputes to binding arbitration. The fee of the Arbitration and the cost of any transcript shall be paid equally by the Board and Assistant Superintendent. The cost of legal representation, including attorneys' fees, shall be borne by each party separately, subject to the obligation of the Board to indemnify Assistant Superintendent if she is the prevailing party.

19. Should the Assistant Superintendent be terminated for just cause, she shall not be entitled to severance. If the contract is voided because the Commonwealth determines that the District is "distressed" under Section 6-691, *et seq* of the Public School Code of 1949, the Assistant Superintendent

shall be entitled to six months' salary and all other benefits/compensation such as unused leave days shall remain in effect.

20. Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violated the law. The remaining articles, sections and clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section or clause. If at any time thereafter such article, section or clause shall no longer conflict with the law, then it shall be deemed restored in full force and effect as if it had never been in conflict with the law.

21. All references to the Public School Code or any law or regulation contained herein shall also refer to any amendment or recodification of such Code.

22. This contract shall be interpreted under the laws of the Commonwealth of Pennsylvania.

23. This Agreement shall be effective _____ and is binding upon the parties, their successors, or assigns.

IN WITNESS WHEREOF, and intending to be legally bound hereby, the parties have caused this Agreement to be duly executed the day and year first above written.

ATTEST:

BETHLEHEM AREA SCHOOL DISTRICT:

Loretta M. Leeson
President, Board of School Directors

Mary M. Katona

17. *Approval of the Assistant Superintendent for Human Resources Contract*

INFORMATION:

At the June 23, 2008, Regular Board Meeting, the Board of School Directors approved the appointment of Thomas K. Washington as Assistant Superintendent for Human Resources effective July 7, 2008, with the understanding that his contract would be finalized at a later date pending agreement between both parties.

RECOMMENDATION:

That the Board of School Directors approves the attached Assistant Superintendent for Human Resources Contract for Thomas K. Washington effective July 7, 2008.

A G R E E M E N T

AND NOW, this _____ day of August, 2008,

IT IS HEREBY AGREED by and between the Board of School Directors of the **Bethlehem Area School District**, Bethlehem, Pennsylvania (hereafter "Board"), and **Thomas K. Washington** (hereafter "Assistant Superintendent"), that the Board, in accordance with its action as found in the minutes on this 23rd day of June 2008, has and does hereby employ Thomas K. Washington as Assistant Superintendent for Human Resources for a three-year term commencing July 1, 2008 in accord with the provisions of Sections 508 and 1076 of the Public School Code of 1949. Both parties agree that Thomas K. Washington shall perform the duties of Assistant Superintendent in and for the public schools in the Bethlehem Area School District (hereafter "District"), as prescribed by the laws of the Commonwealth of Pennsylvania and by the rules and regulations made thereunder by the Board of School Directors of said District.

NOW THEREFORE, it is agreed as follows:

1. The term of employment is from the 1st day of July 2008 through the 30th day of June 2011.
2. During the term of this Agreement, Assistant Superintendent agrees to perform the duties of the Assistant Superintendent as described in the attached position description (Exhibit "A") in a competent and professional manner in accordance with the laws of the Commonwealth of Pennsylvania, the policies of the School District, and the provisions of this Agreement.
3. In consideration of an annual salary of one hundred eighteen thousand dollars (\$118,000), the Assistant Superintendent agrees to perform faithfully the duties of Assistant Superintendent. The salary shall be paid in equal installments in accordance with the policy of the Board governing payment of professional staff in the District.
4. The Board hereby retains the right to adjust the annual salary of the Assistant Superintendent during each school year of this contract, including, but not limited to the 2008-2009 school year. The salary adjustment shall not

reduce the annual salary below the previous year's amount. Any adjustment in salary made during the life of this contract shall be considered an amendment and shall become a part of this contract, provided, however, that by doing so it shall not be considered that the Board has entered into a new contract with the Assistant Superintendent nor that the termination date of the existing contract has been extended.

5. The Assistant Superintendent will maintain throughout the life of this contract a valid and appropriate certification to act as Assistant Superintendent in the Commonwealth of Pennsylvania and that the Assistant Superintendent hereby agrees to devote his time, skill, labor, and attention to said employment during the term of this contract. The Assistant Superintendent, subject to approval of the Board, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations so long as such activities do not interfere with the discharge of his duties as Assistant Superintendent. Any compensation, remuneration or honorarium derived from these activities may be retained by him as long as the activities do not occur during the normal workday.

6. The Assistant Superintendent expressly warrants and represents that he does not and will not have, during the term of this Agreement, any financial interest, direct or indirect, in the sale or adoption of any book or books, or the sale to or lease by the School District of any supplies or equipment. He further warrants that he has not violated the provisions of the Pennsylvania School Code as they apply to the qualifications for or election of Assistant Superintendent.

7. The fringe benefits for the Assistant Superintendent shall be identical to those granted to Instructional Meet and Discuss personnel in effect on July 1, 2008, unless otherwise specified herein. A copy of the Statement of Benefits For Instructional Meet & Discuss in effect on July 1, 2008 is attached as Exhibit "B". Any additional fringe benefits obtained by Instructional Meet and Discuss personnel shall automatically be given to the Assistant Superintendent.

8. The Board shall purchase and maintain a “split dollar” whole life insurance policy in the face amount of Two Hundred Fifty Thousand (\$250,000) Dollars and will pay premiums calculated on a ten (10) year annual payment schedule which shall be provided by the insurance company. The premiums shall be invested in compliance with Section 440.1 of the School Code (24 P.S. Sec. 4-440.1). There will be no additional financial payments for any other reason. If the Assistant Superintendent’s employment with the school district terminates for any reason prior to the third (3rd) annual premium billing the district’s obligation for premium payments will be prorated (for example, if the Assistant Superintendent severs his employment status after two (2) years, the District’s obligation shall be to pay 66.6% of the premiums. The Assistant Superintendent shall be the owner of the policy and may designate his beneficiaries. Concurrent with the execution of this Agreement, the Assistant Superintendent agrees to execute an agreement obligating himself and his estate to repay to the Board any premiums paid by the Board upon death or redemption of the policy.

9. Upon retirement, the Assistant Superintendent shall be paid \$100 for each accumulated sick day up to a maximum of 150 days. For the purpose of these benefits, retirement will be defined as receipt of a formal letter of retirement, application to Pennsylvania Public School Employees’ Retirement System (PSERS) for retirement, and appropriate Board action. The application for PSERS retirement must be made prior to the date of retirement from the BASD. Medical benefits coverage beyond retirement will be the same provisions/benefits that members of the Instructional Meet and Discuss personnel receive. This means that any future health care changes that affect the group will also affect this agreement.

10. The Assistant Superintendent shall receive 20 vacation days annually. Unused vacation days shall accumulate without limit for the duration of this contract. Unused vacation days at the termination of this contract, to a maximum of 40 days, shall be reimbursed at the per diem rate in effect at that time or transferred to a new contract.

11. The Assistant Superintendent may attend appropriate professional meetings at the local, state, and national levels, if approved by the Superintendent and in accordance with Board policy. The annual maximum of \$4,000 for reasonable expenses of attendance shall be paid by the District.

12. The Board shall provide personal memberships for the Assistant Superintendent in: Association of School Administrators (AASA/PAASA) and Pennsylvania Association of School Personnel Administrators (PASPA). Additional memberships shall require Board approval.

13. Any matter pertaining to the Assistant Superintendent not specifically covered in this Agreement shall be governed by the appropriate provisions of the Public School Code and Board Policy.

14. The Assistant Superintendent shall fulfill all provisions of this contract. Any exception thereto being by mutual consent of the Board and the Assistant Superintendent.

15. If the Board decides not to renew this contract, then and in that event, the Board shall give notice required by the Commonwealth of Pennsylvania School Code, of at least 150 days written notice of intention not to renew prior to the termination date of this contract. Should 150 days advanced notice not be delivered in writing, his contract shall automatically renew.

16. The Assistant Superintendent shall, throughout the term of this Agreement, be subject to termination of contract for valid and just cause for reasons specified under Section 1080, 24 P.S. 10-1080 of the Public School Code as the same may be amended from time to time . However, the Board shall not arbitrarily and capriciously call for his dismissal without first providing the Assistant Superintendent with written charges, adequate notice of a hearing, a fair and impartial hearing, all elements of due process, and the right to appeal to a court of competent jurisdiction in accordance with Pennsylvania and Federal law. At any such hearing before the Board, the Assistant Superintendent shall have the right to be present and to be heard, to be represented by counsel and to present through witnesses any testimony relevant to the issue. A transcript of the record of the proceedings before the

Board shall be made available to Assistant Superintendent at his cost. If the Assistant Superintendent chooses to be accompanied by legal counsel at the hearing before the Board, he will assume the cost of his legal expenses, subject to the obligation of the Board to indemnify the Assistant Superintendent if he is the prevailing party.

17. A regular annual formal assessment of performance shall be the means by which the Board shall assess the performance of the Assistant Superintendent. The performance assessment shall be conducted by the Superintendent. The current Job Description is attached as Exhibit "A". The purposes of the performance assessment shall be as follows:

- (a) to strengthen the working relationship between Board, Superintendent and Assistant Superintendent, enhance the Assistant Superintendent's effectiveness, and clarify for the Superintendent, Assistant Superintendent and Board the responsibilities the Board relies upon the Assistant Superintendent to fulfill.
- (b) To discuss and establish goals for the ensuing year.

18. Any dispute as to the interpretation or application of any provision of this Agreement, other than a dispute over termination, shall be resolved promptly by submission of the dispute or disputes to binding arbitration. The fee of the Arbitration and the cost of any transcript shall be paid equally by the Board and Assistant Superintendent. The cost of legal representation, including attorneys' fees, shall be borne by each party separately, subject to the obligation of the Board to indemnify Assistant Superintendent if he is the prevailing party.

19. Should the Assistant Superintendent be terminated for just cause, he shall not be entitled to severance. If the contract is voided because the Commonwealth determines that the District is "distressed" under Section 6-691 *et seq* of the Public School Code of 1949, the Assistant Superintendent shall be entitled to six months' salary and all other benefits/compensation such as unused leave days shall remain in effect.

20. Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violated the law. The remaining articles, sections and clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section or clause. If at any time thereafter such article, section or clause shall no longer conflict with the law, then it shall be deemed restored in full force and effect as if it had never been in conflict with the law.

21. All references to the Public School Code or any law or regulation contained herein shall also refer to any amendment or recodification of such Code.

22. This contract shall be interpreted under the laws of the Commonwealth of Pennsylvania.

23. This Agreement shall be effective _____ and is binding upon the parties, their successors, or assigns.

IN WITNESS WHEREOF, and intending to be legally bound hereby, the parties have caused this Agreement to be duly executed the day and year first above written.

ATTEST:

BETHLEHEM AREA SCHOOL DISTRICT:

Loretta M. Leeson
President, Board of School Directors

Thomas K. Washington

18. *Professional Employee Status for Teachers***RECOMMENDATION:**

That the following teachers, who have completed the probationary period as defined by the Commonwealth of Pennsylvania and are properly certified, be granted a Professional Employee Contract in accordance with the State Laws of Pennsylvania:

EFFECTIVE: August 26, 2007

Donovan, Lorie Governor Wolf, Grade 3 Teacher

EFFECTIVE: February 8, 2008

Llewellyn, Jan Freedom, Language Arts Teacher

Marmaros, Anna Freedom, Language Arts Teacher

EFFECTIVE: May 10, 2008

Derr, Julie Marvine, Special Education Teacher

EFFECTIVE: August 25, 2008

Ammary, Neiad Liberty, Language Arts Teacher

Atiyeh, Nancy Northeast, Mathematics Teacher

Ayre, Courtney Northeast, Special Education Teacher

Barlok, Sara Liberty, Language Arts Teacher

Barney, Maria Freemansburg, Kindergarten Teacher

Beisel, Toni Northeast, Social Studies Teacher

Bickley, Laura William Penn, Grade 2 Teacher

Carlstrom, Michelle District-wide, English as a Second Language Teacher

Cierech, Jennifer Freedom, Spanish Teacher

D’Emilio, Christopher Liberty, Mathematics Teacher

Drey, Brad Fountain Hill, Grade 5 Teacher

Eisenhauer, Denise Liberty, Special Education Teacher

Fehr, Jennifer Nitschmann, Special Education Teacher

Ferry, Shannon East Hills, Health and Physical Education Teacher

Goldberg, Stefanie East Hills, Grade 7 Teacher

Grube, Joslyn Donegan, Kindergarten Teacher

Guerreiro, Amy Fountain Hill, Kindergarten Teacher

Harding, Tina Donegan, Special Education Teacher

Henninger, Jennifer Farmersville, Academic Integration Specialist

Hines, Erin Fountain Hill, Special Education Teacher

Hujisa, Bridget Liberty, Special Education Teacher

Lehman, John Farmersville, Librarian

McClure, Sara Liberty, Health and Physical Education Teacher

Morgan, Angela Liberty, Language Arts Teacher

18. *Professional Employee Status for Teachers***RECOMMENDATION:**

That the following teachers, who have completed the probationary period as defined by the Commonwealth of Pennsylvania and are properly certified, be granted a Professional Employee Contract in accordance with the State Laws of Pennsylvania:

EFFECTIVE: August 25, 2008 (continued)

Papagni, Catherine	Northeast, Special Education Teacher
Phillips, Melissa	Spring Garden, Grade 3 Teacher
Rodgers, Carlton	Liberty, Health and Physical Education Teacher
Roeder, Jason	Freedom, Social Studies Teacher
Saeger, Jessica	Freedom, Biology Teacher
Sames, Michael	Fountain Hill, Grade 3 Teacher
Sanchez, Michelle	District-wide, English as a Second Language Teacher
Schaffrick, Rebecca	Northeast, Health and Physical Education Teacher
Schultz, Barry	Grade 6 Teacher
Schwartz, Andrea	East Hills, Guidance Counselor
Sherman, Rachel	Asa Packer, Grade 5 Teacher
Sipos, Anne	Liberty, Language Arts Teacher
Skelly, Anne	District-wide, Gifted Teacher
Sommer, Samantha	Nitschmann, Special Education Teacher
Steele, Tracey	Liberty, Mathematics Teacher
Stoyko, Alison	Liberty, Language Arts Teacher
Trengz, Lea	Fountain Hill, Grade 5 Teacher
Vazquez, Holly	Broughal, Grade 6 Teacher
Walters, Danette	Donegan, Grade 1 Teacher
Whitehouse, Courtney	Nitschmann, Grade 8 Teacher
Williams, Jeremy	Broughal, Social Studies Teacher
Yoder, Michelle	Broughal, Grade 6 Teacher
Ziegler, Laura	Donegan, Grade 2 Teacher
Zimmerman, Marc	William Penn, Grade 4 Teacher

19. *Memorandums of Understanding Between the Board of School Directors of the Bethlehem Area School District and the Bethlehem Area Teachers' Aide Education Support Personnel Association*

INFORMATION:

The two Memorandums of Understanding are contracted settlements reached between the Bethlehem Area Teachers' Aide Education Support Personnel Association and the district related to job responsibilities.

The administration reviewed these Memorandums of Understanding in Executive Session at the Board Human Resources Committee Meeting on September 15, 2008.

RECOMMENDATION:

That the Board of School Directors approves the attached Memorandums of Understanding between the Board of School Directors of the Bethlehem Area School District and the Bethlehem Area Teachers' Aide Education Support Personnel Association as follows:

- A. The purpose of this memorandum is to manage bargaining unit work during teachers' free periods and ensure such work is reserved for teachers' aides.
- B. The purpose of this memorandum is to establish procedures regarding incorporation of the spark aides into the Collective Bargaining Agreement.

MEMORANDUM OF UNDERSTANDING
Bethlehem Area School District and the
Bethlehem Area Teachers' Aide Education Support Personnel Association

This Memorandum of Understanding between the Bethlehem Area School District ("School District") and the Bethlehem Area Teachers' Aide Educational Support Personnel Association ("Association") is entered into in accordance with the provisions of the Collective Bargaining Agreement.

I. Joint Statement of Concern:

**THE PURPOSE OF THIS MEMORANDUM IS TO ESTABLISH
PROCEDURES REGARDING INCORPORATION OF THE SPARK AIDES
INTO THE COLLECTIVE BARGAINING AGREEMENT**

II. Joint Obligations

- A. The Association and the District will incorporate the SPARK Aides with their current rate of pay into the Collective Bargaining Agreement.
- B. The SPARK Aides will receive any negotiated wage percentage increase into this wage as provided by the Collective Bargaining Agreement.
- C. The District and the Association will jointly decide on other terms and conditions of employment specifically for the SPARK Aides, as part of the Collective Bargaining Agreement.

III. General Provisions

- A. This memorandum is not intended to and does not create any contractual rights or obligations with respect to the signatory agencies or any other parties.
- B. This memorandum may be amended, expanded, or modified any time upon the written consent of the parties. In any event, however, this Memorandum must be reviewed and re-executed in accordance with legal requirements.
- C. In the event of changes in state or federal law that necessitate changes to this memorandum, the School District and the Association shall collaborate to promptly change this memorandum to ensure compliance by the School District and the Association with state and federal requirements.
- D. The School District and the Association will actively work to resolve any differences in interpretation of this memorandum or in fulfilling the terms thereof.

The parties hereby acknowledge the foregoing as the terms and conditions of their understanding.

Loretta Leeson
School Board President
Bethlehem Area School District

Date

Robert H. Crevelling
ESPA Bethlehem Area
4950 Medical Center Circle
Allentown, PA 18106

Date

F:\Users\KingSpry Clients\B\BETHLEHEM AREA SD\MOU's\MOU - BASD & Aides - SPARK Aides.doc

MEMORANDUM OF UNDERSTANDING
Bethlehem Area School District and the
Bethlehem Area Teachers' Aide Education Support Personnel Association

This Memorandum of Understanding between the Bethlehem Area School District ("School District") and the Bethlehem Area Teachers' Aide Educational Support Personnel Association ("Association") is entered into in accordance with the provisions of the Collective Bargaining Agreement.

I. Joint Statement of Concern:

**THE PURPOSE OF THIS MEMORANDUM IS TO MANAGE BARGAINING
UNIT WORK DURING TEACHERS' FREE PERIODS AND ENSURE SUCH
WORK IS RESERVED FOR TEACHERS' AIDES**

II. Obligations:

A. District Obligations:

1. The district agrees that it will not assign teachers to do work during their free periods that would normally be assigned to teachers' aides.
2. The district has already ceased from this practice, but will maintain that prohibition.
3. The district will issue a "cease and desist" announcement that such practices will no longer occur as is needed to seek to prevent this practice in the future.

B. Association Obligations:

1. The association will immediately withdraw with prejudice its charge of an unfair labor practice, filed with the Pennsylvania Labor Relations Board, number PERA-C-08-115-E.

III. General Provisions

1. This memorandum is not intended to and does not create any contractual rights or obligations with respect to the signatory agencies or any other parties.
2. This memorandum may be amended, expanded or modified any time upon the written consent of the parties. In any event, however, this Memorandum must be reviewed and re-executed in accordance with legal requirements.
3. In the event of changes in state or federal law which necessitate changes to this memorandum, the School District and the Association shall collaborate to promptly

change this memorandum to ensure compliance by the School District and the Association with state and federal requirements.

4. The School District and the Association will actively work to resolve any differences in interpretation of this memorandum or in fulfilling the terms thereof.

The parties hereby acknowledge the foregoing as the terms and conditions of their understanding.

Loretta Leeson
School Board President
Bethlehem Area School District

Date

Robert H. Crevelling
ESPA Bethlehem Area
4950 Medical Center Circle
Allentown, PA 18106

Date

F:\Users\KingSpry Clients\B\BETHLEHEM AREA SD\MOU's\MOU - BASD & Aides - RESERVING WORK FOR AIDES.doc

**20. *Authorization to Exonerate 2008-2009 School Taxes – City of Bethlehem
Parcels: P6-2-1C; P6-2-3; P6SE1A-9-1; P6SE2A-3-1; P6SE1B-11-1;
P6NE3C-1-1; P7-19-2A-1; P7-19-1B; and P7-19-2C***

INFORMATION:

On July 30, 2008, the district received a request from the City of Bethlehem to exonerate them from payment of the 2008-2009 Bethlehem Area School District Real Estate Taxes on the above referenced parcels.

The City acquired ownership of these properties on May 30, 2008, for the greenway through South Bethlehem. On June 27, 2008, the County of Northampton Assessment Office removed the exempt status on these properties and added them to the active tax rolls, effective July 1, 2008.

On August 25, 2008, the City of Bethlehem filed an application for an exempt status of these properties to the Northampton County Revenue Appeals Board for consideration.

RECOMMENDATION:

That the Board of School Directors exonerate the City of Bethlehem from the 2008-2009 Bethlehem Area School District Real Estate Tax on parcels: P6-2-1C; P6-2-3; P6SE1A-9-1; P6SE2A-3-1; P6SE1B-11-1; P6NE3C-1-1; P7-19-2A-1; P7-19-1B; and P7-19-2C totaling a base tax of \$4,706.06.

21. *Authorization to Exonerate 2008-2009 School Taxes - Bethlehem Township - Parcels: M7-7-2; M7-11-3C-127; and M7-11-3C-128*

INFORMATION:

On July 30, 2008, the district received a request from Bethlehem Township, through their solicitor, to exonerate them from payment of the 2008-2009 Bethlehem Area School District Real Estate Taxes on the above referenced parcels.

The Township acquired ownership of these properties on April 11, 2008, and January 31, 2008, and had the tax exempt status of the properties approved on June 25, and July 29, 2008, respectively.

RECOMMENDATION:

That the Board of School Directors exonerate the 2008-2009 Bethlehem Area School District Real Estate Tax on parcel M7-7-2; M7-11-3C-127; and M7-11-3C-128 totaling a base tax of \$9,162.77.

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

Quotations were solicited for:

Gas Fired Water Heater – Hanover Elementary School

The lowest responsible quotation was Allen Supply, 1302-26 Liberty Street, Allentown, Pennsylvania 18102 at a cost not to exceed \$11,310.

The following vendors also were contacted:

APR Supply Company	\$ 11,443.90
Bath Supply Company	No Quote

Cabinet Code:	NA
Account Number:	10-2600-762-126-0611-00001
Budgeted:	\$ 25,000.00
Function Code:	760
Expended:	\$ 0.00
Available:	\$ 25,000.00

23. *Treasurer's Report*

RECOMMENDATION:

That the Board of School Directors approves the Treasurer's Report dated August 31, 2008.

BETHLEHEM AREA SCHOOL DISTRICT
Bethlehem, Pennsylvania

REPORT OF THE TREASURER
August 1 through August 31, 2008

BEGINNING CASH AND INVESTMENT BALANCE

Wachovia Bank - Cash Management	9,124,025.95
Bank of America - General Account	1,000,000.56
Pennsylvania School District Liquid Asset Fund	3,548,770.28
Wachovia - Worker's Comp Trust Fund	642,619.89
Pennsylvania Local Government Investment Trust	76,863.71
Pennsylvania State Treasurer Invest Program	179,962.45
Wachovia Money Market	54,681.72
Bank of America Money Market	9,968,129.49
Commerce Bank Money Market	1,121.96
Sovereign Bank Money Market	28,716.30
Sovereign Bank - Scholarship Fund	45,971.98
KNBT Bank - Scholarship Fund	112,000.00
Arthurs Lestrangle Cash Management - 2007A Bond Fund	28,674,798.54

<u>TOTAL CASH AND INVESTMENT BALANCE</u>	\$	53,457,662.83
--	----	---------------

RECEIPTS

Local Sources	56,958,647.02
State Sources	6,522,452.92
Federal Sources	813,402.37
Other Financing Sources	10,469.83

\$	<u>64,304,972.14</u>
----	----------------------

TOTAL FUNDS AVAILABLE

\$	<u>117,762,634.97</u>
----	-----------------------

DISBURSEMENTS

Monthly Bills Paid	11,359,920.79
Payroll	4,956,607.84
Debt Service	7,689,589.07

\$	24,006,117.70
----	---------------

ENDING CASH AND INVESTMENT BALANCE

Wachovia Bank - Cash Management	12,257,131.02
Bank of America - General Account	1,000,291.33
Pennsylvania School District Liquid Asset Fund	26,024,402.91
Wachovia - Worker's Comp Trust Fund	642,522.33
Pennsylvania Local Government Investment Trust	77,006.99
Pennsylvania State Treasurer Invest Program	2,384,975.70
Wachovia Money Market	54,707.72
Bank of America Money Market	25,899,614.74
Commerce Bank Money Market	1,123.81
Sovereign Bank Money Market	28,767.83
Sovereign Bank - Scholarship Fund	45,971.98
KNBT Bank - Scholarship Fund	112,000.00
Arthurs Lestrangle Cash Management - 2007A Bond Fund	25,228,000.91

<u>TOTAL CASH AND INVESTMENT BALANCE</u>	\$	<u>93,756,517.27</u>
--	----	----------------------

<u>TOTAL FUNDS AVAILABLE</u>	\$	<u>117,762,634.97</u>
------------------------------	----	-----------------------

Interest Earnings For The Period	\$	43,353.68
----------------------------------	----	-----------

Respectfully Submitted,

Anne M. Morton
Treasurer

24. *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.

25. *Budget Information*

INFORMATION:

Presented for information is the statement of the Condition of the Budget by major accounts.

**BETHLEHEM AREA SCHOOL DISTRICT
CONDITION OF THE BUDGET
FINANCIAL STATEMENT
REVENUES**

FOR THE PERIOD ENDING AUGUST 31, 2008

10 - GENERAL FUND

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT TITLE</u>	<u>BUDGET REVENUE</u>	<u>M-T-D RECEIVED</u>	<u>Y-T-D RECEIVED</u>	<u>BUDGET BALANCE</u>
10-60000	REVENUE - LOCAL SOURCES	126,479,111.00	55,732,751.60	69,108,594.09	57,370,516.91
10-70000	REVENUE - STATE SOURCES	45,420,187.00	6,503,592.00	7,768,050.00	37,652,137.00
10-80000	REVENUE - FEDERAL SOURCES	50,000.00	0.00	0.00	50,000.00
10-90000	OTHER FINANCING SOURCES	257,000.00	10,469.83	10,469.83	246,530.17
TOTAL GENERAL FUND		<u><u>\$172,206,298.00</u></u>	<u><u>\$62,246,813.43</u></u>	<u><u>\$76,887,113.92</u></u>	<u><u>\$95,319,184.08</u></u>

**BETHLEHEM AREA SCHOOL DISTRICT
CONDITION OF THE BUDGET
FINANCIAL STATEMENT
EXPENDITURES**

FOR THE PERIOD ENDING AUGUST 31, 2008

10 - GENERAL FUND

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT TITLE</u>	<u>BUDGET APPROPRIATION</u>	<u>ACTUAL EXPENDITURES</u>	<u>UNPAID ENCUMBRANCES</u>	<u>BUDGET BALANCE</u>
10-1100	REGULAR EDUCATION	71,387,687.00	1,051,104.31	618,111.50	69,718,471.19
10-1200	SPECIAL EDUCATION	18,749,977.00	675,796.52	1,427,791.54	16,646,388.94
10-1300	VOCATIONAL EDUCATION	8,689,850.00	1,595,029.70	4,170,410.09	2,924,410.21
10-1400	OTHER INSTRUCTIONAL PROGRAMS	744,406.00	16,495.55	0.00	727,910.45
10-1600	ADULT EDUCATION PROGRAMS	6,711.00	274.39	0.00	6,436.61
10-1700	COMMUNITY COLLEGE PROGRAMS	1,980,317.00	366,508.66	1,613,808.34	0.00
10-1800	INSTRUCTIONAL PROGRAMS - PRE-K	515,130.00	278.76	1,252.77	513,598.47
10-2100	SUPPORT SRVCS-PUPIL PERSONNEL	5,848,603.00	125,452.39	15,099.27	5,708,051.34
10-2200	SUPPORT SRVCS-INSTRUCTIONAL	5,868,809.00	1,328,965.78	133,065.07	4,406,778.15
10-2300	SUPPORT SRVCS-ADMINISTRATION	9,812,126.00	1,214,570.13	12,027.84	8,585,528.03
10-2400	PUPIL HEALTH SERVICES	1,674,556.00	1,754.35	8,151.81	1,664,649.84
10-2500	BUSINESS OFFICE	2,796,253.00	307,472.37	63,912.80	2,424,867.83
10-2600	OPERATION / MAINTENANCE OF PLANT	15,930,576.00	1,382,972.59	446,469.86	14,101,133.55
10-2700	STUDENT TRANSPORTATION SERVICES	5,157,998.00	205,181.56	385,956.05	4,566,860.39
10-2800	SUPPORT SRVCS-CENTRAL	1,471,589.00	294,334.90	33,537.60	1,143,716.50
10-2900	OTHER SUPPORT SERVICES	40,000.00	0.00	0.00	40,000.00
10-3200	STUDENT ACTIVITIES	388,493.00	14,517.97	2,744.18	371,230.85
10-3300	COMMUNITY SERVICES	174,222.00	0.00	0.00	174,222.00
10-5100	DEBT SERVICES	18,606,366.00	7,903,551.13	0.00	10,702,814.87
10-5200	FUND TRANSFERS	1,532,629.00	0.00	0.00	1,532,629.00
10-5800	SUSPENSE ACCOUNT	730,000.00	41,385.14	28,078.32	660,536.54

10-5900	BUDGETARY RESERVE	100,000.00	0.00	0.00	100,000.00
TOTAL GENERAL FUND		<u>\$172,206,298.00</u>	<u>\$16,525,646.20</u>	<u>\$8,960,417.04</u>	<u>\$146,720,234.76</u>

2008-2009 EXPENDITURES BY PROGRAM

PROJECTED JUNE 30, 2009

Includes Year-To-Date August Information

			2008-2009						2007-2008	2007-2008
PROGRAM	PROGRAM CODE	Responsible Office	A	B	C	D	E	F	G	H
			2008-2009 APPROVED BUDGET	2008-2009 AMENDED BUDGET	2008-2009 PROJECTED EXPENDITURES JUNE 30, 2009	2008-2009 UNEXPENDED BUDGET \$ (B - C = D)	2008-2009 UNEXPENDED BUDGET % (D / B = E)	2008-2009 EXPENDED BUDGET INCLUDING ENCUMBRANCES as of August, 2008	2007-2008 EXPENDED BUDGET INCLUDING ENCUMBRANCES as of August, 2007	2007-2008 EXPENDED BUDGET FINAL ACTUAL EXPENDITURES as of June, 2008
BUILDING ALLOCATION	100	PRIN	1,428,603	1,428,603		1,428,603	100.00%	494,630	575,939	
BOARD	AA	SUPT	347,150	347,150		347,150	100.00%	30,517	17,586	
CABINET	AB	SUPT	1,174,552	1,174,552		1,174,552	100.00%	190,738	238,518	
BUDGETARY RESERVE	AC	SUPT	100,000	100,000		100,000	100.00%	0	0	
SUPT OFFICE-EQUIPMENT REPLACEMENT RESERVE	AD	SUPT	7,000	7,000		7,000	100.00%	0	0	
SUPERINTENDENT'S OFFICE	AE	SUPT	178,300	178,300		178,300	100.00%	2,123	78,686	
BUILDING STAFF	AF	SUPT	6,201,461	6,201,461		6,201,461	100.00%	795,811	807,775	
PUBLIC RELATIONS	AN	SUPT	21,143	21,143		21,143	100.00%	15,466		
STAFFING-TEACHERS	CA	HR	58,379,392	58,379,392		58,379,392	100.00%	9,309	87,217	
CHILD ACCOUNTING DEPARTMENT	CD	HR	242,013	242,013		242,013	100.00%	30,841	30,514	
STAFFING-TEACHER ASSISTANTS	CE	HR	2,481,187	2,481,187		2,481,187	100.00%	0	120	
STAFFING-SUBSTITUTES	CG	HR	1,273,000	1,273,000		1,273,000	100.00%	39,329	46,780	
HUMAN RESOURCES DEPARTMENT	CK	HR	399,575	399,575		399,575	100.00%	75,898	68,905	
STUDENT ACTIVITIES	D1	C&I	244,236	244,236		244,236	100.00%	9,611	6,725	
CREDIT ACQUISITION PROGRAM	D2	C&I	27,785	27,785		27,785	100.00%	42,854	1,674	
CURRICULUM ENRICHMENT ACTIVITIES	D3	C&I	130,000	130,000		130,000	100.00%	26	936	
CAREER ACADEMY/RASA/ALTERNATIVE EDUCATION	D4	C&I	512,761	512,761		512,761	100.00%	4,987	55,850	
TESTING - K-12	D5	C&I	30,000	30,000		30,000	100.00%	0	1,413	
ACADEMIC INTERVENTIONS	DA	C&I	100,000	100,000		100,000	100.00%	5,027	45,008	
MUSICAL INSTRUMENT REPAIR	DD	C&I	37,000	37,000		37,000	100.00%	5,360	6,800	
DEPARTMENT OF INSTRUCTION	DE	C&I	286,600	286,600		286,600	100.00%	42,190	86,629	
READING RECOVERY/PROJECT READ	DF	C&I	28,212	28,212		28,212	100.00%	2,498	2,632	
INSTRUCTIONAL MTLs RESERVE	DG	C&I	500,000	500,000		500,000	100.00%	403,023	707,586	
EQUIPMENT REPAIR	DM	C&I	13,000	13,000		13,000	100.00%	9,250	9,791	
PLANETARIUM	DO	C&I	2,444	2,444		2,444	100.00%	0	0	
SUMMER SCHOOL - SECONDARY	DQ	C&I	50,000	50,000		50,000	100.00%	14,584	99,766	
DRIVER EDUCATION	DS	C&I	90,125	90,125		90,125	100.00%	0	0	
ASST SUPERINTENDENT FOR CURR & INSTRUCT	DT	C&I	627,006	627,006		627,006	100.00%	65,897	76,038	
INTERSCHOLASTIC ATHLETICS	DU	C&I	1,532,629	1,532,629		1,532,629	100.00%	0	0	
INTRAMURALS	DV	C&I	74,000	74,000		74,000	100.00%	2,499	4,482	
ATTENDANCE SERVICES	E4	STD SVCS	86,160	86,160		86,160	100.00%	0	1,440	
MINORITY AFFAIRS/GOV. PROGRAMS/GRANTS	EB	STD SVCS	29,939	29,939		29,939	100.00%	3,292	2,289	

2008-2009 EXPENDITURES BY PROGRAM

PROJECTED JUNE 30, 2009

Includes Year-To-Date August Information

			2008-2009						2007-2008	2007-2008
PROGRAM	PROGRAM CODE	Responsible Office	A	B	C	D	E	F	G	H
			2008-2009 APPROVED BUDGET	2008-2009 AMENDED BUDGET	2008-2009 PROJECTED EXPENDITURES JUNE 30, 2009	2008-2009 UNEXPENDED BUDGET \$ (B - C = D)	2008-2009 UNEXPENDED BUDGET % (D / B = E)	2008-2009 EXPENDED BUDGET INCLUDING ENCUMBRANCES as of August, 2008	2007-2008 EXPENDED BUDGET INCLUDING ENCUMBRANCES as of August, 2007	2007-2008 EXPENDED BUDGET FINAL ACTUAL EXPENDITURES as of June, 2008
SPARK - EARLY CHILDHOOD/SUMMER	EC	STD SVCS	629,992	629,992		629,992	100.00%	8,275	59,295	
SCHOOL RESOURCE OFFICERS	EF	STD SVCS	281,000	281,000		281,000	100.00%	0	0	
HOMEBOUND INSTRUCT/REGULAR ED.	EG	STD SVCS	155,000	155,000		155,000	100.00%	0	4,535	
HEALTH SERVICES - MEDICAL	EH	STD SVCS	51,822	51,822		51,822	100.00%	9,470	8,305	
HEALTH SERVICES - DENTAL	EJ	STD SVCS	10,364	10,364		10,364	100.00%	440	0	
STUDENT SERVICES	EK	STD SVCS	5,500	5,500		5,500	100.00%	59	180	
GUIDANCE (SUMMER)	ET	STD SVCS	35,000	35,000		35,000	100.00%	19,137	16,286	
ENGLISH ACQUISITION	EY	STD SVCS	260,963	260,963		260,963	100.00%	48,372	75,105	
BUSINESS DEPT-ACCOUNTS PAYABLE	GA	F&A	1,006,527	1,006,527		1,006,527	100.00%	201,663	194,397	
BUSINESS DEPT-ACCOUNTS RECEIVABLE	GB	F&A	1,024,077	1,024,077		1,024,077	100.00%	141,032	115,248	
DEBT SERVICE	GC	F&A	19,298,602	19,298,602		19,298,602	100.00%	8,021,073	7,340,212	
EMPLOYEE BENEFITS	GD	F&A	29,826,642	29,826,642		29,826,642	100.00%	411,481	538,037	
INSURANCE	GE	F&A	643,658	643,658		643,658	100.00%	53	0	
INTERSYSTEM PAYMENTS	GF	F&A	20,746,441	20,746,441		20,746,441	100.00%	10,413,022	9,507,668	
PHOTOCOPIERS	GP	F&A	607,692	607,692		607,692	100.00%	74,700	99,471	
SPECIAL EDUCATION	LF	SPEC ED	545,959	545,959		545,959	100.00%	95,633	98,774	
HOMEBOUND INSTRUCTION / SPECIAL ED.	LG	SPEC ED	30,000	30,000		30,000	100.00%	0	2,793	
MAINTENANCE / CUSTODIAL DEPARTMENT	NA	B&G	11,002,051	11,002,051		11,002,051	100.00%	926,635	987,019	
MAINTENANCE DEPT - SUPPLIES	NE	B&G	459,600	459,600		459,600	100.00%	183,185	164,720	
MAINTENANCE DEPT - CONTRACTED SERVICES	NF	B&G	966,500	966,500		966,500	100.00%	433,147	482,723	
TRANSPORTATION DEPARTMENT	NT	B&G	4,521,504	4,521,504		4,521,504	100.00%	575,574	591,222	
TECHNICAL SERVICES	TK	TECH	650,186	650,186		650,186	0.00%	238,279	437,116	
INFO & COMMUNICATIONS TECHNOLOGY DEPT.	TL	TECH	2,078,389	2,078,389		2,078,389	100.00%	1,161,092	613,825	
DATA PROCESSING DEPARTMENT	TN	TECH	733,556	733,556		733,556	100.00%	227,981	263,876	
TOTALS			\$172,206,298	\$172,206,298	\$0	\$172,206,298	100.00%	\$25,486,063	\$24,661,906	\$0

September 22, 2008

TABLE OF CONTENTS

Item	Recommendations of the Board	Page
1.	Employee Hearing – August 13, 2008	1
2.	Employee Hearing – August 20, 2008	2

1. *Employee Hearing – August 13, 2008*

INFORMATION:

An employee requested a hearing with the Board of School Directors regarding the elimination of the Public Relations Department for the 2008-2009 school year. The employee hearing was held Wednesday, August 13, 2008. Seven board members were present at the hearing.

RECOMMENDATION:

That the Board of School Directors upholds its decision to close the Public Relations Department, reduce staff by two positions due to budgetary reasons, and adopts the Adjudication.

2. *Employee Hearing – August 20, 2008*

INFORMATION:

The administration brought before the board an employee who had requested a board hearing to appeal the administration's suspension, which occurred at the end of May 2008. The employee hearing was held on Wednesday, August 20, 2008. Seven board members were present at the hearing.

RECOMMENDATION:

That the Board of School Directors affirms the suspension of employee number xxx-xx-4396 and adopts the Adjudication.