

BETHLEHEM AREA SCHOOL DISTRICT  
BOARD OF SCHOOL DIRECTORS  
REGULAR MEETING

JANUARY 26, 2009

The Regular Meeting of the Board of School Directors of the Bethlehem Area School District was held on Monday, January 26, 2009, at 7:21 p.m. in the Auditorium of East Hills Middle School, 2005 Chester Road, Bethlehem, Pennsylvania.

REGULAR  
MEETING

The board secretary called the roll:

MEMBERS  
PRESENT

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

Others present: Dr. Joseph A. Lewis, Superintendent of Schools; Domenic P. Sbrocchi, 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 to remember the tragic loss of a student due to an accident involving a bus from a neighboring school district. She asked to keep in mind his family, classmates, friends, as well as the bus driver.

SILENT  
MEDITATION

Dr. Lewis announced that the Pennsylvania School Boards Association (PSBA) and the Pennsylvania School Public Relations Association (PenSPRA) designated January as School Board Recognition Month. He noted the 2009 theme as “Opening Doors – Inspiring Generations.” He commented that occasionally he received letters, which were often somewhat critical of the district’s operation. He noted that in one particular letter, the author suggested that the school board members take a pay cut, not realizing that the members did not receive compensation for their job. He added that they also did not receive health insurance although some states did provide it. They also did not receive a car allowance or transportation costs. They received very little other than a thank you.

SCHOOL BOARD  
RECOGNITION  
MONTH

Dr. Lewis pointed out that they were not always in agreement, having healthy debate, looking at issues through different lenses, perhaps having different thoughts on everything from programming to budget, they did have nine board members and four student representatives who committed their time and energy to work for the community. Dr. Lewis expressed that he was in the business of education for 37 years and thought he could say, with some certainty, that it was a thankless job.

Dr. Lewis and Mr. Majewski distributed certificates of appreciation to all of the members of the school board, including the four student representatives.

President Leeson thanked Dr. Lewis on behalf of the board.

Dr. Lewis complimented the Bethlehem Education Association for providing refreshments in honor of the board and introduced Mr. Craig Zieger, president of the association, who wanted to express his gratitude.

Mr. Zieger expressed that since it was the final time that he, as president of the Bethlehem Education Association, would be recognizing the school board, he thought it essential to point out the fine job done by the school board members. He thanked the board of directors for their service to the district and noted their dedication to invest their valuable, personal time at absolutely no personal gain was greatly appreciated. He further stated that quite frankly, he did not know why they did it.

Mr. Zieger said that for the past 35 years, he had observed how previous boards dealt with various problems facing the district. He explained that each board was unique in its own way, including the present one. He said that he would most likely remember the board for its larger than average community attendance, their discussions pertaining to AYP, academic proficiency, field trips, cheerleading competitions, DECA, home field advantage, the recent swaps, and the often quite lengthy committee meetings. He pointed out that it was also important that they pointed out the problems that the board faced were vastly larger than those faced by previous boards. For instance, No Child Left Behind, which was a totally misguided and unfunded attempt to level the students' playing field. He noted that the BEAs opinion was that it punished hard working, well intended districts, while actually doing very little to help children. Mr. Zieger also commented that charter school legislation had permitted millions of dollars of taxpayers' money to leave the district without any concern for public school budgets. He said that new special education regulations had significantly increased the demands of school districts while giving no additional state support. He brought attention to a growing transient student population that made it so much more difficult for a district to show consistent academic gains for all of the student groups. There was significant insufficient state and federal funding, causing problems with funding, which continued to decrease at record low levels. Mr. Zieger stated that the state should be funding the school districts at 50 percent, noting that they were presently being funded at approximately 23 percent, which was a travesty. He conveyed that as school board members, their charge was to strike a critical balance between the overwhelming needs of the children and to serve the economic needs of an entire community, which was a most difficult charge.

Mr. Zieger concluded that the BEA remained confident that the board would work diligently to provide all students with the best possible education in very trying and difficult economic times. He asked that they always remember three very important words when involved in moments of intense deliberation regarding student programs and budgetary cuts, which were, "Put children first." He closed by repeating his gratitude for all the work the board had done.

President Lesson thanked Mr. Zieger, along with all of the efforts made by all of the district's teachers for their help and contributions. She also thanked the Bethlehem Education Association for the refreshments.

Dr. Lewis also wanted to recognize the Liberty High School football team, cheerleaders and band officers this evening, but the cheerleaders had a game and the football coach and players had other commitments. Nonetheless, he wanted to publicly recognize their state championship win, of which he noted, was an amazing accomplishment.

FOOTBALL TEAM –  
CHEERLEADERS –  
BAND –  
RECOGNITION

Dr. Lewis acknowledged the band officers who were present, thanking them for their support in terms of the football championship. In addition, they were also part of the Rose Bowl Parade, which was held in Pasadena, California. Dr. Lewis commended the following individuals for their great efforts: Directors Greg MacGill and Kevin Long, C.J. Bonge, Raele Robison, Adam Stoltz, Kara Martin, Jake Dunn, Lydia Stachina, Candace Copio, Ashley Csaszar, and Jamie Reagan.

President Lesson brought attention to another extremely high honor presented to Mr. MacGill, which was being chosen as Teacher of the Year by Walmart.

Dr. Lewis noted that Mr. MacGill was very humble about the award and expressed that the district was very appreciative of his contributions.

Dr. Lewis also recognized Jessica Cygan from Liberty High School, who was present to accept a certificate of achievement for becoming a state champion in the 2008 PIAA Cross Country State Championship, which was held in Hershey on October 31 and November 1, 2008. He noted that Jessica was the second Liberty High School girl to win a state championship. She also qualified for the first team in All-State and was the Lehigh Valley MVP. He added that Jessica was recognized at her high school with several board members in attendance, but he also wanted to give her public acknowledgement. Dr. Lewis commented that at times, individual accomplishments were often blurred by team accomplishments. They felt that it was very important to recognize Jessica's tremendous accomplishment.

CROSS COUNTRY  
STATE CHAMPION

Dr. Lewis brought attention to the Cops-n-Kids initiative along with the Bethlehem Rotary Club. With the assistance of Beverly Bradley, they donated 500 dictionaries to students and teachers at Calypso, Donegan, Fountain Hill, Freemansburg, Lincoln, Marvine, and William Penn Elementary Schools.

COPS-N-KIDS  
DONATION

Dr. Lewis personally thanked Mrs. Bradley for her hard work, noting that he could call her in a moment's instance, with the request of books for a number of students and it seemed as if the books were delivered by the time he was off the telephone. He pointed out that the Cops-n-Kids Children's Literacy Program started out as a very small project and to date has distributed a remarkable 233,679 books as of December 31, 2008. Dr. Lewis asked Mrs. Bradley to step up to the podium. He also requested the individuals present, who assisted in the program, to stand for recognition.

Mrs. Bradley commented that she was proud of the community and believed that the previous time she spoke before the board, they had distributed 50,000 plus books. She shared some history of the program, stating that it started when she became a retired teacher, wanting to give back to the City of Bethlehem for everything given to her and to her brothers in life. She said that her original goal was 1000 books. She said that she had an army of volunteers who had just assisted in delivering their 233,000<sup>th</sup> book. She pointed out that they just had an event on Saturday and wanted to share what the City of Bethlehem not only represented to the entire Lehigh Valley, but to other cities across the nation and even other cities and communities throughout the world. Documentation of their program was sent everywhere. They were recognized in the *NEA Today*, which was distributed to 3,200,000 teachers across the nation. She stated that she had no idea that it was going to be in the magazine, noting that one morning, much to her surprise, she awakened to 129 emails. She shared the goodness of the students, explaining that the Liberty High School football team had gone to virtually every school involved with the program. They agreed to participate in a Read Across America event at the Lehigh Valley Mall for children throughout the valley. Mrs. Bradley boasted that the students were poised, kind, generous and thoughtful with their interaction with the young children in the schools. She brought attention to the Be An Angel program with schools throughout the district running book drives for them. She shared a special story about Northeast Middle School. She explained that two years ago, they gave Northeast Middle School approximately 2,000 books. The principal and teachers asked what could they do to give back to the program. She recommended that the school have a book drive to empower the children to know that they could help other children through books. She proudly expressed that the school collected 4,600 books for other children. The school again collected books this year, donating 2,000 books into the Cops-n-Kids trust fund of books. Mrs. Bradley commented that the city of Bethlehem was miraculous and although there might be things that divided the residents, the children united them. She conveyed that the program was something that a community could only dream about and it happened because they had fabulous youth and teachers. She announced that Radio Disney adopted their program and would be having a concert and that the Bethlehem Education Association had started a book drive and already had more than 600 books for the children in the community. She thought it was a magnificent show of cohesiveness and noted that it did not exist everywhere.

Regardless of the discussions or disagreements that have entered the community, they needed to know that when it came to the children, they truly did unite. She acknowledged Jack Burke, Jackie Bayak, and Linda Weiss, retired school district employees, who were part of a team that worked out of the Southside Center. She added that they came every Wednesday to sort, label and distribute the books, noting that last year they gave out 75,000 books. It was truly a remarkable feeling of pride that she had in the children, adults, and organizations. She thought they were very fortunate to have the goodness and concern for their young people. She concluded that her line was always, "I can judge a community by how they treat its children." She was extremely proud when she went into all of the Bethlehem schools. The teachers nurtured the children in a positive environment. As a retired high school educator, she appreciated that if they connected the children to their communities and let them know they are cared about at an early age, the high school experience would be easier for the children. Mrs. Bradley concluded that as a child of Bethlehem, she thanked the school board, administration, volunteers, and the children involved in the program. She stated that she loved knowing that, together; they made a difference in the lives of the children.

President Leeson expressed gratitude to Mrs. Bradley, stating that she was one of the symbols of the greatness in the community. She commented that the efforts of her and the volunteers were greatly appreciated.

Dr. Lewis introduced Dr. Bonnie Coyle, Director of Community Health, St. Luke's Hospital and Health Network, who presented a PowerPoint presentation involving the projects in the district's community partnership on multiple fronts.

HEALTH/DENTAL  
PRESENTATION

Dr. Coyle discussed the partnership efforts between the hospital and the school district. She thanked Dr. Lewis, Iris Cintrón, the school nurses, the staff from the Family Staff, along with the other school district staff, who all helped make their efforts possible.

Dr. Coyle stated that the partnership was an initiative, which had been in place for ten years, with many organizations helping to meet the health needs of the children in the Bethlehem Area School District. She pointed out that the school district was one of their biggest partners and has been committed to working with St. Luke's Hospital to meet the health needs of the children in the community. When the partnership first formed, they focused on three main areas – child and adolescent health, improving access to care, and reducing minority health disparity. They often heard comments from educators that their role was to educate the students rather than be concerned about their health. She emphasized that there was strong and intimate relationship between health and education, especially for lower income families and children. She shared a quote from former surgeon general, Dr. Jocelyn Elder, who said, "You can't educate a child who isn't healthy and you can't keep children healthy who aren't educated."

Dr. Coyle commented that they saw daily examples in their work, noting that recently, while performing school physicals at a local elementary school, the first boy she saw told her that he was absent from school for the past 2 days. She looked in his mouth and saw deep cavities. She asked if he was in pain and he replied that the pain was the reason why he missed school. His mother gave him Motrin<sup>®</sup> so he could return to school and added that his mother could not get him an appointment with a dentist. Dr. Coyle said they connected him to their dental van and he received the necessary care so that he did not have to miss anymore school and could also gain his concentration. A few students later, she saw a boy with asthma who was wheezing so strongly that she did not need her stethoscope to listen. She expressed that she needed to call his mother to take him to the emergency room. The student pleaded not to call his mother because he was concerned about her missing work. She said that the students were dealing with these situations on a daily basis. They were able to assist him in receiving necessary treatment.

Dr. Coyle explained that they used medical and dental vans to provide services to the school district students. They began with the medical van approximately ten years ago and the dental van followed a few years later. She explained that they traveled throughout the community to provide the health services that children needed but could not get access to anywhere else. The mobile youth health services medical van traveled to Liberty and Freedom High Schools and Broughal Middle School. They saw 1,200 or more children yearly, connecting them to health insurance, providing physical examinations so they could obtain jobs, connecting them with mental health services, and providing for their healthcare needs. Dr. Coyle noted that every year they found a number of children who had serious medical conditions who couldn't get care in any other way and they connected them to the care they needed.

Dr. Coyle stated that they were so successful with the medical van that the partnership said that they needed to also work on the dental aspect of healthcare. They raised the funds to purchase a dental van, which visited approximately half of the schools in the district. She noted that this past year they provided over \$200,000 in services, of which about one-third of it was free care for children who did not have insurance coverage. Dental insurance coverage was even more of a problem in the local area as many businesses either didn't provide dental coverage or required such a high co-pay that families chose not to take coverage.

Dr. Coyle said that when they first started the initiative in the late 90s, they were only seeing approximately one hundred children every year. Each year they increased their coverage up to several hundred children. As they progressed into the year of 2000, up to 2007 and 2008, by utilizing the van and starting a clinic at Union Station, they had increased their coverage to approximately 7,000 children yearly, providing them with preventive and restorative care to keep them learning in the classroom.

The vision initiative was another huge project that provided care to the students in the Bethlehem Area School District. Students in the school district received a yearly screening for their vision. Dr. Coyle pointed out that approximately 2,000 students failed the screening. She pointed out that when they first began the initiative in the late 90's, only 10 percent of the students were obtaining glasses, but as a result of the vision initiative, they had been able to develop a voucher program and also brought the Give The Gift Of Sight Vision Van to serve approximately 50 percent of the students in the school district. She said that the van was a huge help to them, explaining that it was a national traveling van that came into the communities, providing free eyeglasses for the children. Dr. Coyle stated they had the program twice in the past year, with the most recent event in October at Freedom High School, serving 800 children in one week. She added that some children were from neighboring school districts, but almost half of the students were from Bethlehem. She explained that when glasses were put on their faces and they could see in school, it made a difference in their lives.

Dr. Coyle exhibited statistics, which revealed the number of students who failed their yearly eye exams. As enrollment in Bethlehem increased and the screening procedure became more complex, they were finding more students with vision problems. Each year they had been able to increase the number of students who received services, but there was still some work to do to keep meeting the target.

Dr. Coyle stated that asthma was a big problem with the valley being ranked the seventh worst place to live in the United States. Therefore the program was focusing on the health challenge as an initiative because of that statistic. They were also working to provide awareness, education and referral services for children who could not get their asthma under control. She noted that a school district survey was performed in 2006 in order to get a better grasp on the number of students who were dealing with asthma and found that 23 percent of children reported having asthma. She pointed out that it was way above the national average of 9 percent. The initiative was a link to care and provided educational programs. Their data had shown that they had reduced the number of children who missed school or needed to go to emergency rooms.

Dr. Coyle mentioned the Fowler Family Center at Donegan Elementary School, which was an initiative that the partnership had been working on for many years, based on the United Way's model of community schools. They focused on the areas of prenatal health, healthy childhood development, school readiness, family stability and safe communities. They reached over 2,000 children a year in the pediatric clinic, who could not access care elsewhere because of insurance or transportation issues. She announced a reading challenge, beginning next month, involving Mrs. Bradley, which was an attempt to improve the percentage of grade level student performance.

The School-To-Work Program was an initiative which was underway for the past 12 years, working with the limited English proficient students at Liberty High School. Dr. Coyle stated that the students were brought over to the hospital and rotated through different areas, giving them exposure to healthcare careers, with many becoming employed at the hospital. The students were connected with mentors, assisting them to improve their English speaking skills and helping them to advance in their career. She noted that they had worked with almost 200 students to date, with the majority being Spanish speaking, along with a few other minorities. They were proud to state that in the past two years they experienced a 100 percent graduation rate and more importantly, most of the students were moving on to higher education, which was did not occur ten years ago at the beginning of the program.

Dr. Coyle brought attention to the fact that the school district had been recognized by the aforementioned entities, having received awards through the partnership. The Bethlehem Area School District was always listed on the awards as one of the main participants. She concluded her presentation by thanking everyone for helping their program to put children first in the Bethlehem Area School District.

Dr. Lewis asked Dr. Coyle to come forward, recognizing the work that she put into the partnership. He stated that most recently, there was a community school family center going into the new Broughal Middle School, which had dedicated space to assist the community program. He noted there would be a fully operational dental clinic within the building, which was funded by a grant that Dr. Coyle and Mrs. Cintrón secured for the district. Dr. Lewis read the following statement on a plaque presented to Dr. Coyle:

*Presented to Dr. Bonnie Coyle –*

*“For your dedication and leadership in improving the quality of life for the Bethlehem Area School District children and families – January 26, 2009.”*

Dr. Lewis introduced the principal of the SPARK Pre-kindergarten Program, Mrs. Marilee Ostman, who presented the following instructional report:

INSTRUCTIONAL  
REPORT

Mrs. Ostman stated that she was extremely proud to be present this evening and represented 1,884 children who had completed the SPARK Program since 1993 and 251 four year-olds, who were still enrolled at the SPARK Center and at SPARK II. They were excited to share some extremely important information, noting that out of 1,884 children who had completed the program, 1,500 children (79.6 percent) were still enrolled in the Bethlehem Area School District. They were very excited about that figure. Since June 2006, there had been SPARK students in each of the graduating classes at Liberty and Freedom High Schools. More than forty years of research had shown that quality, early education prepared children with academic and social skills needed not only for kindergarten and elementary school, but also for secondary school and into their adult lives as well.

For more than 15 years, young children had been reaching success in the SPARK Pre-kindergarten and had also prepared them to be productive citizens of their schools and community. Mrs. Ostman offered a glimpse of how they believed it happened. She introduced Mrs. Lori Stom who began the reflection.

Mrs. Stom stated that from 1993 until present, the board of school directors had a vision, created a program plan, and made a wise investment in the future of children in families of the Lehigh Valley community and beyond, by initiating, endorsing, and supporting the SPARK Pre-kindergarten program. All of the staff including teachers, assistants, support staff, health assistants, and custodians provided a developmentally appropriate, integrated learning environment where children explore, develop and master skills, based upon the Pennsylvania Early Learning Standards. The children were learning while playing and play in the math, science, computer, practical life, manipulative, block, art, writing and book areas. They made learning as fun as possible for the children. When a young child liked to do something, they all knew that they would pay attention, stay engaged, and even learn how to construct their own knowledge. It was truly how early success became a lifetime of learning in SPARK.

A video recording, which was created by Miss Karen Rupp and Mrs. Deanne Teague, revealed some of the children's thoughts about SPARK.

Mrs. Stom commented that after viewing some of the children, they hoped they would agree that by engaging them in developmentally and age appropriate experiences, when they were most ready to learn, they would be prepared for kindergarten and beyond.

Lastly, as one of the key programs within the district, they attempted to connect and participate in all activities and initiatives, which were developmentally appropriate for the ages and stages of their children, and also which would prepare them for the next step into their elementary schools. Under the No Place for Hate<sup>®</sup> Initiative, Dr. Lewis had challenged all staff to create inclusive learning environments where, among other behaviors, all children should be able to feel safe and happy at school, and where all children promised to do their best and show kindness to everyone. In an effort to be consistent with the district, they adapted the same goals by using a literacy based approach, by reading and extending the concepts found in the children's book called, "Have You Filled A Bucket Today? – A guide to daily happiness for kids" by Carol McCloud. The children present this evening were the students of Mrs. Kristyn Martin and Mrs. Evelyn Menendez from Room 104 at the SPARK Center. They wanted to show everyone what it meant to be "a bucket filler" and a "bucket dipper." Mrs. Stom stated that their early success would definitely lead to a lifetime of learning.

Mrs. Ostman thanked everyone for the opportunity to share important information about the SPARK Program from the past, present and they certainly hoped for the future. She invited the board to visit their facility to obtain a glimpse of their program.

President Leeson thanked the youngsters for their wonderful presentation. She said that it was with a very heavy heart that they were looking at the resignation of Mrs. Ostman on the evening's agenda and expressed that she would be sorely missed.

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.

COURTESY OF  
THE FLOOR  
TO VISITORS

As per school board policy, generally, speakers are limited to taxpayers, residents, or employees of this school district. At the conclusion of the regular school board meeting, another block of time will be allocated for public comment. At that time, the same rules will apply. It is asked that speakers observe proper decorum, without personal attacks towards a specific individual or individuals.

It is not the custom for the board to enter into a dialogue at these meetings about concerns. However, the board does listen with care to issues raised. Speakers will receive responses, in some form, by the administration.

The following persons addressed the Board of School Directors:

1. Maureen Venkersammy – 3152 Kenwick Circle, Bethlehem –  
Parent Advisory Committee Representative –  
Mrs. Venkersammy stated that their Parent Advisory Council Meeting last week included a quick run-down of the new Reading Recovery® Program and discussion of the graduation proficiency requirement, of which she had some input for the board.

She explained that in order for the proficiency requirement to be successful, it was necessary they ensure that all students were required to learn. For instance, with regard to tracking, honors, etc., teachers often believed that the A-Tracker honors classes had to learn, but some teachers in other classes might feel that their students shouldn't be expected to learn the same information. They needed to change the mind-set of their teachers because minimal expectations created minimal results. She noted that it was also necessary to base curriculum enhancements not only on reading and math classes, but also to integrate reading and math across the curriculum. The proficiency requirement for graduation was the stick to get the students to take the test seriously.

It was imperative that they continued to look at the data given to them through the test. They needed to continue to breakdown the data by student so that each student was assured areas in which they were lacking were covered and they learned everything they needed prior to graduation. The PSSA and high academic expectations should be all year long. They needed to stop focusing on a short window. They needed to stop constantly talking about PSSA and only discuss higher expectations of education. They needed to support the expectations given to the students through their curriculum and use the past gathered information to ensure that the curriculum was teaching students what they needed to be successful in life. They needed to have engaged learning in all classrooms so the students who were not at the top of the class were challenged, engaged and moved up in their academic levels. They needed to keep reaching and raising the bar. Classroom management strategies were necessary for solid engaged student instruction. It was an area discussed at many meetings. They needed to have every student actively listening and participating in their classrooms. The overall belief of the PAC was for the document to serve as a warning to students not to play around and take the test seriously. With that being said, it was more important to guarantee that the students were getting all of the necessary information prior to taking the test; not just the PSSA pointers, but true academics. If it incurred they should not need to have ramp-ups in all extras because the curriculum would take care of itself. The PSSA testing would just be a couple of days during the year. A non-event, although important, would remove the emphasis that performance was more important than the preparation. Mrs. Venkersammy concluded that if they effectively prepared the children, it would increase their performance.

2. Jane Ervin – CEO/President – Community Services for Children, Inc. –  
Ms. Ervin began by thanking the members of the school board for the public service provided by them, adding that they did a fine job. She stated that she was present to speak on behalf of the SPARK-Pre-K Program and noted that her corporation was the Head Start provider for the Lehigh Valley. She added that they had a wonderful, close working relationship with the Bethlehem Area School District in the SPARK Program, where they collaboratively served 106 Head Start children who were also part of the SPARK Program. She elaborated on the fact that the strong partnership was very valuable for the most vulnerable children in the Bethlehem School District. They were children that were at 100 percent poverty level, which was defined as a family of four who earned less than \$20,000 per year, so they were discussing some very needy children. Without the SPARK Program and the support provided by Head Start through the SPARK Program, the children would have a very difficult time being successful in school because they would start kindergarten so far behind their peers. She reiterated that multiple studies revealed that for every dollar invested in high quality early childhood education, huge gains were made on the other end.

Ms. Ervin said that the savings were reflected in terms of lower cost attributed to incarceration, remedial education, higher graduation rates, and less joblessness in the community. When early childhood education in a high quality program, such as the one provided by Bethlehem School District, was ongoing, not only did the school district save money in the long run, but also the community. Ms. Ervin pointed out that there were 106 Head Start children in the SPARK Program and if it was not around, then the Head Start funding, which came from the federal government into the community, would no longer be there, so it had a large impact. Ms. Ervin concluded that she thought the staff did an outstanding job and was well worth the investment in the young children.

3. Frances Caban – 1504 Siegfried Street, Bethlehem –  
Ms. Caban stated that her two children attended SPARK, explaining that five years ago when she moved to Bethlehem from New Jersey, she knew nothing about Bethlehem except that it was probably one of the best places to live in Pennsylvania. She said that she found out about SPARK through another parent and her daughter began the program in September of 2004. Her son followed, attending the program for two years. When she registered her children, she was informed about parent participation with the school. She did it because she believed in the SPARK Program and had passion for it. She explained that they did so well in school because of SPARK. Ms. Caban stated that her son, who was now six, was wearing a shirt stating, “I’m ready for anything,” because he attended SPARK. She pointed out that the most important telephone number in her cell phone was the contact for SPARK, because if she saw a young child who was three or four years old, she informed them about SPARK. Ms. Caban also commented that her family did not have the money to pay for weekly daycare, where their children would just play around. The children received an education and independence at SPARK. She added that the teachers were incredible. She never had a problem with them and was always welcomed there with open arms. She concluded that she wanted her grandchildren to be able to attend the program and didn’t want future generations to miss out on such a great opportunity.
4. Joanne Kelly – 3510 Summit Court, Bethlehem –  
Ms. Kelly stated that she spoke as a parent and as president of the Freedom Cheerleading Booster Club. She recently read in the Morning Call that “those costly cheerleaders were bleeding the district,” she thought it was time to share some facts. She wanted to publicly state that the board and school district contributed very little to the cheerleading program at Freedom High School. The total yearly district contribution for pom poms and raincoats was \$800 and approximately \$3,600 for the purchase of 24 uniforms. The district purchased the uniforms every five years, making it a yearly contribution of \$1,520, however, they had 27 cheerleaders so the booster club bought the additional three uniforms, plus 27 warm-ups for all varsity cheerleaders, which totaled over \$6,000.

Ms. Kelly said that the cheerleading coaches were the lowest paid coaches in the district, considering the fact that they coached two full seasons and were only paid for coaching one, as highlighted in tonight's agenda the coaching positions up for approval at Freedom High School. She pointed out that for the past three years their cheerleaders were two-time runners up and returning district champions for 2008. She stated that the school district recently refused to support the cheerleading program by not paying the entrance fees or busing to the District XI Athletic Director's Competition. They were told that the district would not pay because a portion of the money supported Angel 34, a local cancer foundation for children, however the check was written to District XI. Ms. Kelly explained that they could not control how District XI dispersed entrance fees for such an event, just like in any other district event where fees were paid. She asked if anyone had ever checked to see if the district supported other non-profit organizations through other sport district entry fees. She said that the cheerleaders had approximately 25 yearly fundraisers to support things such as mats, gymnastics, clothing, competition fees, supplies and now had to add busing to the list. The total cost to bus the cheerleaders to their competitions would be approximately \$2,000. The competition fees for the three cheerleading squads totaled approximately \$9,000. Ms. Kelly noted that cheerleaders did earn college scholarships just like any other sport, which was why competition was as important to them as any other sporting event. She stated that they had never come before the board to ask for anything, other than permission to attend a national competition and added that they were crowned grand national champion twice. The cheerleaders also used booster club funds to decorate the school hallways, boys' locker rooms, football, basketball, wrestling, and soccer senior players' homes, and anything related to raising school spirit such as homecoming and Freedom/Liberty Spirit Week. The cheerleading booster club worked from a yearly budget and fundraised so they did not overspend their budget. Ms. Kelly stated that earlier in the year when an issue came up about busing to Liberty, the question was asked if the district would bus them to competitions for the year and they were told, "yes," but it would be the last year, so the booster club planned on budgeting for busing next year. However, now the district decided they would not support competitive cheerleading and they were informed that the district would not pay for busing to the events. Their competition fees were already paid and they must find funds for busing. She questioned who was responsible for the girls when they left Freedom High School in their uniform and traveled to Hershey, Philadelphia, or York, Pennsylvania. She asked what would happen if there was a car accident or a car broke down, not allowing all the girls to arrive in time for the competition. She inquired if the estimated costs of \$2,000 for the remaining competitions really stretch the district or was it simply stated that cheerleading was not as important as the Virginia Duels, an approved item in the budget, or district football or basketball.

Ms. Kelly questioned if they budgeted for those events and the boys' or girls' basketball teams made districts, would their buses be pulled. She heard that the wrestlers from Freedom High School were being bused to districts at Liberty High School, noting that nothing was consistent. She expressed that at various times she had three cheerleaders in her family from Freedom High Schools, in addition to 58 girls on the cheerleading squads, all being very important to her and to the school spirit of Freedom High School. She suggested that they should be given the respect and support they deserved from the board members of the Bethlehem Area School District.

President Leeson addressed Dr. Lewis, stating that there seemed to continue to be a great deal of confusion with the Freedom Cheerleaders over what the school district supported and what they did not support. She understood that there was a second reading of the club policy this evening and also noted that cheerleading was on an upcoming agenda for discussion with regard to what the district supported.

Dr. Lewis replied that he did not remember it being an agenda item but knew there was a club policy and direction given to the administration that there was concern relative to sponsoring the competitive events beyond PIAA sanctioned events. He explained that the board set the direction and the administration executes. He added that while they had their opinions on various items, it was what the upcoming discussion was centered, but did not think it was specific to cheerleading. Dr. Lewis stated that he did not want to create a defense or rationale either way on the issue, stating that they had sponsored past events for multiple teams that went out beyond the extended PIAA schedule, citing the example of the Virginia Duels and other events.

President Leeson injected that she understood the Virginia Duels actually met the PIAA requirement, which was why it was supported in the past. She said that her point was that she believed they had an upcoming policy with continued discussion, but thought they needed to clarify that the board fully supported and appreciated the cheerleaders and their hard work. She congratulated them for going above and beyond to consider national championships. She thought that as far as what the district supported as a whole, was unclear at this point, and needed clarification and further discussion.

Dr. Lewis commented that there was a club sport policy on the agenda for examination. He added that there was discussion as to whether existing sports belonged in the external activities of the club sport policy. He thought that it should be addressed at the time when the matter came up.

5. Ausjoli Nieves – 3301 Highfield Drive, Bethlehem – Freedom High School Cheerleader –

Ausjoli stated that she was the captain and a four-year member of the squad and was present to speak on behalf of her fellow teammates. She noted that members of the school board had stated that the district would not support competitive cheerleading. As a result, funding for transportation to competitions had been terminated. As the only team that supported all of the other athletic teams, they found it hard to understand how the district would not support them in doing something in which they excelled. Her teammates were not only spirit leaders, but were one of the top ranked competitive cheerleading teams in the region, state, and nation. Their name was synonymous with a tradition of excellence. They were the reigning District XI Champions and were two time Grand National Champions. They trained from May until March every year in order to remain competitive and received little to no recognition for their efforts. Ausjoli pointed out that competitive cheerleading was expensive; not for the district, but rather for the parents. Because the district would not pay for their competition entry fees, they were forced to constantly fundraise to obtain the available funds for competition. By taking away busing for the competitions, it would cost them more to charter buses than what the district would pay to provide them. She asked for reconsideration of the decision to terminate busing for competitions and requested the support of the district as they supported all of the Freedom High School athletic teams.

President Leeson responded that she wanted them to understand that they never supported competitive cheering and that it was new. She said they also felt the same way about lacrosse, in that they would love to see it as one of the district sports. They were looking at club status for lacrosse because their budget was not allowing them to open up to new programs. President Leeson noted that as stated they were fundraising for years and commended them for doing so, but presently the district did not financially support the competitions, although they emotionally supported the team.

Dr. Lewis interjected that they had supported the team in the past, citing the California competition. He noted that they paid for part of the trip and for some of the coaches.

President Leeson commented that it was news to the board.

Dr. Lewis stated that it was not news, noting that Mr. Majewski confirmed that they had spent dollars to support it. He explained that the misinformation was that discussion this year about competitive cheerleading was brought to the table at board level and the sentiment was to not support it from this point forward, as well as some of the other items like the Virginia Duels. He reiterated that they had sponsored some of their events along with fundraising by the group as well.

President Leeson stated that competitive cheering was not on the sports list.

Director Amato added that the young ladies came to them asking to go to California and were given the okay and supported it.

President Leeson said that they did not financial support it.

Director Amato replied that they did support it because they paid for the coaches that went on the trip.

Director Dexter commented about point of order and believed that board members should be recognized.

Director Amato stated that he wanted to recognized and asked President Leeson for recognition. He said that she could speak but he could not.

President Leeson responded that it was Courtesy of the Floor and it would be fine if he wanted to be recognized under unfinished business.

6. Ashley Piccione – 4 Harding Court, Easton –

Ashley said she was a senior captain and four-year varsity cheerleader and commented that in light of the recent decision to cut the funding for busing for their cheerleading competitions, she and her teammates thought it was important for them to hear, firsthand, about Freedom cheerleading – school spirit, community service, and competition. They understood that their primary role was to promote school spirit, noting that in the past two years, school spirit at Freedom High School was at an all-time high. She added that the cheerleaders were one of the main reasons why, because they led the crowd in cheerleading during football, soccer, basketball, wrestling, and at pep rallies. They spent countless hours making signs to decorate the school stadium and players' houses at their own cost. During the winter season, while they were busy supporting Freedom athletics three to four nights per week, they must also dedicate two nights for practicing for competitions. Ashley pointed out that Freedom High School consistently had one of the top cheerleading teams every year, for the past four years. In 2006, they were crowned Pennsylvania State Cheerleading Champions and were currently District XI Cheerleading Champions and also earned the prestigious title of Grand National Champions in 2007 and 2008. They were headed to San Antonio in March to defend their title and bring back another national championship in cheerleading to Freedom High School. She further explained that being competitive took many hours of hard work and dedication on their part along with their coaches and parents which was why they were saddened to hear that their own school district would not support competitive cheerleading. Ashley said that they were not asking for much from the district, even though many other sports, activities, and organizations received much more than the cheerleading program. She stated they were only asking for transportation, having fundraised all year to pay for the competition entrance fees.

Ashley asked why they should be denied the opportunity to attend and exhibit their talents in cheerleading, dance, stunting, and gymnastics because the district decided to cut their transportation. In addition to the service to the athletic teams at Freedom High School, they made a name for the high school within the community, noting that last year they were recognized as one of the volunteers of the year for their work at the VIA-Lehigh River Relay. They also received commendation from the Northampton County Children and Youth Services for their work with the Adopt A Child Program and noted that they raised \$1,200 to provide gifts for needy children in the community. They also donated their time to the Angel 34 network, The March of Dimes, and Highmark Blue Shield's Walk for a Healthy Community. She commented that Freedom cheerleading was about so much more than just cheering on the sidelines at athletic events. It was about service to the school and community. The competitions were a chance for them to shine, display their talents and to compete against some of the top ranked schools in the area. In conclusion, she requested reconsideration of the decision to cut their transportation and support the team that supported everyone.

7. Bill Petterson – 2321 Silo Drive, Easton –  
Director of MAD Science – Lehigh Valley

Mr. Petterson stated that he wanted to make the board and school district aware of the programs offered by his company. He explained that MAD Science offered science enrichment programs through a variety of venues, from assemblies, summer camps, school workshops and field trips. He wanted to inform them that MAD Science ran after-school programs which were designed to be held directly after school and were funded 100 percent by the parents, noting that they handled all rosters, registration, and communication with the parents, including calendar arrangement. They asked for a corner of the school such as the cafeteria, gymnasium or library to run the enrichment program for the children. Mr. Petterson said that the programs ran from Pre-K up to sixth grade, having a multitude of highly trained instructors including a retired superintendent, professors, chemical engineers, working mothers and a minister. He pointed out that they did some work in the district, through PBS, having a positive reception from the children. He stated that their program had no administrative burden on the district. He concluded that if they were allowed to come in to offer student programs, without any obligation to the school, they would provide a free 60-minute assembly program for one of the elementary schools to get the students interested in science.

8. Vincent Spina – 2420 Fourth Street, Bethlehem –

Mr. Spina thanked administration and the board for their fortitude in dealing with the district's current financial state in a time when many were struggling with economic issues.

As president of the Bethlehem Township Athletic Association, Mr. Spina stated he was present to speak about concerns and ideas for Policy 707 – The Use of Facilities. It was their understanding that the district was once again considering reclassification of BTAA from Class I to Class II status. As a result of the change, the BTAA would incur a cost increase of at least \$43,000. Although it would seem like a positive financial step for the district, it would have a devastating result for their organization. He noted that their budget was only a fraction of the district's budget; they shared the same concerns over programs and opportunities afforded to the young people of the township. Their organization was completely volunteer and they ran a balanced budget as a nonprofit organization. In order to achieve balance, they relied on funding from the township and the participation fees charged to the families. He pointed out that they offered fee structures for families with more than one child and offered free participation for families with financial hardship. They attempted to make their programs available to all families, regardless of financial status. Their reasoning was that children needed healthy alternatives at a time when the risk of becoming involved in unhealthy activity was at an all-time high. Mr. Spina stated that their organization provided alternatives for more than 40 years; in fact, many community members, faculty, and coaches were part of their organization. He said they had managed to build a positive relationship with the middle and high school athletic programs and their children looked forward to stepping into the role of the high school athlete. Mr. Spina commented that if the board would reclassify their organization, the effects would be both immediate and long-term. They would most certainly reduce the number of participants in their programs, thus decreasing the number of athletes prepared for the next level. They were also members of the community and taxpayers within the school district and there was a sense of pride involved when their children had the ability to use their schools for their contests and practices. If the opportunities were reduced, they would also be reducing the sense of community and pride that had developed over the years. He pointed out that their organization was being realistic and knew that something needed to be done, however, they asked for a cooperative effort, rather than no choice. Their line of communication with Dr. Lewis' office was steadily increasing with recent discussion involving a possible solution to their dilemma. In conclusion, he respectfully asked to table the policy until they could work with the board and administration toward a solution that would benefit all of the involved parties.

President Leeson recognized the large number of youth and adults present in support of Mr. Spina's comments.

9. Dr. Robin Hojnoski – 2052 Hopewell Road, Bethlehem –  
Lehigh University – Assistant Professor  
Dr. Hojnoski expressed that she was present as a parent, a community member, and as a researcher at Lehigh University, in support of SPARK.

She had a particular interest in how children developed with early math. She noted that the National Mathematics Advisory Panel recently released its report, which emphasized the importance of math in daily living, lucrative careers in science, technology, engineering, medicine, and their ability to participate in a global economy. Although they were doing better in math as a nation, data from the National Center on Educational Statistics suggested that there were still significant differences between children of color, children of fewer resources and their middle class peers. Research also told them that differences in math skills and knowledge emerged by age three and the differences continued to grow without appropriate intervention and without effective instruction. Dr. Hojnoski stated that research also told them that math skills and knowledge at kindergarten entry was one of the best predictors of later academic achievement, which was associated with early childhood education. She said that programs such as SPARK made a difference and helped children get on the right track for success. She stated that last month she had the opportunity to walk the halls and visit the classrooms at SPARK, seeing evidence of mathematical thinking and problem solving and evidence of the rich kinds of experiences that children needed to build a strong foundation for later learning. The continued funding for SPARK was a commitment to continued support for child development; not only in math, but in language, literacy, and social development. She noted that it was a commitment to improve outcomes for all children. Dr. Hojnoski pointed out that remediation was much more costly than early education. She concluded that investing in SPARK was an investment in their children and an investment in the future.

10. Anastasia Pierre – 2412 Henderson Place, Bethlehem –  
Ms. Pierre was present as a parent of a child enrolled in the SPARK Program. She stated that they already heard that the program was important. She wanted to tell them as a parent, that before her child was enrolled in SPARK, she was not at the appropriate level of development, having poor language skills and could not socialize well with her peers because she was not exposed to an environment with a lot of children. When her daughter began the program, she could not identify letters, numbers, express herself, or use scissors for art projects. Ms. Pierre pointed out that in five months, she could count to 15, knew almost all the alphabet and could also spell words. She expressed that every single week she was receiving follow-up notes in her folder and art projects from the children. From math to reading to learning manners; they were learning so much, that she was so grateful. Her daughter was scheduled to begin kindergarten in the fall and if she was not enrolled in the SPARK Program, she would not be ready. She believed that many parents would agree that childcare was so expensive and with work and other commitments, she did not have the time to sit down with her child to do everything they did in the program. She brought attention to expenses associated with childcare and addressed academically delayed children.

Ms. Pierre stated that psychological research revealed that 90 percent of brain development occurred between ages two through five. She commented that there would be future expenses that someone had to make for the children to catch up later in life in so many aspects such as school, personal development, and their career. She concluded by expressing her concern for the many wonderful teachers who would be left without a job.

11. John Del Vecchio – 2061 Tenth Street, Bethlehem –

Mr. Del Vecchio stated that he was a 1970 graduate of Liberty High School and a lifetime resident of Bethlehem. He knew that several people on the board, including the superintendent were not originally from the area. He noted that in 1968 his economics teacher at Liberty High School, Mr. Bauman, taught them not to spend money they did not have and he taught them simple financial tips that he learned by growing up during the Depression. He said that if one was going to purchase a car or a home, save first and don't spend what you don't have. He felt that the district was spending money they did not have and they were not learning from their mistakes. He pointed out that in the next budget they were still trying to fund additional educational programs, alternate schools, and special programs that they did not have the money for at this time. After attending a few board meetings, it scared him after hearing that they were \$225,000,000 in debt. He commented that some of the programs had educational benefits, but asked if they were absolutely necessary at this time and if they were really needed. They were trying to spend more than the budget allowed and by doing so they were searching for other things to cut or eliminate within the district. He said that the superintendent and school board directors were in tough positions and expressed that the superintendent and the business manager recommended they sell assets and properties in order to fund programs, which scared him. Selling assets and property now might fix the financial problems for next year, but it was only a Band-Aid on the problem and he asked what happened after, questioning what assets would remain. He wondered if the next step would be to sell the schools. One of the assets proposed for sale was a piece of land on Farmersville Road, which would be an ideal spot for an additional elementary school. He said that the population in the township continued to grow and the schools were full so eventually they would need another school. He questioned what it would cost the taxpayers to replace that valuable piece of property in the future. They could not buy back the property, noting that it was too vital. He further commented that Dr. Lewis recommended privatization of the Transportation Department and explained that fifty years ago Albert Delgrosso was superintendent of Building and Grounds and saw the need for the district to start their own transportation system. He stated that it took fifty years to acquire and build what they had today. To sell off fifty years of hard work was an insult to the people who brought the transportation system to where it was today and once it was sold, they would never get it back.

Mr. Del Vecchio questioned paying a consultant \$10,000 when they should first turn to their own people and suggested that David Himmelberger did a fantastic job, leading the Transportation Department for 25 years. He pointed out that he saw him at the depot on a Saturday or Sunday morning removing snow from the buses. He recommended that Mr. Himmelberger work with the business manager on the transportation system. Mr. Del Vecchio said that it was mentioned that Pleasant Valley School District privatized their transportation but it did not make it right for the Bethlehem Area School District. The surrounding districts, such as Easton, Saucon Valley, and Parkland were big districts and they all had their own buses. He understood that they had problems, but he felt more research should be done within the district before they spent \$10,000.

President Leeson thanked Mr. Del Vecchio and recognized the other citizens present in support of his comments.

12. Peter Crownfield – 569 Brighton Street, Bethlehem –

Mr. Crownfield agreed that the district faced some difficult decisions as a board and administration, but like Mr. Del Vecchio, his concern was the idea of deferring costs to the future in order to get a present benefit. He noted that it also involved SPARK. Although it did not involve selling assets, it was saving money now, but it would cost much more in years to come, both in the schools and also in the criminal justice system. He said there was no question that the value of Pre-K was absolutely established and added that earlier childhood education, below the age of three, was even more important. When they cancelled or cut back on a program, they were deferring the costs to future generations.

Mr. Crownfield stated that he could not see any reason why cheerleading would get any less support than any other athletic event or activity in the schools [period].

He noted that he was not experienced in transportation issues or in school operations. He was a chief financial officer in private corporations and a consultant to business, non-profit, and government organizations, so he thought he knew something about how to look at problems. He thought there was no inherent advantage of a private corporation and there was no reason why they should be able to operate busing anymore efficiently than the district. He pointed out that they might be an advantage for a very small district, but Bethlehem was big enough that the same types of economies of scale should be possible. He added that Bethlehem Area School District did not have to figure in a profit. If the motivation was to sell assets, which would result in an infusion of cash and be very helpful this year, but as stated by Mr. Del Vecchio, they were selling off the future for a short-term gain. He addressed the consulting contract and if it was necessary to investigate the issue of privatization or to make the existing operation more efficient. He asked what would be a better use of \$10,000.

Mr. Crownfield expressed that they wouldn't want to hire somebody whose basic experience was running private transportation companies and providing private transportation equipment. It was not the best person to hire in order to figure out how to better run an operation. He thought that if a private company could save \$500,000 a year running the bus operation, then so could the district.

13. Lesa Lutseo – 235 Main Street, Freemansburg –

Ms. Lutseo stated that she was the driver for Bus 38. Although the bus drivers were not recognized for all the good they did, she noted that she placed first in a bus safety competition held two years ago. She was also one of the three CDL instructors for the district. Ms. Lutseo said that the district was run as a non-profit entity with regard to transportation and questioned how they were going to turn over a non-profit busing system to a "for profit" company over the long-term and also save money. She stated that some of the shortcomings to contracting out would probably not be brought up at most of the board meetings. In order for them to cut transportation costs, they would have to be willing to cut miles, hours and buses. It would be the only way for them to cut their costs. If those changes were not enough, they would then have to look at their dismissal and start times, noting that they currently had many schools which started at 8 o'clock. They would have to double the buses and drivers to get the students to school by that time, so the board would have to look at changing dismissal times and start times in the morning. If that was still not enough cost cutting, one of the outside sourcing companies recommended they redraw their boundary lines. She asked if the school district was willing to pull in their boundary lines because it would also streamline their busing system. She noted that she had not heard those questions asked of the board before they decided to spend \$10,000 to bring in an outsourcing company. She also did not hear anything about a long-term analysis, commenting that they might receive a windfall when they sold the buses, but she didn't think they had a million dollar sitting in the bus fleet. She said there were a couple of buses worth \$2,000 if they were lucky, noting that the mechanics in their department who were outstanding and kept the buses running day-in and day-out. They currently traveled 6,000 miles per day, which was over 1,080,000 miles in a 180-day school year. She commented that the mechanics kept them running and Mr. David Himmelberger kept the funding under budget, except when diesel costs increased. She said that it might cost more for private transportation because for insurance purposes they might add monitors on the buses, noting that an outside company would carry greater insurance liability on student bus behavior. She pointed out that they would be surcharges for extra runs and asked who would monitor over runs when a child was left behind at a school. They could run into a two or three million dollar over run because of improper or vague contract wording.

The communities could be adversely affected by taking good paying jobs and turn them into poor paying jobs. By selling off the fleet, they would leave the school district in a vulnerable position going into future contracts. It is worse when an existing contractor low-balled their bid to win a contract and then raised the prices. They would not be able to do anything because the buses would be gone along with the drivers and accountability would be diminished. She stated that complaints and concerns from parents would no longer be addressed with the school board because a private company could not be held to the same scrutiny as the school district, which was required to operate in an open area. Ms. Lutseo concluded that Dr. Lewis came to their orientation in August and stood in front of approximately 120 bus drivers commenting that he was proud and what a great job they were doing and that they were assets to the district. She thought that a job considered important and critical took more consideration and deeper questioning than what the board has given by simply contracting them out. She said that Dr. Lewis told them that they were an intricate part of the school district but right now those words felt a little hollow to the bus drivers of the Bethlehem Area School District.

President Leeson recognized the additional people supporting Ms. Lutseo's statement.

14. Dr. Joseph Sexton – 1820 Wilson Avenue, Bethlehem – President/Head Coach – Liberty Girls Lacrosse Club –  
Dr. Sexton asked to discuss a few items for the record. He stated that in November, he brought forward a new district policy regarding club sports for evaluation by the board so that their club would be able to continue to play the surrounding clubs, which had since gone full PIAA varsity. He hoped that it would open up all sports clubs and similar activities in the district at all levels, which could not temporarily get funding from the district and continue to deliver a broad experience to children and young adults. He noted that it still did not make them eligible for state or district championships even though they would theoretically win their league. He hoped that if the policy went through, it would not be abused in a way that would prevent teams or clubs from attaining varsity status or receiving future finances. He hoped the board would vote favorably upon the policy tonight. He thanked administration, Dr. Dean Donaher, Principal Durante, Sam Seneca, the solicitors, and the board for helping him through the process. He pointed out that the new policy's requirements included medical trainer and security coverage at all practices and games and said that it would not be a problem for their club because he was the head coach and also an Emergency Room Physician for the past 13 years. He added that not all clubs had that advantage and it would be logistically and financially prohibitive for many other clubs, unless the district was willing to finance the requirement. He requested that the requirement be deleted because he did not believe that other varsity sports had the requirement, nor did the PIAA, for regular season games and practices.

Dr. Sexton concluded that his club began the venture in November when they presented their plea with the necessary documents at that time, which were now in the policy. If the policy passed, he requested a waiver for the 60-day pre-season application process requirement since they started a month ago and already had their schedule.

LIBERTY HIGH SCHOOL – Megan Kelleher reported that it was the start of the second semester at the school. She heard that finals were successful and noted that she was exempt from taking the examinations. The juniors were beginning to prepare for the PSSA Tests being given in the spring. Every Wednesday everyone in the school received a PSSA warm-up sheet filled with questions to answer during the first five blocks of classes. There were also new PSSA questions on the Liberty High School website daily which were being utilized by the students. Megan brought attention to the high school's first Hurricane Comedy Night held on January 17, which was sponsored by the Yearbook Staff and featured Dat Phan, the winner of NBC's *Last Comic Standing*. Megan commented that the night was an amazing success with tremendous amounts of funds raised for the yearbook in addition to laughs being had by everyone. Their Teen Summit Group organized a "Rip the Runway" Fashion Show on January 6, which featured their collision course dance team and helped to raise funds for Teen Summit's Annual Diversity Celebration. The National Honor Society would be holding their second annual blood drive on February 6 and Megan said that they were always successful so they were glad to be holding another one. After the success of the show, *Hamlet*, this past fall, the Liberty Theater was starting rehearsals for the spring musical, *Peter Pan*, to be held from April 26 through May 3.

STUDENT REPORTS

FREEDOM HIGH SCHOOL – William Velekei stated that finals went well at Freedom High School with a smooth and fast transition from the first to second semester. He announced that yesterday, the cheerleaders held a competition named Patriot Pride and different schools came from all over the area to compete. The cheerleaders would also be competing next Saturday at Easton Area High School for the district title. Will boasted that the basketball team held a posting record of .500 and saw district playoffs on the horizon. In addition, the student council planned to hold a pet fundraiser with all donations going to the SPCA. He noted that they would be taking in various items such as food and toys for the animals. He concluded that there was not much activity in the school with the consideration that they were in-between the holiday and spring seasons.

A motion was made by Directors Follweiler and McKeon to approve the minutes of the November 10, 2008 Special Board Meeting, the November 17, 2008 Regular Board Meeting, and the December 1 Reorganization Meeting. The motion was carried by voice vote.

APPROVAL OF  
MINUTES

President Leeson announced that she had a change to the Curriculum Minutes. She stated a need for an addendum on page 2 continuing onto page 3, with regard to the discussion on physics.

APPROVAL OF  
COMMITTEE MINUTES

President Leeson reviewed the conversation, noting that it was stated that she said, "Those who take physics do better on the SATs." And Mr. Smith pointed out that, "Students who take physics are a stronger academic group." President Leeson said there was also a conclusion to that, which was "The data did not substantiate that statement." She noted that she wanted that sentence added to the minutes. She requested a motion to approve the Curriculum and Human Resource Minutes.

Directors Tenaglia and McKeon made the motion, which was carried by voice vote.

Directors Follweiler and Cann made the motion to approve the Financial Report and Payment of the Bills.

APPROVAL OF  
FINANCIAL REPORT/  
PAYMENT OF BILLS/  
BUDGET TRANSFERS

President Leeson asked if there were any questions pertaining to the items.

Directors Tenaglia inquired with Mr. Majewski about a new report on the 2007-2008 Bond Fund and requested a description.

Mr. Majewski replied that it was showing a balance as of July 1, the expenses paid, the transfer to cover the expenses, and the ending balance in the account. It showed the monies that were being transferred on a regular basis to cover the construction expenses. He noted that if one referred to the Treasurer's Report for the month of November 1 through November 30, they would see there was approximately \$15,000,000 in the fund that was invested and money was being transferred into and out, as funds were being paid, so that it reflected that all construction expenses had been covered by transfers out of the investment account.

Director Tenaglia asked why he was transferring money into the investment account. He also asked why they saw that kind of transaction detail on the bond fund account and did not see it on any of the other accounts.

Mr. Majewski replied that there was no money that was transferred into the investment account. All of the money was invested and generated income and they only transferred it out when they had construction expenses that required them to transfer it into the general fund.

Director Tenaglia asked where the \$18,000,000 dollars came from that was transferred into the account shown as a separate item on the Treasurer's Report.

Mr. Majewski replied that it came from the investment account. The money was transferred to the general fund. He explained that initially when the bills were paid, they were paid out of the general fund. They needed to transfer money out of the investment account in order to make the general fund whole.

Director Tenaglia requested to move the discussion to the Finance Committee Meeting next week because it was the first time they were seeing that type of transactions and he wanted a more detailed explanation.

Mr. Majewski responded that he believed it was included as per Director Tenaglia's request during the last Finance Committee Meeting. He explained that they were trying to accommodate the request by adding additional reports.

Director Tenaglia stated that they started the month of November with \$17,672,000 in the account titled – Bond Fund – A. He said that he still did not understand why they were transferring money into the investment account when they had to transfer money out of the account into the general fund to pay the bills, but would defer the discussion until next week's Finance Committee Meeting where he wanted a more detailed explanation at that time.

President Leeson asked Director Tenaglia if he was prepared to approve the Treasurer's Report and the Monthly Bills.

Director Tenaglia replied that he had an additional question, stating that at the January Finance Committee Meeting, they discussed the Capital Reserve Fund and were told that those funds were not included in any of the investment accounts listed on the Treasurer's Report. He questioned if that was correct.

Mr. Majewski responded no, they were told that they did not provide any type of report on the Capital Reserve Fund in the past. He noted that they requested that it be included and was now going to be a monthly report provided to the board.

Director Tenaglia inquired about which account was the Capital Reserve Fund invested.

Mr. Majewski replied that the Capital Reserve Fund would be invested in any one of the funds. There was no separate fund that had only Capital Reserve Fund monies. He explained that it was comingled and then was credited to that account so they wouldn't find any one fund that was just for the purpose of the Capital Reserve Fund investments.

Director Tenaglia asked about Item 31 – Budget Information; noting that the deficit had grown from \$4,100,000 at the end of October to \$4,900,000 at the end of December, which was a change of \$817,000, in spite of the superintendent's memorandum of October 8. He inquired what the plans were to curtail the increase in the deficit.

Mr. Majewski believed that the increase in the reported amount of the deficit was primarily anticipated and projected out for the debt service account.

He noted that as they were presently monitoring, they saw the performance of the financing had vastly improved and it was likely that the projection for debt service would go down at the end of the year. He expected the number that they were looking at would be reduced, as long as they continued with the same type of finance patterns over the next couple of months. Mr. Majewski added that they continued to work on looking at ways to be able to reduce spending in all areas during the current year. He added that the board received reports as to where they were and they were updated on a regular basis, as additional opportunities were presented.

Dr. Lewis addressed Director Tenaglia, stating that if he recalled, they set a \$1,600,000 under spending mark as part of their goals. The report they received was \$1,200,000 and at this juncture they had some additional savings that they hoped would come to confirmation this week, moving them closer to \$1,350,000. He explained that it was their attack, but the jolt to that particular deficit was driven in large part by the interest.

Director Tenaglia commented that through the month of December, they were still going the wrong way and the deficit was still growing. He asked Mr. Majewski to briefly explain why he was now projecting almost a doubling of the delinquent mercantile tax on the revenue side.

Mr. Majewski referred to the second column and explained that what they realized through December had far exceeded where they were at the same time last year. Within that time they had much greater success in collecting that delinquency. If they looked at the second column, they received almost \$579,000 and at the same time in the previous year, they had approximately \$243,000. At year end there was \$323,000, so when they looked at receiving approximately another \$100,000 before the end of June, it was reasonable to project that they would receive \$700,000, when they had \$579,000 already in the account. He noted that it was a projection because their receipts had far exceeded the prior year. He concluded that most of the money was in the bank so they stood a good chance of being correct.

Director McKeon referred to the revenue page in the area of the total state and federal sources, where the PSERS pension contribution was documented. He asked if they were projected to receive approximately one million dollars more than what was budgeted.

Mr. Majewski replied that he was correct but a lot of it had to do with the way the money was distributed from the state and it tended to be fairly stable.

Director McKeon inquired about the cause of the contribution in general.

Mr. Majewski requested further clarification, asking if he wanted to know why it doubled between now and the end of the year.

Director McKeon asked about the line item itself, noting that they had the employee contribution, the district contribution and the state contribution.

Mr. Majewski replied that it would be the state's contribution and they had consistently paid 50 percent of the district's cost, which was fairly reliable.

Director Dexter posed a question with regard to the deficit. She stated that she knew they started the school year with a multi-million dollar deficit and according to the financial reports, as Director Tenaglia pointed out, they were going in the wrong direction by increasing their deficit. She wondered exactly what it meant when they were that far into debt. She said that she recalled Mr. Majewski telling them that they would finish the year-end with an approximate \$7,000,000 deficit. She pointed out that it might mean more credit card debt for a family at the end of a year. She asked where the school district got the money after they overspent the budget when they began with approximately \$220,000,000 in debt.

Mr. Majewski responded that one reason why a deficit occurs is not only by overspending a budget. It was possible to stay within a budget, but if revenues were short, it could also cause a budget deficit. There were a number of reasons why a deficit could occur. For the district, it meant they did not have the resources to be able to use or offset any type of future tax increases because the money was not there. They might need to have tax anticipation notes throughout the summer. Because of the cyclical nature of the cash, they would not have money to be able to at least get them through most of the summer. It meant that they needed to develop a plan to be able to eliminate it because continued growth of the deficit would be detrimental to their ability to govern themselves. If the deficit grew large enough, the state might come in for remediation. Mr. Majewski noted that the other problem created by a budget deficit was that it would likely cause their rating to be downgraded, which would result in more costly future financing. At this point they did not have anything on the table for any large financings. He said that he was not sure if it was an immediate concern, but it might have an impact when they looked at restructuring some of the refinancings.

Director Dexter asked Mr. Majewski if, at this point, he anticipated that they would need another trans loan in the summer.

Mr. Majewski replied affirmatively. He pointed out that they needed it last year, and they were further in debt this year, then it was likely that they would need another loan.

Director Dexter referred to Mr. Majewski's statement about the state coming in and asked at what point it might happen.

Mr. Majewski responded that he hoped it would not happen. He believed that they were attempting to address the issue and explained that the state looked to see if actions were being taken. In addition, it presently was a difficult economic time and they would have difficulty eliminating the issue of the deficit with a weakening economy and the lowering of local revenues. He thought that the state would end up significantly increasing taxes in order to eliminate the budget deficit, but he could not say for certain because they would bring in their own governing body.

Director Tenaglia commented that Mr. Majewski was correct in that both revenue shortfalls, as well as expenditures exceeding the budget, were two reasons why they had a deficit. His prediction on the present report for the end of the fiscal year was for \$3.8 million in excess spending.

Mr. Majewski said that if they eliminated the one item on debt service, they would see that they would have a positive year, which was why any type of improvement made between now and the end of the year on the issue of debt service would significantly improve their deficit projections for the year. He was very encouraged by the communication during the month of January because they moved bank bonds out, having been remarketed and the rates were dropping. He noted that it was not working perfectly as yet, but, the weekly deficits went from \$125,000 to about \$50,000 and were definitely moving in the right direction and continued to improve every week.

Director Tenaglia stated that while they were seeing the rates moving in the right direction, the movement out of the bank bond status was a potential elimination of future costs. He questioned if there was a direct savings to the district at this point in time by having that status changed.

Mr. Majewski replied that if the acceleration was allowed to occur starting in April, it could impact their finances, so there was potential for some short-term issues that could cause costs.

Director Tenaglia inquired if Mr. Majewski budgeted to be in bank bond status.

Mr. Majewski responded that a year ago, he did not believe that anybody would have anticipated anything that happened with the credit market.

Director Tenaglia commented that the movement out of bank bond status did nothing to change the projection of the deficit.

Mr. Majewski said that it did not but it also spoke to the improvements in the market and not necessarily taking a look at just eliminating deficits but it was reinforcing what he said earlier in that there had been significant improvement in the interest rate market. The point that he was attempting to make was the fact that they could move the bank bonds out and they were moving once again. It was quite possible that it translated into lower rates being paid, which was what they had seen.

Director Dexter thought that a little more than a year ago, they learned about the deficit, which they did not know about from 2006-2007. She stated that some of the board members asked why they didn't come to them sooner to inform them that they would be in deficit spending and maybe they would have done something differently. Now that they knew from looking at the budget that it was likely they would be finishing the year with an increased deficit, Director Dexter asked if there were any changes needed in operations, which would reduce the deficit and make it more palatable than what was predicted.

Mr. Majewski replied that he believed they had ongoing and regular communication with the board on the type of changes being made. He brought attention to the weekly meetings that he and Dr. Lewis had with her and President Leeson to discuss the issues. During that time they had discussed a number of ways to reduce the budget and other than the type of communication they already had, he didn't believe there was anything else to offer.

Director Dexter said that she heard him state at during a recent meeting that they would not be able to overcome it with nickels and dimes and would take major cuts in the millions. She asked if Mr. Majewski knew of something in particular that he believed the board should consider either for the remainder of this year or in the budget planning for the next school year.

Mr. Majewski replied that he believed that they had presented a number of significant administrative recommendations for their consideration. Throughout the budget process and discussions, they saw those they supported which were already presented to them. They needed to find other ways to be able to offset some of the dollars for those that they did not support. He believed that they tried to provide all of the information such as programs and other types of cuts, which was publicly discussed during meetings.

Director Dexter stated that she read in the newspapers about federal and state bailout plans with some articles referencing possible assistance to municipalities and school districts. She did not know whether they knew of what programs might be available and asked if there was a plan as to how they might make themselves known to governmental programs that could possibly assist the district. She was worried that they might get into a situation where the money was gone or already committed before they made an inquiry.

Mr. Majewski replied that they continued to monitor all types of activity in legislature and he noted that there was nothing at this point that had come to their attention. He explained that between the grants office, the ongoing communication that Dr. Lewis had with the state, reviewing literature and their own associations, everybody in their positions were carefully monitoring what was occurring. He hoped for some assistance and pointed out that many had their hands out during this difficult time. He was optimistic but was not sure if they could bank on much occurring in the near future.

Dr. Lewis added that he had a meeting in Harrisburg on Tuesday with a consortium of superintendents and people from the Budget Office and was going back on Thursday for a meeting with the secretary of education. He noted that it was on their agenda to address if there was a way to identify districts in need. He said that Director Dexter was correct in that there was a reference to municipalities and school districts.

President Leeson requested a roll call vote on the Items 29 and 30. The question was called with roll call as follows: Yea, Directors Amato, Cann, Dexter, Follweiler, Haytmanek, Koch, McKeon, Tenaglia and Leeson – 9.

ROLL CALL –  
ITEMS 29 and 30

The motion passed 9 – 0.

President Leeson reported that an executive session of the Board of School Directors was held this evening dealing with personnel, student discipline and litigation.

PRESIDENT’S  
COMMUNICATIONS/  
SPECIAL MEETINGS

President Leeson announced that the Education Policy and Leadership Center was sponsoring a school board candidate workshop on Saturday, March 7, at Parkland High School and interested individuals could make contact with her.

Dr. Lewis noted the following changes to the agenda:

SUPERINTENDENT’S  
REPORT/FEDERAL  
PROGRAMS UPDATE

Item 14 – Conferences/Staff Trip Attendance – Page 15b – There was a change in the attendance roster. Mr. Michael O’Connell would be replacing Mr. Rick Amato who was unable to attend the conference.

Item 15 – Field Trip Attendance – Page 16c – There was a correction to the expense descriptions in the boxes which should be titled: “Estimated Expenses for Northeast Middle School.”

Item 32 – Change Order – Liberty High School – Additions and Renovations Project – The item would be an addendum and they was a request to approve repair to the flooring in the General Commons Area for the amount of approximately \$25,000. The contractors were finalizing the work on the ground floor of the Liberty High School Commons Building. It was discovered that when the flooring was removed in several of the classrooms it revealed that the joists were inter-filled with concrete. There was an overlay problem with the 2-inch concrete pour cracking. The repairs would include installation of a combination floor composed of plywood and cementious material. Dr. Lewis stated that normally he could approve it in an emergency situation, and did not want to delay the project, but thought it prudent to bring it to the board in light of their financial difficulties.

With regard to Federal Programs and Grants, Dr. Lewis stated that the Learn and Serve America Grant was awarded to the Bethlehem Area School District in the amount of \$25,000. The grant would assist youth in meeting state standards along with emphasizing and expanding what students learned in the classroom. The grant was used for a variety of reasons in the curriculum areas.

The Pregnant Parenting Teen Grant was awarded to the district from the Pennsylvania Department of Education for \$9,800. The funds were applied to the childcare program that provided services to pregnant and parenting teens.

The Generation Next Grant was awarded to the district in the amount of \$5,000. The funds supported 30 high school students who participated in Carnegie Training as outlined in the grant.

The Alternative Education Grant was received by the district, which supported the Career Academy and other ancillary programs including Pathways in the amount of \$174,600.

The Keystone Stars Grant was awarded to the district in the amount of \$47,000 from the Department of Public Welfare. It supported all of the childcare programs throughout the district.

The district received \$5,247 for Reading Is Fundamental - UGI and \$29,953 for Reading Is Fundamental – Federal Grants. The funds were used to purchase books for students.

Director Amato addressed Courtesy of the Floor and pointed out that since he had been on the board, its purpose was to receive input from the audience without comment from the school board members. He stated that President Leeson made comments during Courtesy of the Floor and the floor should be opened up to other board members to give their opinion. He thought it was a double standard when she would not allow him to speak. He recommended that she open it up to all board members or she should not speak.

UNFINISHED  
BUSINESS

Director Amato stated that the cheerleaders asked for transportation monies and President Leeson commented that she had no idea what was going on with the cheerleading situation. He said that she knew exactly what was going on, in that they were cutting the transportation going back to the fall when they started to cut transportation costs between Freedom and Liberty for the athletes and cheerleaders. Director Amato noted that the cheerleaders raised the money for a competition entrance fee and assumed they would get transportation and now the district was suddenly cutting their transportation. He thought it was a travesty and they should be ashamed. He said that if they could spend \$10,000 to do a survey on privatization of school buses, which they should not be spending, as a gentleman from the floor stated, then he recommended that they took the \$10,000 and spend the \$1000 or \$600 for the transportation to the competition.

Director Amato moved to pay for the cheerleader's competition transportation.

Director Haytmanek seconded the motion.

President Leeson offered the floor for discussion.

DIRECTOR AMATO  
MOTION TO PAY FOR  
CHEERLEADING  
COMPETITION  
TRANSPORTATION

President Leeson stated that the board supported the cheerleaders and they also supported busing to the games. In addition they supported uniforms, coaches and support for equipment, such as pom poms, etc. She noted that there was only one PIAA competitive event. They had not, as a district, made a formal decision, at any time, to support competitive cheering. She stated that it had evolved, and as it had evolved, the cheerleaders took the initiative and hired their own coaches. She congratulated them on going out to become a competitive team. President Leeson said they had to watch the budget very tightly and as they added transportation costs, they were taking away from someone else. She pointed out that they took away transportation costs from the 5<sup>th</sup> graders for the All City Band and transportation costs for the Frank Broad Track Meet. She added that they took away transportation for other athletes in need of transportation within the district for district competitions. As they add to their expenses, they had to consider the others they impacted. She reiterated that she supported the cheerleaders and thought their achievements were wonderful, but they did not formally recognize competitive cheering as a sport in the district.

Director Dexter commented that she had recently been to a great number of meetings where Dr. Lewis and his cabinet met with parents at different PTA Meetings. She noted one meeting, which took place this week at James Buchanan Elementary School where they had a number of inquiries from parents, concerning the impact of the budget cuts on their programming. She pointed out that the cuts mentioned by President Leeson were discussed as well. The other cuts that have impacted students, that she was aware of throughout the district, had also come to their attention. She said that there were camping trips for children on the agenda regarding some of their thematic programming and those students were raising their money for the trips, which were curricular based programs. In addition, she thought they made some changes for cross country, and wrestling. They thought they were going to add a lacrosse team for both boys and girls this year, which was totally nixed. She said they were looking at cutting the Rifle Team for next year. She added that the band that was going to the Rose Bowl provided their own transportation for approximately 250 individuals to the Lehigh University grounds on Sunday afternoons in order to practice for a 5 to 6 mile march. All of the students carpooled together. She thought that at the present time, they talked a lot about the budget and were pulling in the belt in every way. She was not aware of any department not affected by the situation and noted that it was not just the cheerleaders. It was not that they were cutting off the competitive part of it, but what they were saying and doing to people across the district was that they needed help, creative thinking, and cooperation.

Director Dexter thought they could fill the auditorium weekly with multiple people affected by the cuts. She explained that they could not grant all of the appeals because, as one gentleman stated earlier, they could not spend money they did not have, so she could not support the motion on the floor.

Director Follweiler stated that it was unfortunate that Director Amato was unavailable for the meeting last week when they discussed the club policy proposed for a second reading this evening. She noted that during the discussion at the board meeting, they discussed many other opportunities for other groups within the district to become a club so that they would not have the confusion such as what they had at the present time regarding the cheerleaders. She pointed out the fact that several board members discussed wanting to help the cheerleaders with the confusion, having them fall under the policy because, as President Leeson pointed out, and confirmed by administration in committee meetings, competitive cheerleading was not a current sport in the district. She commented that she personally commended the cheerleaders for their fundraising abilities during previous meetings when they discussed business clubs looking for district funding, while the cheerleaders were going to an event at the same time and with no cost to the district. She stated that it was unfortunate that most of the cheerleaders left before the present discussion because she believed that they had given them as much support as possible by their policies. If the competitive cheerleading group became a club, they would then have more lead way, although not financially. She noted that Dr. Sexton had come to the board on many occasions in an attempt to make girls' lacrosse an actual sport within the school and that was her personal understanding of competitive cheerleading. Regarding Director Amato's motion, she was somewhat confused on exactly what they would be voting on, as there was not a specific dollar amount and/or trip mentioned. She did not know if the motion was to take the \$10,000 from the proposal on the privatization consultant and move it to the cheerleading busing or were they promoting a specific trip. She commented that during a prior meeting she recalled discussion involving consultation with the solicitor regarding the approval of a trip for the competitive cheerleading as it did not fall under the board's realm and that the trip, in fact, was not something the board would normally approve because it was of no cost to the district.

President Leeson added that she spoke with Attorney Spry earlier who provided an opinion, but said that if they adopted the club sport policy, the opinion would probably change. The opinion would therefore be somewhat contingent on the club sport policy being approved.

Director Amato commented that he was not asking that \$10,000 be moved to fund the cheerleaders. He said that they were going to cut the cheerleaders, who wanted to go to one competition, which involved less than \$1,000 for transportation since they already raised money for the entrance fee.

Director Amato further commented that President Leeson and Director Dexter could find \$10,000 to spend on an analysis for bus transportation, but they could not take care of the cheerleaders.

President Leeson interjected that it was a totally different subject. They were talking about the present motion. She stated that she did not recommend the privatization nor did Director Dexter.

Director Amato brought attention to personal attacks and Courtesy of the Floor. He noted two or three comments allowed this evening, pointing out that it was wrong.

Director McKeon thought there were multiple trips involved with the cheerleading request. He added that when Ms. Kelley was discussing the benefits of the cheerleading program, she alluded to the fact that the wrestlers planned on wrestling at Liberty High School with transportation being provided. He did not know if that statement was accurate and said he would take it at face value. He pointed out that if that statement was true, then they violated everything for all of the other sports for which they said that interdistrict transportation would not be provided. He noted that they did not provide the transportation for basketball.

Dr. Lewis replied that he could say that it was not a permitted use of transportation and asked for confirmation from Dr. Donaher.

Dr. Donaher clarified that they were not transporting students to Liberty or Freedom High Schools for any sport other than football. He emailed Mr. Harris to remind him of that and specifically mentioned the upcoming district duals.

Dr. Lewis stated that he thought there were four remaining trips on the cheerleader's request and he wanted to clarify whether Director Amato meant to fund one or four.

Director Amato said that he did not get the impression about four trips.

Dr. Lewis replied that they alluded to the District XI trip with the charity piece on it and asked if that was the one the motion was on.

Director Amato said yes to the District XI or the PIAA State Competition.

Dr. Donaher stated that the major one the cheerleaders were talking about was actually a competition sponsored by the District XI Athletic Directors Association, and that was the one they mentioned. He thought they had a few more competitions scheduled, which would require busing.

Director Amato said that he got the impression that their request was for the District XI meet. He commented that all of the other schools in the area supported it because it was for a good cause.

Dr. Lewis expressed that he wanted clarification so the board knew what the vote was on. He said that it would not run \$1,000 and would be significantly less.

Dr. Donaher said it would cost approximately \$130 or \$140 for a bus because it was being held in Easton.

Director Dexter had Policy 006 in her possession and read the following: "No members shall be interrupted when speaking unless they are out of order or for purposes of correcting mistakes and misrepresentations. She thanked President Leeson for correcting the misrepresentation regarding whether they might support the proposal of Leibensperger Transportation. The other part of the policy that she wanted to read was under Section 1-u and stated: "To allow ample time for full consideration before Board meetings, any new proposals by Board members at meetings shall be laid on the table or deferred until the next regular or special meeting unless it is clearly shown that immediate action on the proposal is essential."

Director Dexter asked if it was essential that they took immediate action on the motion.

Director Amato replied affirmatively.

Dr. Lewis asked Dr. Donaher about the date of the competition.

It was determined that the event was being held this Saturday.

Dr. Lewis said that it would be considered an urgent issue if it was being held on Saturday.

Director Haytmanek stated that he certainly supported that they needed to save money and it was important to cut transportation, however, he thought there were certain inconsistencies, especially with regard to cheerleading. He noted that there was confusion on the part of competitive cheerleading by the board going back as far as a year or two when they were sent to California. He said that with consideration of the inconsistencies that had been wreaked on the cheerleaders in the past, he thought it was certainly worth sending them to Easton for \$130 on Saturday.

Director McKeon commented that he was the one who raised the issue about transportation, noting that his argument was that they were non-league, non-District XI, non-PIAA sanctioned events. He said that he previously heard from the audience that it was a District XI event and would have thought that it was a no-brainer but he had more concern with the other items.

Dr. Donaher stated that the event was supported by the District XI Athletic Directors Association and was not technically sponsored by District XI as a state supported PIAA sporting event such as the District XI Girls Basketball Championship or the District XI Football Championship. It was sponsored in total by the athletic directors of District XI to provide an opportunity for the girls to compete through cheerleading.

Director Amato stated that it was not sanctioned but was put together by the athletic directors in District XI to have a cheerleading competition.

Director Haytmanek asked to call the question on the issue.

President Leeson noted that Director Koch requested to speak and asked Director Haytmanek if she could speak before calling the vote.

Director Haytmanek agreed.

Director Tenaglia brought attention to point of order, stating that Director Haytmanek called the question. He believed that the procedure was that the board would be polled to see if the question should be called. He added that either the question was then called and voted on or they went back and Director Koch had her turn to speak.

President Leeson stated that she was trying to circumvent it by allowing it before the board was polled.

Director Tenaglia commented that he did not think they should start to circumvent parliamentary procedures.

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

ROLL CALL –  
MOTION TO  
CALL VOTE

The motion failed 3 – 6.

President Leeson offered the floor to Director Koch.

Director Koch stated that they should listen to what Director Amato said because he was the PSBA representative to District XI. She thought he had a much better idea of what went on in the organization.

Director Tenaglia inquired about the cost associated with transporting the Nitschmann Band who recently went to Stabler Area at Lehigh University. He also mentioned the Liberty High School Band who traveled to the Southside to rehearse prior to the Rose Bowl Parade.

Dr. Lewis replied that the costs would have been similar.

Director Tenaglia stated that until administration had a policy, he thought they would be inundated with repetitive requests for transportation of every special situation.

Director Follweiler inquired about a closer estimate for the cost of transporting the cheerleaders.

Mr. Himmelberger stated that the cost depended on the number of hours the students were involved in the event. It could range from \$80 up to \$130 or slightly higher. He noted that most of the trips ran from \$80 to \$120 or \$130, unless it was an extended day and then it would be higher.

Dr. Lewis asked if the board would accept “Not to exceed \$150.”

Director McKeon asked for clarification from Director Amato regarding his motion. He asked if he was making the motion to support providing transportation to the Athletic Director’s District XI Cheering Event.

Director Amato replied affirmatively.

President Leeson asked Director Amato if his motion would be “Not to exceed \$150.”

Director Amato replied that if it exceeded \$150, he would pay for it.

President Leeson asked Director Haytmanek if he would accept “Not to exceed \$150.”

Director Haytmanek asked Director Amato to split the transportation costs.

Director Amato agreed. He expressed that he still wanted the vote to be taken.

Director Dexter moved to table the matter. Director Cann seconded the motion.

DIRECTOR AMATO –  
MOTION TO TABLE

President Leeson asked Mr. Majewski to call the vote. The question was called with roll call as follows: Yea, Directors Cann, Dexter, Tenaglia and Leeson – 4. Nay, Directors Amato, Follweiler, Haytmanek, Koch and McKeon – 5.

The motion failed 4 – 5.

President Leeson requested a roll call vote on the motion to permit the transportation of the Freedom High School Cheerleaders on Saturday, January 31, 2009 to the PIAA District XI Athletic Directors Interscholastic Cheerleading Competition in Easton, at a cost not to exceed \$150.

President Leeson interjected, "...that is now being paid by two of the directors."

Dr. Lewis stated that it would supercede it.

Director Amato expressed that it was not part of the vote and he wanted the vote.

Director Dexter added that the board had far more critical issues of which they needed to spend their time and stressed that they would not be able to do it with every group. She recalled that she received a letter in the past week regarding the Model United Nations History Competition at Liberty. The parents were requested to drive their children because they did not have a bus to go to Lehigh University. She stated that she automatically replied yes and offered transportation to any other students in need of transportation and agreed to take as many car trips as needed. She added that if they had to sit at every meeting to discuss every single trip denied by administration, they would get nothing accomplished of importance. In particular, she objected to voting on a matter, which had been resolved; for what reason she could not state.

Director Amato stated that there was a motion and a second on the floor; the table was denied. He requested a vote on the question.

The question was called with roll call as follows: Yea, Directors Amato, Follweiler, Haytmanek, Koch, and McKeon –5. Nay – Directors Cann and Tenaglia – 2. Abstain – Directors Dexter and Leeson (both stated it was a "moot issue.") – 2.

The motion passed 5 – 2 – 2 (abstentions).

President Leeson moved on to other Unfinished Business, recognizing Director Follweiler.

Director Follweiler stated that there was a suggestion during the last Curriculum Meeting, which was part of the approved minutes. She stated that a citizen wanted the district to be aware of properties that were back on the tax roles requesting that administration follow through with it. She thought it was a good idea and suggested they follow through with the properties once they became available.

Dr. Lewis replied that he and Mr. Majewski discussed the matter and noted that Mr. Majewski communicated with the county.

Mr. Majewski stated he placed a call to Mr. Antalics, who made the suggestion, to obtain more information, pointing out that he referenced churches. He said that he was in contact with the Northampton County Assessment Office and was working with them on the matter.

ROLL CALL –  
MOTION TO PAY  
CHEERLEADER  
COMPETITION  
TRANSPORTATION –  
JANUARY 31, 2009

As they received additional information, he would inform Attorney Spry so they had sufficient information for board presentation.

Director Follweiler did not want to belabor the issue which was just discussed, but thought they needed consistency and they needed to set a policy, which was discussed during the last committee meeting regarding PIAA sanctioned events. She thought they needed to make the school district's exact policy regarding responsibility for payment very clear to all members of the community and the board. She noted that a couple of community members eloquently stated that the district was spending a lot of money, of which they did not have. She noted that there was so much confusion over the issue to spend the money on transportation.

President Leeson addressed Board Policy 006 – Local Board Procedures received by the board from Dr. Lewis with a few minor changes. There was a basic change to their quorum status for committees and instead of a majority; it would be 2 out of 4. Another small change was located on the last page with the addition of number 4 – Unless held as an executive session, committee meetings shall be open to the public, other board members, and the superintendent. A majority of the committee or the chairpersons may invite board employees, consultants, or other persons who have special knowledge of the area under investigation.

President Leeson requested to have a first read this evening, with a second reading at committee. She asked if there were any objections and received none.

President Leeson also addressed the discussion during committee regarding the languages of French and German IV and V. She stated that they did not come to a conclusion as to what would happen next year. She asked Dr. Lewis to update the board about the matter.

Dr. Lewis stated that he wanted to assure students and parents presently involved in Levels IV and V that there was a misunderstanding and noted that neither Mrs. Katona nor his office pulled honors credit away from individuals. He explained that it was offered with students enrolled in the courses and they would receive the credit. He added that Mrs. Katona recently had a meeting with the department chairpeople and would allow her to provide a brief update. He said that essentially there was some agreement to look at the Advanced Placement Programs.

Mrs. Katona explained that the biggest issue with the Level IV Honors was trying to gain an understanding of what made it honors and where it went up and above on a consistent basis and that it wasn't just something where they just did a special project and received recognition. She thought that daily it should be something that went beyond what should be done.

She was also trying to gain an understanding of why it was being offered at one of the schools and not at the other school. She noted that she met with the department chairpeople last week and began to address some of the issues, however, she still did not have anything written in terms of the honors curriculum. She discussed the possibility of bringing in an AP level course, to which they were very amenable, but pointed out that it would be very difficult to do for next year, addressing the training of the AP teachers, as well as the actual curriculum which had to be approved through the College Board's audit system, if the students were to receive AP credit. She stated that she would continue to work on the established curriculum and if it was up and above the regular honors level for what normally would be expected and they would take a look at it to try to bring it back into place.

President Leeson stated it was her understanding that they were going to continue with Honors Level IV and V and next year they were looking at either an AP or increasing the rigor so they could more comfortably consider it as an honors program.

Mrs. Katona agreed with President Leeson's statement.

Director Tenaglia inquired if it applied to all three languages.

Dr. Lewis replied affirmatively, noting that for the second semester it would be all three languages.

Director Tenaglia questioned if they would be coming back to the board with a more concrete curriculum proposal during Curriculum Committee.

Dr. Lewis responded affirmatively and stated that the ultimate key was that they wanted to see a course of study.

President Leeson brought attention to the SAT schedule and a conflict with the Freedom – Liberty Game. She noted that they received a memorandum that considered moving the testing to Freedom High School. She stated that it still did not answer the problem involving a number of students who were not able to take the SATs because they were involved in the game. She thought there was another proposal which looked at moving the game. She pointed out that she thought they were making a more concerted effort in the district to emphasize academics and thought it was an opportunity for them to do so. She said that the SATs were offered in October and December, but the November testing was particularly popular because PSATs were offered in October with the seniors in need of their SAT results so they could submit college applications. She suggested looking again at moving the Freedom – Liberty Game as a solution and not just moving the site.

Director McKeon asked President Leeson if she suggested a date with regard to moving the game.

President Leeson replied that she thought it was really up to the athletic directors, Dr. Donaher, and Dr. Lewis. She suggested the possibility of Sunday afternoon as opposed to Saturday afternoon. She said that she thought SATs were more important.

Director Dexter stated that two items came to her attention and asked if Dr. Lewis would be agreeable to list them on the Curriculum Committee agenda meeting scheduled for February 9. She wanted to consider partnering with the Mad Science Program, noting that she was familiar with the program and explained that it was an excellent program used by other school districts in the surrounding community. She suggested that it was a good time to consider the program, with the added focus on science. She also brought attention to the Dual-Language Charter School and pointed out that there was an article in yesterday's paper, which brought forth some information. She knew it was briefly discussed last week, but wanted to add it to the agenda for next week so Dr. Lewis could share more of his thoughts and goals about the collaboration and his perception of the benefits to the district.

Dr. Lewis replied that he had no problem with adding the items to the agenda and thought it was a good idea to have further discussion. He noted that he already had the Dual-Language collaboration memorandum finished. He suggested that Mrs. Katona have the opportunity to meet with the Mad Science Program representative and inquired if she was familiar with the program.

Mrs. Katona replied that she spoke with the representative today and he agreed to send her informational literature. She understood that at least one of their elementary schools was involved with the program at some level. She wanted to confer with the principal of the school to inquire about the program and also wanted to get a sense from other principals. She explained that they did not have the elementary meeting until later in February, however, based upon the materials she would be receiving, in addition to information obtained from the school where it was implemented, they could begin to have discussion.

Director Dexter commented that the March agenda would be fine, suggesting the science program for summer consideration. She thought that parents looked for good quality summer programs for their children and if they could offer them in some of the neighborhood schools, both the business owner and students could benefit.

Dr. Lewis presented the following Recommendations of the Administration:

RECOMMENDATIONS  
OF THE  
ADMINISTRATION

|      |                                                                                                                                                 |       |
|------|-------------------------------------------------------------------------------------------------------------------------------------------------|-------|
| 1.   | Authorization to Approve PPL Right-of-Way Agreement – Elizabeth Avenue – Liberty High School                                                    | 1     |
| 2.   | Monocacy Building – Fire Monitoring System                                                                                                      | 2     |
| 3.   | Transportation Privatization                                                                                                                    | 3     |
| 4.   | Approval of Proficiency Requirement for Graduation                                                                                              | 4-5   |
| 5.   | Approval of High School Summer School Program and Night School Program Proposals                                                                | 6     |
| 6.   | Community Service Agency                                                                                                                        | 7     |
| °7.  | Bethlehem Area School District Stadium Concession Stands Report - 2008                                                                          | 8     |
| 8.   | Student Discipline – #0959295 – Adjudication                                                                                                    | 9     |
| 9.   | Student Discipline – #0944309, #0961310, #0974383, and #1005597 – Waivers                                                                       | 10    |
| 10.  | Student Discipline – #0971524 – Petition                                                                                                        | 11    |
| 11.  | Federal/State Program Budgets                                                                                                                   | 12    |
| 12.  | Impact Aid, Section 8003                                                                                                                        | 13    |
| 13.  | Keystone Stars Quality Improvement Grants                                                                                                       | 14    |
| 14.  | Conference/Staff Trip Attendance                                                                                                                | 15    |
| 15.  | Field Trip Attendance                                                                                                                           | 16    |
| 16.  | Resignations                                                                                                                                    | 17-20 |
| 17.  | Leaves of Absence                                                                                                                               | 21-23 |
| 18.  | Nominations for Appointment                                                                                                                     | 24-35 |
| 19.  | Reassignments                                                                                                                                   | 36-38 |
| 20.  | Professional Employee Status for Teachers                                                                                                       | 39    |
| 21.  | 2009-2010 Proposed School District Calendar                                                                                                     | 40    |
| 22.  | Board Policy Number 123.1 - Club Sports – Second Reading                                                                                        | 41    |
| 23.  | Board Policy Number 808.1 – Food Service Meal Charges – Second Reading                                                                          | 42    |
| 24.  | Revisions to Board Policy Number 707 – Use of School Facilities – Second Reading                                                                | 43    |
| 25.  | Memorandum of Understanding Between the Board of School Directors of the Bethlehem Area School District and the Bethlehem Education Association | 44    |
| 26.  | Authorization to Accept Offer on Property Q7NW1B 1 5; West of Ravena Street, City of Bethlehem - Northampton County Repository Sale             | 45    |
| 27.  | Approval of the Bethlehem Area Vocational-Technical School Articles of Agreement                                                                | 46    |
| 28.  | Tax Collector Compensation                                                                                                                      | 47    |
| 29.  | Treasurer’s Reports                                                                                                                             | 48    |
| 30.  | Monthly Bills                                                                                                                                   | 49    |
| °31. | Budget Information                                                                                                                              | 50    |
| 32.  | Authorization to Expend 2007 Bond Funds – Liberty High School Additions and Renovations Project – Change Order                                  | 51    |

---

° Information Item Only

**1. *Authorization to Approve PPL Right-of-Way Agreement – Elizabeth Avenue – Liberty High School Project Site***

**INFORMATION:**

PPL is installing a new three phase electrical service to the new Dunkin Donuts/Gas Station being constructed at the corner of Elizabeth Avenue and Linden Street. PPL has requested a right-of-way be provided for placement of one vertical guy anchor to support a new power transmission pole. The guy anchor will be located on the Liberty High School property approximately three feet away from the sidewalk along Elizabeth Avenue at a point approximately 75 feet from Linden Street.

This was reviewed at the Board Finance Committee Meeting on January 12, 2009. The board had some concerns regarding this and additional information from PPL was provided to the board and is attached.

**RECOMMENDATION:**

That the Board of School Directors approves the attached right-of-way agreement for installation of one pole support guy anchor approximately three (3) feet away from the sidewalk along Elizabeth Avenue from a point approximately 75 feet from Linden Street.

Director Tenaglia stated that the matter was brought up at the Finance Committee Meeting and noted that the board was polled with the general consensus to go back to Facilities Meeting. He moved to table the item for next week's Facilities Meeting. Director McKeon seconded the motion.

DIRECTOR  
TENAGLIA –  
MOTION TO  
TABLE ITEM 1

The question was called with roll call as follows: Yea, Directors Dexter, Follweiler, McKeon, Tenaglia, and Leeson – 5. Nay, Directors Amato, Cann, Haytmanek, and Koch – 4.

The motion passed 5 – 4.



|              |   |   |   |   |   |
|--------------|---|---|---|---|---|
| W.O. Number: |   |   |   |   |   |
| 4            | 8 | 2 | 8 | 0 | 2 |

## **RIGHT-OF-WAY AGREEMENT**

### **Corporations**

KNOW ALL MEN BY THESE PRESENTS, That Bethlehem Area School District, a corporation of Pennsylvania hereinafter called "GRANTOR", intending to be legally bound, does hereby for itself and its successors and assigns grant unto **PPL ELECTRIC UTILITIES CORPORATION**, hereinafter referred to as "PPL", its successors, assigns, and lessees, the right, privilege and authority to construct, reconstruct, operate and maintain its electric and communication lines consisting of one (1) anchor guy on pole #66022S48139 and overhead facilities as shown on the plan hereto attached and made a part hereof including wires, cables, fixtures and apparatus upon, across, over, under and along the property which said Grantor owns or in which it has any interest located along Fairview Street, situate in the City of Bethlehem, County of Northampton, Commonwealth of Pennsylvania; and along the public highways adjoining the said property, including the right of ingress and egress to and from the said lines for any of the aforesaid purposes; also the right to cut down any and all trees within five (5) feet each side of centerline of the electric/communication line and the right to trim any and all trees within five (5) feet each side of centerline of the electric/communication line and to remove brush along said lines which in the judgment of said PPL menace the said lines; and also the right to permit the attachment of wires and cables of any other person or company to said poles. The said PPL, its successors, assigns and lessees shall not be limited in its or their enjoyment of the rights hereby granted as may be first constructed, but shall have at all times in the future the right to construct, operate and maintain and from time to time to reconstruct additional electric/communication wires, cables, fixtures and apparatus upon, across, over, under and along subject property. Any poles or facilities erected hereunder along a highway, whether within or outside the highway limits, may be relocated to conform to new or relocated highway limits.

IN WITNESS WHEREOF, Grantor has caused this agreement to be executed in its corporate name by its proper officers, this \_\_\_\_\_ day of \_\_\_\_\_, 2009.

1516 Sycamore Street, Bethlehem, PA 18017  
P.O. Address

ATTEST:

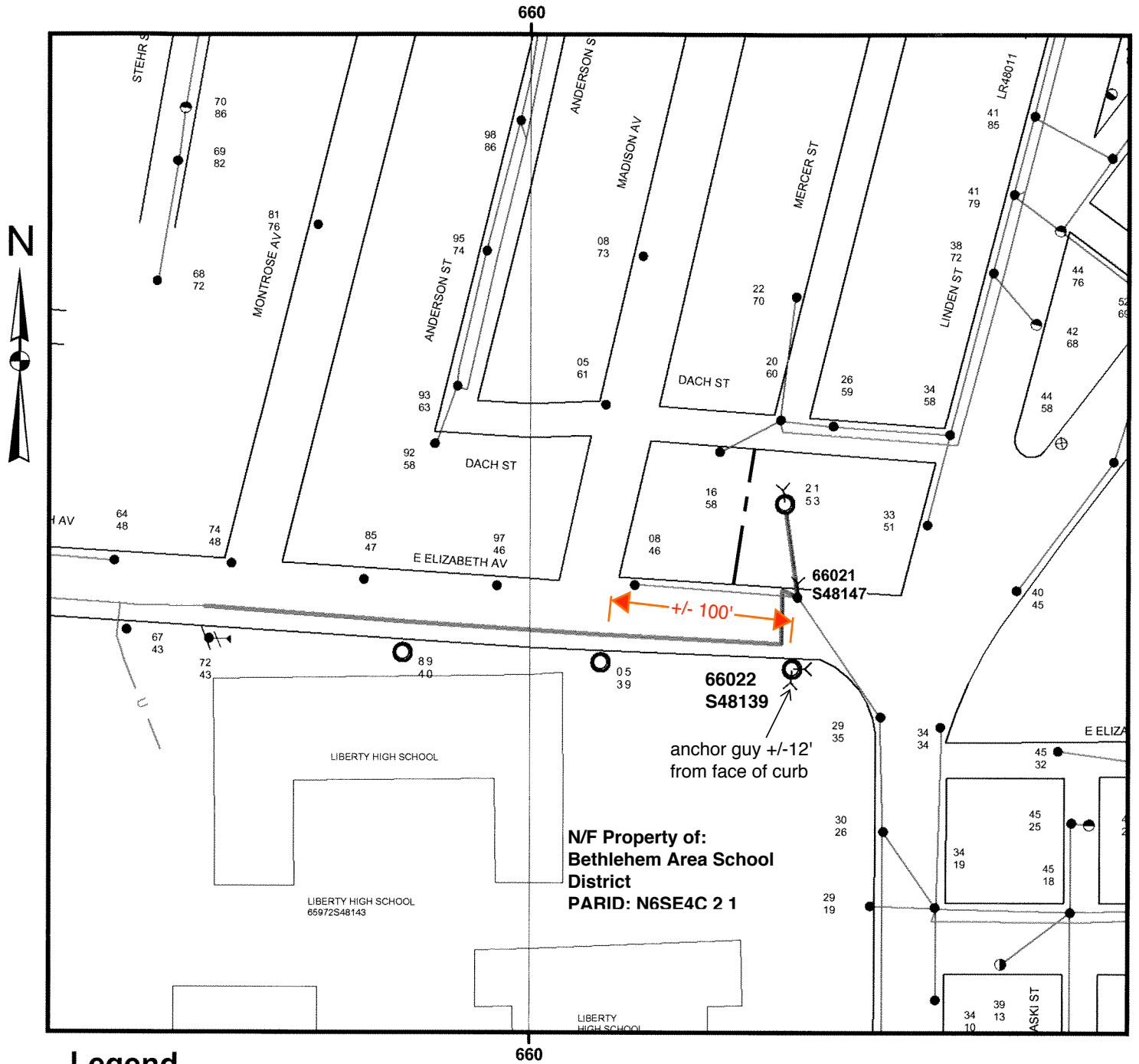
Bethlehem Area School District  
By: \_\_\_\_\_

(SEAL)

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
School Board President

(SEAL)



## Legend

- Overhead Wires, Existing
- U Underground Cables, Existing
- Overhead Wires, Proposed
- Ⓜ Primary Metering Point, Existing
- Non-PPL Pole, Existing
- ⦿ Pole, Proposed
- Pole, Existing
- ⚡ Pole, Replace
- ⚡ Anchor Guy, Replace
- Y Anchor Guy, Proposed
- — Property Line

Not for Construction

|                   |                                                         |
|-------------------|---------------------------------------------------------|
| W.O.: 238160      | PLAN SHOWING FACILITIES ON PROPERTY OF:                 |
| W.R.: 482802      |                                                         |
| S.R.:             |                                                         |
| SCALE: None       | BETHLEHEM NORTHAMPTON COUNTY                            |
| DATE: 11/13/2008  | PPL Electric Utilities Corporation<br>ALLENTOWN, PENNA. |
| ENGR.: Funk, Kyle | APPROVAL: DATE:                                         |
|                   | SIGNATURE: DWG. NO.: 66021S48147-R/W                    |

### Note:

For exact location of right-of-way and/or facilities within right-of-way contact the local PPL Electric Utilities Corporation office.

## **2. *Monocacy Building – Fire Monitoring System***

### **INFORMATION:**

The City of Bethlehem conducted a recent fire inspection of the fire monitoring system at the Monocacy building. The metal building in back of the Monocacy building indicated that the alarm system was not code compliant. Smoke detectors and fire pull stations are required to be installed and wired to communicate to the existing Monocacy building fire panel. If this upgrade is not performed, students and staff will not be permitted to occupy this building.

### **RECOMMENDATION:**

That the Board of School Directors authorizes the administration to secure the services of Altronics Security Systems to provide fire-monitoring systems upgrades at a price not to exceed \$3,740.

Director McKeon inquired if the district was facilitating the building for the balance of the year. He asked if it was determined that they were deficient after a fire inspection was performed.

Dr. Lewis replied that they were made aware after an inspection. He believed they were given a grace period because they were considering not inhabiting the building for the second semester. At the present time it would be inhabited so they needed to bring it up to code.

Director McKeon stated that the decision was not made as to going forward with the program yet because they were still involved with the budget process. He asked if they could get by through June without making the improvement and then after determining what would happen, they then might not have to make the investment.

Dr. Lewis deferred to Mr. Gilliland in consideration that he communicated with the fire marshall.

Mr. Gilliland commented that Dr. Lewis eloquently stated that they were given some “slack,” in considering the program might be moved to another location. He stated that it was his understanding that some aspects of the student’s program where students and staff were in the back building. He thought there might be a possible alternative to have those people accommodated inside the main building. He explained that they tried it in the past and found they were cramped for space. He said that if they wanted to continue to use the building, which he was told they did by the principal, they then would have to make the alarm connection to the main system in the building.

Dr. Lewis inquired if the areas involved were the two buildings behind the Monocacy Building Proper.

Mr. Gilliland explained that it involved one large room.

Dr. Lewis asked Mrs. Katona about the possibility of operating without using that separate space.

President Leeson pointed out that a Special Board Meeting was slated for February 9 and asked if the matter could be tabled until that date in order to obtain additional information.

Dr. Lewis asked Mr. Gilliland if they would receive a citation until that date.

Mr. Gilliland replied that he could not answer that question and added that he told the fire department they would bring it before the board.

Dr. Lewis advised to remove the students from the area until February 9 in an attempt to delay action. He thought if they could work the program without the rooms in agreement with not spending the money.

President Leeson asked if a motion to table was needed.

Dr. Lewis stated that the motion could be withdrawn.

DR. LEWIS –  
WITHDRAWAL  
OF MOTION

### 3. *Transportation Privatization*

#### INFORMATION:

The Board of School Directors is interested in reducing the cost of student transportation services and seeks to hire a transportation consultant to review a contracted transportation option. The consultant will develop a Request for Proposal for transportation options, provide Pennsylvania reimbursement subsidy review, and evaluate and rank proposals. Presentations to the board are not included in the proposal and will be billable.

#### RECOMMENDATION:

That the Board of School Directors appoints Student Transportation Solutions as the district transportation consultant to develop alternative transportation options and develop a Request for Proposal for transportation services, per the proposal dated November 21, 2008, at a price not to exceed \$10,000. Further, the consultant shall not be eligible to provide a bid or quote for contracted student transportation services, nor will the consultant directly or indirectly benefit from the awarding of a contract to privatize student transportation services, if the school district decides to authorize such an award.

Director Tenaglia stated that the spokesman from the floor, Mr. Del Vecchio, eloquently stated that they could develop an in-house proposal without incurring the expense of a consultant.

Director Koch moved to table the item and during the interim they ask for a meeting with Mr. Himmelberger, with the consideration that he served the district for so long. She added that she had tremendous respect for him in his management of the buses with so few problems. She thought it would be a wonderful idea to ask him about his thoughts regarding the bus program.

DIRECTOR  
KOCH –  
MOTION TO  
TABLE ITEM 3

Dr. Lewis replied that he wanted to clarify that it was not a vote to privatize, noting that there was a lot of emotion behind the subject. He stated that they were willing to save on the consulting fee by having in-house research. He pointed out that they were looking for as fair an assessment as possible, stressing that there was never a doubt about Mr. Himmelberger's, Mr. Gilliland's or Mr. Majewski's abilities, noting that they were all involved in transportation for a number of years. He said they would go that route if it pleased the board. Dr. Lewis stressed that they needed to at least bring them options and they were running out of time. He noted that if the option was to stay with what they had and also had a better deal with drivers, including a better way to operate, with the consolidation and lengthening of pick-up parameters and by going to the state maximums, then it could be an option. He said they needed to work on the comparisons.

Dr. Lewis expressed that he wanted to clarify to the bus drivers that he did not know the answer but the district was charged with a serious budget reduction and they were not going to do it by cutting nickels and dimes. He expressed that it was not his intention to hurt any program, drivers, or people in the process.

Director Koch stated that her comments were related to the idea of paying \$10,000 when they could sit down with people in the district first and perhaps after speaking with Mr. Himmelberger, they might decide that they needed additional advice.

Dr. Lewis responded that he did not have a problem with that conversation but he noted that they did not have time to delay in terms of looking at the options. He agreed that Mr. Himmelberger needed to be part of the process.

President Leeson reviewed that Director Koch had a motion to table the item and Dr. Lewis had offered to pull the item if it was the will of the board. She asked if there was second to table the item.

Director Dexter seconded the motion. She stated that if the board voted to table the matter, it could then remain tabled indefinitely until such time when Dr. Lewis was ready to bring it back or they might not have to consider it again if the matter was resolved without it.

President Leeson called for a vote on the motion to table Item 3. Mr. Majewski called the question with roll call as follows: Yea, Directors Amato, Cann, Dexter, Follweiler, Haytmanek, Koch, Tenaglia, and Leeson – 8 Abstention, Director McKeon – 1.

The motion passed 8 – 0 – 1 (abstention).

Dr. Lewis stated that he wanted the board to be aware that they would begin to work on the comparative estimates and an internal request for proposal.

President Leeson asked for a general consensus on the internal request for proposal, requesting a voice vote regarding the matter.

Director Dexter inquired about the cost of the request for proposal.

Dr. Lewis replied that they would use their own employees to develop it.

Director Koch asked if it gave them the opportunity to first discuss it with Mr. Himmelberger.

Dr. Lewis replied that there was limited time. It would amount to their putting together, to the best of their ability, the areas they might look at to privatize or what could be internally done in order to reduce costs in order for maintenance, which would require a comparison. He pointed out that they would have the opportunity, at that point, to have the conversations because they did not have to make the move until June 30. He concluded that they could not ask them to come to the board with any hard numbers, unless people said, “We could do “x” for this cost.”

President Leeson thought that Director's Koch request was that she wanted the board to have a conversation with Mr. Himmelberger, in addition to others. She inquired as to which committee meeting Director Koch wanted to discuss the matter.

Dr. Lewis pointed out that Mr. Gilliland was in charge of transportation.

President Leeson asked if it was her request to have discussion with Mr. Himmelberger during the Facilities Committee Meeting on February 2.

Director Koch replied that she thought it was important and noted that if they were discussing the budget, the item fit into that area.

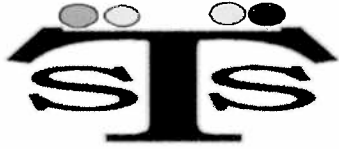
Dr. Lewis agreed to add the item to the agenda and stated they needed absolute direction from the board.

Director Follweiler requested that they discontinued addressing the subject as "Transportation Privatization," and rather title the matter, "Transportation Cost Analysis."

Dr. Lewis responded that they could call it whatever they wanted, but he noted the options were to either stay in-house or go out.

Director Follweiler commented that she understood that it might be an option on the table, but it certainly looked to anyone reading the agenda that it was what the board was voting on. She added that it was indeed an RFP (Request for Proposal) they were to vote on before it was tabled.

Dr. Lewis agreed to title the subject, "Transportation Cost Analysis."



# *Student Transportation Solutions*

## Bethlehem Area School District Proposal 11/21/08

### **Phase I:**

- Collect pertinent available information
- Review data/ perform basic operational overview
- Evaluate and rank transportation options
- Estimate privatization cost range

Hourly cost per schedule. Phase I cost not to exceed: \$2,500.00

### **Phase II:**

- Collaborate with BASD on public vs private costs
- PA subsidy comparison public vs private

Hourly cost per schedule. Phase II cost not to exceed: \$2,500.00

### **Phase III:**

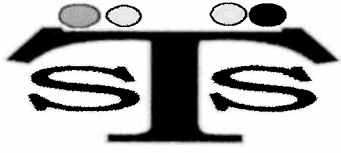
- Devise and review RFP strategy
- Develop RFP timelines
- Prepare RFP documentation
- Manage entire RFP process
- Evaluate and rank proposals

Hourly cost per schedule. Phase III cost not to exceed: \$4,000.00

### **Presentations:**

- Above costs do not include Board presentations on any Phase
- Required presentations at hourly cost per schedule
- Billable preparation time before presentation= Min 2 hour, Max 4 hour office time

**NOTE:** Any additional approved work at hourly rates per schedule



# *Student Transportation Solutions*

## **QUALIFICATIONS & EXPERIENCE:**

**Russ A. Leibensperger** was born in the Lehigh Valley and raised in the school bus business, washing buses and performing all types of general maintenance during his formative years. After graduating from Elizabethtown College in 1977 with a BA Degree in Business Administration, Russ managed the family school bus contracting business, *Leibensperger School Transportation, Inc.* (LSTI) of East Texas, PA for 10 years. LSTI's scope of operation included the East Penn, Northampton Area, and Salisbury Township school districts.

In 1987, LSTI became a subsidiary of the largest school bus transportation company in North America, *Laidlaw Transit*. Russ's area of responsibility continually grew, and soon he held the position of Area General Manager for a territory that included Eastern Pennsylvania, Maryland, and Washington, D.C. This territory included 20 operating facilities with over 1,400 vehicles and employees. The Area operation served 25 School District customers, and ranged in size from 14 vehicles in a rural Lehigh Valley School District to over 300 vehicles in the School District of the District of Columbia (DC Public Schools).

As an Area General Manager, Russ was directly involved with customers, handling public relation tasks as well as creating and ensuring success of individual business plans for each branch location, contract negotiations and extensions. He has comprehensive hands-on experience in every aspect of student transportation.

Russ was a Board member of the Pennsylvania School Bus Association for over 10 years, and retains membership today. In 1995, he served on a special task committee to study the Pennsylvania state re-imbursement formula program and make recommendations for change. In 1997, he was presented the National School Transportation Association's prestigious Golden Merit Award.

In June of 2002, Russ resigned his position to return to his entrepreneurial roots. *Student Transportation Solutions* was formed in 2002 to assist school districts with consulting services. Additionally, Russ founded a brand new student transportation company, *Paragon Transit*, in 2004. Paragon Transit was awarded a student transportation contract by the Salisbury Township School District in 2005.

## **Consulting Fee Schedule:**

### **Principal:**

|                                          |             |
|------------------------------------------|-------------|
| Drive Time (includes all auto expenses)  | \$50/ hour  |
| Phone/ Office Work Time (ie: work alone) | \$125/ hour |
| School Meetings/ Presentation Time       | \$180/ hour |

### **Staff:** (for special projects as assigned by principal and approved by BASD)

|                                        |            |
|----------------------------------------|------------|
| Office Work Time (ie: work alone)      | \$40/ hour |
| All School Meetings/ Presentation Time | \$60/ hour |

### **Billing:**

A detailed statement will be sent by the 10<sup>th</sup> of each month, which shall be payable in full on or before the 10<sup>th</sup> of the following month. All time shall be rounded forward to the nearest 10 minutes. Minimum time for any contact, including responding to e-mails will be 10 minutes. Drive time to BASD is approx 30 minutes each way. Office supplies and reasonable expenses are not included in the above fee schedule, and receipts will be provided and included on the final statement.

#### 4. *Approval of Proficiency Requirement for Graduation*

##### **INFORMATION:**

Beginning with the Class of 2010, our current juniors, students will be required to demonstrate proficiency to be eligible for graduation. Some Special Education students with prior individual determination and Level 1 and 2 ELL students would be exempt from this requirement.

This information was reviewed with the Board of School Directors at the October 27, 2008, and November 3, 2008, Board Curriculum Committee Meetings. In addition, information was posted on the district's Website for public input. The recommendation was brought forward to the board at the November 17, 2008, Regular Board Meeting and was tabled at which concerns were raised over the proposed proficiency requirements.

Following the November 17, 2008, Regular Board Meeting, the administration held a meeting with representatives from the BEA, the Office of Curriculum and Instruction, department chairs, and building administrators to address the concerns. This meeting produced the attached requirements. The board received this information on November 26, 2008, to review. This information was then placed on the December 8, 2008, Regular Board Meeting agenda, and at that meeting, the following recommendations were brought to the board:

- a. Beginning with the Class of 2010, that students will be required to demonstrate proficiency in reading and mathematics in order to be eligible for graduation.
- b. Some Special Education students with prior individual determination and Level 1 and 2 ELL students would be exempt from this requirement.
- c. Demonstration of proficiency would be accepted through multiple routes as outlined on the attached requirements.

The board passed all items except for Letter C above. The proposal that was included in the recommendation was to be reviewed and altered as necessary according to public feedback and people who raised concerns at the board meeting.

#### 4. *Approval of Proficiency Requirement for Graduation*

**INFORMATION: (continued)**

The attached proposal was placed on the district Website and public input from December 10, 2008, through January 8, 2009. This proposal was also discussed with the high school student advisory group and administrative/supervisory group in December. The administration also met with those people who had concerns, and the proposal was updated with information gathered at the meeting. All this information was shared with the board which included revisions to the proposal and comments from the website and meetings. The board reviewed all of this information at the Board Curriculum Committee Meeting on January 20, 2009.

**RECOMMENDATION:**

That the Board of School Directors approves the revised attached proposal for Proficiency Requirements for Graduation effective with the Class of 2010 as addressed in Letter C with the demonstration of proficiency being accepted through multiple routes as outlined. Items listed in bold in the attached document indicate the revisions made from the December 8, 2008, Regular Board Meeting.

President Leeson requested the continued review of the proficiency requirement on an ongoing basis. She added that she would like to review it in August and also after the 4Sight Tests. She recommended the review of the number of students who were meeting the requirements and their progression.

Dr. Lewis replied that he believed it was in the plan and agreed with President Leeson's request.

The administration's recommendations 4, 14, 18, and 22 were considered together.



## **Proficiency Requirements for Graduation Effective with Class of 2010**

The following requirements are being proposed for students in the BASD as means by which students can demonstrate proficiency in skills related to reading and mathematics, and therefore, be eligible for graduation. These requirements are in addition to earning the necessary credits and passing all courses. As noted in (6), there are students whose proficiency would be measured by other means.

It should also be noted that support is also available for students as they work toward meeting these requirements, both before and after taking the PSSA.

- 1) Students are expected to meet proficiency on the reading and math portions of the PSSA during the spring administration. Demonstrating proficiency on the PSSA at this time will give the student the most direct route toward graduation.
- 2) Only those students who demonstrate proficiency in reading and mathematics on the PSSA in 11th grade will be eligible for the Senior Exemption from any Final Exam in the 12th grade.
- 3) Students who do not demonstrate proficiency in reading and mathematics on the PSSA in 11th grade will have the opportunity to do so in one of the following ways:
  - a) Retake the PSSA in fall of senior year and demonstrate proficiency.
  - b) Pass a 9-week Math GAP (Geometry, Algebra, PSSA Prep) class and/or a 9-week English CAT (Comprehension, Analysis, Test-Taking) class. The purpose of these classes is for the student to show progress in the deficient areas.
  - c) **Show progress through the pre/post administration of the Scholastic Reading Inventory (SRI).**
  - d) Demonstrate proficiency on the 11th grade May 4-Sight (or equivalent standardized test) in Math and/or English, as needed, and the requirement for the respective GAP or CAT class will be deemed to have been met for that subject.
- 4) Students who do not show sufficient progress within the options outlined above in #3 **will have an automatic appeal to the building principal to be eligible for graduation by one of the following means:**

- a) For students who were unsuccessful in either reading or in math, the administrator, in consultation with a content expert, conducts a review of student work in the non-proficient subject to determine that progress had been made since exiting the GAP or CAT course.
  - b) Students who did not meet proficiency in both reading and in math have an opportunity to demonstrate proficiency in specific skills through progress monitoring of their work.
  - c) **Transient students, entering Liberty or Freedom High School during 10th grade or above, and who do not show proficiency on the PSSA in reading and/or math, will become part of the automatic appeals process.**
- 5) All students who do not demonstrate proficiency in reading and/or in math will have the opportunity to attend tutoring sessions outside of the school day in addition to the options they have for meeting proficiency requirements. While tutoring is not mandatory, students who participate would be able to include their attendance as one aspect of evidence in an appeals process.
- 6) Some special education students, as determined through the IEP process, would be exempt from these requirements. ELL students at Levels 1 and 2 (pre-production and beginner levels) would be exempt from having to show proficiency on the PSSA. In addition to the options above, other ELL students at Levels 3 and 4 (intermediate and advanced) may also demonstrate proficiency in one of the additional ways:
- a) Demonstrate growth on the yearly WIDA assessment as evidence of progress.
  - b) Demonstrate substantial growth in the four facets of English language (listening, speaking, reading, and writing), as documented on the ESOL stage forms, which track the ELL's academic history while in the BASD. (This would not be an option for transient ELL students.)
  - c) Develop ESOL portfolios as a cumulative compilation of work over time as they move through the ESOL continuum of skills. Scholastic Reading Inventory (SRI) results to determine reading Lexiles would demonstrate growth in literacy.

Note that currently, 11th grade students are provided with supports through specific English and mathematics courses. They also continue to have opportunities for tutoring.

**5. *Approval of High School Summer School Program and Night School Program Proposals***

**INFORMATION:**

The administration reviewed the current High School Summer School Program and the Night School Program and developed new proposals that would make them self-sustaining programs. The proposals were reviewed with the Bethlehem Education Association and approved. The Board of School Directors reviewed the new proposals at the January 20, 2009, Board Curriculum Committee Meeting.

**RECOMMENDATION:**

That the Board of School Directors approves the following attached proposals:

- a. For the High School Summer School Program effective June 22, 2009, through July 31, 2009.
- b. For the Night School Program effective September 14, 2009, through December 23, 2009.

The administration's recommendations 5, 6, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19, 20, 21, 23, 26, 27, 28 and 32 were considered together.



**High School Summer School Proposal**  
**Six Weeks, Five Days Per Week @ Three Hours Per Day**  
**June 22, 2009 – July 31, 2009**

**Length of Course**

A full credit course will provide instruction over a six-week period, Monday through Friday for a total of 30 days at three (3) hours of instruction per day, for a total of 90 hours of instruction. No time off for July 4 as it falls on a Saturday in 2009.

A half credit course will provide instruction over a three-week period, Monday through Friday for a total of 15 days at three (3) hours of instruction per day, for a total of 45 hours of instruction. No time off for July 4 as it falls on a Saturday in 2009.

**Hours of Class**

Classes will meet daily for three hours from 8:00 a.m. until 11:00 a.m. A second course will meet from 12 noon until 3:00 p.m.

**Teacher Stipend**

Faculty will be paid 90 hours at the current leadership rate of \$32.04 per hour for a total of \$2,883.60 for a full credit course.

Faculty will be paid 45 hours at the current leadership rate of \$32.04 per hour for a total of \$1,441.80 for a one-half credit course.

**Minimum Registration**

A minimum of 18 students will be required to conduct a course. A course maximum of 25 students will be established. A teacher may choose to teach a class with more than 25 students on an individual basis with no increase in stipend.

**Insufficient Registration**

Teachers will be given the option of teaching a course at a prorated reduction, if registration indicates less than 18 students in the class. For example if only 15 students register for a course (5/6 of the required 18), the teacher will have the option of teaching the course for \$2,403 which is 5/6 of the total reimbursement. The teacher retains the right not to teach the course for \$2,403 if he/she so chooses.

### **Full Credit Courses Offered**

Full credit courses will be offered in English 9, 10, 11, Algebra 1, Geometry, Algebra 2, World Cultures, U.S. History 10, U.S. History 11, Biology, Chemistry, and Physics. Depending on need, the following courses may be accommodated in the 90 hour format (English 12, Pre-Calculus, Mathematics Concepts, and/or Government/Economics).

### **One-Half Credit Courses Offered**

Health 9, Health 10, Physical Education 9, 10, and 11. Depending on need, the following course may be accommodated in the 45 hour format (Physical Education 12).

### **Absences**

Only two (2) absences will be permitted in a full credit course. A late to class will be considered a one-half day absence. Any total of absences and/or lates to class exceeding two (2) will result in the student being removed from a full credit class. Tuition is non-refundable. All students must take the end of course final assessment.

Only one (1) absence will be permitted in a one-half credit course. Any total of absences and/or lates to class exceeding one (1) will result in the student being removed from a one-half credit class. Tuition is non-refundable. All students must take the end of course final assessment.

### **Cost**

Students will be charged \$200 per full credit course. Students will be charged \$100 per half credit course. Full payment will be due at registration, no exceptions.

### **Financial Hardship**

Cases of financial hardship will be considered on an individual basis in consultation with the high school administration. A rubric will be created to gather pertinent information including academic record in all subjects, code of conduct record, citizenship, attendance, participation in extra-curricular programs, and general attitude. A \$50 per course non-refundable deposit will be required for any student granted a waiver or reduction in cost due to financial hardship.

### **Administration and Security**

The program will be coordinated and administered on a daily basis by two (2) high school assistant principals, one from each high school.



**High School Night School Proposal**  
**Fifteen Weeks, Two Days Per Week @ Three Hours Per Day**  
**September 14, 2009 – December 23, 2009**

**Length of Course**

A full credit course will provide instruction over a 15-week period, on Monday and Wednesday afternoon/evenings for a total of 30 days at three (3) hours of instruction per day, for a total of 90 hours of instruction.

A half credit course will provide instruction over a seven and one half (7 ½) week period, Monday and Wednesday afternoons/evenings for a total of 15 days at three (3) hours of instruction per day, for a total of 45 hours of instruction.

**Hours of Class**

Classes will meet Monday and Wednesday for three (3) hours from 3:30 p.m. until 6:30 p.m. (or from 3:00 p.m. until 6:00 p.m.)

**Teacher Stipend**

Faculty will be paid 90 hours at the current leadership rate of \$32.04 per hour for a total of \$2,883.60 for a full credit course.

Faculty will be paid 45 hours at the current leadership rate of \$32.04 per hour for a total of \$1,441.80 for a one-half credit course.

**Minimum Registration**

A minimum of 18 students will be required to conduct a course. A course maximum of 25 students will be established. A teacher may choose to teach a class with more than 25 students on an individual basis with no increase in stipend.

**Insufficient Registration**

Teachers will be given the option of teaching a course at a prorated reduction, if registration indicates less than 18 students in the class. For example if only 15 students register for a course (5/6 of the required 18) the teacher will have the option of teaching the course for \$2,403 which is 5/6 of the total reimbursement. The teacher retains the right not to teach the course for \$2,403 if he/she so chooses.

### **Full Credit Courses Offered**

Full credit courses will be offered in English 9, 10, 11, Algebra 1, Geometry, Algebra 2, World Cultures, U.S. History 10, U.S. History 11, Biology, Chemistry, and Physics. Depending on need, the following courses may be accommodated in the 90 hour format (English 12, Pre-Calculus, Mathematics Concepts, and/or Government/Economics).

### **One-Half Credit Courses Offered**

Health 9, Health 10, Physical Education 9, 10, and 11. Depending on need, the following course may be accommodated in the 45 hour format (Physical Education 12).

### **Absences**

Only two (2) absences will be permitted in a full credit course. A late to class will be considered a 1/2 day absence. Any total of absences and/or lates to class exceeding two (2) will result in the student being removed from a full credit class. Tuition is non-refundable. All students must take the end of course final assessment.

Only one (1) absence will be permitted in a one-half credit course. Any total of absences and/or lates to class exceeding one (1) will result in the student being removed from a one-half credit class. Tuition is non-refundable. All students must take the end of course final assessment.

### **Cost**

Students will be charged \$200 per full credit course. Students will be charged \$100 per half credit course. Full payment will be due at registration, no exceptions.

### **Financial Hardship**

Cases of financial hardship will be considered on an individual basis in consultation with the high school administration. A rubric will be created to gather pertinent information including academic record in all subjects, code of conduct record, citizenship, attendance, participation in extra-curricular programs, and general attitude. A \$50 per course non-refundable deposit will be required for any student granted a waiver or reduction in cost due to financial hardship.

### **Administration and Security**

Facilitator responsibilities may include conducting registration, developing the academic schedule, monitoring attendance, handling discipline situations, keeping payroll records, as well as other daily duties associated with the program. A monitor may be hired if student enrollment dictates.

**6.     *Community Service Agency***

**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 sponsor 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 5, 6, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19, 20, 21, 23, 26, 27, 28 and 32 were considered together.

***Name of Agency/Organization:*** Project Child (a program of Valley Youth House)

***Address:*** 531 Main Street, Bethlehem, PA 18018

***Phone number:*** 610-954-4561

***Contact Person:*** Rochelle Freedman

***Email address:*** projectchildlv@aol.com

***Web Site address:*** www.projectchildlv.org

\*\*\*\*\*

***Number of students requested:*** 1-2    ***Minimum age:*** 16

***Description of service opportunities:*** Assist with creation of flyers, and marketing materials, help with program evaluation data.

***Minimum Time of Service Per Shift or Session:*** 2 hours

***Hours agency is open to community service students:*** 8:30 a.m. to 4:30 p.m.

\*\*\*\*\*

***Dress requirements:*** Casual

***Supervision provided by:*** Rochelle Freedman, Program Coordinator and Janice Testman, Administrative Assistant

***Training and/or orientation:*** On site

\*\*\*\*\*

***Additional information or comments:***

This agency carries liability insurance covering students on site. ( Yes )  
This agency participates in court ordered community service activities. ( No )  
This agency requires Act 34 (criminal history) clearance for employees. ( Yes )  
This agency conducts events/activities where alcohol is served. ( No )  
(Parental Waiver is needed if alcohol is served)

## 7. *Bethlehem Area School District Stadium Concession Stands Report - 2008*

### INFORMATION:

During the fall sports season of 2008, the Athletic Department, along with volunteer help from the Freedom and Liberty High Schools' Booster Clubs, operated the concession stands at the Bethlehem Area School District Stadium. The concession stands were open 44 dates for athletic events.

The following is the financial report of this endeavor:

|                                                                                          |                  |                           |
|------------------------------------------------------------------------------------------|------------------|---------------------------|
| 2008 RECEIPTS                                                                            |                  |                           |
| Concession Stands                                                                        | \$69,388.00      |                           |
| Dick's French Fries                                                                      | <u>10,076.50</u> |                           |
| Total Receipts                                                                           |                  | \$79,464.50               |
| 2008 DISBURSEMENTS                                                                       |                  |                           |
| Supplies                                                                                 | 47,155.41        |                           |
| Payroll (Includes FICA & Retirement)                                                     | <u>12,424.52</u> |                           |
| Total Disbursements                                                                      |                  | <u>59,579.93</u>          |
| 2008 NET PROFIT                                                                          |                  | <u><b>\$19,884.57</b></u> |
| PROFIT DISTRIBUTION:                                                                     |                  |                           |
| 60% Allocated to the Freedom and Liberty High Schools' Booster Clubs (Each = \$5,965.37) |                  | 11,930.74                 |
| 40% Allocated to the District                                                            |                  | <u>7,953.83</u>           |
| Total Distribution                                                                       |                  | <u><b>\$19,884.57</b></u> |

President Leeson commented that she noticed the report was different than the one received in Committee, inquiring if it was done the old way. She asked if the monies received by both schools went through the Business Office.

Dr. Lewis inquired if she was referring to the \$5,900 that each school received.

President Leeson agreed.

Mr. Majewski stated that he assumed that it was intended to go into the athletic fund, which meant that there would be required approvals by all parties.

Dr. Donaher added that in the past he believed they had directly written to the booster clubs, but this year their intent was to run it through the athletic departments and have them disperse the funds to the booster clubs.

Mr. Majewski addressed the district portion of the distribution.

President Leeson pointed out that the question did not involve the district portion.

Mr. Majewski replied that the checks were typically written to the booster club, which was an independent organization, so it would not be run through the business office.

President Leeson noted that they did not receive the full audit report, but knew there were some suggestions about running everything through the business office for auditing and clean accounting purposes.

Mr. Majewski thought it would require legal review as well as a review with their own auditor, because once they start treating the booster clubs as if they were controlling them, they might be taking on more liability. If they were to be receiving the check, the cleanest way was to write the check to the booster club, which was a separate entity and allow them to administer and manage the funds as they saw fit so the district was not involved.

President Leeson stated that it was her understanding that it was going into the athletic department.

Mr. Majewski said they were now discussing the money that was going into the district.

President Leeson disagreed.

Mr. Majewski stated that he was addressing the issue with the booster club.

President Leeson said that Dr. Donaher said that this year it was not going to the booster clubs but directly to the athletic department.

Dr. Donaher clarified that they had discussed it but decided to remain what they did in the past by writing the checks directly to the booster club for the 30 percent, which went to each school. He pointed out that they might look at it for the future, if it was the desire of the board.

President Leeson reviewed that it would go directly to the booster club, which was the way it was done in the past. She asked if it would fall under of the accounting issues.

Mr. Majewski replied that there was initial discussion regarding a change and the possibility of the booster club's check being administered by the athletic departments, but he had some concerns, so they decided to do it as they had in the past.

**8.     *Student Discipline - #0959295 – 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 0959295.

The administration's recommendations 5, 6, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19, 20, 21, 23, 26, 27, 28 and 32 were considered together.

**9. *Student Discipline - #0944309, #0961310, #0974383, and #1005597 –  
Waivers***

**INFORMATION:**

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

**RECOMMENDATION:**

That the Board of School Directors adopts the waivers relating to Student Number 0944309, 0961310, 0974383, and 1005597.

The administration's recommendations 5, 6, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19, 20, 21, 23, 26, 27, 28 and 32 were considered together.

**10. *Student Discipline - #0971524 - 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 0971524.

The administration's recommendations 5, 6, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19, 20, 21, 23, 26, 27, 28 and 32 were considered together.

**11. *Federal/State Program Budgets***

**INFORMATION:**

The 2008-2009 Budget included \$13,175,613 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 \$13,175,613 to \$13,208,834.

**RECOMMENDATION:**

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

The administration's recommendations 5, 6, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19, 20, 21, 23, 26, 27, 28 and 32 were considered together.

## 2008-2009 FEDERAL/STATE PROGRAM BUDGETS

| <u>Program Name</u>                                           | <u>Approved<br/>Budget</u> | <u>Amended<br/>Budget</u> | <u>Increase/<br/>(Decrease)</u> |
|---------------------------------------------------------------|----------------------------|---------------------------|---------------------------------|
| ADULT DIPLOMA PROGRAM (LEAD)                                  | 6,100                      | 0                         | (6,100)                         |
| ADULT LITERACY                                                | 13,909                     | 18,659                    | 4,750                           |
| ALTERNATIVE EDUCATION for DISRUPTIVE YOUTH                    | 150,780                    | 174,600                   | 23,820                          |
| KEYSTONE STARS                                                | 0                          | 47,260                    | 47,260                          |
| LEARN and SERVE AMERICA (Intermediate Curriculum Integration) | 0                          | 25,000                    | 25,000                          |
| READING IS FUNDAMENTAL - UGI                                  | 5,862                      | 5,247                     | (615)                           |
| SAFE and DRUG FREE SCHOOLS                                    | 64,240                     | 55,149                    | (9,091)                         |
| TITLE I (NCLB) - Improving Basic Programs                     | 3,380,665                  | 3,328,862                 | (51,803)                        |
|                                                               | <b>TOTAL ADJUSTMENTS</b>   |                           | <b><u>33,221</u></b>            |
| <b>APPROVED FEDERAL/STATE BUDGET REVENUES/EXPENDITURES</b>    |                            |                           | <b>\$13,175,613</b>             |
| <b>AMENDED FEDERAL/STATE BUDGET REVENUES/EXPENDITURES</b>     |                            |                           | <b>\$13,208,834</b>             |

**12. *Impact Aid, Section 8003***

**INFORMATION:**

The Bethlehem Area School District annually receives federal funds allocated under the Impact Aid, Section 8003. These funds are used to assist local school districts with the cost of providing educational programs for children from federally supported housing. An annual survey is conducted to determine student eligibility.

**RECOMMENDATION:**

That the administration be authorized to develop and submit an application reporting the necessary data for the 2008-2009 school year in order to access the 2010 Impact Aid funds under Impact Aid, Section 8003.

The administration's recommendations 5, 6, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19, 20, 21, 23, 26, 27, 28 and 32 were considered together.

**13. *Keystone Stars Quality Improvement Grants*****INFORMATION:**

Keystone STARS is Pennsylvania's program to improve the quality of early learning. It is a voluntary program that recognizes Department of Public Welfare (DPW) regulated child care providers who exceed state health and safety certification requirements. It has a quality rating system beginning with the Start with STARS level and progressing through a STAR One, Two, Three, or Four designation. Each STAR designation has its own research-based performance standards or benchmarks that are linked to improving outcomes for children.

**RECOMMENDATION:**

That the administration be authorized to submit 2008-2009 support applications for the following child care centers:

- Clearview Child Care - Star 2 = \$6,300
- Fountain Hill Child Care - Star 2 = \$6,300
- Donegan Child Care - Star 2 = \$ 6,300
- Freemansburg Child Care - Star 2 = \$4,725
- SPARK Child Care - Star 2 = \$4,725
- Asa Packer Child Care - Star 2 = \$4,725
- Calypso Child Care - Star 2 = \$4,725
- Farmersville Child Care - Star 2 = \$,9450
- Governor Wolf Child Care - Star 2 = \$14,185
- Hanover Child Care - Star 2 = \$4,725
- James Buchanan Child Care - Star 2 = \$4,725
- Lincoln Child Care - Star 2 = \$6,300
- Miller Heights Child Care - Star 2 = \$4,725
- Spring Garden Child Care - Star 2 = \$4,725
- Thomas Jefferson Child Care - Star 2 = \$6,300
- William Penn Child Care - Star 2 = \$6,300

The administration's recommendations 5, 6, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19, 20, 21, 23, 26, 27, 28 and 32 were considered together.

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

That the following conference for staff be approved:

|                                                                                                           |           |
|-----------------------------------------------------------------------------------------------------------|-----------|
| February 8-10, 2009<br>Pennsylvania Educational Technical Expo and Conference<br>Hershey, Pennsylvania    | \$536.45  |
| February 25-28, 2009<br>Professional Learning Communities at Work<br>Phoenix, Arizona                     | 13,227.84 |
| March 9-11, 2009<br>Solution Tree's "Building Common Assessments" 2-Day Workshop<br>Boston, Massachusetts | 1,845.97  |

Director Follweiler noted a high dollar conference of which information was provided to the board, which was missing from the public sheet. She explained that it was approximately 90 percent covered by a grant and wanted it added to the public portion of the agenda, for the record.

Dr. Lewis stated that it was the Professional Learning Communities at Work, which was covered by approximately \$12,000 from the PA Pact Grant.

The administration's recommendations 4, 14, 18, and 22 were considered together.

**15. *Field Trip Attendance*****RECOMMENDATION:**

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

|                                                                                                                                                                                                          |        |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| January 29-30, 2009<br>(30 East Hills Middle School Students)<br>Monagacci Winter Camping Trip - Boys<br>Jonas, Pennsylvania                                                                             | \$0.00 |
| February 4-7, 2009<br>(2 Freedom High School Students and 2 Liberty High School Students)<br>Pennsylvania Music Educators Association (PMEA) District Orchestra<br>Festival<br>New Tripoli, Pennsylvania | 300.00 |
| February 5-6, 2009<br>(30 East Hills Middle School Students)<br>Monagacci Winter Camping Trip - Girls<br>Jonas, Pennsylvania                                                                             | 0.00   |
| February 19-21, 2009<br>(2 Liberty High School Students)<br>Regional Chorus<br>Kutztown, Pennsylvania                                                                                                    | 210.00 |
| February 19-20, 2009<br>(25 Northeast Middle School Students)<br>Dream Catchers Camping Trip - Boys<br>Kunkletown, Pennsylvania                                                                          | 602.96 |
| February 26-27, 2009<br>(33 Northeast Middle School Students)<br>Dream Catchers Camping Trip - Girls<br>Kunkletown, Pennsylvania                                                                         | 602.96 |
| May 13-15, 2009<br>(58 East Hills Middle School Students)<br>Nature Quest's Hickory Run Camping Trip<br>Whitehaven, Pennsylvania                                                                         | 0.00   |

The administration's recommendations 5, 6, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19, 20, 21, 23, 26, 27, 28 and 32 were considered together.

**16.   *Resignations***

**RECOMMENDATION:**

*Administrative*

- |    |             |                                           |
|----|-------------|-------------------------------------------|
| 1. | NAME:       | <b>Ostman, Marilee</b>                    |
|    | ASSIGNMENT: | SPARK, Principal, Prekindergarten Program |
|    | REASON:     | Retirement                                |
|    | EFFECTIVE:  | July 7, 2009                              |

**16. *Resignations***

**RECOMMENDATION:**

***Instructional***

1.   NAME:                   **Behr, Michael**  
      ASSIGNMENT:       Liberty, Special Education, Life Skills  
                              Support Teacher  
      REASON:            Personal  
      EFFECTIVE:        February 7, 2009
  
2.   NAME:                   **Iannelli, Barbara**  
      ASSIGNMENT:       Lincoln, Grade 1 Teacher  
      REASON:            Retirement  
      EFFECTIVE:        June 10, 2009
  
3.   NAME:                   **Reid-Hertzog, Corinne**  
      ASSIGNMENT:       Liberty, Health and Physical Education  
                              Teacher  
      REASON:            Personal  
      EFFECTIVE:        January 9, 2009

**16. Resignations****RECOMMENDATION:*****Noninstructional***

1. NAME: **Barata, Michael**  
ASSIGNMENT: ACCESS Program Assistant  
REASON: Personal  
EFFECTIVE: January 23, 2009
2. NAME: **Garris, Noelle**  
ASSIGNMENT: Child Care, Assistant Center Supervisor  
REASON: Personal  
EFFECTIVE: January 27, 2009
3. NAME: **Kornbluth, Barbara**  
ASSIGNMENT: James Buchanan, Teacher Assistant, Special Education, Learning Support  
REASON: Personal  
EFFECTIVE: January 7, 2009
4. NAME: **Kozerski, Melissa**  
ASSIGNMENT: Child Care, Center Supervisor  
REASON: Retirement  
EFFECTIVE: December 23, 2008
5. NAME: **Semmel, Laurie**  
ASSIGNMENT: Maintenance, Supplemental Custodian  
REASON: Personal  
EFFECTIVE: December 22, 2008
6. NAME: **Souders, Doris**  
ASSIGNMENT: Liberty, General Kitchen Help  
REASON: Retirement  
EFFECTIVE: January 16, 2009
7. NAME: **Trinidad, Annjanette**  
ASSIGNMENT: Child Care, Center Supervisor  
REASON: Personal  
EFFECTIVE: December 22, 2008

**16. Resignations****RECOMMENDATION:*****Miscellaneous***

1. NAME: **Kelley, Laura**  
ASSIGNMENT: SPARK, Webmaster  
REASON: Personal  
EFFECTIVE: September 23, 2008
2. NAME: **Peterson, Kevin**  
ASSIGNMENT: Bus Driver  
REASON: Personal  
EFFECTIVE: August 20, 2008
3. NAME: **Velez, Karen**  
ASSIGNMENT: Bus Driver  
REASON: Personal  
EFFECTIVE: September 18, 2008
4. NAME: **Weychert, Robert**  
ASSIGNMENT: Freedom, (.5) Assistant Girls Soccer Coach  
REASON: Personal  
EFFECTIVE: 2008-2009 school year

The administration's recommendations 5, 6, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19, 20, 21, 23, 26, 27, 28 and 32 were considered together.

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

1.   NAME:                   **Dieter, Karen**  
      ADDRESS:           Allentown  
      ASSIGNMENT:       Donegan, Grade 3 Teacher  
      REASON:           Family Medical/Childrearing Leave of Absence  
      EFFECTIVE:        Family Medical Leave to begin on January 5, 2009,  
                            until the end of the day on March 31, 2009  
                            Childrearing Leave of Absence to begin on April 1,  
                            2009, until the end of the 2008-2009 school year
  
2.   NAME:                   **Dugan, Deanna**  
      ADDRESS:           Schnecksville  
      ASSIGNMENT:       Nitschmann, Grade 6 Teacher  
      REASON:           Family Medical Leave of Absence  
      EFFECTIVE:        January 12, 2009, until the end of the day on  
                            April 7, 2009
  
3.   NAME:                   **Giordano, Sophia**  
      ADDRESS:           Bethlehem  
      ASSIGNMENT:       Donegan, Grade 5 Teacher  
      REASON:           Family Medical Leave of Absence  
      EFFECTIVE:        January 12, 2009, until the end of the day on  
                            January 30, 2009
  
4.   NAME:                   **Landis, Barbara**  
      ADDRESS:           Bath  
      ASSIGNMENT:       Liberty, Special Education, Life Skills Support  
                            Teacher  
      REASON:           Family Medical/Childrearing Leave of Absence  
      EFFECTIVE:        Family Medical Leave to begin on January 20, 2009,  
                            until the end of the day on April 17, 2009  
                            Childrearing Leave of Absence to begin on April 20,  
                            2009, until the end of the 2008-2009 school year

**17. *Leaves of Absence*****RECOMMENDATION:*****Instructional (continued)***

5.   NAME:                   **Nelson, Sunny**  
      ADDRESS:           Bethlehem  
      ASSIGNMENT:       Freemansburg, Grade 3 Teacher  
      REASON:           Family Medical/Childrearing Leave of Absence  
      EFFECTIVE:        Family Medical Leave of Absence to begin on  
                            January 26, 2009, until the end of the day on  
                            April 23, 2009  
                            Childrearing Leave of Absence to begin on April 24,  
                            2009, until the end of the 2008-2009 school year
6.   NAME:                   **Zsilavec, Katie**  
      ADDRESS:           Bethlehem  
      ASSIGNMENT:       SPARK, Prekindergarten Teacher  
      REASON:           Family Medical Leave of Absence  
      EFFECTIVE:        January 20, 2009, until the end of the day on  
                            April 17, 2009
7.   NAME:                   **Zupper, Caren**  
      ADDRESS:           Allentown  
      ASSIGNMENT:       Farmersville, Grade 4 Teacher  
      REASON:           Family Medical/Childrearing Leave of Absence  
      EFFECTIVE:        Family Medical Leave of Absence to begin on  
                            January 21, 2009, until the end of the day on  
                            April 20, 2009  
                            Childrearing Leave of Absence to begin on April 21,  
                            2009, until the end of the 2008-2009 school year

**17. *Leaves of Absence***

**RECOMMENDATION:**

***Noninstructional***

1.   NAME:                   **Cordova Sanchez, Yaitza**  
      ADDRESS:           Bethlehem  
      ASSIGNMENT:       Child Care, Assistant Center Supervisor  
      REASON:            General Leave of Absence  
      EFFECTIVE:         January 8, 2009, until the end of the day on  
                              January 16, 2009
  
2.   NAME:                   **Thomas, Sandra**  
      ADDRESS:           Easton  
      ASSIGNMENT:       Teacher Assistant (nonpublic)  
      REASON:            General Leave of Absence  
      EFFECTIVE:         January 5, 2009, until the end of the day on  
                              March 27, 2009

The administration's recommendations 5, 6, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19, 20, 21, 23, 26, 27, 28 and 32 were considered together.

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

1.   NAME:                   **Guldin, Elizabeth**  
      ADDRESS:           Northampton  
      COLLEGE, DEGREE:   Moravian College, B.A.  
      ASSIGNMENT:       East Hills, Grade 6 Teacher  
      STATUS:            Long-term Substitute  
      SALARY:            \$39,389, prorated (Bachelor's, Step 1)  
      EFFECTIVE:         January 27, 2009, and terminating at the end  
                              of the 2008-2009 school year, or upon the return  
                              of M. Van Hise
  
2.   NAME:                   **Laudenslager, Katie J.**  
      ADDRESS:           Hellertown  
      COLLEGE, DEGREE:   Bloomsburg University, B.S.  
      ASSIGNMENT:       Freedom, (.6) Mathematics Teacher  
      STATUS:            Long-term Substitute  
      SALARY:            \$23,633, prorated (Bachelor's, Step 1)  
      EFFECTIVE:         January 27, 2009, and terminating at the end  
                              of the 2008-2009 school year, or upon the return  
                              of S. Carvellas
  
3.   NAME:                   **Leeson, Maureen P.**  
      ADDRESS:           Bethlehem  
      COLLEGE, DEGREE:   DeSales University, B.S.  
      ASSIGNMENT:       Liberty, Biology Teacher  
      STATUS:            Long-term Substitute  
      SALARY:            \$39,389 (Bachelor's, Step 1)  
      EFFECTIVE:         Continuing from first semester, and terminating at the  
                              end of the 2008-2009 school year, or upon the return of  
                              K. Anderko

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

- |    |                  |                                                                                                                     |
|----|------------------|---------------------------------------------------------------------------------------------------------------------|
| 4. | NAME:            | <b>Little, Richard D.</b>                                                                                           |
|    | ADDRESS:         | Easton                                                                                                              |
|    | COLLEGE, DEGREE: | Lafayette College, B.S.<br>Drexel University, M.Ed.                                                                 |
|    | ASSIGNMENT:      | Freedom, Science Teacher                                                                                            |
|    | STATUS:          | Long-term Substitute                                                                                                |
|    | SALARY:          | \$40,887, prorated (Bachelor's +15, Step 1)                                                                         |
|    | EFFECTIVE:       | January 27, 2009, and terminating at the end<br>of the 2008-2009 school year, or upon the return<br>of L. Frederick |
|    |                  |                                                                                                                     |
| 5. | NAME:            | <b>Mohap, Jacqueline F.</b>                                                                                         |
|    | ADDRESS:         | Bethlehem                                                                                                           |
|    | COLLEGE, DEGREE: | Kutztown University, B.S.                                                                                           |
|    | ASSIGNMENT:      | Broughal, Grade 6 Teacher                                                                                           |
|    | STATUS:          | Long-term Substitute                                                                                                |
|    | SALARY:          | \$39,389, prorated (Bachelor's, Step 1)                                                                             |
|    | EFFECTIVE:       | January 27, 2009, and terminating at the end<br>of the 2008-2009 school year, or upon the return<br>of A. Iberra    |
|    |                  |                                                                                                                     |
| 6. | NAME:            | <b>Patti, Nicole M.</b>                                                                                             |
|    | ADDRESS:         | Easton                                                                                                              |
|    | COLLEGE, DEGREE: | Moravian College, B.A.                                                                                              |
|    | ASSIGNMENT:      | Liberty, Mathematics Teacher                                                                                        |
|    | STATUS:          | Long-term Substitute                                                                                                |
|    | SALARY:          | \$40,887, prorated (Bachelor's +15, Step 1)                                                                         |
|    | EFFECTIVE:       | January 27, 2009, and terminating at the end<br>of the 2008-2009 school year, or upon the return<br>of J. Evans     |

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

- |    |                  |                                                                                                                    |
|----|------------------|--------------------------------------------------------------------------------------------------------------------|
| 7. | NAME:            | <b>Pum, Brian J.</b>                                                                                               |
|    | ADDRESS:         | Bethlehem                                                                                                          |
|    | COLLEGE, DEGREE: | Moravian College, B.A.                                                                                             |
|    | ASSIGNMENT:      | Freedom, Social Studies Teacher                                                                                    |
|    | EXPERIENCE:      | 1 year, Bethlehem                                                                                                  |
|    | STATUS:          | Temporary Professional Employee                                                                                    |
|    | SALARY:          | \$39,689 (Bachelor's, Step 2)                                                                                      |
|    | EFFECTIVE:       | January 27, 2009                                                                                                   |
|    |                  |                                                                                                                    |
| 8. | NAME:            | <b>Ruhf, Thomas T.</b>                                                                                             |
|    | ADDRESS:         | Bethlehem                                                                                                          |
|    | COLLEGE, DEGREE: | Moravian College, B.A.                                                                                             |
|    | ASSIGNMENT:      | Freedom, Social Studies Teacher                                                                                    |
|    | STATUS:          | Long-term Substitute                                                                                               |
|    | SALARY:          | \$39,389, prorated (Bachelor's, Step 1)                                                                            |
|    | EFFECTIVE:       | January 27, 2009, and terminating at the end of the<br>2008-2009 school year, or upon the return of K.<br>Sobinski |

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

- |     |                  |                                                                 |
|-----|------------------|-----------------------------------------------------------------|
| 9.  | NAME:            | <b>Sitaras, John</b>                                            |
|     | ADDRESS:         | Bethlehem                                                       |
|     | COLLEGE, DEGREE: | St. Francis College, B.S.                                       |
|     | ASSIGNMENT:      | Northeast, Special Education, Emotional Support Teacher         |
|     | STATUS:          | Temporary Professional Employee                                 |
|     | SALARY:          | \$39,389, prorated (Bachelor's, Step 1)                         |
|     | EFFECTIVE:       | January 27, 2009                                                |
| 10. | NAME:            | <b>Smith, Joanne M.</b>                                         |
|     | ADDRESS:         | Allentown                                                       |
|     | COLLEGE, DEGREE: | Wilkes University, B.S.N.<br>Cedar Crest College, Certification |
|     | ASSIGNMENT:      | District-wide, (.6) School Nurse                                |
|     | STATUS:          | Temporary Professional Employee                                 |
|     | SALARY:          | \$24,532, prorated (Bachelor's +15, Step 1)                     |
|     | EFFECTIVE:       | January 27, 2009                                                |
| 11. | NAME:            | <b>Wilderotter, Paulette M.</b>                                 |
|     | ADDRESS:         | Nazareth                                                        |
|     | COLLEGE, DEGREE: | Saint Joseph's University, B.S.<br>Lehigh University, M.Ed.     |
|     | ASSIGNMENT:      | Governor Wolf, (.5) Instructional Support Teacher               |
|     | EXPERIENCE:      | 7 years, Pennsylvania<br>1 year, New Jersey                     |
|     | STATUS:          | Professional Employee                                           |
|     | SALARY:          | \$24,859, prorated (Master's +15, Step 9)                       |
|     | EFFECTIVE:       | January 27, 2009                                                |

**18. *Nominations for Appointment***

**RECOMMENDATION:**

***Instructional (continued)***

|     |                  |                                              |
|-----|------------------|----------------------------------------------|
| 12. | NAME:            | <b>Wilmore, Karen J.</b>                     |
|     | ADDRESS:         | Perkasie                                     |
|     | COLLEGE, DEGREE: | Delaware Valley College, B.S., Certification |
|     | ASSIGNMENT:      | Broughal, (.4) Science Teacher               |
|     | STATUS:          | Temporary Professional Employee              |
|     | SALARY:          | \$16,355, prorated (Bachelor's +15, Step 1)  |
|     | EFFECTIVE:       | January 27, 2009                             |

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

1.   NAME:                   **Collazo, Elizabeth**  
      ADDRESS:           Bethlehem  
      ASSIGNMENT:       East Hills, General Kitchen Help, 3.5 hours daily  
      SALARY:           \$11.18 per hour  
      EFFECTIVE:        January 27, 2009
  
2.   NAME:                   **Garman, Mary**  
      ADDRESS:           Bethlehem  
      ASSIGNMENT:       Fountain Hill, Teacher Assistant, General Duty, 3 hours daily  
  
      STATUS:           Long-term Substitute  
      SALARY:           \$15.72 per hour  
      EFFECTIVE:        January 27, 2009, terminating at the end of the 2008-2009 school year, or upon the return of K. Matey
  
3.   NAME:                   **Garris, Noelle**  
      ADDRESS:           Whitehall  
      ASSIGNMENT:       Child Care, Center Supervisor, 8 hours daily, split shift, 12 months  
  
      SALARY:           \$26,476, prorated (Noninstructional Meet and Discuss, Category II, Step 1, to be adjusted upon completion of Noninstructional Meet and Discuss bargaining agreement)  
  
      EFFECTIVE:        January 27, 2009
  
4.   NAME:                   **Rivera, Maria D.**  
      ADDRESS:           Bethlehem  
      ASSIGNMENT:       Nitschmann, General Kitchen Help, 3.5 hours daily  
      SALARY:           \$11.18 per hour  
      EFFECTIVE:        January 27, 2009

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

- |    |             |                                                                                                                                                                      |
|----|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5. | NAME:       | <b>Schuyler, Pauline</b>                                                                                                                                             |
|    | ADDRESS:    | Bethlehem                                                                                                                                                            |
|    | ASSIGNMENT: | Northeast, General Kitchen Help, 3.5 hours daily                                                                                                                     |
|    | SALARY:     | \$12.18 per hour                                                                                                                                                     |
|    | EFFECTIVE:  | January 27, 2009                                                                                                                                                     |
| 6. | NAME:       | <b>Singh, Ravinder</b>                                                                                                                                               |
|    | ADDRESS:    | Bethlehem                                                                                                                                                            |
|    | ASSIGNMENT: | ACCESS Program Assistant                                                                                                                                             |
|    | SALARY:     | \$36,596, prorated (Noninstructional Meet and Discuss, Category F, Step 1, to be adjusted upon completion of Noninstructional Meet and Discuss bargaining agreement) |
|    | EFFECTIVE:  | On or after January 27, 2009                                                                                                                                         |

**18. Nominations for Appointment****RECOMMENDATION:***Miscellaneous*

1. **ASPIRE Program**  
(After School Programs for Instruction, Recreation, and Enrichment)  
**Helpers**  
*District-wide*  
**Garay, Juliana**  
SALARY: \$7.15 per hour
  
2. **Coaches**  
*Freedom High School*  
**Boys Basketball**  
Assistant Coach      **Mosser, Thomas**      Continuing      \$4,770.00  
  
**Cheerleading**  
Assistant Coach      **Herrera, Pamela (.5)**      New      1,164.50  
  
**Girls Softball**  
Assistant Coach      **Borger, Nora**      New      3,291.00  
Assistant Coach      **Griffith, Cheryl**      New      3,291.00  
  
**Wrestling**  
Assistant Coach      **Dellatore, Scott**      New      4,050.00
  
3. **Extracurricular Activity Advisors**  
*Freedom High School*  
Freshman Class Advisors      **Saeger, Jessica**      497.00  
                                                 **Zehner, Amber**      497.00
  
4. **Permanent Day-to-day Substitutes**  
*Broughal Middle School*  
**Mahon, Sean**  
SALARY: \$100.00 per day  
  
*Freedom High School*  
**Rex, Kristen (.5)**  
SALARY: \$50.00 per day

**18. *Nominations for Appointment***

**RECOMMENDATION:**

***Miscellaneous (continued)***

4.     **Permanent Day-to-day Substitutes (continued)**  
          ***Freedom High School***  
          **Bakun, Rachel**  
          **Wilson, Michael**  
          SALARY: \$100.00 per day
  
5.     **Webmaster**  
          ***SPARK***  
          **Gilboy, Taryn**  
          SALARY: \$604.00

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

**Anderson, Rebecca**  
Bethlehem

**Hayford, Pamela**  
Nazareth

**Aptaker, Robert**  
Allentown

**Hummel, Kyle**  
Bath

**Bartynski, Lisa**  
Bethlehem

**Kindt, Dee**  
Catasauqua

**Bresnahan, Patricia**  
Bethlehem

**Kostick, Joshua**  
Emmaus

**Brobst, Jamie**  
Whitehall

**Marino, Sherri**  
Bethlehem

**Burns, John Michael**  
Allentown

**Mitchell, Nicole**  
Nazareth

**Cleffi, Jessica**  
Bethlehem

**Mullen, Jeanette**  
Bethlehem

**Derkacs, Robin**  
Whitehall

**Reyes, Carlos**  
Allentown

**DeStasio, Marisa**  
Bethlehem

**Sheehan, Emily**  
Easton

**Doyne, Cynthia**  
Bath

**Szoka, Michele**  
Bangor

**Exaros, Scott**  
Bethlehem

**Telese, Jessica**  
Allentown

**18.   *Nominations for Appointment***

**RECOMMENDATION:**

*Substitutes*

*Instructional (continued)*

**Trinidad, Annjanette**  
Bethlehem

**Viehman, Lidia**  
Coopersburg

**Wogenrich, Jill**  
Allentown

**18. *Nominations for Appointment***

**RECOMMENDATION:**

***Substitutes***

***Noninstructional***

**Davis, Alan**  
Freemansburg

**Garcia, Hector**  
Bethlehem

**Semmel, Laurie**  
Bethlehem

**Turkdonmez, Semra**  
Bethlehem

Director Tenaglia requested to have the board secretary divide Item 18, number 5, on page 32, into further detail, using alphabetical identification.

Dr. Lewis agreed to identify the four nominees by using a, b, c, and d.

President Leeson stated that she would be abstaining from the vote because her daughter was nominated for an appointment.

The administration's recommendations 4, 14, 18, and 22 were considered together.

**19. *Reassignments***

**RECOMMENDATION:**

***Instructional***

1.     NAME:                   **Dunstan, Michael**  
       FROM:                 Freedom, (.3) English Teacher  
       TO:                   Freedom, (.5) English Teacher  
       SALARY:               \$23,626, prorated (Master's, Step 7)  
                                 (.2) funding covered by PA/PACT Grant  
       EFFECTIVE:           January 27, 2009, with the additional (.2) assignment  
                                 terminating at the end of the 2008-2009 school year,  
                                 or upon the return of L. Sage, who has been  
                                 temporarily reassigned as a Literacy Coach

**19. Reassignments****RECOMMENDATION:*****Noninstructional***

1.   NAME:                   **Berardinucci, Deborah**  
      FROM:               Freedom, General Kitchen Help, Lunch, 3.5 hours  
                             daily  
      TO:                  Freedom, General Kitchen Help, Lunch, 3.5 hours  
                             daily/Miller Heights, General Kitchen Help,  
                             Breakfast, 1.5 hours daily  
      SALARY:             \$11.86 per hour  
      REASON:           Successful Candidate  
      EFFECTIVE:        January 27, 2009
  
2.   NAME:                   **Czahor, Irene**  
      FROM:               Farmersville, General Kitchen Help, Lunch, 3.25  
                             hours daily  
      TO:                  Farmersville, General Kitchen Help, Lunch, 3.25  
                             hours daily/Miller Heights, General Kitchen Help,  
                             Breakfast, 1.5 hours daily  
      SALARY:             \$12.18 per hour  
      REASON:           Successful Candidate  
      EFFECTIVE:        January 27, 2009
  
3.   NAME:                   **Tambong, Vilma**  
      FROM:               SPARK II, General Kitchen Help, Lunch, 1 hour  
                             daily  
      TO:                  Liberty, General Kitchen Help, Lunch, 3.5 hours daily  
      SALARY:             \$11.18 per hour  
      REASON:           Successful Candidate  
      EFFECTIVE:        January 27, 2009

**19. *Reassignments***

**RECOMMENDATION:**

***Miscellaneous***

- |    |            |                                            |
|----|------------|--------------------------------------------|
| 1. | NAME:      | <b>Halper, Jaime</b>                       |
|    | FROM:      | Freedom, (.5) Girls Soccer Assistant Coach |
|    | TO:        | Freedom, 1.0 Girls Soccer Assistant Coach  |
|    | SALARY:    | \$3,876.00                                 |
|    | REASON:    | Successful Candidate                       |
|    | EFFECTIVE: | 2008-2009 school year                      |

The administration's recommendations 5, 6, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19, 20, 21, 23, 26, 27, 28 and 32 were considered together.

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

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

EFFECTIVE: October 28, 2008

**Schaefer, Gary Lee**

East Hills, German Teacher

EFFECTIVE: November 22, 2008

**Martin, Laura**

East Hills, Mathematics Teacher

EFFECTIVE: December 13, 2008

**Sylva, Diadra**

Lincoln, Grade 4 Teacher

EFFECTIVE: December 20, 2008

**Flores, Rebecca**

Farmersville, Grade 2 Teacher

EFFECTIVE: January 10, 2009

**Wagner, Erin**

Spring Garden, Grade 4 Teacher

The administration's recommendations 5, 6, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19, 20, 21, 23, 26, 27, 28 and 32 were considered together.

**21.    *2009-2010 Proposed School District Calendar***

**INFORMATION:**

The Bethlehem Area School District administration developed the attached 2009-2010 Proposed School District Calendar. The calendar was also reviewed with the superintendents from Northampton Area School District and Saucon Valley School District to coordinate with their districts' calendars to formulate a schedule for the Bethlehem Area Vocational-Technical School.

The Proposed School District Calendar was also reviewed with representatives from the Bethlehem Education Association, administrators, and brought to the Board Human Resources Committee Meeting on January 20, 2009, for discussion.

**RECOMMENDATION:**

That the Board of School Directors approves the attached 2009-2010 Proposed School District Calendar.

The administration's recommendations 5, 6, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19, 20, 21, 23, 26, 27, 28 and 32 were considered together.

## **2009-2010 SCHOOL DISTRICT CALENDAR**

|                                               |                                                         |
|-----------------------------------------------|---------------------------------------------------------|
| Orientation Day – New Teachers                | Wednesday, August 19, 2009                              |
| Curriculum & Instruction – New Teachers       | Thursday, August 20, 2009 – Friday, August 21, 2009     |
| Teacher In-service Day                        | Monday, August 24, 2009                                 |
| Preparation Day – All Staff                   | Tuesday, August 25, 2009                                |
| School Session Begins                         | Wednesday, August 26, 2009                              |
| Schools Closed (Labor Day)                    | Monday, September 7, 2009                               |
| Schools Closed (Yom Kippur)                   | Monday, September 28, 2009                              |
| Schools Closed (Teacher In-service Day)       | Monday, October 12, 2009                                |
| Schools Closed (Teacher In-service Day)       | Wednesday, November 25, 2009                            |
| Schools Closed (Thanksgiving Holiday)         | Thursday, November 26, 2009 – Monday, November 30, 2009 |
| Schools Reopen                                | Tuesday, December 1, 2009                               |
| Schools Closed (Christmas-New Year's Holiday) | Thursday, December 24, 2009 – Friday, January 1, 2010   |
| Schools Reopen                                | Monday, January 4, 2010                                 |
| Schools Closed (Teacher In-service Day)       | Friday, January 15, 2010                                |
| Schools Closed (Martin Luther King Holiday)   | Monday, January 18, 2010*                               |
| First Semester Ends                           | Thursday, January 21, 2010                              |
| Second Semester Starts                        | Friday, January 22, 2010                                |
| Schools Closed (Teacher In-service Day)       | Friday, February 12, 2010                               |
| Schools Closed (Presidents' Holiday)          | Monday, February 15, 2010*                              |
| Schools Closed (Easter Holiday)               | Thursday, April 1, 2010* – Monday, April 5, 2010*       |
| Schools Reopen                                | Tuesday, April 6, 2010                                  |
| Schools Closed (Memorial Holiday)             | Monday, May 31, 2010                                    |
| Freedom Graduation (Tentative)                | Wednesday, June 2, 2010                                 |
| Liberty Graduation (Tentative)                | Thursday, June 3, 2010                                  |
| Last Day of Instruction for K-11              | Friday, June 4, 2010                                    |
| Teacher Record Day                            | Monday, June 7, 2010                                    |
| Teacher In-service/Flex Day                   | Tuesday, June 8, 2010                                   |
| Teacher In-service/Flex Day                   | Wednesday, June 9, 2010                                 |

Each day marked with an (\*) may be used as a make-up day if schools are closed due to inclement weather or other emergency that would result in the district having fewer than 180 days mandated by state law. Scheduled holidays will be converted to regular days of instruction according to the following order: (1) Monday, January 18; (2) Monday, February 15; (3) Thursday, April 1; and (4) Monday, April 5. The sequence of scheduled make-up days indicated in this calendar is subject to change based on the best interests of the school district.

### **Reporting Period and Report Cards**

| <b>Elementary School</b>   |                      |                                |                                 | <b>High School</b>         |                      |                                |                                 |
|----------------------------|----------------------|--------------------------------|---------------------------------|----------------------------|----------------------|--------------------------------|---------------------------------|
| <b>Marking Period Days</b> | <b>Date of Close</b> | <b>Teacher Submission Date</b> | <b>Report Card Distribution</b> | <b>Marking Period Days</b> | <b>Date of Close</b> | <b>Teacher Submission Date</b> | <b>Report Card Distribution</b> |
| First/45                   | 10/30/2009           | 11/06/2009                     | 11/13/2009                      | First                      | 09/30/2009           | 10/05/2009                     | 10/09/2009                      |
| Second/46                  | 01/21/2010           | 01/29/2010                     | 02/05/2010                      | Second                     | 10/30/2009           | 11/03/2009                     | 11/09/2009                      |
| Third/44                   | 03/26/2010           | 04/06/2010                     | 04/12/2010                      | Third                      | 12/08/2009           | 12/11/2009                     | 12/17/2009                      |
| Fourth/46                  | 06/04/2010           | 06/01/2010                     | Report Cards Mailed             | Fourth                     | 01/21/2010           | 01/26/2010                     | Report Cards Mailed             |
| <b>Middle School</b>       |                      |                                |                                 | Fifth                      | 02/24/2010           | 03/01/2010                     | 03/05/2010                      |
| First/45                   | 10/30/2009           | 11/06/2009                     | 11/13/2009                      | Sixth                      | 03/26/2010           | 03/29/2010                     | 04/07/2010                      |
| Second/46                  | 01/21/2010           | 01/29/2010                     | 02/05/2010                      | Seventh                    | 04/30/2010           | 05/03/2010                     | 05/07/2010                      |
| Third/44                   | 03/26/2010           | 04/06/2010                     | 04/12/2010                      | Eighth                     | 06/03/2010           | 06/04/2010                     | Report Cards Mailed             |
| Fourth/46                  | 06/04/2010           | 06/04/2010                     | Report Cards Mailed             |                            |                      |                                |                                 |

### **Parent-Teacher Conferences**

(On the day of parent-teacher conferences, students on that level will attend school for half a day)

| <b>Elementary Schools</b> | <b>Middle Schools</b> | <b>High Schools</b> |
|---------------------------|-----------------------|---------------------|
| November 23, 2009         | December 2, 2009      | October 15, 2009    |
| November 24, 2009         | December 3, 2009      | March 4, 2010       |
| February 22, 2010         | February 24, 2010     |                     |
| February 23, 2010         |                       |                     |

|                                                                       |                                                                  |                             |
|-----------------------------------------------------------------------|------------------------------------------------------------------|-----------------------------|
| PSSA Testing:                                                         | Retest for Math, Reading, and Writing, Grade 12                  | October 26-November 6, 2009 |
|                                                                       | Math and Reading Assessment (and modified) for Grades 3-8 and 11 | April 12-16, 2010           |
|                                                                       | Writing Assessment for Grades 5, 8, and 11                       | April 19-23, 2010           |
|                                                                       | Science Assessment (and modified) for Grades 4, 8, and 11        | April 26-30, 2010           |
|                                                                       | Assessment Make-ups for All Subjects                             | May 3-7, 2010               |
| American Education Week:                                              |                                                                  | November 16-20, 2009        |
| English Language Proficiency Testing:                                 |                                                                  | TBD                         |
| National Assessment of Educational Progress (NAEP) (selected schools) |                                                                  | TBD                         |

**22. *Board Policy Number 123.1 – Club Sports – Second Reading***

**INFORMATION:**

Board Policy 123.1 – Club Sports is a new policy created by the administration that recognizes Club Sports, as well as non-athletic club activities, as a positive part of the student's education experience. The primary purpose of Club Sports is to provide an alternative athletic activity to students who do not choose to participate in a Bethlehem Area School District sanctioned varsity sport.

The first reading of this policy was reviewed with the Board of School Directors at the January 20, 2009, Board Human Resources Committee Meeting.

**RECOMMENDATION:**

That the Board of School Directors approves the attached new Board Policy Number 123.1 – Club Sports.

Director Follweiler stated that it was the second read and believed that it was their policy that it did not necessarily mean that they had to vote on the item.

Dr. Lewis affirmed her statement.

Director Follweiler brought attention to the brief discussion during the first read in that the ending of the first paragraph mentioned that the groups involved in the club would be PIAA and she knew they discussed opening it up to PIAA and non-PIAA groups. She wanted to either table the item so that the wording could be added or if anyone had a brief addendum, the board could determine how to go with it.

Dr. Lewis commented that Director Follweiler contacted him on the matter as well and he noted that he said that if it was the wish of the board, it could be all-inclusive. He added that he and Dr. Donaher had the opportunity to briefly chat about it and noted that administration was fine with it. He noted there might be opportunities where the PIAA would not recognize a sport but it could not be predicted. They then would essentially have a club that would fall outside the purview. He thought that it might be advantageous.

Dr. Donaher added that if they did not include that the sport had to be recognized by PIAA, prior to the application as a club sport, it opened up the opportunity for sports that might not be covered by PIAA such as ice hockey.

Director McKeon commented on page 3 of the policy, reviewing that number 12, listed under Guidelines stated, "Equipment costs shall be the responsibility of the student and/or the Club Sport."

Director McKeon thought that it should be in writing that the equipment be in compliance with either a national federation or the PIAA. He pointed out that he was advised that schools with PIAA lacrosse must meet certain equipment criteria.

Dr. Donaher noted that he thought it was somewhat addressed in number 11 of the same section.

Director McKeon replied that he thought it should still be clearly stated.

Director Dexter stated that before the meeting, she spoke with Dr. Sexton, who wanted to be the girls' lacrosse coach. She said that he felt a sense of urgency about the policy being approved because his season began in March. She thought they might be able to vote on it tonight if the changes were agreed upon. She questioned the first paragraph, titled Purpose, stating, "The primary purpose of Club Sports is to provide an alternative athletic activity to students who do not choose to participate in a Bethlehem Area School District sanctioned varsity sport." She commented that a number of the students who would be playing club sports chose to participate in a varsity sport and some of them would be simultaneously playing two sports. She recommended changing the language to state that the primary purpose of Club Sports was to provide an alternative athletic activity to students in the Bethlehem School District or just [period]. They did not want to exclude students who were already participating in a sport.

Director Dexter also addressed number 7 on page 2, listed under Guidelines, stating, "The Club Sport must be privately funded: no financial or in kind support will be provided by the Bethlehem Area School District." She was not sure about the meaning of "in kind," because she had questions on another page, which might give her the answer. She reviewed number 1 on page 4, under Entitlements. She stated that she looked at the Facility Use Policy and attempted to figure out if it would be a Division I or Division II or Class I (District-Sponsored Activities) or Class II (Community Service Groups) sport and noted that she really didn't see it, but said they could state the intention in the policy. If it was their intention to say that if they had facilities available then some sports could use them at no charge, they then needed to delete, "in kind support" in number 7 under Guidelines. If they intended to charge the groups, they needed it to be clarified and also possibly in the use of facilities policy.

Dr. Lewis stated that administration was in agreement, noting that the "in kind" language could simply be removed. They did acknowledge that they could use facilities if available. He noted they would have to determine if it was Class I or II.

Director Dexter commented that she would like to see it be Class I. She did not know the will of the board, but would motion for changes, either individually or together.

Mr. Majewski referred to board Policy Number 707, noting that part of Class I already had language regarding approved clubs. If one was not indicating that a Club Sport is not an approved club, then it would be covered under Class I.

Director Dexter stated that under Entitlements on page 4, the last sentence in number 1 stated, "Currently no facilities exist for use by an Club Sport." She understood that they had facilities for the Rifle Team, which might be a Club Sport, if they made the proposed cut. She also noted that they had the facilities for the cheerleaders.

Dr. Lewis said that the sentence could be removed.

Director Dexter addressed sentence number 2 under Entitlements on page 4, “The Club Sport will be responsible for proper field preparation, medical trainer coverage, and security whenever a practice or competition is held.” She noted that Dr. Sexton stated that his lacrosse team would be covered as long as he was the coach, but it might not be quite the same for the Rifle Team or boys lacrosse, who might have a teacher or member of the community as a coach. She asked if they really wanted that statement included.

Dr. Lewis replied that they did not require the Bethlehem Township Athletic Association or the Hurricanes to have a trainer on site. He noted that Mr. Majewski stated that they had overriding insurance in the event of legal issues. He thought that a parent could technically name the athletic association and the district in a combined lawsuit. He said that it could simply state that they would be responsible for proper field preparation.

Director Dexter addressed the section titled, Certification, Number 1, located on page 5. She reviewed number 1 and addressed the requirement to have insurance. She noted that the insurer would require the status of the club, as to whether they were non-profit or a district club, so they might be asking for something that they really could not meet. She asked Mr. Majewski if they were inviting non-compliance by imposing an impossible condition.

Mr. Majewski replied that he did not necessarily see a problem with the language.

Dr. Lewis added that he thought they could make special exceptions if they had the policy in hand and they had a chance to review it.

Director Dexter responded that sometimes the policy was not issued until the insurer knew the status of the organization.

Dr. Lewis commented that the organization would need to get their homework done early and give them ample time.

Director Dexter replied that they could not get their homework done because the district would not approve them until they had the insurance. She reiterated that they might not be able to get the insurance until the district gave them approval.

Dr. Lewis said they could approve it contingent upon presentation of the certificate.

Director Dexter asked if that statement could be inserted.

Dr. Lewis agreed and suggested the addendum of “District approval may be granted contingent upon submission of an insurance certificate.”

Director Dexter inquired about the placement of the statement because she believed they wanted the policy voted on tonight.

President Leeson brought attention to a Special Board Meeting to be held on February 9.

Director Dexter stated that she was aware and added that she asked Dr. Sexton how it would affect the lacrosse season if they voted on February 9. She wanted to make it happen for everyone, emphasizing that they wanted to put the kids first.

Dr. Lewis said that if they could accept the language, “Approval may be granted contingent upon submission of the insurance certificate.”

Director Dexter supported it as long as the remainder of the board was in agreement.

Dr. Lewis asked for clarification on Director Follweiler’s suggestion about the PIAA restriction. He noted that it presently eliminated field hockey.

Director Follweiler said that club status as it was stated was for alternative athletic activities and if they pigeonholed it to just PIAA and there were other activities, she thought that it was the place for it to be opened up.

President Leeson read the corrected first paragraph under the section titled, Purpose: “The Bethlehem Area School District recognizes that Club Sports, as well as non-athletic club activities, can be a positive part of a student’s educational experience. The primary purpose of Club Sports is to provide an alternative athletic activity to students in the Bethlehem Area School District. The following are the requirements and procedures for a Club Sport to be officially recognized by the Bethlehem Area School District.”

Director Cann stated that if they made that change, they would have to correct where it stated the equipment had to be approved by PIAA and that they would follow all PIAA rules and regulations. She noted that they needed to add, “if applicable.”

Director Follweiler added that Director Cann suggested that if they made that change, there were many references to PIAA throughout the policy, and they would have to reference “if applicable.”

Dr. Lewis noted that they would make the appropriate changes.

President Leeson requested an updated copy of the policy be enclosed in their envelopes on Friday.

President Leeson called for a vote on the administration’s recommendations 4, 14, 18, and 22. The question was called roll call as follows: Yea, Directors Amato, Cann, Dexter (with exception of Item 18-5d – No), Follweiler, Haytmanek, Koch (with exception of Item 18-5d – No), McKeon (with exception of Item 18-5d – No), Tenaglia (with exception of Item 18-5d – No), and Leeson (with exception of Item 18-5d – No and also abstain from page 24, Item 18-3).

ROLL CALL –  
RECOMMENDATIONS  
4, 14, 18, and 22

Items 4, 14 and 22 passed 9 – 0.

Item 18-5d failed 4 – 5.

Item 18 (with the exception of 5d) passed 9 – 0 with one abstention on Item 18-3 (page 23).

The administration’s recommendations 4, 14, 18, and 22 were considered together.

# BETHLEHEM AREA SCHOOL DISTRICT

First Reading – January 20, 2009

Second Reading – January 26, 2009

SECTION: PROGRAMS

TITLE: CLUB SPORTS

ADOPTED: NOVEMBER 2008

REVISED:

| CLUB SPORTS   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|---------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Purpose    | <p>The Bethlehem Area School District recognizes that Club Sports, as well as non-athletic club activities, can be a positive part of a student's educational experience. The primary purpose of Club Sports is to provide an alternative athletic activity to students who do not choose to participate in a Bethlehem Area District School sanctioned varsity sport. The following are the requirements and procedures for a Club Sport to be officially recognized by the Bethlehem Area School District and the Pennsylvania Interscholastic Athletic Association (PIAA).</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 2. Definition | <p>For the purpose of this policy, a Club Sport is a program organized and operated by members of the Bethlehem Area School District community for the benefit of resident students to provide the opportunity to compete in interscholastic athletics in sports in which the school district does not financially support and directly operate a program.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 3. Authority  | <p>To the extent a Club Sport desires recognition by the Bethlehem Area School District and the privileges associated with such recognition, the Club Sport must adhere to those norms of operation that apply to school-sponsored interscholastic programs and that reflect and support the district's educational mission.</p> <p><u>Recognition</u></p> <p>Recognition of a Club Sport by the Bethlehem Area School District is a privilege that is subject to the annual approval of the Board of School Directors. Requests for recognition shall be initially submitted to the athletic director and building principal for administrative review for compliance with the criteria and guidelines set forth below. The athletic director and building principal shall provide their recommendation for approval or rejection of the request to the Superintendent of Schools for subsequent presentation to the Board of School Directors. The Board shall have the exclusive authority to grant a request for recognition and shall not be bound by the administrative recommendation. The Board may reject any request for recognition for any reason determined to be in the best interest of the Bethlehem Area School District. Recognition shall be granted for one (1) school year and shall terminate on the last day of the school year. To gain recognition for the upcoming year, all stipulations in the guidelines below must be met.</p> |

|                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>4. Guidelines</p> | <p>Creation and approval of a Club Sport does not imply nor does it guarantee that the club will be elevated to varsity status, and if so within any given time frame, or that the club will continue to exist as a Club Sport. All sports at the varsity and club levels, and even those that may not be sponsored by the district in either of these categories, are comprehensively evaluated on an annual basis. A component part of the evaluation is consideration of whether the sport should continue as it then exists, to <b>be elevated</b> to varsity status, <b>be changed</b> to club status, be eliminated altogether, or <b>be recognized</b> as a club.</p> <p>Athletic Clubs seeking school certification and Club Sport status from the Bethlehem Area School District must meet the following requirements:</p> <ol style="list-style-type: none"> <li>1. The idea, in principle, for the Club Sport must be submitted to the athletic director and approved by the respective school's principal.</li> <li>2. The proposed club must agree to adhere to the Bethlehem Area School District's Athletic Philosophy statement as well as all rules and regulations of the Bethlehem Area School District and the PIAA.</li> <li>3. Each club must designate a coach and a club president. The coach may also serve as club president. <b>The Bethlehem Area School District shall not compensate the coach and/or club president.</b></li> <li>4. The Bethlehem Area School District reserves the right to reject a proposed club sport.</li> <li>5. The Club Sport president must be an adult (21 years old or older).</li> <li>6. <b>The Club Sport president shall not be considered to be an employee of the Bethlehem Area School District solely by reason of such presidency.</b></li> <li>7. The Club Sport must be privately funded: no financial or in-kind support will be provided by the Bethlehem Area School District.</li> <li>8. Only students enrolled in the Bethlehem Area School District who meet academic eligibility requirements as established by the District, the PIAA, the respective school, and eligible home school and Charter school students living within the Bethlehem Area School District may participate in the Club Sport.</li> <li>9. Transportation to Club Sport functions shall be supplied by the Club Sport at their expense and shall be provided by appropriately insured drivers duly licensed as required by the Commonwealth of Pennsylvania.</li> </ol> |
|----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                          | <p>10. The Club Sport will be responsible for adoption and implementation of its own rules and regulations in accordance with all Bethlehem Area School District and PIAA rules and regulations governing all aspects of the activity. Each year a copy of those rules must be submitted to and approved by the athletic director of the respective school.</p> <p>11. All participants must be properly equipped for the intended sport as recommended by the athletic director of the respective school. Such recommendation will be made by using guidelines provided by the PIAA. The rules of the Club Sport, which must be submitted to the District, should prohibit the participation, in practice or game, of any student not properly equipped.</p> <p><b>12. Equipment costs shall be the responsibility of the student and/or the Club Sport. The district shall not be responsible for equipment costs.</b></p> <p><b>13. For students to be eligible to participate, the coach and club president must be permitted access to their student records to the extent that such access would be necessary to ensure compliance with the Student Code of Conduct and/or state or federal law. Such permission shall be granted in the form of a FERPA release of records permission form signed by the student's parents and/or the student if he/she is legally eligible to grant such consent.</b></p> |
| <p>5. Administration</p> | <p>1. The coach and Club Sport president must execute the prescribed Hold Harmless and Indemnification Agreement.</p> <p>2. All coaches must provide satisfactory Act 34 (Child Abuse), Act 151 (Criminal Record), FBI, and finger print clearances to the athletic director of the respective school.</p> <p>3. Each Club Sport participant shall be required to give evidence to the District, through the Club Sport, that he/she has appropriate medical and hospitalization insurance coverage.</p> <p>4. Each Club Sport participant shall be required to submit a completed "Physician's Certificate" and "Parent's Certificate" in the form required by PIAA, as well as any other medical or emergency information required of participants in Bethlehem Area School District interscholastic athletics.</p> <p>5. The Club Sport must obtain comprehensive general liability insurance coverage in the amount of \$1,000,000 per occurrence, which policy shall name the Bethlehem Area School District as an additional insured as its</p>                                                                                                                                                                                                                                                                                                                                                             |

|                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                        | <p>interests may appear, and submit annually a certificate evidencing such coverage to the Bethlehem Area School District's Business Manager with a copy to the athletic director of the respective school.</p> <p>6. The Club Sport must obtain directors and officers insurance coverage in the amount of \$500,000 per occurrence or \$2,000,000 aggregate limit for all claims made during a policy year and submit annually a certificate evidencing such coverage to the Bethlehem Area School District's Business Manager with a copy to the athletic director of the respective school. <b>The certificate of insurance/ proof of coverage should specifically list the district as a named insured.</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <p>6. Club Status</p>  | <p>Right to Review a Club's Status at Any Time</p> <ol style="list-style-type: none"> <li>1. The coach and Club Sport president are jointly responsible for the Club Sport's compliance with the rules stated above and are responsible for providing all necessary notices or other documentation required above before the activity begins. The Bethlehem Area School District reserves the right at any time to review Club Sport status and to revoke Club Sport status for any Club Sport that fails to remain in compliance with the rules stated above or fails to adhere to the Bethlehem Area School District Athletic Philosophy statement. <b>The district also reserves the right to request any and all necessary documentation required for the district to verify that the Club Sport is in compliance with this and all other applicable Board Policies.</b></li> <li>2. District certification and Club Sport status are valid for a maximum of one year and must be reviewed annually through submission of an Application for Club Sports Status at least sixty days before the expected starting date of the activity.</li> <li>3. The District reserves the right to discontinue the Club Sport program at any time.</li> </ol> |
| <p>7. Entitlements</p> | <ol style="list-style-type: none"> <li>1. Within the scope of the District's Facilities Use Policy, the Club Sport may use Bethlehem Area School District facilities, subject to availability, with the understanding that established interscholastic and intramural programs are given priority. When using such facilities, the Club Sport is responsible for any damages caused or incurred during the time the Club Sport is using Bethlehem Area School District facilities or equipment. Currently no facilities exist for use by any Club Sport.</li> <li>2. The Club Sport will be responsible for proper field preparation, medical trainer coverage, and security whenever a practice or competition is held.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

|                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>8. Certification</p> | <ol style="list-style-type: none"> <li>3. Within the normal scope of business, the <b>district may, at its discretion, allow the Club Sport</b> access to respective school's lines and means of communication. Such things as schedule inclusion, inclusion in routine newsletters, announcements, club website linkage, if existing, on the respective school's website, if permitted will be subject to review by the appropriate school website authority,</li> <li>4. <b>When available, meeting facilities will be offered to Club Sports.</b></li> <li>1. Sixty days before the beginning of a season of activity, Club Sports are responsible for notifying the respective schools' athletic director of their intention to request Bethlehem Area School District Club Sport Status. At that time, Club Sports must submit an Application for Club Sport Status, including confirmation that all insurance certificates and releases have been submitted by the Club Sport to the business manager.</li> <li>2. A completed Application for Club Sport Status must include the following: <ol style="list-style-type: none"> <li>a. copy of the current Club Sport rules and regulations</li> <li>b. the starting and ending dates of the season</li> <li>c. appropriate insurance certificates</li> </ol> </li> <li>3. Two weeks prior to the first activity (i.e., first regular season game), the following must be submitted: <ol style="list-style-type: none"> <li>a. a complete list of participants</li> <li>b. a schedule of practices</li> <li>c. a schedule of games or events</li> </ol> </li> <li>4. The Club Sport will be responsible for reporting, as they occur, changes in participants and schedule to the athletic director of the respective school.</li> <li>5. The athletic director of the respective school is responsible for the initial review of the Application for Club Sport Status for <b>completeness and shall ensure that all of the necessary paperwork has been submitted to the district, including confirmation that all insurance certificates and releases have been submitted to the Bethlehem Area School District Business Manager.</b></li> <li>6. Once the athletic director has reviewed the application for completeness the athletic director will forward the Application to the respective school principal for review.</li> <li>7. The principal will forward the application to the Director of Student Services and Athletics for appropriate review and approval by the Superintendent of Schools.</li> </ol> |
|-------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <p>8. Upon approval from the Superintendent of Schools, the application for Club Sports status will be brought to the Bethlehem Area School District's Board of School Directors for approval.</p> <p>9. The athletic director is responsible for ensuring yearly compliance on the part of all Club Sports and the Bethlehem Area School District Requirements for certification of Club Sports. <b>At such time, the athletic director shall conduct a review to ensure that the Club Sport is in compliance with this and all other applicable Board Policies.</b></p> <p>10. <b>The athletic director is responsible for ensuring the day-to-day compliance of the Club Sport with all applicable rules, laws, and regulations, including, but not limited to, the Pennsylvania School Code, all applicable federal and state laws and regulations, the District's Board Policies and Student Code of Conduct.</b></p> <p>11. <b>The district reserves the right to suspend or discontinue the Club Sports if the club, its coach, or its president do not fully comply with the above-referenced laws, rules, and regulations.</b></p> |
|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

**23. *Board Policy Number 808.1 – Food Service Meal Charges –  
Second Reading***

**INFORMATION:**

Board Policy 808.1 – Food Service Meal Charges is a new policy created by the administration that to provide the opportunity for students to purchase breakfast and lunch at the school cafeteria in accordance with the National School Lunch Program.

The first reading of this policy was reviewed with the Board of School Directors at the January 20, 2009, Board Human Resources Committee Meeting.

**RECOMMENDATION:**

That the Board of School Directors approves the attached Board Policy Number 808.1 – Food Service Meal Charges.

The administration's recommendations 5, 6, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19, 20, 21, 23, 26, 27, 28 and 32 were considered together.

# BETHLEHEM AREA SCHOOL DISTRICT

First Reading – January 20, 2009

Second Reading – January 26, 2009

Third Reading –

SECTION: OPERATIONS

TITLE: FOOD SERVICE MEAL  
CHARGES

ADOPTED:

REVISED:

|               | 808.1. FOOD SERVICE MEAL CHARGES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|---------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Purpose    | <p>All students that attend Bethlehem Area School District are provided the opportunity to purchase breakfast and lunch at the school cafeteria in accordance with the National School Lunch Program (NSLP). The following guidelines shall be followed in instances where the student finds it necessary to charge their meal due to lack of funds in their account.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 2. Authority  | <p>The Board shall permit students to incur reasonable charges for meals and parents/guardians shall be contacted for payment.</p> <p>Unpaid lunch charges for a student shall result in the school withholding the final report card until the charges are paid in full. Negative balances will be carried over to the next school year.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 3. Guidelines | <p>Parents/Guardians are solely responsible for providing their children with money for lunch, or packing a lunch from home. If for any reason a parent/guardian cannot afford to provide a lunch for their child, free and reduced lunch applications are available in the school offices.</p> <p>A NSLP free/reduced meal application shall be sent home at the start of the school year.</p> <p>Parents/Guardians and students are encouraged to deposit money in their account so that adequate money is readily available to purchase school lunches and breakfasts. This will eliminate the need for the parent/guardian to send money with the student each day. This also helps increase the speed of the serving line. Parents/Guardians can deposit money by sending a check or cash with their student to school or by using Mealpayplus, or current service provider, through the District's web address.</p> <p>The foodservice administration will provide a monthly notification letter that will be mailed to the parent/guardian of all students with a negative cafeteria account balance.</p> <p>When a student comes through the serving line without the appropriate form of exchange and/or no positive balance in his/her account, the Bethlehem Area School District will utilize the following procedures.</p> |



**24. *Revisions to Board Policy Number 707 – Use of School Facilities – Second Reading***

**INFORMATION:**

Board Policy 707 – Use of School Facilities was revised and approved by the Board of School Directors at the April 21, 2008, Regular Board Meeting. Adjustments to the policy need to be made under Class I – District-Sponsored Activities, Class II – Community Service Groups, and to the Rental Charges form – Note 4: Circumstances Requiring a Site Manager.

The board reviewed these changes at the November 10, 2008, Board Human Resources Committee Meeting. At the November 17, 2008, Regular Board Meeting, the board tabled this agenda item as they requested additional information from the administration regarding costs associated with Category I and II of the Lease Policy. This information was provided to the board and was to be discussed at the November 24, 2008, Board Finance Committee Meeting. However, this was not discussed at the meeting on November 24, and this had to be placed on the January 12, 2009, Board Finance Committee Meeting. The costs information and this agenda item were reviewed with the board at the January 12, 2009, Board Finance Committee Meeting.

**RECOMMENDATION:**

That the Board of School Directors approves the attached revisions made to Board Policy Number 707 – Use of School Facilities.

Director Amato commented that in reading through the policy, he saw there were no charges at all in Class I. He questioned if there were custodial and lease charges for Class II.

Mr. Majewski stated that custodial charges were only assessed if there were additional custodial costs to the school district. If a custodian was already assigned during the time, then there would be no assignment of a charge to any group within Class II. He noted that the charges were primarily related to weekend use.

Director Amato pointed out that much of the time the facilities were used on weekends. He also questioned the statement on page 2, under the category of Classification – “Lease fees will be charged per Policy 707 attachment.” He reviewed the charges for the gymnasium and noted there was no charge for Class I and Class II.

Mr. Majewski replied that there was no charge for those types of activities; however, he explained there was a Class II charge for use of the BASD Stadium and also for use of the auditorium. He added that for the most part the facilities were without lease fees, but there were selected areas, which might incur fees.

Director Amato commented that there would be organizations destroyed if they did not properly structure the fee schedule. He reviewed the paragraph related to Class I on page 2, under the category of Classification. He questioned the meaning of “approved clubs.”

Mr. Majewski replied that “approved clubs” were those that were currently operating under the guidance and coordination of school staff. They were the type of clubs in which a teacher was voted on to be responsible for the club.

Director Amato noted that they just had a lengthy discussion on the athletic club policy and it was stated that they would be placed into Class I.

Mr. Majewski stated that if there was a Club Sport policy and it was an approved club, then they could be viewed as Class I under the category of an approved club.

Director Amato addressed Class II – Community Service Groups noting the organizations listed. He was concerned about organizations like the Bethlehem Township Athletic Association in the community. They paid taxes and the district was going to charge them for use of the facilities such as the wrestling rooms or gymnasiums for their games or practices. He asked why they would want to put those organizations into Class II and not into Class I. He commented that they were going to destroy organizations, which were feeder programs for the district. He noted that the organizations were volunteer and they had to fundraise to keep their programs running and they were now going to charge them with custodial and lease fees. He said there was no way they would be able to continue their activities for the children. Director Amato reviewed that their goal was to think of the children and it would be a travesty to place the organizations into Class II where they would be destroyed. He referred to the policies as “sheets of destruction,” with all of the proposed cuts with regard to various sports and intramurals. He proposed to add on an activity fee for the band, chorus, the drama club, etc. He said they were attacking athletics and also attacking the community which was trying to do something to keep the students active and off of the streets.

Mr. Majewski stated that the groups were currently in Class I. He noted they had reviewed the costs to the district over the last few years and noted the net service costs went from \$41,000 to \$48,000 to \$52,000 and this year was closer to \$70,000. He explained that the cost to the district had almost doubled and if the district picked up the tab, there was more incentive not to be concerned about what it cost the district. He believed that there had to be discussion about limiting the incremental costs to the district, which had been rising over the last several years.

Director Amato reviewed that if there were custodians on duty, the organization would not be charged. He noted that in other districts, there was normally weekend custodial coverage. He asked if the district had custodial coverage over the weekend.

Mr. Majewski stated that anyone brought in during the weekend was typically paid overtime so it was quite expensive.

Director Amato stated that when they had wrestling or basketball events over the weekend, they would have custodians so the organizations could use the facilities while the games were being held.

Mr. Majewski pointed out that the organizations would then not be charged if the district had brought in the custodians for their own purposes, there would be no cost assessed to the organization.

Director Amato thought it would be cleaner if they certified those organizations o qualify as Class I so they wouldn't be hit with any charges [period].

Mr. Majewski noted that there was a similar process, which could easily be incorporated into the approval process. He explained that they had to apply and bring it to the board for approval.

Director Amato moved to table Item 24 in order to have further discussion.

DIRECTOR  
AMATO –  
MOTION TO  
TABLE ITEM 24

President Leeson replied that she believed it was a recommendation and said she would second the motion. She noted that the Bethlehem Township Athletic Association requested continued conversation with administration. She added that she understood they were paying some custodial fees but not site manager fees.

Mr. Majewski commented that in certain cases he believed they were charged and had paid site manager fees.

Director Dexter stated that she did not think that President Leeson could second the motion.

Director McKeon seconded the motion.

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

The motion to table Item 24 passed 9 – 0.

# BETHLEHEM AREA SCHOOL DISTRICT

2<sup>nd</sup> Reading – November 17, 2008, Regular  
Board Meeting

SECTION: PROPERTY

TITLE: USE OF SCHOOL FACILITIES

ADOPTED: November 15, 2004

REVISED: April 21, 2008

|                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                 | <b>707. USE OF SCHOOL FACILITIES</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 1. Purpose                      | The Board recognizes that although the primary purpose of the school buildings, facilities and property is to provide students with an appropriate learning environment, the Board may make school facilities available to individuals and community groups without discrimination and in accordance with this policy, provided the use does not interfere with the educational program of the schools.                                                                                                                                                                                                                                                                                                  |
| 2. Authority                    | <p>The Board directs that use of school facilities may be granted to individuals and community groups for the following types of activities:</p> <ol style="list-style-type: none"> <li>1. Instruction in any branch of education, learning and the arts, consistent with the school district's mission.</li> <li>2. Social, civic and recreational meetings and entertainment, and other uses pertaining to the welfare of the community.</li> <li>3. Polling places for holding primaries, elections and special elections as permitted or required by state law.</li> <li>4. Recreation, physical training and athletics, including competitive athletic contests for children and adults.</li> </ol> |
| SC 775                          | The Board shall establish a schedule of fees for the use of school facilities by approved groups. The fee schedule shall differentiate between profit and nonprofit groups.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 3. Delegation of Responsibility | <p>The Superintendent or designee shall implement procedures for requesting and granting permission for use of school facilities and shall distribute the policy and procedures to individuals affected by them.</p> <p>An application for use of school facilities may be disapproved because of noncompliance with established policy and procedures by the Superintendent or designee.</p>                                                                                                                                                                                                                                                                                                            |

|                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4. Classifications | <p>The classification scheme established in this policy will be used in determining fees or other requirements.</p> <p><u>Class I – District-Sponsored Activities</u></p> <p>Class I activities are those that are directly sponsored by the district or those directly supporting district activities. They include activities such as, but not limited to, school programs (open houses, concerts, etc.), college fairs, science fairs, interscholastic and intramural athletic events, and approved clubs. This group also includes, but is not limited to; <b>Board of School Directors, employees, alumni organizations, PTA's, <del>district-based youth athletic programs</del></b> and formally recognized booster groups. As district-sponsored or district supporting activities, building or custodial fees will not be charged and no insurance certificate will be necessary.</p> <p><u>Class II – Community Service Groups</u></p> <p>Class II represents nonprofit organizations that provide services to the communities within the district and include the Boys and Girls Scouts, Boys and Girls Club of Bethlehem, community recreation organizations supporting primarily the students of the Bethlehem Area School District, fraternal organizations, and other nonprofit community service groups. <b>This group also includes, but is not limited to; district based youth athletic programs.</b> Class II organizations will be provided use of district <del>buildings</del> facilities without charge, but will be required to pay custodial fees and/or other personnel fees when necessary. <b>Lease fees will be charged per Policy 707 attachment.</b> They will also be required to provide an insurance certificate in the specified amounts naming the district as additionally insured.</p> <p><u>Class III – All Other Organizations and Individuals</u></p> <p>Class III represents all other organizations and individuals requesting use of district facilities. These groups will be required to pay building use fees, custodial fees and/or other personnel fees when necessary, and to provide an insurance certificate.</p> <p>District employees requesting the use of district facilities in a capacity other than their official district capacity must conform to the same requirements as any of the organizations and individuals as identified in this policy.</p> <p><u>Application Process</u></p> <p>An individual or community group requesting permission to use school buildings, facilities or school property must submit a written request on the prescribed application form two (2) weeks in advance of the proposed date to the building principal.</p> <p>The application must specify the portion of the school facilities requested for use;</p> |
|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|---------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5. Guidelines | <p>proposed activities; number of individuals participating; and the beginning and ending date, time and duration of the proposed event.</p> <p>Along with the completed application, the individual or group must submit the following:</p> <ol style="list-style-type: none"> <li>1. Payment of the specified rental fee.</li> <li>2. Evidence of organizational liability to limits required by district guidelines.</li> <li>3. Documentation evidencing the school district shall be held harmless by the user for any liability that arises from use of school facilities by the individual or group.</li> </ol> <p><u>Application Evaluation</u></p> <p>No application to use school facilities shall be approved if the proposed activity would result in any of the following:</p> <ol style="list-style-type: none"> <li>1. Conflict with any school-sponsored activity.</li> <li>2. Access to school facilities closed due to renovations, maintenance, cleaning, the school calendar, or Board action.</li> <li>3. Access to school facilities containing equipment or furnishings which would be detrimental to the operation of a district program if damaged or operated by an unqualified operator.</li> <li>4. The proposed use would prevent or encumber district personnel from preparing school facilities for their primary purpose, because of the nature or duration of the activity.</li> </ol> <p>The district reserves the right to limit the duration of the lease to promote broad-based community involvement.</p> <p><u>Limitations</u></p> <p>When individuals and community groups receive written permission to use school facilities under this policy, such use shall be conditioned upon strict compliance with the following:</p> <ol style="list-style-type: none"> <li>1. Individuals shall not use, access or enter upon any portions of the school facilities or their contents not specified in the approved written request form.</li> <li>2. Individuals shall refrain from any conduct or activities not specifically identified in the approved written request form.</li> <li>3. When advertising or promoting activities held at school facilities, individuals and community groups shall clearly communicate that the activities are not being sponsored by the school district.</li> <li>4. School equipment used in conjunction with requested facilities shall be</li> </ol> |
|---------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-----------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>SC511</p> <p>10 P.S. 311 et seq.</p> <p>20 U.S.C.<br/>Sec. 7181 et seq.<br/>35 P.S. 1223.5</p> <p>School Code<br/>511, 775</p> | <p>identified when the application is submitted. Users of school equipment must accept liability for any damage to or loss of equipment that occurs while in their use. Where rules so specify, no equipment may be used except by a qualified operator, provided by the school.</p> <p><u>Prohibited Activities</u></p> <p>The following activities are strictly prohibited in school facilities when individuals and community groups are granted written permission to use said school facilities:</p> <ol style="list-style-type: none"> <li>1. Possession, use or distribution of illegal drugs and/or alcoholic beverages.</li> <li>2. Possession of weapons.</li> <li>3. Conduct that would alter damage or be injurious to any district property, equipment or furnishings.</li> <li>4. Conduct that would constitute a violation of the Pennsylvania Crimes Code, and/or state and federal laws and regulations.</li> <li>5. Gambling, games of chance, lotteries, raffles or other activities requiring a license under the Local Option Small Games of Chance Act, unless such activity has been expressly authorized by the district.</li> <li>6. Use of tobacco products.</li> </ol> <p><u>Violations</u></p> <p>The school district reserves the right to remove from the schools district premises any individual or community group who fails to comply with the terms and conditions of this policy and established procedures.</p> <p>In the event an individual or community group violates this policy or the terms under which permission was granted to use school facilities, the individual or community group forfeits the right to submit future written requests to use school district property, unless otherwise decided by the Board.</p> <p><u>Fee Schedule</u></p> <p>Use of school facilities for activities directly related to the educational program and district operations shall be without cost to the users. Other classifications of users will pay based on the board approved Recommended Rental Charges.</p> |
|-----------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                                                                                                                                      |  |
|------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| PA Code<br>Title 22<br>Sec. 403.1<br><br>10 P.S. 311 et seq<br><br>35 P.S. 1223.5<br><br>20 U.S.C.<br>Sec. 7181 et seq<br><br>20 U.S.C.<br>Sec. 7905 |  |
|------------------------------------------------------------------------------------------------------------------------------------------------------|--|

**BETHLEHEM AREA SCHOOL DISTRICT**  
**Bethlehem, Pennsylvania**  
**FEE SCHEDULE FOR USE OF SCHOOL FACILITIES**

**RECOMMENDED RENTAL CHARGES**

**Class 1** — District Sponsored Activities and District Recognized Groups Acting in Support of District Activities (i.e. PTA, ~~Youth Athletic Programs~~ Booster Clubs, etc.).

**Class 2** – Community Service Groups (i.e. Community Recognized Boards, Non-Profit Organizations, **Youth Athletic Programs**)

**Class 3** - All Other Groups (i.e. Private Individuals, for Profit Organizations)

| <b>Facility</b>                                     |                |                        |                         | <b>Rental Charge</b> |
|-----------------------------------------------------|----------------|------------------------|-------------------------|----------------------|
| <u>Gymnasium</u>                                    | <u>Class 1</u> | High School            |                         | N/C                  |
|                                                     |                | Middle School          |                         | N/C                  |
|                                                     |                | Elementary             |                         | N/C                  |
|                                                     | <u>Class 2</u> | High School            |                         | N/C                  |
|                                                     |                | Middle School          |                         | N/C                  |
|                                                     |                | Elementary             |                         | N/C                  |
|                                                     | <u>Class 3</u> | High School            | Practice                | \$500                |
|                                                     |                |                        | Events/Games            | \$1,000              |
|                                                     |                | High School (aux. gym) | Practice                | \$200                |
|                                                     |                |                        | Events/Games            | \$500                |
|                                                     |                | Middle School          | Practice                | \$100                |
|                                                     |                |                        | Events/Games            | \$350                |
|                                                     |                | Elementary             | Practice                | \$100                |
|                                                     |                |                        | Events/Games            | \$200                |
|                                                     |                |                        |                         |                      |
|                                                     |                |                        |                         |                      |
|                                                     |                |                        |                         |                      |
| <u>Auditorium</u>                                   | <u>Class 1</u> | High School            |                         | N/C                  |
|                                                     |                | Middle School          |                         | N/C                  |
|                                                     |                | Elementary             |                         | N/C                  |
|                                                     | <u>Class 2</u> | High School            | Activity                | \$350                |
|                                                     |                |                        | Rehearsal               | \$150                |
|                                                     |                | Middle School          | Activity                | \$250                |
|                                                     |                |                        | Rehearsal               | \$100                |
|                                                     |                | Elementary             | Activity                | \$75                 |
|                                                     |                |                        | Rehearsal               | \$35                 |
|                                                     | <u>Class 3</u> | High School            | Activity                | \$700                |
|                                                     |                |                        | Rehearsal               | \$200                |
|                                                     |                | Middle School          | Activity                | \$550                |
|                                                     |                |                        | Rehearsal               | \$200                |
|                                                     |                | Elementary             | Activity                | \$200                |
|                                                     |                |                        | Rehearsal               | \$100                |
|                                                     |                |                        |                         |                      |
|                                                     |                |                        |                         |                      |
|                                                     |                |                        |                         |                      |
|                                                     |                |                        |                         |                      |
|                                                     |                |                        |                         |                      |
|                                                     |                |                        |                         |                      |
| <u>All Purpose Room</u>                             | <u>Class 1</u> |                        |                         | N/C                  |
|                                                     | <u>Class 2</u> |                        |                         | N/C                  |
|                                                     | <u>Class 3</u> |                        |                         | \$150                |
| <u>Kitchen Dining Room</u><br>(per four hour use)   | <u>Class 1</u> |                        |                         | N/C                  |
|                                                     | <u>Class 2</u> |                        |                         | N/C                  |
|                                                     | <u>Class 3</u> |                        |                         | \$200                |
| <u>Classrooms</u><br>(per classroom per four hours) | <u>Class 1</u> |                        |                         | N/C                  |
|                                                     | <u>Class 2</u> |                        |                         | N/C                  |
|                                                     | <u>Class 3</u> |                        |                         | \$100                |
| <u>Stadium and Athletic Fields</u>                  |                |                        |                         |                      |
| <u>BASD Stadium</u>                                 | <u>Class 2</u> |                        | \$300 (Plus Expenses)   |                      |
|                                                     |                |                        | \$200 (Lights)          |                      |
|                                                     | <u>Class 3</u> |                        | \$1,500 (Plus Expenses) |                      |
|                                                     |                |                        | \$200 (Lights)          |                      |
| <u>Athletic Fields</u>                              | <u>Class 2</u> | Elementary School      | \$25 (Daily Rate)       |                      |
|                                                     |                |                        | \$100 (Seasonal Rate)   |                      |
|                                                     |                | Middle School          | \$25 (Daily Rate)       |                      |
|                                                     |                |                        | \$100 (Seasonal Rate)   |                      |
|                                                     |                | High School            | \$50 (Daily Rate)       |                      |

|                        |                |                   |                       |
|------------------------|----------------|-------------------|-----------------------|
|                        | <u>Class 3</u> | Elementary School | \$50 (Daily Rate)     |
|                        |                |                   | \$200 (Seasonal Rate) |
|                        |                | Middle School     | \$50 (Daily Rate)     |
|                        |                |                   | \$200 (Seasonal Rate) |
|                        |                | High School       | \$100 (Daily Rate)    |
| <u>Swimming Pools</u>  | <u>Class 2</u> |                   | 25 (Per Hour)         |
|                        | <u>Class 3</u> |                   | 100 (Per Hour)        |
| <u>Planetarium</u>     | <u>Class 2</u> |                   | \$5 (Per Hour)        |
|                        | <u>Class 3</u> |                   | \$20 (Per Hour)       |
| <u>Folding Chairs</u>  | <u>Class 2</u> |                   | \$20/100              |
|                        | <u>Class 3</u> |                   | \$25/100              |
| <u>Moveable Stage</u>  | <u>Class 2</u> |                   | \$50                  |
|                        | <u>Class 3</u> |                   | \$75                  |
| <u>Sound Equipment</u> | <u>Class 2</u> |                   | \$25                  |
|                        | <u>Class 3</u> |                   | \$50                  |
| <u>Movie Projector</u> | <u>Class 2</u> |                   | \$30                  |
|                        | <u>Class 3</u> |                   | \$30                  |
| <u>Slide Projector</u> | <u>Class 2</u> |                   | \$30                  |
|                        | <u>Class 3</u> |                   | \$30                  |

**Note 1: The above fees do not include amounts charged when extra school personnel are required.** Designated school employees must be present whenever kitchen equipment; special lighting; sound systems, and motion picture projectors are to be used. The charges for these employees will be based on hourly rates and rates and will be the same for all classes of organizations. Permit holder must clear cafeteria use with Cafeteria Director. The Bethlehem Area School District will charge for site management when utilizing the facilities at the high schools, which include the gymnasiums, swimming pools, and athletic fields. Stadium cleaning and field prep will be charged at the current hourly rates.

**Note 2:** Bethlehem Area School District retains the right to regulate the kinds, quality, and prices of any goods or services vended or offered to the public by permit holder and all sub-concessionaire vending on said premises under authority of permit holder, so as to eliminate unreasonable risk of harm to the general public (this is limited by the preemptive right of the United States of America or any agent thereof or another public agency to regulate such price or quality).

Concessionaire will agree to indemnify and save harmless Bethlehem Area School District against any and all loss, damage, costs, and expenses, which Bethlehem Area School District may hereafter suffer, incur, be put to or pay by reason of Concessionaire's Contract, and will agree to pay and discharge forthwith, on demand of Bethlehem Area School District, each and every debt, obligation, or claim which shall be made, assigned, or apportioned against Bethlehem Area School District by any Claimant pursuant to claim proved according to law as a result of the issuance of Concessionaire Contract.

**Note 3:** The Bethlehem Area School District may revoke a facility usage permit in the event of inclement weather. School district personnel will notify Concessionaire if, at their discretion, this decision is made.

**Note 4: Circumstances Requiring a Site Manager:**

1. If public spectators are allowed/present.
2. Pool utilization will comply with the following regulations:
  - a. Groups must supply or secure their own certified lifeguard(s) and submit current lifeguard credentials with the Application for Lease. The lessor will employ the number of certified lifeguards as required by current public bathing regulations which will be verified at lease signing by district Athletic Directors.
  - b. A site manager will be required for all outside pool leases.
3. Leases requesting multiple buildings and/or field locations will require a site manager to be present.
4. All Bethlehem Area School District Stadium use will require a site manager and a field attendant(s). The district reserves the right to require the hiring of all ancillary personnel necessary to operate the facility in a safe and secure manner.

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

**INFORMATION:**

The district pays individuals for support services for interscholastic athletic events (i.e. scorekeepers, etc.) and these individuals are classified as “Game Help” in the Collective Bargaining Agreement and sets forth an hourly rate for “Game Help” payment. Past practice has been to pay the same hourly rate to an individual whether or not he/she is a member of the bargaining unit. The district and Bethlehem Education Association wish to modify the past practice as set forth in the attached Memorandum of Understanding.

**RECOMMENDATION:**

That the Board of School Directors approves the attached Memorandum of Understanding between the Board of School Directors of the Bethlehem Area School District and the Bethlehem Education Association.

Director McKeon stated that after he looked at the memorandum, he noted that the Bethlehem Education Association had the first opportunity to work as game help. He asked if that was correct.

Dr. Lewis replied that the contract already guaranteed that, but the memorandum permitted the district to fill the positions with outside individuals and pay them at the board’s directed rate.

Director McKeon inquired about the BEA’s rate of payment.

Dr. Lewis noted that he did not have the contract with him but noted it was approximately \$18 to \$22 per hour.

Director McKeon inquired about the rate of pay for an individual outside of the Bethlehem Education Association.

Dr. Lewis stated that they were recommending they be paid one-half of the rate.

Director McKeon said that his own feeling was that he had plenty at \$11 and not any at \$18.

Dr. Lewis replied that he assumed it was a statement of support regarding the memorandum.

Director McKeon replied that he did not support it and would vote against it.

Dr. Lewis stated that they were requesting to hire at the lower rate.

Director McKeon inquired if it would affect the teacher's rate.

Dr. Lewis replied that he could not touch the existing contract and explained that they discussed with the officers about the fact that they were paying a contracted game rate to non-BEA members.

Director McKeon stated that his issue was with a teacher taking tickets and that his educational background did not provide an additional benefit to that service.

Dr. Lewis said that they wanted to pay the lower rate and if the contract came around again, it could be a negotiable item. He noted that Director Dexter had brought it to his attention.

Director Dexter stated that she actually reviewed the teacher's contract in preparation for the meeting and she noted that there was nothing in the contract that required the district to first offer game help to the teachers. She added that there was a listing of game help and had a rate of approximately \$17 per hour. She said that she spoke with Dr. Lewis tonight and was told that his interpretation was that it was listed in the teacher's contract, that it was an appropriate agreement. She also noted that the district could set any rate that it desired, which was written in the memorandum of understanding. She said they would actually receive a cost savings if they signed the memorandum. Director Dexter stated that she took issue with whether they ever had to pay game help rate to non-teachers. She added that it memorialized it and put an end to any possibility that the teacher's union would come to them and tell them they were doing things improperly. She concluded that she combed the contract looking for justification and was not 100 percent comfortable about doing it, but she thought it was more of a good idea rather than not.

Director McKeon said that his point was that they had a tiered compensation level because of a contractual obligation and also because they want to cut someone else's wage who was not under contract. If they were going to cut wages, he offered all the hours they wanted at \$12 per hour but nothing at \$18 per hour.

President Leeson requested clarification from the solicitor.

Dr. Lewis stated that it was bargaining unit work and was no different than a stage manager or the band director. They could go outside if the positions were not taken inside. He explained that the point was that if they simply stated that no teachers were permitted to work and they were to pay all non-professionals, he would anticipate the filing of a grievance.

President Leeson asked Dr. Lewis if it would be necessary to vote on the item this evening, asking if they should obtain a solicitor's review before a vote is taken.

Dr. Lewis invited Attorney Sbrocchi to offer comment. He said that they would immediately institute the policy and pointed out that they put a February 9 timeline in effect with the athletic directors so they would not be without people. He said that they requested 10 days to 2 weeks latitude.

Director Cann inquired if the teacher's contract required the positions be first offered to a member of the BEA.

Dr. Lewis replied that it was their interpretation that it was bargaining unit work and from his experience, any item listed in a CDA (confidential disclosure agreement), if grieved, an arbitrator would say that they were taking work from them. He thought they had a modicum of cooperation from them and were talking about 6 out of 40 individuals in the last application were teachers. He pointed out that 34 people could be paid at the more appropriate rate, which was a cost saving initiative.

Director Dexter stated that the contract did not spell out that they must do it, but the contract listed a number of jobs with an hourly rate. There was no language preceding the listing, which stated the following jobs listed below must first be offered to teachers. She noted that there was nothing like that for any of the jobs listed. It just stated the rates for the work, which was where Dr. Lewis was getting his interpretation. She was not sure about the correct answer mentioning that it could be tabled and request that the solicitor look at it for a clearer answer. She said that she emailed Dr. Lewis, but he did not have the time to respond, so she obtained the contract and reviewed it.

Dr. Lewis brought attention to past practice issues which could be played during a grievance filing.

Director Cann moved to table Item 25, which was seconded by Director Follweiler. The question was called with roll call as follows: Yea, Directors Amato, Cann, Dexter, Follweiler, Haytmanek, Koch, McKeon, Tenaglia and Leeson – 9.

DIRECTOR CANN –  
MOTION TO TABLE  
ITEM 25

The motion to table Item 25 passed 9 – 0.

**MEMORANDUM OF UNDERSTANDING**  
**Bethlehem Area School District and the**  
**Bethlehem Education Association**

This Memorandum of Understanding between the Bethlehem Area School District ("District") and the Bethlehem Education Association ("BEA") is entered into in accordance with the provisions of the Collective Bargaining Agreement ("CBA").

**WHEREAS**, the District pays individuals for support services for interscholastic athletic events (i.e. scorekeepers, etc.); and

**WHEREAS**, these individuals are classified as "Game Help" in the CBA;  
and

**WHEREAS**, the CBA sets forth an hourly rate for "Game Help" payment;  
and

**WHEREAS**, the past practice has been to pay the same hourly rate to an individual whether or not he/she is a member of the bargaining unit; and

**WHEREAS**, the District and BEA wish to modify the past practice.

**NOW THEREFORE**, intending to be legally bound, the parties agree as follows:

1. The District shall first offer any "Game Help" positions to members of the Bargaining Unit.
2. If the members of the Bargaining Unit are not interested in providing services as "Game Help", the District may offer the work to individuals outside the bargaining unit at a rate to be determined by the district.
3. This memorandum is not intended to and does not create any contractual rights or obligations except as set forth herein.
4. This memorandum may be amended, expanded, or modified any time upon the written consent of the parties.
5. In the event of changes in state or federal law which necessitate changes to this MOU, the District and the BEA shall collaborate to promptly change this MOU to ensure compliance by the District and the BEA with state and federal requirements.

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

\_\_\_\_\_  
Loretta M. Leeson,  
President  
Bethlehem Area Board of School Directors

Date:\_\_\_\_\_

\_\_\_\_\_  
Craig J. Zieger,  
President  
Bethlehem Education Association

Date:\_\_\_\_\_

**26. *Authorization to Accept Offer on Property Q7NW1B 1 5; West of Ravena Street, City of Bethlehem - Northampton County Repository Sale***

**INFORMATION:**

The above-referenced property was turned over to the Northampton County Tax Claim Bureau for collection of delinquent school district real estate taxes. Judicial sales proved to be unsuccessful, and as a result, the property has been retained in the County Repository since 2002. Subsequent attempts to sell the properties were also unsuccessful. On November 17, 2008, the school district received notification from the Tax Claim Bureau that a \$100 bid was tendered for parcel Q7NW1B 1 5.

Pennsylvania Real Estate Tax Law (Sec. 627) requires the Tax Claim Bureau to obtain written consent from the taxing district to accept an offer of any price for the property placed in the “repository for unsold properties” without court approval and published notice of sale. The taxing district may not unreasonably withhold its consent to the sale of the property.

The Tax Claim Bureau has evaluated the offer and considers it to be a fair offer and desires the property to be sold.

**RECOMMENDATION:**

That the Board of School Directors authorizes the administration to send the Tax Claim Bureau written consent to accept the offer of \$100 for parcel/property Q7NW1B 1 5; West of Ravena Street.

The administration’s recommendations 5, 6, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19, 20, 21, 23, 26, 27, 28 and 32 were considered together.

**27. *Approval of the Bethlehem Area Vocational-Technical School Articles of Agreement***

**INFORMATION:**

The Bethlehem Area Vocational-Technical School Joint Committee voted on October 7, 2008, to amend the Articles of Agreement to require five (5) votes from at least two districts. This amendment needs to be approved by Bethlehem Area School District, Saucon Valley School District, and Northampton School District.

Per the direction of the solicitor's office, notice of the regular or special meeting must be given in writing to each director of the participating school boards at least 60 days prior to the date of action. The Articles of Agreement were reviewed with the board at the November 10, 2008, Board Human Resources Committee Meeting, and they were informed that this agenda item would be placed on the January 26, 2009, Regular Board Meeting agenda.

**RECOMMENDATION:**

That the Board of School Directors approves the attached Articles of Agreement of the Bethlehem Area Vocational-Technical School.

The administration's recommendations 5, 6, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19, 20, 21, 23, 26, 27, 28 and 32 were considered together.

**AMENDMENT TO ARTICLES OF AGREEMENT OF**  
**BETHLEHEM AREA VOCATIONAL-TECHNICAL SCHOOL**

**THIS AGREEMENT** to the Articles of Agreement, made and entered into this 26th day of January 2009, by and between the Bethlehem Area School District, Saucon Valley School District, and Northampton Area School District,

**WITNESSETH:**

**WHEREAS**, the Bethlehem Area Vocational-Technical School (hereafter, "BAVTS") Joint Committee (hereafter, JC) determined that it is necessary to amend the Articles of Agreement to change voting requirements; and

**WHEREAS**, the JC consists of nine (9) members, of whom five (5) are Bethlehem Area School District directors; two (2) are directors of Saucon Valley School District; and two (2) are directors of Northampton Area School District; and

**WHEREAS**, the Articles of Agreement were amended in 2000 to provide, inter alia, that a quorum consists of five (5) members so long as two (2) of the participating school districts are represented at a meeting; and

**WHEREAS**, official action can be taken by the affirmative vote or at least five (5) members of the JC; and

**WHEREAS**, Bethlehem Area School District directors can take official action without approval by Saucon Valley School District and Northampton Area School District directors, if all five (5) Bethlehem directors vote in the affirmative on a motion; and

**WHEREAS**, the JC is financially supported by and serves all three (3) school districts; and

**WHEREAS**, the JC has determined that it is not appropriate for one (1) school district to take official action without an affirmative vote of any other district.

**NOW THEREFORE**, the school districts, parties hereto, hereby amend the existing agreement dated June 30, 1995, as amended, and under the authority of the Public School Code of 1949, as amended, do hereby agree as follows:

1. Paragraph six (6) (b) (Area Vocational-Technical School Committee) shall be amended as follows:

A quorum shall consist of five (5) members of the Joint Operating Committee so long as two (2) of the participating school districts are represented at a meeting. The affirmative vote of at least five (5) members

of the Joint Operating Committee from two (2) or more school districts shall be required to take any official action. To take action on any of the subjects set forth in Section 508 of the Public School Code of 1949 as well as any action on subjects requiring six (6) votes, the vote must be duly recorded showing how each member voted.

3. The remaining provisions of the Articles of Agreement of BAVTS shall remain in full force and effect.

**IN WITNESS WHEREOF**, the parties hereto have caused this Agreement to be duly executed the day and year first above written.

**BETHELEHEM AREA SCHOOL DISTRICT**

ATTEST:

\_\_\_\_\_  
Secretary

By: \_\_\_\_\_  
President

**SAUCON VALLEY SCHOOL DISTRICT**

ATTEST:

\_\_\_\_\_  
Secretary

By: \_\_\_\_\_  
President

**NORTHAMPTON AREA SCHOOL DISTRICT**

ATTEST:

\_\_\_\_\_  
Secretary

By: \_\_\_\_\_  
President

**28. *Tax Collector Compensation*****INFORMATION:**

Taxing districts may change the compensation for the elected tax collectors prior to the fifteenth day of February of the year of the municipal election where the office is to be filled or when a vacancy occurs. Tax collectors continue to receive the previous term's compensation until the school tax duplicate from the previous term is finished. Elected tax collectors begin their new term on the first Monday of January following their election to office.

Currently, the Bethlehem Area School District compensates elected tax collectors as follows:

|                       |                  |
|-----------------------|------------------|
| Fountain Hill Borough | \$5,100 per year |
| Freemansburg Borough  | \$1,950 per year |

**RECOMMENDATION:**

That the Bethlehem Area School District changes the compensation for the elected tax collectors for the ensuing term of office to:

|                       |                  |
|-----------------------|------------------|
| Fountain Hill Borough | \$5,100 per year |
| Freemansburg Borough  | \$1,950 per year |

The administration's recommendations 5, 6, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19, 20, 21, 23, 26, 27, 28 and 32 were considered together.

## 29. *Treasurer's Reports*

### RECOMMENDATION:

That the Board of School Directors approves the Treasurer's Reports dated November 30, 2008, and December 31, 2008.

Directors Follweiler and Cann made the motion to approve the Financial Report and Payment of the Bills.

President Leeson asked if there were any questions pertaining to the items.

Directors Tenaglia inquired with Mr. Majewski about a new report on the 2007-2008 Bond Fund and requested a description.

Mr. Majewski replied that it was showing a balance as of July 1, the expenses paid, the transfer to cover the expenses, and the ending balance in the account. It showed the monies that were being transferred on a regular basis to cover the construction expenses. He noted that if one referred to the Treasurer's Report for the month of November 1 through November 30, they would see there was approximately \$15,000,000 in the fund that was invested and money was being transferred into and out, as funds were being paid, so that it reflected that all construction expenses had been covered by transfers out of the investment account.

Director Tenaglia asked why he was transferring money into the investment account. He also asked why they saw that kind of transaction detail on the bond fund account and did not see it on any of the other accounts.

Mr. Majewski replied that there was no money that was transferred into the investment account. All of the money was invested and generated income and they only transferred it out when they had construction expenses that required them to transfer it into the general fund.

Director Tenaglia asked where the \$18,000,000 dollars came from that was transferred into the account shown as a separate item on the Treasurer's Report.

Mr. Majewski replied that it came from the investment account. The money was transferred to the general fund. He explained that initially when the bills were paid, they were paid out of the general fund. They needed to transfer money out of the investment account in order to make the general fund whole.

Director Tenaglia requested to move the discussion to the Finance Committee Meeting next week because it was the first time they were seeing that type of transactions and he wanted a more detailed explanation.

Mr. Majewski responded that he believed it was included as per Director Tenaglia's request during the last Finance Committee Meeting. He explained that they were trying to accommodate the request by adding additional reports.

Director Tenaglia stated that they started the month of November with \$17,672,000 in the account titled – Bond Fund – A. He said that he still did not understand why they were transferring money into the investment account when they had to transfer money out of the account into the general fund to pay the bills, but would defer the discussion until next week's Finance Committee Meeting where he wanted a more detailed explanation at that time.

President Leeson asked Director Tenaglia if he was prepared to approve the Treasurer's Report and the Monthly Bills.

Director Tenaglia replied that he had an additional question, stating that at the January Finance Committee Meeting, they discussed the Capital Reserve Fund and were told that those funds were not included in any of the investment accounts listed on the Treasurer's Report. He questioned if that was correct.

Mr. Majewski responded no, they were told that they did not provide any type of report on the Capital Reserve Fund in the past. He noted that they requested that it be included and was now going to be a monthly report provided to the board.

Director Tenaglia inquired about which account was the Capital Reserve Fund invested.

Mr. Majewski replied that the Capital Reserve Fund would be invested in any one of the funds. There was no separate fund that had only Capital Reserve Fund monies. He explained that it was comingled and then was credited to that account so they wouldn't find any one fund that was just for the purpose of the Capital Reserve Fund investments.

Director Tenaglia asked about Item 31 – Budget Information; noting that the deficit had grown from \$4,100,000 at the end of October to \$4,900,000 at the end of December, which was a change of \$817,000, in spite of the superintendent's memorandum of October 8. He inquired what the plans were to curtail the increase in the deficit.

Mr. Majewski believed that the increase in the reported amount of the deficit was primarily anticipated and projected out for the debt service account. He noted that as they were presently monitoring, they saw the performance of the financing had vastly improved and it was likely that the projection for debt service would go down at the end of the year. He expected the number that they were looking at would be reduced, as long as they continued with the same type of finance patterns over the next couple of months. Mr. Majewski added that they continued to work on looking at ways to be able to reduce spending in all areas during the current year. He added that the board received reports as to where they were and were updated on a regular basis, as additional opportunities were presented.

Dr. Lewis addressed Director Tenaglia, stating that if he recalled, they set a \$1,600,000 under spending mark as part of their goals. The report they received was \$1,200,000 and at this juncture they had some additional savings that they hoped would come to confirmation this week, moving them closer to \$1,350,000. He explained that it was their attack, but the jolt to that particular deficit was driven in large part by the interest.

Director Tenaglia commented that through the month of December, they were still going the wrong way and the deficit was still growing. He asked Mr. Majewski to briefly explain why he was now projecting almost a doubling of the delinquent mercantile tax on the revenue side.

Mr. Majewski referred to the second column and explained that what they realized through December had far exceeded where they were at the same time last year. Within that time they had much greater success in collecting that delinquency. If they looked at the second column, they received almost \$579,000 and at the same time in the previous year, they had approximately \$243,000. At year end there was \$323,000, so when they looked at receiving approximately another \$100,000 before the end of June, it was reasonable to project that they would receive \$700,000, when they had \$579,000 already in the account. He noted that it was a projection because their receipts had far exceeded the prior year. He concluded that most of the money was in the bank so they stood a good chance of being correct.

Director McKeon referred to the revenue page in the area of the total state and federal sources, where the PSERS pension contribution was documented. He asked if they were projected to receive approximately one million dollars more than what was budgeted.

Mr. Majewski replied that he was correct but a lot of it had to do with the way the money was distributed from the state and it tended to be fairly stable.

Director McKeon inquired about the cause of the contribution in general.

Mr. Majewski requested further clarification, asking if he wanted to know why it doubled between now and the end of the year.

Director McKeon asked about the line item itself, noting that they had the employee contribution, the district contribution and the state contribution.

Mr. Majewski replied that it would be the state's contribution and they had consistently paid 50 percent of the district's cost, which was fairly reliable.

Director Dexter posed a question with regard to the deficit. She stated that she knew they started the school year with a multi-million dollar deficit and according to the financial reports, as Director Tenaglia pointed out, they were going in the wrong direction by increasing their deficit. She wondered exactly what it meant when they were that far into debt. She said that she recalled Mr. Majewski telling them that they would finish the year-end with an approximate \$7,000,000 deficit. She pointed out that it might mean more credit card debt for a family at the end of a year. She asked where the school district got the money after they overspent the budget when they began with approximately \$220,000,000 in debt.

Mr. Majewski responded that one reason why a deficit occurs is not only by overspending a budget. It was possible to stay within a budget, but if revenues were short, it could also cause a budget deficit. There were a number of reasons why a deficit could occur. For the district, it meant they did not have the resources to be able to use or offset any type of future tax increases because the money was not there. They might need to have tax anticipation notes throughout the summer. Because of the cyclical nature of the cash, they would not have money to be able to at least get them through most of the summer. It meant that they needed to develop a plan to be able to eliminate it because continued growth of the deficit would be detrimental to their ability to govern themselves. If the deficit grew large enough, the state might come in for remediation. Mr. Majewski noted that the other problem created by a budget deficit was that it would likely cause their rating to be downgraded, which would result in more costly future financing. At this point they did not have anything on the table for any large financings. He said that he was not sure if it was an immediate concern, but it might have an impact when they looked at restructuring some of the refinancings.

Director Dexter asked Mr. Majewski if, at this point, he anticipated that they would need another trans loan in the summer.

Mr. Majewski replied affirmatively. He pointed out that they needed it last year, and they were further in debt this year, then it was likely that they would need another loan.

Director Dexter referred to Mr. Majewski's statement about the state coming in and asked at what point it might happen.

Mr. Majewski responded that he hoped it would not happen. He believed that they were attempting to address the issue and explained that the state looked to see if actions were being taken. In addition, it presently was a difficult economic time and they would have difficulty eliminating the issue of the deficit with a weakening economy and the lowering of local revenues. He thought that the state would end up significantly increasing taxes in order to eliminate the budget deficit, but he could not say for certain because they would bring in their own governing body.

Director Tenaglia commented that Mr. Majewski was correct in that both revenue shortfalls, as well as expenditures exceeding the budget, were two reasons why they had a deficit. His prediction on the present report for the end of the fiscal year was for \$3.8 million in excess spending.

Mr. Majewski said that if they eliminated the one item on debt service, they would see that they would have a positive year, which was why any type of improvement made between now and the end of the year on the issue of debt service would significantly improve their deficit projections for the year. He was very encouraged by the communication during the month of January because they moved bank bonds out, having been remarketed and the rates were dropping. He noted that it was not working perfectly as yet, but, the weekly deficits went from \$125,000 to about \$50,000 and were definitely moving in the right direction and continued to improve every week.

Director Tenaglia stated that while they were seeing the rates moving in the right direction, the movement out of the bank bond status was a potential elimination of future costs. He questioned if there was a direct savings to the district at this point in time by having that status changed.

Mr. Majewski replied that if the acceleration was allowed to occur starting in April, it could impact their finances, so there was potential for some short-term issues that could cause costs.

Director Tenaglia inquired if Mr. Majewski budgeted to be in bank bond status.

Mr. Majewski responded that a year ago, he did not believe that anybody would have anticipated anything that happened with the credit market.

Director Tenaglia commented that the movement out of bank bond status did nothing to change the projection of the deficit.

Mr. Majewski said that it did not but it also spoke to the improvements in the market and not necessarily taking a look at just eliminating deficits but it was reinforcing what he said earlier in that there had been significant improvement in the interest rate market. The point that he was attempting to make was the fact that they could move the bank bonds out and they were moving once again. It was quite possible that it translated into lower rates being paid, which was what they had seen.

Director Dexter thought that a little more than a year ago, they learned about the deficit, which they did not know about from 2006-2007. She stated that some of the board members asked why they didn't come to them sooner to inform them that they would be in deficit spending and maybe they would have done something differently. Now that they knew from looking at the budget that it was likely they would be finishing the year with an increased deficit, Director Dexter asked if there were any changes needed in operations, which would reduce the deficit and make it more palatable than what was predicted.

Mr. Majewski replied that he believed they had ongoing and regular communication with the board on the type of changes being made. He brought attention to the weekly meetings that he and Dr. Lewis had with her and President Leeson to discuss the issues. During that time they had discussed a number of ways to reduce the budget and other than the type of communication they already had, he didn't believe there was anything else to offer.

Director Dexter said that she heard him state at during a recent meeting that they would not be able to overcome it with nickels and dimes and would take major cuts in the millions. She asked if Mr. Majewski knew of something in particular that he believed the board should consider either for the remainder of this year or in the budget planning for the next school year.

Mr. Majewski replied that he believed that they had presented a number of significant administrative recommendations for their consideration. Throughout the budget process and discussions, they saw those they supported which were already presented to them. They needed to find other ways to be able to offset some of the dollars for those that they did not support. He believed that they tried to provide all of the information such as programs and other types of cuts, which was publicly discussed during meetings.

Director Dexter stated that she read in the newspapers about federal and state bailout plans with some articles referencing possible assistance to municipalities and school districts. She did not know whether they knew of what programs might be available and asked if there was a plan as to how they might make themselves known to governmental programs that could possibly assist the district. She was worried that they might get into a situation where the money was gone or already committed before they made an inquiry.

Mr. Majewski replied that they continued to monitor all types of activity in legislature and he noted that there was nothing at this point that had come to their attention. He explained that between the grants office, the ongoing communication that Dr. Lewis had with the state, reviewing literature and their own associations, everybody in their positions were carefully monitoring what was occurring. He hoped for some assistance and pointed out that many had their hands out during this difficult time. He was optimistic but was not sure if they could bank on much occurring in the near future.

Dr. Lewis added that he had a meeting in Harrisburg on Tuesday with a consortium of superintendents and people from the Budget Office and was going back on Thursday for a meeting with the secretary of education. He noted that it was on their agenda to address if there were a way to identify districts in need. He said that Director Dexter was correct in that there was a reference to municipalities and school districts.

President Leeson requested a roll call vote on the Items 29 and 30. The question was called with roll call as follows: Yea, Directors Amato, Cann, Dexter, Follweiler, Haytmanek, Koch, McKeon, Tenaglia and Leeson – 9.

The motion passed 9 – 0.

BETHLEHEM AREA SCHOOL DISTRICT  
Bethlehem, Pennsylvania

**REPORT OF THE TREASURER**  
**November 1 through November 30, 2008**

BEGINNING CASH AND INVESTMENT BALANCE

|                                                    |               |
|----------------------------------------------------|---------------|
| Wachovia Bank - Cash Management                    | 2,519,202.79  |
| Bank of America - General Account                  | 1,001,371.25  |
| Pennsylvania School District Liquid Asset Fund     | 2,288,454.44  |
| Wachovia - Worker's Comp Trust Fund                | 643,987.43    |
| Pennsylvania Local Government Investment Trust     | 77,314.73     |
| Pennsylvania State Treasurer Invest Program        | 767,955.97    |
| Wachovia Money Market                              | 54,745.90     |
| Bank of America Money Market                       | 38,108,628.45 |
| Commerce/TD Bank Money Market                      | 1,126.91      |
| Sovereign Bank Money Market                        | 28,914.74     |
| PSDLAF - Term Investments                          | 22,000,000.00 |
| KNBT Bank - Scholarship Fund                       | 45,971.98     |
| KNBT Bank - Scholarship Fund                       | 112,000.00    |
| Baird Public Investment Advisors - 2007A Bond Fund | 17,672,835.61 |

TOTAL CASH AND INVESTMENT BALANCE \$ 85,322,510.20

MONTHLY RECEIPTS

|                         |              |
|-------------------------|--------------|
| Local Sources           | 7,428,042.40 |
| State Sources           | 2,080,880.87 |
| Federal Sources         | 717,618.00   |
| Other Financing Sources | 125,000.00   |

\$ 10,351,541.27

MONTHLY DISBURSEMENTS

|                    |              |
|--------------------|--------------|
| Monthly Bills Paid | 8,003,483.96 |
| Payroll            | 7,692,270.02 |
| Debt Service       | 1,603,336.99 |

\$ 17,299,090.97

TOTAL FUNDS AVAILABLE

\$ 78,374,960.50

ENDING CASH AND INVESTMENT BALANCE

|                                                    |               | <u>Interest Rate</u>  |
|----------------------------------------------------|---------------|-----------------------|
| Wachovia Bank - Cash Management                    | 3,995,917.69  | 0.780%                |
| Bank of America - General Account                  | 1,001,467.18  | 1.060%                |
| Pennsylvania School District Liquid Asset Fund     | 13,978,853.63 | varies 1.21% to 1.58% |
| Wachovia - Worker's Comp Trust Fund                | 643,111.27    | 0.190%                |
| Pennsylvania Local Government Investment Trust     | 77,451.14     | 2.150%                |
| Pennsylvania State Treasurer Invest Program        | 20,778,104.44 | 1.701%                |
| Wachovia Money Market                              | 54,746.32     | 0.010%                |
| Bank of America Money Market                       | 636,646.22    | 1.580%                |
| Commerce/TD Bank Money Market                      | 1,127.97      | 1.350%                |
| Sovereign Bank Money Market                        | 28,945.92     | 1.320%                |
| PSDLAF - Term Investments                          | 22,000,000.00 | see attachment        |
| KNBT Bank - Scholarship Fund                       | 45,971.98     | 3.750%                |
| KNBT Bank - Scholarship Fund                       | 112,000.00    | 4.300%                |
| Baird Public Investment Advisors - 2007A Bond Fund | 15,020,616.74 | 4.380%                |

TOTAL CASH AND INVESTMENT BALANCE \$ 78,374,960.50

Interest Received for November; to be posted in December \$ 104,613.31

Respectfully Submitted,

Anne M. Morton  
Treasurer

BETHLEHEM AREA SCHOOL DISTRICT  
Bethlehem, Pennsylvania

**REPORT OF THE TREASURER**  
**December 1 through December 31, 2008**

BEGINNING CASH AND INVESTMENT BALANCE

|                                                |               |
|------------------------------------------------|---------------|
| Wachovia Bank - Cash Management                | 3,995,917.69  |
| Bank of America - General Account              | 1,001,467.18  |
| Pennsylvania School District Liquid Asset Fund | 13,978,853.63 |
| Wachovia - Worker's Comp Trust Fund            | 643,111.27    |
| Pennsylvania Local Government Investment Trust | 77,451.14     |
| Pennsylvania State Treasurer Invest Program    | 20,778,104.44 |
| Wachovia Money Market                          | 54,746.32     |
| Bank of America Money Market                   | 636,646.22    |
| TD Bank Money Market                           | 1,127.97      |
| Sovereign Bank Money Market                    | 28,945.92     |
| PSDLAF - Term Investments                      | 22,000,000.00 |
| KNBT Bank - Scholarship Fund                   | 45,971.98     |
| KNBT Bank - Scholarship Fund                   | 112,000.00    |
| M&T Bank - 2007A Bond Fund                     | 15,020,616.74 |

TOTAL CASH AND INVESTMENT BALANCE \$ 78,374,960.50

MONTHLY RECEIPTS

|                         |              |
|-------------------------|--------------|
| Local Sources           | 6,965,513.02 |
| State Sources           | 830,270.27   |
| Federal Sources         | 1,061,528.00 |
| Other Financing Sources | 0.00         |

\$ 8,857,311.29

MONTHLY DISBURSEMENTS

|                    |              |
|--------------------|--------------|
| Monthly Bills Paid | 8,817,804.12 |
| Payroll            | 9,910,577.91 |
| Debt Service       | 1,209,455.03 |

\$ 19,937,837.06

TOTAL FUNDS AVAILABLE

\$ 67,294,434.73

ENDING CASH AND INVESTMENT BALANCE

|                                                |               | <u>Interest Rate</u>  |
|------------------------------------------------|---------------|-----------------------|
| Wachovia Bank - Cash Management                | 4,727,551.41  | 0.780%                |
| Bank of America - General Account              | 1,001,467.18  | 0.580%                |
| Pennsylvania School District Liquid Asset Fund | 25,492,948.24 | varies 1.17% to 1.54% |
| Wachovia - Worker's Comp Trust Fund            | 643,085.30    | 0.090%                |
| Pennsylvania Local Government Investment Trust | 77,558.64     | 1.640%                |
| Pennsylvania State Treasurer Invest Program    | 974,876.83    | 1.409%                |
| Wachovia Money Market                          | 54,749.51     | 0.060%                |
| Bank of America Money Market                   | 44,586.04     | 1.440%                |
| TD Bank Money Market                           | 1,128.35      | 1.150%                |
| Sovereign Bank Money Market                    | 28,962.16     | 0.660%                |
| PSDLAF - Term Investments                      | 21,000,000.00 | see attachment        |
| KNBT Bank - Scholarship Fund                   | 45,971.98     | 3.750%                |
| KNBT Bank - Scholarship Fund                   | 112,000.00    | 4.300%                |
| M&T Bank - 2007A Bond Fund                     | 13,089,549.09 | 4.360%                |

TOTAL CASH AND INVESTMENT BALANCE \$ 67,294,434.73

Interest Received for December; to be posted in January \$ 107,013.94

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.

President Leeson requested a roll call vote on the Items 29 and 30. The question was called with roll call as follows: Yea, Directors Amato, Cann, Dexter, Follweiler, Haytmanek, Koch, McKeon, Tenaglia and Leeson – 9.

The motion passed 9 – 0.

**31. *Budget Information***

**INFORMATION:**

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

## 2008-2009 REVENUES

|                                  | A                     | B                          | C                             | D                             | E                          | F                      | G                          |
|----------------------------------|-----------------------|----------------------------|-------------------------------|-------------------------------|----------------------------|------------------------|----------------------------|
|                                  | 2008-2009             |                            |                               |                               |                            | 2007-2008              |                            |
| Description                      | Budget                | Realized<br>December, 2008 | Unrealized<br>\$<br>(B-A = C) | Unrealized<br>%<br>(C/ A = D) | Projected<br>June 30, 2009 | Realized<br>June, 2008 | Realized<br>December, 2007 |
| CURRENT REAL ESTATE              | 101,612,861           | 85,004,341                 | (16,608,520)                  | -16.34%                       | 100,226,625                | 98,744,538             | (212,482)                  |
| INTERIM REAL ESTATE              | 1,300,000             | 224,186                    | (1,075,814)                   | -82.75%                       | 695,000                    | 656,034                | (294)                      |
| PUBLIC UTILITY REALTY            | 172,000               | 153,055                    | (18,945)                      | -11.01%                       | 153,055                    | 162,642                | 162,642                    |
| PAYMENTS IN LIEU OF TAX          | 121,000               | 108,864                    | (12,136)                      | -10.03%                       | 108,864                    | 120,798                | 120,798                    |
| UNDISTRIBUTED TAXES              |                       | 12,553,386                 | 12,553,386                    | -                             | 0                          | 44,297                 | 98,588,260                 |
| PER CAPITA TAX SECT 679          | 240,000               | 198,775                    | (41,225)                      | -17.18%                       | 240,000                    | 242,083                | (94)                       |
| PER CAPITA TAX ACT 511           | 240,000               | 198,775                    | (41,225)                      | -17.18%                       | 240,000                    | 242,083                | (94)                       |
| LOCAL SERVICES TAX               | 485,000               | 185,287                    | (299,713)                     | -61.80%                       | 294,200                    | 136,722                | 72,133                     |
| EARNED INCOME TAX                | 11,200,000            | 4,996,562                  | (6,203,438)                   | -55.39%                       | 10,400,000                 | 10,400,810             | 4,970,555                  |
| REAL ESTATE TRANSFER TAX         | 2,800,000             | 1,221,146                  | (1,578,854)                   | -56.39%                       | 2,400,000                  | 2,316,670              | 1,199,964                  |
| MERCANTILE TAX                   | 2,200,000             | 1,373,577                  | (826,423)                     | -37.56%                       | 2,400,000                  | 2,414,521              | 1,362,382                  |
| DEL. REAL ESTATE                 | 2,800,000             | 2,621,071                  | (178,929)                     | -6.39%                        | 3,600,000                  | 2,681,813              | 2,073,940                  |
| DEL. PER CAPITA SECT 679         | 70,000                | 30,530                     | (39,470)                      | -56.39%                       | 60,000                     | 58,205                 | 32,269                     |
| DEL. LOCAL SERVICES TAX          |                       | 0                          | -                             | -                             |                            |                        |                            |
| DEL. MERCANTILE TAX              | 380,000               | 578,968                    | 198,968                       | 52.36%                        | 700,000                    | 323,786                | 242,978                    |
| <b>TOTAL LOCAL TAX SOURCES</b>   | <b>\$ 123,620,861</b> | <b>\$ 109,448,522</b>      | <b>\$ (14,172,339)</b>        | <b>-11.46%</b>                | <b>\$ 121,517,744</b>      | <b>\$ 118,545,001</b>  | <b>\$ 108,612,957</b>      |
| INTEREST ON INVESTMENTS          | 2,400,000             | 395,050                    | (2,004,950)                   | -83.54%                       | 850,000                    | 1,685,398              | 684,980                    |
| DRIVER ED LAB FEES               | 13,250                | 6,950                      | (6,300)                       | -47.55%                       | 14,650                     | 12,500                 | 6,500                      |
| RENTALS                          | 10,000                | 8,483                      | (1,517)                       | -15.17%                       | 10,250                     | 10,148                 | 6,873                      |
| CONTRIBUTIONS                    |                       | 304                        | 304                           |                               | 304                        |                        |                            |
| TUITION FROM PATRONS             | 320,000               | 193,582                    | (126,418)                     | -39.51%                       | 350,000                    | 394,042                | 219,567                    |
| SRVCS. / OTH LOC GOV UNITS       | 15,000                | 2,000                      | (13,000)                      | -86.67%                       | 2,000                      | 22,020                 | 21,610                     |
| MISCELLANEOUS REVENUE            | 100,000               | 19,338                     | (80,662)                      | -80.66%                       | 100,000                    | 185,312                | 19,811                     |
| REFUNDS FROM PRIOR YEAR EXP      |                       | 3,956                      |                               |                               | 10,000                     | 12,913                 | 10,633                     |
| <b>TOTAL OTHER LOCAL SOURCES</b> | <b>\$ 2,858,250</b>   | <b>\$ 629,663</b>          | <b>\$ (2,232,543)</b>         | <b>-78.11%</b>                | <b>\$ 1,337,204</b>        | <b>\$ 2,322,333</b>    | <b>\$ 969,975</b>          |
| <b>TOTAL LOCAL SOURCES</b>       | <b>\$ 126,479,111</b> | <b>\$ 110,078,185</b>      | <b>\$ (16,404,882)</b>        | <b>-12.97%</b>                | <b>\$ 122,854,948</b>      | <b>\$ 120,867,335</b>  | <b>\$ 109,582,932</b>      |
| BASIC INSTRUCTIONAL SUBSIDY      | 22,955,949            | 10,390,101                 | (12,565,848)                  | -54.74%                       | 23,715,600                 | 21,674,304             | 9,190,062                  |
| CHARTER SCHOOLS                  | 1,268,300             | 446,632                    | (821,668)                     | -64.78%                       | 1,472,000                  | 1,286,786              | 585,660                    |
| TUITION : ORPHANS/CHILDREN       | 315,000               |                            | (315,000)                     | -100.00%                      | 350,000                    | 349,693                | 164                        |
| HOMEBOUND INSTRUCTION            |                       |                            | -                             |                               |                            |                        |                            |
| VOCATIONAL EDUCATION             | 200,000               | 56,816                     | (143,184)                     | -71.59%                       | 162,365                    | 182,650                | 95,871                     |
| DRIVER EDUCATION                 | 10,745                |                            | (10,745)                      | -100.00%                      | 9,765                      | 10,605                 | 10,605                     |
| MIGRATORY CHILDREN               | 2,200                 |                            | (2,200)                       | -100.00%                      | 3,500                      | 3,520                  |                            |
| SPECIAL EDUCATION                | 6,570,240             | 2,942,364                  | (3,627,876)                   | -55.22%                       | 6,614,900                  | 6,453,560              | 2,887,560                  |

## 2008-2009 REVENUES

| Description                              | A                     | B                          | C                             | D                             | E                          | F                      | G                          |
|------------------------------------------|-----------------------|----------------------------|-------------------------------|-------------------------------|----------------------------|------------------------|----------------------------|
|                                          | 2008-2009             |                            |                               |                               |                            | 2007-2008              |                            |
|                                          | Budget                | Realized<br>December, 2008 | Unrealized<br>\$<br>(B-A = C) | Unrealized<br>%<br>(C/ A = D) | Projected<br>June 30, 2009 | Realized<br>June, 2008 | Realized<br>December, 2007 |
| TRANSPORTATION                           | 2,088,000             | 434,403                    | (1,653,597)                   | -79.20%                       | 2,367,350                  | 2,180,482              | 1,099,676                  |
| RENTALS AND SINKING FUND                 | 1,550,000             | 179,546                    | (1,370,454)                   | -88.42%                       | 1,550,000                  | 1,307,669              | 492,123                    |
| HEALTH SERVICES                          | 394,420               | 372,677                    | (21,743)                      | -5.51%                        | 372,677                    | 390,767                |                            |
| PROPERTY TAX RED. ALLOCATION             | 4,720,061             | 4,720,061                  | (0)                           | 0.00%                         | 4,720,061                  |                        |                            |
| SOCIAL SECURITY                          | 3,237,479             | 1,941,025                  | (1,296,454)                   | -40.05%                       | 3,400,000                  | 3,257,863              | 1,644,252                  |
| PSERS - PENSION CONTRIBUTION             | 2,107,793             | 1,453,843                  | (653,950)                     | -31.03%                       | 3,187,000                  | 2,829,376              | 1,512,906                  |
| IMPACT AID                               | 50,000                |                            | (50,000)                      | -100.00%                      | 50,000                     | 62,930                 |                            |
| <b>TOTAL STATE &amp; FEDERAL SOURCES</b> | <b>\$ 45,470,187</b>  | <b>\$ 22,937,468</b>       | <b>\$ (22,532,719)</b>        | <b>-49.55%</b>                | <b>\$ 47,975,218</b>       | <b>\$ 39,990,205</b>   | <b>\$ 17,518,878</b>       |
| INTERFUND TRANSFERS                      | 250,000               | 125,000                    | (125,000)                     | -50.00%                       | 250,000                    | 2,850,000              | 2,500,000                  |
| SALE OF FIXED ASSETS                     | 7,000                 | 10,470                     | 3,470                         | 49.57%                        | 15,000                     | 13,642                 | 13,642                     |
| INDIRECT COSTS                           |                       |                            | -                             |                               | 0                          | 66,750                 |                            |
| <b>TOTAL OTHER SOURCES</b>               | <b>\$ 257,000</b>     | <b>\$ 135,470</b>          | <b>\$ (121,530)</b>           | <b>-47.29%</b>                | <b>\$ 265,000</b>          | <b>\$ 2,930,392</b>    | <b>\$ 2,513,642</b>        |
| <b>TOTAL REVENUE</b>                     | <b>\$ 172,206,298</b> | <b>\$ 133,151,122</b>      | <b>\$ (39,059,132)</b>        | <b>-22.68%</b>                | <b>\$ 171,095,166</b>      | <b>\$ 163,787,931</b>  | <b>\$ 129,615,452</b>      |
| UNRESERVED FUND BALANCE                  |                       |                            | -                             |                               | (\$4,941,818)              |                        |                            |
| <b>TOTAL FUND APPROPRIATED BALANCE</b>   | <b>\$ -</b>           | <b>\$ -</b>                | <b>\$ -</b>                   |                               | <b>\$ (4,941,818)</b>      | <b>\$ -</b>            | <b>\$ -</b>                |
| <b>TOTAL DISTRICT REVENUE</b>            | <b>\$ 172,206,298</b> | <b>\$ 133,151,122</b>      | <b>\$ (39,059,132)</b>        | <b>-22.68%</b>                | <b>\$ 176,036,984</b>      | <b>\$ 163,787,931</b>  | <b>\$ 129,615,452</b>      |

**2008-2009 EXPENDITURES BY PROGRAM**

Includes Year-To-Date December Information

|                                           |              |                    | 2008-2009                       |                                |                                                         |                                                        |                                                       |                                                                                   | 2007-2008                                                                         | 2007-2008                                                                        |
|-------------------------------------------|--------------|--------------------|---------------------------------|--------------------------------|---------------------------------------------------------|--------------------------------------------------------|-------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| PROGRAM                                   | PROGRAM CODE | Responsible Office | A                               | B                              | C                                                       | D                                                      | E                                                     | F                                                                                 | G                                                                                 | H                                                                                |
|                                           |              |                    | 2008-2009<br>APPROVED<br>BUDGET | 2008-2009<br>AMENDED<br>BUDGET | 2008-2009<br>PROJECTED<br>EXPENDITURES<br>JUNE 30, 2009 | 2008-2009<br>UNEXPENDED<br>BUDGET<br>\$<br>(B - C = D) | 2008-2009<br>UNEXPENDED<br>BUDGET<br>%<br>(D / B = E) | 2008-2009<br>EXPENDED BUDGET<br>INCLUDING<br>ENCUMBRANCES<br>as of December, 2008 | 2007-2008<br>EXPENDED BUDGET<br>INCLUDING<br>ENCUMBRANCES<br>as of December, 2007 | 2007-2008<br>EXPENDED BUDGET<br>FINAL ACTUAL<br>EXPENDITURES<br>as of June, 2008 |
| BUILDING ALLOCATION                       | 100          | PRIN               | 1,428,603                       | 1,428,603                      | 1,156,192                                               | 272,411                                                | 19.07%                                                | 877,195                                                                           | 1,072,873                                                                         | 1,414,106                                                                        |
| BOARD                                     | AA           | SUPT               | 347,150                         | 347,150                        | 380,000                                                 | (32,850)                                               | -9.46%                                                | 202,976                                                                           | 118,231                                                                           | 274,834                                                                          |
| CABINET                                   | AB           | SUPT               | 1,174,552                       | 1,025,282                      | 1,057,666                                               | (32,384)                                               | -3.16%                                                | 522,774                                                                           | 640,198                                                                           | 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                        | 130,000                                                 | 48,300                                                 | 27.09%                                                | 27,030                                                                            | 71,927                                                                            | 154,979                                                                          |
| BUILDING STAFF                            | AF           | SUPT               | 6,201,461                       | 6,238,461                      | 6,212,317                                               | 26,144                                                 | 0.42%                                                 | 2,842,234                                                                         | 3,017,197                                                                         | 6,206,588                                                                        |
| PUBLIC RELATIONS                          | AN           | SUPT               | 21,143                          | 21,143                         | 38,500                                                  | (17,357)                                               | -82.09%                                               | 21,433                                                                            | 52,765                                                                            | 124,907                                                                          |
| STAFFING-TEACHERS                         | CA           | HR                 | 58,379,392                      | 58,351,041                     | 58,537,701                                              | (186,660)                                              | -0.32%                                                | 17,917,124                                                                        | 20,156,149                                                                        | 57,359,728                                                                       |
| CHILD ACCOUNTING DEPARTMENT               | CD           | HR                 | 242,013                         | 242,013                        | 225,000                                                 | 17,013                                                 | 7.03%                                                 | 97,551                                                                            | 101,010                                                                           | 227,557                                                                          |
| STAFFING-TEACHER ASSISTANTS               | CE           | HR                 | 2,481,187                       | 2,481,187                      | 2,652,140                                               | (170,953)                                              | -6.89%                                                | 956,734                                                                           | 957,795                                                                           | 2,525,377                                                                        |
| STAFFING-SUBSTITUTES                      | CG           | HR                 | 1,273,000                       | 1,273,000                      | 1,273,000                                               | 0                                                      | 0.00%                                                 | 461,854                                                                           | 491,616                                                                           | 1,299,660                                                                        |
| HUMAN RESOURCES DEPARTMENT                | CK           | HR                 | 399,575                         | 399,575                        | 335,400                                                 | 64,175                                                 | 16.06%                                                | 177,765                                                                           | 189,747                                                                           | 331,381                                                                          |
| STUDENT ACTIVITIES                        | D1           | C&I                | 244,236                         | 244,236                        | 184,100                                                 | 60,136                                                 | 24.62%                                                | 118,979                                                                           | 45,123                                                                            | 283,999                                                                          |
| CREDIT ACQUISITION PROGRAM                | D2           | C&I                | 27,785                          | 27,785                         | 55,000                                                  | (27,215)                                               | -97.95%                                               | 21,914                                                                            | 12,448                                                                            | 54,940                                                                           |
| CURRICULUM ENRICHMENT ACTIVITIES          | D3           | C&I                | 130,000                         | 130,000                        | 114,200                                                 | 15,800                                                 | 12.15%                                                | 41,186                                                                            | 76,358                                                                            | 191,261                                                                          |
| CAREER ACADEMY/RASA/ALTERNATIVE EDUCATION | D4           | C&I                | 512,761                         | 541,112                        | 568,690                                                 | (27,578)                                               | -5.10%                                                | 232,947                                                                           | 362,882                                                                           | 953,944                                                                          |
| TESTING - K-12                            | D5           | C&I                | 30,000                          | 30,000                         | 14,000                                                  | 16,000                                                 | 53.33%                                                | 3,700                                                                             | 13,209                                                                            | 14,196                                                                           |
| ACADEMIC INTERVENTIONS                    | DA           | C&I                | 100,000                         | 100,000                        | 100,000                                                 | 0                                                      | 0.00%                                                 | 71,303                                                                            | 51,943                                                                            | 137,457                                                                          |
| MUSICAL INSTRUMENT REPAIR                 | DD           | C&I                | 37,000                          | 37,000                         | 35,000                                                  | 2,000                                                  | 5.41%                                                 | 23,155                                                                            | 16,639                                                                            | 34,016                                                                           |
| DEPARTMENT OF INSTRUCTION                 | DE           | C&I                | 286,600                         | 286,600                        | 239,200                                                 | 47,400                                                 | 16.54%                                                | 81,601                                                                            | 114,112                                                                           | 302,642                                                                          |
| READING RECOVERY/PROJECT READ             | DF           | C&I                | 28,212                          | 28,212                         | 25,000                                                  | 3,212                                                  | 11.39%                                                | 8,191                                                                             | 24,640                                                                            | 26,526                                                                           |
| INSTRUCTIONAL MTLs RESERVE                | DG           | C&I                | 500,000                         | 500,000                        | 475,000                                                 | 25,000                                                 | 5.00%                                                 | 409,475                                                                           | 732,403                                                                           | 683,771                                                                          |
| EQUIPMENT REPAIR                          | DM           | C&I                | 13,000                          | 13,000                         | 12,601                                                  | 399                                                    | 3.07%                                                 | 11,801                                                                            | 18,388                                                                            | 11,116                                                                           |
| PLANETARIUM                               | DO           | C&I                | 2,444                           | 2,444                          | 2,000                                                   | 444                                                    | 18.17%                                                | 0                                                                                 | 1,500                                                                             | 2,578                                                                            |
| SUMMER SCHOOL - SECONDARY                 | DQ           | C&I                | 50,000                          | 50,000                         | 60,000                                                  | (10,000)                                               | -20.00%                                               | 57,224                                                                            | 143,051                                                                           | 143,062                                                                          |
| DRIVER EDUCATION                          | DS           | C&I                | 90,125                          | 90,125                         | 79,500                                                  | 10,625                                                 | 11.79%                                                | 31,274                                                                            | 27,338                                                                            | 98,183                                                                           |
| ASST SUPERINTENDENT FOR CURR & INSTRUCT   | DT           | C&I                | 627,006                         | 593,006                        | 540,000                                                 | 53,006                                                 | 8.94%                                                 | 224,397                                                                           | 326,051                                                                           | 598,443                                                                          |
| INTERSCHOLASTIC ATHLETICS                 | DU           | C&I                | 1,532,629                       | 1,532,629                      | 1,300,000                                               | 232,629                                                | 15.18%                                                | 479,805                                                                           | 578,936                                                                           | 1,418,521                                                                        |
| INTRAMURALS                               | DV           | C&I                | 74,000                          | 74,000                         | 66,000                                                  | 8,000                                                  | 10.81%                                                | 17,547                                                                            | 31,728                                                                            | 87,824                                                                           |
| ATTENDANCE SERVICES                       | E4           | STD SVCS           | 86,160                          | 86,160                         | 91,335                                                  | (5,175)                                                | -6.01%                                                | 32,089                                                                            | 47,475                                                                            | 99,655                                                                           |
| MINORITY AFFAIRS/GOV. PROGRAMS/GRANTS     | EB           | STD SVCS           | 29,939                          | 29,939                         | 25,000                                                  | 4,939                                                  | 16.50%                                                | 13,082                                                                            | 14,950                                                                            | 26,033                                                                           |

**2008-2009 EXPENDITURES BY PROGRAM**

Includes Year-To-Date December Information

| PROGRAM                                | PROGRAM CODE | Responsible Office | 2008-2009                       |                                |                                                         |                                                        |                                                       |                                                                                   | 2007-2008                                                                         | 2007-2008                                                                        |
|----------------------------------------|--------------|--------------------|---------------------------------|--------------------------------|---------------------------------------------------------|--------------------------------------------------------|-------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
|                                        |              |                    | A                               | B                              | C                                                       | D                                                      | E                                                     | F                                                                                 | G                                                                                 | H                                                                                |
|                                        |              |                    | 2008-2009<br>APPROVED<br>BUDGET | 2008-2009<br>AMENDED<br>BUDGET | 2008-2009<br>PROJECTED<br>EXPENDITURES<br>JUNE 30, 2009 | 2008-2009<br>UNEXPENDED<br>BUDGET<br>\$<br>(B - C = D) | 2008-2009<br>UNEXPENDED<br>BUDGET<br>%<br>(D / B = E) | 2008-2009<br>EXPENDED BUDGET<br>INCLUDING<br>ENCUMBRANCES<br>as of December, 2008 | 2007-2008<br>EXPENDED BUDGET<br>INCLUDING<br>ENCUMBRANCES<br>as of December, 2007 | 2007-2008<br>EXPENDED BUDGET<br>FINAL ACTUAL<br>EXPENDITURES<br>as of June, 2008 |
| SPARK - EARLY CHILDHOOD/SUMMER         | EC           | STD SVCS           | 629,992                         | 629,992                        | 688,000                                                 | (58,008)                                               | -9.21%                                                | 221,420                                                                           | 271,434                                                                           | 647,621                                                                          |
| SCHOOL RESOURCE OFFICERS               | EF           | STD SVCS           | 281,000                         | 281,000                        | 281,000                                                 | 0                                                      | 0.00%                                                 | 0                                                                                 | 0                                                                                 | 311,097                                                                          |
| HOMEBOUND INSTRUCT/REGULAR ED.         | EG           | STD SVCS           | 155,000                         | 155,000                        | 210,000                                                 | (55,000)                                               | -35.48%                                               | 44,274                                                                            | 54,951                                                                            | 211,633                                                                          |
| HEALTH SERVICES - MEDICAL              | EH           | STD SVCS           | 51,822                          | 51,822                         | 39,000                                                  | 12,822                                                 | 24.74%                                                | 19,191                                                                            | 16,390                                                                            | 38,691                                                                           |
| HEALTH SERVICES - DENTAL               | EJ           | STD SVCS           | 10,364                          | 10,364                         | 9,000                                                   | 1,364                                                  | 13.16%                                                | 707                                                                               | 193                                                                               | 8,781                                                                            |
| STUDENT SERVICES                       | EK           | STD SVCS           | 5,500                           | 151,770                        | 154,800                                                 | (3,030)                                                | -2.00%                                                | 22,359                                                                            | 2,622                                                                             | 11,835                                                                           |
| GUIDANCE (SUMMER)                      | ET           | STD SVCS           | 35,000                          | 35,000                         | 40,000                                                  | (5,000)                                                | -14.29%                                               | 33,229                                                                            | 27,774                                                                            | 35,461                                                                           |
| ENGLISH ACQUISITION                    | EY           | STD SVCS           | 260,963                         | 260,963                        | 250,000                                                 | 10,963                                                 | 4.20%                                                 | 112,653                                                                           | 144,811                                                                           | 257,651                                                                          |
| BUSINESS DEPT-ACCOUNTS PAYABLE         | GA           | F&A                | 1,006,527                       | 1,006,527                      | 940,000                                                 | 66,527                                                 | 6.61%                                                 | 593,257                                                                           | 589,123                                                                           | 934,866                                                                          |
| BUSINESS DEPT-ACCOUNTS RECEIVABLE      | GB           | F&A                | 1,024,077                       | 1,024,077                      | 946,000                                                 | 78,077                                                 | 7.62%                                                 | 325,194                                                                           | 309,108                                                                           | 878,968                                                                          |
| DEBT SERVICE                           | GC           | F&A                | 19,298,602                      | 19,298,602                     | 25,168,000                                              | (5,869,398)                                            | -30.41%                                               | 13,663,533                                                                        | 11,795,605                                                                        | 17,128,686                                                                       |
| EMPLOYEE BENEFITS                      | GD           | F&A                | 29,826,642                      | 29,826,642                     | 29,826,642                                              | 0                                                      | 0.00%                                                 | 12,158,543                                                                        | 11,629,287                                                                        | 31,522,855                                                                       |
| INSURANCE                              | GE           | F&A                | 643,658                         | 643,658                        | 630,000                                                 | 13,658                                                 | 2.12%                                                 | 468,443                                                                           | 563,844                                                                           | 613,658                                                                          |
| INTERSYSTEM PAYMENTS                   | GF           | F&A                | 20,746,441                      | 20,746,441                     | 20,500,000                                              | 246,441                                                | 1.19%                                                 | 14,277,034                                                                        | 11,734,883                                                                        | 19,096,341                                                                       |
| RESERVE FOR ENCUMBRANCES               | GG           | F&A                |                                 |                                |                                                         |                                                        |                                                       |                                                                                   | 137,474                                                                           |                                                                                  |
| PHOTOCOPIERS                           | GP           | F&A                | 607,692                         | 607,692                        | 595,000                                                 | 12,692                                                 | 2.09%                                                 | 259,699                                                                           | 255,996                                                                           | 591,247                                                                          |
| SPECIAL EDUCATION                      | LF           | SPEC ED            | 545,959                         | 545,959                        | 541,000                                                 | 4,959                                                  | 0.91%                                                 | 311,373                                                                           | 393,117                                                                           | 737,837                                                                          |
| HOMEBOUND INSTRUCTION / SPECIAL ED.    | LG           | SPEC ED            | 30,000                          | 30,000                         | 37,000                                                  | (7,000)                                                | -23.33%                                               | 8,151                                                                             | 7,700                                                                             | 36,862                                                                           |
| MAINTENANCE / CUSTODIAL DEPARTMENT     | NA           | B&G                | 11,002,051                      | 11,002,051                     | 9,700,000                                               | 1,302,051                                              | 11.83%                                                | 3,820,891                                                                         | 3,936,967                                                                         | 9,698,327                                                                        |
| MAINTENANCE DEPT - SUPPLIES            | NE           | B&G                | 459,600                         | 459,600                        | 500,000                                                 | (40,400)                                               | -8.79%                                                | 281,359                                                                           | 296,559                                                                           | 488,199                                                                          |
| MAINTENANCE DEPT - CONTRACTED SERVICES | NF           | B&G                | 966,500                         | 966,500                        | 1,100,000                                               | (133,500)                                              | -13.81%                                               | 721,800                                                                           | 740,958                                                                           | 1,120,546                                                                        |
| TRANSPORTATION DEPARTMENT              | NT           | B&G                | 4,521,504                       | 4,521,504                      | 4,400,000                                               | 121,504                                                | 2.69%                                                 | 2,125,932                                                                         | 2,105,770                                                                         | 4,481,857                                                                        |
| TECHNICAL SERVICES                     | TK           | TECH               | 650,186                         | 650,186                        | 750,000                                                 | (99,814)                                               | -15.35%                                               | 628,282                                                                           | 580,193                                                                           | 772,720                                                                          |
| INFO & COMMUNICATIONS TECHNOLOGY DEPT. | TL           | TECH               | 2,078,389                       | 2,078,389                      | 1,927,000                                               | 151,389                                                | 7.28%                                                 | 1,530,144                                                                         | 1,497,532                                                                         | 1,867,938                                                                        |
| DATA PROCESSING DEPARTMENT             | TN           | TECH               | 733,556                         | 733,556                        | 820,000                                                 | (86,444)                                               | -11.78%                                               | 473,411                                                                           | 485,449                                                                           | 840,709                                                                          |
| <b>TOTALS</b>                          |              |                    | <b>\$172,206,298</b>            | <b>\$172,206,298</b>           | <b>176,036,984</b>                                      | <b>(\$3,830,686)</b>                                   | <b>-2.22%</b>                                         | <b>\$78,085,221</b>                                                               | <b>\$77,086,422</b>                                                               | <b>\$168,650,740</b>                                                             |

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

**INFORMATION:**

The contractors are currently finalizing the work on the ground floor of the Liberty High School Commons Building. The condition of the sub floor requires repair as some areas are unstable and deteriorated in a number of rooms. The repairs will include installation of floor leveling patch materials in combination with alternative floor finish materials to address the unstable floor areas.

**RECOMMENDATION:**

That the Board of School Directors authorizes:

- a. That a change order be issued to the General Contractor, Boro Construction, for a cost of \$25,000 to perform floor repairs.
- 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**

Directors Tenaglia and Koch moved the administration's recommendations 5, 6, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19, 20, 21, 23, 26, 27, 28 and 32. The question was called with roll call as follows: Yea, Directors Amato, Cann, Dexter, Follweiler, Haytmanek, Koch, McKeon, Tenaglia and Leeson – 9.

ROLL CALL –  
RECOMMENDATIONS  
5, 6, 8, 9, 10, 11, 12, 13,  
15, 16, 17, 19, 20, 21, 23,  
26, 27, 28 and 32

The motion passed 9 – 0.

The administration's recommendations 5, 6, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19, 20, 21, 23, 26, 27, 28 and 32 were considered together.

COLONIAL INTERMEDIATE UNIT 20 – Director Dexter stated that she desired to waive her report in consideration of the late hour.

COMMITTEE  
REPORTS

DIVERSITY COMMITTEE – Director Koch stated she did not have a report.

NORTHAMPTON COMMUNITY COLLEGE BOARD OF TRUSTEES – Director Koch stated that it was President Leeson's first evening in attendance. She noted that there was some discussion about disappointment regarding the casino funds for the Monroe Campus, noting that their request was denied so they would need to look elsewhere for funding.

PSBA – Director Koch stated that they usually choose their legislative priorities at a meeting, which was not held this year. She explained that the executive board of the PSBA decided that one of the most important things they should be doing was to be pursuing the state that would be saying that they had less money to give to the districts. She added that it would be the perfect opportunity to go after unfunded mandates.

BETHLEHEM AREA VOCATIONAL-TECHNICAL SCHOOL – Director McKeon stated that the meeting was postponed.

DUAL ENROLLMENT COMMITTEE – Director Cann stated that the committee met on December 10. A grant was approved for transportation to and from Northampton Community College for students taking Dual Enrollment Courses during the school year. She noted that the students did not take advantage of the transportation option during the fall semester and it was anticipated that none would use it during the spring semester, which might be related to the hours of availability, which was for the 10 and 11 a.m. courses. The courses offered at other times were more popular with the Dual Enrollment students and when students enrolled in a 10 or 11 a.m. class, they missed two blocks rather than one. Next year, the possibility of getting busing for 8 a.m. or 1 p.m. classes would be explored to make more viable use of the transportation for students. At the time of the meeting, preliminary spring semester enrollment numbers for Dual Enrollment was 68 students from Freedom High School and 12 students from Liberty High School, as well as one home-schooled student. The Penn State Partnership had 10 BASD students – nine from Liberty High School and one from Freedom High School. In conclusion, it was noted that attendance was good and the students were performing well. The next committee meeting was scheduled for March 11 at 1 p.m.

BETHLEHEM PARKS AND RECREATION COMMISSION – President Leeson stated there was a meeting held on January 22. The ice skating rink was in operation, with East Hills and Nitschmann Middle Schools using the facilities at various times. It was noted that 12 teams participated in the basketball league at Broughal Middle School.

President Leeson announced that there was enough money to proceed with the first phase of the skate plaza with the project being 99 percent designed. The initiative was started from the school district. In conclusion, the boat ramp was finished and there was a proposal to begin the construction of a pavilion on Sand Island West, which would accommodate 75 to 100 people.

AUDIT COMMITTEE – Director Tenaglia stated that the Audit Committee met with the auditor on January 16. It was his understanding that they were awaiting for a response from administration before the report was presented to the board in final form.

President Leeson addressed new and miscellaneous business and recognized Director Dexter.

NEW AND  
MISCELLANEOUS  
BUSINESS

Director Dexter stated that she had a miscellaneous point, noting that earlier she heard Director Amato ask why a fee was not imposed on the band. She wanted to clarify that the band and orchestra members paid a fair share fee, which she believed was \$195 per year. In addition, most of the students provided their own instruments and supplies.

Dr. Lewis reminded the board that they previously accepted the retirement of Adele Embardino, who was Mr. Majewski's secretary for 15 years and had worked for the district for over 20 years. He noted that she was very humble about her retirement and announced that her last day would be on Friday of this week, if any of the board members were interested in extending their well wishes.

Dr. Lewis also thanked the board for recognizing Marilee Ostman, the principal of the Prekindergarten Program, who was retiring this year.

No one wished to address the Board of School Directors.

COURTESY OF  
THE FLOOR  
TO VISITORS

Directors Haytmanek and Amato moved to adjourn the meeting, which was carried by voice vote. The meeting adjourned at 11:44 p.m.

ADJOURNMENT

Attest,

Stanley J. Majewski, Jr.  
Board Secretary