

BETHLEHEM AREA SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS
REGULAR MEETING

OCTOBER 20, 2008

The Regular Meeting of the Board of School Directors of the Bethlehem Area School District was held on Monday, October 20, 2008, beginning at 7:08 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 Cann, Dexter, Follweiler, Haytmanek, Koch, McKeon, Tenaglia and Leeson – 8. Members absent: Director Amato – 1. 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

Dr. Lewis and President Leeson presented the following students with certificates in acknowledgement of their recent considerable accomplishments:

STUDENT
RECOGNITION

- Angela Roscioli – Freedom High School – 12th Grade Student – Angela recently received the Critics Choice Award from Bridgestone for the 2008 Safety Scholars Video Contest. Angela submitted an auto safety video and was one of four national grand prize winners. The winners were chosen from more than 10,000 online votes. The video will be broadcast as a public service TV commercial for Bridgestone Firestone winter 2009. In addition, Angela will receive a \$5,000 college scholarship and a trip to the Chicago Auto Show to showcase her video to top automotive journalists.

Dr. Lewis congratulated several artists from Freedom High School, who participated in the Banana Factory's Annual Young Artists Exhibition.

- Megan Truscott – 1st Prize – Director's Award – \$100 Savings Bond
- Jordan Artim – 2nd Prize – \$50 Savings Bond

Banana Factory's Annual Young Artists Exhibition Awards - (Continued)

- Shannon O'Donnell – 3rd Prize – \$25 Savings Bond
- Devyn Briggs – Honorable Mention
- Cameron Eline – Honorable Mention
- Valarie Leach – Honorable Mention
- Amanda Stern – Honorable Mention

Dr. Lewis noted that the exhibition ran from May 31 through August 3, 2008 in the Banko Family Room Gallery. The juried exhibition highlighted the artistic talents of local students from over 40 schools in the area. Dr. Lewis noted that the annual exhibit was an excellent opportunity for the students to show their craft in a professional setting.

On an instructional note, Dr. Lewis announced recognition of students from both Freedom and Liberty High School, who were commended or semifinalists in the National Merit Scholarship Merit Program, a nationwide competition for recognition and awards conducted by National Merit Scholarship Corporation.

The following students were named Commended Students for the 2009 National Merit Scholarship Program:

Freedom High School

Eashwar Rangarajan
Shikha Saxena
Christina Villani

Liberty High School

Mary Pappalardo
Nicholas Huron
Katherine Willmorth

The following students received the designation of Semifinalist. These students had the opportunity to continue in the Merit Scholarship competition and advance to Finalist standing by meeting a number of additional requirements. Dr. Lewis extended congratulations and wished them good luck in the competition in hopes of advancing to Finalist:

Freedom High School

Ajay Koti
Yiran Lin
Tapan Oza
Justin Silvestre
Stephen Yoon

President Leeson noted that the students had made remarkable achievements and on behalf of the board, she congratulated them. She added that it was like a lifetime achievement award at their young age because it was a culmination of their education beginning from kindergarten up to the present time, with most of the students being seniors.

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. Gabrielle Pirozzi – 4651 Maryann Lane, Bethlehem –
Gabrielle stated that she was a co-captain of the Liberty High School Varsity Cheering Squad, along with Jocelyn Lengua and Paige Johnson. She stated she was present on behalf of the squad regarding their trip to Florida. She noted that childhood was the most defining time in life. Their experiences and opportunities helped them to build character and knowledge. The planned trip to Florida would benefit them in many ways. They would learn independence and could gain experience that schools could not teach them. The other reason for the trip was to give the girls knowledge of traveling and how to come together as a team. She stated that she was extremely grateful for the permission to attend for two days. She stated that if they were to place themselves into their shoes, she asked if they would want to travel somewhere via airplane for a mere 48-hour stay. Gabrielle pointed out that they participated in fundraising, including over 15 hours of car washing, selling food and other items in order to gain as much money as possible. They had done so much work in order to raise money that she felt they deserved more than just 2800 minutes in Florida for all of the preparation and time they had committed. She noted that 80 percent of the girls on the squad were on honor roll with some in the National Honor Society. Gabrielle pointed out that they could get their work beforehand from teachers and they would return to class without falling behind. She concluded that it was extremely discouraging when cheerleaders were always the ones supporting others, and when they needed support, it was not being returned.
2. Jack Boyd – 4783 Kathy Drive, Bethlehem –
Mr. Boyd stated that he appreciated the opportunity to address the board. He addressed statements made relative to the trip being cancelled because of the district's inability to pay for substitute teachers and the impact the student absences would have on the provided state subsidized funds.

Mr. Boyd questioned the length of processing time regarding their request. He noted that the request was submitted in early September and it did not make the deadline. He pointed out that he had 5 parents who agreed to pay for the substitutes for the trip so the cost to the district would be alleviated. As far as losing the subsidized monies for 2 days, he questioned the justification of approving a trip for 5 days to Acapulco, Mexico for 60-80 members of the Freedom Concert Choir. In addition, 120 band members from Freedom High School were approved for a 2-day trip to the Presidential Inaugural Parade, 20 Liberty High School Wrestlers for a 2-day dual wrestling match, and 8 camping trips which took anywhere from 20-56 students for 2-3 days. Mr. Boyd stated that the entire trip was fundraised by the students with over \$20,000 generated by the group. He requested reconsideration because it was a reward for the hard work of the cheerleaders all year long. He questioned the protocol involving the district policies regarding the abrupt changes in the middle of the school year. He said that the Liberty High School Cheerleaders were involved in the fall sports kick-off, the Leadership Rally, participated in a multitude of football, basketball games and wrestling matches, the Liberty-Freedom Soccer Game, pep rallies, and the bon fire. He added that all of the students were proficient or advanced on their PSSA tests and their school attendance was very good. Mr. Boyd stated that it was an opportunity for an educational experience for the girls to demonstrate their leadership skills that were given to them by the faculty and concluded that the girls were asking the board to be a cheerleader for them.

3. Lisa Harewood – 634 Sixth Avenue, Bethlehem –
Ms. Harewood stated that she did not grow up in Bethlehem but rather in a New Jersey school, that did not encourage pride or growth in their students, not only personally, but also physically and emotionally. She expressed that she had watched the girls every Monday night, jumping back and forth across one another, sustaining injury after injury. She thought it was time to recognize them as sportsmen. She emphasized that they were not a social club. She expressed that it would be a shame if their football team beat Easton and Freedom High Schools' teams and then the board told them that they could not go to Hershey. She said the girls were given the promise that there was no dream that they couldn't achieve. Ms. Harewood concluded that she hoped that they wouldn't put out their dream.
4. Dr. Joseph Sexton – 1820 Wilson Avenue, Bethlehem –
Dr. Sexton stated that he was employed at the Lehigh Valley Hospital Emergency Department. He was founder, president and head coach of the Liberty Girls Lacrosse Club. He decided not to have all 55 players and their parents present this evening because he thought they had already proved their support through the last 5 years. He said there were currently two ways that a PIAA Varsity Girls Lacrosse Team could compete.

One way was if the other team had full PIAA varsity status and the second was if the other team or club was a school sponsored club, agreeing to follow all of the rules of the PIAA. He noted that it had been confirmed by PIAA representatives. The requirements included a sanctioning letter from the district allowing the club to play at a PIAA varsity level and also a letter from the principal of the school, which stated that they would follow all PIAA rules. The funds required for such a school sponsored club might come from anywhere, including the club itself. If a club did not have school or district ties, then no full PIAA varsity team could play them. Dr. Sexton stated that there were currently four lacrosse school teams that have PIAA status within the Lehigh Valley Girls Lacrosse League. The schools were Emmaus, Saucon Valley, Central Catholic and Southern Lehigh. He noted that Nazareth, Easton and Parkland Girls Lacrosse Clubs were also PIAA sanctioned clubs by their school district and were school sponsored as well. Those three schools all had different financial arrangements. He pointed out that Nazareth was currently working on establishing their full PIAA varsity status and would probably obtain it this month. At this stage, all of the above listed teams may play each other according to the confirmed PIAA rules and authority. Their Liberty Girls Lacrosse Club, which was a non-profit organization for the past five years, presently did not have any linkage to Liberty High School or the district and maintained a solitary club status. Therefore, they would not be able to schedule matches this spring with any of the previously mentioned teams. If they were a PIAA school sponsored club, they could play them. Although they were not officially a school sponsored club at present, he noted that Principal Durante seemed to express support in the past. Dr. Sexton stated that he was present to request district sanctioning of their club and subsequent sponsorship by the school, so that they might be a school sponsored club while following the rules and so they could play the five other teams in the spring. Their club had made contact with Principal Durante and offered to pay for all of the necessary expenses, to arrange for all of the rosters, referees, transportation, scheduling, uniforms and equipment. The insurance costs to the school, if any, would be reimbursed by them. They were not requesting salaries for the coaches at the present time, as he noted he had done for the past five years. He added that they would supply whatever information was needed to ascertain PIAA cooperation for Liberty High School. The only effort required by the school would be prompt notice of any attendance or academic issues with players on their roster. Presently, the five schools, including Nazareth, would not be able to play Liberty in the 2009 school year during spring, unless they were sanctioned by the district and sponsored by Liberty High School. If they were not sanctioned, Liberty Girls Lacrosse would only then be able to schedule games at Easton and Parkland with the school sponsored clubs. He summarized by stating that full PIAA status had been denied in the past for their club because of obvious financial restrictions.

Dr. Sexton was presently asking the district to agree to at least sanction their club as a school sponsored club, allowing them to play at PIAA varsity level, as long as they continued to follow the rules. They also asked that the district recommend that Liberty High School sponsor their club as a PIAA sponsored club, similarly to what Parkland, Nazareth and Easton were doing at present. He stated that they would pay for, supply, and arrange for virtually everything needed within those rules. There were approximately 55 girls every year and they would love to play more than two Lehigh Valley teams in the spring. They presently had several girls in the club who played for college teams, being very competitive in the valley. He asked for an answer from the board by November 2, due to restrictions placed upon them by the league. If the answer was no, they would undoubtedly be voted out of their league and only have two teams to play during the spring. If yes was the answer, they would have a full schedule of at least 14 games and be eligible for league playoffs. In conclusion, he said that they greatly appreciated their consideration for their talented athletes and students.

President Leeson asked Dr. Lewis if he could meet with Mrs. Durante and then bring it to the board next week.

Dr. Lewis replied that he was going to ask Dr. Sexton if they could set up a meeting between them, Dr. Donaher and Mrs. Durante. He added that he wanted to do some verification and then put it into a formal proposal that the board could entertain.

President Leeson stated that they were looking at an extra meeting next week so they could place it on the agenda to try to obtain a timely response.

Dr. Lewis said they could also do a retroactive approval if they had a consensus.

President Leeson commented that they would not be able to vote on it, but they would be able to discuss it.

Dr. Lewis stated that the solicitor had ruled that if the board were to give consensus, it would be sufficient enough to go ahead with the schedule. He noted that they could do something as early as next week, if indeed they could get the proposal together during the week.

5. Michelle Pappalardo – 824 W. Goepp Street, Bethlehem –
Mrs. Pappalardo stated she was the mother of a Liberty High School senior, who was also a National Merit Commended Student. She added that her daughter was also an active member of the high school theater.

Mrs. Pappalardo said that she served as president of the Friends of Liberty Theatre, which was why she was present this evening.

Mrs. Pappalardo wanted to acknowledge that in no way did their organization try to circumvent the authority of the board with regard to their fundraiser. She apologized, claiming that it was a procedural faux pas. As Friends of Liberty Theater, they were a non-profit, educational foundation, whose mission was to support the arts at Liberty High School. They wanted to specifically be a foundation in order to ensure sustainability and long-term commitment of the organization, to the arts. They would like to obtain the board's approval for a fundraising capitol campaign, which they were looking to kick-off on November 7. The event was a soiree and a community-wide initiative, which involved the Vo-Tech culinary arts students along with the community college to mentor some of the students. She noted that the students would be providing all of the entertainment, further stating that it was a community-wide event to help support the arts at Liberty High School. They were requesting permission to move forward with their "Sponsor a Chair" campaign. Mrs. Pappalardo pointed out that the Class of '53 was ready to sponsor a chair. The campaign would allow individuals to sponsor a chair, having a brass nameplate placed on the chair in honor of someone such as grandparent, parent, or a student. It would allow individuals to acknowledge their support for the arts. Through the foundation, they would manage the funds, which would support the arts at Liberty High School. There would be no cost incurred by the district and it would be completely managed by the Friends of Liberty Theater. It would be a seamless, ongoing fundraiser, which had the potential to raise almost \$200,000, on a long-term basis, for the arts at the high school. She stated that they were in the process of establishing their foundation as their own 501(c) 3.

6. Mary Wright – 1820 West Union Boulevard, Bethlehem –
Mrs. Wright stated that she was a parent of a National Merit Commended student at Liberty High School, who was auditioning for the PMA District Chorus this evening; otherwise she would have been present this evening. Mrs. Wright wanted to give a brief history of Friends of Liberty Theater. She stated that four years ago when her daughter was a freshman, all of the theater programs were moved to the old Northeast Middle School. She noted the quality of technical support tremendously declined, because of the difference in space. She became involved because she was mother and someone who loved the arts, noting that the parents repainted the seats in the old Northeast Middle School Auditorium and began getting involved with the costumes and sets. She thought that their moving to the old middle school was a blessing in disguise, because for the first time, she thought the parents began to be present and to see exactly how much work the students were putting into the productions. Mrs. Wright noted that Liberty Theater had been around for almost 100 years, meaning that many alumni had experienced the dedication of a diverse group brought together to put on an incredible production. The parents wanted the activity to continue and in fact they hoped there was room for growth.

As one of the costumers, Mrs. Wright stated she discovered that mold in the temporary storage area had ruined three-quarters of the costumes, due to faulty conditions. She said that part of what they hoped to do was to raise money to replace things that already existed. They also wanted to support scholarships for graduating students, as well as underclassmen who might want to take a summer course in theater, design, technical or stage management. She noted that they would also like to support incoming artists who could provide master classes and workshops for the students, which would expand and broaden the students' scope of involvement and opportunity. She hoped they would approve the ability to have the plaques as a representation of the sponsorship and support of the community.

President Leeson replied that they received a letter in their packet on the weekend. She pointed out that their usual process was that the administration would review any request and then bring it to the board at a committee meeting. She believed that if they could expedite the process and attempt to get it on next week's committee meeting, they might be able to entertain it at that time.

7. Stephen Antalics – 737 Ridge Street, Bethlehem –

Mr. Antalics stated that the following statement was tongue-in-cheek. He saw a very unconscious battle of the sexes, which fascinated him. He noted that when he was a student at Liberty High School, well before many people were born, the cheerleaders were 50 percent male and female. He noticed that all the cheerleaders were presently female. He questioned why the woman who spoke in support of the cheerleaders, she used the term, good "sportsmen." He asked if it was considered to be very un-macho for a male to be on the cheerleading team. He asked for comments on his question. He reiterated that his comments were "tongue-in-cheek."

8. Tapan Oza – 4945 Chelsea Drive, Bethlehem –

Mr. Oza, a student at Freedom High School, addressed the field trips and academic clubs, noting that DECA and FBLA were among the top two clubs. He also mentioned Scholastic Scrimmage. He stated that the trips have not been funded properly or have not been approved. He heard from some teachers that the board had decided not to approve over-night field trips because they did not want to hire a substitute teacher. He reviewed an article from the Express Times Newspaper noting, *"The Bethlehem Area School District had an extra one million dollars in interest costs this month."* Tapan commented that the district put their debt into bonds and decided to enter into a variable rate to bet against the short and long term. He said he was insulted. He noted that there was an arbitrary deadline set by the board, which was not known by some people so they did not get their funding. He noted that DECA and FBLA did not get approved and he was informed that Scholastic Scrimmage could not afford new buzzers.

Tapan stated that the school district decided to use taxpayer dollars to pay down interest costs rather than fund academic activities and lose one million dollars. He noted that DECA and FBLA would need a maximum of \$50,000 to fund their entire year and Scholastic Scrimmage buzzers estimated cost was \$200. Tapan also pointed out the wasteful spending and gave the example of ID cards generated for every marking period. He was not sure of who decided to reprint new ID cards for each marking period to identify which students who were approved for senior lunch privilege. He considered it to be wasteful spending and noted the one million dollars in extra interest was a bigger waste.

President Leeson responded that it was not their choice regarding the one million dollar expenditure. It was charged to the district.

Tapan replied that other school districts did not have a one million dollar payment. He added that the next largest one was \$30,000 at Easton Area School District. He concluded that he was slightly disturbed that one million dollars of taxpayer dollars was being used to pay it down.

9. Kerri Hrichak – 3961 Notre Dame Court, Bethlehem –
Mrs. Hrichak stated that she was the president of the East Hills Band and Orchestra Association. Her concern was that they were not aware of the deadline and noted that they were working toward their yearly spring trip. They already had a couple of major fundraisers, pointing out that they typically raise \$50,000 every year so their 200 students could go on the trip. She stated that it was an overnight trip and always had been. She said the students worked extremely hard, rehearsing at 7 a.m., five days a week. The students had won many awards over the years, including the coveted Esprit de Corps Award on five occasions, which reflected teamwork, leadership, community and musicianship. She questioned the deadline because they were working on getting the contract and getting costs paired down so they would not be passed on to the students. She noted that they were worried because the contract was due this week and questioned if they would be able to go on the educational trip, as they had every year, for which they worked so hard.

Dr. Lewis attempted to clarify a few items. He noted that field trips had not been outright cancelled. He pointed out that field trip transportation and registration could no longer be supported by the general operating budget. He added that there was no ability to look at a long-term notice to their principals. They had to literally decide after meeting with the board. He stated that the board did not make the decision, so he did not want it leveled at the board.

Mrs. Hrichak commented that it was reported in the newspaper and did not know the facts, which was why she came to ask directly.

Dr. Lewis replied that he appreciated her raising the question, because it gave them the opportunity for an explanation. He said they were looking at alternate ways to fund the trips, whether it involved benefactors, fundraising, PTOs or PTAs, booster clubs and organizations or the possibility of mini-grants. He pointed out that they needed to tighten down the general operating budget. They needed to make payment on bonds, which were borrowed in order to build the facilities that their students enjoyed. He said that he hated when some people did not have a full understanding about why the money was borrowed in the first place. He pointed out that a thousand school districts and government municipalities used the same type of financing for years. He added that the turnpike commission used it for over 15 years. The bottom line was that when the market was favorable, the district saved the taxpayers somewhere around 11 million dollars and nobody wanted to talk about that. It helped them to reduce debt service without being raised by local tax effort. He said they were not happy about having to cut back in many areas. The board was wrestling with it for hours at a time, because they didn't want to say who could and could not attend the trips. In essence, they had to be consistent across the board. He advised them that they had some time and needed to work with Mr. Crawford, the parent organization and perhaps some benefactors. He said there were amazing people who stepped up to offer assistance over the last couple of weeks, noting that they were paying for transportation, substitute teachers, and registration fees, because they knew that the district was in a bind and needed to make restrictions. He pointed out that Mr. Majewski worked every day on projections with regard to what would be needed to run the district. He concluded that the district was solvent and would make payroll, operate and provide instructional supplies. He added that the district was not relieving teachers of their duties so that class sizes would grow. In the process, they were keeping the instructional part as sacred as they could, but some of the ancillary areas had to be restricted and they did not feel great about it. He understood how the cheerleaders felt and noted that his daughter played three sports in high school in addition to his son, who played two sports for four years. He knew how important the program was to them. He explained that they had to look at it differently. Some districts were really tightening with some having "pay to play" measures. They didn't want to go there and were trying to consolidate the budget to help organizations like this one to find alternative ways of funding. He asked them to contact Mr. Crawford to see what can be done so that they could perhaps run the trip in the spring.

Mrs. Hrichak stated that the trip was completely funded by the band parents but her concern was taking 200 students out of East Hills Middle School. It appeared to be one of the concerns in the newspaper article.

Dr. Lewis replied that if the school sanctioned the trip, there was no loss on that end. He noted that the newspaper was not totally correct. He concluded that the trip would go on and thanked Mrs. Hrichak and their organization for sponsoring the students.

10. Rhonda Johnson – 2781 Madison Avenue, Bethlehem –
Mrs. Johnson stated that she understood what Dr. Lewis stated but she thought the girls needed some clarification and added that she was also confused. She stated that he said to the previous speaker that they would not have a problem going on their trip because it was entirely fundraised. She noted that their girls fundraised for their trip and were willing to pay for the substitute teachers. She asked for clarification on the difference between their trip and the band's trip.

Dr. Lewis replied that there were certain competitions such as PIAA that were part of a protocol that was school-sanctioned. There was some question about the particular competition. He did not have the answer and said that Dr. Donaher was unfortunately not present. He welcomed Mrs. Johnson to call him and stated he would get her the specific answer as to why it was viewed differently.

Mrs. Johnson asked about the next step.

Dr. Lewis stated that their next step would be to meet with Dr. Donaher. He said he would be glad to involve himself in related dialogue. He did not have the particulars, but he was told that it was a different set of standards. He advised Mrs. Johnson that they would contact her tomorrow or the following day.

11. Alexis Torres – 1270 Delaware Avenue, Bethlehem –
Alexis stated that he was a senior student at Liberty High School and was a member of the basketball team. He noted that their last season was great and they had the cheerleaders there for every game, including play-offs. They were there for their second place finish in the Lehigh Valley Conference Championship and also saw them win the district title. He felt that it was wrong if they could not be recognized or show their talent. He said his sister graduated from Freedom High School in 2005 and was a cheerleader who went to Florida. He pointed out that her stunt group placed second in the competition. It made him feel good to see how happy she was to place out all of the competition. He said that he had a close relationship with the cheerleaders and thought it would be a good opportunity for them, whether they won anything or not. Alexis concluded that he thought it was wrong if they were not allowed to go on the trip.

A motion was made by Directors Tenaglia and McKeon to approve the minutes of the August 11, 2008 Special Board Meeting. The motion was carried by voice vote.

APPROVAL OF
MINUTES

Director Follweiler made the motion to accept the minutes of the board committees. Director McKeon seconded the motion. The motion was carried by voice vote.

APPROVAL OF
COMMITTEE
MINUTES

A motion was made by Directors Follweiler and Koch to approve the acceptance of the financial report and payment of the bills. The motion was carried by voice vote.

APPROVAL OF
FINANCIAL REPORT/
PAYMENT OF BILLS

President Leeson offered discussion regarding the financial report or payment of the bills.

Director Tenaglia stated that he had spoken with administration regarding the clarification on expenditures made which were not normal check processes. They were not seeing an accounting of a transfer out of an account of district funds or a wire transfer.

Mr. Majewski replied that there should have been an accounting and noted there was an error in one transfer which did not appear, which was the payment of approximately \$56,000 in interest for the tax and revenue anticipation note of \$9.9 million plus. He stated they identified the paperwork concern as to why it did not appear on the issue, but it was not a normal process. The wire transfers appear and as they will see, the interest payments were wire transfers and did appear on the list. He admitted that the payment to Wachovia to repay the transfer was absent from the list. Mr. Majewski said he would be sure that it appeared in a subsequent meeting so they could see that it was a matter of the record. After consultation, he was not sure where the breakdown occurred with the wire transfer, but they had a suspicion. He apologized and concluded that it was the only missing document of which he was aware.

Director Dexter stated that she forwarded a list of bills for review by Mr. Majewski. She noted that she stated in her email that he did not need all of the information for tonight, although one which she had particular interest in was the largest expenditure in question. She asked if he had the answer to her question regarding the Scholastic book services software amount of \$210,000.

Mr. Majewski replied that he had the bills pulled and believed it was presently in front of her along with the other requested documentation.

Director Dexter thanked Mr. Majewski and said she would share the information with the other board members. She stated that she planned to vote to approve the payment but was looking at the bills with a particular eye towards possible cuts.

Director Tenaglia reminded the administration about the policy regarding the request of information by a board member and that all members should be notified of the response.

Dr. Lewis stated there was a previous policy with requests going through the board president and then filtered out to all board members and added that it was obvious that they drifted off of that particular route.

Dr. Lewis said that they did not have a problem with it but he wanted to inform them that, as with today, they received multiple requests. He noted that he responded to his request by telephone and Mr. Majewski responded to Director Dexter's request by gathering hard copy. He said they wanted them to receive the information and agreed with whatever worked for the board. He noted that they needed some lead time and brought attention to the size of the packet of information provided to Director Dexter. If they needed to reproduce the information for everyone, it would probably involve a ream of paper per board member.

Director Tenaglia suggested making one copy available so they could all have access to it or use electronic communication among the board members.

Dr. Lewis agreed that it would be good if they could scan the information into a file but not all board members use the electronic system, which had been an issue. He said they would try their best to make sure they all had access to the information.

President Leeson stated that when the requests went out, often the copies go to the rest of the board members. Other board members are sometimes interested in the information, but know the request was already made, so they were not duplicating the requests but still might have an interest.

Mr. Majewski said it was never his intent to confine the information to one board member. He understood that there were a number of requests, which came in today and he assigned a member of his staff to obtain the information, which was placed on his desk at the end of the day, which did not allow sufficient time to reproduce multiple copies. He wanted to fulfill Director Dexter's request and it was not his intent to prevent anyone else from seeing the information.

Director Dexter thanked Mr. Majewski for the documentation of the bills provided and pointed out that it was significant amount of paperwork. She stated that the problem was that it did not answer the questions, which she posed in her email message. She stated that perhaps he did not have the answers for those questions. She thought she was specific with regard to her questions and reviewed that they were spending thousands in some areas, such as \$210,000 for software to Scholastic. She inquired about the type of software and asked if it was an area that could be cut. She also noted thousands of dollars being paid to EBSCO for magazine subscriptions and she had a tape showing \$29.95 and \$39.95, but she did not know about the particular magazines, how they were used and if they were essential to their curriculum. Those were the types of questions that she wanted addressed. She didn't expect him to know who gets every magazine and how it was used. Although she had the documentation regarding the bill for the items, they still needed to address if they could cut the items. Director Dexter stated that she sent a list of approximately ten or eleven items. She asked Dr. Lewis how they could best approach her concern.

Dr. Lewis deferred to Mrs. Katona regarding the Scholastic bill, stating that she had the actual detail sheet.

Mrs. Katona stated that the Scholastic software was actually written specifically into the PA-Pact Grant and it was in order to add the System 44 licenses to their schools that already had Read 180. She said it was \$15,000 per stage, which totaled \$180,000. She noted there were a few thousand dollars put in for a System 44 server and they also had another stage of Read 180 added to one of their elementary schools which cost approximately \$30,000. It was all specifically written into the PA-Pact Grant.

Dr. Lewis added that he thought it was important that it was basically a “pass-through.” They applied for funding for the whole software package and Mr. Majewski wrote the check, but then receives the money from the state.

Director Dexter said that the information they provided was very helpful to her because she was looking at some small and big-ticket items that could add up. She noted that some people present tonight were discussing savings of about \$200 to \$400 for substitute costs. There were other issues, which she did not expect to discuss publicly, such as private contracts with individuals. She requested specific details regarding those specific contracts. It was not enough for her to see that someone worked 25 hours at \$30 per hour. She wanted to know what they were doing and whether or not it was an essential service as compared to the other cuts.

Dr. Lewis replied that he thought if she gave Mr. Majewski some time to get to the specified items, he should be able to provide her with the information.

President Leeson inquired if there was a cost associated with PBIS (Positive Behavior Interventions and Supports).

Dr. Lewis stated that much of it was driven by grant funding. He deferred further commentary to Mrs. Cintrón.

Mrs. Cintrón commented that there was a grant in place for the last school year for the approximate amount of \$70,000, which covered a great part of the expenditures for the program in four schools. This year, they reapplied for the highly competitive grant and were not funded.

President Leeson asked if the district was continually funding the PBIS Program.

Dr. Lewis stated they were continuing the existing program and it was basically run with very little general operating budget funding. They were not permitted to have reward trips so they were looking for outside sponsors for those ancillary pieces. They would not have the grant money to train additional people. He thought that Dr. Donaher, Mr. Washington and Mrs. Katona were examining internal training.

President Leeson made comment about the review of the current financial statements with Mr. Majewski. She said that since July, they were currently approximately \$1.1 to \$1.5 million dollars over what they had anticipated in debt service payments for the total year.

Mr. Majewski replied that the figure was approximately correct.

President Leeson asked for a vote on the acceptance of the payment of bills and finance report. The question was called with roll call as follows: Yea, Directors Dexter, Follweiler, Haytmanek, Koch, McKeon, Tenaglia, Cann and Leeson – 8.

ROLL CALL –
ACCEPTANCE OF
FINANCE REPORT/
PAYMENT OF BILLS

The motion passed 8 – 0.

President Leeson stated that an executive session was held prior to the meeting at which time personnel and discipline matters were discussed.

PRESIDENT'S
COMMUNICATIONS/
SPECIAL MEETINGS

President Leeson continued to state that they had a very full month, with the board leadership beginning to meet with the BEA (Bethlehem Education Association). She was pleased to report that the Code of Conduct survey was close to being completed with the help of the BEA and Dr. Donaher. They also had a meeting with Liberty High School leadership. She noted that it was a very interesting meeting, having the opportunity to hear some of their needs and concerns. She was aware that Dr. Lewis was following up and was looking at some of their suggestions, which would be brought to the board very shortly. She added that they had a follow-up meeting with the PAC (Parent Advisory Committee) this fall after having a meeting with the committee in the spring. It was a stimulating and interesting meeting. She noted that they took all of the parental comments to heart and thought it was important to get the information in feed back from many of the parents. The board leadership would be having weekly meetings with Dr. Lewis during this temporary time of financial difficulties.

President Leeson stated that she had the opportunity to attend Freemansburg Elementary School's "No Place for Hate" and also noted that Director Tenaglia attended Calypso Elementary School's program on the same evening. She noted that Directors Follweiler and McKeon also attended the Freemansburg program. It was a wonderful, well-done program with many different topics and opportunities to learn more about how to treat each other. President Leeson pointed out that Directors Follweiler and McKeon attended the Science Fest yesterday. She said that several board members had previously attended the event and she stated that it was always a very interesting and exciting day. She reminded everyone that a Halloween Parade would be held on this Sunday.

President Leeson said the board had devoted a great deal of time to the financial issues. She stated there would be an extra meeting held next Monday, to address some more financial issues and also some items, which they did not have the time to discuss throughout the month. She thanked the board for the time and effort that everyone was giving at the present time. She noted that the last meeting involved over six hours of listening to very high level, difficult financial information. They were complimented by one of their more financially savvy taxpayers who stated that she could not believe how much time the board was putting in and how well they were doing with a very complex subject. She noted that many board members who were working hard were not part of the board at the time that the bond issues were adopted.

Director Tenaglia asked if it was President Leeson's intention to have a special board meeting in addition to whatever committee meetings were to be held next Monday evening.

President Leeson replied that they would be holding only committee meetings. She believed that Dr. Lewis was considering a special board meeting on November 10.

Scholastic's Read 180 Outstanding Educator of the Year Finalist for 2007-2008 School Year –

SUPERINTENDENT'S
REPORT/FEDERAL
PROGRAMS UPDATE

Dr. Lewis recognized Mr. Scott Toonder, the Read 180 teacher at Marvine Elementary School, who was a finalist for Scholastic's Read 180 Outstanding Educator of the Year for the 2007-2008 school year. He was considered for the award because of the Lexile growth of his students in Read 180. Dr. Lewis congratulated Scott for his award and his service at Marvine Elementary School, where the students were growing at leaps and bounds. He added that Scott and a colleague would be appearing in a variety of roles supporting the practice of station learning, Read 180 and System 44. He said that his students were making tremendous gains. He added that all of the people in the district who were working with the Read 180 Program were seeing fantastic results, which was a testament to integrating technology, independent reading, small groups and what could be done if one puts their mind to it.

Community Donations to Schools –

Dr. Lewis updated the board on community donations, noting that they were looking at all options to raise funds to support their programs. He recognized the following groups and individuals for their contributions:

Calypso Elementary School – Dr. Lewis stated that Notre Dame High School, as part of a student council project, had a dress down day for students who brought in school supplies to donate to a local school. He stated that he thought it was gratifying that a Catholic High School chose Calypso Elementary School as one of the two schools they would support.

The students provided boxes of supplies including pencil boxes, notebooks, markers, crayons, rulers, pencils, etc. The contribution was well received by the students and teachers.

Donegan Elementary School – On Friday, September 5, Donegan Elementary School was one of the benefactors of Lehigh Valley Hospital Network's drive, which produced over 1,400 pounds of school supplies. The newspapers and Channel 69 covered the event. The students wrote approximately 400 thank you letters, which were delivered to the different sites that participated in the collection.

Fountain Hill Elementary School – A Volunteer Committee at Northampton Community College decided to support Fountain Hill Elementary School with teacher supplies throughout the school year. The project was unveiled during Northampton Community College's Opening Days for professional staff on August 21 and 22 where the "cost of entry" was a classroom item. Carol Boyle, of the community college, chaired the project. Items and monetary donations were accepted which resulted in hundreds of sticky notes, puzzles, board games, decorative pencils, erasers, markers, stickers, tissues, paper, activity books, etc. The project would be continued during all professional staff development days at the college and during opening days in January 2009.

James Buchanan Elementary School – Cub Scout Pack 352 donated over thirty backpacks filled with supplies to needy students at James Buchanan Elementary School on the first day of school. Dr. Lewis noted that it was a worthwhile scout initiative and thanked the participants.

Lincoln Elementary School –

- KNBT, through their community service project program, selected Lincoln Elementary School to receive two full boxes of school supplies.
- Messiah Lutheran Church, Easton Avenue, made a monetary donation from the parishioners of \$900 to the school. Amy Carr, Community School Coordinator, and Michele Anderson, fifth grade teacher, attended their service on September 7, along with students and families from the school who attend the church.
- A Day of Caring was held through the Community School Initiative, which benefited the school by having over 15 volunteers from B. Braun, OraSure Technologies, Guardian Life Insurance, and Northampton County, who visited them on September 11 to read to the students and beautify the grounds. The volunteers also made a monetary donation to support transportation for a kindergarten trip.

OCTOBER 20, 2008

Title I Schools – The Iron Pigs baseball team contacted the superintendent's office over the summer and informed them that they were planning on filling a school bus with school supplies and deliver it to the school district. Dr. Lewis stated that Mrs. Cintrón, Supervisor of Minority Affairs, Governmental Programs, and Grants, knew where the supplies could be best used and distributed the items to various needy children throughout the district.

Pennsylvania Governor's Schools of Excellence – 2008 – Dr. Lewis acknowledged the efforts of the following students from Freedom High School who completed the Pennsylvania Governor's School of Excellence for the 2008 session: Alison Christopher, Phoebe DePadua, Veronica Groller, Vivian Nguyen, Justin Silvestre, Kirndee Singh and Katie Winegar.

Dr. Lewis presented the recommendations of the administration.

RECOMMENDATIONS
OF THE
ADMINISTRATION

1.	Authorization to Expend 2007 Bond Funds – Freedom High School Additions and Renovations Project – Change Order Deduct	1
2.	Authorization to Expend 2007 Bond Funds – Liberty High School Additions and Renovations Project – Change Order	2
3.	Authorization to Expend 2007 Bond Funds – Networking Equipment – New Broughal Middle School	3
4.	Authorization to Expend 2007 Bond Funds – Networking Equipment – Liberty High School	4
5.	Authorization to Expend 2007 Bond Funds – New Broughal Middle School Construction Project – Construction Testing – Allowance Increase	5
6.	Authorization to Expend 2007 Bond Funds – Roof Repairs/Replacement – East Hills Middle School, Spring Garden Elementary School, and Transportation Building – Change Orders Deduct	6
7.	Authorization to Expend 2007 Bond Funds – UGI Natural Gas Extension Costs and Relocation Costs – New Broughal Middle School – Reduction	7
8.	Authorization to Restore Capital Reserve Funds – Security Camera System Installation – Freedom High School – Change Order Deduct	8
9.	Authorization to Restore Capital Reserve Funds – HVAC System Upgrade – Freedom High School Data Center – Change Order Deduct	9
10.	Private Transportation Contracts	10
11.	Community Service Agencies	11
12.	Student Discipline – #0956893 – Adjudication	12
13.	Student Discipline – #1003311 – Petition	13
14.	Student Discipline – #0943583 – Waiver	14
15.	Proposed Revisions to the Student Code of Conduct	15
16.	Federal/State Program Budgets	16
17.	Conference/Staff Trip Attendance	17
18.	Resignations	18-22
19.	Termination	23
20.	Leave of Absences	24-27
21.	Nominations for Appointment	28-40
22.	Reassignments	41-43
23.	Salary Allowances for Additional Credits Under the Incentive Program	44-48
24.	Approval of the Bethlehem Area School District eStrategic Plan	49
25.	Memorandums of Understanding Between the Board of School Directors of the Bethlehem Area School District and the Bethlehem Education Association	50
26.	Bid Award – Bids Opened October 7, 2008 – Deicing Salt and Antiskid Materials	51
27.	Bid Award – Bids Opened October 7, 2008 – Snow Removal	52
28.	Budgetary Transfers – 2008-2009	53
29.	Treasurer’s Report	54
30.	Monthly Bills	55
°31.	Budget Information	56
32.	Authorization for Fundraising for Liberty High School	57

° Information Item Only

1. *Authorization to Expend 2007 Bond Funds – Freedom High School Additions and Renovations Project – Change Order Deduct*

INFORMATION:

The Freedom High School Additions and Renovations Project is substantially complete. The HVAC contractor, Worth & Company, has agreed to issue credit for unused project material allowance for a total deduct in the amount of \$4,383.59.

This agenda item was reviewed at the Board Facilities Committee Meeting held on October 6, 2008.

RECOMMENDATION:

That the Board of School Directors approves a change order credit in the amount of \$4,383.59 to Worth & Company for the unused project material allowance.

Account Code: 30-4600-450-353-0821-00001

Bond fund account, no General Operating Fund appropriation – monies to be returned

The administration's recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, 28, and 32 were considered together.

2. *Authorization to Expend 2007 Bond Funds – Liberty High School Additions and Renovations Project – Change Order*

INFORMATION:

The asbestos floor tile has been removed in the Liberty High School Commons Building at the Klein Classroom Center overpass connector and in the lower level. The condition of the sub floor in some areas requires repair. In addition, the recommendation is to install terrazzo to complement the Commons Building terrazzo and for durability at the Klein Classroom Center overpass connector.

This agenda item was reviewed at the Board Facilities Committee Meeting held on October 6, 2008.

RECOMMENDATION:

That the Board of School Directors authorizes:

- a. That a change order be issued to the General Contractor, Boro Construction, at a cost not to exceed \$48,000 to perform floor repairs and install terrazzo as noted.
- b. That PlanCon I submission for the above noted change order be made to the Pennsylvania Department of Education for approval.

Account Code: 30-4600-450-650-0845-0000-00001

Bond fund account, no General Operating Fund appropriation

Director Cann stated that she understood that they would want to use something that was long lasting and obviously more beautiful such as terrazzo flooring. She could not go along with the recommendation and was going with something less expensive, given the circumstances.

Director McKeon said that they were already paying for it as part of the bond money. He added that he would still be voting against it but they already borrowed the expenditure.

Director Cann responded that she was not sure if that was true because she thought that all of the bond money was spent so if they wanted this improvement, they needed to borrow more money.

Dr. Lewis thought that they were being asked if they wanted to upgrade from VCT (Vinyl Composition Tile) to terrazzo flooring. He said that Director McKeon was right in the sense that the VCT was in the contract. They wouldn't realize a major deduction, if they were to state not to do anything. He noted that there was such a small amount of VCT, which had already been purchased. He conferred with Mr. Fazil.

Mr. Fazil stated that it was in the code to have VCT.

Director Cann stated that terrazzo was not in the bond issue or in the budget.

Dr. Lewis stated that a "no" vote would mean they were going to stay with VCT at the present time.

President Leeson questioned the code, and asked if they could just keep a concrete floor.

Mr. Fazil replied that in the one area, they could have a problem because they have to float the concrete. He noted there would be an issue with the transition. He pointed out with the given area, they would get very little back.

President Leeson clarified her question, asking if it was in the code that they must put a covering on the concrete or could they allow it to be just concrete.

Mr. Fazil replied that he believed that they probably had to in the one area. He said that if she wanted, he would check on it, but he didn't think they would save a lot. He stated that he was pretty sure that it was a code requirement, but he had to check on it.

President Leeson asked Mr. Fazil if he knew why it might be a code requirement.

Mr. Fazil replied that he thought it was because of sanitary reasons and with the VCT there was some slip resistance and with the water coming right into the vestibule, it could be an issue with the concrete alone. He pointed out that if they stained the concrete and added some grit to it, they could probably overcome the code requirement, but by the time they did that, they might actually spend even more. He stated that the VCT was the cheapest product.

Director Follweiler stated that discussion about the item was held at a committee meeting and she noted that it was before their awareness of the financial issues. She asked if the money would be coming out of one of the bonds, which they were currently paying down.

Mr. Majewski responded that it would be coming out of those funds. He had also indicated at several meetings that they looked at the three projects and the financing would be insufficient to pay for all three projects. It was anticipated that they would need 4 to 5 million dollars to finish the Broughal project.

Director Follweiler asked if a "no" vote would allow approximately \$48,000 from the bond to be used in another area covered by the bonds.

Mr. Majewski replied that it would be used for the Broughal project.

Director Follweiler stated that she wanted to clarify it and knew they originally discussed it. She noted that the terrazzo was certainly a higher level of quality. She asked if the VCT would do the job, but not as well.

Mr. Fazil said that he disagreed with the “as well” part, but it would do the job at the present time.

President Leeson clarified that it meant that it would be \$48,000 less that they would have to borrow.

The administration’s recommendations 2, 3, 4, 16, 17, 21, 22, 27, 29, and 30 were considered together.

3. *Authorization to Expend 2007 Bond Funds – Networking Equipment –New Broughal Middle School*

INFORMATION:

Networking equipment is needed to complete the cabling project at the new Broughal Middle School. The equipment will be used to complete the wiring closets throughout the building. The equipment will be purchased from the PEPPM state contract.

This agenda item was reviewed at the Board Finance Committee Meeting held on October 6, 2008.

RECOMMENDATION:

That the Board of School Directors authorizes the administration to purchase the necessary network equipment from Integra Inc., at a price not to exceed \$42,000.

Account Code: 30-450-788-240-1535-00001

Account Balance: Bond fund, no general operating fund appropriation

Director Cann stated that she had the same question for Items 3 and 4. She was not clear on what the cabling project enabled and asked if it was a necessity.

Mr. Majewski replied that after conferring with Mrs. Lutchter, he stated that it was necessary. He noted that when looking at the Liberty High School Project, the network equipment was purchased in stages. The reason why it was purchased in stages was because of the warranty. They did not want to purchase all of the equipment at one point, because they were not installing it for some time. Therefore, they purchased it when they were going to be ready for the installation. He noted that this portion of the equipment was likely not eligible for E-rate, however, the Broughal Project would be eligible and they would be applying for 90 percent E-rate funding. He read a further description for the use of the Broughal Project – *“The equipment included in this recommendation is for the phone system network that will be installed after the dated network. The equipment was not ordered during the first phase, since the installation date was at a later time and the warranty date is important.”* Mr. Majewski reiterated that they wanted to maintain the warranty and it was for use in creating the phone system at Broughal Middle School.

RECOMMENDATION OF THE ADMINISTRATION – October 20, 2008

**3. *Authorization to Expend 2007 Bond Funds – Networking
Equipment –New Broughal Middle School (continued)***

The administration's recommendations 2, 3, 4, 16, 17, 21, 22, 27, 29, and 30 were considered together.

4. *Authorization to Expend 2007 Bond Funds – Networking Equipment – Liberty High School*

INFORMATION:

Networking equipment is needed to complete the cabling project at Liberty High School. The equipment will be used to complete the wiring closets located on the ground floor of Liberty High School. The equipment will be purchased from the PEPPM state contract.

This agenda item was reviewed at the Board Finance Committee Meeting held on October 6, 2008.

RECOMMENDATION:

That the Board of School Directors authorizes the administration to purchase the necessary network equipment from Integra Inc. at a price not to exceed \$16,600.

Account Code: 30-4600-788-350-0872-00001

Account Balance: Bond fund account, no general operating fund appropriation

Director Cann stated that she had the same question for Items 3 and 4. She was not clear on what the cabling project enabled and asked if it was a necessity.

Mr. Majewski replied that after conferring with Mrs. Lutchter, he stated that it was necessary. He noted that when looking at the Liberty High School Project, the network equipment was purchased in stages. The reason why it was purchased in stages was because of the warranty. They did not want to purchase all of the equipment at one point, because they were not installing it for some time. Therefore, they purchased it when they were going to be ready for the installation. He noted that this portion of the equipment was likely not eligible for E-Rate, however, the Broughal Project would be eligible and they would be applying for 90 percent E-Rate funding. He read a further description for the use of the Broughal Project – *“The equipment included in this recommendation is for the phone system network that will be installed after the dated network. The equipment was not ordered during the first phase, since the installation date was at a later time and the warranty date is important.”* Mr. Majewski reiterated that they wanted to maintain the warranty and it was for use in creating the phone system at Broughal Middle School.

Dr. Lewis stated that the project at Liberty High School was to complete all of the wiring closets on the ground floor and those were all PEPPM purchases. They tried to get the length of warranty out of Integra by delaying the purchases. He said that they did anticipate the costs and noted that it would come out of the bond account that they factored into the expense of building.

Director Dexter said that she could not hear what Dr. Lewis said.

Dr. Lewis stated that the money would be used to finish the wiring of the closets on the ground floor, which involved switches, routers and other rack items. They deliberately delayed it to get as much life as they could out of the warranties. They would all be purchased in the PEPPM price list, which was the state bid list. They had anticipated it in the total construction price of the project.

President Leeson asked for clarification, asking if she was correct by stating that they would not be getting E-Rate funding on the Liberty Project, but on the Broughal Project, they would be receiving a 90 percent return with the E-Rate.

Mr. Majewski replied that she was correct.

Dr. Lewis commented that with regard to Item 4; they did not want to have one portion of their building locked out of the network and that would be tantamount to not supplying it. They would have the entire ground floor without a connection. He noted that everything went through their wiring closets, including their phone systems.

The administration's recommendations 2, 3, 4, 16, 17, 21, 22, 27, 29, and 30 were considered together.

5. Authorization to Expend 2007 Bond Funds – New Broughal Middle School Construction Project – Construction Testing – Allowance Increase

INFORMATION:

The construction testing for the new Broughal Middle School Construction Project is performed on a time and expense basis and is based on actual field determination. Earth Engineering, Inc. was contracted to provide the construction testing for an original allocation of \$90,000. Early in the project, there was significant testing required to excavate approximately fifteen to twenty feet below grade to remove old foundations, rubble, and other non-structural materials. This required continuous testing was to provide a suitable sub-grade and backfill for the building foundations.

This agenda item was reviewed at the Board Facilities Committee Meeting held on October 6, 2008.

RECOMMENDATION:

That the Board of School Directors approves that Earth Engineering Inc. construction testing allowance be increased by \$12,000.

Account Code: 30-4500-450-240-0801-00001

Bond fund account, no General Operating Fund appropriation

The administration's recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, 28, and 32 were considered together.

6. *Authorization to Expend 2007 Bond Funds – Roof Repairs/Replacement – East Hills Middle School, Spring Garden Elementary School, and Transportation Building – Change Orders Deduct*

INFORMATION:

The roof repairs to East Hills Middle School, Spring Garden Elementary School, and the Transportation Building are substantially complete. The contractors, Atlantic Roofing Corporation and J. Strober & Sons, LLC, have agreed to issue credits for unused project material allowance for a total deduct in the amount of \$50,133.

This agenda item was reviewed at the Board Facilities Committee Meeting held on October 6, 2008.

RECOMMENDATION:

That the Board of School Directors approves the following change orders:

- a. To Atlantic Roofing Corporation for \$38,820 for the unused project material allowance for East Hills Middle School.
- b. To J. Strober & Sons, LLC for \$6,313 for the unused project material allowance for Spring Garden Elementary School.
- c. To Atlantic Roofing Corporation for \$5,000 for the unused project material allowance for the Transportation Building.

Account Code: 30-4400-330-000-0805-00001

Bond fund account, no General Operation Fund appropriation – monies to be returned

The administration's recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, 28, and 32 were considered together.

7. *Authorization to Expend 2007 Bond Funds – UGI Natural Gas Extension Costs and Relocation Costs – New Broughal Middle School – Reduction*

INFORMATION:

The cost approved for UGI Utilities, Inc. to provide new gas service to the new Broughal Middle School by installing an extension along Morton Street and up Vine Street as well as relocating existing gas lines was \$11,532. The construction team has been able to coordinate the excavation with the General Contactor on the project and reduce UGI Utilities, Inc. cost to \$3,882.

This agenda item was reviewed at the Board Facilities Committee Meeting held on October 6, 2008.

RECOMMENDATION:

That the Board of School Directors approves that UGI Utilities, Inc. gas service installation and relocation cost be reduced to \$3,882.

Account Code: 30-4500-450-240-0842-00001

Bond fund account, no General Operating Fund appropriation – monies to be returned

The administration's recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, 28, and 32 were considered together.

8. *Authorization to Restore Capital Reserve Funds – Security Camera System Installation – Freedom High School – Change Order Deduct*

INFORMATION:

The Security Camera System Installation at Freedom High School is substantially complete. The contractor, Comtec Systems Inc., has agreed to issue credit for unused project material allowance for a total deduct in the amount of \$3,767.88.

This agenda item was reviewed at the Board Facilities Committee Meeting held on October 6, 2008.

RECOMMENDATION:

That the Board of School Directors approves a change order credit in the amount of \$3,767.88 to Comtec Systems, Inc. for the unused project material allowance.

Account Code: 23-2600-752-350-0642-00001
Capital Reserve account – monies to be returned

The administration's recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, 28, and 32 were considered together.

9. *Authorization to Restore Capital Reserve Funds – HVAC System Upgrade – Freedom High School Data Center – Change Order Deduct*

INFORMATION:

The HVAC System Upgrade at Freedom High School is substantially complete. The contractor, Rogers Mechanical Company, has agreed to issue credit for unused project material allowance for a total deduct in the amount of \$1,950.

This agenda item was reviewed at the Board Facilities Committee Meeting held on October 6, 2008.

RECOMMENDATION:

That the Board of School Directors approves a change order credit in the amount of \$1,950 to Rogers Mechanical Company for the unused project material allowance.

Account Code: 230-2600-752-350-0615-00001
Capital Reserve account – monies to be returned

The administration's recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, 28, and 32 were considered together.

10. *Private Transportation Contracts***RECOMMENDATION:**

That the Bethlehem Area School District's transportation contracts for carrier service for the 2008-2009 school year be approved as presented in the amount of approximately \$197,604.

a. Lehigh and Northampton Transportation Authority:

There are 183 students that have been scheduled for transportation to and from Liberty High School on four routes. The fare per student is one dollar per trip. The maximum cost is \$65,880. The district is required to pay for only those students using the service.

b. Jennings Transportation, Inc.

Approximately \$75,800 to transport special needs students outside of the district.

c. Northampton Area School District

Approximately \$37,500 to transport a special needs student to the Vanguard School, Malvern, Pennsylvania.

d. Mr. and Mrs. Robert Willer

Approximately \$6,318 to transport a kindergarten student to Rock Christian Academy.

e. Mr. and Mrs. Antonio Rosario

Approximately \$2,106 to transport a special needs student to Lehigh Centennial School.

f. Colonial Intermediate Unit 20 (CIU 20)

Approximately \$10,000 to transport alternative or regular education students to CIU 20 programs.

Cabinet Code: NT

Account Code: 10-2720-513-000-0000-00001

Account Balance: \$110,000.00

RECOMMENDATIONS OF THE ADMINISTRATION – October 20, 2008

10. *Private Transportation Contracts (continued)*

The administration's recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, 28, and 32 were considered together.

11. *Community Service Agencies*

INFORMATION:

A very important component of the Bethlehem Area School District's Community Service Program is the involvement of agencies and organizations to serve as hosts for students participating in the program. These organizations must not discriminate against any race, religion, or sex, and must provide assurances that the approved experience is free from religious doctrinal motivation. In addition, each agency must commit to provide our students with opportunities to benefit others.

As part of the Community Service Program, the Board of School Directors must approve each community service sponsor prior to students participating with the agency.

RECOMMENDATION:

That the attached community service sponsors be approved to participate in the Bethlehem Area School District's Community Service Program and be included in the Community Service Directory of Participating Organizations and Agencies.

The administration's recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, 28, and 32 were considered together.

Name of Agency/Organization: Easton Municipal Band

Address: 4455 Charles Street, Easton, PA 18045

Phone number: 610-559-1957

Contact Person: Olwen Bougher

Email address: Newloe@aol.com

Web Site address: www.eastonband.org

Number of students requested: No minimum ***Minimum age:*** 14

Description of service opportunities: Performing with concert band

Minimum Time of Service Per Shift or Session: 1-1/2 hours

Hours agency is open to community service students: Varies according to performance schedule.

Dress requirements: Rehearsal – street clothes. Concerts require white short-sleeved shirt, black pants, shoes, socks, bowtie.

Supervision provided by: Band Officers

Training and/or orientation: Training takes place during rehearsals weekly.

Additional information or comments:

This agency carries liability insurance covering students on site. (N)
This agency participates in court ordered community service activities. (N)
This agency requires Act 34 (criminal history) clearance for employees. (N)
This agency conducts events/activities where alcohol is served. (N)
(Parental Waiver is needed if alcohol is served)

Name of Agency/Organization: Bethlehem Elks Lodge #191

Address: 431 W. Union Blvd., Bethlehem, PA 18018

Phone number: 610-867-1468

Contact Person: Rosemary Hensel

Email address: rshensel@verizon.net

Web Site address: N/A

Number of students requested: Varies

Minimum age: 14

Description of service opportunities: Assisting with charity events: serving and clean-up of breakfasts and dinners; summer carnival, drug awareness activities, and other planned events and fundraisers.

Minimum Time of Service Per Shift or Session: 2 hours

Hours agency is open to community service students: Events occur in evenings and on weekends.

Dress requirements: Follow school dress code

Supervision provided by: Elks Officers and Committee Chairs

Training and/or orientation: Instructions given day of event

Additional information or comments:

This agency carries liability insurance covering students on site. (Y)
This agency participates in court ordered community service activities. (N)
This agency requires Act 34 (criminal history) clearance for employees. (Y)
This agency conducts events/activities where alcohol is served. (Y)
(Parental Waiver is needed if alcohol is served)

12. *Student Discipline - #0956893 – Adjudication*

INFORMATION:

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

RECOMMENDATION:

That the Board of School Directors adopts the proposed adjudication relating to Student Number 0956893.

The administration's recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, 28, and 32 were considered together.

13. *Student Discipline - #1003311 - Petition*

INFORMATION:

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

RECOMMENDATION:

That the Board of School Directors adopts the petition relating to Student Number 1003311.

The administration's recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, 28, and 32 were considered together.

14. *Student Discipline - #0943583 – Waiver*

INFORMATION:

The Board of School Directors has received and reviewed the following Waiver of Expulsion Hearing and Stipulation regarding misconduct by one student in violation of District Policy 233.

RECOMMENDATION:

That the Board of School of School Directors adopts the waiver relating to Student Number 0943583.

The administration's recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, 28, and 32 were considered together.

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

INFORMATION:

At the Board Curriculum Committee Meetings on July 14, August 11, September 15, and October 13, 2008, the administration reviewed the revision to the Student Code of Conduct with the Board of School Directors regarding Electronic Devices. The board tabled the guidelines at the September 22, 2008, Regular Board Meeting. The language has been updated to reflect the changes.

RECOMMENDATION:

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

The administration's recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, and 28 were considered together.

**ELECTRONIC COMMUNICATION/ENTERTAINMENT DEVICES
GUIDELINES
Draft Changes**

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, for the first violation. 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

Final Draft

The use of Electronic Communication/Entertainment Devices, such as cellular telephones is not permitted during the school day. All cellular telephone functions must be deactivated and the cellular telephone placed in a secure, non-visible area. 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, for the first violation. 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

16. *Federal/State Program Budgets***INFORMATION:**

The 2008-2009 Budget included \$13,674,663 in both revenues and expenditures for federal and state programs. Budget modifications are necessary to properly reflect the current status of funding from various federal and state organizations in the 2008-2009 Budget. The provisions of the Public School Code of 1949, Title 24, Article VI, Section 609 allow for these budget modifications required on a program basis to reflect revisions approved by the various federal and state organizations. These changes will adjust the total federal and state programs' revenues and expenditures from \$13,674,663 to \$13,175,613.

RECOMMENDATION:

That the administration be authorized to revise the federal and state program budgets as indicated on the attached schedule.

Director Dexter stated that she just heard about the PBIS (Positive Behavioral Interventions and Supports) Program, which was not funded by a grant, and asked if it was the (74,848) which they did not receive, as noted on the back of Item 16, Program Name – Title I – (NCLB): Improving Basic Programs.

Mrs. Cintrón stated that the \$74,000 was a reduction in their Title I Grant for this year and not the PBIS. They were not sure if they would be able to apply for a PBIS Grant, so therefore she didn't believe they showed it to the board as an approved budget within the original budgets they received. Therefore, in a report to the board, under State and Federal Programs, they informed the board that they did not receive the grant, but it was not an adjustment.

Director Dexter said that she wondered if they had planned for the money in the budget, and then didn't receive it. She noted the negative figure of \$247,452 for Marvine Family Center and asked about the cuts.

Dr. Lewis said he received information regarding the subject and noted they were not down that amount. They found that the funding stream was reduced to the district, but it was not in total to the county. He stated that there was flow-through money from the county to the Marvine Family Center, so he was pleased to report that there would not be any loss.

Director Dexter questioned the Title II: Part D – (NCLB): Education Technology decrease in funding of \$353,500.

Dr. Lewis noted that it was the EETT Grant and was primarily professional development, additional Read 180 licenses, online encyclopedias, library software including TLC and World Book. It also included the Zoomerang Contract. Additionally, some laptops were in the EETT Grant, which included laptops for their middle level support technologists and teacher integration specialists. He stated that some peripherals were in the grant, which included digital cameras, projectors and printers. Much of the professional development surrounding summer training including BFLEX for trainers and summer curriculum work in technology was also impacted. He concluded that the \$300,000 loss would create a big hole considering that they would not be funding the items through the general operating budget.

Director Dexter asked if they knew why the district did not receive the grant.

Dr. Lewis replied that he was shocked about not receiving the funding so he directly inquired with Dr. Zahorchak at the Department of Education, who replied that the new funding formula for EETT presently accounted for the wealth of the district. The district was right in the middle and missed it.

Director Dexter inquired about Classrooms for the Future, noting they were down \$165,500 from what they planned.

Dr. Lewis stated they would have less classroom sets on carts at both of their high schools. They would have some, but nowhere near what they had been funding.

The administration's recommendations 2, 3, 4, 16, 17, 21, 22, 27, 29, and 30 were considered together.

2008-2009 FEDERAL/STATE PROGRAM BUDGETS

<u>Program Name</u>	<u>Approved Budget</u>	<u>Amended Budget</u>	<u>Increase/ (Decrease)</u>
HIGHMARK SCHOOL CHALLENGE GRANT	0	19,686	19,686
CLASSROOMS FOR THE FUTURE	412,535	246,989	(165,546)
DUAL ENROLLMENT	67,069	52,134	(14,935)
LEARN and SERVE AMERICA	0	8,000	8,000
MARVINE FAMILY CENTER	571,976	324,524	(247,452)
ACCOUNTABILITY to COMMONWEALTH TAXPAYERS (ACT)	976,327	977,891	1,564
PA ACCOUNTABILITY BLOCK GRANT (ABG)	1,829,956	1,806,167	(23,789)
PA PRE-K COUNTS	314,000	627,000	313,000
SCHOOL IMPROVEMENT - TITLE 1	0	80,000	80,000
TUTORING in PENNSYLVANIA (TIP)	1,040,243	1,026,720	(13,523)
TITLE I - (NCLB) : Improving Basic Programs	3,455,513	3,380,665	(74,848)
TITLE II - PART A - (NCLB) : Improving Teacher Quality (CSRI)	856,724	850,410	(6,314)
TITLE II: Part D - (NCLB) : Education Technology	353,500	0	(353,500)
TITLE V - (NCLB) : Innovative Education Programs	21,393	0	(21,393)
TOTAL ADJUSTMENTS			<u>(499,050)</u>

APPROVED FEDERAL/STATE BUDGET REVENUES/EXPENDITURES \$13,674,663

AMENDED FEDERAL/STATE BUDGET REVENUES/EXPENDITURES \$13,175,613

17. *Conference/Staff Trip Attendance***RECOMMENDATION:**

That the following conference for staff be approved:

November 11-14, 2008

Integrated Learning: School to Career Connection

State College, Pennsylvania

\$1,991.58

Director Follweiler stated that considering they were clamping down on much expenditures and conferences, she wanted to clarify that the conference was funded by a source other than the district.

Dr. Lewis said that she was correct and he noted that there was a question at their officer's meeting so they wanted to provide additional information on it. All costs were paid through the state and attendance was highly recommended by the Pennsylvania Department of Education because it was a direct tie-in to their career pathways work with all of the students. He asked Mrs. Katona for her comments.

Mrs. Katona addressed some of the topics that would be addressed during the conference. The purpose was, as described in the letter sent by PDE, to share and learn outstanding techniques and strategies, best practices in career development and counseling, instructional methodologies and workforce development, educational partnerships, and the use of data in decision making, effective assessment and other approaches currently in use throughout the Commonwealth designed to help meet the goals of Perkins IV (Carl D. Perkins Vocational and Technical Education Act of 2006), No Child Left Behind, and Pennsylvania Academic Standards and Assessment requirements (Chapter 4). She noted that it was an opportunity for their teachers to be a part of the Best Practices Sharing and to look at programs, which prepared students for post-secondary education and careers in the global economy of the 21st Century. It enabled students to be highly skilled, better prepared and more innovative upon graduating from high school, so they saw it as being very worthwhile.

Director Dexter commented that she reviewed the conference online with an ornery eye and thought that they could possibly send one individual instead of two or three, but, after looking at the conference break-out sessions, she thought it would be valuable and planned on voting in favor of it.

The administration's recommendations 2, 3, 4, 16, 17, 21, 22, 27, 29, and 30 were considered together.

18. *Resignations*

RECOMMENDATION:

Administrative

- | | | |
|----|-------------|--------------------------------------|
| 1. | NAME: | Lutcher, Robin L. |
| | ASSIGNMENT: | Director of Information Technologies |
| | REASON: | Personal |
| | EFFECTIVE: | November 7, 2008 |

18. Resignations**RECOMMENDATION:*****Instructional***

1. NAME: **Crawford, Sally**
 ASSIGNMENT: Clearview, Reading Teacher
 REASON: Retirement
 EFFECTIVE: January 6, 2009

2. NAME: **Jones, Christopher M.**
 ASSIGNMENT: Liberty, Mathematics Teacher
 REASON: Personal
 EFFECTIVE: December 8, 2008

3. NAME: **Stolz, Nancy**
 ASSIGNMENT: Liberty, Special Education, Learning Support
 Teacher
 REASON: Personal
 EFFECTIVE: October 23, 2008

18. Resignations**RECOMMENDATION:*****Noninstructional***

1. NAME: **Brown, Karim**
ASSIGNMENT: Fountain Hill, Family Development Specialist
REASON: Personal
EFFECTIVE: October 13, 2008
2. NAME: **DeJesus, Maria**
ASSIGNMENT: East Hills, General Kitchen Help
REASON: Personal
EFFECTIVE: September 22, 2008
3. NAME: **Embardino, Adele**
ASSIGNMENT: Education Center, Business Office,
Confidential Secretary
REASON: Retirement
EFFECTIVE: April 2, 2009
4. NAME: **Galle, Jane**
ASSIGNMENT: East Hills, Teacher Assistant
REASON: Retirement
EFFECTIVE: November 18, 2008
5. NAME: **Gonzalez, Daniel**
ASSIGNMENT: Career Academy, Teacher Assistant
REASON: Personal
EFFECTIVE: October 21, 2008
6. NAME: **Kiersh, Jason**
ASSIGNMENT: District-wide, Support Technologist
REASON: Personal
EFFECTIVE: October 4, 2008

18. *Resignations*

RECOMMENDATION:

Noninstructional (continued)

7.	NAME:	LaFaver, Gail
	ASSIGNMENT:	Freedom, General Kitchen Help
	REASON:	Retirement
	EFFECTIVE:	September 31, 2008

18. *Resignations***RECOMMENDATION:*****Miscellaneous***

- | | | |
|----|-------------|----------------------------------|
| 1. | NAME: | Fanger, Carl |
| | ASSIGNMENT: | Northeast, Head Basketball Coach |
| | REASON: | Personal |
| | EFFECTIVE: | October 2, 2008 |
| 2. | NAME: | Spang, Joseph W., Jr. |
| | ASSIGNMENT: | Liberty, Assistant Track Coach |
| | REASON: | Personal |
| | EFFECTIVE: | September 17, 2008 |
| 3. | NAME: | Staats, Charles |
| | ASSIGNMENT: | Bus Driver |
| | REASON: | Personal |
| | EFFECTIVE: | September 25, 2008 |

The administration's recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, 28, and 32 were considered together.

19. *Termination*

RECOMMENDATION:

Instructional

- | | | |
|----|-------------|------------------------------------|
| 1. | NAME: | XXX-XX-6628 |
| | ASSIGNMENT: | District-wide, Vocal Music Teacher |
| | EFFECTIVE: | October 21, 2008 |

The administration's recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, 28, and 32 were considered together.

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

1. NAME: **Beleno, Carrie**
 ADDRESS: Slatington
 ASSIGNMENT: Asa Packer, Grade 3 Teacher
 REASON: Family Medical Leave of Absence
 EFFECTIVE: September 15, 2008, intermittently, until the end of
 the day on September 15, 2009

2. NAME: **Brubaker, Kristin**
 ADDRESS: Northampton
 ASSIGNMENT: Hanover, Guidance Counselor
 REASON: Family Medical Leave of Absence
 EFFECTIVE: September 29, 2008, until the end of the day on
 January 7, 2009

3. NAME: **Frederick, Linda**
 ADDRESS: Coopersburg
 ASSIGNMENT: Freedom, Science Teacher
 REASON: General Leave of Absence
 EFFECTIVE: January 19, 2009, until the end of the 2008-2009
 school year

4. NAME: **Garcia, Juan**
 ADDRESS: Coopersburg
 ASSIGNMENT: Broughal, Mathematics Teacher
 REASON: Family Medical Leave of Absence
 EFFECTIVE: October 20, 2008, until the end of the day on
 January 16, 2009

5. NAME: **Marakovits, Patricia**
 ADDRESS: Bethlehem
 ASSIGNMENT: Freemansburg, Grade 4 Teacher
 REASON: Sabbatical Leave of Absence
 EFFECTIVE: January 5, 2009, until the end of the 2008-2009
 school year

20. *Leaves of Absence*

RECOMMENDATION:

Instructional (continued)

- | | | |
|----|---|--|
| 6. | NAME:
ADDRESS:
ASSIGNMENT:
REASON:
EFFECTIVE: | Norwood, Samuel
Bethlehem
Liberty, German Teacher
Family Medical Leave of Absence
November 3, 2008, until the end of the day on
January 16, 2009 |
| 7. | NAME:
ADDRESS:
ASSIGNMENT:
REASON:
EFFECTIVE: | VanHise, Michele
Nazareth
East Hills, Grade 6 Teacher
Family Medical Leave of Absence
November 17, 2008, until the end of the day on
February 25, 2009 |

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

1. NAME: **Grello, Jill**
ADDRESS: Bethlehem
ASSIGNMENT: Freedom, General Kitchen Help
REASON: General Leave of Absence
EFFECTIVE: September 18, 2008, until the end of the day on September 26, 2008
2. NAME: **Grimes, Kathleen**
ADDRESS: Bethlehem
ASSIGNMENT: East Hills, General Kitchen Help
REASON: General Leave of Absence
EFFECTIVE: September 24, 2008, until the end of the 2008-2009 school year
3. NAME: **Gonzalez, Wanda**
ADDRESS: Allentown
ASSIGNMENT: Broughal, Teacher Assistant
REASON: Family Medical Leave of Absence
EFFECTIVE: September 16, 2008, until the end of the day on December 16, 2008
4. NAME: **Kozerski, Melissa**
ADDRESS: Bethlehem
ASSIGNMENT: Child Care, Assistant Center Supervisor
REASON: Childrearing Leave of Absence
EFFECTIVE: February 6, 2009, until the end of the day on February 6, 2010
5. NAME: **Matey, Kathleen**
ADDRESS: Bethlehem
ASSIGNMENT: Fountain Hill, Teacher Assistant
REASON: General Leave of Absence
EFFECTIVE: August 25, 2008, until the end of the 2008-2009 school year

20. *Leaves of Absence***RECOMMENDATION:*****Noninstructional (continued)***

- | | | |
|-----|---|---|
| 6. | NAME:
ADDRESS:
ASSIGNMENT:
REASON:
EFFECTIVE: | Ocasio-Baiardi, Marilyn
Easton
SPARK, Instructional Assistant
Family Medical Leave of Absence
October 3, 2008, intermittently, until the end of the day on October 3, 2009 |
| 7. | NAME:
ADDRESS:
ASSIGNMENT:
REASON:
EFFECTIVE: | Oquendo, Ozalis
Bethlehem
Broughal, General Kitchen Help
General Leave of Absence
September 22, 2008, until the end of the 2008-2009 school year |
| 8. | NAME:
ADDRESS:
ASSIGNMENT:
REASON:
EFFECTIVE: | Ramirez, Aurea
Bethlehem
Asa Packer, Teacher Assistant
Family Medical Leave of Absence
October 1, 2008, until the end of the day on October 8, 2008 |
| 9. | NAME:
ADDRESS:
ASSIGNMENT:
REASON:
EFFECTIVE: | Snow, Tammy
Bethlehem
Special Education Office, 0-3 Secretary/Clerk
Family Medical Leave of Absence
September 29, 2008, until the end of the day on October 10, 2008 |
| 10. | NAME:
ADDRESS:
ASSIGNMENT:
REASON:
EFFECTIVE: | Valentin, Evelin
Bethlehem
Nitschmann, General Kitchen Help
General Leave of Absence
November 24, 2008, until the end of the day on January 30, 2009 |

RECOMMENDATIONS OF THE ADMINISTRATION – October 20, 2008

20. *Leaves of Absence (continued)*

The administration's recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, 28, and 32 were considered together.

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

1. NAME: **Beiner, Danielle M.**
 ADDRESS: Whitehall
 COLLEGE, DEGREE: East Stroudsburg University, B.A.
 Cedar Crest College, M.Ed.
 ASSIGNMENT: Donegan, (.5)/Fountain Hill, (.5) Mathematics Specialist
 STATUS: Long-term Substitute
 SALARY: \$42,708, prorated (Master's, Step 1)
 EFFECTIVE: October 21, 2008, and terminating at the end of the
 2008-2009 school year, or upon the return of A. Lopez

2. NAME: **Bieber, Susan J.**
 ADDRESS: Emmaus
 COLLEGE, DEGREE: Pennsylvania State University, B.A.
 Lehigh University, M.B.A.
 Cedar Crest College, Certification
 Kutztown University, 15 credits
 ASSIGNMENT: Liberty, English Teacher
 EXPERIENCE: 4 years, Pennsylvania
 STATUS: Long-term Substitute
 SALARY: \$48,838, prorated (Master's +45, Step 5)
 EFFECTIVE: October 21, 2008, and terminating at the end of the
 2008-2009 school year, or upon the return of D. Poore

3. NAME: **Bush, Kevin R.**
 ADDRESS: East Stroudsburg
 COLLEGE, DEGREE: Moravian College, B.A., M.Ed.
 ASSIGNMENT: Liberty, Acting Assistant Principal for Curriculum
 and Instruction
 EXPERIENCE: 6 years teaching (PA)
 STATUS: Professional Employee
 SALARY: \$47,252 (Master's, Step 7)
 EFFECTIVE: On or before the second marking period

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

- | | | |
|----|------------------|--|
| 4. | NAME: | Devine, Katie L. |
| | ADDRESS: | Chalfont |
| | COLLEGE, DEGREE: | Moravian College, B.S. |
| | ASSIGNMENT: | Freedom, Mathematics Teacher |
| | STATUS: | Temporary Professional Employee |
| | SALARY: | \$39,389, prorated (Bachelor's, Step 1) |
| | EFFECTIVE: | October 21, 2008 |
| 5. | NAME: | Liberto, Kelly A. |
| | ADDRESS: | Bethlehem |
| | COLLEGE, DEGREE: | West Chester University, B.S. |
| | ASSIGNMENT: | SPARK, PreKindergarten Teacher |
| | STATUS: | Temporary Professional Employee |
| | SALARY: | \$39,389, prorated (Bachelor's, Step 1) |
| | EFFECTIVE: | October 21, 2008 |
| 6. | NAME: | O'Connor, Amy E. |
| | ADDRESS: | Levittown, New York |
| | COLLEGE, DEGREE: | Moravian College, B.A. |
| | ASSIGNMENT: | Freedom, English Teacher |
| | STATUS: | Temporary Professional Employee |
| | SALARY: | \$39,389, prorated (Bachelor's, Step 1) |
| | EFFECTIVE: | October 21, 2008 |
| 7. | NAME: | Pfingstl, Danielle N. |
| | ADDRESS: | Allentown |
| | COLLEGE, DEGREE: | Kutztown University, B.S. |
| | ASSIGNMENT: | Liberty, English Teacher |
| | STATUS: | Long-term Substitute |
| | SALARY: | \$39,389, prorated (Bachelor's, Step 1) |
| | EFFECTIVE: | October 21, 2008, and terminating at the end of the 2008-2009 school year, or upon the return of S. Barlok |

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

- | | | |
|----|-----------------|---|
| 8. | NAME: | Wagner, Michael J. |
| | ADDRESS: | Bethlehem |
| | COLLEGE/DEGREE: | Temple University, B.S.
Wilkes University, M.Ed. |
| | ASSIGNMENT: | Liberty, (.5) Mathematics Teacher/(.5) Dean of Students |
| | STATUS: | Professional Employee |
| | SALARY: | \$44,923 (Master's, Step 4) |
| | EFFECTIVE: | On or before the second marking period |

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

1. NAME: **Cordova, Yaitza**
 ADDRESS: Bethlehem
 ASSIGNMENT: Child Care, Assistant Center Supervisor, 5 1/2 hours,
 split shift, 12 months
 SALARY: \$10.82 per hour
 EFFECTIVE: October 21, 2008

2. NAME: **Deasey, Janice**
 ADDRESS: Bethlehem
 ASSIGNMENT: Freedom, General Kitchen Help, 3 1/2 hours daily
 SALARY: \$11.18 per hour
 EFFECTIVE: October 21, 2008

3. NAME: **Dorsa, Kelly**
 ADDRESS: Easton
 ASSIGNMENT: Miller Heights, Teacher Assistant, General Duty,
 3 hours daily
 SALARY: \$13.18 per hour
 EFFECTIVE: October 21, 2008

4. NAME: **Fernandez, Yaraivette**
 ADDRESS: Bethlehem
 ASSIGNMENT: SPARK, Instructional Assistant
 SALARY: \$13.35 per hour
 EFFECTIVE: October 21, 2008

5. NAME: **Gonzalez, Daniel**
 ADDRESS: Bethlehem
 ASSIGNMENT: Fountain Hill, Family Development Specialist
 SALARY: \$26,476, prorated (Noninstructional Meet and Discuss,
 Category II, Step 1, to be adjusted upon completion of
 the Noninstructional Meet and Discuss agreement)
 EFFECTIVE: October 21, 2008

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

- | | | |
|----|-------------|--|
| 6. | NAME: | Ignacio, Antigua |
| | ADDRESS: | Bethlehem |
| | ASSIGNMENT: | Nitschmann, General Kitchen Help, 3 1/2 hours daily |
| | SALARY: | \$11.18 per hour |
| | EFFECTIVE: | October 21, 2008 |
| 7. | NAME: | Maya, Jessica |
| | ADDRESS: | Bethlehem |
| | ASSIGNMENT: | Child Care, Assistant Center Supervisor, 5 1/2 hours, split shift, 12 months |
| | SALARY: | \$10.82 per hour |
| | EFFECTIVE: | October 21, 2008 |
| 8. | NAME: | Rodriguez, Yaritza |
| | ADDRESS: | Bethlehem |
| | ASSIGNMENT: | Freemansburg, Family Development Specialist |
| | SALARY: | \$26,476, prorated (Noninstructional Meet and Discuss, Category II, Step 1, to be adjusted upon completion of the Noninstructional Meet and Discuss agreement) |
| | EFFECTIVE: | October 21, 2008 |
| 9. | NAME: | Tambong, Vilma |
| | ADDRESS: | Bethlehem |
| | ASSIGNMENT: | SPARK II, General Kitchen Help, 1 hour daily |
| | SALARY: | \$11.18 per hour |
| | EFFECTIVE: | October 21, 2008 |

21. Nominations for Appointment**RECOMMENDATION:***Miscellaneous (continued)*

1. **Coaches**
 Code: 29-3250-126-000-0900-00001
Broughal Middle School
Boys Basketball

Head Coach	Hatch, Eric	Continuing	\$3,669.00
Assistant Coach	Williams, Jeremy	New	2,025.00

Girls Basketball

Head Coach	Altimare, James	Continuing	3,669.00
------------	------------------------	------------	----------

Freedom High School
Boys Soccer

Assistant Coach	Dragotta, Michael	Continuing	3,876.00
-----------------	--------------------------	------------	----------

Softball

Head Coach	Hollinger, Dennis	Continuing	5,962.00
------------	--------------------------	------------	----------

Wrestling

Assistant Coach	Hart, Bryan	New	4,050.00
-----------------	--------------------	-----	----------
2. **Credit Acquisition Program**
 Code: 10-1100-111-300-3200-00001
Monitor
Morgan, Pierre
 SALARY: \$12.49 per hour (to be adjusted upon settlement of Noninstructional Meet and Discuss agreement)
3. **Department Chairperson**
Freedom High School

Language Arts	Ziegler, George	2,453.00
---------------	------------------------	----------

21. *Nominations for Appointment***RECOMMENDATION:*****Miscellaneous (continued)*****4. Extracurricular Activity Advisors*****Asa Packer Elementary School***

Arts Appreciation	Peters, Diane	\$ 178.50
	Sherman, Rachel	167.50
Drama Club	Sydowski, Gale	357.00
iMovie Club	Rogers, Kyle	161.00
	Sydowski, Gale	178.50
Student Council	Lyons, Tammy	357.00

Calypso Elementary School

Safety Patrol	DePoy, Kim	357.00
Student Council	Shaud, Carol	357.00

Farmersville Elementary School

Chorus	Borst, Wendy	357.00
Community Service	Brad, Shanna	322.00
Student Council	Lausch, Jameson	322.00

Fountain Hill Elementary School

Safety Patrol	Galligani, Dennis	357.00
School Store	Moutafis, Maria	167.50
	Spirk, Nicole	178.50
Student Council	Moutafis, Maria	167.50
	Spirk, Nicole	178.50

Freemansburg Elementary School

Leadership Club	Korves, Anne	322.00
Newsletter	Butler, Brenda Jo	322.00
Yearbook	Korves, Anne	322.00

Hanover Elementary School

Safety Patrol	Bethel, Earl	357.00
Student Council	Lenhart, Amy	178.50
	Sergeant, Nishida	178.50
Yearbook	Bethel, Earl	357.00

21. Nominations for Appointment**RECOMMENDATION:***Miscellaneous (continued)***4. Extracurricular Activity Advisors (continued)*****James Buchanan Elementary School***

Safety Patrol	Woods, Gregory	\$ 357.00
Student Council	Butt, Julie	161.00
	Ziegler, Jenna	178.50

Lincoln Elementary School

Economics Club	Anderko, Reana	357.00
Student Council	Anderko, Reana	357.00

Marvine Elementary School

Safety Patrol	Fletcher, Tracy	335.00
Student Council	Fletcher, Tracy	167.50
	McKinnon, Stephanie	161.00

Miller Heights Elementary School

Husky Radio	Voth, Karen	357.00
Literary Club	White, Kimberly	322.00
Science Fair	Shimer, Melanie	357.00
Student Council	Gleghorn, Laurie	357.00

Spring Garden Elementary School

Green Team	Villani, Anet	357.00
Safety Patrol	Danyi, Kelly	357.00
Student Council	Wagner, Erin	335.00
Yearbook	Cassidy, Jane	178.50
	McCann, Julie	178.50

Broughal Middle School

Treasurer	Check, Joanne	1,572.00
-----------	----------------------	----------

21. *Nominations for Appointment***RECOMMENDATION:*****Miscellaneous (continued)*****4. Extracurricular Activity Advisors (continued)*****Nitschmann Middle School***

Band Director	Zettlemoyer, Daniel	\$2,395.00
Drama Group	Hriniak, Sarah	357.00
Majorettes	Hriniak, Sarah	357.00
Mathcounts	Pethick, Holly	266.00
Stage Crew	Maholick, Jennifer	266.00
Vocal Group	deVries, Linda	357.00
	Wascura, Robert	357.00

Freedom High School

Bible Club	Schutt, Tina	322.00
Pen and Ink (Literary Magazine)	Ackerman, Lauren	1,793.00
Young Democrats Club	Ziegler, George	357.00

5. Job Training/Work Experience

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

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

6. Permanent Day-by-Day Substitutes***Spring Garden Elementary School*****Weaver, Tammy J.*****Freedom High School*****Little, Richard**

SALARY: \$100.00 per day

EFFECTIVE: October 21, 2008, until the end of the day on May 15, 2009

7. Saturday Detention Proctors

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

Freedom High School**Roscher, Alexander**

21. *Nominations for Appointment***RECOMMENDATION:*****Miscellaneous (continued)*****7. Saturday Detention Proctors (continued)*****Liberty High School***

Bozzone, Barry	Hrycyszyn, Marlice
Dectis, Nicholas	Jones, Kevin
D’Emilio, Christopher	Rodriguez, Elizabeth
Dinsmore, Patricia	Swift, Donna
Fritchman, Scott	

SALARY: \$32.04 per hour

8. Support Teacher Induction Program

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

<u>Inductee</u>	<u>School</u>	<u>Support Teacher</u>
Rodriguez, Josefina	SPARK	Kelley, Laura

SUPPORT TEACHER SALARY: \$604.00

9. Team Leaders***Regional Academic Standards Academy*****Academic**

2 person	Evancho, Kristin	\$ 912.00
	Lawrence, Nancy	912.00
	McLaughlin, Gayle	912.00
3 person	Nemes, Mary	1,052.00
4 person	Schachter, Carole	1,206.00

East Hills Middle School**Academic**

3 person	Burkhardt, Amanda (.5)	526.00
	Van Hise, Michele (.5)	526.00

21. *Nominations for Appointment***RECOMMENDATION:*****Miscellaneous (continued)*****9. Team Leaders (continued)*****Nitschmann Middle School*****Academic**

2 person	Amato, Rick	\$ 912.00
	Sommer, Samantha	912.00
3 person	Fritzinger, Joseph	1,052.00
	Hackman, Dana	1,052.00
	Schultz, Stephanie	1,052.00
5 person	Glueck, Lawrence	1,349.00
	Miller, Laurette	1,349.00
	O'Connell, Michael	1,349.00
	Whitehouse, Courtney	1,349.00

Related Arts

10 person	Dugan, Deanna	912.00
	Franzo, Laurie	912.00

10. Transportation**Bus Drivers – Part-time****Auker, Sarah****Clausen, Albert****Ferencin, Brian****Leinbach, Mary****Sterner, Amanda****SALARY: \$15.68 per hour**

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

Bauer, Laura
Coplay

Kotash, Jeffrey
Bethlehem

Burkhardt, Leonard
Allentown

Llewellyn, Jay
Jim Thorpe

Carlson, Kimberly
Bethlehem

Reagle, Dara
Bethlehem

Eichman, Katherine
Bethlehem

Rosenthal, Mitchell
Bethlehem

Evans, Erica
Easton

Scarpino, Katherine
Bethlehem

Franklin-Ledyard, Anne
Bethlehem

Smith, Joanne
Allentown

Gafford, Holly
Easton

Troise, Dana
Bethlehem

Garman, Mary
Bethlehem

Vernon, Walter
Bethlehem

Greenberg, Ellen
Bethlehem

Zulli, Ashley
Northampton

Knoll, Alexander
Bethlehem

21. *Nominations for Appointment*

RECOMMENDATION:

Substitutes

Noninstructional

Anderson, Monica
Bethlehem

Schwartz, Jennifer
Bethlehem

Cygan, Jane
Bethlehem

Stefancin, Kellyn
Bethlehem

Ferrera, Patricia
Bethlehem

Trotter, Alan D., Sr.
Bethlehem

Hart, Sarah
Bethlehem

Weaver, Patricia
Bethlehem

King, Donald
Bethlehem

Yushko, Linda
Bethlehem

Klotz, Judeth
Bethlehem

Director Tenaglia asked for clarification regarding the reassignments that would impact Liberty High School.

Dr. Lewis stated that the reassignments at Liberty High School were a change in design. It incorporated what many districts, including their own, had used in the past. It involved a Dean of Students approach or an interim or acting assistant, still within the Bethlehem Education Association Contract. In general, it involved teachers, who were working towards certification. The board would need to approve their seating. In one case, one individual had a supervisory certificate, which would permit evaluation. The other individual did not have the certificate and would not be able to evaluate or suspend. However, by teaming them with a seasoned assistant principal, that particular item would be covered. By placing them in the role of “assistant,” it would increase their staff from four to five, at no additional cost. Dr. Lewis concluded that in theory, because of the time of year, it would be a small net savings. The transfers in the other two areas were building-to-building and did not require further explanation. They would be setting a date, which involved two staff members.

Director Tenaglia asked if they would still be having grade level principals at Liberty High School.

Dr. Lewis replied that Mrs. Durante presented a design, with their assistance and input, where there would be grade level assignments and a curriculum person, who would be more instructionally oriented. He explained that they did not have exclusive disciplinarians, but people who were getting out on learning walks, participating in instructional visits and PLCs (Professional Learning Communities). He envisioned it being expanded.

Director Tenaglia inquired about Number 5 on page 36.

Dr. Lewis responded that the Job Training/Work Experience Program for exceptional students continues to provide opportunities to benefit these needy children and had a budget of \$30,000.

President Leeson asked if anyone had further questions or comments.

Director McKeon asked for an explanation of Number 2 on page 33, the Credit Acquisition Program.

Dr. Lewis replied that the Credit Acquisition Program was a program that permitted students to acquire high school credit in a non-traditional environment and had an independent monitor who worked with the students.

President Leeson commented that they were looking at hiring some coaches that would not be needed until the spring. She asked if they could delay the hiring of some of the individuals until they had a better feel of their financial situation.

Dr. Lewis consulted with Attorney Spry, relative to the contract. He noted that the number of positions were listed in the supplemental part of the CBA (Collective Bargaining Agreement). He asked if they had the ability to reduce the number without some type of reopening or memorandum of understanding. He gave the example of a reduction of an assistant coach or coaches. He told President Leeson that if they had the ability to make the reduction, then delaying might make that process easier, but if they did not have the ability, then delaying the appointments would not permit certain programs that had pre-season meetings and fitness pieces to exist.

Attorney Spry asked if it was critical that it be done at the present meeting, or could it be done at the November meeting.

Dr. Lewis replied softball might be able to be delayed but not boys and girls basketball, boys soccer and wrestling. Those sports were gearing up at the present time.

President Leeson said that the softball program came to her attention and thought it would not be starting for several months.

Dr. Lewis deferred to Attorney Spry.

Attorney Spry asked if the question was whether they had to fill the position under the contract.

Dr. Lewis added that the softball position involved a head coach.

Attorney Spry thought they were contractually obligated with regard to head coaches. He said he would have to look into the assistant coaches.

President Leeson asked if they were obligated under the contract for all of the clubs listed.

Dr. Lewis stated that they had a discussion on the issue and were prepared to make some recommendations for the upcoming budget year. Some were specifically listed by title and others were listed in a very general way without a total number. He thought they had some latitude for restrictions. He pointed out that what they were looking at were primarily the clubs from the elementary schools, which Mr. Majewski researched and tended to be two, three or four in number for the entire year. He gave the examples of student government, safety patrol and chorus. They might question the iMovie Club, but he thought they had to be unilaterally definitive. He noted that some were listed in the contract and some were not. He recommended not holding back on the appointments because they were primarily elementary based. They seemed to have a greater number in the middle and high schools, which had grown disproportionately and as a matter of fact; they had reports of some clubs not even meeting, which they would examine. Dr. Lewis concluded that they would be prepared to recommend some restraint in the development of those clubs, but they didn't have it at the elementary level.

The administration's recommendations 2, 3, 4, 16, 17, 21, 22, 27, 29, and 30 were considered together.

22. *Reassignments***RECOMMENDATION:*****Administrative***

1. NAME: **Agretto, Richard**
 ASSIGNMENT: Director of Special Education
 SALARY: \$128,515
 EFFECTIVE: July 1, 2008

2. NAME: **Donaher, Dean**
 ASSIGNMENT: Director of Student Services
 SALARY: \$108,658
 EFFECTIVE: July 1, 2008

3. NAME: **Gomez, Karen**
 FROM: Marvine, Interim Principal
 TO: Marvine, Principal
 SALARY: \$85,985, prorated (Instructional Meet and Discuss,
 Category 3, Step 4)
 EFFECTIVE: October 21, 2008

22. Reassignments**RECOMMENDATION:*****Instructional***

1. NAME: **Dalton, Susan**
 FROM: District-wide, (.6) School Nurse
 TO: District-wide, 1.0 School Nurse
 SALARY: \$39,689, prorated (Bachelor's, Step 2)
 REASON: Successful Candidate
 EFFECTIVE: October 27, 2008

2. NAME: **Kise, Alfred B., Jr.**
 ASSIGNMENT: District-wide, Middle School Educational Support
 Teacher
 FROM: August 21, 2008
 TO: September 29, 2008
 REASON: Change in start date, held by previous district

3. NAME: **Quintana, James**
 FROM: Freedom, (.8) Social Studies Teacher
 TO: Freedom, 1.0 Social Studies Teacher
 SALARY: \$40,363 (Bachelor's, Step 3)
 REASON: Successful Candidate
 EFFECTIVE: August 21, 2008

22. *Reassignments*

RECOMMENDATION:

Noninstructional

1. NAME: **Clause, Susan**
ASSIGNMENT: Donegan, Teacher Assistant, General Duty
FROM: June 6, 2008
TO: September 6, 2008
REASON: Change resignation date
2. NAME: **Prisque, Pearl**
FROM: Donegan, General Kitchen Help, 2 1/2 hours daily, Breakfast
TO: Donegan, General Kitchen Help, 2 1/2 hours daily, Breakfast/Broughal, General Kitchen Help, 3 1/2 hours daily
SALARY: \$11.86 per hour
REASON: Successful Candidate
3. NAME: **Robinson, Crystal**
ASSIGNMENT: Regional Academic Standards Academy, General Kitchen Help
FROM: August 25, 2008
TO: October 4, 2008
REASON: Change resignation date
4. NAME: **Torlay, Linda S.**
ASSIGNMENT: District-wide, Technology Assistant
FROM: October 6, 2008
TO: October 1, 2008
REASON: Change in start date

President Leeson commented that it had been a very difficult year and noted that under the Act 93 requirement, pay raises went with evaluations. She was very concerned with the evaluations, which were done this year and would be voting “no” on numbers 1 and 2 on page 41. She noted that it was not a reflection of those individuals, but rather a reflection of the evaluation process this year.

Director Tenaglia stated that they had discussion in past executive session on an individual and he thought there was an understanding between administration and the board.

Dr. Lewis asked Director Tenaglia for more details.

Director Tenaglia said it would be difficult because it would be considered for executive session conversation.

President Leeson asked if it was a personnel issue.

Director Tenaglia replied affirmatively.

Dr. Lewis agreed to have private discussion on the matter.

President Leeson suggested that they could pull the item, table it and have discussion with Dr. Lewis prior to the vote, if the remainder of the board would be in agreement.

Director Tenaglia made a motion to have a five-minute recess to discuss Item 22. Director Dexter seconded the motion. The motion was passed by a voice majority of 7 yeas votes, with one member opposed (Haytmanek).

DIRECTOR
TENAGLIA
MOTION TO
RECESS

The meeting recessed for an executive session at 8:54 p.m. and reconvened at 9:00 p.m.

The administration's recommendations 2, 3, 4, 16, 17, 21, 22, 27, 29, and 30 were considered together.

23. *Salary Allowances for Additional Credits Under the Incentive Program***INFORMATION:**

In accordance with Article XV, “Advancement to Higher Classification,” of the Collective Bargaining Agreement between the Board of School Directors and the Bethlehem Education Association, the following teachers are certified by the superintendent of schools as having met all requirements for incentive increments as listed.

Salary adjustments will be in accordance with the Base Step Salary Schedule of the Collective Bargaining Agreement for all categories listed as approved by the Board of School Directors for the 2008-2009 school year.

RECOMMENDATION:

That the administration be authorized to place the following employees on the appropriate salary lane in accordance with the Collective Bargaining Agreement effective September 1, 2008:

BACHELOR’S +15

Barney, Maria – Freemansburg Elementary School
Beisel, Toni – Northeast Middle School
Beller, Rebecca – William Penn Elementary School
Bowman, Catherine – Northeast Middle School
Brad, Shanna – Farmersville Elementary School
Ciereich, Jennifer – Freedom High School
D’Amico, Nicholas – Freedom High School
Davis, Rebekah – Liberty High School
Dunne-Porter, Melissa – Clearview Elementary School
Eilers, Jennifer – Farmersville Elementary School
Fierro, Paul – Freedom High School
Flores, Rebecca – Farmersville Elementary School
Findon, Abby – Fountain Hill Elementary School
Golden, Denise – James Buchanan Elementary School
Gosling, Sarah – Thomas Jefferson Elementary School
Guerreiro, Amy – Fountain Hill Elementary School
Harding, Tina Marie – Donegan Elementary School
Heller, Natalie – Thomas Jefferson Elementary School
Henninger, Jennifer – Farmersville Elementary School
Hernandez, Arilys – Fountain Hill Elementary School
Kalamar, Pamela – Donegan Elementary School
Klaric, Colleen – Clearview Elementary School

23. *Salary Allowances for Additional Credits Under the Incentive Program***RECOMMENDATION:****BACHELOR'S +15 (continued)**

Kleckner, Brad – Liberty High School
Kvacky, Natalie – Donegan Elementary School
Llewellyn, Jan – Freedom High School
Martin, Kristyn – SPARK
McClure, Sara – Liberty High School
Petrosky, Robert – Freedom High School
Roseman, Michael – Freedom High School
Schmitt, Karen – Governor Wolf Elementary School
Scholl, Cristina – Lincoln Elementary School
Sergeant, Nishida – Hanover Elementary School
Statile, Jessica – Governor Wolf Elementary School
Stoyko, Alison – Liberty High School
Trenge, Lea – Fountain Hill Elementary School
Vanderstel, Elisa – Northeast Middle School
Wagner, Erin – Spring Garden Elementary School
Walters, Danette – Donegan Elementary School
Wertman, Courtney – Nitschmann Middle School
Whitehouse, Courtney – Nitschmann Middle School
Williams, Jeremy – Broughal Middle School
Yeastadt, Nicole – Liberty High School

MASTER'S

Baylis, Cynthia – Freedom High School
Boyko, Kristina – SPARK
Braido, Julie – Northeast Middle School
Bush, Kevin – Liberty High School
Carpenter, Adam – East Hills Middle School
Craven, Lisa – Fountain Hill Elementary School
D'Emilio, Christopher – Liberty High School
DeAngelo, Michael – Nitschmann Middle School
DePoy, Kim – Calypso Elementary School
Ferry, Shannon – East Hills Middle School
Goldberg, Stefanie – East Hills Middle School
Gonzalez, Alisa – Spring Garden Elementary School
Guarriello, Beth – Liberty High School
Hines, Erin – Fountain Hill Elementary School
Howorth, Elaine – Nitschmann Middle School
Hoy, William – Asa Packer Elementary School
Ibarra, Adrienne – Broughal Middle School

23. *Salary Allowances for Additional Credits Under the Incentive Program***RECOMMENDATION:****MASTER'S (continued)**

Jolly, Linda – Freedom High School
Kitchell, Barbara – Freedom High School
Kreidler, Elizabeth – East Hills Middle School
Kutz, Gina – Broughal Middle School
Lynn, Karen – Liberty High School
Maurer, Kristine – Freemansburg Elementary School
Metz, Timothy – East Hills Middle School
Misero, Marion – Freemansburg Elementary School
Morton, Traci – Lincoln Elementary School
Negron-Garcia, Jeanne – Broughal Middle School
Neveling, Wayne – Broughal Middle School
Newhard, Heather – Broughal Middle School
Pearson, Robert – East Hills Middle School
Phillips Jr., John M. – Donegan Elementary School
Radler, Chad – Liberty High School
Rivera, Angel – Donegan Elementary School
Rodriguez, Ramon – Northeast Middle School
Roscher, Alexandra – Freedom High School
Roscher, Gerald – Freedom High School
Saeger, Jessica – Freedom High School
Sage, Laurie – Freedom High School
Sawicki, Mark – Broughal Middle School
Schaffrick, Rebecca – Northeast Middle School
Smith, Janice – Miller Heights Elementary School
Spang, Joseph – Liberty High School
Sterner, Amanda – Liberty High School
Volkert, Michelle – Broughal Middle School
Wagner, Michael – Liberty High School
Weikert, Courtney – Marvine Elementary School
Williams, Gemena – Founain Hill Elementary School
Wiltraut, Frank – Freedom High School
Yoder, Michelle – Broughal Middle School
Zettlemoyer, Daniel – Nitschmann Middle School
Ziegler, Laura – Donegan Elementary School

MASTER'S +15

Anderko, Kevin – Northeast Middle School
Bethmann, Ruth – Spring Garden Elementary School
Chickey, Natalie – Liberty High School

23. *Salary Allowances for Additional Credits Under the Incentive Program***RECOMMENDATION:****MASTER'S +15**

Edwards, Bobbetta – Clearview Elementary School
Fields, Amy – East Hills Middle School
Gomez, Norma – Nitschmann Middle School
Halkins, Kathleen – Liberty High School
Hanlin, Rexford – East Hills Middle School
Harper, Kimberly – Freedom High School
Harris, Frederick – Freedom High School
Herbold, Lori – District-wide Speech Therapist
Hollinger, Marjorie – Nitschmann Middle School
Langmayer, Alicia – Liberty High School
Markham, Jeffrey – Clearview Elementary School
Martin, DeAnn – Liberty High School
Pasternak, Joan – Liberty High School
Schumacher, Stacey – Farmersville Elementary School
Service, Dionne – Liberty High School
Skelly, Anne – Asa Packer Elementary School
Sparks, William – East Hills Middle School
Sosa, Lynn – Clearview Elementary School
Trujillo, Lily – Donegan Elementary School
Villani, Anet – Spring Garden Elementary School

MASTER'S +30

Carr, Jane – Broughal Middle School
Christine, Martha – Calypso Elementary School
Cirucci, Lori – Broughal Middle School
Davis, Audrey – Farmersville Elementary School
Downey, Craig – Nitschmann Middle School
Ellis, Lara – Nitschmann Middle School
Falteich, Charles – Nitschmann Middle School
George, Ursula – Fountain Hill Elementary School
Gillen, Sheila – Farmersville Elementary School
Guindine, Ann – East Hills Middle School
Kearns, Maryann – Regional Academic Standards Academy
Kwiatek, Louise – Miller Heights Elementary School
Litak, Marcie – Nitschmann Middle School
Martucci, Gregory – Liberty High School
Miller, Cristin – Nitschmann Middle School
Novatnak, Nadine – East Hills Middle School
Ortwein, Jonathan – Nitschmann Middle School

23. *Salary Allowances for Additional Credits Under the Incentive Program*

RECOMMENDATION:

MASTER’S +30

Sassaman, Melissa – Miller Heights Elementary School
Smith, Carol – Miller Heights Elementary School
Weikert, Megan – Spring Garden Elementary School
Yelovich, Ned – Liberty High School
Zionts-Bernstein, Kimberly – Liberty High School

MASTER’S +45

Donegan-Vrabel, Jean – Governor Wolf Elementary School
Guldin-Evans, Pamela – District-wide Mathematics
Hollinger, Marjorie – Nitschmann Middle School
Kennedy, Linda – Northeast Middle School
Krenz, Evelyn – Asa Packer Elementary School
Peipher, Debra – Spring Garden Elementary School
Winkeler-Hoffman, Mary Lou – East Hills Middle School

The administration’s recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, 28, and 32 were considered together.

24. *Approval of the Bethlehem Area School District eStrategic Plan*

INFORMATION:

In Chapter 4, Academic Standards and Assessment, the Pennsylvania State Board of Education requires each school district to develop an eStrategic plan. During the 2007-2008 and the beginning of the 2008-2009 school year, a committee of teachers, administrators, parents, community members, students, and school directors met frequently and developed the district's plan.

The board has been kept apprised of the eStrategic Plan process for the last two months with weekly updates at Board Committee and Regular Board Meetings. At the Board Human Resources Committee Meeting on October 13, 2008, the final eStrategic Plan was reviewed with the board.

RECOMMENDATION:

That the Board of School Directors approves the district's eStrategic Plan for submittal to the Pennsylvania Department of Education in fulfillment of Chapter 4 regulations.

The administration's recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, 28, and 32 were considered together.

25. *Memorandums of Understanding Between the Board of School Directors of the Bethlehem Area School District and the Bethlehem Education Association*

INFORMATION:

The two Memorandums of Understanding are contracted settlements reached between the Bethlehem Education Association and the district related to alteration to the school work day at the high schools and SPARK.

The purpose of the Memorandum of Understanding for Freedom and Liberty High Schools is to grant permission for the addition of an early morning instructional period designated as “Block 0,” and/or the addition of a later period of instruction designated as “Block 5” being instituted for the 2008-2009 school year.

The purpose of the Memorandum of Understanding for SPARK is to insure that each SPARK teacher will be scheduled a minimum of five (5) preparation periods within one week, with the duration no less than 45 minutes each day, preferably no more than one each day. This 45-minute period may be scheduled when students are not in the building. Each SPARK teacher will be scheduled one 20 minute unassigned period each week, with no less than 40 minutes each week.

The administration reviewed these Memorandums of Understanding at the Board Human Resources Committee Meeting on October 13, 2008.

RECOMMENDATION:

That the Board of School Directors approves the following Memorandums of Understanding between the Board of School Directors of the Bethlehem Area School District and the Bethlehem Education Association:

- a. For an additional “Block 0” and/or a “Block 5” at the high schools.
- b. For SPARK teachers.

The administration’s recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, 28, and 32 were considered together.

**MEMORANDUM OF AGREEMENT
BETWEEN
BETHLEHEM AREA SCHOOL DISTRICT BOARD OF
DIRECTORS AND
BETHLEHEM EDUCATION ASSOCIATION**

WHEREAS, The Board of Directors of the Bethlehem Area School District (Board) and the Bethlehem Education Association (Association) have entered into a Collective Bargaining Agreement and,

WHEREAS, The parties wish to clarify a matter relating to the SPARK program for the 2008-2009 school year,

THEREFORE, Be it resolved that the parties agree to the following exception:

1. Each SPARK teacher will be scheduled a minimum of five (5) preparation periods within one week, with a duration no less than 45 minutes each, preferably no more than one each day. This 45 minute period may be scheduled when students are not in the building.
2. Each SPARK teacher will be scheduled one 20 minute Unassigned Period each week, with no less than 40 minutes each week. This 20 minute period may be scheduled in the following ways:
 - a. One 40 minute period
 - b. Two 20 minute periods attached to a preparation period or lunch
 - c. Two 20 minute periods unattached to a preparation period or lunch
 - d. A combination of (b) and (c) above
3. Except as listed above, all other articles of the Collective Bargaining Agreement, as well as the school district calendar, shall remain in full force and effect.

In WITNESS WHEREOF, The parties hereto have caused their names to be subscribed by their duly authorized officers and representatives this 20th day of October 2008.

BETHLEHEM AREA SCHOOL
DISTRICT

BETHLEHEM EDUCATION
ASSOCIATION

WITNESS:

WITNESS:

**MEMORANDUM OF AGREEMENT
BETWEEN
BETHLEHEM AREA SCHOOL DISTRICT BOARD OF
DIRECTORS
AND
BETHLEHEM EDUCATION ASSOCIATION**

WHEREAS, The Board of Directors of the Bethlehem Area School District (Board) and the Bethlehem Education Association (Association) have entered into a Collective Bargaining Agreement and,

WHEREAS, The parties wish to clarify a matter relating to an alteration to the school work day at Freedom and Liberty High Schools during the 2008-2009 school year.

THEREFORE, Be it resolved that the parties agree to the following:

1. At the high school level, the addition of an early morning instructional period designated as "Block 0" and/or the addition of a later period of instruction designated as "Block 5" shall be instituted for the 2008-2009 school year.
2. Each bargaining unit member assigned to teach "Blocks 0-3," or "Blocks 2-5," shall have volunteered to teach in that assignment.
3. Bargaining unit members selecting to begin the workday during "Block 0" will teach through "Block 3" only. Bargaining unit members selecting to teach through "Block 5" will begin the workday at the beginning of "Block 2."
4. Bargaining unit members opting to teach "Blocks 0-3," or "Blocks 2-5", agree to accept this assignment for the 2008-2009 school year only.
5. Except as listed above, all other Articles of the Collective Bargaining Agreement shall remain in full force and effect.

In WITNESS WHEREOF, The parties hereto have caused their names to be subscribed by their duly authorized officers and representatives this 20th day of October 2008.

BETHLEHEM AREA SCHOOL
DISTRICT

BETHLEHEM EDUCATION
ASSOCIATION

WITNESS:

WITNESS:

26. *Bid Award – Bids Opened October 7, 2008 – Deicing Salt and Antiskid Materials*

INFORMATION:

Bids were received and publicly opened at noon, Tuesday, October 7, 2008, for:

Deicing Salt and Antiskid Materials

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

Items will be purchased on an as-needed basis throughout the year.

RECOMMENDATION:

That the administration be authorized to award a contract to the lowest responsible bidders meeting specifications as indicated on the attached Tabulation of Bids.

Deicing Salt and Antiskid Materials

International Salt Company
655 Northern Boulevard
Clarks Summit, Pennsylvania 18411

Northeast Chemical & Supply Company
800 East Bertsch Street
P.O. Box 52
Lansford, Pennsylvania 18232

Cabinet Code: NE

Account Code: 10-2600-610-000-0658-00001

Account Balance: \$26,000

The administration's recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, 28, and 32 were considered together.

BETHLEHEM AREA SCHOOL DISTRICT
Bethlehem, Pennsylvania

Bid Opening: October 7, 2008

October 20, 2008

**TABULATION OF BIDS
FOR
DEICING SALT AND ANTISKID MATERIALS**

	Deicing Salt Per Ton	Deicing Salt 50 lb. Bag	Calcium Chloride Pellets 50 lb. Bag	Antiskid Material - Fine Cinders Per Ton
Eastern Salt Company, Inc.	\$92.56	No Bid	No Bid	No Bid
International Salt Company	82.29	\$7.20	\$13.80	No Bid
Northeast Chemical & Supply Company	94.90	3.79	11.99	No Bid

BID AWARD

14 specifications mailed
3 bids received

27. *Bid Award – Bids Opened October 7, 2008 – Snow Removal*

INFORMATION:

A bid was received and publicly opened at noon, Tuesday, October 7, 2008, for:

Snow Removal

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

RECOMMENDATION:

That the administration be authorized to award a contract to the lowest responsible bidder meeting specifications as indicated on the attached Tabulation of Bids.

Snow Removal

A.J. Trunzo, Inc.
8013 Bethlehem Bath Pike
Bath, Pennsylvania 18014

Cabinet Code: NF

Account Code: 10-2600-412-000-0000-00001

Account Balance: \$35,000

Director Tenaglia noted that although they sent out multiple requests, they only received one bid. He was reluctant to vote after only receiving one bid. He wondered if administration wanted to hold it and seek more numbers.

Dr. Lewis replied that he spoke with Mr. Gilliland today. He apologized for not being present at the meeting due to some recent surgery. He stated that at least seven packets were mailed out with only the one major bid submitted. Dr. Lewis was somewhat concerned about an early November snow. He deferred to Mr. Majewski on the timeline with regard to readvertising.

Mr. Majewski responded that they were required by law to advertise for three separate weeks, have a bid opening and then make a recommendation. He did not look at the exact dates, but it would be no earlier than the second or third week of November to be in the position to be able to make a recommendation to the board.

Dr. Lewis added that he was concerned that multiple packets were sent and he was not aware of any other bidders. He noted that the winning bidder was not aware that he would be the only bidder. It was a legitimate bid and after speaking with Mr. Gilliland, it was comparable to what had been previously expended. Dr. Lewis reiterated his concern regarding early inclement weather.

Director Tenaglia replied that he appreciated Dr. Lewis' comments.

Director Koch asked if there would be a problem with it at this point because they were now aware of the one bid so others coming up to bid would be able to bid lower.

Dr. Lewis replied that the law permitted them to turn down any or all bids and to also rebid.

Mr. Majewski added that in the past they had rejected bids and then rebid. He noted that everyone had the same opportunity to be able to provide a sealed bid. He believed that if they did it, they would make the November 17 meeting. He brought attention to the cost of approximately \$1,000 in advertising fees to rebid. It was quite possible to receive a lower bid or they could also have no bidder, so it was a roll of the dice.

Director Koch said that her thoughts were about how it might be unfair to the person who had already put out a bid and then have other bidders come along. They would be aware of his bid.

Mr. Majewski said that it was always a possibility, however they would not know what he bid for the second time.

Director Tenaglia added that if they rebid it, then the district was at risk because his bid was rejected. That prior knowledge would not help the parties who would now be bidding, because that bid was no longer there.

Mr. Majewski stated that he did not believe that if they rebid it, there would be an advantage to any one person because it was a brand new bid opportunity. It was possible that this was the only bidder because they were the only one with the available equipment in order to serve the district. If they rebid it, the risk involved the person being tied up with other awards and then not having the ability to provide the district with service. He pointed out that they would have to vote to reject this bid and then rebid it.

Director Follweiler reviewed that they had several bids mailed out and had three weeks advance public notice resulting in only one bidder. She also reviewed that the bid was in line with last year's bidding.

Mr. Majewski replied that the bid was in line and they typically only had two companies who submitted bids, with the other being Imperial Excavating, who chose not to bid. He was not sure if it had to do with their equipment or lack of interest, availability, or other commitments. As he previously indicated, they could receive sharper bids, more than one bidder or find out that their only bidder had other commitments and lose that only bid. There was no guarantee that there would be more bidders or even one bid for the second time.

Director Follweiler asked about the bidding process.

Mr. Majewski replied that packets were mailed to known bidders without a request.

Director Follweiler stated that she would stay with the current bid because she didn't think there would be more people to justify the added expense of rebidding.

Director Haytmanek questioned if the total amount for the service was \$35,000 to cover 22 buildings for the entire season.

Mr. Majewski replied that if they had a mild year, it could cost them nothing. The \$35,000 was budgeted and he noted that in the last couple of years they had favorable winters and did not have to use the entire amount.

Director Haytmanek asked if the contractor billed per snowfall.

Dr. Lewis referred to the back of the page and noted the hourly rates were listed for each piece of equipment.

Director Tenaglia pointed out that he was not capped on the rates and noted that if they had a horrendous winter, they could be spending \$70,000.

Dr. Lewis replied that they were always subject to the climate. It was a unit price that the bidder submitted and it was an estimate, based on what was budgeted.

Director Haytmanek commented that the figure did not appear to be too bad.

Mr. Majewski said that most of the snow removal was accomplished by district staff. The contract was for very large snowfalls because they needed to actually remove the snow from the parking lots. They had nowhere to push the snow, which involved the larger front end loaders and tri-axle dump trucks.

The administration's recommendations 2, 3, 4, 16, 17, 21, 22, 27, 29, and 30 were considered together.

BETHLEHEM AREA SCHOOL DISTRICT
Bethlehem, Pennsylvania

Bid Opening: October 7, 2008

October 20, 2008

**TABULATION OF BIDS
FOR
SNOW REMOVAL**

**A.J.
Trunzo, Inc.**

Cost per Hour

1 - "Rubber-tired" Front End Loader with operator - 1-yard (minimum)	\$125
1 - 3/4 ton Truck with Plow and operator	95
1 - One (1) ton Truck with Plow and operator	95
1 - Truck Tri-Axle Dump - 30-yard capacity, with operator	90
1 - Truck Tandem-Axle Dump - 20-yard capacity, with operator	80
1 - Truck Single-Axle Dump - 10-yard capacity, with operator	70
1 - Dump Truck with Salter - 6-yard capacity, with operator	110

BID AWARD

7 specifications mailed
1 bid received

28. *Budgetary Transfers – 2008-2009*

RECOMMENDATION:

That the administration be authorized to make budgetary transfers in the 2008-2009 General Fund Budget as set forth in the attachment.

The administration's recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, 28, and 32 were considered together.

BETHLEHEM AREA SCHOOL DISTRICT
Bethlehem, Pennsylvania

BUDGET TRANSFERS
2008-2009 SCHOOL YEAR
OCTOBER 2008

<u>FROM</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
2200	Support Services - Instructional Services	\$ 5,000
TOTAL BUDGET TRANSFERS		\$ 5,000

<u>TO</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
1100	Instruction - Regular Programs	\$ 5,000
TOTAL BUDGET TRANSFERS		\$ 5,000

29. *Treasurer's Report*

RECOMMENDATION:

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

Director Tenaglia stated that he sent an email to Dr. Lewis and copied it to President Leeson and Mr. Majewski. He noted that Mr. Majewski provided some modification to the treasurer's report and shared it with him this evening. He wanted to be clear that the modifications would be the practice going forward.

Mr. Majewski replied that part of their policy indicated including the rate of return they were receiving on the individual investments. He noted that although it had been board policy, it had not been provided in the past. He said he assumed that before he came on board, the policy was already waived. However, if the board indicated that they wanted compliance to the policy, he would be glad to include the interest rate. He would comply with the will of the board.

Director Tenaglia clarified that the information he requested and supplied by Mr. Majewski was in Board Policy 609. His opinion was that if they were going to waive the policy, then they should amend the policy, or put a notation in the policy that the particular section had been waived. He said that if it was not waived, then the administration should comply with the policy.

Director Dexter stated that she read the policy and saw no reason why they would waive it and every reason why they would expect compliance with that policy and every other policy the district had. If any policy became obsolete or not appropriate for any other reason, then they should be immediately looking at those policies.

President Leeson addressed a vote regarding the notation of investment returns on the treasurer's report.

Director Tenaglia thought the policy called for it and if they wanted a vote, it would be to change the policy.

President Leeson replied that she believed Mr. Majewski asked to get a sense of the board.

Mr. Majewski stated that he did not believe there was a need to have any type of board action. He said that for at least the last 20 years, it was the report that they had used, so the boards had agreed not to enforce that part of the policy. If this board indicated that they would like his office to comply with the written policy, they would be glad to do so and it would not be a problem.

Dr. Lewis said that he and Attorney Spry had discussion and asked if there was an interest in waiving the policy.

President Leeson asked for a general consensus with a showing of hands with regard to waiving the present policy. The majority of the board indicated the decision to comply with current policy.

GENERAL
CONSENSUS –
RE: WAIVER
OF PRESENT
BOARD
POLICY

Director Cann inquired about the reference of Arthurs LeStrange Cash Management – 2007A Bond Fund in the Report of the Treasurer and noted that they no longer existed.

Mr. Majewski noted that the reference is incorrect and will be properly identified on the report.

The administration's recommendations 2, 3, 4, 16, 17, 21, 22, 27, 29, and 30 were considered together.

BETHLEHEM AREA SCHOOL DISTRICT
Bethlehem, Pennsylvania
REPORT OF THE TREASURER
September 1 through September 30, 2008

BEGINNING 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
KNBT Bank - Scholarship Fund	45,971.98
KNBT Bank - Scholarship Fund	112,000.00
Arthurs Lestrangle Cash Management - 2007A Bond Fu	25,228,000.91

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

MONTHLY RECEIPTS

Local Sources	25,091,494.89
State Sources	2,676,559.25
Federal Sources	221,348.68
Other Financing Sources	0.00

\$	<u>27,989,402.82</u>
----	----------------------

MONTHLY DISBURSEMENTS

Monthly Bills Paid	12,895,841.13
Payroll	7,685,461.26
Debt Service	10,854,102.44

\$	<u>31,435,404.83</u>
----	----------------------

TOTAL FUNDS AVAILABLE

\$	<u><u>90,310,515.26</u></u>
----	-----------------------------

ENDING CASH AND INVESTMENT BALANCE

Wachovia Bank - Cash Management	3,553,958.73
Bank of America - General Account	1,001,118.09
Pennsylvania School District Liquid Asset Fund	10,713,370.67
Wachovia - Worker's Comp Trust Fund	643,420.79
Pennsylvania Local Government Investment Trust	77,150.60
Pennsylvania State Treasurer Invest Program	2,576,798.54
Wachovia Money Market	54,736.43
Bank of America Money Market	36,028,768.21
Commerce Bank Money Market	1,125.62
Sovereign Bank Money Market	28,828.85
PSDLAF - Term Investments	15,000,000.00
KNBT Bank - Scholarship Fund	45,971.98
KNBT Bank - Scholarship Fund	112,000.00
Arthurs Lestrangle Cash Management - 2007A Bond Fu	20,473,266.75

<u>TOTAL CASH AND INVESTMENT BALANCE</u>	\$	<u><u>90,310,515.26</u></u>
--	----	-----------------------------

Interest Received September to be posted October	\$	172,718.09
--	----	------------

Respectfully Submitted,

Anne M. Morton
Treasurer

30. *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 noted \$43,624 for Nitschmann floor repair, located on page 27. He asked if it was a result of vendor error regarding the installation of the water line. He further explained that a vendor came into the school to attach a water line to some of the sanitation equipment in the cafeteria and because the fitting was not placed properly, they discovered a flooding problem on Monday morning. He wondered if it was the repair charge for it and he questioned if it should have been a district expense.

Mr. Fazil replied that Sargent Enterprises was specifically for the floor repairs, which occurred prior to that in the art room, which were necessary. He added that the board authorized the replacement of the floor.

Mr. Majewski pointed out that the floor repairs related to the dishwasher issue had been absorbed by Ecolab and should not appear on the monthly bills.

President Leeson called for a vote on the administration's recommendations 2, 3, 4, 16, 17, 21, 22, 27, 29, and 30. The question was called with roll call as follows: Yea, Dexter (with the exception of Item 2 – No), Follweiler (with the exception of Item 2 – No), Haytmanek, Koch, McKeon (with the exception of Item 2 – No, Page 33, Item 21-Number 1-e – No, Page 41-Item 22-Numbers 1 and 2 – No), Tenaglia, Cann (with the exception of Item 2 – No), and Leeson (with the exception of Items 2 and 4 – No, and Page 41-Item 22-Numbers 1 and 2 – No).

ROLL CALL
RECOMMENDATIONS
2, 3, 4, 16, 17, 21, 22,
27, 29 and 30

Items 3, 16, 17, 27, 29, and 30 passed 8 – 0.

Item 2 – motion defeated 3 – 5.

Item 4 passed 7 – 1.

Item 21 - Number 1-e passed 7 – 1.

Item 22 (with the exception of Numbers 1 and 2) passed 8 – 0.

Item 22 - Numbers 1 and 2 passed 6 – 2.

The administration's recommendations 2, 3, 4, 16, 17, 21, 22, 27, 29, and 30 were considered together.

31. *Budget Information*

INFORMATION:

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

Director Tenaglia stated that at a prior Finance Committee Meeting, he had several questions on the first quarter financial report. However, because of time constraints and presentations, and because they would be meeting again next Monday night, he would be willing to defer the conversation until that date.

2008-2009 REVENUES

Description	A	B	C	D	E	F	G
	2008-2009					2007-2008	
	Budget	Realized September, 2008	Unrealized \$ (B-A = C)	Unrealized % (C / A = D)	Projected June 30, 2009	Realized June, 2008	Realized September, 2007
CURRENT REAL ESTATE	101,612,861	(29,430)	(101,642,291)	-100.03%		98,744,538	(11,556)
INTERIM REAL ESTATE	1,300,000	0	(1,300,000)	-100.00%		656,034	
PUBLIC UTILITY REALTY	172,000	0	(172,000)	-100.00%		162,642	
PAYMENTS IN LIEU OF TAX	121,000	23,011	(97,989)	-80.98%		120,798	58,238
UNDISTRIBUTED TAXES		82,976,582	82,976,582	-		44,297	83,494,748
PER CAPITA TAX SECT 679	240,000	11	(239,990)	-100.00%		242,083	(15)
PER CAPITA TAX ACT 511	240,000	11	(239,990)	-100.00%		242,083	(15)
LOCAL SERVICES TAX	485,000	119,832	(365,168)	-75.29%		136,722	24,040
EARNED INCOME TAX	11,200,000	2,794,056	(8,405,944)	-75.05%		10,400,810	2,689,207
REAL ESTATE TRANSFER TAX	2,800,000	762,365	(2,037,635)	-72.77%		2,316,670	610,897
MERCANTILE TAX	2,200,000	1,373,651	(826,349)	-37.56%		2,414,521	1,362,382
DEL. REAL ESTATE	2,800,000	1,616,230	(1,183,771)	-42.28%		2,681,813	1,207,896
DEL. PER CAPITA SECT 679	70,000	9,267	(60,733)	-86.76%		58,205	3,594
DEL. LOCAL SERVICES TAX			-	-			
DEL. MERCANTILE TAX	380,000	115,980	(264,020)	-69.48%		323,786	77,878
TOTAL LOCAL TAX SOURCES	\$ 123,620,861	\$ 89,761,564	\$ (33,859,297)	-27.39%	\$ -	\$ 118,545,001	\$ 89,517,295
INTEREST ON INVESTMENTS	2,400,000	66,459	(2,333,541)	-97.23%		1,685,398	150,941
DRIVER ED LAB FEES	13,250	4,000	(9,250)	-69.81%		12,500	2,400
RENTALS	10,000	3,250	(6,750)	-67.50%		10,148	5,680
TUITION FROM PATRONS	320,000	77,129	(242,871)	-75.90%		394,042	108,618
SRVCS. / OTH LOC GOV UNITS	15,000		(15,000)	-100.00%		22,020	
MISCELLANEOUS REVENUE	100,000	13,149	(86,851)	-86.85%		185,312	8,819
REFUNDS FROM PRIOR YEAR EXP		51,949				12,913	1,795
TOTAL OTHER LOCAL SOURCES	\$ 2,858,250	\$ 215,937	\$ (2,694,262)	-94.26%	\$ -	\$ 2,322,333	\$ 278,252
TOTAL LOCAL SOURCES	\$ 126,479,111	\$ 89,977,501	\$ (36,553,559)	-28.90%	\$ -	\$ 120,867,335	\$ 89,795,547
BASIC INSTRUCTIONAL SUBSIDY	22,955,949	3,463,367	(19,492,582)	-84.91%		21,674,304	3,165,261
CHARTER SCHOOLS	1,268,300	223,316	(1,044,984)	-82.39%		1,286,786	195,220
TUITION : ORPHANS/CHILDREN	315,000		(315,000)	-100.00%		349,693	
HOMEBOUND INSTRUCTION			-				
VOCATIONAL EDUCATION	200,000	28,408	(171,592)	-85.80%		182,650	31,957
DRIVER EDUCATION	10,745		(10,745)	-100.00%		10,605	10,605

MIGRATORY CHILDREN	2,200		(2,200)	-100.00%		3,520	
SPECIAL EDUCATION	6,570,240	1,961,576	(4,608,664)	-70.14%		6,453,560	1,925,040
TRANSPORTATION	2,088,000	144,801	(1,943,199)	-93.07%		2,180,482	133,371
RENTALS AND SINKING FUND	1,550,000	119,367	(1,430,633)	-92.30%		1,307,669	
HEALTH SERVICES	394,420		(394,420)	-100.00%		390,767	
PROPERTY TAX RED. ALLOCATION	4,720,061	2,360,030	(2,360,031)	-50.00%			
SOCIAL SECURITY	3,237,479	1,083,412	(2,154,067)	-66.54%		3,257,863	822,126
PSERS - PENSION CONTRIBUTION	2,107,793	1,038,091	(1,069,702)	-50.75%		2,829,376	921,628
IMPACT AID	50,000		(50,000)	-100.00%		62,930	
TOTAL STATE & FEDERAL SOURCES	\$ 45,470,187	\$ 10,422,368	\$ (35,047,819)	-77.08%	\$ -	\$ 39,990,205	\$ 7,205,208
INTERFUND TRANSFERS	250,000		(250,000)	-100.00%		2,850,000	2,500,000
SALE OF FIXED ASSETS	7,000	10,470	3,470	49.57%		13,642	
INDIRECT COSTS			-			66,750	
TOTAL OTHER SOURCES	\$ 257,000	\$ 10,470	\$ (246,530)	-95.93%	\$ -	\$ 2,930,392	\$ 2,500,000
TOTAL REVENUE	\$ 172,206,298	\$ 100,410,339	\$ (71,847,909)	-41.72%	\$ -	\$ 163,787,931	\$ 99,500,755
UNRESERVED FUND BALANCE			-				
TOTAL FUND APPROPRIATED BALANCE	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -
TOTAL DISTRICT REVENUE	\$ 172,206,298	\$ 100,410,339	\$ (71,847,909)	-41.72%	\$ -	\$ 163,787,931	\$ 99,500,755

2008 - 2009 EXPENDITURES BY PROGRAM

Includes Year-To-Date September Information

PROGRAM	PROGRAM CODE	Responsible Office	2008 - 2009						2007-2008	2007-2008
			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 September 2008	2007-2008 EXPENDED BUDGET INCLUDING ENCUMBRANCES as of September 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%	636,648	746,686	1,414,106
BOARD	AA	SUPT	347,150	347,150		347,150	100.00%	86,182	60,667	274,834
CABINET	AB	SUPT	1,174,552	1,174,552		1,174,552	100.00%	278,342	303,786	1,226,818
BUDGETARY RESERVE	AC	SUPT	100,000	100,000		100,000	100.00%	0	0	0
SUPT OFFICE-EQUIPMENT REPLACEMENT RESERVE	AD	SUPT	7,000	7,000		7,000	100.00%	0	0	2,256
SUPERINTENDENT'S OFFICE	AE	SUPT	178,300	178,300		178,300	100.00%	15,742	53,304	154,979
BUILDING STAFF	AF	SUPT	6,201,461	6,201,461		6,201,461	100.00%	1,326,806	1,307,195	6,206,588
PUBLIC RELATIONS	AN	SUPT	21,143	21,143		21,143	100.00%	24,029	23,813	124,907
STAFFING-TEACHERS	CA	HR	58,379,392	58,379,392		58,379,392	100.00%	4,634,591	4,646,698	57,359,728
CHILD ACCOUNTING DEPARTMENT	CD	HR	242,013	242,013		242,013	100.00%	49,764	45,912	227,557
STAFFING-TEACHER ASSISTANTS	CE	HR	2,481,187	2,481,187		2,481,187	100.00%	198,734	124,172	2,527,295
STAFFING-SUBSTITUTES	CG	HR	1,273,000	1,273,000		1,273,000	100.00%	104,766	91,762	1,299,660
HUMAN RESOURCES DEPARTMENT	CK	HR	399,575	399,575		399,575	100.00%	105,190	93,533	331,381
STUDENT ACTIVITIES	D1	C&I	244,236	244,236		244,236	100.00%	37,448	137,981	283,999
CREDIT ACQUISITION PROGRAM	D2	C&I	27,785	27,785		27,785	100.00%	43,051	2,000	54,940
CURRICULUM ENRICHMENT ACTIVITIES	D3	C&I	130,000	130,000		130,000	100.00%	3,738	15,365	191,261
CAREER ACADEMY/RASA/ALTERNATIVE EDUCATION	D4	C&I	512,761	512,761		512,761	100.00%	64,703	128,042	953,944
TESTING - K-12	D5	C&I	30,000	30,000		30,000	100.00%	0	4,429	14,196
ACADEMIC INTERVENTIONS	DA	C&I	100,000	100,000		100,000	100.00%	37,786	19,684	137,457
ARTS-IN-MOTION	DC	C&I	0	0		0	0.00%	0	0	0
MUSICAL INSTRUMENT REPAIR	DD	C&I	37,000	37,000		37,000	100.00%	14,584	9,445	34,016
CURRICULUM SUPPORT	DE	C&I	286,600	286,600		286,600	100.00%	79,243	96,680	302,642
READING RECOVERY/PROJECT READ	DF	C&I	28,212	28,212		28,212	100.00%	2,534	6,639	26,526
INSTRUCTIONAL MTLs RESERVE	DG	C&I	500,000	500,000		500,000	100.00%	417,472	708,205	683,771
EQUIPMENT REPAIR	DM	C&I	13,000	13,000		13,000	100.00%	15,492	13,691	11,116
PLANETARIUM	DO	C&I	2,444	2,444		2,444	100.00%	0	463	2,578
SUMMER SCHOOL - HIGH SCHOOL	DQ	C&I	50,000	50,000		50,000	100.00%	18,480	143,051	143,062
DRIVER EDUCATION	DS	C&I	90,125	90,125		90,125	100.00%	0	0	98,483
ASST SUPERINTENDENT FOR CURR & INSTRUCT	DT	C&I	630,006	630,006		630,006	100.00%	116,386	140,405	598,443
INTERSCHOLASTIC ATHLETICS	DU	C&I	1,532,629	1,532,629		1,532,629	100.00%	0	0	1,418,521
INTRAMURALS	DV	C&I	74,000	74,000		74,000	100.00%	6,641	2,608	87,824

2008 - 2009 EXPENDITURES BY PROGRAM

Includes Year-To-Date September Information

PROGRAM	PROGRAM CODE	Responsible Office	2008 - 2009						2007-2008	2007-2008
			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 September 2008	2007-2008 EXPENDED BUDGET INCLUDING ENCUMBRANCES as of September 2007	2007-2008 EXPENDED BUDGET FINAL ACTUAL EXPENDITURES as of June, 2008
ATTENDANCE SERVICES	E4	STD SVCS	86,160	86,160		86,160	100.00%	8,022	9,463	99,655
MINORITY AFFAIRS/STATE & FEDERAL PROJECTS	EB	STD SVCS	29,939	29,939		29,939	100.00%	3,611	5,461	26,033
SPARK - EARLY CHILDHOOD/SUMMER	EC	STD SVCS	629,992	629,992		629,992	100.00%	55,628	108,397	647,621
SCHOOL RESOURCE OFFICERS	EF	STD SVCS	281,000	281,000		281,000	100.00%	0	0	311,097
HOMEBOUND INSTRUCT/REG. ED.	EG	STD SVCS	155,000	155,000		155,000	100.00%	0	4,535	211,633
HEALTH SERVICES - MEDICAL	EH	STD SVCS	51,822	51,822		51,822	100.00%	13,325	13,444	38,691
HEALTH SERVICES - DENTAL	EJ	STD SVCS	10,364	10,364		10,364	100.00%	665	215	8,781
STUDENT SERVICES	EK	STD SVCS	2,500	2,500		2,500	100.00%	207	296	11,835
GUIDANCE	ET	STD SVCS	35,000	35,000		35,000	100.00%	32,745	27,631	35,461
ENGLISH ACQUISITION	EY	STD SVCS	260,963	260,963		260,963	100.00%	80,113	90,763	257,651
BUSINESS DEPT-ACCOUNTS PAYABLE	GA	F&A	1,006,527	1,006,527		1,006,527	100.00%	362,313	265,626	934,866
BUSINESS DEPT-ACCOUNTS RECEIVABLE	GB	F&A	1,024,077	1,024,077		1,024,077	100.00%	208,051	163,848	878,968
DEBT SERVICE	GC	F&A	19,298,602	19,298,602		19,298,602	100.00%	8,665,624	8,284,838	17,128,686
EMPLOYEE BENEFITS	GD	F&A	29,826,642	29,826,642		29,826,642	100.00%	1,394,980	1,529,005	31,520,937
INSURANCE	GE	F&A	643,658	643,658		643,658	100.00%	53	0	613,658
INTERSYSTEM PAYMENTS	GF	F&A	20,746,441	20,746,441		20,746,441	100.00%	11,253,922	9,944,406	19,096,341
RESERVE FOR ENCUMBRANCES	GG	F&A	0	0		0	0.00%	0	0	0
PHOTOCOPIERS	GP	F&A	607,692	607,692		607,692	100.00%	166,720	158,764	591,247
SPECIAL EDUCATION	LF	SPEC ED	545,959	545,959		545,959	100.00%	161,984	155,315	737,837
HOMEBOUND INSTRUCTION / SPECIAL ED.	LG	SPEC ED	30,000	30,000		30,000	100.00%	542	2,793	36,862
MAINTENANCE / CUSTODIAL DEPARTMENT	NA	B&G	11,002,051	11,002,051		11,002,051	100.00%	1,641,106	1,573,894	9,698,327
MAINTENANCE DEPT - SUPPLIES	NE	B&G	459,600	459,600		459,600	100.00%	203,503	196,545	488,199
MAINTENANCE DEPT - CONTRACTED SERVICES	NF	B&G	966,500	966,500		966,500	100.00%	595,439	600,865	1,120,546
TRANSPORTATION DEPARTMENT	NT	B&G	4,521,504	4,521,504		4,521,504	100.00%	853,171	767,967	4,481,857
TECHNICAL SERVICES	TK	TECH	650,186	650,186		650,186	100.00%	338,081	465,471	772,720
INFO & COMMUNICATIONS TECHNOLOGY DEPT.	TL	TECH	2,078,389	2,078,389		2,078,389	100.00%	1,243,892	1,149,939	1,867,938
DATA PROCESSING DEPARTMENT	TN	TECH	733,556	733,556		733,556	100.00%	283,441	340,343	840,709
TOTALS			\$172,206,298	\$172,206,298	\$0	\$172,206,298	100.00%	\$35,885,488	\$34,786,037	\$168,651,040

32. *Authorization for Fundraising for Liberty High School*

INFORMATION:

The Friends of Liberty High School Theatre is a non-profit education foundation that hopes to raise \$100,000 by the year 2018, the 100th anniversary of Liberty Theatre Productions. Their aim is to give support for a strong theatre program in the school, fund artists in residency, offer scholarships for underclass students who want to take summer theatre classes and to be able to help offset the ever rising costs of mounting live theatre productions.

The completion of the Liberty High School theatre space created the idea of a fundraising event called “Sponsor a Chair” campaign. Potential sponsors would “purchase” a chair for \$150 and have a small brass nameplate honoring either the donor or a person of their choice mounted to a chair.

The November 7 “Soiree and Fund Raiser” includes a multi-themed basket raffle, live entertainment by Liberty’s theatre students, and refreshments catered by Bethlehem Area Vocational-Technical School students under the guidance of the Northampton Community College culinary chef. This will kick off the “Sponsor a Chair” fundraising program.

RECOMMENDATION:

That the Board of School Directors approves the “Sponsor a Chair” fundraising program sponsored by the Friends of Liberty High School Theatre.

Director Follweiler moved the administration’s recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, 28, and 32. Director McKeon seconded the motion. The question was called with roll call as follows: Yea, Directors Dexter (with the exception of Item 10 - No), Follweiler, Haytmanek, Koch, McKeon, Tenaglia, Cann (with the exception of Item 10d - No) and Leeson (with the exception of Item 10d - No).

ROLL CALL
RECOMMENDATIONS
1, 5, 6, 7, 8, 9, 10, 11, 12,
13, 14, 15, 18, 19, 20, 23,
24, 25, 26, 28 and 32

All items passed 8 – 0 (with the exception of Item 10).

Item 10 (with the exception of d) passed 7 – 1.

Item 10d passed 5 – 3.

RECOMMENDATIONS OF THE ADMINISTRATION – October 20, 2008

32. *Authorization for Fundraising for Liberty High School (continued)*

The administration's recommendations 1, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 23, 24, 25, 26, 28, and 32 were considered together.

COMMITTEE
REPORTS

BETHLEHEM AREA VOCATIONAL-TECHNICAL SCHOOL – Director McKeon reported that the joint committee of the Bethlehem Area Vocational-Technical School met on Tuesday, October 7. He said the board had the opportunity to visit the Video and Media Arts Classroom. He noted that it held approximately 20 students and provides the opportunity for them to create their own videos and soundtracks. He pointed out that the enrollment for the program was presently full.

Director McKeon stated that the auction for the student built house would be held on November 8, 2008. He added that it was the twentieth home built by the students. There was also discussion regarding the vacant lot located next to the property for possible future development and also the project, which might occur opposite the campus on Hecktown Road. Director McKeon concluded that the project might eventually become a decent sized subdivision if all the ideas become plans and receive township approval.

President Leeson recognized the school for voluntarily making an attempt to keep their costs under control and to look at everything with a very sharp eye. She appreciated their efforts in assisting the district at this time.

DIVERSITY COMMITTEE – Director Koch noted they would no longer be serving lunch at the meetings. She expressed hope that it would not affect attendance at the gatherings. She stated the next meeting would be held at noon on Friday, December 5, 2008.

PSBA – Director Koch reported that she recently attended a school leadership conference along with several other board members. She noted that PSBA paid the conference fee for her because she was a regional director. She pointed out that one of the most important things that came out of attendance was the networking and having the opportunity to talk with people from around the state. She said that she had at least six different people comment on the district's financial situation. A few people noted that they did the same thing, but added that they got out of it in time, and others said they were still involved and were dealing with the same problems. Part of the discussion at the conference involved the fact that the PSBA wanted to divide their regions into smaller areas with the goal of attracting more people. She noted that there were seven counties and up to the present time, there were four different areas within the region, which provided four assistant regional directors. Director Koch stated they were talking about doubling it by cutting areas in half, which would result in eight assistant regional directors. As a regional director, she facilitated some of their educational sessions. The one assigned to her was so interesting because she was told the Bethlehem Area School District was part of the Professional Development School Resources, of which she was not familiar. The presenter, Alison Rutter, an assistant professor from East Stroudsburg University, informed them that there were five schools, which participated. She explained that people from the colleges worked with the teachers to help train them on the job. She pointed out that Moravian College, East Stroudsburg and Lehigh Universities participated in the program.

Director Koch stated that there was a very important vote at the conference regarding how future regional directors would be chosen. Each individual area would choose their own assistant regional director and it would no longer be chosen by the regional director, but rather chosen by the people who were all representing the various school districts. It would then be the eight assistant regional directors who would then vote for the regional director. She noted that there were some wonderful students there from Freemansburg Elementary School with school leadership. She also brought attention to the student simulated school board meeting. She thought one of the district's students was a participant, but he informed her that he was appointed to a national committee, rather than the state committee. Director Koch thought the student, Gardiner Kreglow, was a most interesting and bright individual to sit with and noted as the meeting progressed, he made private comments to her and she really enjoyed interacting with him at the conference.

Director Koch noted that a very important thing that she thought came out of the conference, was the availability of all of the informational material on a computer accessible plug-in. She explained that if there was something they wanted to print, they could access the information using the plug-in, rather than having to gather the session paperwork to share with fellow board members.

NORTHAMPTON COMMUNITY COLLEGE BOARD OF TRUSTEES – Director Koch stated that there was an enrollment report during the meeting, which revealed that they were doing very well. She thought the high enrollment was possibly related to the economy with many students choosing to attend the community college. The next meeting would be held on November 6, 2008.

COLONIAL INTERMEDIATE UNIT 20 – Director Dexter stated that during the meeting they met the top candidate for the vacant position of Assistant to the Director and they would be voting on the appointment on Wednesday. The highlight of the meeting involved hearing the experiences from students within the Colonial Intermediate 20 who attended the Governor's School. The students gave details about the program and all agreed that the hard work kept them awake until the early morning hours, which also was a good experience because they also chatted amongst each other and communicated with their friends at home. She noted that each of the seven Governor's Schools in the state took approximately 100 students to learn with the best and the brightest in a particular area of study, for a five-week program at no cost. She noted that many of the students expressed that they became motivated and gained confidence through the program.

Director Dexter stated that she also attended the same conference as Director Koch, although she was sponsored by the Colonial Intermediate Unit, who requested a board member attend to participate in voting on the council to determine what positions the PSBA would take on various educational issues.

She added that it was a great eye opener for her to see the wide variety of issues, which were dealt with by school boards across the state. She said that some of the issues had nothing to do with the district's school board, but she noted that she enjoyed hearing the debates and discussions. She said she spent some time with Attorney Spry and some of his colleagues at the school law seminar, learning more about student discipline, Act 93 and various other issues, some of which were discussed this evening.

DUAL ENROLLMENT – Director Cann stated that she did not have a report and noted the next meeting would be held on December 3, 2008.

BETHLEHEM PARKS AND RECREATION COMMISSION – President Leeson stated that there was a meeting held on Thursday, October 16. She noted that it was unfortunate that it was on the same evening as the PAC (Parent Advisory Council) Meeting and also the Parent/Teacher Conferences at Liberty High School, so she was unable to attend the meeting.

President Leeson asked if there were any other committee reports.

Director Follweiler stated that her report was not traditional but she wanted to share that she was a member of the Illick's Mill Board and yesterday she attended their Gala event, which was a fundraiser. She noted there were 25 students who worked very hard in the program. She was not certain about the amount of funds raised at the event, but they anticipated having a certificate of occupancy by the end of the year.

FREEDOM HIGH SCHOOL – William Velekei reported that last month he mentioned about the great start they had at the high school and it seemed as if they were building on it as the fall season progressed. He noted a few upcoming events such as Spirit Week, being held from Monday, October 27 until Friday, October 31. He stated there would be a different theme each day and the students dressed accordingly. A pep rally would be held on Friday afternoon and the bon fire was scheduled for that evening, leading up to Saturday's football game. Will stated that their fall sports season had been very successful and exciting with the start of district playoffs. He reviewed that the field hockey team finished their regular season with a 12-6 record, qualifying for district playoffs, which started tomorrow. He added that they also beat Liberty High School. Their boys' soccer team competed for the Lehigh Valley Conference Title, but unfortunately fell short to Emmaus High school last week. He pointed out that they beat Liberty and Pat Letourneau, a senior, was named MVP of the conference. District 11 playoffs also started tomorrow. Their football team was having a very successful season, posting a record of 7-1, coming off of a last second field goal kick by Greg Taylor, to win the game against their other city rival, Bethlehem Catholic High School. The team played Nazareth High School this week, to set up a potential huge game against Liberty, but they did not want to overlook anyone.

STUDENT
REPORTS

The Freedom High School Theater Company was working hard on their show, *The Crucible*, by Arthur Miller. There would be three shows scheduled on November 7, 8 and 9.

Will concluded that his school has had a very successful fall and the students had a lot of pride regarding all of the events, but noted there was also a lot of school work being done.

FREEDOM HIGH SCHOOL – Megan Kelleher stated that the school year was alive and well at Freedom High School. The extracurricular activities were all up and running and the energy at the school was electric. Their football team current record was 7-1 and they were scheduled to play Easton High School this week, but they were all waiting for the Liberty/Freedom game. They were also celebrating Spirit Week and she knew the seniors were anxious. Their finale included a bon fire and they were also having a senior sleepover afterwards. SAT tests were scheduled the next morning.

Megan noted that their school play, *Hamlet*, scheduled for December 5 and 6, at 7 p.m., was in full swing with the assistance of Dr. Donaher to help build their sets. As Mrs. Pappalardo stated earlier, they were planning the Friends of Liberty Theater Soiree, which included food and entertainment for a ten-dollar donation. In addition, for \$150, a chair could be purchased for the auditorium, which included a nameplate, (pending board approval). Megan stated that she would also be performing at the soiree.

National Honor Society induction would be taking place on Wednesday. She noted that, as a senior member, she was excited to see a new crop of students joining the group. Parent/Teacher Conferences were held on Thursday and Megan conveyed that they were successful. She concluded that the school year was getting busy and they were looking forward to a very successful fall.

President Leeson asked if the board members had any unfinished business to address.

UNFINISHED
BUSINESS

Director Tenaglia stated that they heard a lot of conversation regarding the confusion of trip policies, whether it be field trips, student trips, curriculum based or not, and he thought it imperative that administration start to nail it down, so they had a clear cut and definitive policy to follow.

Director Koch stated that there seemed to be a misunderstanding about the appointment of the Northampton Community College trustee. She conveyed that there was wrong information about an opening and that people should be applying. She attempted to explain about the history associated with the position. Before she was on the board, it was not a policy, but rather a past practice that if there was an opening on the college board, they would choose someone from the board, who usually was most senior. If that person turned down the nomination, then they moved onto the next most senior member.

NEW AND
MISCELLANEOUS
BUSINESS

Director Koch believed that one year, when nobody wanted the position, they appointed Mr. Tom Doluisio, the school's superintendent at the time. She knew that people might wonder why some members of the community college board who were not school board members. She explained that when somebody gets appointed from the school district, their term was for four years, but the community college's term was for six years, so their term might be longer. Sometimes, because of their ability to do a fabulous job, their term might be extended for another six years. She noted that there were people who served on the Colonial Intermediate 20 Board, the Bethlehem Area Vo-Tech School Board, the Bethlehem City Parks Commission, Dual-Enrollment and the Illick's Mill Board. These people were members of the board and they considered it to be part of their job. Director Koch added that she did not hear anything from the board regarding the desire to change from past practice. She asked President Leeson, as the next most senior board member, if she would be interested in the position.

President Leeson thanked Director Koch and replied that she would be interested in the position.

Director Koch moved to nominate President Leeson as a trustee to serve on the Northampton Community College Board of Directors. Director Tenaglia seconded the motion.

DIRECTOR KOCH –
MOTION TO
NOMINATE
PRESIDENT LEESON
AS TRUSTEE TO
NORTHAMPTON
COMMUNITY
COLLEGE BOARD

President Leeson asked if there were any other nominations.

Director Haytmanek stated that there was no question about the vacancy on the board, but they also had a letter in hand from the board, requesting that a Hispanic individual be considered for the position. He noted that on two prior occasions, they had overlooked Hispanics in replacing people on the board.

President Leeson corrected Director Haytmanek, noting that the chairman requested a minority.

Director Haytmanek agreed and further noted that on two prior past occasions, they had overlooked Hispanic candidates in replacing members of the Bethlehem Area School District Board of Directors. He noted that it angered the Hispanic community and resulted in a class-action lawsuit filed against the district. It changed how future school board members would be elected by using a regional mode rather than an at-large mode. He stated that a letter of interest regarding the position was distributed to the board from José Rosado.

Dr. Haytmanek stated he was also approached this week by another minority individual, Reverend Gilberto Garcia, a United Church of Christ Minister, from the Southside, who was interested in the position, but in also running for the Southside School Board Position for the next election. He thought it incumbent on the board to at least consider a minority individual for the position, as requested by the board of trustees at the community college.

President Leeson corrected that it was not the board of trustees, but just one individual.

Director Haytmanek replied, "The chairman."

President Leeson asked Dr. Haytmanek if he had a nomination to bring forward.

Director Haytmanek responded that it was not what he was trying to do but he would nominate Reverend Garcia.

DIRECTOR
HAYTMANEK –
MOTION TO
NOMINATE
REVEREND GARCIA

President Leeson asked if anyone wanted to second the motion. The motion did not receive a second.

President Leeson requested a voice vote from the board to approve her appointment to the Northampton County College Board of Directors. A ye majority approved the appointment with a solitary nay vote from Director Haytmanek.

The motion carried to appoint President Leeson to the Northampton Community College Board of Directors.

President Leeson asked if the board would be willing to entertain the idea of moving the student reports to an earlier entry on the agenda.

Director Koch expressed elation that President Leeson made the suggestion, with consideration that the young people had to sit through the lengthy conversation and thought that they probably had work to do and would rather be at home.

President Leeson said that they had tweaked the agenda a few times previously and recommended that they place it before the President's Communications, because she believed they went through most of the other items in a fairly quick manner. She asked if there were other suggestions.

Director Dexter suggested immediately after the first Courtesy of the Floor. She thought that at times they wanted to stay, but because of their schedules, they should be able to leave as soon as necessary.

President Leeson commented that she did not have a problem with either change in position.

Director Koch asked if they could hear the students' thoughts on the change.

Megan Kelleher replied that she would appreciate the change in order and did not have a preference as to the specific location.

President Leeson noted that if they moved their presentation to the area after Courtesy of the Floor, it would be an approximate time of 45 minutes and if they went before President's Communication, she estimated that it would probably be about 1 hour and 15 minutes into the meeting. She asked William Velekei if he had a preference.

Will replied that after Courtesy of the Floor was fine with him and noted that both options were before Recommendations of the Administration.

Director Follweiler suggested that they may want to move the entire line item, which included the committee meeting reports, but she was fine with either option.

President Leeson said that one of the reasons they moved the reports down was to allow people to get to some of the other issues and not have to sit through some of their reports.

Director Follweiler agreed.

Director Tenaglia commented that the students were certainly welcome to stay if they so desired to do so and informed them that they were not being pushed out the door.

President Leeson agreed with his statement.

Dr. Lewis stated that they needed a direction to bring a change to the policy and they would also need two readings.

President Leeson asked for and received a unanimous consensus from the board to reposition Student Reports to occur immediately after Courtesy of the Floor in the order of the agenda.

President Leeson reviewed that they would have two readings before the adjustment would be made. She added that there would be a Special Board Meeting on November 10, which could be the first reading.

Dr. Lewis said they could have the first reading at next week's Committee Meeting and it could be in place by the November meeting.

Director Dexter stated there was nothing to preclude them by consensus of the board to alter the agenda, pending the new policy. She knew there was something in the policy that permitted them to do it.

President Leeson suggested that under the circumstances, if they had the two readings before the next month, they wouldn't have to alter it. She suggested that if they did not get it done, then they could entertain the idea of altering it at that time.

Director Dexter was agreeable, as long as they indicated to the students about their intention, so they could make their plans.

President Leeson conveyed to the students that it was the board's intention to have their reports moved up on the agenda.

The following individuals addressed the Board of School Directors:

COURTESY OF
THE FLOOR TO
VISITORS

1. Suzanne Zienkiewicz – 3493 Crestwood Drive, Bethlehem –
Mrs. Zienkiewicz stated that there had been some wonderful programs approved by the board such as the thematic programs, which had been applied at East Hills Middle School. She brought attention to the Spirit of Bethlehem, Harmonium, Monagacci, and Nature Quest. The curriculums included having the students go into the community to perform service, schoolwork or to musically entertain. She questioned who decided what was and was not sanctioned for the students to continue to be able to provide transportation to and from the activities.

Dr. Lewis replied that in essence the costs were operational. While the board had previously approved a budget for certain items, in light of the financial crisis, they had been informing the board of those operational areas that they felt needed restriction. He reiterated what he said to another spokesperson this evening, noting that they would do everything in their power to attempt to fund it through alternative means. In essence, the administration made the decision through Mrs. Katona's office, who also dealt with other individuals in her office. They made recommendations at the cabinet level, where ultimately the decision would be made as a group. Dr. Lewis noted that it was their intention to help the programs, pointing out that he was a tremendous supporter of thematic units and teams. He added that he would like to see their middle schools become that exclusively, because the students performed incredibly well in student achievement tests and not only in entertaining or working with the environment. It told him that they wanted to come to school and were committed to learning. He advised her and other parents to meet with Mr. Crawford, the teachers of those particular programs and they would try their best to help them to keep up some of those experiential learning activities. He said that it would not be easy, but they were not afraid to ask people for money.

Mrs. Zienkiewicz commented that there were some activities that had been either postponed or canceled for some of the students. It was in limbo as to how to decide what part of the curriculum would be continued and when the decision would be made as to what would be sanctioned.

Dr. Lewis responded that they should continue to bring the requests forward through their principal, which would then be approved by the curriculum office. If it was an overnight event, the board of education must give approval. He pointed out that they would be pitching principals as they did last Thursday. They had to be out helping to look for alternative ways to do it.

Dr. Lewis noted that the process was continual, stating that he had a gentleman from the Three Rivers Foundation, an outside organization, who agreed to pay for bus transportation for a nonspecific project. Dr. Lewis added that the gentleman did not want recognition for the particular project but in essence, it was for students who needed transportation for a specific activity. There were people out there willing to step forward and he wanted to take the opportunity to make a pitch to the media to support the district in a positive way by announcing that the district was not beneath the acceptance of gratuities from foundations, churches, or any group that wanted to step up.

Mrs. Zienkiewicz expressed that she was concerned about timeframes and how long it would take.

Dr. Lewis replied that they should submit in the same timeframe and they would get back to them as quickly as they could as to whether it was something that could or could not be done.

2. Stephen Antalics – 737 Ridge Street, Bethlehem –

Mr. Antalics stated that he had no intention to speak, but was prompted by comments. He said that at his age, he has found himself fighting off bouts of early Alzheimer's, but upon occasion, he had brief moments of lucid recall. He just clearly recalled the quote in Shakespeare, "The lady doth protest too much, me thinks." He recalled in the past that there was a candidate for school board who was Latino and he recalled Mr. Heske being voted in. At that time it could have been an excellent opportunity for a qualified Latino candidate. He suggested, while he still had his lucidity, that all members of the board think back as to how they voted on that issue.

Directors Follweiler and McKeon moved to adjourn the meeting, which carried by voice vote. The meeting adjourned at 9:55 p.m. ADJOURNMENT

Attest,

Stanley J. Majewski, Jr.
Board Secretary