

BETHLEHEM AREA SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS
REGULAR MEETING

SEPTEMBER 22, 2008

The Regular Meeting of the Board of School Directors of the Bethlehem Area School District was held on Monday, September 22, 2008, beginning at 7:26 p.m. in the Auditorium of East Hills Middle School, 2005 Chester Road, Bethlehem, Pennsylvania.

REGULAR
MEETING

The Board Secretary called the roll:

MEMBERS
PRESENT

Members present: Directors Amato, Cann, Dexter, Follweiler, Haytmanek, Koch, McKeon, Tenaglia and Leeson - 9. Student member representatives William Velekei and Megan Kelleher – 2.

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

President Leeson requested a moment of silent meditation.

SILENT
MEDITATION

President Leeson reported that a special executive session of the Board of School Directors was held this evening. Student discipline, adjudication, and personnel matters were discussed.

SPECIAL MEETINGS

President Leeson announced that there would be an instructional report presented this evening by Asa Packer Elementary School.

INSTRUCTIONAL
REPORT –
ASA PACKER
ELEMENTARY
SCHOOL

The presentation began with an introduction by Carol Jacoby, principal of Asa Packer Elementary School. She stated that during August, she along with 18 teachers and a teacher assistant attended the Literacy Inclusion Academy, which was provided by Bethlehem Area School District. On the final day of the academy they met as a team, to develop their school's action plan. Two of the goals they selected were to continue their focus on literacy and to increase opportunities for inclusion in all areas and all grades. She explained that many teachers at Asa Packer were using a reading technique called, Reader's Theatre. She noted that Reader's Theatre could be used in all subject areas, at all grade levels and with students of varying levels of reading proficiency. It was a highly motivational strategy, which connects oral reading, literature and drama in the classroom. Unlike traditional theatre, Reader's Theatre did not require costumes, make-up, props, stage sets or memorization and only a script was needed, from which students read aloud.

By only using their voices, facial expressions and bodies, they interpreted the emotions, beliefs, attitudes and motives of the characters. A narrator conveyed the story's setting and action and provided the commentary necessary for a transition between the scenes. Principal Jacoby noted that the benefits of Reader's Theatre included increasing reading fluency and sight word vocabulary, improving reading comprehension, providing opportunities to interpret dialogue, to communicate meaning and increase an awareness and appreciation of plays as a form of literature. Because the implementation included many readings of the script, Reader's Theatre promoted oral reading fluency and enhanced the student's ability to understand and transform text. She explained that this evening, 9 fifth grade students from Asa Packer Elementary School would demonstrate a Reader's Theatre presentation. In order to prepare, the students read the script several times to improve their fluency and prosody. The title of the script was, "Jackie Robinson at Home in the Major Leagues." The script was chosen because it connected with the school theme of the year, "Diversity and Acceptance." She introduced the fifth grade student team:

The students participated in an oratorical presentation.

Principal Jacoby thanked the students and their parents, who brought them to the meeting for the presentation. She also acknowledged Mr. Rogers and Mrs. Sherman who assisted with the program.

President Leeson thanked Mrs. Jacoby and the students for their presentation.

Dr. Lewis announced that the Learn and Serve America Grant was funded in the amount of \$8,000. The purpose of the grant was to enhance the current community service program. The Bethlehem Area School District was advised by the Department of Education, that the Project 720 Grant was funded in the amount of \$89,901 for the 2008-2009 school year. The funds were used to implement high school reform at both of the high schools.

FEDERAL PROGRAMS
UPDATE

Dr. Lewis announced some changes in the agenda. He said that the present copies of the agenda would need to be altered if they were being kept as a matter of record. Item 5 – Student #0951101 was pulled. He noted the addition of Student #0942620, under the Waiver section of the agenda. He also requested that Item 26 be added to the agenda, titled, "Permission to fill vacated music position – Freemansburg, which was due to a sudden vacancy. He asked for permission to fill the position and bring it back to be retroactively approved at the October meeting. Dr. Lewis stated that in the category of Nominations for Appointment, Michael Wilson, located on page 26, was being pulled. He announced a cost adjustment to a slated Career Academy field trip for the Pennsylvania Statewide Latino Coalition Conference, located on Page 10. He noted that the student registration fees were being waived by the coalition who sponsored the academy. The total reduction was in the amount of \$1,200 (registration fee), which resulted in a new total cost of \$2,353.60.

SUPERINTENDENT'S
REPORT

Dr. Lewis welcomed student school board representatives, William Velekei from Freedom High School, along with Megan Kelleher, from Liberty High School. He pointed out that they had served on various committees and on their student advisory board. He also welcomed Lindsey Anderson from Freedom High School, and Hannah Schwarzbach, from Liberty High School, who were the alternate representatives for the board.

WELCOME HIGH
SCHOOL STUDENT
BOARD
REPRESENTATIVES

Dr. Lewis recognized Gardiner Kreglow, Liberty High School, who was selected as a Student Representative to the State Board of Education. The board had incorporated student representation, in a non-voting capacity, through a grant provided by the National Association of State Board of Education (SBE) and funded by the MetLife Foundation. The Pennsylvania Association of Student Councils (PASC) was charged with the responsibility of recommending two students to hold the positions for the 2008-2009 school year. Dr. Lewis pointed out that he and Principal Durante both nominated and supported Gardiner. The position provided public school students with an unprecedented opportunity in Pennsylvania to help shape long-term education policies for 1.8 million K-12 students in the state, and the 680,000 students impacted by our state system of higher education. Dr. Lewis noted that Gardiner would be attending six State Board of Education meetings. He must commit to State Board “homework” between meetings, which would include the reading of SBE reports and frequent communication with other students in the state on SBE issues. In addition, the PASC expected the students to provide reports to the PASC Executive Board at two meetings. Gardiner’s first SBE meeting was held on September 17 and 18.

STUDENT
REPRESENTATIVE –
STATE BOARD OF
EDUCATION

Dr. Lewis stated that Gardiner was ranked first in his class of 798 peers with a GPA of 4.3, and he also served the community with over 140 hours. He was involved in the Model United Nations, Shakespeare and German Clubs in addition to the Liberty High School Tennis Team. Dr. Lewis expressed that he knew Gardiner would well represent the district.

Director Koch commented that it was her understanding that Gardiner would also be attending the state conference as a guest of the PSBA, at which time they would have a mock school board meeting for all in attendance to witness. She congratulated Gardiner on his achievement.

Dr. Lewis acknowledged two Liberty High School custodians, Jeffrey Krause and Joanne Bachman, who provided immediate aid to a fellow employee, Joseph Csrenko, who began choking on a piece of food one summer evening during their dinner break. Upon noticing that Mr. Csrenko was choking, Ms. Bachman attempted to do abdominal thrusts. However, she was unsuccessful in dislodging the food and asked for assistance from Mr. Krause. He came over and was able to assist Mr. Csrenko. Dr. Lewis extended his sincere appreciation to Ms. Bachman and Mr. Krause for their quick response in being instrumental in saving the life of their fellow custodian.

RECOGNITION FOR
LIFE SAVING AID

Dr. Lewis noted that the school nurse, who was very proud that these two employees acted expeditiously, brought the situation to his attention. He concluded that they were the perfect example of the outstanding support staff in the district, adding that they were fine citizens.

The district received notification earlier this month from the Pennsylvania Association of Elementary and Secondary School Principals (PAESSP), that Yasmin Menter, a parent from Marvine Elementary School, was selected to receive this year's Service to Children Award presented by PAESSP.

PAESSP SERVICE TO
CHILDREN AWARD

Dr. Lewis read that Guadalupe Matias, former principal at Marvine Elementary School, nominated Ms. Menter, on behalf of the teachers and students at the school who considered themselves so fortunate to have been given the daily gift of her time. Ms. Matias noted that in her 30 years of education, she had never seen an individual of such generosity and willingness as she had see with Ms. Menter. She added that Ms. Menter spent countless hours working with students and teachers during and after school. She was a role model for the staff at Marvine Elementary School, and most certainly, for the students, who could see her dedication and diligence.

Dr. Lewis noted that Ms. Menter would be recognized at the state conference banquet in Pittsburgh on October 19. He congratulated her for receiving the award and thanked her for her service to the staff and students at Marvine Elementary School.

Each year, the Bethlehem Educational Scholastic Trust (BEST) Fund recognizes teachers for their work in the district. The BEST Fund is a component fund of the Lehigh Valley Community Foundation. The impetus for the awards began in the 1980s from a group of Bethlehem area civic leaders, determined to recognize teachers for their impact on the lives of students. Students and parents from the district could submit their nomination to the committee. The committee reviewed all of the information received and then selected the annual recipients. Dr. Lewis introduced the executive director of the foundation, Carol Henn, who made the presentations to the 2008 BEST Award recipients and stated the following:

2008 BEST AWARD
WINNERS

"Since the year 2000, the Bethlehem Educational Scholastic Trust Fund (BEST FUND), a charitable fund of the Lehigh Valley Community Foundation, has been recognizing outstanding teachers in the Bethlehem Area School District. A committee comprised of professional educators from outside the district, as well as several former BEST honorees, chooses each year's recipients from a very competitive field. This year, for the first time, all of our honorees are brand new retirees from the district, completing decades of exemplary service to their schools, students and community."

The recognitions consist of a monetary award, as well as a certificate for the teachers and their schools. The award for outstanding teacher in elementary schools is named the Seymour and Sophie Haber Award, in honor of a deceased Bethlehem couple, who valued the importance and benefits of education. This award is presented this year to James DePietro, recently retired from teaching at the Spring Garden Elementary School."

- James DePietro – Elementary School Award

Mr. DePietro began his career at Bethlehem Area School District in September of 1973, as an art teacher at Miller Heights Elementary School. He also taught at East Hills Middle School and Lincoln Elementary School during his tenure, and finished his teaching career at Spring Garden Elementary School, teaching Grade 3 since 1994.

"The award for outstanding teaching in middle schools is named the Bernie Cohen Award, in recognition of a Bethlehem business and civic leader who originated the idea for the BEST Fund and BEST Awards. This year the Cohen Award was presented to Amy Haggerty, a reading, language arts and social studies teacher at Nitschmann Middle School."

- Amy Haggerty – Middle School Award

Ms. Haggerty began her career at Bethlehem Area School District in September of 1974 at Thomas Jefferson Elementary School. In 1982, she moved to Nitschmann Middle School and taught Grade 6 for the remainder of her tenure with the district.

"The award for outstanding teaching in high schools is named the Anthony Ruggiero Award, in honor of Anthony Ruggiero, a longtime teacher and principal of Liberty High School, whose generous bequest to the BEST Fund has made so much of this grant making possible. This year the award for outstanding teaching in high school is presented to Catherine Caporaso, a teacher of English at Freedom High School."

- Catherine Caporaso – High School Award

Ms. Caporaso began her career at Bethlehem Area School District in February 1983, and taught her entire career at Freedom High School as an English teacher.

Ms. Henn read some of the comments from the nomination forms:

"Jim (DePietro) has taught about 1,000 students in his career and he was never an average teacher. He puts his heart and soul into his school and students. He has an innate ability to take a student at any level and motivate that student to strive for perfection in a positive learning environment."

“Catherine (Caporaso) is so knowledgeable about curriculum that she is often asked to sit on district and statewide committees. She believes that all students can learn, but she knows that they do not all learn in the same way. She finds the method of learning that works best for the student. She is committed to her profession and she has a passion to make education succeed.”

Regarding Amy Haggerty – *“Social studies used to be my worst subject, but now I love it. Our assignments are cool and fun and we learn a lot. Please don’t retire.”*

Ms. Henn pointed out that after years of reading nomination forms, the following comment from a student, about Amy Haggerty, was one of her favorites – *“After so many years of hard work with sixth graders, she deserves an award and she deserves to retire.”*

President Leeson 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. 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.

COURTESY OF THE FLOOR TO VISITORS

The following persons addressed the Board of School Directors:

1. Matt O’Brien – 3950 Bigal Court, Bethlehem –
Matt commented on the new restrictions regarding the senior lunch privilege. He stated that the new restrictions were unfair to many students of the Bethlehem Area School District because of the various locations of their residences. He pointed out that if a student lived on the Southside, they attended Freedom High School and noted the distance to the school. He brought attention to the policy where a student lost their senior lunch privilege if they had one “late.” He said that the policy might be okay for someone that lived 5 minutes away from Freedom High School, but if they lived 15 minutes away from the school, it could be a problem. He explained that everyday there were 3 or 4 late busses, which were regularly 10 minutes late. Matt mentioned that his bus was, on average, 10 minutes early, so there was a huge time gap when busses from different areas arrived at the school.

Matt said it was obvious that seniors drove, so it would not make as much of a difference for them, but he thought it was still unequal. He added that it was the board's decision to redistrict, so he felt that some of the responsibility belonged to them.

Matt stated that if a student did not have an after school activity, they were ineligible for a senior lunch privilege. He said the same problem at the beginning of the day also applied to the end of the day, which was transportation. He noted that many of the students from various areas of the school district had transportation issues and they were inherently disadvantaged to the people who lived close to the school. It was true that there was an activity bus, but it only ran once. If the student's activity ran late or finished very early, it was a truly massive disadvantage. He concluded that due to transportation issues and the locations of certain residents, the new senior lunch privilege policy was unfair and should be reviewed and hopefully revised.

2. Tapan Oza – 4945 Chelsea Drive, Bethlehem –

Tapan stated he was president of the senior class at Freedom High School and was present to argue for the ratification of the restrictions placed on the senior lunch privilege. He noted they had many reasons, with some of which they had already heard from Mr. O'Brien. He stated that Mr. O'Brien focused on certain aspects that they believed were very discriminatory and unfortunately biased. He said that they definitely favored certain students, while leaving out others. Tapan stated that while Matt had eloquently argued for the repeal of those points, he was focusing on two other top points – one being the GPA standard which seniors must meet and the other one which was tied in with the GPA standard, was the impact of the restriction on the local community. He admitted that the first of the two, the GPA standard, was probably the most discriminatory of all of the restrictions. The standard inhibited all, who were unable to achieve a particular academic benchmark, to go out to eat lunch, which of course, was probably the board's intention, however, it was still unfair. It was biased against those students who were actually decent and well behaved, those who have worked hard during their previous three years of high school. He added that it kept them from having a privilege that they should have and would be entitled to, without the restriction. Tapan said that there were many examples of students like these in their school. He said that Matt and himself understood where the board was coming from in stating the GPA restriction, as some students who could not meet the requirement, were usually the ones who tended to misbehave. He added that it was a generalization. He pointed out that they all must remember that the targeted students, with many infractions and misbehaviors, were a few students spoiling the privilege for many. They could not stereotype underachieving kids into one category and then use general restrictions on all of them.

Should there be a need to keep kids in school to keep a closer eye on them, with many infractions against the code or other behavioral problems, it could be done with much better and more qualified restrictions, such as no more than five infractions against the code or no more than three referrals to the office. Tapan noted that it also must be done in a nondiscriminatory way. It must be achieved in a way that all of those being restricted, do pose a problem, if let on a privilege.

Tapan commented on the impact to the local community businesses, namely some small, private restaurants and delis in the Liberty High School area. He pointed out that these tax paying residents of the area have reported that business had gone down due to the unnecessary restrictions, ultimately proving that the restrictions were too broad. He shared a comment made by an employee of "Nuts About Ice Cream." She said that she understood the board's concern in imposing the restrictions. Before the restrictions were imposed, many students stood outside the business, smoking cigarettes, which drew regular business away from the store. She added that she believed seniors in good standing, not simply at the top of their class, but those known for behaving well and following the rules, should be allowed to go on senior lunch privilege. He said it meant that she did not want the GPA standard, or other broad generalization, but one that would look at students on an individual basis.

They also spoke to another man at a small Mexican Restaurant. They learned that the proprietor had suffered a major loss in business, which he estimated to be almost 70 percent student related. He claimed to have gone from approximately 50 students per day to about 15 per day. He said the restaurant was a short walk from Liberty High School and did not suffer the same problems that the previously mentioned establishment had with loitering students. The owner told them that the students knew their responsibilities and when they were asked to move on, they did so, complying with his request. Tapan said that it showed that the restrictions, which brought down his business, were too broad.

Finally, they traveled to a Wawa Gas Station and found a similar story to the Mexican Restaurant. However, because it was a chain store, the effects were proportionately smaller. Overall there was a sales decline of approximately 30 to 40 people per day. The Wawa manager stated that he believed the restrictions, especially the GPA requirement, to be ridiculous. He said that there was no correlation between lunch and GPA and that only a handful of kids were messing it up for everyone else. The manager called the situation just as it was – the majority of the students deserved the privilege regardless of GPA and other restrictions and few don't deserve it. He commented that the board had unfortunately placed broad restrictions that caused students who deserved the privilege, to lose it.

Tapan stated that he and Matt began to circulate a petition and obtained approximately 60 student signatures, noting that they had some of the same classes, so they couldn't get around to everyone, although many expressed interest. He noted that the majority of students were honor students who were not affected by the policy. They just cared about the injustice that some of their classmates were suffering. Tapan pointed out that their class was the first to meet AYP on the PSSAs and were also the first class in 4 or 5 years to have 5 semi-finalists for the PSATs. They had 4 students represented nationally at the FBLA competition and even a greater number at DECA Nationals. Tapan stated that they had seen students doing other activities besides academics, having one of the best football teams that Freedom has had in years, led by the seniors. He expressed their motto – "Finish Strong." He concluded that it was what their class planned on doing and urged the board to revise the restrictions unjustly placed on the students. He said that their class achieved and responded to all of the challenges faced and had normally, as a whole, done what was required. He asked them to not allow some students to ruin senior year and its privileges for the rest of the students. He urged the board not to be the dissuasion that did not let them finish strong. At the very least, he wanted the board to look at the privilege, its effects on the students and compromise with them. If need be, they had plans, which they were ready to submit at a later date.

President Leeson commented that the young men did an excellent job of presenting their point of view. She said that she wanted them to meet with Dr. Donaher after the meeting to share some of their thoughts. She explained that the policy came from a recommendation from students, further stating that it was the Student Advisory Council who met with Dr. Lewis that came up with a number of the suggestions and restrictions for this year. She also said that she didn't believe that senior privilege had started this year, so the impact on the businesses would be difficult to assess at this point. She concluded that they did a fine job in presenting their recommendations and noted that they always welcomed their opinions.

3. Kevin Peterman – 323 West Lehigh Street, Bethlehem –
Kevin stated that he served as the president of the sophomore class at Liberty High School. He also held a seat on the Senate at Liberty High School. Last week, he was informed that the district administration was considering the transfer of the principal of his class, Miss Jaime Jarosz, to Freedom High School. He asked the board and administration to pause in their thoughts and decision-making. He asked that they not think about what it looked like on paper or any other reasons, except for what should be the main motive of the district, which should be the students. He conversed with a few students over the last week and shared that they were distressed.

Kevin noted that his class was straight from Freshman Campus and they had some rough times last year. He was happy to report that many of the students, including those who had caused problems or who they thought had gone astray, had grown and matured since then. He noted that they owed it all to Miss Jarosz, who was there to always offer a word of encouragement and to help them if she could. He said that by moving her from Liberty High School and taking her away from their class would negatively impact the students. He added that they were dealing with students from all types of backgrounds and problems, but many of those students had developed relationships over the last year. He used the analogy of a dog and its owner. He said that a dog knew its owner and when the dog's owner was taken away, the dog would survive, but would be sad. He said there was a difference between the students and the dog. If they took Jaime Jarosz away from some of the students, he could not tell them that some of them would graduate or go on to college. She was there for the students and to take her away from them would be a mistake. Kevin concluded by asking them to take deep consideration in keeping Jaime Jarosz at Liberty High School.

President Leeson replied that they appreciated his comments and was sure that Ms. Jarosz particularly appreciated the kind words. She added that it was a little premature because they did not have a recommendation before them to move her at the present time.

4. Jess Neimann – 319 East Locust Street, Bethlehem –

Jess stated that he was a member of the sophomore class at Liberty High School. He was present to speak about the district's proposal to move Miss Jarosz to Freedom High School. He stated that since the start of 9th grade, he had gained a relationship with Miss Jarosz. He noted that when a student stepped into her office, they were not reamed out or ridiculed for the mistake they might have made. He explained that the student would be given punishment, which they deserved, but they also gained a student/principal relationship. Miss Jarosz wanted to gain better relationships with her students, which she had been doing at Liberty High School. He said that it would all change if they moved Miss Jarosz to Freedom High School. They were letting those relationships go and have them start all over again. He said that it was the reason why he and Kevin were at the meeting because they knew it was the wrong decision.

Jess reflected on an occasion when he was seated in her office because he wanted to drop French class. He explained that she would not allow him to do it and asked him about what he wanted to be doing in ten years. She advised him that he needed a plan and asked how he would explain that he did not have experience in a language. He said that she talked him out of dropping the class and another relationship was made with a student. Miss Jarosz would walk the hallways, greeting the students.

Jess thought that he saw her more than he saw his best friend and pointed out that she gained respect from the students. He said that after a student got into trouble and went to visit her office, they were changed for the better after leaving. He brought attention to an assembly with the sophomore students in the beginning of the year. He stated that nobody could quiet the students down. The minute that Miss Jarosz grabbed the microphone and spoke, everyone could have heard a pin drop. He said that it was the respect that she earned and the respect that they might throw away.

Jess expressed that the district authorities might say that it was the best for the district, and for Freedom and Liberty High Schools. He said to take a moment to think about the diverse minority populations at Liberty and Freedom High Schools. He compared the PSSA scores at Freedom and Liberty High Schools and asked why Freedom High School would need Miss Jarosz more than Liberty High School. He thought that Liberty High School needed her more than ever. He asked the board to remember that last year, the Freshman Campus students and Miss Jarosz went through a lot, but, through it all, she came out with a positive outlook and still loving her job. He asked if they wanted to sever or build her relationships with 800 kids, and to have the sophomores start all over again. He asked that they not make the situation like the Class of 2011 who had three different principals in their four years of high school. With all due respect, if they approved of the proposal, he strongly disagreed with them and suggested they rethink their decision. He pointed out that a faculty member at Liberty High School asked him why he would go to the board meeting, because they really did not care what the kids thought and it was about what made them happy. Jess concluded that it was their time and turn to prove to the students that they cared.

President Leeson reminded everyone that it was generally not a board decision but rather an administrative decision. She recommended to both students that they share a copy of their comments with administration for their consideration.

5. Patricia Geosits – 1260 Crofton Drive, Bethlehem –

Mrs. Geosits thanked the board in advance for taking a few moments to listen to her on behalf of the instructional assistants at the SPARK Program. She noted that they were having a situation of which she thought the board might be able to help them with at the present time. She stated that on the day before the start of school, they were notified that their schedule would be changing. In the past, they had worked from 8 a.m. until 2:30 p.m., taking their half-hour lunch at the end of the day in order to be able to eat with the children and make it a more pleasant experience. She said to keep in mind that they found out that their day would be extended on the day prior to the children coming to school.

Attorney Spry interjected, asking if it was a negotiation issue.

Mrs. Geosits replied that to the best of her knowledge, at this point, it had not been brought to anyone's attention.

Dr. Lewis stated that it was part of the process of inculcating the assistants into a broader group. He added that they had met with PSEA and believed they were tied to them. He said that they would be happy to talk with her privately, but he did not feel comfortable having a public exchange without talking with her representatives.

Mrs. Geosits stated that she appreciated his response, but they had tried every channel and attempted to make contacts within the district.

Dr. Lewis replied that his office was not contacted and ultimately his office should have been contacted before a labor issue was brought to the board.

Mrs. Geosits said that it was their understanding that they should come to the meeting this evening. She asked him to notify them as to the correct procedure.

Dr. Lewis advised her about the proper representation within her organization to deal with the matter. He did not want her to compromise the process for herself.

Mrs. Geosits stated that it was their hope that the process was ongoing and that they did not hear anything.

Dr. Lewis assured her that the process was ongoing and that they had discussions. He added that he could not speak to whether or not their leadership had been notifying them and it was something they had to take up with them. He stated that he would be glad to talk with her later to give her the direction and the point where they were at the present time.

Mrs. Geosits replied that they would certainly appreciate it.

President Leeson commented that the board would be happy to have either written or verbal communication.

Dr. Lewis noted that they should follow the process, which would not include a breakdown in negotiations and immediately coming to the board. He strongly advised against it and thought they had to follow the lead of the PSEA, who represented their group and would advise them accordingly. He concluded that their counsel was involved when necessary and expressed assurance that they would try to work toward a solution.

6. Mr. Stephen Antalics – 737 Ridge Street, Bethlehem –
 Mr. Antalics expressed that he was quite impressed by the two students who had previously made comment. He continued to comment on a recent NPR (National Public Radio) “All Things Considered” program, they had a discussion about two major school districts where the administrators proposed plans that could help decide their future performance and pay (salary). The public school administrators in the two school districts said their plans to reward effective teachers were the best way to raise teacher pay and improve student performance. He noted that in the Bethlehem Area School District they had numerous tests to see how well the students were performing. He did not know if there was any test to see how well the teachers were performing to help the students do better. He asked if the quality of the teacher at a level in order to raise the quality of the student. Mr. Antalics stressed that he was not making a judgment but was just asking a simple question. He noted that students were sometimes given a form to evaluate the instructor after the course ended. He recalled a comment made by a student, which stated, “This is a great course if the instructor didn’t suck so much.” Mr. Antalics stated that there was a message. He noted that the innovative plan asked the teachers to give up tenure for one year and then be evaluated, which would then give them up to a 40 percent increase in pay. He said it would be hard to swallow because many teachers probably would not give up tenure. He thought that if they really wished to bring the district up to a higher level of student performance, they must look at their teachers. He pointed out that tenure was marvelous because it was a cushion that allowed poor performance. He stated that he would have liked to see 300 people receive the same award that the 3 teachers received this evening. If they were subjecting their students to a strict level of performance by formal testing, then why preclude the same to teachers. He suggested they give up tenure, be evaluated and if they were doing a good job, they would get a great increase in pay. He said it required initiative thinking on an administrative level. As quoted from the transcript of the NPR story – “Right now, public pressure to improve student achievement is so strong, it may be strengthening the hand of reformers...” He noted that since they were under fire from AYP, it might be a good time for the school board to ask administration how they might react to the plans from those two very innovative superintendents to do the bottom line, and that was to improve the quality of education to the students and see what teachers reached that level.

A motion was made by Directors Koch and McKeon to approve the minutes of the June 23, 2008 and the July 28, 2008 Regular Board Meetings. The motion carried by voice vote.

APPROVAL OF
MINUTES

President Leeson requested a motion to accept the minutes of the board committees.

APPROVAL OF
COMMITTEE
MINUTES

Director Koch noted a sentence correction on the Page 10, Paragraph 5 of the September 8, 2008 Finance Committee minutes. She stated that the sentence should read, "Director Koch mentioned that she had been concerned that some students may be short changed if they have more inexperienced teachers than experienced teachers."

DIRECTOR KOCH
AMEND FINANCE
COMMITTEE
MINUTES

Director Koch made the motion to approve the amended minutes, which was seconded by Director Follweiler. The motion was carried by voice vote.

APPROVAL OF
AMENDED MINUTES

President Leeson asked Mr. Majewski if there was anything unusual in the Financial Report or in the Payment of the Bills.

FINANCIAL REPORT/
PAYMENT OF BILLS

Mr. Majewski replied that he had nothing to report.

Director Dexter moved the Financial Report and the Payment of the Bills, which was seconded by Director Tenaglia.

DIRECTOR DEXTER –
MOTION TO APPROVE
FINANCIAL REPORT/
PAYMENT OF BILLS

Director Dexter stated that she forwarded a question to Dr. Lewis today to request information about tuition payments, which the district was making to other districts.

Dr. Lewis replied that the tuition payments were based on non-resident educational services for students in the Lehigh Valley Hospital Transitions Day Treatment Program, which was run by Salisbury Township School District. Approximately \$12,000 was paid for educational services to Parkland School District for students serving in the Lehigh County Detention Center located in the Parkland School District. The other payment to Parkland School District was for a student who had been placed, by the court, in a group home located in their district. He noted that the district of residence provided the educational services.

President Leeson inquired if there were any other issues for discussion.

Director Tenaglia made comment about the point of order regarding Item 23, Treasurer's Report, which he was going to ask to have pulled. He wanted to be sure that by accepting Item 9 in the agenda would not preclude them from discussing Item 23 in the Recommendations of the Administration.

Dr. Lewis reviewed Director Tenaglia's request and questioned if he was correct in understanding that he wanted to be sure that if they did not approve something in Item 9, it would not be reflected in the approval of the Treasurer's Report.

Director Tenaglia affirmed his statement.

Mr. Majewski stated that the Treasurer's Report reflected the activity as of the month of August. He noted that the Payment of the Bills approved today would be reflected during the month of September, unless something was a prepay, then it might show up as an item that was expended, however, they tried to keep those down to a minimum.

Director Tenaglia expressed that he wanted to reserve the right to discuss the Treasurer's Report as Item 23 in the Recommendations of the Administration.

Attorney Spry stated that he did not think that he was precluded from discussing it.

President Leeson asked Mr. Majewski if the Treasurer's Report connected in any way to the Financial Report or the Payment of the Bills.

Mr. Majewski replied that the Treasurer's Report was an accounting of the cash inflows and outflows within the district of all funds. The Financial Report was reflected with the general fund. The Payment of Bills was all bills being processed for payment. He explained that they were all, in some way, connected, but they would not be able to reconcile them because there were different variables between them.

Director Tenaglia said that he believed his questions could be answered when they discussed the Treasurer's Report. He said that his question was related to procedure.

President Leeson called for a roll call vote. The question was called and roll call was as follows: Yea, Directors Amato, Cann, Dexter, Follweiler, Haytmanek, Koch, McKeon, Tenaglia and Leeson – 9.

ROLL CALL –
ACCEPTANCE OF
FINANCE REPORT/
PAYMENT OF BILLS

The motion passed 9 – 0.

President Leeson stated that as already noted, an executive session was held prior to the meeting. She mentioned that she had the opportunity to visit some of the schools along with some of her fellow board members and wanted to share some of her experiences. She stated that at the beginning of the year, she saw the senior class presentation at Freedom High School, and pointed out that it was an outstanding presentation. She was particularly impressed with the theme for the year – "Finish Strong." She noted that Mr. LaPorta began the presentation by telling them that it was going to be a wonderful year. Mr. Caccavo continued with a humorous, very informative and thorough Code of Conduct instructional presentation. President Leeson concluded that it was very nice to see the wonderful things happening at Freedom High School. She was accompanied on her visit by fellow board members, Directors Cann and Dexter.

PRESIDENT'S
COMMUNICATIONS/
SPECIAL MEETINGS

President Leeson continued on to Liberty High School, along with Director Dexter, where she observed different, but more wonderful things. She noted that it was apparent that a lot of work had been done throughout the summer in developing leadership at the school. She stated that Mrs. Durante had obviously worked with some of her teachers to bring the message of rigor, relevance and relationship to teachers. The teachers did an outstanding job, having embraced the idea of the professional learning communities, had a well organized plan and were moving forward in a very positive way with the professional learning communities.

President Leeson moved on to her visit to Donegan Elementary School, where she was joined by Directors Amato and Dexter. She pointed out that the parents had a wonderful opportunity to spend some time with the students for lunch and an academic activity during a "Back to School Picnic." She thought it was a well-organized and planned day. Information was available such as how a parent could assist their child throughout the year. The library was also featured along with the Cops and Kids Program. The fifth grade students served as hosts, escorting the parents around the building. The excitement was evident in the faces of the students, having their parents and siblings join them at the school. She noted that the parents enjoyed the day as well. President Leeson extended gratitude to a Community Partner, First Presbyterian Church, for their support, having a number of people present to serve hot dogs and beverages throughout the day. She explained that the teachers read about the program and approached the principal. They obtained the contributions to support the program. She thought it was a wonderful way to engage the parents, particularly at the beginning of the year.

President Leeson continued to Freemansburg Elementary. She stated that she had the chance to see their READ 180 and System 44 Programs, which they were expanding. She was impressed with their enthusiasm and found it very interesting to visit the school.

She then visited the Regional Academic Standards Academy, where Dr. Lewis and Director Dexter were also in attendance. She said it was a joy to hear the students and parents and their enthusiasm about being at the school. She pointed out that one student conveyed that at his other school, they just told him to try harder and at this school they looked to see what they could try differently. She thought they were a wonderful and enthusiastic group and added that the students were anxious to show their own "No Place For Hate" video.

President Leeson shared that the City of Bethlehem sent them a "What You Should Know About Your School District's Finances" book, which she offered to share with the board members and to anyone who would be interested in reading it.

She said the EPLC (Education Policy and Leadership Center) was going to be running another Parent and Community Leadership Institute, which was a free 12-hour program designed to develop an informed group of citizens who could influence public policy on educational issues and to enhance the knowledge and skills of local education policy makers and potential school board candidates with a focus on quality decision making. The program, being held at Moravian College, takes place on Thursdays, beginning October 2, from 6 p.m. to 9:15 p.m. She thought it would be a nice opportunity for individuals to become more informed, especially those considering a school board position.

Director Follweiler wanted to add that she had the opportunity to visit the Career Academy after they moved to their new location, which was near her residence. She didn't have the opportunity to see much activity within the classrooms because she arrived during the bus exchange, but she saw a lot of enthusiasm among the principal, staff and students and concluded that she had a nice visit.

Director Dexter gave a special thank you to the board members who had taken time out of their business day to devote time to board business, sometimes within the schools or at the Education Center. She expressed that she had flexibility in her business day, but knew that Directors Tenaglia and McKeon both worked for corporations. She thanked both them and their corporations for tolerating their flexible workdays, which permitted them to have a presence in the schools to see what was going on and to hear from people.

President Leeson asked if there was an update on the cell tower.

UNFINISHED BUSINESS

Dr. Lewis replied that Mr. Gilliland sent a follow-up letter; of which he believed the board was forwarded a copy. He inquired with Mr. Gilliland about communication regarding his second letter.

Mr. Gilliland replied that he did not hear anything and noted that the second letter had been sent, which he copied to the board.

President Leeson suggested a follow-up telephone call to obtain an update.

Dr. Lewis presented the Recommendations of the Administration. He noted the addition of Item 26, Permission to Fill Music Position, which was caused by the recent vacancy.

RECOMMENDATIONS
OF THE
ADMINISTRATION

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° 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

The administration's recommendations 2, 3, 4, 5, 7, 8, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 26 were considered together.

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.

The administration's recommendations 2, 3, 4, 5, 7, 8, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 26 were considered together.

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.

The administration's recommendations 2, 3, 4, 5, 7, 8, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 26 were considered together.

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.

Dr. Lewis announced some changes in the agenda. He said that the present copies of the agenda would need to be altered if they were being kept as a matter of record. Item 5 – Student #0951101 was pulled. He noted the addition of Student #0942620, under the Waiver section of the agenda.

The administration's recommendations 2, 3, 4, 5, 7, 8, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 26 were considered together.

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.

President Leeson stated there were two versions and they had not come to a final conclusion. She suggested they change Version A by removing the last sentence in paragraph 1. (*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.*) She felt that the sentence was implied and did not need to be written.

She also wanted to add to the second sentence of the second paragraph – **Upon the first violation**, these devices will be returned to the student at the end of the school day.

Dr. Lewis stated that the guidelines would have to be redrafted.

Director Follweiler selected Version B because she agreed that the items should be left at home so she didn't think they needed the lengthy sentence in the policy. She agreed with President Leeson with adding the first violation. She thought that Version B was sufficient in length.

Dr. Lewis asked to clarify and reviewed the sentence, "These devices will be returned to the student at the end of the school day for the first offense."

Director Dexter stated that she preferred Version B and thought that if they would like to amend the Recommendation of the Administration, then she needed a motion to amend with a second, a vote on the amendment, and then the version. She said that since President Leeson wanted to amend both versions, she wondered if the board could look at both versions and decide on one so they did not have to amend both versions and then vote.

Dr. Lewis stated that administration had no problem with adding "the first violation," if it would expedite things.

President Leeson asked Director Dexter why she preferred Version B.

Director Dexter stated that she previously shared that Version A required that the cell phones be left at home and she did not prefer that for her own child. She liked her child to have a cell phone and agreed that cell phones should not be used during the school day. She thought that many other people, who had purchased phones and had become accustomed to having the ability to reach their children when necessary, shared her preference.

Director Cann commented that she did not want to add complexity but liked an amalgam of both. She thought that Version B was great, but she would like to add the part of Version A that states, *“all cellular telephone functions must be deactivated and the cellular telephone placed in a secure, non-visible area, such as a backpack or locker.”* She noted that by just saying that they cannot use them was not the same thing as saying that they should be out of sight as well and not just sitting on a desk and claiming that they were not turned on.

President Leeson asked if she would prefer to strike the first highlighted sentence.

Director Cann replied that either way was fine. She added that she also agreed with President Leeson with regard to striking the last sentence in the first paragraph.

Dr. Lewis expressed some confusion with regard to the changes being discussed.

Director Tenaglia suggested they move to pull the item and bring it back to the next committee meeting and draft it there, rather than attempt to redraft it now, which would then have to be presented in another format and then voted upon at next month's board meeting. Director Dexter seconded the motion.

DIRECTOR TENAGLIA
MOTION TO TABLE
ITEM 6

Director Amato commented that they discussed the matter for hours the other evening and they were now busting the whole thing apart. He said they would discuss it again at another time and still not be able to come together on it.

The question was called with roll call as follows: Yea, Directors Cann, Dexter, Follweiler, McKeon, Tenaglia, and Leeson – 6. Nay, Directors Amato, Haytmanek and Koch – 3.

The motion passed 6 – 3 to table Item 6.

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.

The administration's recommendations 2, 3, 4, 5, 7, 8, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 26 were considered together.

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.

The administration's recommendations 2, 3, 4, 5, 7, 8, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 26 were considered together.

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

Director Tenaglia stated that they had spent months and were no further along with the administration's ability to articulate a clear policy on student trips. In addition, he said that he sent the administration an email yesterday, asking some specific questions and did not receive a response. He also reminded the board as it pertained to the Virginia Duals, that when the administration made the presentation in what he believed to be the month of July, they were told that the registration fees would be paid by the Booster Club and they were now seeing that recommendation come back to them for the district to pay the fees. Therefore, he intended to vote "no" on Item 9.

Dr. Lewis replied, that with all due respect, he recalled Director Amato asking if it was in the budget.

President Leeson interjected that it was considered a field trip and the current item was related to staff trips.

Director Tenaglia stated that he would defer his comments to Item 10.

Director Follweiler asked for clarification from Mr. Majewski regarding the financial background detail, which was provided to the board. She asked if it was the balance of the account prior to the deduction.

Mr. Majewski replied that she was correct.

Director Dexter addressed Dr. Lewis, stating that she had requested information on the National Middle School Association's 35th Annual Conference that she had not received.

Dr. Lewis believed that it was an attachment in his email communication. He said that he had extra copies.

Director Dexter said that his answers to her questions were not on point. She did receive an attachment with an email, which was sent to her by his assistant today, but it was not on point. She asked if he would prefer that she table it or ask the questions at the present time.

Dr. Lewis replied that he would prefer that she ask the questions now and he would send around the specifics regarding the Nitschmann Middle School conference request. He stated it was included in the email and did not know how it was not on point but they would distribute the information.

Director Dexter asked Dr. Lewis how the people were chosen who would be on the team attending the conference. She also asked if they were considering the development of additional thematic programs and if it was indeed the purpose for the trip, as he mentioned that it might be last week. She also asked him about the conference funds and if the \$7,000 fund could be spent on educational services that would have a more direct impact on the children rather than a conference.

Dr. Lewis replied that Principal Santanasto was present this evening and requested that she respond to the first question.

Director Dexter responded that it was his recommendation and she posed the questions to him last week and then again today. She asked him for his response.

Dr. Lewis stated that his response was that these folks had been part of a professional development and growth leadership team at Nitschmann School. It was the NMS (Nitschmann Middle School) Leadership Team. The team leaders would target topics at the conference. To answer one of her questions regarding if theme based curriculum was part of it; he referred to the last bullet. He said that the monies were taken from the PA PACT Grant and were earmarked for professional development.

Director Dexter asked if they were considering a theme-based addition to their curriculum and was it his understanding that it was the purpose for their attendance.

Dr. Lewis replied that to his understanding, it was for all of the bullets listed:

- Learning Communities
- Theme-based Instruction
- Differentiating
- Dealing with diverse learners
- Achievement
- Assessment

President Leeson stated that if he didn't mind, she wanted to ask Mrs. Santanasto to answer the question.

Mrs. Santanasto replied that it was pretty much right on. She added that they were trying to grow their leadership team and they had team leaders. The team leaders were the targeted group for their leadership group. They wanted them to become less managers and more educational leaders. In order to do that, they believed that professional development was one way to develop leadership in them. She noted that they would target certain topics as stated by Dr. Lewis and bring back the information.

President Leeson asked what were some of the certain topics that they might be targeting on the list.

Mrs. Santanasto replied that the first one was achievement, which were practices. They were looking at differentiated instruction, diverse learners, enhancing their learning communities and theme-based curriculum was part of it because they were growing that piece at the school. It was more to offer the professional development to their team leaders who they wanted to become educational leaders in the school. She concluded that it was the group, which they targeted. They looked at a number of conferences and this one seemed to best meet their needs.

Director Dexter said that she saw there were federal monies being used for the conference. She questioned if they didn't use the funds on this particular conference, were there restrictions as to how the funds could be used.

Mrs. Santanasto replied that it was her understanding that the money was in the grant and was written specifically for professional development conferences.

Director Dexter asked if they reviewed whether there were conferences being conducted more locally, whether in Pennsylvania or in surrounding states which would not require a \$7,000 expenditure for 4 people.

Mrs. Santanasto responded that they looked at all of the conferences until about March. She noted that because this conference was a national conference, it had the greatest depth of speakers and expertise. She pointed out that 2 people were going to Pittsburgh, but the schedules did not work out for everyone, so this conference seemed to be another good fit. It was specifically for middle school educators and it met their needs.

President Leeson asked Dr. Lewis if he had an answer to her question about the King of Prussia conference with regard to the overnight stay as opposed to traveling back and forth.

Dr. Lewis checked with Mrs. Katona and she asked the participants to reduce their travel to one vehicle. He noted that there were early sessions and as such, they recommended that the board endorse it as proposed. If they wished for them to awaken at 5:00 a.m. and travel down in the midst of rush hour traffic, the conference detail could be altered. He thought that in fairness to their teachers; they wanted them to be sharp and awake after having a light breakfast, so they were recommending the lodging as proposed. He pointed out that Mrs. Katona did a very good job of getting people to stay double occupancy and to travel in one vehicle.

President Leeson asked Dr. Lewis about the start time of the conference.

Dr. Lewis deferred to Mrs. Katona.

Mrs. Katona replied that the conference began at 7:30 a.m. or 8:00 a.m.

Director Follweiler pointed out that the breakfast was included in the conference, yet the meal stipend was listed as a full day meal plan.

Dr. Lewis deferred to Mr. Majewski.

Mr. Majewski stated that there was not an approved policy, but there was guidance provided such as a stipend of \$5 for breakfast, \$10 for lunch and \$25 for dinner. He noted there was not a strict guideline on it and was based on the actual submission. He explained that for a full day they would include \$40 so he doubted that it would be necessary and they could probably reduce the allocation by \$5.

The administration's recommendations 9, 10, 23 and 24 were considered together.

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 Trevose, Pennsylvania	3,553.60

Dr. Lewis announced a cost adjustment to a slated Career Academy field trip for the Pennsylvania Statewide Latino Coalition Conference. He noted that the student registration fees were being waived by the coalition who sponsored the academy. The total reduction was in the amount of \$1,200 (registration fee), which resulted in a new total cost of \$2,353.60.

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

President Leeson stated that Directors Koch and Tenaglia had questions regarding the item.

Director Koch replied that as she was waiting for her turn to speak, the answer to her question came to her.

Director Tenaglia inquired about the calculation of the transportation costs, particularly for different groups going to the same location for different prices.

Dr. Lewis replied that Mr. Majewski communicated with him via email, stating that he was gathering the information from Mr. Himmelberger, who was present this evening and noted that it was not achieved. He explained that with all due respect, they received the request at the last minute.

Director Tenaglia replied that they received the recommendation last minute on Friday.

Dr. Lewis stated that they could not respond quickly enough because they didn't get the message back from Mr. Himmelberger, but they would try to assist this evening.

Mr. Majewski commented that Mr. Himmelberger came to the cost estimate by basing it upon the actuals of the previous year and updated with current numbers. He stated that they were traveling to the same location, however, based on last year and some of the actuals, and depending on where the driver began and the traffic patterns, the boys actually took longer to get there and covered a few more miles. They didn't know if they would be hitting traffic along the road, which could have been a concern why it took longer to get there last year. He pointed out that it was not an exact science, especially with travel. The best estimate used, was to pull out the field trip costs from the previous year, and attempt to use it as a basis for extrapolation. It was possible that it could be closer to the cost for the girls but it really depended on the traffic that day and if there would be any problems on the road. He said there was not much of a difference in the cost between the two, but they were likely looking at one trip taking longer than the other because of problems they had on the road the previous year.

Director Tenaglia asked how they traveled to Kunkletown for approximately \$300 – \$400 and the cost to travel to White Haven was \$1100.

Mr. Majewski replied that he did not have the time to inquire with Mr. Himmelberger about that question.

Director Tenaglia reviewed that in July, they were specifically told that the Booster Club would cover the registration fee for the Virginia Wrestling Duel Meet and now they were coming back with a recommendation to pick up the additional \$600.

Dr. Lewis responded that they had discussed it with the board. It was noted that he and Mr. Majewski met with the board officers prior to the first listing on the agenda and were aware of the fact that they would like to see that area adjusted, so it was pulled. After concerns were voiced at a board meeting, a subsequent discussion took place with the full board. It was their best recollection that the direction was to cover the registration as it was in the budget. He noted that they said they would have it on the agenda because it was an overnight trip and were required to be approved by the board. He stated that if it was the board's wish not to approve (the funding), they needed some clear direction on it. In an attempt to recapitulate, he believed that he said there were 2 trips – a volleyball trip and the Virginia Duals. The other trip was not an over night, therefore it did not require approval. It was a budgeted line item in the athletic budget and typically they do not revisit it. While they were cutting costs everywhere, it was one area of which they felt, in all fairness to them, they should pay. Dr. Lewis recalled that they concurred that they needed to give the organizations advance notice, if they wished to make changes, which meant they needed to announce now, as they prepared for next year's budget, that they might not be able to cover those future costs which might be removed from the budget. He reiterated that it was his best recollection of the discussion.

Director Tenaglia replied that it still went back to administration not having a policy to articulate on student trips, whether they were curriculum, extra-curricular or booster club based.

Dr. Lewis responded that they had a past practice and guideline and had always approved the non-curricular athletic registration fees, based on those being part of the athletic budget. They were bringing back the specific trips, which they felt they could cover with the \$130,000, which currently resides in the budget.

Dr. Lewis noted that as far as a policy was concerned, they had taken the position, but had not made it policy, but rather a guideline, that trips needed to be curricular in nature, meaning they needed to be tied to their overall mission of educating children.

Nonetheless, they still had the athletic registrations and trips, with past practice being to approve them as they resided in the budget. Dr. Lewis concluded that it was their current practice and guidelines and if they wished for it to change or become more specific, the board needed to give them specific direction.

President Leeson added that since the budget was adopted, which included some of the trips, she would be voting for it at present. She wanted them to re-look at it. She found it very difficult to say that they were struggling to finance field trips for their thematic curricular programs, but they were financing extra trips for some of their athletic organizations. She would like them to look at some of the trips more closely. President Leeson pointed out that they cut \$6,500,000 out of the budget, and in doing so; they were beginning to find a few glitches. She noted that so far she did not think the glitches had been horrendous, and for the most part, their overall mission was to try stay curriculum and academically based.

Director Dexter did not think it would be a huge surprise to anyone in the district that they had a bare bones budget year. She stated that she sympathized with people who wanted notice, a year ahead, that they had to raise \$300 or \$600, but she suggested to take that scenario and multiply it by the hundreds of times that they had to do it this year and one realizes that it all did add up. If they looked at the expenses and cut where they could; it did add up and was what they needed to do. She added that it was probably what they needed to do last year and the prior year, but at the present time, it was essential to do it whether or not someone would be disappointed or had to do a fundraiser. Director Dexter noted that the district's revenues were down and expenses were out-of-whack last year and the previous year. They were now paying the price. She stated that she would be voting "No" on the development conferences and not because she didn't think they had some value but she had to look at the number and ask what else they could use the money for in the district. She addressed Dr. Lewis and said that those questions were being asked when he came to them with conference expenses. She said that they needed to look at the balance of things. She pointed out that she could not vote for a \$7,000 conference because she didn't know if it could develop 10 to 30 teachers. She questioned if they were spending money needlessly in an area where they could get a more direct benefit. Those were the kind of questions that she heard being delivered by many board members. She concluded that it was a new year and they needed to have those things answered.

Director Amato requested to call the vote.

President Leeson replied that they had two additional pulled items to be discussed.

President Leeson commented that in defense of Director Tenaglia, she noted that they received the Recommendations of the Administration late Friday night and she believed that he sent his questions on Sunday.

Dr. Lewis apologized and stated that he generally reviewed emails on the weekends, but he did not this past Sunday because he was away.

The administration's recommendations 9, 10, 23 and 24 were considered together.

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

The administration's recommendations 2, 3, 4, 5, 7, 8, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 26 were considered together.

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

The administration's recommendations 2, 3, 4, 5, 7, 8, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 26 were considered together.

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)***

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|----|-------------|--|
| 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

The administration's recommendations 2, 3, 4, 5, 7, 8, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 26 were considered together.

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)***

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|-----|------------------|---|
| 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) |

Dr. Lewis announced some changes in the agenda. Dr. Lewis stated that in the category of Nominations for Appointment, Michael Wilson, was being pulled.

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 ¾ hours daily
 SALARY: \$13.18 per hour
 EFFECTIVE: September 23, 2008

3. NAME: **Garris, Noelle**
 ADDRESS: Whitehall
 ASSIGNMENT: Child Care, Assistant Center Supervisor, 2 ½ 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 ½ 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)***

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| 6. | NAME: | Kozelnicky, Christine |
| | ADDRESS: | Bethlehem |
| | ASSIGNMENT: | Child Care, Assistant Center Supervisor, 2 ½ hours, straight shift, 10 months |
| | SALARY: | \$10.87 per hour |
| | EFFECTIVE: | September 23, 2008 |
| 7. | NAME: | Kuhns, Sharon E. |
| | ADDRESS: | Bethlehem |
| | ASSIGNMENT: | Liberty, Teacher Assistant, Special Education, Life Skills Support/Job Coach, full-time |
| | SALARY: | \$14.68 per hour |
| | EFFECTIVE: | September 23, 2008 |
| 8. | NAME: | Lassiter, Dominique |
| | ADDRESS: | Bethlehem |
| | ASSIGNMENT: | Child Care, Assistant Center Supervisor, 2 ½ hours, straight shift, 10 months |
| | SALARY: | \$10.87 per hour |
| | EFFECTIVE: | September 23, 2008 |
| 9. | NAME: | Lockhart, Nicole V. |
| | ADDRESS: | Bethlehem |
| | ASSIGNMENT: | Governor Wolf, Teacher Assistant, General Duty, 3 hours daily |
| | SALARY: | \$13.18 per hour |
| | EFFECTIVE: | September 23, 2008 |
| 10. | NAME: | Nieves, Nancy |
| | ADDRESS: | Bethlehem |
| | ASSIGNMENT: | Donegan-Fowler Family Center, Family Development Specialist |
| | SALARY: | \$26,476, prorated (Noninstructional Meet and Discuss, Category II, Step 1, to be adjusted upon completion of Noninstructional Meet and Discuss agreement) |
| | EFFECTIVE: | September 23, 2008 |

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

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|-----|-------------|--|
| 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 ½ 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 ½ 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)***

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|-----|-------------|--|
| 16. | NAME: | Torlay, Linda S. |
| | ADDRESS: | Bethlehem |
| | ASSIGNMENT: | District-wide, Technology Assistant,
6 $\frac{3}{4}$ hours daily |
| | SALARY: | \$13.18 per hour |
| | EFFECTIVE: | October 6, 2008 |
| | | |
| 17. | NAME: | Velardi, Anthony |
| | ADDRESS: | Bethlehem |
| | ASSIGNMENT: | East Hills, Technical Assistant, 6 $\frac{3}{4}$ 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 $\frac{3}{4}$ 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
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6. General Equivalency Diploma Program**Supervisor**

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

Figuerroa-Murga, Lilly

SALARY: \$33.00 per hour

Teachers**Figuerroa-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

15. *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

The administration's recommendations 2, 3, 4, 5, 7, 8, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 26 were considered together.

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, 2007
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 |

The administration's recommendations 2, 3, 4, 5, 7, 8, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 26 were considered together.

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.

The administration's recommendations 2, 3, 4, 5, 7, 8, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 26 were considered together.

AGREEMENT

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.

The administration's recommendations 2, 3, 4, 5, 7, 8, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 26 were considered together.

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

The administration's recommendations 2, 3, 4, 5, 7, 8, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 26 were considered together.

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.

The administration's recommendations 2, 3, 4, 5, 7, 8, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 26 were considered together.

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

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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

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**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.

The administration's recommendations 2, 3, 4, 5, 7, 8, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 26 were considered together.

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.

The administration's recommendations 2, 3, 4, 5, 7, 8, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 26 were considered together.

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.

Director Tenaglia referred to Page 56 and reviewed the figures noted on the Report of the Treasurer. He believed the total funds available amount of \$117,762,634.97 was a misstatement. He inquired if the interest earnings of \$43,353.68 for the period were included in the receipts, and if so, he asked if it should be shown separately.

Mr. Majewski replied that he agreed with Director Tenaglia and noted that the treasurer appeared to have committed an addition error. He stated that it should have included disbursements in the total funds available.

Director Tenaglia inquired about the interest earnings.

Mr. Majewski deferred to the treasurer, Mrs. Morton, who created the report.

Mrs. Morton stated that she believed there was someone in their office that actually handled the placement of the numbers, but she believed the interest earnings were under the local sources, and was just identified so they could see how much interest was earned.

Director Tenaglia asked if the identified local sources could be shown as a separate line item.

Mrs. Morton replied that they would do it for the next month's report.

The administration's recommendations 9, 10, 23 and 24 were considered together.

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

TOTAL CASH AND INVESTMENT BALANCE \$ 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

\$ 64,304,972.14

TOTAL FUNDS AVAILABLE \$ 117,762,634.97

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

TOTAL CASH AND INVESTMENT BALANCE \$ 93,756,517.27

TOTAL FUNDS AVAILABLE \$ 117,762,634.97

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.

Director Tenaglia addressed Mr. Majewski regarding the Tax and Revenue Anticipation Note, which he had indicated to the board that he intended to pay by September 30th.

Mr. Majewski replied that the actual date would be September 26th, which was the date as part of the agreement. The arrangements had been made with Wachovia Bank, who provided the district with the amount of money, which would be wired on that date.

Director Tenaglia inquired about procedure, noting that they would be returning approximately \$9.9 million plus the interest they charged for the period of time, yet the board did not see it as a recommendation.

Mr. Majewski stated that the board did not need to see it as a recommendation. He noted that they entered into the agreement for the Tax and Revenue Anticipation Note with all of the requirements and the liabilities associated with the note, which was the indication to return. He believed that the direction was made very clear to him during prior conversations. He recalled that he was directed to make sure that as soon as they had the money, they were to repay the Tax and Revenue Anticipation Note by the end of September. He was provided with very clear direction by the entire board at least once and probably more than one time.

Director Tenaglia responded that his point was that they had a significant expenditure that the board did not see or specifically approve, prior to it being made. He said that it also went back to their discussion regarding encumbrances.

Mr. Majewski replied that it was not an expenditure. They were repaying a loan and reducing a liability, so it would not show up as an expenditure. He noted that the interest expense would show up as interest expense, but the \$9.9 million dollars was a repayment of a short-term note. He reiterated that it would reduce their liability on the balance sheet but never show any expenditures.

Director Tenaglia stated that he would have to show it as a disbursement somewhere.

Mr. Majewski said that it would show as a disbursement and when it was made, it would be reflected on the Payment of Bills.

Director Tenaglia made comment about having it listed on the Payment of Bills for approval after the money had been expended.

Mr. Majewski asked if they wanted the payment of the Tax and Revenue Anticipation Note added to the list as part of the Payment of Bills Recommendation.

Director Tenaglia replied that he thought they should see that it was his intention to pay it for the month of September. He added that they should not only see the checks he sent out, but the anticipated expenditures that he would be making for the current month.

Mr. Majewski stated that since he did not have the interest expense with him, he suggested a motion be made to give him the direction to make sure that payment of the Tax and Revenue Anticipation Note was paid in full by the end of September. It would give him the direction he believed he would have received in the past. He pointed out that if that action were taken, it would memorialize the minutes. He asked Attorney Spry for his opinion.

Attorney Spry replied that the board could do it if they chose to do so. He added that he looked at it more like a payment under a collective bargaining agreement, where the contract was entered into and the payments were made pursuant to it.

Dr. Lewis added that he also looked at it in the same manner as Attorney Spry. He said that, with all due respect, it was an agreed to obligation, and he noted that at multiple times, Mr. Majewski had previously announced his intention to clear it from the books.

Director Tenaglia responded that he had no doubt that he intended to make payment and explained that they were sending out over \$9.9 million.

Dr. Lewis commented that Mr. Majewski needed some latitude on these kind of measures because the board would not deny payment of the loan.

Director Tenaglia replied that they would like to be aware of it and specifically those when he was intending to spend approximately \$10 million dollars of district funds. The given listing showed every other expenditure that the district had made in great detail, and yet there was a major expenditure of which they had no prior specific approval.

President Leeson asked Director Tenaglia if he wanted to make a motion to move it through that way.

Director Tenaglia replied that he wanted to make the motion that the board directed the administration to make certain that payment to Wachovia Bank of principal and interest on the Tax and Revenue Anticipation Note was made prior to September 30, 2008. Director McKeon seconded the motion.

Director Dexter commented that she supported Director Tenaglia's inquiry and noted there were many monthly bills listed, which they were obligated to contractually pay for other reasons. She understood his concern and willingness to be a watchdog on their finances. She knew he was not expressing any doubt about whether Mr. Majewski would make sure the transaction occurred, but rather was attempting to get them to do something consistently.

DIRECTOR
TENAGLIA –
MOTION TO PAY
TAX AND
REVENUE
ANTICIPATION
NOTE BY
SEPTEMBER 30,
2008

President Leeson called for a vote on the motion. The question was called with roll call as follows: Yea, Directors Amato, Cann, Dexter, Follweiler, Haytmanek, Koch, McKeon, Tenaglia and Leeson – 9.

ROLL CALL –
ITEM 24

The motion passed 9 – 0.

President Leeson called for a vote on the administration's recommendations 9, 10, 23, and 24. The question was called with roll call as follows: Yea, Directors Amato, Cann (with the exception of Item 9 – specifically No to the Nitschmann Middle School Staff Conference), Dexter (with the exception of Item 9 – specifically No to the Nitschmann Middle School Staff-Colorado and Principals Supporting Student Achievement – Pittsburgh Conferences for reasons previously stated; Item 10 – specifically No to the Cross Country Invitational and Virginia Wrestling Dual Meet), Follweiler, Haytmanek, Koch, McKeon, Tenaglia (with the exception of 9 and 10 – No) and Leeson.

ROLL CALL
RECOMMENDATIONS
9, 10, 23, and 24

Items 23 and 24 passed 9 – 0.

Item 9 (pertaining to the Nitschmann Middle School Staff Conference – Colorado) passed 6 – 3.

Item 9 (pertaining to the Principals Supporting Student Achievement – Pittsburgh Conference) passed 7 – 2.

Item 10 (with the exception of the Virginia Wrestling Dual Meet and the Cross Country Invitational) passed 8 – 1.

Item 10 (pertaining to the Cross Country Invitational and Virginia Wrestling Dual Meet) passed 7 – 2.

The administration's recommendations 9, 10, 23, and 24 were considered together.

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
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	

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
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	
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

26. *Permission to Fill Vacated Music Position***INFORMATION:**

Due to a music teacher abandoning her position at the start of this school year, it is recommended that the position be filled immediately retroactive.

RECOMMENDATION:

That the Board of School Directors grants permission to fill a vacated music teaching position immediately and make retroactive.

Director Tenaglia moved the administration's recommendations 2, 3, 4, 5 (Student #0942620), 7, 8, 11, 12, 13, 14 (as amended), 15, 16, 17, 18, 19, 20, 21 and 26. Director McKeon seconded the motion. The question was called with roll call as follows: Yea, Directors Amato (with the exception of Item 5 – No), Cann, Dexter (with the exception of Items 16 and 17 – No), Follweiler, Haytmanek, Koch, McKeon (with the exception of Items 16 and 17 – No), Tenaglia, and Leeson (with the exception of Items 16 and 17 – No).

ROLL CALL
RECOMMENDATIONS
2, 3, 4, 5, 7, 8, 11, 12, 13,
14, 15, 16, 17, 18, 19, 20,
21, and 26

All items passed 9 – 0 (with the exception of Items 5, 16 and 17).

Item 5 passed 8 – 1.

Item 16 passed 6 – 3.

Item 17 passed 6 – 3.

The administration's recommendations 2, 3, 4, 5, 7, 8, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 26 were considered together.

September 22, 2008

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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.

President Leeson stated that there were two recommendations, which were both employee hearings held on August 13th and August 20th. Director Tenaglia moved the Recommendations of the Board, which was seconded by Director Follweiler. The question was called with roll call as follows: Yea, Directors Amato, Cann, Dexter (with the exception of Item 1 – No), Follweiler, Haytmanek, Koch, McKeon, Tenaglia, and Leeson (with the exception of Item 1 – No).

ROLL CALL –
RECOMMENDATIONS
OF THE BOARD

Item 1 passed 7 – 2.

Item 2 passed 9 – 0.

The board's recommendations 1 and 2 were considered together.

President Leeson stated that there were two recommendations, which were both employee hearings held on August 13 and August 20. Director Tenaglia moved the Recommendations of the Board, which was seconded by Director Follweiler. The question was called with roll call as follows: Yea, Directors Amato, Cann, Dexter (with the exception of Item 1 – No), Follweiler, Haytmanek, Koch, McKeon, Tenaglia, and Leeson (with the exception of Item 1 – No).

RECOMMENDATIONS OF
THE BOARD

ROLL CALL –
ITEMS 1 AND 2

Item 1 passed 7 – 2.

Item 2 passed 9 – 0.

DUAL ENROLLMENT COMMITTEE – Director Cann stated that the Dual Enrollment Committee met on September 3 and the 2007-2008 school year had 201 Dual Enrollment spots were filled by 162 students. She noted that the vast majority of the students received A's and B's in their classes. This year transportation became available to and from both high schools for the 10 a.m. block of classes at Northampton Community College. She noted that only one student participated in the transportation in the fall semester so there would be further encouragement for students to take advantage of it, so transportation would not be a hindrance from taking dual enrollment courses in the spring. Director Cann said that the Penn State partnership continued again this year with funds available for 12 low-income students each semester, which included transportation for the students. She stated there would be a specific focus this year to include ESOL (English for Speakers of Other Languages) students in dual enrollment classes. She concluded that the next meeting would be held on December 10.

COMMITTEE
REPORTS

BETHLEHEM AREA VOCATIONAL-TECHNICAL SCHOOL – Director McKeon reported that the joint committee of the Bethlehem Area Vocational-Technical School met on Tuesday, September 2. He noted that before they began their formal meeting, many committee members met at the recently completed student project which was located near William Penn Highway. Director McKeon described many amenities of the home, which was built by students enrolled in various trade programs at the school, and pointed out that the workmanship was probably better than many local contractors. He stated that it would be sold by auction, noting that some of the proceeds would be used to finance their next project. They started the regular meeting by discussing the next project. He said the next construction project would be located off of Hecktown Road, opposite the Vo-Tech School. He concluded that the school was working with the township on a few options, which were under consideration.

NORTHAMPTON COMMUNITY COLLEGE BOARD OF TRUSTEES – Director Amato stated that there was not a meeting.

DIVERSITY COMMITTEE – Director Koch stated that Mrs. Cintrón gave the introduction and noted their guest was Lisa Stewart, from the Anti-Defamation League. She noted that Dr. Lewis remarked on several items including the Convocation Day, diversity strand, No Place For Hate®, the district calendar, AYP (Adequate Yearly Progress) Report, the Bethlehem Area School District Parent Newsletter and the Pennsylvania Pre-K Counts expansion. They also had a minority recruitment initiative report given to them by Mr. Thomasik. She added that Mrs. Katona gave a report on the adoption of the social studies textbook. Mr. Rosado discussed CAPERS (Community Advocates Promoting Education Recreation Support). Director Koch conveyed that her fellow board members were adamant about extending an invitation to her fellow board members to attend a future meeting.

President Leeson asked Director Koch to inform the board about upcoming meetings, via email, if she had the opportunity.

PSBA – Director Koch reported that she attended a meeting this past weekend. She reviewed that Gardiner Kreglow, the Student Representative to the State Board of Education, was also invited to attend the PSBA Conference to be part of a board meeting which was held for all stated board members to watch. She thought it was quite interesting to watch the students' approach in running a school board meeting. She added that there was a discussion about PIAA members who were talking about the fact that not everyone did background checks on the athletic directors or coaches. She didn't know if that was the case with Bethlehem School District, but she noted that there were quite a few districts not doing the checks, which they thought was necessary.

Dr. Lewis replied that the district did background checks on any individual working with students in any capacity, including coaches who were not teachers.

Director Koch responded that she was very glad to hear his response.

Director Koch continued with the meeting details, bringing attention the details of executive session. She said there were three items that could be discussed, but they were considering a fourth item. They were suggesting that the fourth item should be the discussion of a safety plan and that it should not have to be discussed publicly because of the sensitive issues involved.

Director Koch was sorry to report that Mr. Stuart Knade, the general counsel for PSBA, had been called out by the government to serve in Baghdad. She noted that he had been there twice previously and was working with the government with U.S. and Iraqi policies. She said that he had been discussing with her about the division of the school district into regions.

Director Koch said that he gave her a copy of an article, which appeared to be very interesting, titled, "Diversity and the 21st Century School Boards." She said it might also be a good idea to share it with the Diversity Committee.

Director Dexter commented that the article, which Director Koch mentioned, was included in the NSBA (National School Boards Association) Newsletter last week.

Director Koch stated that there was some pressure being placed on banned booster clubs because the claim was that they were not showing equality for the girls' teams as much as the boys' teams. The Office of Civil Rights was monitoring the activity. She noted that at times, booster clubs were considered to be independent organizations and could do as they pleased, but legal advisors were saying that they were not independent and there was a need to be some watch over what they did.

AUDIT COMMITTEE – Director Tenaglia stated that the Audit Committee met on August 20. President Leeson, Director McKeon, and Mr. Gorman; the auditor. He added that Mr. Majewski was in attendance for the majority of the meeting. They anticipated that there would be two additional meetings before the audit report would be completed.

COLONIAL INTERMEDIATE UNIT 20 – The report from the auditor general was discussed at the meeting. It had a few minor findings, which might influence how some things were done in the future. In addition, they discussed legal matters, including two employee terminations. They were making plans for the next meeting, to be held on September 24, and would be hearing from some of the students who attended the Governor's School. She added that approximately seven or eight students were in attendance. She reminded both principals that the Governor's School was a present opportunity for applications, because the students in the past had been unanimous that the program was wonderful. She stated that the program was a five-week summer school experience with all of the expenses being paid by the state. She said that admission was very selective with only one or two students per high school, the size of Liberty or Freedom, invited to attend one of the seven different programs. She congratulated the students, who participated in the program, along with the counselors who assisted them with their applications. She concluded that the Intermediate Unit reported on an administrative retreat, held this summer and noted that feedback was fantastic with future plans for another one next summer.

BETHLEHEM PARKS AND RECREATION COMMISSION – President Leeson stated that there was a meeting held on Thursday, September 18 and reported that the golf courses, swimming pools, playgrounds and tennis courts all did very well this year. She said that the movies in the park started this year, which had a nice reception and they were looking for other ways to use them. The Southside coordinator was able to put together a SAT Preparation Class, which she believed she reported on a couple of months ago.

President Leeson stated that 20 students were able to attend the pre-SAT class, most of them being students from the district. A wilderness camp was also offered, which was sponsored by the Wildlands Conservancy. She noted that 25-30 students went out on day trips throughout the summer. She announced that a volleyball league had started at Broughal Middle School. She shared that the skate plaza was almost ready, explaining that it was an initiative, which came from their student advisory council, many years ago. They were finally seeing the results of the skate plaza/park. She stated that The Monacacy Ball Field was almost completed and they would be renting it. President Leeson concluded that the Parks and Recreation Plan, which she previously reported on, had a proposal coming from the Recreation Commission.

LIBERTY HIGH SCHOOL – Megan Kelleher reported that they had a great opening to the school year. Their current senior class were the first ones to go to the Freshman Campus, so they were all excited to finally be under the same roof. She noted that construction was going great. She described the new chorus and band room as absolutely beautiful and promised it would be put to good use. As a theater student, she was ecstatic that their theater productions would finally be held in their own house. She was so happy to have their auditorium back. Megan stated that she was also told that the Memorial Gym would soon be completed and pointed out the students were all anxiously awaiting the end of the construction. She stated that Liberty High School had an open house on Wednesday, September 17. The parents were seated in the new auditorium, where the bagpipers entertained them. They were given their children's schedules and given the chance to walk the halls and meet all of their teachers. As a student, Megan said it was fun for her to watch the parents attempt to find their way. It proved to them that high school was not as easy as they thought. She added that she was amazed about how many parents she saw, noting it was a successful evening.

STUDENT
REPORTS

Megan boasted that their football team's present record was 3-1, after Friday's crushing defeat of William Allen High School. The homecoming game would be held on Friday, September 26 against Whitehall. The dance would be held on Saturday in their brand new cafeteria.

Megan brought attention to their theater department and announced that their fall production would be Shakespeare's Hamlet. The cast list was just posted on Friday with rehearsals beginning this week. She noted that they were excited to be tackling some of the Bard's work and added that she would keep everyone posted on their progress.

President Leeson asked Megan if she had a role in the upcoming presentation.

Megan replied that she had the part of Claudius.

President Leeson congratulated Megan and thanked her for the report.

FREEDOM HIGH SCHOOL – William Velekei, introduced himself and stated he was currently president of the student council and had been class president for the past three years. He added that he was the captain of the varsity football team and was a three-year starter. Last year he was inducted into the National Honor Society and would be a two-year member. He noted that he had reached the goal of giving 135 hours of community service by volunteering at the Bethlehem Township Community Center as a summer camp counselor. He expressed that he was grateful and proud to have the opportunity to represent Freedom High School.

Will noted that the opening of school came quickly, still being in the month of August, but it seemed as if everyone had a positive attitude and were excited to get back. He stated that the first few days always seemed awkward, with the feeling like they shouldn't have been there yet, but now it felt as if summer was a year ago and everyone was in the school mode. There were some changes when they came to school such as the new requirements for senior lunch privilege. He noted that this year there were four lunch periods instead of three, with less time for each lunch, due to the increase in enrollment. One immediate and noticeable change were the tables and chairs set up in the main lobby. The students soon found out that it was to be a student lounge where senior would be permitted to eat lunch. Another change still in the developing process was the opening of a coffee shop. Will said that Mr. LaPorta had been working closely with Student Council to iron out the rules and regulations for the shop and also the Marketing and Practice Class, who would operate the shop. He said the opening should be within the next few weeks.

Will announced that their homecoming was approaching, which students were beginning to talk about. The game would be held on Friday, October 3 against Northampton High School with the dance to be held on the following night with a theme of "Arabian Nights."

He stated that the ninth through eleventh grade successfully completed their first round of 4Sight testing with a positive attitude and without complaint.

Their first pep rally was held for fall sports before their football game against Whitehall. It was successful and fun with a highlight of a faculty hoola-hoop contest, which was very entertaining. Everyone had high expectations for their fall sports teams to make district finals. The soccer team got off to a great start, playing 8 games and having a record of 7-1, with their only loss going to a tough Nazareth team. They also had another tough game tomorrow night against Parkland. He added that the field hockey team was off to a strong start with a 7-2 record and having district hopes as one of the Lehigh Valley Conference's premier teams. The cheerleading squad raised money at the home football game this week for the organization called Angel-34, which benefited children with cancer. The squad raised \$750.

The cross-country team had one win this year. He pointed out that they were relying on young runners who were gaining experience. The golf team was having an impressive season with a record of 12-1, with a great win last week, knocking off undefeated Parkland. The girls' volleyball team was young, but were holding their own, going 3-3 in the LVC and 4-3 overall. He did not have the girls' tennis team's record, but stated that he was aware they had a match against Bethlehem Catholic High School today. The football team traveled to Central Bucks West for their first game and won 41-6. They were current record was 3-1, suffering a tough loss to Emmaus, but coming off of a win against Dieruff. He noted the team had a tough test this week against Parkland. He said the beginning of the school year had been successful and shared that there was a buzz of energy, within the student and faculty body, full of school spirit, around the high school. Every Friday they had Freedom Fridays; giving out awards to the most spirited dressed students and faculty members. Each class had their class meetings with Mr. LaPorta, who gave them each a class theme to follow through, also giving one to the faculty. The Class of 2009 had always been a strong class at Freedom High School. They found out that they were even stronger when Mr. Caccavo, their class principal, informed them that they had made significant improvements on their PSSAs. The inside joke with Mr. Caccavo was that last year's 2008 class had received a pep rally and t-shirts before they even took the tests. This year they only had an assembly so the students were asking him about t-shirts and a pep rally. He then promised their class t-shirts if they performed better than past years and he did keep his promise. Will said their theme, which the senior class had really embraced, "Finish Strong," was featured on the back of their shirts. To help spread the theme, on behalf of Freedom's Class of 2009, he presented each of the board members a "Finish Strong" t-shirt.

President Leeson thanked Will and commented that she was very impressed with the themes of the t-shirts as well. She stated that she, along with Directors Dexter, Follweiler, and Tenaglia, went out to see the Freedom Band, when they had their kick-off for their field show. She expressed that the show looked spectacular this year.

President Leeson inquired if anyone had new business to address. Having no further discussion, the president moved on to Courtesy of the Floor to Visitors.

NEW AND
MISCELLANEOUS
BUSINESS

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 followed up on his commentary earlier in the meeting. He stated that when many institutions gave appointments for teaching positions, they were usually given on a tenured track. He said tenure was based upon quality of teaching and other assignments like research, so the teaching aspect was very important for tenure. He commented that the students this evening were very high quality kids and the majority were probably good kids.

Mr. Antalics thought that they needed to trust their judgment because they would tell them about how they feel about things. He asked who would be in a better position to evaluate the teachers than the students. Based on his earlier idea regarding tenure, he suggested a program where each student would be free to evaluate the teacher for the year. He suggested an evaluation form without student identification. He strongly felt that the high majority of students would take it seriously. He understood there was no such program in the district at the present time. Mr. Antalics said there were two benefits to the system, one would be informed about who were the quality teachers because they would see a consensus and it would also put teachers, who were drifting along and waiting for retirement, on notice, that they were being watched. He expressed that it was a "no brainer." It was something they could do overnight. They would learn a lot and possibly improve the quality of education, so he thought they should give it very serious thought. He concluded that he agreed with a member of the board about the cell phone policy and commented that he sat through three different meetings for five hours, ad nauseum. He concluded that the simple answer was, "No cell phones under any conditions."

Directors Koch and Follweiler moved to adjourn the meeting, which carried by voice vote. The meeting adjourned at 10:00 p.m.

ADJOURNMENT

Attest,

Stanley J. Majewski, Jr.
Board Secretary

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