

BETHLEHEM AREA SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS
REGULAR BOARD MEETING

SEPTEMBER 27, 2010

Regular Meeting of the Board of Directors of the Bethlehem Area School District was held on Monday, September 27, 2010 at 7:09 p.m. in the Auditorium of East Hills Middle School, 2005 Chester Road, Bethlehem, PA 18017.

REGULAR
MEETING

President Leeson called the roll:

MEMBERS
PRESENT

Members present: Directors Amato, Burkhardt, Follweiler, Leeson, McKeon, Ortiz, Tenaglia - 8

Members absent: Director Cann, Faccinetto

Student Representative – Freedom High School – Shanu Thiyagarajan

Student Representative – Liberty High School – Niharka Pendurthi

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

PLEDGE OF
ALLEGIANCE

President Leeson requested a moment of silent meditation.

MOMENT OF
SILENCE

President Leeson – welcomed the new student representatives from both Freedom and Liberty. She stated that they are full members of the board and encouraged their participation either at the board meetings or at the committee meetings if they choose to join the board at committee meetings. She said that the only thing that they cannot do is vote. President Leeson stated that the board appreciates their input.

DR. ROY
STAFF/STUDENT
RECOGNITION

President Leeson said that before they start on staff/student recognitions, she would like to announce that a number of the board members are trying to go paperless and if you see the board with computers they are referencing their computers since the agendas are now on computer.

Dr. Roy – stated that they have several awards and recognitions this evening for staff and students. Dr. Roy began the awards with staff recognition. He stated that at the opening and school convocation event at Liberty High School

on August 25th, Carol Henn from the Lehigh Valley Community Foundation presented awards to three BASD teachers. He continued that this evening he wanted to recognize and congratulate those individuals. The first award was presented to Beth Gariello. Beth is a science teacher at Liberty High School and she received the Best Award, named the Anthony Regerio in recognition of the late principal of Liberty High School. The second staff recognition recipient was Rick Amato who is an eighth grade teacher at Nitschmann Middle School. Rick received the Best Award, The Bernie Cohen Award in recognition of the late Mr. Cohen's commitment to education to the greater Bethlehem Community. The third teacher recipient was Tanya Fehr. Tanya is an eighth grade teacher at Nitschmann Middle School. She also received the Bernie Cohen Award. All three recipients received a certificate and a monetary award in August and tonight were recognize with another certificate. Dr. Roy stated that there also was a teacher recognized by Scholastic Inc. at the opening convocation. The Scholastics 2010 System 44 outstanding educator was presented by Mr. Tony Villani from Scholastic Inc. The award was given to the Marvine teacher who was selected by Scholastic as their outstanding educator. The honors are awarded to remarkable teachers who achieved great results for their students who used School Read 180 and System 44 reading and intervention programs. This evening Dr. Roy recognized and congratulated Scott Tundor. Scott is the Read 180 teacher for grades 3, 4, and 5 at Marvine Elementary School.

Dr. Roy stated that there were several students who attend the Bethlehem Area Vocational Technical School and won Skill USA Awards. Dr. Roy asked the teachers from the Vocational Technical School to stand. He welcomed Mr. Scott Rivercheck, Mr. Stan Dickson, and Julie Milasits who were the teachers of the students who won the Skill USA Awards. Dr. Roy said that they were going to recognize the students and wanted to congratulate the teachers as well for their fine work that lead these students to their awards. Dr. Roy asked for the teachers to help congratulate their students. He recognized four Bethlehem students who placed at the Skills USA Championship held in Kansas City, Missouri in June. Dan Berrous of Liberty High School received the Gold Medal for cabinet making. Jeremy Kranits and Greg Marshall students from Liberty High School and Alex Horn from Freedom High School received Gold Medals for their

Technical Preparation Showcase in Architecture and Construction. They were gold medal winners in the national competition. Dr. Roy stated that administration and the board are really proud of their accomplishments, both the students and the teachers. He thanked them for their hard work and their talents.

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 and is for agenda items only. The second courtesy of the floor will be for any district concerns or business. Speakers are limited to three minutes each. The board requests that, when possible, all individuals supporting a like position on a topic select a speaker to present their views to avoid repetition. If that is not possible, all are welcome to speak. As per school board policy, generally, speakers are limited to taxpayers, residents, or employees of this school district. At the conclusion of the regular school board meeting, another block of time will be allocated for public comment. At that time, the same rules will apply. It is asked that speakers observe proper decorum, without personal attacks towards a specific individual or individuals. It is not the custom for the board to enter into a dialogue at these meetings about concerns. However, the board does listen with care to issues raised. Speakers will receive responses, in some form, by the administration.

COURTESY OF THE FLOOR TO VISITORS

The following individuals addressed the Board of School Directors:

1. Parent Advisory Committee
Maureen Vanderkammy, 3152 Pinewood Circle

Ms. Vanderkammy stated that September 16, 2010 was the parent advisory committees first meeting of the 2010/2011 school year and this was the committee's first meeting with Dr. Roy. She stated that they utilized their time to discuss what it is that the parent advisory council wants to see come from the monthly meetings with the superintendent and the cabinet. Dr. Roy noted that he is focused on the word advisory and when working with the PAC he would like to look ahead at what is occurring and get input prior to enacting change or new items. She continued saying that with the district as large as Bethlehem they all believe it is necessary to get input from all sides including parents,

teachers and administrators. Also discussed was the need for the district to look not only at the immediate future but to also take the time to have a broad discussion of the worldwide future of the Bethlehem Area School District especially in the area of curriculum. She said that the students need to be prepared to work with a fast paced global community from the moment they leave high school and as Dr. Roy stated, *“the truth is that many jobs that our students are going to employ have not even been created yet”*. PAC and Dr. Roy discussed upcoming meeting topics. Curriculum was on the top of the parents’ agenda list. Dr. Roy stated that he would like to have a budget discussion with the group as well. He said that this will be done in a broad based fashion so that administration can get an idea of what it is that the parents believe are essential programs. Ms. Vanderkammy continued that they all understand that the budget is going to be a difficult document to put together and some difficult decisions will need to be made. She said the PAC parents will discuss this with their individual PTO’s and PTA’s so they can give meaningful input at the budget discussions.

President Leeson stated the first courtesy of the floor is reserved for agenda items and asked if there was anyone who would like to speak about any of the agenda items this evening. Seeing none, she stated they will move on to reports of the student representatives. She said that this is their first opportunity to hear reports from them and asked Dr. Roy to introduce them.

Dr. Roy stated that from Freedom High School the student representative is Dhanu Thiyagarajan. He said that she will be the regular student in attendance at the board meetings and when she is unable to be there, Marisa Langley will be the alternate. Dr. Roy thanked Marisa for being at the meeting this evening as well.

STUDENT REPRESENTATIVE REPORTS

He stated that from Liberty High School Niharka will be the regular representative and the alternate will be Darah Donaher. Dr. Roy said that he had ask the alternates to be here this evening so they could be recognized as well.

FREEDOM HIGH SCHOOL – Dhanu Thiyagarajan stated:
With the 2010–2011 school year coming to a start and Freedom High School with many of its recent changes such as office changes and new teachers is starting off with this motto: *“Freedom To....”*. She continued that this motto is to

help faculty and students motivate themselves to allow freedom to achieve anything.

She stated that Juniors along with some Sophomores are starting off their rigorous standardized testing year by taking the PSAT that is scheduled for October 16th. She said the underclassmen have also recently taken the first session of their foresight testing while some remaining seniors are taking their last chance at the SAT and ACT in the hopes of once more trying to boost their scores up in order to achieve their dreams and get into the college that they so please. She also said that seniors are on course with starting their college applications as they have recently received information from the guidance counselors regarding the process in which to include Freedom into the applying process.

Dhanu said that the sports teams have all started off strong. Although they have faced some loses, all the teams remain to try their best. The football team has another away game this coming Friday against Dieruff. The girls tennis, golf, girls field hockey, boys soccer, girls volleyball and cross country are also competing well this year with many more games and matches until their seasons end. Freedom is also hosting its annual homecoming against Nazareth High School on October 15, 2010 plus a homecoming dance will be held in Freedom's old gym on October 16th with the theme Hollywood.

The Freedom NHS will be hosting its induction of new members on October 12th in the FHS auditorium. They will also be hosting a moonlight walk and clothing drive to help the VIA Foundation. The walk will be held on October 23rd, 2010 and the clothing drive will be sponsored throughout the month of October to help VIA. Freedom hopes to have an awesome school year.

LIBERTY HIGH SCHOOL - Niharka Pendurthi stated Good Evening Dr. Roy, Mrs. Leeson and members of the school board. She continued that it is an honor that she waited a year for to speak before the administration and the board tonight and hoped to maintain the grace and poise that last years representative Hanna Schwarzbach managed with each of her speeches. She also said she would also like to welcome Darah Donaher, the alternate representative for the 2010-2011 school year. She said that she thinks that all the students of Liberty High School would agree that the past 4

weeks since the beginning of school have been moving at super speed as most students still consider school new as the quarter comes to a close. Seniors have just begun to dip their toes into the dreadful college application process. The hardworking counselors have organized the students college work folders including a student survey and a parents fact sheet that the counselors will use to rate the students College recommendations. Additionally a great number of college representatives have been visiting Liberty to share information about university culture, application requirements and much more to the students interested in applying to these colleges. Liberty has also hosted the College and Career Planning night which was almost even too successful bringing in a massive crowd of more than 450 parents and students into the auditorium. Parents were also invited to attend the annual open house which offers parents a great opportunity to meet teachers from 1st and 2nd semesters at the beginning of the school year. The event was extremely successful bringing a large crowd and great profits to fund raising efforts like the bake sale. Student Government members directed many lost parents around the tricky school layout but many parents navigated so well that they were even deemed honorary high school members. The students of Liberty High School have been receptive to the tightening enforcement of the no hats and no electronics policy and have done a wonderful job wearing their ids. A minute was added to the end of each class in order to lessen hallway congestion which in her opinion can set students back about a minute or two from their classes and stated that this is a great change. She said they have also introduced a new a CANES philosophy - C – character counts, A - attack the day, N - no place is for hate, E - effort counts - be present and be on time and S – safety for everyone. The slogan for this year is “Learn Like A Champion”.

Fall sports have been moving right along with some wins and some loses. The homecoming day is scheduled for this Friday for which a homecoming court has been announced. The winners of the homecoming king and queen will be crowned at the football game and the following day is the semi formal homecoming dance held in the cafeteria. In other news, Liberty hosted a 911 service on Saturday in order to honor the lost lives by ringing the bells in front of the school. The art department is participating in the international event, Pinwheels For Peace on September 21, 2010, International Peace Day. Wheels are created to

celebrate and spread an awareness of world peace - WHIRLED. Lastly she said she would like to offer a great congratulations to the PSAT National Merit Scholarship Commemorations - Seniors Alex Deluva, Grant Haines, Brian Lictey, Ebony Pisopote. She continued that she would like to offer her congratulations to the National Merit Scholarship Finalist, Benjamin Craft and Brenda Jacota. She extended her thanks for everyones attention and said once again that it is an honor to join the board.

President Leeson called for the approval of the minutes from the following meetings: May 11th – Public Budget Hearing, May 17th – Regular Board Meeting, July 26th – Regular Board Meeting.

APPROVAL OF
MINUTES

Director McKeon made a motion to accept the minutes which was seconded by Director Tenaglia.

MOTION TO ACCEPT
MINUTES

President Leeson called for a voice vote to approve the minutes. The motion was passed by a unanimous voice vote.

VOICE VOTE TO
ACCEPT MINUTES

Motion passes 7-0

President Leeson called for the approval of the committee minutes from the following meetings: August 2nd – Board Finance Committee Meeting, August 2nd – Board Facilities Committee Meeting, August 9th – Board Curriculum Committee Meeting, September 13th – Board Finance Committee Meeting, September 13th – Board Facilities Committee Meeting, September 20th – Board Human Resources Committee Meeting.

APPROVAL OF
COMMITTEE
MINUTES

Director Tenaglia made a motion to accept the minutes which was seconded by Director Follweiler.

MOTION TO ACCEPT
COMMITTEE
MINUTES

President Leeson called for a voice vote to approve the minutes.

VOICE VOTE TO
ACCEPT MINUTES

Director Tenaglia stated that the Human Resource Meeting on September 20th – Agenda Item - page 3 should be changed from August to September. He stated that the superintendent was made aware of this change.

President Leeson called for a voice vote to approve the

minutes as amended by Director Tenaglia. The motion was passed by a unanimous voice vote.

Motion passes 7-0

President Leeson called for approval of the Financial Report/Payment of Bills.	FINANCIAL REPORT/ PAYMENT OF BILLS
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Director Tenaglia made a motion, seconded by Director McKeon, to accept the Financial Report and Payment of Bills, (Item number 23, 24, 25)	MOTION TO ACCEPT FINANCIAL REPORT/PAYMENT OF BILLS
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President Leeson called for a voice vote to approve the Financial Report/Payment of Bills. The motion was passed by a unanimous voice vote.	VOICE VOTE
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Motion passes – 7-0

President Leeson stated that there was an executive session prior to this meeting starting at 6:00. The board went over various negotiations and also a grievance. She said that everyone is wondering about the Bethworks TIF and where the board stands. She said that she wanted to give everyone an update since the last meeting of August 16 th .	PRESIDENT'S COMMUNICATIONS
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President Leeson stated the following:

“As you know, August 11th, the Board set and established their position as it related to the original TIF in a letter sent to the RDA. It was titled the priorities and concerns of the BASD regarding the TIF financing. On August 20th a team from the BASD met with the RDA’s bond council Bill Rhodes and bond financing. After 8 hours of discussion, several financial terms were agreed to. From August 23rd on, the BASD was restricted from talking with anyone other than bond council. On August 28th we received a summary from bond council of their understanding of the terms agreed upon at the August 20th meeting. Our understanding varied a little. The board reviewed the summary and provided feedback to bond council and without further discussion the rebate agreement was sent to us September 16th, missing the critical information of the planned project, the cost and the ownership. County council approved the document at that time. The schedule of information of the general projects, costs and ownership arrived to city council and to the BASD late on August 21st. City Council passed the document

understanding there would still be changes. We notified the RDA and bond council several times of the time line we needed to work within. Bond council has been very responsive these last couple of days and we have made a lot of progress, but there remains a few areas of language discussions. For the most part, we agreed to the terms and we are just clarifying language. The board has taken a responsibility to our taxpayers, to our students and to our community very serious. We committed 10 years ago to help develop the largest ground field project in the US into a thriving tax producing retail/commercial area. We are still committed to upholding that agreement with the agreement being proposed including the plan to fund the outdoor performing arts center, the visitors center, the parking facilities and all the other amenities will be funded and in turn the school district along with the other taxing bodies will retain approximately 2/3 of this years taxes which translates into about 2 million dollars for the school district. We will proportionately split the excess revenues on the existing assessed properties. The most significant finance difference between the original proposal and the current proposal is that we are going to establish a new floor assessment 2010 for all existing properties. Any increases in either taxes or assessments will go directly to the taxing bodies. The third finance difference is a change in any new development from the existing 85 per cent to the TIF plan and 15% to the taxing districts, to a 65% split for the TIF plan and 35% to the taxing bodies. Making some reasonable assumptions this would mean that for the school district over the next 10 years we would take in approximately 54 million dollars in taxes. Approximately 27 million dollars would go to the TIF plan and approximately 27 million dollars would go back to the school district. That is with some reasonable assumptions and that is not a guarantee. We are very pleased that this solution allows the completion of the project and it also allows a considerable portion of the taxes available for the use in our district. We are not interested in speaking to the way other governmental bodies handled the approval of their document but our board has decided to make sure that the entire board has received a complete document before voting. The board received this evening a semi complete, we're getting to about 90% complete, but we will need a complete document before voting. Therefore we are scheduling a special board meeting next Monday, October 4th, prior to our committee meetings which means that that meeting will start at around 6:00. Bond council has given us

the opinion that it is not necessary to have a public hearing but this board has decided to hold a public presentation next week prior to the vote and courtesy of the floor will follow the presentation. We are very confident that we will be able to solidify an agreement in the next couple of days and we are very happy that we have come to such amenable terms for all parties involved. Thank you.

President Leeson stated to Dr. Roy that it has been a month since he has been with the district and she said the board has kept him busy during this past month with a lot of interesting things. She continued saying that she wanted to say what a pleasure it has been working with him during this past month.

SUPERINTENDENTS
REPORT/
RECOGNITION

Dr. Roy extended his thanks and said it has been a pleasure for him as well. He is happy he is getting to know the district and starting to get caught up on everything that is going on. He said that he would like to share some informational items with the board and the public. First, he said that Mrs. Tate, our supervisor of federal programs shared an email with him that she received from the department of education, division of federal programs which they were saying that they view the portion of the website that deals with federal programs, as a model site and they have shared that information with schools across the state. He continued that in fact they've told those schools to check out the BASD website prior to having any evaluations and audits by PDE because they are using our site as a model. He went on to say that he wanted to thank and congratulate Mrs. Tate for sharing this information. Also, he wanted to share that the Bethlehem Health Bureau and the Bethlehem Area School District and the 21st Century Community Learning Centers have collaborated to provide workshops on emergency preparedness. He said that this is information that is going out to parents and parents from surrounding nonpublic schools inviting them to attend these workshops which have been scheduled the on Thursday, November 11th at 6:00 pm at the Northeast Middle School and on Thursday April 7th at 6:00 pm at the East Hill Middle School Auditorium. He said that it is an opportunity to learn about emergency preparedness about what parents can do, and what the schools do as well and the community. He said that the School District will offer free flu vaccines for all Bethlehem Area School District students, both public and non public, on Saturday, October 23rd, from 9:00 am to 1:00 p.m. and on

Thursday, October 28th, from 4:00 pm to 7:00 pm. He said that both clinics will be held at Liberty High School in the Library. Dr. Roy stated that he is also proud to announce that there will be a ground breaking ceremony for the solar projects that the board has approved and been supporting. This ground breaking ceremony is scheduled for Wednesday, October 6th at 1:30 pm at James Buchanan Elementary School. He said that this is to kickoff the solar projects that are planned at Freedom, East Hills, Farmersville Elementary, Spring Garden and James Buchanan. He said that the administration and the board are excited to take these steps both to be environmentally wise and also for the cost savings that they project will benefit the district. The administration would like to invite the public to this event. He continued saying that Science Fest 2010 is here once again and the district will host its annual Science Exploration Day, Science Fest 2010, on Sunday October 17th from noon to 5:00 at Marvine Elementary School. This event is sponsored and supported by many local organizations. He invited everyone to come and enjoy an afternoon of exciting science related presentations and activities geared toward Grades K-8. He said it is open to all of the community.

Dr. Roy wanted to share a brief Federal Programs update. He stated that when the final federal monies and state monies were determined, some of the grants went up some of the grants went down. At this point, he said they are adjusting the applications and resubmitting them as they need to do in response to those changes.

Dr. Roy stated that he had shared with the board a memo and some documents relating to the Martin Tower TIF discussion and he is bringing it back as unfinished business, really for the board to discuss this evening, how it would like to proceed on discussing the Martin Tower TIF and as he highlighted to the board, he thinks the first step is to determine whether or not the board feels that the proper process was laid out under the TIF laws and has been followed to this point on the Martin Tower TIF and if it has not been followed, what do they think needs to happen in order for the proper process to take place and on the other hand if the board decides it is comfortable with the process and that the process for the Martin Tower TIF has followed is procedurally appropriate, then he would suggest that the board set a date, perhaps next week, to discuss the merits of the Martin Tower TIF plan with moving towards an eventual

UNFINISHED
BUSINESS

vote either up or down on the plan.

President Lesson asked if anyone had any further discussion on the process and what you would like to see happen from here on out.

Director Follweiler stated that as she understands, is that the process that was explained by the law is that the city and the school district should both review the proposal and have a suggested resolution prior to the county and the public hearing. She then asked if her understanding was correct.

Dr. Roy stated that the law actually calls for in this case, the city and the district to adopt the resolution either supporting or not supporting 30 days in advance of the public hearing. A date has not been set for that yet.

Director Follweiler said that it is been her contention all along that she would like to have public input in any decision making so the resolution would not be necessarily a commitment should the public bring new facts to light.

Atty. Spry stated that there has been a TIF plan presented to the board and a proposed resolution, and the way he's seen these operate is that the board adopts a resolution approving a TIF plan in district. If the city makes a change to that plan then the school boards resolution would not be any longer valid. In other words you are approving a plan that is before you and he thinks that if there were public input that would cause a change in the plan and then the district would not be obligated on whatever the changes were.

Director Follweiler stated that she is struggling with it logically. I would think the public hearing would come first.

President Leeson stated that she agrees with Director Follweiler, that if you adopt the resolution and then have a public hearing how does the resolution get changed?

Atty. Spry stated that if there were a public hearing and the resolution or the plan were changed then the school board is not bound by that new plan. He stated that in other words you are a school adopting a resolution to approve a plan that is before you and if that gets changed down the line, then you are not obligated to the new plan.

Director Follweiler stated that she has more questions. She

said that if we adopt that resolution and it is not changed by the city or the country, but the public stands in a different favor than the resolution, are we still bound to it or do we have a final vote after the public hearing.

Atty. Spry stated that he thinks you are bound to it once you adopt it.

Dr. Roy stated that we might thread that needle by making sure that as the board has already committed awhile ago to have any discussions about the TIF publicly, as we are tonight, and the public hearing is not the districts responsibility. It is the development authorities responsibility but the board has stated it several times that they want the discussion to be public. He stated that the way we might address our need for the public discussion is to do it here and to do it at the committee meetings on the merits of the plan so that everything is available to the public and we would have the opportunity as we do at all of our meetings to receive public input before the board would take a vote.

Director Burkhardt stated that it was his assumption that both the city and the school district would hold their own public input sessions prior to the vote of those two bodies, just as they have heard from the community two or three times. We've had input at our meetings at Broughal and we've had input at our committee meetings at the Ed Center. He stated that his concern, and it has been that from the beginning, is that the city would be going through that same process almost simultaneously as we are since they are the ones who are responsible for the city planning of this huge project. He continued that they are the ones who have zoning and engineering and all kinds of people available to them to make sure that it is done the best way that is possible. He said he has felt somewhat concerned about that from the very beginning and that the first group that was being asked to approve it and he understands why, was the school district, when really a lot of the issues should be relative and a lot of the things that were mentioned to us by the community, the density, we have no control over that. He continued that it is truly not our domain and if the city and people in the city want to fight with somebody over that, they ought to be fighting with city council, therefore, he was really hoping that they had that input and that vote before they would do their vote. We've heard what people are concerned about, but he doesn't know that any other of the bodies that need to

be approving this have gone through that same process. He continued to say that if you are asking what he is looking for, he said he was looking for the public input at the city level and let them explain why the density is what it is and all of the issues that people have brought up to us because it will help him to understand better also what he is expected to be voting on.

Director Amato stated that he didn't completely agree with what Director Burkhardt said. He stated that the issue about density has come up from the public and also from the board and he believes this group has given us alternatives or different options that would control the density of that particular area, so they are proposing the best density for that particular area and the option that they are proposing is option A and if nothing happens, then the board could go ahead with option D. He continued that his concern is that this has been before us we have voted and there was a consensus given about going forward and that the city has to have their hearings and so does the board, but said that the board can set a day or a special hearing to get theirs out of the way. He said he feels that we do not need to wait for the city, the board can say this is what we want and this is what we need to see in this particular TIF, and this is what has been presented to us and move forward with it. He continued saying that the monkey is then off our backs and that it is off to the city and hopefully the city will be doing this simultaneously with what the board will be doing to get input. He said that this will never get going if somebody doesn't get moving on it. Director Amato said he thinks they have an opportunity to help to develop that area to the best needs of this district. He said that they could sit back and say that it is not their decision and that it has to come from others before we even act on it. Unfortunately, the reality of it is that the board has a time line and he thinks they need to be fair with that and be able to do what we need to do to approve or not approve this and the board has stacks of documents that show the various options, A & D, that they could make some decisions on at least what would be the best for the district if they had a voice in it and the voice would be going forward with some type of TIF.

President Leeson stated that she personally agrees with Director Burkhardt and thinks that so many of the issues that surround this particular TIF are really more city issues then they are school district issues and she would like to see the

city going first. She also stated that for her there is a second issue and as she discussed a couple of other times that there is a large variance in the numbers from the first time to the second time and they were the districts numbers. She said that she still has not heard why there was such a variance in those numbers and she would like to have an understanding of exactly what the economic impact is going to be and why those numbers changed so dramatically. She said she would also like to have a review of the documents by their solicitor to make sure that the language and what is in the documents is exactly what they intend to be agreeing too. She said she would like to see a little more research being done on the districts side, presentations which of course they can start at the next finance meeting but she agrees with Director Burkhardt, that she would like to see the city moving before the school district.

Director Ortiz stated that she agrees with both Director Burkhardt and with Director Amato and more particularly since they do have to get more information and there is a lot of questions and at the same time this is a great opportunity for the district. She continued with what Director Amato said which was to be able to develop that area and not to just end up with it as it is and we have to move because there is time line restrictions, so my question to the board is are we going to linger and let this up in the air or we going to have a time line so these people could move forward or just stop. She stated that they have to atleast be given some guidance.

Director Amato stated that he thinks the pile of documents that have been given to the board pretty well answers the concerns that the board would have, whether it be in some of the figures they got from figures that we used in determining households and the number of students, etc. He continued that in looking at the documents, you can see the difference from option A to option D and Option D can be that they are just going to go ahead with the project and it'll be the worst possible scenario for this district. If you look in the documents, you can make a good decision based on what is in those documents and if you feel that you can't then he feels that they are doing an injustice to a group that wants to come into the area and develop something and we are just dragging this thing out. He stated that you can say that the city should do it first, but they can get their work out of the way and he is unsure why the board doesn't want to do that.

Director Follweiler stated that one of the reasons that she was concerned so much about the public input is because the majority of the public input that she has gotten is statements that the development of property is not the job of the school board and that the school board should be concerned about the students and running the schools. Now she understands that their job does include the entire stakeholder which includes the taxpayer, thus we have to be involved in such things as the TIF but that is what they've gotten as a board via email, I have gotten some verbal comments from people on the street or on the telephone and there are other issues that would concern the city planning that wouldn't be our issue. For example, she said that someone ask her last week about the run off in the Monacacy. She said that it is not something that the board should be looking at but it is a legitimate question that at a public hearing with all taxing bodies there that could come up. I understand Director Amato's frustration in wanting to vote because we have gotten the consensus in committee a couple of times. She continued that the first time is that we would not move forward, second time was that we wanted to move forward and frankly she is fine with putting a date to it. She said that she would be honest with all of the board, especially the gentlemen who has done so much work, but at this time her vote would be no.

President Leeson stated that the board has one major question on the table, do they want to wait for the city or do they want to move forward. She asked each board member for their answer.

Director Tenaglia stated that he sees no reason for the district to take the lead on this issue. He said they don't have the expertise in planning. He would like to see the city go first.

Director Amato stated that the board should take the lead.

Director Follweiler stated that she would like to have a public hearing first and she would say no to either option. She stated that if they cannot have the public hearing first, she is indifferent to whether the city goes first or whether the board goes first.

Director Ortiz stated that she would like the board to take the lead.

Director McKeon stated the if he read the paper work properly correctly, it doesn't make any difference who goes first and he would support going first. He had a question for Atty. Spry. His question was if in our discussions we select option A and Option B has been approved by planning but has not gone to city council for approval yet, it would then sound like city council would have to go back to direct planning to look at options A & B and bring it to the board for a vote and if the board had chosen A and they had chosen B then would the boards vote be cancelled.? I am correct in saying the boards vote is not abiding? Would we then have to go back and revisit whatever option was approved by city council if it different from ours? He stated that the board should go first.

President Leeson stated that she would prefer the city goes first.

She stated that the board is tied on the vote for them to go first or the city to go first.

Director McKeon ask if it would be acceptable to discuss it since they don't have to set a date for a decision and they could address the couple of questions that President Leeson raised around reconciling some numbers and then have Attorney Spry do a review of the document. He stated that they could share that information at the finance committee meeting while also encouraging the city to move ahead on it as well.

President Leeson asked if everyone would agree that the board would like to move forward with perhaps some more in depth analysis at the finance meeting? She asked if there were any objections to doing that at this time?

Director Tenaglia stated that he had a question for the administration. He said that in the most recent email from the superintendent, Dr. Roy indicated that the district would have some financial analysis available for us at the October finance meeting and asked if he was utilizing PFM for any of that analysis?

Dr. Roy responded saying that they are using PFM for the other TIF analysis and he is not sure right now whether they have previously used them for this analysis, but said that the administration can certainly do that. He stated that he knows

that Mrs. Gober provided an analysis to the administration awhile ago that they haven't reviewed yet, so he will ask that question and can certainly have them weigh in on it as well.

Director Amato stated that if we move forward as Dr. Roy suggested with a meeting or fact finding at the finance meeting and he doesn't agree with having a discussion at the finance committee meeting. He stated that this isn't something that you are going to squeeze into a finance committee or the board would be there until 2:00 in the morning and no one can function like that. He stated that there should be no reason why they couldn't have a special meeting to address this issue so that the public has an opportunity to do what they need to do and the board has an opportunity to hash this issue out and not be rushed through it, like they do a lot of things and people get frustrated and walk out not wanting to stay until 1:00 in the morning. He stated that if we are going to do something, then let's move forward with a meeting where the board can sit down and address this particular issue.

President Leeson asked how the rest of the board feels about having a special board meeting to address this issue only and if they are going to wait until the end of October to having this meeting or does the board want to start with some of the information in the finance meeting and move from there to a special board meeting. She said that these are some of the options that might be available at this time.

Director Tenaglia asked why do they need a special board meeting as opposed to a designated committee meeting to address solely the Martin Tower TIF issue and have the discussion that Director Amato is seeking with a public input. He said that he doesn't think that their needs to be special meeting.

Director Amato stated that that would be fine if the board takes a committee meeting and specifically addresses this issue like was done with the swaps. He stated that he is not opposed to that. He said he just doesn't like to have a half a dozen items, and each one is very important or it wouldn't be on the agenda, and the board short changes something and he thinks it is our duty to make sure that if there is four items on the agenda then they should get the type of attention that those items need. He stated that if the board can agree that at the next finance meeting we will address this issue the he is

all for that.

President Leeson asked if the board would allow the administration to look at the agenda and if they find that the agenda they feel could accommodate a lengthy discussion and that the primary discussion of the evening will be the TIF then they will then schedule it, if not, they will change it to another meeting specifically for the TIF. She asked if that would be agreeable to all board members at this time?

Director Follweiler stated to just keep in mind that if the board is looking at the Monday night agenda to also look at the facilities meeting and she might suggest that they throw a date of perhaps the 6th out there and if it doesn't work out for Mondays agenda, that they could add a meeting on Wednesday or whatever other day so that there is time to discuss the issue.

President Leeson stated that the first week of the month is always difficult.

Director McKeon stated that he could email the board tomorrow when they go back and look tomorrow morning what things are pending for those other committee meetings. He stated that if they can push some things back maybe they can clear the agenda to make the time to have the Martin Tower TIF discussion.

Director Burkhardt stated that based on his paper copy of the agenda, the board finance meeting is supposed to have two items, budget guidelines for next year and the Martin Tower TIF. He said it appears as though they would have time to do it at this October 4th meeting.

President Leeson stated that why don't they leave it in the hands of the administration for now and they will notify the board if they feel that it is necessary to move to a special meeting.

Director Ortiz asked if there was an alternative just in case they can't do it.

President Leeson stated that they do not at this time have an alternative, but she said they are going to let the administration decide because the first week is normally not particularly good and they will end up probably having to

move from the first week anyway.

President Leeson stated that are moving to the second issue for discussion which is the Bethlehem Area Vocational Technical School Surplus discussion. She said that Director McKeon is going to lead this discussion.

Director McKeon stated that everyone has a copy of what he gave out last week. He continued to say that what he asked the people up at the Vo-Tech to do is to give everybody a summary of the surpluses or deficits for the last couple of years. He wanted them to go back to 2004 – 2005 and then from there to try to explain the reason for the excess funds. He said they have a chart that demonstrates both in a power point demonstration. He continued saying there were budget savings of approximately \$475,000 and monetary decisions made not to do X, Y or Z. In this case, he said, like not fulfill a vacant professional position, not to fulfill a vacant professional position for a second semester if they are anticipating retirement, not fulfilling a budgetary number of administration intern positions and various other things, that resulted in \$430,000 of anticipated expenses in numerous items, that did not come to fruition so that there was another \$475,000 making the total \$905,000 dollars for 2008-2009 spending. Then there was an analysis of possible suggestions for how that is to be distributed. He said that if you to go back to the first page with the excess funds, there is also a description of the distribution that has taken place since 2004-2005 to 2009-2010 and as you can see in some years the Vo-tech maintained their entire surplus. The last two years, he stated, 2007–2008 and 2008-2009 the excess funds were returned to the respective districts and this year, the almost \$906,000 is under discussion. Vo-tech didn't seem to be married to the proposed discussion or suggested distribution, but knows that they've got the capital reserve they have pending is almost 1.2 million dollars worth of improvements that have to be at the annex soon over a several year time span. He went on to say that the house project which is on Hecktown Road across from the main campus, once they get the sub divisional approvals from Bethlehem Township, they are going to have to make a decision as to how many units they are going to put together and rehabbing of the house that exists there. He said that right now they have \$173,000 and they are asking for another \$200,000 to be set aside for that anticipated construction. He stated that with that in mind, what did the board want him to

tell Vo-tech to do with the surplus of money.

Director Amato stated that this is refreshing that we have a group that actually under spent their budget. He stated that that doesn't happen very often in today's real world and now we want to penalize them somewhere along the way, not specifically penalize them, but he doesn't want them to give everything back. He stated that if you take a look back at what Director McKeon has given us you can see that over the years that group has under spent. He said he is a member of the board at Vo-Tech, but hasn't gone there in a while, but there is a lot of work that has to be done at the Vo-tech school. He asked Director McKeon if Vo-tech has a fund balance. Director McKeon said that they have a \$650,000 fund balance.

He stated that another thing might be to put the money into a capital account or into a fund balance and start addressing some of the needs over there before they get out of control and it is going to cost us that much more to get them fixed.

President Leeson asked Director Amato what is his proposal. She said they have been offered several different scenarios and their original suggestion was to a 50/50 split.

Director Amato stated the he feels that they were very good at coming back with an option or suggestion to do a split like that. He said that it still doesn't address what needs to be done with that school and if the board feels that the school is a part of our process that we need for the future then he thinks the board needs to address the schools needs, capital needs that seems to have been tabled 5 or 6 years ago when they were originally being discussed. He said that his suggestion would be rather than giving it back to the district and we in turn have to give it back to them for making some of those capital improvements, why don't the board put it either in to a capital improvements fund or to a fund balance that would be earmarked for various projects that have to be done to bring that school up to standard.

President Leeson asked if he was proposing to allow them to keep the entire surplus?

Director Amato stated yes, let them keep the entire surplus because if we do take their suggestion and we do a 50/50 split and give it back to the districts and we do decide that in the

future there are certain projects that need to be done over there, we are only going to give it back to them anyway.

Director McKeon said to Director Amato that they haven't asked to give them a 100%, they ask that we share 50/50 and wanted to know if Director Amato was satisfied with the 50/50 split.

Director Amato stated that since they saved it and if the board decides that these projects are projects that don't have to be done yet and could be put off for years, then the 50/50 split he is absolutely for. However, if there are things that the board thinks needs to be done with in the next six months to a year or year and a half, he said that since they saved it lets get things fixed.

Director Ortiz stated that she completely disagrees with Director Amato on this issue. She stated that the board has seen that they have had surpluses most of the time and her question is in a perfect world that is what we would have, but in her opinion she thinks the board has over budgeted a bit here and that's why it might be looking like a savings. She continued to say that in our district we have so many needs and if we are going to give our 50% back to the school, whatever happens to a school that we have just made a wonderful planetarium and we can't buy their seats? Whatever happens to another principal that we can't have? She said that we have to have a balance. She said that she was not saying that the board should not give them something, but at the same time we have to keep money to cover the needs of this district as well. She said she believes they have already covered all their needs and this is just a surplus and it belongs to the district so she believes that 75 % of the surplus should go to the district.

President Leeson asked if Director Ortiz wanted a 75/25 split.

Director Follweiler stated that she wanted to make it clear, so that everyone understands how Vo-tech actually works. She stated that it is comprised of three districts and Bethlehem being the largest and our students attend the Vo-tech so that their board is comprised of members of this board and their budget is comprised of monies coming from this district as well as the other two sending districts. She stated that Director Ortiz's point, that we are all struggling throughout the district which includes the Vo-tech and they have this surplus of money and it is a matter for this boards decision, in

her mind, as to what do we do with that surplus money, does some of it stay towards the Vo-tech for future needs or does some of it come back to the sending districts for their future needs. She stated that she likes the 50/50 split but she clearly sees Director Ortiz's point of the excess over the last two years and she thinks that the board needs to watch the budget process very closely next year and if there is another excess than perhaps they need to step in that little bit more, but for this year, She would like to see the 50/50 split because she thinks the Vo-tech and the rest of the Bethlehem Area School District will benefit from this \$900,000 surplus.

President Lesson stated that she needs to clarify on the budget changes at the Vo-tech and she was on the board until about March or so and it goes back a couple of years ago when our board was beginning to have significant financial problems, that some of our board members, herself in particular, began to say they cannot vote for things here that the board cannot vote for at our own district and the Vo-tech took the initiative to begin cost cutting and to begin paring down their expenses. There was a second thing that occurred at the same and it was a change in the business manager and the new business manager really started to take a look at processes and new ways in which to save money at the Vo-tech. She continued saying they were very aggressively trying to cut their costs and one of the things that they did, in particular, was for example, conferences, instead of sending five people, they would send two or one or not go at all. She stated that it is important that they keep up to date at Vo-tech, but they were watching very carefully and they were very sensitive to the needs particularly of Bethlehem but of all the school districts and that is one of the reasons that we are beginning to see the largest disparity between what they are spending and their budget, because if you look at the line particularly in the last year, there was not a large increase in the revenues asked for from the districts. She stated that she just needed to clarify that it was cost savings that have been the majority of the savings there.

Director Burkhardt – stated that there is a section in this report that talks about their capital reserve of about \$650,000 of which \$130,000 is encumbered so that they have an unencumbered \$519,000 and then it goes on to the next page saying that D'huy Engineering shortly will be performing studies about two major issues, both air quality improvements at the annex and HVAC at the annex of over 1

million two hundred thousand dollars. He continued saying it sounds like we are going to pay it now or later, so the 50/50 split may sound good right now for us, but if this is going to happen we will be giving it back to them in a year. He asked Director McKeon if these are issues that are pretty serious.

Director McKeon stated that they are in the process of revisiting the annex issue and there are what they view as, and they do not have any bids or anything out at this point, that is what they project to be their expenses for the air quality improvements, and whatever work they are doing they are obviously being brought up to OSHA standards. They are working on it already, but as they do upgrades they have to come to a newer more stringent OSHA standard plus the HVAC, probably an old heating system among other things, so they are anticipated expenses. He stated that if you took that unencumbered balance of \$519,000 – they have that \$1.2 million dollars sitting as some type of obligation within the next 24 months.

Director Burkhardt stated that we should just let the money alone.

Director McKeon asked if Director Burkhardt meant accepting their 50/50 request since that is basically what they put on the table.

Director Burkhardt said that he doesn't understand why they did that if they knew they were going to have these major expenditures coming.

Director McKeon stated that he thinks, as President Leeson alluded to the last two budget years and Director Tenaglia was part of it, there have been open discussions whether to keep the surplus or not keep the surplus and they have never resisted not giving us anything back and when the first discussion came up the question, as Attorney Spry knows, could Bethlehem ask for their piece of the surplus and let the other two districts continue to contribute to the Vo-tech for surplus purposes and the answer was no, it was all or nothing. He stated that this is where we are at right now and he agrees with President Leeson that they have a different set of eyes looking at the numbers, like we are seeing ourselves. He continued saying that there is a different business manager and they look at things differently, for the better or worse, and that is what is going on.

President Leeson asked to clarify that she believes there probably will be a surplus this year as well because that gap will probably continue throughout this year.

Director Ortiz stated that she just sees projections. They don't have actual bids, these are just number thrown out there, so as long as she doesn't see a paper that says this is what we are going to spend, this is just numbers and we are just giving money based on numbers that have no bids. She continued that on top of that they have an additional surplus and we're going to give that money back that we are needing right now in the Bethlehem School District and she just thinks why can't they use they other surpluses. How are they going to use other surplus money since they haven't given us any actual numbers. She continued saying that we don't have actual bids or contracts, just number so she feels we should still keep 75% so they could take care of some of Bethlehem School Districts expenses.

President Leeson stated that on the table right now are three proposals: One proposal is a 50/50 split, which is what the Vo-tech has ask for. Second is a 75/25 split, which Director Ortiz is recommending and third is to allow them keep all of the money.

President Leeson asked each board member to voice their preference.

Director McKeon – 50/50 split
Director Ortiz– 75/25 split
Director Follweiler – 50/50 split
Director Amato – keep it all
Director Burkhardt – keep it all
Director Tenaglia – 50/50 split
President Leeson – 50/50 split

President Leeson stated that currently there are four board members here this evening wanting a 50/50 split and this gives Director McKeon what he needs to take back to the board at Vo-tech.

Director McKeon stated that he will speak to Vo-tech tomorrow and that way it will be up on their agenda in October.

Dr. Roy stated that he had shared with the board a memo and some documents relating to the Martin Tower TIF discussion and he is bringing it back as unfinished business, really for the board to discuss this evening, how it would like to proceed on discussing the Martin Tower TIF and as he highlighted to the board, he thinks the first step is to determine whether or not the board feels that the proper process was laid out under the TIF laws and has been followed to this point on the Martin Tower TIF and if it has not been followed, what do they think needs to happen in order for the proper process to take place and on the other hand if the board decides it is comfortable with the process and that the process for the Martin Tower TIF has followed is procedurally appropriate, then he would suggest that the board set a date, perhaps next week, to discuss the merits of the Martin Tower TIF plan with moving towards an eventual vote either up or down on the plan.

UNFINISHED
BUSINESS

President Lesson asked if anyone had any further discussion on the process and what you would like to see happen from here on out.

Director Follweiler stated that as she understands, is that the process that was explained by the law is that the city and the school district should both review the proposal and have a suggested resolution prior to the county and the public hearing. She then asked if her understanding was correct.

Dr. Roy stated that the law actually calls for in this case, the city and the district to adopt the resolution either supporting or not supporting 30 days in advance of the public hearing. A date has not been set for that yet.

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° Information Item Only

1. *Approval of the Emergency Operations Plan*

INFORMATION:

In accordance with Board Policy Number 805, Emergency Preparedness, the emergency preparedness plans shall be reviewed at least annually and modified as necessary. The Pennsylvania Emergency Management Code also mandates that every school district, in cooperation with the local Emergency Management Agency, shall develop and implement emergency preparedness plans.

The Bethlehem Area School District's Emergency Operations Plan is to be adopted for emergencies and disasters occurring within the Bethlehem Area School District. The plan is designed to comply with all applicable federal and commonwealth of Pennsylvania laws and regulations and provides the policies and procedures to be followed in dealing with emergency conditions. The plan supersedes all previously developed emergency plans.

RECOMMENDATION:

That the Board of School Directors approves the Bethlehem Area School District's Emergency Operations Plan in compliance with the regulations set forth by the Pennsylvania Emergency Management Services Code.

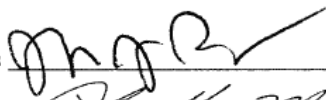
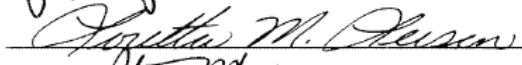
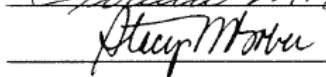
The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

Promulgation

This plan is adopted as the Emergency Operations Plan for emergencies and disasters occurring within the Bethlehem Area School District. This plan is designed to comply with all applicable federal and Commonwealth of Pennsylvania laws and regulations and provides the policies and procedures to be followed in dealing with emergency conditions.

This plan supersedes all previously developed emergency plans.

Adopted this 27th day of September, 2010.

Superintendent of Schools 
School Board President 
School Board Secretary 

2. *Transportation Schedule for the 2010–2011 School Year*

INFORMATION:

The student transportation schedule for the 2010–2011 school year has been completed. This schedule provides service to public and nonpublic students who are eligible for transportation.

RECOMMENDATION:

That the Board of School Directors approves the student transportation schedule for the 2010–2011 school year.

The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

3. *Community Service Agencies*

INFORMATION:

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

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

RECOMMENDATION:

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

The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

Name of Agency/Organization: Holy Ghost Church

Address: 417 Carlton Avenue, Bethlehem, PA 18015

Phone number: 610-867-9382 *Contact Person:* Rev. Wayne E. Killian, Pastor
Ronald J. Koach, Jr., Assistant

Email address: holyghost4@verizon.net

Web Site address: holyghostbethlehem.parishesonline.com

Number of students requested: Varies *Minimum age:* 14

Description of service opportunities: Light maintenance, yard work, helping with parish fundraisers (dinners, Fall Fair, etc.)

Minimum Time of Service Per Shift or Session: Varies

Hours agency is open to community service students: Varies

Dress requirements: Casual

Supervision provided by: Rev. Wayne E. Killian, Pastor and Ronald J. Koach, Jr., Assistant

Training and/or orientation: As needed

Additional information or comments:

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

Name of Agency/Organization: Star Cross Youth Performing Arts, Inc.

Address: 587 E. Fairview Street, Bethlehem, PA 18018

Phone number: 610-419-6066 *Contact Person:* Roger A. Exposito

Email address: starcrossdirector@gmail.com

Web Site address: www.starcrossyouth.org

Number of students requested: 2 *Minimum age:* 14

Description of service opportunities: Outreach activities including marketing and research. Grant writing opportunities. Qualified students mentor younger students in dance, instruments, and marching.

Minimum Time of Service Per Shift or Session: 2 hours

Hours agency is open to community service students: 9-6 p.m., Monday to Friday.
Also, evenings 5-9 p.m. at rehearsals.

Dress requirements: Casual

Supervision provided by: Roger Exposito

Training and/or orientation: As needed

Additional information or comments:

*Through the BSA - Star Cross is a Venture Post (#3007). Every volunteer will be signed on as a member of Crew #3007 and the BSA insurance Plan provides the unit (and its members) with a one-million dollar liability policy.

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

Name of Agency/Organization: Trinity U.C.C. Food Pantry

Address: 81 E. North Street, Bethlehem, PA 18018

Phone number: 610-691-8200 *Contact Person:* Mr. Bart Bartholomew,
Rev. Maria E. Spada

Email address: trinityunitedchurch@rcn.com

Web Site address:

Number of students requested: Varies *Minimum age:* 14

Description of service opportunities: Stacking shelves, packing groceries for food pantry clients, meeting, greeting, and directing clients.

Minimum Time of Service Per Shift or Session: 2 hours

Hours agency is open to community service students: During the school year, one Wednesday per month from 5:00 p.m. to 7:00 p.m. During holidays and summer, Wednesdays from 11:00 a.m. to 1:00 p.m.

Dress requirements: Casual – shoes, shirt and jeans

Supervision provided by: Bart Bartholomew

Training and/or orientation: Yes

Additional information or comments:

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

4. *Student Discipline – #0958112 – 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 0958112.

The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

5. *Student Discipline – #1004872 – 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 1004872.

The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

6. *Student Discipline – #0948177, #0948712, #0951282, #1000401, and #1006607 – 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 five students in violation of District Policy 233.

RECOMMENDATION:

That the Board of School of School Directors adopts the waivers relating to Student Numbers 0948177, 0948712, 0951282, 1000401, and 1006607.

The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

7. *Conference/Staff Trip Attendance*

RECOMMENDATION:

That the following conferences for staff be approved:

October 4-7, 2010 DIBELS Next Mentoring Training Harrisburg, Pennsylvania	\$870.53 Federal/PA Pact Grant
October 12-14, 2010 Introduction to Family Group Decision Making: Part 2 Philadelphia, Pennsylvania	589.55 State/Time Limited Grant
October 24-27, 2010 Keystone State Reading Association Conference 43rd Annual Conference Hershey, Pennsylvania	2,477.42 Federal/Broughal School Improvement Grant
November 1-2, 2010 Annual Sungard Public Sector K-12 Education Client Conference Hershey, Pennsylvania	2,130.00 General

The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

8. *Field Trip Attendance*

RECOMMENDATION:

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

October 13-15, 2010 (58 East Hills Middle School Nature Quest Students) (56 Nitschmann Middle School Sequoia Students) Nature Quest's Hickory Run State Park Camping Trip Whitehaven, Pennsylvania	\$2,275.98 General
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December 4-5, 2010 (25 Freedom High School Students) Cheer Tech Spirit Nationals Philadelphia, Pennsylvania	0.00
All expenses paid by the Booster Club and parents.	

December 26-31, 2010 (12 Freedom High School Students) Holiday Basketball Tournament Orlando, Florida	0.00
All expenses paid by the FHS Basketball Booster Club.	

February 4-6, 2011 (25 Freedom High School Students) Spirit Unlimited – Battle at the Boardwalk Nationals Atlantic City, New Jersey	0.00
All expenses paid by the Booster Club and parents.	

April 1-4, 2011 (25 Freedom High School Students) American Championships – American Superstarz Nationals Myrtle Beach, South Carolina	0.00
All expenses paid by the Booster Club and parents.	

The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

9. *Resignations*

RECOMMENDATION:

Instructional

1. NAME: **Beleno, Carrie**
ASSIGNMENT: Asa Packer, Grade 3 Teacher
REASON: Personal
EFFECTIVE: On or before November 15, 2010
2. NAME: **Ellis, Stacy**
ASSIGNMENT: Liberty, (.6) Spanish Teacher
REASON: Personal
EFFECTIVE: On or before November 2, 2010
3. NAME: **Haddigan, Erin**
ASSIGNMENT: Liberty, Special Education, Life Skills Support Teacher
REASON: Personal
EFFECTIVE: On or before October 23, 2010
4. NAME: **Hoy, William**
ASSIGNMENT: Northeast, Mathematics Teacher
REASON: Personal
EFFECTIVE: September 16, 2010

Noninstructional

1. NAME: **Cope, Florinda**
ASSIGNMENT: Liberty, Cook
REASON: Retirement
EFFECTIVE: December 24, 2010
2. NAME: **Crespo, Arlene**
ASSIGNMENT: Child Care, Assistant Center Supervisor
REASON: Personal
EFFECTIVE: August 26, 2010
3. NAME: **DeJesus, Maria**
ASSIGNMENT: Liberty, General Kitchen Help
REASON: Personal
EFFECTIVE: August 27, 2010

9. *Resignations*

RECOMMENDATION:

Noninstructional (continued)

- | | | |
|----|-------------|---|
| 4. | NAME: | Fluck, Jo |
| | ASSIGNMENT: | Donegan, Teacher Assistant, General Duty Aide |
| | REASON: | Personal |
| | EFFECTIVE: | August 27, 2010 |
| 5. | NAME: | Young, Charlene |
| | ASSIGNMENT: | Liberty, General Kitchen Help |
| | REASON: | Personal |
| | EFFECTIVE: | September 3, 2010 |

Miscellaneous

- | | | |
|----|-------------|---|
| 1. | NAME: | Castro, Maribel |
| | ASSIGNMENT: | Bus Monitor |
| | REASON: | Personal |
| | EFFECTIVE: | September 4, 2010 |
| 2. | NAME: | Kutz, Gina |
| | ASSIGNMENT: | Broughal, Assistant Volleyball Coach |
| | REASON: | Personal |
| | EFFECTIVE: | August 31, 2010 |
| 3. | NAME: | Metz, Timothy |
| | ASSIGNMENT: | East Hills, Assistant Football Coach |
| | REASON: | Personal |
| | EFFECTIVE: | 2010-2011 school year |
| 4. | NAME: | Wertman, Courtney |
| | ASSIGNMENT: | Nitschmann, Head Girls Basketball Coach |
| | REASON: | Personal |
| | EFFECTIVE: | August 27, 2010 |

The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

10. *Leaves of Absence*

RECOMMENDATION:

Instructional

1. NAME: **Lausch, Jameson**
ADDRESS: Macungie
ASSIGNMENT: Farmersville, Grade 4 Teacher
REASON: Family Medical Leave of Absence, continuing
EFFECTIVE: Family Medical Leave of Absence begins
August 25, 2010, until the end of the day on
October 22, 2010
Childrearing Leave of Absence begins
October 25, 2010, until the end of the day on
November 24, 2010

2. NAME: **Shook Rachel**
ADDRESS: Bethlehem
ASSIGNMENT: Freemansburg, (.7) Mathematics Teacher
REASON: Family Medical Leave of Absence
EFFECTIVE: October 5, 2010, until the end of the day on
February 14, 2011

3. NAME: **Zelko-Mease, Kara**
ADDRESS: Bethlehem
ASSIGNMENT: Fountain Hill, Grade 2 Teacher
REASON: Family Medical Leave of Absence
EFFECTIVE: October 29, 2010, until the end of the day on
November 24, 2010

Noninstructional

1. NAME: **Amador, Lucy**
ADDRESS: Bethlehem
ASSIGNMENT: Broughal, General Kitchen Help
REASON: General Leave of Absence
EFFECTIVE: August 30, 2010, until the end of the day on
December 8, 2010

10. *Leaves of Absence*

RECOMMENDATION:

Noninstructional (continued)

2.	NAME:	Read, Helen
	ADDRESS:	Bethlehem
	ASSIGNMENT:	East Hills, General Kitchen Help
	REASON:	General Leave of Absence
	EFFECTIVE:	August 30, 2010, until the end of the 2010-2011 school year

The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

11. *Nominations for Appointment*

RECOMMENDATION:

Administrative

- | | | |
|----|------------------|--|
| 1. | NAME: | Silva, Jack, Ed.D. |
| | ADDRESS: | Bethlehem |
| | COLLEGE, DEGREE: | Pennsylvania State University, B.S.
Kutztown University, M.Ed.
Lehigh University, Principal Certification
Lehigh University, Superintendent's Letter of Eligibility
Lehigh University, Ed.D. |
| | ASSIGNMENT: | Assistant Superintendent for Education; Chief Academic Officer |
| | SALARY: | \$135,000 |
| | EFFECTIVE: | On or about November 1, 2010 |

President Leeson asked why Director Tenaglia pulled Item #11 .

Director Tenaglia stated that Item #11 pages 13 - #1, he will be abstaining from voting because he was not involved in the selection process due to the time of his appointment and stated that it is no reflection on the Recommendations of the nominee.

President Leeson also stated that she will be recuzing herself as well, since her daughter is listed in the nominations for the appointment.

Director Follweiler stated that she wanted to address item #11, which is moving to approve the hiring of a new assistant superintendent of education, chief academic officer, and she just want to say that Dr. Silva is in the audience and she hopes he heard the comments from the parents advisory committee tonight loud and clear and she think it is very true of the entire districts sentiment on how important curriculum really is for this district moving ahead and her expectation is that Dr. Roy brought in what she is calling a heavy gun and she feels confident that Dr. Silva through his interview process and his resume is that heavy gun we have been looking for and he is taking on a very large task . She said she had some numbers run through the business office and things were quite different a number of years ago and she is happy to vote affirmative on his appointment tonight and hopes that he is ready for the task.

President Leeson asked for a roll call on number 11 please ROLL CALL – ITEM #11
The question was called with roll call as follows:
Yea, Directors, Amato, Burkhardt, Follweiler, McKeon, Ortiz.

Vote passes 5-0

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

1. NAME: **Gough, Erik**
 ADDRESS: Hellertown
 COLLEGE, DEGREE: Millersville University, B.S.
 ASSIGNMENT: Northeast, Industrial Arts Teacher
 STATUS: Temporary Professional Employee
 SALARY: \$41,400 (Bachelor's, Step 1)
 EFFECTIVE: August 25, 2010

2. NAME: **Lawrence, Kelly**
 ADDRESS: Nazareth
 COLLEGE, DEGREE: Loyola University, B.A.
 Texas A & M University, Ed.D.
 ASSIGNMENT: District-wide, School Psychologist
 STATUS: Temporary Professional Employee
 SALARY: \$50,066 (Doctorate, Step 1)
 EFFECTIVE: August 25, 2010

3. NAME: **Rasich, Jaclyn**
 ADDRESS: Hellertown
 COLLEGE, DEGREE: Indiana University of Pennsylvania, B.S.
 ASSIGNMENT: Freedom, Family and Consumer Science Teacher
 STATUS: Temporary Professional Employee
 SALARY: \$41,400, prorated (Bachelor's, Step 1)
 EFFECTIVE: September 28, 2010

4. NAME: **Truby, John**
 ADDRESS: Bethlehem
 COLLEGE, DEGREE: Shippensburg University, B.S.
 ASSIGNMENT: Liberty, Social Studies Teacher
 EXPERIENCE: 2 years, Bethlehem
 STATUS: Temporary Professional Employee
 SALARY: \$42,013, prorated (Bachelor's, Step 3)
 EFFECTIVE: September 2, 2010

11. *Nominations for Appointment*

RECOMMENDATION:

Noninstructional

1. NAME: **Bilyk, Cindy**
ADDRESS: Bethlehem
ASSIGNMENT: Freedom, General Kitchen Help, 3 hours daily
SALARY: \$12.03 per hour
EFFECTIVE: September 28, 2010
2. NAME: **Ferry, Timothy**
ADDRESS: Bethlehem
ASSIGNMENT: Liberty, (.5)/Lincoln, (.5) Supplemental Custodian
SALARY: \$9.00 per hour
EFFECTIVE: September 28, 2010
3. NAME: **Hymans, Jerome**
ADDRESS: Bethlehem
ASSIGNMENT: Broughal, (.5)/SPARK, (.5) Supplemental Custodian
SALARY: \$9.00 per hour
EFFECTIVE: September 28, 2010

Miscellaneous

1. **Coaches**
Freedom High School
Football
Assistant Coach **Hudak, Kevin (.5)** New \$2,597.50
Assistant Coach **Legath, Eugene** New 5,195.00
Girls Soccer
Assistant Coach **Hynes, Erica** New 3,377.00
Swimming
Assistant Coach **Goldberg, Stefani (.5)** New 2,013.00
Assistant Coach **Osipower, Andrew (.5)** New 2,013.00
Wrestling
Head Coach **Hall, Brandon** New 6,394.00

Liberty High School
Girls Basketball
Head Coach **Yencho, Amy** New 6,394.00
Assistant Coach **McDonald, Sherri** Continuing 4,895.00
Assistant Coach **Mikulski, Kelly** Continuing 4,895.00

11. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous (continued)

1.	Coaches (continued)			
	<i>Liberty High School</i>			
	Girls Basketball (continued)			
	Assistant Coach	Yandrisevits, Jaclyn	New	\$4,156.00
	Field Hockey			
	Assistant Coach	Dillman, Melissa	New	3,377.00
	<i>Broughal Middle School</i>			
	Girls Volleyball			
	Assistant Coach	Turanchik, Mary Ann	New	1,299.00
	<i>Nitschmann Middle School</i>			
	Football			
	Assistant Coach	Wills, Thomas (.5)	New	1,039.00
2.	Extracurricular Activity Advisors			
	<i>Asa Packer Elementary School</i>			
	APTV Club	Rodgers, Kyle (.5)		183.00
		Sydowski, Gale (.5)		183.00
	Drama Club	Sydowski, Gale		366.00
	Student Council	Lyons, Tammy		366.00
	Yearbook	Lyons, Tammy (.5)		183.00
		Peters, Diane (.5)		183.00
	<i>Calypso Elementary School</i>			
	Garden Club	Christine, Martha		366.00
	Safety Patrol	Shellaway, Mark		344.00
	Student Council	Shaud, Carol		366.00
	<i>Clearview Elementary School</i>			
	Safety Patrol	Sosa, Lynn		366.00
	Student Council	Dunne-Porter, Melissa		344.00
	<i>Donegan Elementary School</i>			
	Leadership Club	Kalamar, Pamela		366.00
	<i>Farmersville Elementary School</i>			
	Band	Morrow, Ryan		344.00
	Chorus	Borst, Wendy		366.00
	Community Service Club	Brad, Shanna		366.00
	Student Council	Morgan, Megan		344.00

11. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous (continued)

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

Fountain Hill Elementary School

Cheerleading	Fenstermacher, Maria	\$ 366.00
Safety Patrol	Flad, Stephen	330.00
School Store	Fenstermacher, Maria (.5)	183.00
	Spirk, Nicole (.5)	183.00
Student Council	Fenstermacher, Maria (.5)	183.00
	Spirk, Nicole (.5)	183.00

Freemansburg Elementary School

Leadership Club	Korves, Anne	366.00
<i>Governor Wolf</i>		
Safety Patrol	Delluva, Michael	366.00
Student Council	Druckenmiller, Chad (.5)	183.00
	Meila, Jeffrey (.5)	183.00

Hanover Elementary School

Safety Patrol	Bethel, Earl	366.00
Student Council	Howe, Joan (.5)	183.00
	Sergeant, Nishida (.5)	183.00
Yearbook	Bethel, Earl	366.00

James Buchanan Elementary School

Safety Patrol	Bellucci, Eric	366.00
Student Council	Bellucci, Eric (.5)	183.00
	Butt, Julie (.5)	183.00

Lincoln Elementary School

Chorus	Hazekamp, Sharlyn	366.00
Economics Club	Anderko, Reana	366.00
Safety Patrol	Anderson, Michele	344.00
Student Council	Anderko, Reana	366.00

Marvine Elementary School

Safety Patrol	Fletcher, Tracy	344.00
Student Council	McKinnon, Stephanie (.5)	183.00
	Sikler, Debbie (.5)	183.00

Miller Heights Elementary School

Husky Radio Announcement	Voth, Karen	366.00
Science Fair	Shimer, Melanie	366.00
Scribbler Club	Werkheiser, Laurie	330.00
Student Council	Gleghorn, Laurie	366.00

11. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous (continued)

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

Spring Garden Elementary School

Safety Patrol	Danyi, Kelly	\$ 366.00
Student Council	Brennan, Lauren	366.00
Yearbook	Cassidy, Jane (.5)	183.00
	McCann, Julie (.5)	183.00

Thomas Jefferson Elementary School

Choral Club	Hummel, Kyle	330.00
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William Penn Elementary School

Newspaper	Frank, James E.	366.00
Safety Patrol	DeRaymond, Jonathan	366.00
School Store	Sevart, Beth	366.00
Student Council	Sevart, Beth	366.00

Broughal Middle School

Band Director	Gross, Maryann	2,457.00
Drama Club	Trostle, Jodi	330.00
Majorettes	Mohap, Jacqueline	330.00
Math Counts	Baker, Linda	366.00
Stage Crew	Kelly, James	330.00
Treasurer	Check, Joann	1,613.00
Vocal Group	Sakelarides, Erin	330.00

East Hills Middle School

Band Director	Terefenko, Christy	2,457.00
Drama Club	Klenk, Jennifer (.5)	165.00
	Terefenko, Christy (.5)	183.00
Majorettes	Dutt, Heather	366.00
Math Counts	Novatnak, Nadine	366.00
Newspaper	Augello, Stephanie	736.00
Stage Crew	Klenk, Jennifer	330.00
Treasurer	Stelmak, LeeAnn	1,613.00
Vocal Groups	Cunningham, Mark (.5)	183.00
	Dutt, Heather (.3)	122.00
	Klenk, Jennifer (.3)	110.00
	Quelet, Keith (.3)	122.00
	Volpato, Jennifer (.5)	183.00
Stage Crew	Klenk, Jennifer	330.00

11. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous (continued)

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

Nitschmann Middle School

Band Director	Zettlemoyer, Daniel	\$2,457.00
Drama Club	Hriniak, Sara	366.00
Majorettes	Hriniak, Sara	366.00
Math Counts	Shay, Erin	330.00
Stage Crew	Litner, Ronald (.5)	183.00
	Mitchell, Renee (.5)	165.00
Treasurer	DeStasio, Jennifer	1,613.00
Vocal Groups	deVries, Linda	366.00
	Wascura, Robert	366.00

Northeast Middle School

Band Director	Rupnick, Brian	2,457.00
Chorus	Parker, Denise	366.00
Majorettes	Nguyen, Lisa	366.00
Northeast Singers	Parker, Denise	366.00
Stage Crew	Beck, David	366.00
Treasurer	Dodson, Ann	1,952.00

Freedom High School

Director of Extracurricular Activities	Safranek, William (.5)	692.50
	Stellato, Joseph (.5)	692.50
Treasurer	Madouse, Ronald	1,952.00
Freshman Class Advisors	Devine, Katie	510.00
	Stenson, Katrina	510.00
Sophomore Class Advisors	O'Connor, Amy	546.00
	Ott, Jaime	546.00
Junior Class Advisors	Knowles, Jessica	808.00
	Zehner, Amber	808.00
Senior Class Advisors	Chabot, Sandra	1,033.00
	Marmaros, Anna	1,033.00
Art Club	DiRenzo, Lori	366.00
Assistant Band Director	Lynn, Andrew	4,498.00
Audio Visual Club	Safranek, William	366.00
Band – Stage/Jazz	Lynn, Andrew	603.00
Band Director/Majorettes/Colour Guard	Moran, Michael	6,918.00
Bible Club	Dunstan, Michael	366.00

11. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous (continued)

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

Freedom High School

Campus Club	Bloszinsky, Brad (.5)	\$ 183.00
	Jordan, Diane (.5)	183.00
Dance Team	Chilmonick, Jennifer	343.00
Debate Team	Moyer, Charles	343.00
Environmental Club	Baltz, Eric	366.00
Fall Play	Wescoe, Jennifer	1,778.00
Fashion 4 Scholars	Fonseca, Sally	366.00
Garden Club	Laughlin, Paula	366.00
Gay/Straight Alliance	Wimmer, Margaret	366.00
Hand Bell Choir	Hubbard, Michelle	366.00
Latino Leadership	Bryant, Julianne	366.00
Newspaper	Erdman, Karla	2,773.00
Pen and Ink Magazine	Kaczmarek, Kathryn	920.00
	Nagy, Gail	692.50
Photo Imaging Club	Rex, Kristen	330.00
Planetarium Club	Safranek, William	366.00
Republican Patriot Club	Tocci, Richard	366.00
SADD	Wescoe, Jennifer	366.00
Science Olympiad	Bothwell, Jamie	366.00
Ski Club	Jones, Christopher	366.00
Spring Music Instrumental	Moran, Michael	603.00
Spring Play	Wescoe, Jennifer	1,778.00
Student Council	Guerra, Nicolette (.5)	516.50
	Harakal, Charles (.5)	516.50
Technical Theatre Crew	Wescoe, Jennifer	1,033.00
Theatre Company	Wescoe, Jennifer	366.00
Yearbook	Dolak, Chad	2,993.00

Liberty High School

Director of Extracurricular Activities	Makary, Ross	1,385.00
Treasurer	Perkins, Cheryl	1,952.00
Freshman Class Advisors	Maiorello, Melissa	510.00
	Terry, Daniel	603.00
Sophomore Class Advisors	Fiske, Sarah	546.00
	Yeastadt, Nicole	546.00

11. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous (continued)

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

Liberty High School

Junior Class Advisors	Cleffi, Michael	\$ 808.00
	Michael, Erin	808.00
Senior Class Advisors	Langemayer, Alicia	1,033.00
	Rohn, Virginia	1,033.00
Art Club	Lewis, Nancy	343.00
Assistant Band Director	Long, Kevin	4,498.00
Audio Visual Club	Cleffi, Michael	366.00
Band Director/Majorettes/ Colour Guard	Macgill, Gregory	6,918.00
BUSTED	Mairiello, Melissa	366.00
Chess Team	Ambrose, David	366.00
Choral Group	Justice, Gayle	603.00
DECA	Spang, Kristen	366.00
Fall Play	Achenzie, Jeffrey	1,778.00
FBLA	Bittner, Shaughn	366.00
French Club	McKernan, Cecile	357.00
German Club	Norwood, Samuel	366.00
Jigsaw Puzzle Club	Minarik, Linda	366.00
Junior NAACP	Whitaker, Wayne	343.00
Key Club	Reitz, Tara	357.00
Latino Leadership	Vazquez, Elizabeth	366.00
Mathematics Team	Hoffman, Mark	2,353.00
National Honor Society	Guarriello, Beth	366.00
PJAS	Leeson, Maureen	366.00
SADD	Prodes, Jane	366.00
Scholastic Scrimmage	Ambrose, David	2,353.00
Science Olympiad	Leeson, Maureen	366.00
Spanish Club	Freeh, Ann	366.00
Spring Play	Achenzie, Jeffrey	1,033.00
Stage Crew	Makary, Ross	1,033.00
Strategy Club	Ambrose, David	366.00
Student Government	Prodes, Jane	1,033.00
Video Production Club	Bittner, Shaughn	366.00
Weightlifting Club	Brown, David	330.00
Yearbook	Gilliard, Lisa	2,993.00
Young Writer	Chickey, Natalie	1,840.00

11. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous (continued)

3. **High School Night School Program**

Facilitator

Hrycyszyn, Marlice

SALARY: \$3,500.00

Teachers

Cleffi, Michael

Dectis, Nicholas

Giannantonio, Amy

Marrero, Antonio

Martinez, Louis

SALARY: \$32.87 per hour

Michael, Erin

Moncman, Timothy

Muller, Michael

Reitz, Adam

Monitor

Snyder, Susan

SALARY: \$10.95 per hour

4. **Job Training/Work Experience**

That the exceptional students listed on the confidential page be approved for the work experience program.

5. **Lifeskills/Academic Maintenance Program (L/AMP)**

Supervisor

Snyder, Tracy

SALARY: \$32.87 per hour

Teachers

Fiske, Sara (substitute)

Gori, Michael

Hujisa, Bridget (.5)

Landis, Barbara (.5)

Majewski, Jennifer (substitute)

Ortiz, Natalie

SALARY: \$32.87 per hour

Pitsilos, Andrew

Pretopappa, Alesha (substitute)

Radler, Chad

Service, Dionne

Steager, Alesha (substitute)

Vazquez, Kristin

Monitors

Ford, Ronnell (substitute)

SALARY: \$9.82 per hour

Morgan, Pierre

SALARY: \$11.84 per hour

11. *Nominations for Appointment***RECOMMENDATION:*****Miscellaneous (continued)*****6. Permanent Day-to-Day Substitutes**

Donegan	Muth, Trisha
Fountain Hill	Sanchez, Jose
Marvine	Gabovitz, Noelle
Spring Garden	Fleckenstein, Dax
Broughal	Morgan, Glenn
	Stehly, Katie
East Hills	Huynh, Tra-My
	Litsch, Eric
Nitschmann	Doyne, Cynthia
	Graham, Scott
Northeast	Klose, Connie
	McCauley, Justin
Freedom High School	Lynn, Andrew (.5)
	Mahon, Sean
	Nelson, Caitlin (.5)
Liberty High School	Bakun, Rachel
	Bieber, Susan (first semester only)
SALARY: \$100.00 per day	
EFFECTIVE: October 1, 2010 until the end of the day on May 31, 2011	

7. Saturday Detention Proctors***Freedom High School***

Iannello, Joseph	Nelson, Caitlin
Lynn, Karen	Schoeneberger, Troy
Madouse, Ronald	Stenson, Katrina
Maholick, Jennifer	Weber, Craig
Nagy, Gail	

Liberty High School

Cleffi, Michael	Marrero, Antonio
Dectis, Nicholas	Steele, Tracy
Giannantonio, Amy	Swift, Donna
Hrycyszyn, Marlice	Venanzi, Michael
Leeson, Maureen	
SALARY: \$32.87 per hour	

11. *Nominations for Appointment*

RECOMMENDATION:

Miscellaneous (continued)

8. **Summer Band – Middle Schools**
 Broughal Middle School (50 hours) **Gross, Maryann**
 East Hills Middle School (50 hours) **Terefenko, Christy**
 Nitschmann Middle School (50 hours) **Zettlemoyer, Daniel**
 Northeast Middle School (50 hours) **Rupnik, Brian**
 SALARY: \$32.04 per hour

9. **Support Teacher Induction Program**

<u>Inductee</u>	<u>School</u>	<u>Support Teacher</u>
Andreucci, Robert	Liberty	Schaffer, Theodore
Belfatti, Jennifer	District-wide	Musella, Amy
Clennon, Shelia	Northeast	Papagni, Catherine
DeBonis, Maria	Freedom	Stenson, Katrina
Doncsecz, Jennifer	Northeast	Ayre, Courtney
Flavelle, Julie	District-wide	Corpora, Kathleen
Gough, Erik	Northeast	Parker, Denise
Haubrich, Jillian	Farmersville	Fields, Amy (.5)
Laughman, Meghann	District-wide	Facchiano, Susan
Lawrence, Kelly	District-wide	Sharp-Ross, Mary
Lerch, Keegan	Donegan	Conrad, Susan
Nelson, Caitlin	Freedom	Baltz, Eric
Opfer-Grim, Kristen	Freedom	Hercik, Michael
Osipower, Andrew	Freedom	Jordan, Diane
Scheller, Joseph	Calypso/Marvine	DiCicco, Anthony
Shelly, Deanna	District-wide	Arbogast, Kathy
Valvik, Janet	Nitschmann	Martin, DeAnn

 SUPPORT TEACHER STIPEND: \$620.00

10. **Transportation**

<i>Part-time Bus Drivers</i>	<i>Bus Monitor</i>
Harvey, Sharon	Morillo, Maritza
Mullins, Daniel	SALARY: \$11.00 per hour
Zrinski, Frank	
SALARY: \$16.18 per hour	

11. *Nominations for Appointment*

RECOMMENDATION:

*Miscellaneous (continued)*11. **Webmasters***Elementary Schools*

Asa Packer

Calypso

Clearview

Donegan

Farmersville

Fountain Hill

Freemansburg

Governor Wolf

Hanover

James Buchanan

Lincoln

Marvine

Miller Heights

SPARK

Spring Garden

Thomas Jefferson

William Penn

SALARY: \$620.00

Lyons, Tammy

DiCicco, Anthony

Sosa, Lynn

Tracy, Jamie

Braun, Regina

Braun, Thomas (.5)

Ginsberg, Jeremy (.5)

Henninger, Jennifer

Hawke, Elizabeth

Ronyack, Jane

Bellucci, Eric

Sylva, Diadra

Hoke, Judith

Sassaman, Melissa

Gilboy, Taryn

Cassidy, Jane

Grube, Kimberly

Beller, Rebecca

Middle Schools

Broughal

East Hills

Nitschmann

Northeast

Bothwell, Dawn (.5)

Gross, Maryann (.5)

Dutton, Tammy

Ellis, Lara

Beck, David

\$ 368.00

273.00

736.00

736.00

736.00

High Schools

Freedom

Liberty

Dolak, Chad

Gori, Michael

2,993.00

2,993.00

11. *Nominations for Appointment*

RECOMMENDATION:

Substitutes

Instructional

Artim, Lindsey
Boyer, Julie
Breidinger, Jenna
Britch, Valerie
Clymer, Jill
Colville, Krista
Conte, Diane
Dowd, Margaret
Dufour, Danielle
Erney, Nicole
Faunce, Amber-Lynn
Fowler, Jodi
Gerber, Jonathan
Hauck, Courtney
Hriniak, Brenda
Kornbluth, Barbara
Marks, Daniel
McCluskey, Leanna
Messina, Margaret
Milia, Julia
Miller, Kerri
Moser, Daniel
Murnin, Katherine
Muth, Trisha
Ricardo, Margarida
Schneck, Stacy
Schwartz, Nicole
Siebler, Ashley
Stella, Carol
Tully, Margaret
Vermillion, Heidi
Volkert, Jerick
Werkheiser, Kaitlyn
Wrobel, Anastasia
Zeky, William

Noninstructional

Brown, Elizabeth
Evans, Janelle
Gunns, Lydia
Horn, Diana
Kowalewski, Elizabeth
Peeke, Jacqueline
Pesavento, Eileen
Ruth-Freeman, Trina
Simpson, Alison
Talese, Philomena
Whitehead, Katelyn

12. *Reassignments*

RECOMMENDATION:

Instructional

1. NAME: **Troxell, Molly**
 FROM: Art Teacher
 Donegan, (.1)
 Lincoln, (.7)
 Miller Heights, (.1)
 TO: Art Teacher
 Donegan, (.2)
 Lincoln, (.7)
 Miller Heights, (.1)
 SALARY: \$45,240, prorated (Bachelor's, Step 8)
 REASON: Additional assignment
 EFFECTIVE: September 13, 2010

Noninstructional

1. NAME: **Kolman, Lisa**
 FROM: Freedom, General Kitchen Help, 3 hours daily
 TO: Freedom, General Kitchen Help, 3.5 hours daily
 SALARY: \$12.03 per hour
 REASON: Successful Candidate
 EFFECTIVE: September 28, 2010
2. NAME: **Strohl, Jerry**
 FROM: Northeast, General Kitchen Help, 5 hours daily
 TO: Northeast, General Kitchen Help, 6.5 hours daily
 SALARY: \$12.71 per hour
 REASON: Successful Candidate
 EFFECTIVE: September 28, 2010
3. NAME: **Woelfel, Susan**
 FROM: William Penn, General Kitchen Help, 3.25 hours
 daily, lunch
 TO: Nitschmann, General Kitchen Help, 3.5 hours daily,
 lunch
 Thomas Jefferson, General Kitchen Help, 1.5 hours
 daily, breakfast
 SALARY: \$12.71 per hour
 REASON: Successful Candidate
 EFFECTIVE: September 28, 2010

The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

13. *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: March 4, 2008

Strockyj, Sonia Collazo Liberty, Guidance Counselor

EFFECTIVE: August 23, 2009

Poore, Donna District-wide, Classrooms for the Future Coach

EFFECTIVE: January 22, 2010

DeStasio, Gregory Freemansburg, Grade 4 Teacher

EFFECTIVE: August 23, 2010

Adams, Shayla	Broughal, Special Education Teacher
Bertagna, Jaime	Clearview, Grade 1 Teacher
Birster, Ann Marie	Asa Packer/Hanover, Guidance Counselor
Bloss, Jaime	Governor Wolf/William Penn, Art Teacher
Borger, Nora	Liberty, Social Studies Teacher
Bowman, Catherine	Northeast, Language Arts Teacher
Buck, Randy	Liberty, Guidance Counselor
Butt, Julie	James Buchanan, Grade 2 Teacher
Calario, Serena	Broughal, Computer Teacher
Cipriano-Ortiz, Clarabelle	Clearview, Kindergarten Teacher
Correia, Jennifer	Liberty, Special Education Teacher
Coxe, Jenna	Lincoln, Grade 2 Teacher
Crocus, Anne	Miller Heights, Grade 4 Teacher
Diaz, Susan	Donegan, Special Education Teacher
Erdman, Karla	Freedom, Language Arts Teacher
Flad, Stephen	Fountain Hill, Physical Education Teacher
Flanley, Catherine	Liberty, Biology Teacher
Fox, Teresa	Freedom, Family and Consumer Science Teacher
Gonzalez, Toshya	Freemansburg, Grade 1 Teacher
Haddigan, Erin	Liberty, Special Education Teacher
Hyland, Veronica	Calypso, Marvine, Librarian
Johnson, Brandie	SPARK, Prekindergarten Teacher
Johnson, David	Liberty, Health & PE Teacher
Kirias, Michelle	Broughal, Special Education Teacher
Klaric, Colleen	Clearview, Grade 2 Teacher

13. *Professional Employee Status for Teachers*

RECOMMENDATION:

EFFECTIVE: August 23, 2010 (continued)

Knepp, Shaunna	Liberty, Mathematics Teacher
Lesh, Mark	Miller Heights, Grade 3 Teacher
Lukasik, Michaela	East Hills, Special Education Teacher
Maderas, Laura	Northeast, Grade 6 Teacher
Maioriello, Melissa	Liberty, Science Teacher
Martin, Kristyn Steiner	SPARK, Preschool Teacher
McDermott, Rachel	Farmersville/Freemansburg, Reading Teacher
Millheim, Shelly	James Buchanan, Grade 5 Teacher
Myers, Cristy	Fountain Hill, Grade 4 Teacher
Nelson, Amanda	Fountain Hill, Grade 5 Teacher
Noller, Kerrin	District-wide, School Psychologist
Patti, Joshua	Liberty, Social Studies Teacher
Perea Cross, Carmen	Broughal, English as a Second Language Teacher
Pizzuto, Stefon	Asa Packer/Lincoln, Academic Integration Specialist
Poczak, Louis	Miller Heights, Grade 3 Teacher
Pretopapa, Alesha	Freedom, Special Education Teacher
Rex, Kristen	Freedom, Art Teacher
Roscher, Alexandra	Freedom, Mathematics Teacher
Roscher, Gerald	Freedom, Language Arts Teacher
Rowe, Rebecca	Fountain Hill, Grade 2 Teacher
Rusack, Lori	Lincoln, Kindergarten Teacher
Sakelarides, Erin	Broughal, Music Teacher
Salen, Michiyo	Northeast, Guidance Counselor
Santana, Carlos	Calypso, Grade 3 Teacher
Schwartz, Helen	Marvine/Hanover/Nonpublic School Nurse
Smith, Michelle	Freedom, Mathematics Teacher
Snell, Sarah	Broughal, Mathematics Teacher
Snyder, Krista	Liberty, Music Teacher
Stenson, Katrina	Freedom, Mathematics Teacher
Stocker, Megan	East Hills, Special Education Teacher
Stoudt, Myra	Hanover, Grade 3 Teacher
Tancin, Thomas	East Hills, Science Teacher
Terefenko, Christy	East Hills, Music Teacher
Vazquez, Kristin	Liberty, Guidance Counselor
Walters, Napthali	Governor Wolf, Kindergarten/Reading Teacher

13. *Professional Employee Status for Teachers*

RECOMMENDATION:

EFFECTIVE: August 23, 2010 (continued)

Watson, Tammy	Broughal, Special Education Teacher
Wentzel, Adrienne	Liberty, Mathematics Teacher
Zook, Janelle	Donegan/James Buchanan/Farmersville, Music Teacher

EFFECTIVE: September 18, 2010

Raynor, Tracy	Fountain Hill, English as a Second Language Teacher
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The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

14. *Revisions to Board Policy Number 006 – Meetings – Second Reading*

INFORMATION:

Attached is the revised Board Policy Number 006 - Meetings with the revisions in bold and items deleted are struck through. The board reviewed these changes at the September 20, 2010, Board Human Resources Committee Meeting.

RECOMMENDATION:

That the Board of School Directors approves the attached revisions made to Board Policy Number 006 – Meetings.

The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

BETHLEHEM AREA SCHOOL DISTRICT

1st Reading: September 20, 2010
2nd Reading: September 27, 2010

SECTION: LOCAL BOARD PROCEDURES

TITLE: MEETINGS

ADOPTED: November 15, 2004

REVISED: February 22, 2010

SC 407 65 Pa. C.S.A. Sec. 701 et seq	006. MEETINGS Section 1. <u>Parliamentary Authority</u> Cushing's Manual, Robert's Rules of Order or other approved manuals shall be the authority on all questions of parliamentary law not covered by the bylaws of the Board: a. The President may speak on all points of order in preference to other members of the Board and shall decide questions of order, subject to an appeal to the Board by any two (2) members. b. A motion must be seconded and, when required, repeated by the President or read aloud before it is debated; every motion must be reduced to writing if the President or any member of the Board shall so require. c. Any member who has made a motion shall have liberty to withdraw it with the consent of the seconder. d. The consideration of any question may be postponed to a fixed time or the question may be suppressed altogether by an indefinite postponement. e. A motion once voted down shall not be renewed at the same meeting without the consent of the number of members required for adoption. f. An amendment may be moved on any motion and shall be decided before the original motion; but not more than one (1) amendment to an amendment shall be entertained. g. If a motion under debate is composed of two (2) or more parts, which are so far independent of each other as to be susceptible of division into several questions, any two (2) members may have it divided and a vote taken on each part.
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SC 508	h. When any item for discussion is properly brought before the Board, consideration of the same shall not be interrupted except by motion for adjournment, for tabling, for the previous question, for postponement, for commitment or for amendment. i. A motion for adjournment shall always be in order and shall be decided without debate except that it cannot be entertained without unanimous consent when the Board is voting on another question. j. The question cannot be moved by less than a majority of the members present, and when thus called, all debates shall be precluded. The call for the previous questions shall not cut off any pending amendment, but the vote shall be taken without debate on the amendments in their order and finally on the question. k. A motion for postponement shall preclude commitment, and motion for commitment shall preclude amendment or decision on the original subject. l. A motion for reconsideration shall be entertained when made and seconded by members who were in the majority on the vote on the original question. m. If the previous question is decided in the negative, the effect shall be to arrest the discussion and produce indefinite postponement. n. No member shall be interrupted when speaking unless they are out of order, or for purposes of correcting mistakes and misrepresentations. o. No member in the course of debate shall be allowed to indulge in personal reflections. p. If any member acts in any respect in a disorderly manner, it shall be the privilege of any member and the duty of the President to call that member to order. q. If any member shall consider themselves aggrieved by a decision of the chair, it shall be their privilege to appeal to the Board and a vote on such appeal shall be taken without debate. r. When the taking of a vote has commenced, no further remarks or debates shall be permitted, unless some evident mistake has been made, in which case the mistake shall be rectified and the taking of the vote shall then be continued. A majority vote of those members present and voting shall prevail, except in those subjects enumerated in law requiring a majority of all members of the Board.
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	s. Any two (2) members may require the recording of the yeas and nays on any subject or question, irrespective of whether the subject matter under discussion be such as shall require the recording of the yeas and nays under the provisions of the School Code. t. The first person recognized by the President as desiring to speak shall have the right to the floor. u. To allow ample time for full consideration before Board meetings, any new proposals by Board members at meetings shall be laid on the table or deferred until the next regular or special meeting unless it is clearly shown that immediate action on the proposal is essential.
SC 422	Section 2. <u>Quorum</u> A quorum shall be five (5) Board members present at a meeting. No business shall be transacted at a meeting without a quorum, but the Board members present at such a meeting may adjourn to another time.
SC 405, 426, 427, 428	Section 3. <u>Presiding Officer</u> The President shall preside at all Board meetings. In the absence, disability or disqualification of the President, the Vice-President shall act instead. If neither person is present, a Board member shall be elected President pro tempore by a plurality of those present to preside at that meeting only. The act of any person so designated shall be legal and binding.
65 Pa. C.S.A. Sec. 703, 709	Section 4. <u>Notice</u> Notice of all open public Board meetings, including committee meetings and discussion sessions, shall be given by publication of the date, place, and time of such meetings in the newspaper(s) of general circulation designated by the Board and the posting of such notice at the administrative offices of the Board.
65 Pa. C.S.A. Sec. 703, 709	a. Notice of regular meetings shall be given by publication and posting of a schedule showing the date, place and time of all regular meetings for the fiscal year at least three (3) days prior to the time of the first regular meeting.
65 Pa. C.S.A. Sec. 703, 709	b. Notice of all special meetings shall be given by publication and posting of notice at least twenty-four (24) hours prior to the time of the meeting, except that such notice shall be waived when a special meeting is called to deal with an actual emergency involving a clear and present danger to life or property.

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

65 Pa. C.S.A. Sec. 701 et seq SC 426	The agenda for the regular meeting is ~~delivered by hand-delivered or electronically e-mailed~~ to Board members, BEA officials (3), custodial/maintenance personnel (1), teacher aides (1), cafeteria personnel (1), and the press on the Friday preceding the Board meeting. ~~Copies are also distributed to key administrative personnel and to each elementary and secondary school faculty room prior to the meeting.~~ b. Order Of Business The order of business for regular meetings shall be as follows, unless altered by the President or a majority of those present and voting: - Roll Call - Pledge of Allegiance - Silent Meditation - Instructional Report or Student Recognition - Courtesy of Floor to Visitors - Reports of Student Representatives - Approval of Minutes - Approval of Committee Minutes - Financial Report/Payment of Bills - President's Communication/Special Meetings - Superintendent's Report/Federal Program Update - Unfinished Business - Recommendations of Administration - Reports of Committees - New and Miscellaneous Business - Courtesy of the Floor to Visitors Open Forum - Adjournment Regular meetings will contain a pre and post Courtesy of the Floor. The first Courtesy of the Floor will pertain to matters on the Regular Board Agenda. The second Courtesy of the Floor will deal with matters pertaining to school district business. Section 6. <u>Special Meetings</u> Special meetings shall be public and may be called for special or general purposes. The President may call a special meeting at any time. Upon the President's failure or refusal to call a special meeting, such meeting may be called at any time by a majority of the Board members.
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65 Pa. C.S.A. Sec. 701 et seq Pol. 903 SC 324	No business shall be transacted at any special meetings except that named in the call sent to the members for such special meetings; provided, that special meetings may be called for general purposes. All special meetings of the Board shall be at a place to be determined and advertized. The following shall be the order of business: - Roll Call - Pledge of Allegiance - Silent Meditation - Courtesy of Floor to Visitors - Approval of Minutes/Regular and Committee - President's Communication/Special Meetings - Superintendent's Report - Unfinished Business - Recommendations of Administration - New and Miscellaneous Business - Courtesy of the Floor to Visitors Open Forum - Adjournment Section 7. <u>Hearing Of The Public</u> A member of the public present at a Board meeting may address the Board in accordance with law and Board policy and procedures. Section 8. <u>Voting</u> All motions shall require for adoption a majority vote of those Board members present and voting, except as provided by statute or Board procedures. All votes on motions and resolutions shall be by voice vote unless an oral roll call vote is requested by the President or another Board member. a. The following actions require the unanimous consent of all the remaining members of the Board: 1. Appoint as attorney or solicitor for the Board a school director who has served for two (2) consecutive terms of four (4) years each after resigning office.
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	2. Appoint as Secretary to the Board of a district of the second class a school director who has resigned his/her office.
	b. The following actions require the recorded affirmative votes of two-thirds of the full number of Board members: 1. Transfer of budgeted funds.
SC 609, 687	
SC 687	2. Transfer of any unencumbered balance, or portion thereof, from one appropriation to another, or from one spending agency to another.
SC 634	3. Incur a temporary debt or borrow money upon such obligation.
SC 687	4. Incur a temporary debt to meet an emergency or catastrophe.
SC 324	5. Elect to a teaching position a person who has served as a Board member and who has resigned.
SC 707	6. Convey land or buildings to the municipality co-terminus with the school district.
SC 803	7. Adopt or change textbooks without the recommendation of the Superintendent.
SC 1129	8. Dismiss, after a hearing, a tenured professional employee.
SC 671	9. Fix the fiscal year to begin on the first day of January.
	c. The following actions require the recorded affirmative votes of a majority of the full number of Board members: 1. Fixing the length of school term.
SC 508	
SC 508 Pol. 108	2. Adopting textbooks recommended by the Superintendent.
SC 508, 1071, 1076	3. Appointing the district Superintendent and Assistant Superintendent(s).
Pol. 508	4. Appointing teachers and principals.
SC 508 Pol. 604	5. Adopting the annual budget.

SC 508 Pol. 005, 606	6. Appointing tax collectors and other appointees.
SC 508 Pol. 605	7. Levying and assessing taxes.
SC 508	8. Purchasing, selling, or condemning land.
SC 508	9. Locating new buildings or changing the location of old ones.
SC 508 Pol. 107	10. Adopting planned instruction.
SC 508	11. Establishing additional schools or departments.
SC 508, 621	12. Designating depositories for school funds.
	13. Expending district funds.
SC 508 Pol. 610	14. Entering into contracts of any kind, including contracts for the purchase of fuel or any supplies where the amount involved exceeds \$100 (including items subject to \$10,000 bid requirements).
SC 508	15. Fixing salaries or compensation of officers, teachers, or other appointees of the Board.
SC 224	16. Combining or reorganizing into a larger school district.
SC 508	17. Entering into contracts with and making appropriations to the intermediate unit for the district's proportionate share of the cost of services provided or to be provided by the intermediate unit.
SC 508, 514, 1080	18. Dismissing, after a hearing, a nontenured employee.
SC 212	19. Adopting a corporate seal for the district.
SC 702	20. Determining the location and amount of any real estate required by the school district for school purposes.
SC 708	21. Vacating and abandoning property to which the Board has title.

SC 1503	22. Determining the holidays, other than those provided by statute, to be observed by special exercises and those on which the schools shall be closed for the whole day.
Pol. 004	23. Removing a school director.
Pol. 004	24. Declaring that a vacancy exists on the Board by reason of the failure or neglect of a school director to qualify.
Pol. 005	25. Removing an officer of the Board.
Pol. 005	26. Removing an appointee of the Board.
Pol. 003	27. Adopting, amending or repealing Board policy or procedure.
	Section 9. <u>Minutes</u>
SC 518 65 Pa. C.S.A. Sec. 706	The Board shall cause to be made, and shall retain as a permanent record of the district, minutes of all open Board meetings and Board committee meetings. Said minutes shall be comprehensible and complete and shall show: a. The date, place, and time of the meeting. b. The names of Board members present. c. The presiding officer. d. The substance of all official actions. e. Actions taken.
65 Pa. C.S.A. Sec. 705	f. Recorded votes and a record by individual members of all roll call votes taken. g. The names of all citizens who appeared officially and the subject of their testimony.
SC 407	The Board Secretary shall provide each Board member with a copy of the minutes of the last meeting prior to the next regular meeting.
SC 433	The minutes of Board meetings shall be approved within two (2) months and signed by the Board Secretary.

	A meeting of the Committee of the Whole, not regularly scheduled, may be called at any time by the President; the President shall call such a meeting when requested to do so by Board members. Public notice of the meeting shall be made in accordance with Pol. 006, 4.b.
65 Pa. C.S.A. Sec. 703, 709	The Board Secretary shall provide notice of a meeting of the Committee of the Whole as per the notice provisions of Board procedures.
	Section 13. <u>Committee Meetings</u>
65 Pa. C.S.A. Sec. 703, 709 Pol. 006	a. Each committee will meet a minimum of one (1) evening a month to discuss specific issues and major initiatives in its respective area. The responsible cabinet member for each individual committee will serve as the district's liaison and will generate the agenda with dialogue with the Board chairperson prior to the meeting. The Board chairperson will facilitate the meeting. b. Committee meetings will contain a pre and post Courtesy of the Floor of ten (10) minutes each pertaining to agenda items and matters that may come before that committee.
65 Pa. C.S.A. Sec. 701 et seq	c. Minutes of each committee meeting will be prepared by the cabinet member working with the respective committee and distributed to the entire Board prior to the regular Board meeting. Board members who cannot attend the meeting can submit verbal or written questions to be answered and recorded on the committee minutes. A majority of the total membership of a committee shall constitute a quorum of two (2) out of four (4). d. The intent of these committee meetings is to fully discuss issues, formulate policy, and develop recommended proposals for action by the full Board. Committee meetings will be open to all Board members if they wish to participate in the discussions. Board members in attendance at committee meetings will, through consensus, place committee meeting agenda items on the regular Board meeting agenda. e. 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 chairperson may invite Board, employees, consultants, or other person who have special knowledge of the area under investigation.

References:

School Code – 24 P.S. Sec. 212, 224, 324, 405, 407, 408, 421, 422, 423, 426, 427, 428, 433, 508, 514, 518, 609, 621, 634, 665, 671, 687, 702, 707, 708, 803, 1071, 1075, 1076, 1077, 1080, 1111, 1129, 1503

Sunshine Act – 65 Pa. C.S.A. Sec. 701 et seq.

Board Policy – 003, 004, 005, 006, 107, 108, 604, 605, 606, 610, 612, 801, 903

15. *Approval for SPARK Staff to Provide Consultative Services to the Colonial Intermediate Unit 20*

INFORMATION:

Last year, our SPARK staff worked with Colonial Intermediate Unit 20 to provide consultation to an IU staff person related to strategies that promote partnerships that will benefit young children with special needs. *They will pay BASD* for all time participating in our program not to exceed \$25,000. It is recommended that this agreement be approved as revenue source, but moreover, a great educational opportunity not only for the IU staff, but also our SPARK personnel to grow from the mentoring process.

RECOMMENDATION:

That the Board of School Directors approves the Agreement with Colonial Intermediate Unit 20 for consultative services with the BASD SPARK program to promote partnerships that benefit young children with special needs for the 2010-2011 school year to be invoiced to Colonial Intermediate Unit 20 per day not to exceed \$25,000.

The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

COLONIAL INTERMEDIATE UNIT 20
A Regional Service Agency
6 Danforth Drive
Easton, Pennsylvania 18045-7899

CONTRACT FOR SERVICE

This contract is entered into by Colonial Intermediate Unit 20, 6 Danforth Drive, Easton, Pennsylvania 18045-7899, and SPARK Program, Bethlehem Area School District, 3144 Linden Street, Bethlehem, PA 18020, (610) 868-8501.

An internal staff person will be provided by the SPARK Program. This person will work closely with IU staff and SPARK staff. Consultation and strategies will be discussed with the goal of promoting partnerships that will best benefit young children with Special Needs.

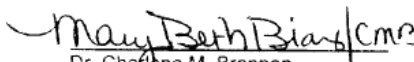
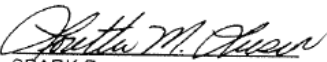
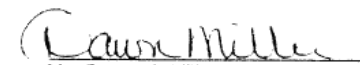
The rate for this service shall not exceed \$25,000.00. This contract will be in effect from July 1, 2010 through June 30, 2011.

Should circumstances occur beyond the control of the Intermediate Unit/Contractor, such as low enrollment, inclement weather, which prevents the service from taking place, the Intermediate Unit will not be obligated to pay the Contractor.

In order for payment to commence under the terms of this contract, you must adhere to the following procedures:

1. Sign the contract below and provide your identification number.
2. If the provider has one or more employees who may be performing some or all of the work under this contract, the provider **must provide a certification of Workers Compensation insurance as required under the Workers Compensation Act.**
3. Complete the attached IRS W-9 form in entirety.
4. Submit an invoice to the Intermediate Unit Business Office in accordance with the terms of the contract, **within 30-days of the expiration date of the contract**, (no withholding taxes are deducted, an IRS form 1099 will be issued at year-end).

The signed contract and all attachments must be returned to Mr. Jon Wallitsch, Assistant Director of Business Services, at the Intermediate Unit Office.

 Dr. Charlene M. Brennan Executive Director	Date <u>8/18/10</u>	 SPARK Program, Bethlehem Area School District President, BASD BOARD	Date <u>9-28-10</u>
 Ms. Dawn M. Miller Secretary to the Board	Date <u>8/26/10</u>	Federal ID Number _____	

To comply with Federal laws, State laws, and State Department of Education regulations concerning equal rights and opportunities and to assure these within our Intermediate Unit, the Colonial Intermediate Unit 20 declares itself to be an equal rights and opportunities agency. As an equal rights and opportunities agency, it does not discriminate against individuals or groups because of race, color, national origin, religion, age, sex and disabilities as defined by law. The Intermediate Unit's commitment to non-discrimination extends to students, employees, prospective employees, and the community.

Successful performance and affirmative action program efforts will provide positive benefits to the Intermediate Unit through fuller utilization and development of previously underutilized human resources. Coordinator of Title IX, Section 504 and ADA is The Director of Human Resources, and Research Services, Colonial Intermediate Unit 20, 6 Danforth Drive, Easton, PA 18045, (610) 515-6405, TDD/TTY Hearing impaired (610) 252-3766

16. *Approval of Colonial Intermediate Unit 20 Educational Services Agreements*

INFORMATION:

The district currently has various educational contracts with Colonial Intermediate Unit 20 that provide services to Bethlehem Area School District students where it is more cost effective than for the district to provide the services directly for one or a few students. It is recommended that these agreements be approved as the most effective solution for these students' educational needs.

RECOMMENDATION:

That the Board of School Directors approves the following Agreements with Colonial Intermediate Unit 20 for Educational Services for the 2010-2011 school year as follows:

Alternative and Regular Education Transportation Services	Est. \$2.32 per mile for each student transported (will be reconciled to actual at EOY)
Autistic Support – One-on-One Associate Teacher	\$34,102
Due Process Hearing Staff Attendance	\$82/hr for 7.5 hrs not to exceed \$615
IEP Meeting Staff Attendance	Not to exceed \$849
Transportation to Western PA School for Deaf (Colonial Academy to Camp Hill, PA)	\$37,200 total vehicle cost to be shared on a per pupil allocation to each participating school district

The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

COLONIAL INTERMEDIATE UNIT 20
ALTERNATIVE and REGULAR EDUCATION TRANSPORTATION CONTRACT
For School Year 2010-2011

This CONTRACT entered into this 25th day of August, 2010 by and between COLONIAL INTERMEDIATE UNIT 20 at 6 Danforth Drive, Easton, PA 18045, hereinafter referred to as CIU20.

AND

Bethlehem Area School District at 1516 Sycamore Street, Bethlehem, PA 18017-6099

CIU20 and Bethlehem Area School District agree to enter into a contract where CIU20 will provide and bill directly for Alternative and Regular Education transportation services for 2010-2011. Based on 2009-2010 aggregate miles the Intermediate Unit transported students and providing for our 2010-2011 budgetary increases and anticipated changes in number of students we will transport in 2010-2011, the cost for said service is projected to be \$2.32 per mile, for each student transported. This cost will increase or decrease depending on variations in number of students and miles transported from 2009-2010 and throughout 2010-2011. CIU20 will bill quarterly, (October 15, 2010, January 15, 2011, April 15, 2011 and July 15, 2011) based on our projected cost/mile and will then reconcile actual costs to you when the school year closes and after data and costs have been verified.

Please return signed agreement following appropriate administrative action to:

Mr. Jon Wallitsch
Assistant Director of Business Services
Colonial Intermediate Unit 20
6 Danforth Drive
Easton, PA 18045-7899
610-515-6422
jwallitsch@ciu20.org

Colonial Intermediate Unit 20

By: May Beth Brennan / cmbs
Dr. Charlene M. Brennan

Title: Executive Director

Witness: Hans E. Baltzersen
Mr. Hans E. Baltzersen

Title: Director of Business Services

Date: August 25, 2010

Bethlehem Area School District

By: Shirley M. Flanagan

Title: President, BASD BOARD

Witness: Shirley M. Flanagan

Assistant to the Superintendent for
Title: Finance and Administration

Date: 10/4/10

COLONIAL INTERMEDIATE UNIT 20
A Regional Service Agency
6 Danforth Drive
Easton, Pennsylvania 18045-7899

CONTRACT FOR SERVICE
(REVENUE GENERATING)

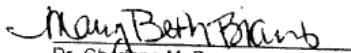
This contract is entered into by Colonial Intermediate Unit 20, 6 Danforth Drive, Easton, Pennsylvania 18045-7899 and Bethlehem Area School District, 1516 Sycamore Street, Bethlehem, PA 18017-6099, (610) 861-0500.

Colonial Intermediate Unit 20 will provide a staff member to participate in a Due Process Hearing requested by the Bethlehem Area School District.

The rate for this service is \$82.00 per hour, for 7.5 hours. This contract shall not exceed \$615.00 and is in effect on August 24, 2010.

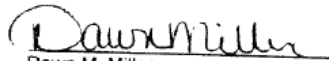
Bethlehem Area School District will be billed for services rendered by Colonial Intermediate Unit 20.

The signed contract must be returned to Mr. Jon Wallitsch, Assistant Director of Business Services, at the Intermediate Unit Office.


Dr. Charlene M. Brennan
Executive Director

8/18/10
Date


Bethlehem Area School District Date 9-28-10


Dawn M. Miller
Secretary to the Board

8/26/10
Date

Federal ID Number

To comply with Federal laws, State laws, and State Department of Education regulations concerning equal rights and opportunities and to assure these within our Intermediate Unit, the Colonial Intermediate Unit 20 declares itself to be an equal rights and opportunities agency. As an equal rights and opportunities agency, it does not discriminate against individuals or groups because of race, color, national origin, religion, age, sex and disabilities as defined by law. The Intermediate Unit's commitment to non-discrimination extends to students, employees, prospective employees, and the community.

Successful performance and affirmative action program efforts will provide positive benefits to the Intermediate Unit through fuller utilization and development of previously underutilized human resources. Coordinator of Title IX, Section 504 and ADA is The Director of Human Resources and Research Services, Colonial Intermediate Unit 20, 8 Danforth Drive, Easton, PA 18045, (610) 515-6405, TDD/TTY Hearing Impaired, (610) 252-3798.

COLONIAL INTERMEDIATE UNIT 20
A Regional Service Agency
6 Danforth Drive
Easton, Pennsylvania 18045-7899

APPENDIX TO CONTRACT FOR SERVICE
(REVENUE GENERATING)

This contract is entered into by Colonial Intermediate Unit 20, 6 Danforth Drive, Easton, Pennsylvania 18045-7899 and Bethlehem Area School District, 1516 Sycamore Street, Bethlehem, PA 18017-6099, (610) 861-0500.

Colonial Intermediate Unit 20 will assist in the transportation of Bethlehem Area School District students to the Western PA School for the Deaf.

The signed contract must be returned to Mr. Jon Wallitsch, Assistant Director of Business Services, at the Intermediate Unit Office.

Charlene M. Brennan 8/26/10 Jonathan M. Adams 9-28-10
Dr. Charlene M. Brennan Date Bethlehem Area School District Date
Executive Director

Dawn Miller 8/26/10 _____
Dawn M. Miller Date Federal ID Number
Secretary to the Board

To comply with Federal laws, State laws, and State Department of Education regulations concerning equal rights and opportunities and to assure these within our Intermediate Unit, the Colonial Intermediate Unit 20 declares itself to be an equal rights and opportunities agency. As an equal rights and opportunities agency, it does not discriminate against individuals or groups because of race, color, national origin, religion, age, sex and disabilities as defined by law. The Intermediate Unit's commitment to non-discrimination extends to students, employees, prospective employees, and the community.

Successful performance and affirmative action program efforts will provide positive benefits to the Intermediate Unit through fuller utilization and development of previously underutilized human resources. Coordinator of Title IX, Section 504 and ADA is The Director of Human Resources and Research Services, Colonial Intermediate Unit 20, 6 Danforth Drive, Easton, PA 18045, (610) 515-6405, TDD/TTY Hearing Impaired (610) 252-3786.

COLONIAL INTERMEDIATE UNIT 20
A Regional Service Agency
6 Danforth Drive
Easton, Pennsylvania 18045-7899

CONTRACT FOR SERVICE
(REVENUE GENERATING)

This contract is entered into by Colonial Intermediate Unit 20, 6 Danforth Drive, Easton, Pennsylvania 18045-7899 and Bethlehem Area School District, 1516 Sycamore Street, Bethlehem, PA 18017, (610) 861-0500. Bethlehem Area School District will utilize Colonial Intermediate Unit 20 to provide an associate teacher for direct, one-on-one services at the following location:

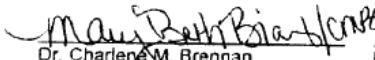
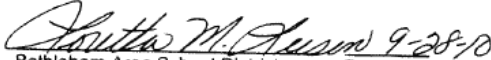
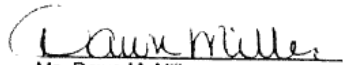
Freemansburg Elementary School – Autistic Support

The total cost for said services shall not exceed \$34,102.00. This contract becomes effective the first day of the 2010-2011 school year and terminates at the end of the 2010-2011 school year.

Bethlehem Area School District will be billed for services rendered by Colonial Intermediate Unit 20.

Unemployment cost will be charged to the School District if Colonial Intermediate Unit 20 is unable to reassign the position.

The signed contract must be returned to Mr. Jon Wallitsch, Assistant Director of Business Services, at the Intermediate Unit Office.

 Dr. Charlene M. Brennan Executive Director	<u>8/13/10</u> Date	 Bethlehem Area School District President BASD BOARD	<u>9-28-10</u> Date
 Ms. Dawn M. Miller Secretary to the Board	<u>8/26/10</u> Date	Federal ID Number _____	

To comply with Federal laws, State laws, and State Department of Education regulations concerning equal rights and opportunities and to assure these within our Intermediate Unit, the Colonial Intermediate Unit 20 declares itself to be an equal rights and opportunities agency. As an equal rights and opportunities agency, it does not discriminate against individuals or groups because of race, color, national origin, religion, age, sex and disabilities as defined by law. The Intermediate Unit's commitment to non-discrimination extends to students, employees, prospective employees, and the community.

Successful performance and affirmative action program efforts will provide positive benefits to the Intermediate Unit through fuller utilization and development of previously underutilized human resources. Coordinator of Title IX, Section 504 and ADA is The Director of Human Resources and Research Services, Colonial Intermediate Unit 20, 6 Danforth Drive, Easton, PA 18045. (610) 515-8405, TDD/TTY Hearing Impaired (610) 252-3788

COLONIAL INTERMEDIATE UNIT 20
A Regional Service Agency
6 Danforth Drive
Easton, Pennsylvania 18045-7899

CONTRACT FOR SERVICE
(REVENUE GENERATING)

This contract is entered into by Colonial Intermediate Unit 20, 6 Danforth Drive, Easton, Pennsylvania 18045-7899 and Bethlehem Area School District, 1516 Sycamore Street, Bethlehem, PA 18017-6099, (610) 861-0500.

Colonial Intermediate Unit 20 will provide four staff members to attend an IEP meeting requested by the Bethlehem Area School District.

This contract shall not exceed \$849.00 and is in effect on August 4, 2010.

Bethlehem Area School District will be billed for services rendered by Colonial Intermediate Unit 20.

The signed contract must be returned to Mr. Jon Wallitsch, Assistant Director of Business Services, at the Intermediate Unit Office.

<u>Mary Beth Brennan</u> Dr. Charlene M. Brennan Executive Director	<u>8/13/10</u> Date	<u>Jonetta M. Larson</u> Bethlehem Area School District President, BASD BOARD	<u>9-28-10</u> Date
<u>Dawn Miller</u> Dawn M. Miller Secretary to the Board	<u>8/26/10</u> Date	Federal ID Number _____	

To comply with Federal laws, State laws, and State Department of Education regulations concerning equal rights and opportunities and to assure these within our intermediate unit, the Colonial Intermediate Unit 20 declares itself to be an equal rights and opportunities agency. As an equal rights and opportunities agency, it does not discriminate against individuals or groups because of race, color, national origin, religion, age, sex, and disabilities as defined by law. The Intermediate Unit's commitment to non-discrimination extends to students, employees, prospective employees, and the community.

Successful performance and affirmative action program efforts will provide positive benefits to the intermediate unit through fuller utilization and development of previously underutilized human resources. Coordinator of Title IX, Section 504 and ADA is The Director of Human Resources and Research Services. Colonial Intermediate Unit 20, 6 Danforth Drive, Easton, PA 18045, (610) 515-6405, TDD/TTY Hearing Impaired (610) 252-3796

AGREEMENT
(Executed in Triplicate)

THIS AGREEMENT made this 25 day of August, 2010 by and between the Colonial Intermediate Unit 20, hereinafter referred to as "INTERMEDIATE UNIT", principally located at 6 Danforth Drive, Easton, Pennsylvania 18045,

A
N
D

Bethlehem Area School District, hereinafter referred to as "DISTRICT", office located 1516 Sycamore Street, Bethlehem, PA 18017.

WHEREAS, INTERMEDIATE UNIT provides services, including transportation, to students who have special educational needs;

WHEREAS, DISTRICT is an agency charged with serving children, including those with special needs;

WHEREAS, INTERMEDIATE UNIT and DISTRICT desire to enter into an Agreement for the transportation of students with special needs, particularly those students with visual impairments and each is empowered to do so by the Public School Code of 1949 as amended;

NOW, THEREFORE, in consideration of the mutual covenants hereinafter contained and intending to be legally bound thereby, the parties hereto agree as follows:

SECTION 1
TITLE OF PARAGRAPHS

The various titles to the paragraphs herein are used solely for convenience and they shall not be used for the purpose of interpreting or construing any word, clause, paragraph or subparagraph of this Agreement.

SECTION 2
DEFINITIONS

The following words and expressions, or pronouns used in substitution therefore, shall, whenever they appear in this CONTRACT, be construed as follows, unless a different meaning is clear from the context:

- a. INTERMEDIATE UNIT shall mean the Board of Directors of the Colonial Intermediate Unit 20, or its duly authorized representatives.
- b. DISTRICT or SCHOOL DISTRICT shall mean the Board of Education of Bethlehem Area School District, or its duly authorized representatives.
- c. VENDOR shall mean the provider of transportation services and/or provider of child monitor/escort services, or its duly authorized representatives.
- d. LAW or LAWS shall mean the Constitution of the Commonwealth of Pennsylvania, the Statutes of the Commonwealth of Pennsylvania, and any ordinance, rule or regulation having a force of law that is applicable to this CONTRACT.
- e. CONTRACT or CONTRACT DOCUMENTS shall mean each of the various parts of the CONTRACT hereof, including, but not limited to the basic transportation agreement, exhibits attached hereto or by reference made a part hereof.
- f. MODIFICATION shall mean the alteration, adjudgment, limitation or expression of the terms of the CONTRACT herein contained by the respective parties hereto.
- g. TERMINATION shall mean the halting, bringing to an end, concluding, finishing or elimination of any of the respective rights or convenience hereinafter set forth when the right of termination is hereinafter granted under the terms and conditions of the Agreement.

SECTION 3
GENERAL UNDERSTANDING AND PERFORMANCE OF WORK

It shall be the intention of the parties to CONTRACT for the provision of weekly transportation of special education students of DISTRICT, to and from the Colonial Academy facility located at 1353 Jacobsburg Road, Wind Gap, Pennsylvania, to a meeting point in Camp Hill, Pennsylvania.

SECTION 4

SCOPE OF SERVICES

The parties agree that INTERMEDIATE UNIT will be responsible for contracting with a VENDOR for the provision of transportation and child monitoring/escort services for DISTRICT'S students who are hearing impaired, to depart the Colonial Academy facility located at 1353 Jacobsburg Road, Wind Gap, Pennsylvania; travel to Trexler Middle School, 851 N. 15th St, Allentown, PA 18102, for a second stop on Sunday and arrive at Camp Hill (3820 Hartzdale Drive) by approximately 2:00 p.m. Upon arrival in Camp Hill, pupils will board a larger bus for the balance of the trip to Western Pennsylvania, the final destination.

Further, VENDOR will provide transportation for students from Camp Hill (3820 Hartzdale Drive) at approximately 4:30 p.m. and return first to Trexler Middle School, 851 N. 15th St., Allentown, PA 18102 and then return to the Colonial Academy facility on Fridays. The INTERMEDIATE UNIT will provide a school calendar designating scheduled dates for pickup and return trips.

Generally, pick up will be on Sundays and return trip on Fridays unless otherwise indicated on school calendar. See Attachment A.

DISTRICT shall be responsible for the initial delivery of students to the Colonial Academy facility prior to dispatch to Camp Hill on Sundays. Further, DISTRICT shall be responsible for delivery of students back to DISTRICT following arrival at the Colonial Academy Facility on Fridays.

INTERMEDIATE UNIT shall be responsible for entering into an appropriate contract with VENDOR. A copy of the contract shall be provided to the DISTRICT for review and shall contain, at a minimum, the following provisions:

- (1) All individuals employed or utilized by VENDOR shall be competent, qualified and trained for their respective positions, and, in the selection of staff to service this agreement, VENDOR shall comply with all applicable regulations of governing governmental agencies or entities, pertaining to and including by way of example and not limitation, age, fitness, competence, conduct, licensing, certifications, physical examination, drug and alcohol testing, and continued eligibility.

- (2) VENDOR shall require all employees or contractors providing services under this agreement to submit an original Criminal Background Check pursuant to Act 34, a Department of Public Welfare Clearance Statement pursuant to Act 151 and Federal Criminal Record Information from the FBI, none of which shall be more than one (1) year old from the date of submission to the VENDOR. The INTERMEDIATE UNIT shall be responsible for reviewing these clearances to ensure compliance with applicable law. The INTERMEDIATE UNIT shall ensure that VENDOR does not supply any person to provide services who has been convicted of one of the offenses listed in 24 P.S. § 1-111(e)(1) within five (5) years immediately preceding the date of the report.
- (3) The INTERMEDIATE UNIT shall require VENDOR to have policies and procedures in place that require VENDOR'S employees or contractors to immediately notify VENDOR if the employee is charged or cited for any criminal conduct subsequent to employment. If the VENDOR receives notice of an employee's subsequent criminal charge or citation from either the employee or a third party, VENDOR shall immediately report that information to the INTERMEDIATE UNIT who in turn shall report that information to the SCHOOL DISTRICT.
- (4) The INTERMEDIATE UNIT shall ensure that VENDOR possesses and maintains appropriate insurance coverage during the contract term, which shall be primary to any insurance of the INTERMEDIATE UNIT or the SCHOOL DISTRICT. Appropriate insurance coverage will be no less than the following amounts: Comprehensive General Liability Insurance in the amount of \$1,000,000 for each occurrence and in the aggregate-bodily injury and \$1,000,000 for each occurrence and in the aggregate-property damage; Automobile General Liability Insurance in the amount of \$1,000,000 combined single limit for bodily injury and property damage; Workers' Compensation and Employers' Liability in the minimum amounts required by law, and no less than \$100,000 for each accident, \$500,000 for disease, and \$100,000 for disease for each employee; Umbrella/Excess Liability in the amount of \$5,000,000 per occurrence and in the aggregate. VENDOR shall cause the INTERMEDIATE UNIT and the SCHOOL DISTRICT to be named as an additional insured, for purposes of the services being provided under this Agreement, under all of the insurance policies required by this Agreement.

SECTION 5

TERM

This CONTRACT shall be in effect for a term of 39 weeks, beginning on August 29, 2010 and extending until June 30, 2011, unless sooner terminated in accordance with provisions of this CONTRACT. If INTERMEDIATE UNIT and DISTRICT mutually agree, the contract may be extended beyond the initial period.

SECTION 6
PAYMENT

DISTRICT shall pay an amount equal to the cost of transportation under the contract with the VENDOR. It is anticipated that the total cost of transportation to be charged by the VENDOR to the INTERMEDIATE UNIT IS \$36,000, plus an additional \$1,200 for enhanced insurance. The total amount to be paid by the DISTRICT to the INTERMEDIATE UNIT is \$37,200 divided by the total number of students transported. For example, if there are six students on the bus, the DISTRICT shall be charged \$6,200 for the cost of transportation.

The total cost of transportation is based on unleaded gasoline prices of \$2.60 per gallon. The INTERMEDIATE UNIT reserves the right to reasonably adjust pricing should there be a material change in fuel costs during the term of this Agreement.

This CONTRACT will be built into INTERMEDIATE UNIT Transportation Budget and will be a deduct not to exceed total price above, based on final student proration.

SECTION 7
INDEMNIFICATION

INTERMEDIATE UNIT shall not be held responsible for any violation of Free Appropriate Public Education, otherwise referred to as "FAPE". DISTRICT further agrees to indemnify INTERMEDIATE UNIT for any violation relating to any claim or cause of action under the Individuals with Disabilities Education Act, otherwise referred to as "IDEA", Section 504 of the Rehabilitation Act of 1973, or any other relevant State or Federal legislation relating to the provision of services to students with special needs.

Further, DISTRICT shall hold INTERMEDIATE UNIT, its governing board, officers and employees harmless and does hereby indemnify INTERMEDIATE UNIT, its governing board, officers and employees from and against every claim or demand which may be made by any person, firm or corporation, or other entity arising from or caused by any act or neglect, default or omission of INTERMEDIATE UNIT for the performance of this Agreement, except to the extent that such claim or demand arises from or is caused by the negligence, intentional acts or willful misconduct of the INTERMEDIATE UNIT,

its agents, officials or employees, or to the extent that such claim or demand arises from the INTERMEDIATE UNIT'S alleged breach of any contract between it and the VENDOR.

SECTION 8
RIGHT TO DECLARE DEFAULT

In addition to any other rights INTERMEDIATE UNIT may have, INTERMEDIATE UNIT also has the right to declare DISTRICT in default if DISTRICT violates or fails to perform any of the terms and conditions set forth in this Agreement.

If DISTRICT fails to comply with any of the terms of this Contract, INTERMEDIATE UNIT may cancel this Contract upon a thirty (30) day written notice to DISTRICT. Prior to providing DISTRICT with a thirty (30) day written notice of termination, INTERMEDIATE UNIT agrees to provide DISTRICT with a reasonable opportunity to correct any Contract deficiency. The term "reasonable opportunity" shall be interpreted as meaning that DISTRICT will have no more than ten (10) working days in which to correct the Contract deficiency.

SECTION 9
EXERCISE OF RIGHT TO DECLARE IN DEFAULT

The right to declare in default for any of the grounds specified or referred to in Section 8, RIGHT TO DECLARE DEFAULT, shall be exercised by sending DISTRICT a notice signed by the President or Secretary of INTERMEDIATE UNIT, setting forth the ground or grounds on which each default is declared.

SECTION 10
FORCE MAJEURE

In the event INTERMEDIATE UNIT is unable to provide the transportation services herein specified because of any act of God, civil disturbance, fire, flood, riot, war, picketing, strike, lockout, labor dispute, loss of transportation facilities, oil or fuel shortage or embargo, governmental action (except any governmental action against

CONTRACTOR for violation(s) or asserted violation(s) of law and /or regulation) or any condition or cause beyond INTERMEDIATE UNIT'S control, DISTRICT shall excuse INTERMEDIATE UNIT from performance under this Agreement.

SECTION 11
SURVIVAL

The mutual obligations described in Section 6, PAYMENT and Section 7, INDEMNIFICATION hereof shall survive the termination or expiration of this Agreement.

SECTION 12
OTHER REMEDIES

The Provisions outlined herein as the rights of INTERMEDIATE UNIT after termination shall be in addition to any and all other legal or equitable remedies permissible.

SECTION 13
UNLAWFUL PROVISIONS DEEMED STRICKEN

All unlawful provisions of this Agreement shall be deemed stricken from the Agreement, and shall be of no effect. On the applications of either party, the unlawful provision shall be considered stricken without affecting the binding force of the remainder of the Agreement.

In the event any provision specified herein is held or determined by a court of competent jurisdiction to be illegal, void or in contravention of any applicable law, the remainder of the Agreement shall remain in full force and effect.

SECTION 14
APPLICABLE LAW

This Agreement and all the terms, covenants and conditions hereof shall be construed and shall be enforceable in accordance with the laws of the Commonwealth of Pennsylvania.

SECTION 15
MODIFICATION

Agreement constitutes the final, complete and entire understanding between the parties and supersedes all prior and contemporaneous agreements, understandings, negotiations, and/or discussions of the parties, whether written or oral. There are no other representations or other agreements included. This Agreement shall not be modified or annulled by the either party except by written instrument, signed, sealed and acknowledged by both.

This Agreement is made and entered into this 25 day of August, 2010 by and between Intermediate Unit 20 and Bethlehem Area School District shall continue until the expiration of this CONTRACT.

ATTEST:

By: _____ By: Scott M. Olson
BETHLEHEM AREA SCHOOL DISTRICT

ATTEST:

By: Charles M. Jensen By: _____
COLONIAL INTERMEDIATE UNIT 20

17. *Award of Bid for 72 Passenger School Buses – Bids Opened September 8, 2010*

INFORMATION:

Bids were received and publicly opened at noon, Wednesday, September 8, 2010, for:

72 Passenger School Buses – Diesel – Conventional Style

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

RECOMMENDATION:

That the administration be authorized to award a contract for 72 Passenger School Buses – Diesel – Conventional Style to the lowest responsible bidder meeting specifications as indicated on the attached Tabulation of Bids.

Wolffington Body Company, Inc. \$80,846 each
PO Box 218
Exton, Pennsylvania 19341

The administration recommends purchasing five (5) 72 Passenger School Buses at a total cost of \$404,230.

Cabinet Code: NT
Account Code: 10-2740760-000-000-NT-0000
Budget Balance: \$400,000

The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

BETHLEHEM AREA SCHOOL DISTRICT
Bethlehem, Pennsylvania

Bid Opening: September 8, 2010

September 27, 2010

**TABULATION OF BIDS
FOR
72 PASSENGER SCHOOL BUSES - DIESEL
CONVENTIONAL STYLE**

Base Bid
2010 Model Year

Rohrer Bus Sales, Inc.

\$82,330.00

Wolffington Body Company, Inc.

\$80,846.00

BID AWARD

3 specifications mailed
2 bids received

18. *Award of Bid for Deicing Salt and Antiskid Materials – Bids Opened September 8, 2010***INFORMATION:**

Bids were received and publicly opened at noon, Wednesday, September 8, 2010, for:

Deicing Salt and Antiskid Materials

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

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

RECOMMENDATION:

That the administration be authorized to award a contract for Deicing Salt and Antiskid Materials to the lowest responsible bidders meeting specifications as indicated on the attached Tabulation of Bids.

De-Icing Salt	\$68.29/Ton	American Rock Salt Company, LLC P.O. Box 190 Mt. Morris, New York 14510
De-Icing Salt	\$4.09/50# Bag	Northeast Chemical & Supply Company 800 East Bertsch Street P.O. Box 52 Lansford, Pennsylvania 18232
Calcium Chloride Pellets	\$10.70/50# Bag	International Salt Company 655 Northern Boulevard Clarks Summit, Pennsylvania 18411

Cabinet Code: NE

Account Code: 10-2600610-000-000-NE-0000

Budget: \$490,000

The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

BETHLEHEM AREA SCHOOL DISTRICT
Bethlehem, Pennsylvania

Bid Opening: September 8, 2010

September 27, 2010

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

	Deicing Salt Per Ton	Deicing Salt 50 lb. Bag	Calcium Chloride Pellets 50 lb. Bag	Antiskid Material - Fine Cinders Per Ton
American Rock Salt	\$68.29	No Bid	No Bid	No Bid
Cargill, Inc.	\$74.31	No Bid	No Bid	No Bid
Eastern Salt Company, Inc.	\$83.50	No Bid	No Bid	No Bid
International Salt Company	\$79.65	\$5.10	\$10.70*	No Bid
Northeast Chemical & Supply Company	\$81.80	\$4.09**	\$11.88	No Bid
Oceanport, LLC	\$72.50	No Bid	No Bid	No Bid
*Minimum 9-pallet delivery	11 specifications mailed			
**Minimum 1-pallet delivery	6 bids received			

BID AWARD

19. *Award of Bid for Fuel Oil – Number 2 – Bids Opened September 8, 2010*

INFORMATION:

Bids were received and publicly opened at noon, Wednesday, September 8, 2010, for:

Fuel Oil – Number 2

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

RECOMMENDATION:

That the administration be authorized to award a one-year contract for Fuel Oil – Number Two to the lowest responsible bidder meeting specifications as indicated on the attached Tabulation of Bids subject to proper execution of contract documents and performance bond as required in the bid specifications.

Isobunkers, LLC	Fixed Price
Two New Road, Suite 331	
Aston, Pennsylvania 19014	per gallon <u>\$2.3148</u>

Cabinet Code: NA
Account Code: 10-2600624-000-000-NA-0000
Account Balance: \$150,000

The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

20. *Award of Bid for Snow Removal – Bids Opened September 8, 2010*

INFORMATION:

Bids were received and publicly opened at noon, Wednesday, September 8, 2010, for:

Snow Removal

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

RECOMMENDATION:

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

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

Cabinet Code: NF
Account Code: 10-2600412-000-000-NF-0000
Budget Balance: \$30,000

The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

BETHLEHEM AREA SCHOOL DISTRICT
Bethlehem, Pennsylvania

Bid Opening: September 8, 2010

September 27, 2010

**TABULATION OF BIDS
FOR
FUEL OIL – NUMBER 2**

	Isobunkers LLC	Petroleum Traders Corporation	Pilot Travel Centers LLC
Firm Price for the contract period Price per gallon	\$2.3148	\$2.4879	N/A
Fluctuating Price for the contract period Net differential to posted price	+\$.0679	+\$.0311	+\$.1009 * +\$.0309 **

*Net 30 Day Price

**Net 10 Day Price

BID AWARD

All fixed prices are subject to change based on market pricing on the date of bid award.

14 specifications mailed
3 bids received

BETHLEHEM AREA SCHOOL DISTRICT
Bethlehem, Pennsylvania

Bid Opening: September 8, 2010

September 27, 2010

**TABULATION OF BIDS
FOR
SNOW REMOVAL**

	Imperial Excavating	Muschlitz Excavating	Searock's Lawn Care	A.J. Trunzo, Inc.
	Cost per Hour			
1 - "Rubber-tired" Front End Loader with operator - 1-yard (minimum)	\$88.00	\$97.00	\$105.00	\$100.00
1 - 3/4 ton Truck with Plow and operator	\$80.00	\$75.00	\$78.00	\$74.50
1 - One (1) ton Truck with Plow and operator	\$80.00	No Bid	\$80.00	\$77.00
1 - Truck Tri-Axle Dump - 30-yard capacity, with operator	\$88.00	\$90.00	\$68.00	\$73.50
1 - Truck Tandem-Axle Dump - 20-yard capacity, with operator	\$75.00	\$83.00	\$58.00	\$63.50
1 - Truck Single-Axle Dump - 10-yard capacity, with operator	\$70.00	No Bid	\$50.00	\$53.50
1 - Dump Truck with Salter - 6-yard capacity, with operator	\$85.00	\$90.00	\$80.00	\$98.00

10 specifications mailed
4 bids received

21. *Award of Bids for Sports Supplies – Winter/Spring – Bids Opened September 15, 2010*

INFORMATION:

Bids were received and publicly opened at noon, Wednesday, September 15, 2010, for:

Sports Supplies – Winter/Spring

The bids have been tabulated and reviewed by the appropriate administrative and supervisory personnel. The recommendation of the awards is based upon the lowest responsible bidders meeting specifications. (Vendor Award Analysis is attached.)

RECOMMENDATION:

That the administration be authorized to award a contract to the lowest responsible bidders who have met specifications. These awards are tabulated on the attached Vendor Award Analysis.

Funds will be expended from the 2010-2011 General Fund Budget.

The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

22. *Award of Bid for Xerographic Paper – White – Bids Opened September 8, 2010*

INFORMATION:

Bids were received and publicly opened at noon, Wednesday, September 8, 2010, for:

Xerographic Paper – White

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

RECOMMENDATION:

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

Xerographic Paper – White

Ris Paper Company, Inc.
1531 Boettler Road, Suite E
Uniontown, Ohio 44685

\$65,318.40

Account Code: 10-0171000-000-000-00

Xerographic paper is inventoried and charged to building budgets as paper is requisitioned from the maintenance warehouse.

The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

BETHLEHEM AREA SCHOOL DISTRICT
Bethlehem, Pennsylvania

September 27, 2010

VENDOR AWARD ANALYSIS
SPORTS SUPPLIES – WINTER/SPRING

<u>VENDOR</u>	<u>AMOUNT</u>
Aluminum Athletic Equipment	\$ 1,285.00
Bethlehem Sporting Goods	\$34,182.07
Bill Fritz Sports	\$ 2,141.68
D & J Sports	\$ 1,536.50
M-F Athletic Company	\$ 560.50
Passons Sporting Goods	\$ 1,574.73
Plaques & Such	\$ 834.75
Port Jefferson Sporting Goods	\$ 813.36
Pyramid School Products	\$ 2,086.95
Schutt Reconditioning	\$ 345.54
Scotty's Fashions	<u>\$ 5,376.50</u>
 TOTAL AMOUNT AWARDED	 <u>\$50,737.58</u>

32 specifications mailed
16 bids received

23. *Treasurer's Report*

RECOMMENDATION:

That the Board of School Directors approves the Treasurer's Report dated August 31, 2010.

Director Tenaglia made a motion, seconded by Director McKeon, to accept the Financial Report and Payment of Bills, (Item number 23, 24, 25)

President Leeson called for a voice vote to approve the Financial Report/Payment of Bills. The motion was passed by a unanimous voice vote.

Motion passes – 7-0

BETHLEHEM AREA SCHOOL DISTRICT
Bethlehem, Pennsylvania

REPORT OF THE TREASURER
August 1 through August 31, 2010

BEGINNING CASH AND INVESTMENT BALANCE

Wachovia Bank - Cash Management	11,390,841.19
Bank of America - General Account	1,996,021.35
Pennsylvania School District Liquid Asset Fund	4,981,208.75
Wachovia - Worker's Comp Trust Fund	637,390.71
Pennsylvania Local Government Investment Trust	78,001.07
Pennsylvania State Treasurer Invest Program	2,053,315.64
Bank of America Money Market	1,638.40
PSDLAF - Term Investments	5,000,000.00
PSDLAF - 2009B Bond Fund	8,447,524.32
Scholarship Fund	46,466.25
KNBT Bank - Scholarship Fund	118,273.04

<u>TOTAL CASH AND INVESTMENT BALANCE</u>	\$	34,750,680.72
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MONTHLY RECEIPTS

Local Sources	70,978,154.22
State Sources	7,277,347.67
Federal Sources	793,000.73
Other Financing Sources	0.00

\$	<u>79,048,502.62</u>
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MONTHLY DISBURSEMENTS

Monthly Bills Paid	6,226,502.50
Payroll	5,086,866.51
Debt Service	387,782.42

\$	<u>11,701,151.43</u>
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TOTAL FUNDS AVAILABLE

\$	<u><u>102,098,031.91</u></u>
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ENDING CASH AND INVESTMENT BALANCE

		Interest Rate
Wachovia Bank - Cash Management	60,975,627.45	0.250%
Bank of America - General Account	1,995,577.82	0.350%
Pennsylvania School District Liquid Asset Fund	16,734,561.79	varies .024 to .085%
Wachovia - Worker's Comp Trust Fund	636,435.89	0.010%
Pennsylvania Local Government Investment Trust	78,006.23	0.080%
Pennsylvania State Treasurer Invest Program	8,062,255.60	0.157%
Bank of America Money Market	1,638.57	0.120%
PSDLAF - Term Investments	5,000,000.00	see attachment
PSDLAF - 2009B Bond Fund	8,448,592.81	see attachment
Scholarship Fund	46,466.25	0.947%
KNBT Bank - Scholarship Fund	118,869.50	1.300%

<u>TOTAL CASH AND INVESTMENT BALANCE</u>	\$	<u><u>102,098,031.91</u></u>
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Interest Received for August; to be posted in September accounting period	\$	6,598.96
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Respectfully Submitted,

Anne M. Morton
Treasurer

Bethlehem Area School District
2009B Bond Fund
For the Period of August 1, 2010 thru August 31, 2010

Beginning Fund Balance-July 31, 2010		\$	2,872,596.23
Revenues			
Expenses			
NEMS Project	197,036.10		
NEMS Prof. Svs	10,237.05		
BMS Project	1,000.00		
Prof. Svs BMS	24,862.50		
LHS Project	-		
Mold Remediation	70,190.41		
Prof Svs Freemansburg	3,525.00		
Buses		\$	306,851.06
Ending Balance-August 31, 2010		\$	<u>2,565,745.17</u>

The following projects have been approved by the board but have not been completed:

NEMS Project	19,558.21		
BMS Project	2,005,363.61		
LHS Project	70,000.00		
Mold Remediation-Freemansburg	13,032.47		
	-		
Prof. Svs NEMS	32,914.45		
Prof. Svs BMS	59,019.54		
	-		
Prof Svs Freemansburg	5,875.00		
			2,205,763.28
Estimated Unencumbered Fund Balance			359,981.89

**Bethlehem Area School District
Capital Reserve Fund
For the Period of August 1, 2010 thru August 31, 2010**

Fund Balance at July 31, 2010	\$	433,688.55
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Expenditures

Financial Management System
(software, hardware, support services)
Roof Repairs-Farmersville
Roof Repairs-Freemansburg
Roof Repairs-Asa Packer
Asa Packer Fire Alarm System
Freedom Railing

	\$	-
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Fund Balance at August 31, 2010	\$	433,688.55
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The following projects have been approved by the board but have not been completed:

Financial Management System	\$	27,569.43
Pro. Svs. Roof Repairs		
Pro. Svs. Alarm System	\$	2,379.97
Pro. Svs. Railing Repair		
Freedom Railing Repairs		

	\$	29,949.40
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Estimated Unencumbered Fund Balance	\$	403,739.15
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24. *Monthly Bills*

RECOMMENDATION:

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

Director Tenaglia made a motion, seconded by Director McKeon, to accept the Financial Report and Payment of Bills, (Item number 23, 24, 25)

President Leeson called for a voice vote to approve the Financial Report/Payment of Bills. The motion was passed by a unanimous voice vote.

Motion passes – 7-0

2010-2011 REVENUES

	A	B	C	D	F	G
	2010-2011				2009-2010	
Description	Budget	Realized 31-Aug-10	Unrealized \$ (B-A = C)	Unrealized % (C/A = D)	Realized June, 2010	Realized August, 2009
CURRENT REAL ESTATE	113,780,198	10,797,861	(102,982,337)	-90.51%	102,748,414	(632)
INTERIM REAL ESTATE	1,199,999	21,336	(1,178,663)	-98.22%	3,782,729	0
PUBLIC UTILITY REALTY	153,000	0	(153,000)	-100.00%	166,715	0
PAYMENTS IN LIEU OF TAX	145,000	38,676	(106,324)	-73.33%	130,379	37,848
UNDISTRIBUTED TAXES		65,385,383	65,385,383	-	(8,292)	59,089,727
PER CAPITA TAX SECT 679	240,000	96,226	(143,774)	-59.91%	239,322	1,511
PER CAPITA TAX ACT 511	240,000	96,226	(143,774)	-59.91%	239,352	1,511
LOCAL SERVICES TAX	330,000	27,813	(302,187)	-91.57%	242,486	20,451
EARNED INCOME TAX	11,600,000	2,530,920	(9,069,080)	-77.66%	9,820,703	2,085,566
REAL ESTATE TRANSFER TAX	2,000,000	75,318	(1,924,682)	-96.23%	1,513,377	369,046
MERCANTILE TAX	2,300,000	10,407	(2,289,593)	-99.59%	1,204,752	0
DEL. REAL ESTATE	3,100,000		(3,100,000)	-100.00%	3,624,475	651,683
DEL. PER CAPITA SECT 679	60,000	15,838	(44,162)	-73.60%	84,483	23,419
DEL. LOCAL SERVICES TAX			-	-		
DEL. MERCANTILE TAX	350,000	85,194	(264,806)	-75.66%	323,758	52,850
TOTAL LOCAL TAX SOURCES	\$ 135,458,197	\$ 79,241,198	\$ (56,256,999)	-41.52%	\$ 124,114,421	\$ 62,332,978
INTEREST ON INVESTMENTS	750,000	2,952	(747,048)	-99.61%	341,306	12,110
STUDENT FEES/ SPECIAL EVENTS	-		-	-	4,050	50
STATE REV. OTHER INTERMEDIARY	182,051	36,966	(145,085)	-79.69%	182,380	40,649
FEDERAL REV. OTHER PA PUBLIC SCHOOLS		200			146,935	51,949
FEDERAL IDEA	1,876,243	9,872	(1,866,371)	-99.47%	2,361,179	9,138
FEDERAL REV. OTHER INTERMEDIARY	259,315	106,084	(153,231)	-59.19%	321,161	48,244
RENTALS	50,000	8,450	(41,550)	-83.10%	54,238	14,225
CONTRIBUTIONS		10,034	10,034	-	169,381	22,352
TUITION FROM PATRONS	500,000	5,410	(494,590)	-98.92%	584,564	57,339
SRVCS. / OTH. LOC. GOV. UNITS			-	-		
MISCELLANEOUS REVENUE	35,000	4,971	(30,029)	-85.00%	41,760	5,383
REFUNDS FROM PRIOR YEAR EXP		93,559	93,559	-	72,947	575
TOTAL OTHER LOCAL SOURCES	\$ 3,653,213	\$ 278,468	\$ (3,468,504)	-94.94%	\$ 4,279,300	\$ 262,014
TOTAL LOCAL SOURCES	\$ 139,151,410	\$ 79,519,665	\$ (59,725,503)	-42.92%	\$ 128,394,321	\$ 62,594,992
BASIC INSTRUCTIONAL SUBSIDY	27,716,600	3,812,000	(23,904,600)	-86.25%	22,953,439	
CHARTER SCHOOLS	1,873,265	262,522	(1,610,743)	-85.99%	1,710,538	
TUITION - ORPHANS/CHILDREN	400,000		(400,000)	-100.00%	381,665	
HOMEBOUND INSTRUCTION			-	-		
VOCATIONAL EDUCATION	115,000	10,250	(104,750)	-91.09%	70,055	
ALTERNATIVE EDUCATION			-	-	150,722	106,883
DRIVER EDUCATION	10,605		(10,605)	-100.00%	11,025	
MIGRATORY CHILDREN	2,500		(2,500)	-100.00%		
SPECIAL EDUCATION	6,538,057	987,727	(5,550,330)	-84.89%	6,632,724	
EDUCATIONAL ASSISTANCE PRGM (TUTORING)	872,805		(872,805)	-100.00%	926,123	256,680
PA PRE-K-COUNTS	627,000	104,500	(522,500)	-83.33%	668,800	
REVENUE NOT IN 7200 (SPECIFIC ED PRGMS)			-	-	9,800	
TRANSPORTATION	2,370,421	149,756	(2,220,665)	-93.68%	2,373,895	
RENTALS AND SINKING FUND	2,148,732	2,665,952	517,220	24.07%		
HEALTH SERVICES	375,000		(375,000)	-100.00%	364,439	
PROPERTY TAX RED. ALLOCATION	4,740,869	2,370,435	(2,370,434)	-50.00%	4,733,333	2,366,666

2010-2011 REVENUES

Description	A	B	C	D	F	G
	2010-2011				2009-2010	
	Budget	Realized 31-Aug-10	Unrealized \$ (B-A = C)	Unrealized % (C/A = D)	Realized June, 2010	Realized August, 2009
PA ACCOUNTABILITY	1,806,167	287,754	(1,518,413)	-84.07%	1,806,167	
DUAL ENROLLMENT GRANTS	23,922	37,329	13,407	56.04%	8,152	
PROJECT 720			-		12,923	
DCED GRANTS OTHER STATE REV NOT IN 7000	154,234	54,104	(100,130)	-64.92%	261,378	31,658
SOCIAL SECURITY	3,632,579	556,554	(3,076,025)	-84.68%	2,745,565	
PSERS - PENSION CONTRIBUTION	3,797,190		(3,797,190)	-100.00%	2,844,455	
IMPACT AID	50,000		(50,000)	-100.00%	45,165	
OTHER FEDERAL PRGM/GRANTS	100,000	78,259.27	(21,741)	-21.74%	75,699	
NCLB TITLE I	3,302,605	616,613	(2,685,992)	-81.33%	3,596,519	875,776
NCLB TITLE II	904,334	167,279	(737,115)	-81.50%	670,050	56,694
NCLB TITLE III	296,807	42,401	(254,406)	-85.71%	369,588	136,382
NCLB TITLE IV	749,023		(749,023)	-100.00%	574,316	3,339
CHILD CARE & DEVELOPMENT BLOCK GRANTS	170,250	62,295	(107,955)	-63.42%	150,162	23,464
OTHER FEDERAL GRANTS	19,000		(19,000)	-100.00%	26,222	
ARRA IDEA SEC 619	1,509,830		(1,509,830)	-100.00%		
ARRA-TITLE I PARTS A & D	540,000	231,503	(308,497)	-57.13%	1,504,769	
ARRA-STATE FISCAL STABILIZATION	3,069,051	257,421	(2,831,630)	-91.67%	2,831,630	
ACCESS	42525	21,350	(21,175)		73,767	
TOTAL STATE & FEDERAL SOURCES	\$ 67,978,419	\$ 12,776,004	\$ (55,202,415)	-81.21%	\$ 58,583,623	\$ 3,864,141
INTERFUND TRANSFERS	25,000		(25,000)	-100.00%		
SALE OF FIXED ASSETS	92,000	200	(91,800)	-99.78%	107,947	13,847
INTRA-FUND TRANSFERS					169	
INSURANCE RECOVERY			-		17,433	
TOTAL OTHER SOURCES	\$ 117,000	\$ 200	\$ (116,800)	-99.83%	\$ 125,549	\$ 13,847
TOTAL REVENUE	\$ 207,246,829	\$ 92,295,869.02	\$ (115,044,719)	-55.51%	\$ 187,103,493	\$ 66,472,980
UNRESERVED FUND BALANCE						
TOTAL FUND APPROPRIATED BALANCE	\$ -	\$ -	\$ -		\$ -	\$ -
TOTAL DISTRICT REVENUE	\$ 207,246,829	\$ 92,295,869	\$ (115,044,719)	-55.51%	\$ 187,103,493	\$ 66,472,980

2010-2011 EXPENDITURES BY PROGRAM

Includes Year-To-Date August 2010 Information

PROGRAM	PROGRAM CODE	Responsible Office	2010-2011			2009-2010	2009-2010
			A	B	F	G	H
			2010-2011 APPROVED BUDGET	2010-2011 AMENDED BUDGET	2010-2011 EXPENDED BUDGET INCLUDING ENCUMBRANCES as of August 2010	2009-2010 EXPENDED BUDGET INCLUDING ENCUMBRANCES as of August , 2009	2009-2010 EXPENDED BUDGET EXPENDITURES PENDING FINAL ADJ as of June 2010
BUILDING ALLOCATION	100	PRIN	1,339,515	1,339,515	448,204	411,955	1,197,062
BOARD	AA	SUPT	499,750	499,750	48,823	38,862	517,553
CABINET	AB	SUPT	1,014,000	1,014,000	150,018	165,462	1,046,560
BUDGETARY RESERVE	AC	SUPT	2,586,000	2,586,000	0	0	0
SUPT OFFICE-EQUIPMENT REPLACEMENT RESERVE	AD	SUPT	2,000	2,000	0	0	0
SUPERINTENDENT'S OFFICE	AE	SUPT	114,200	114,200	4,097	2,516	50,487
BUILDING STAFF	AF	SUPT	5,888,266	5,888,266	777,134	842,721	6,252,535
PUBLIC RELATIONS	AN	SUPT	30,000	30,000	18,589	20,199	22,899
STAFFING-TEACHERS	CA	HR	51,452,969	51,452,969	(12,578)	15,847	58,343,259
CHILD ACCOUNTING DEPARTMENT	CO	HR	245,534	245,534	50,022	38,767	257,761
STAFFING-TEACHER ASSISTANTS	CE	HR	2,788,648	2,788,648	9,992	2,750	2,401,974
STAFFING-SUBSTITUTES	CG	HR	1,275,000	1,275,000	29,384	36,915	1,088,145
HUMAN RESOURCES DEPARTMENT	OK	HR	282,983	282,983	58,564	44,839	244,593
STUDENT ACTIVITIES	D1	C&I	150,143	150,143	0	4,850	160,683
CREDIT ACQUISITION PROGRAM	D2	C&I	54,033	54,033	0	518	39,279
CURRICULUM ENRICHMENT ACTIVITIES	D3	C&I	18,000	18,000	(2,505)	0	52,483
CAREER ACADEMY/RASA/ALTERNATIVE EDUCATION	D4	C&I	170,948	170,948	0	5,501	0
TESTING - K-12	D5	C&I	30,000	30,000	276	0	250
ACADEMIC INTERVENTIONS	DA	C&I	100,000	100,000	1,421	0	9,839
MUSICAL INSTRUMENT REPAIR	DO	C&I	37,000	37,000	1,500	584	1,885
DEPARTMENT OF INSTRUCTION	DE	C&I	211,500	211,500	974	19,107	82,583
READING RECOVERY/PROJECT READ	DF	C&I	24,000	24,000	0	1,074	17,829
INSTRUCTIONAL MTLS RESERVE	DG	C&I	500,000	500,000	5,047	303,171	375,814
EQUIPMENT REPAIR	DM	C&I	13,000	13,000	800	300	11,464
PLANETARIUM	DO	C&I	5,444	5,444	0	0	3,730
SUMMER SCHOOL - SECONDARY	DQ	C&I	75,000	75,000	49,835	59,112	85,487
DRIVER EDUCATION	DS	C&I	0	0	0	0	10,000
ASST SUPERINTENDENT FOR CURR & INSTRUCT	DT	C&I	293,561	293,561	25,095	36,497	282,584
INTERSCHOLASTIC ATHLETICS	DU	C&I	1,410,529	1,410,529	0	0	1,375,288
INTRAMURALS	DV	C&I	18,477	18,477	0	0	22,730
ATTENDANCE SERVICES	EA	STD SVCS	59,521	59,521	0	1,134	70,254
MINORITY AFFAIRS/GOV. PROGRAMS/GRANTS	EB	STD SVCS	30,506	30,506	3,574	3,252	26,074

2010-2011 EXPENDITURES BY PROGRAM

Includes Year-To-Date August 2010 Information

PROGRAM	PROGRAM CODE	Responsible Office	2010-2011			2009-2010	2009-2010
			A	B	F	G	H
			2010-2011 APPROVED BUDGET	2010-2011 AMENDED BUDGET	2010-2011 EXPENDED BUDGET INCLUDING ENCUMBRANCES as of August, 2010	2009-2010 EXPENDED BUDGET INCLUDING ENCUMBRANCES as of August, 2009	2009-2010 EXPENDED BUDGET PENDING FINAL ADJ as of June, 2010
SPARK - EARLY CHILDHOOD/SUMMER	EC	STD SVCS	0	0	0	9,453	38,433
SCHOOL RESOURCE OFFICERS	EF	STD SVCS	180,000	180,000	0	0	442,686
HOMESOUND INSTRUCT/REGULAR ED.	EG	STD SVCS	155,000	155,000	0	320	179,848
HEALTH SERVICES - MEDICAL	EH	STD SVCS	52,100	52,100	7,395	391	19,900
HEALTH SERVICES - DENTAL	EJ	STD SVCS	10,450	10,450	178	0	8,528
STUDENT SERVICES	EK	STD SVCS	163,511	163,511	24,155	30,098	173,051
GUIDANCE (SUMMER)	ET	STD SVCS	40,000	40,000	22,042	18,379	38,843
ENGLISH ACQUISITION	EY	STD SVCS	240,119	240,119	23,551	22,262	205,342
BUSINESS DEPT-ACCOUNTS PAYABLE	GA	F&A	877,116	877,116	159,353	108,664	744,129
BUSINESS DEPT-ACCOUNTS RECEIVABLE	GB	F&A	1,058,144	1,058,144	60,728	108,472	937,010
DEBT SERVICE	GC	F&A	23,103,426	23,103,426	1,187,848	523,227	17,231,180
EMPLOYEE BENEFITS	GD	F&A	33,324,356	33,324,356	695,964	1,435,408	30,078,443
INSURANCE	GE	F&A	514,500	514,500	234,544	558,486	554,151
INTERSYSTEM PAYMENTS	GF	F&A	25,957,221	25,957,221	2,194,895	3,162,459	22,654,343
PHOTOCOPIERS	GP	F&A	787,268	787,268	5,957	133,779	752,344
SPECIAL EDUCATION	LF	SPEC ED	436,362	436,362	65,271	54,360	545,847
HOMESOUND INSTRUCTION / SPECIAL ED.	LG	SPEC ED	50,000	50,000	0	0	20,158
MAINTENANCE / CUSTODIAL DEPARTMENT	NA	B&G	11,107,832	11,107,832	1,036,025	1,034,870	10,082,951
MAINTENANCE DEPT - SUPPLIES	NE	B&G	803,375	803,375	251,434	155,490	515,444
MAINTENANCE DEPT - CONTRACTED SERVICES	NF	B&G	780,913	780,913	602,575	538,488	845,636
TRANSPORTATION DEPARTMENT	NT	B&G	5,449,265	5,449,265	281,342	146,990	4,094,778
TECHNICAL SERVICES	TK	TECH	1,022,025	1,022,025	1,036,408	471,822	951,891
INFO & COMMUNICATIONS TECHNOLOGY DEPT.	TL	TECH	1,575,130	1,575,130	115,300	857,288	1,459,774
DATA PROCESSING DEPARTMENT	TN	TECH	912,824	912,824	442,680	265,136	817,250
LOCAL STATE & FEDERAL GRANTS	DO	S & F	17,903,165	17,903,165	1,315,038	853,743	17,897,415
TOTALS			\$207,246,829	\$207,246,829	\$11,430,446	\$12,576,857	\$185,400,463

25. *Budget Information*

INFORMATION:

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

Director Tenaglia made a motion, seconded by Director McKeon, to accept the Financial Report and Payment of Bills, (Item number 23, 24, 25)

President Leeson called for a voice vote to approve the Financial Report/Payment of Bills. The motion was passed by a unanimous voice vote.

Motion passes – 7-0

26. *Approval of the Agreement Between the Board of School Directors and Teamsters Local No. 773 Affiliated with the International Brotherhood of Teamsters Covering Custodial/Maintenance Employees*

INFORMATION:

Pursuant to the various discussions during executive session, the negotiating team is recommending approval of the employment contract renewal for the Bethlehem Area Custodial and Maintenance Employees. The terms of the Agreement as summarized are still in line with the points last discussed. The Union has voted with approval of the contract.

RECOMMENDATION:

That the Agreement between the Board of School Directors and Teamsters Local No. 773 affiliated with the International Brotherhood of Teamsters Covering Custodial/Maintenance employees effective July 1, 2010, through June 30, 2015, be approved as presented on the attached.

The administration's recommendations 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22 and 26 were considered together.

**Bethlehem Area School District
Custodial & Maintenance Employees
September 14, 2010**

ARTICLE	TENTATIVE AGREEMENT
	The terms of this Agreement shall begin on July 1, 2010, and shall continue in full force and effect until <u>June 30, 2015</u> .
IV. Union Status	<i>Section 4 Fair share provision - ~~Delete: This fair share provision goes into effect as soon as practical, but no later than November 3, 2005.~~</i>
V. Union Stewards	4. There shall be sufficient time for the steward on his lunch hour, break time or before and after school working hours.
VII. Hours of Work & Overtime	5. Any employee who is notified at least one-half hour prior to the starting time on a regularly scheduled work day shall not report to work. If the employee is not notified and subsequently reports for work, he/she is guaranteed ~~four~~ <u>one</u> hours pay. 9. ~~Delete:~~ The district will provide a pager for each building to facilitate communication.
VIII – Holidays – Section 1	Any absence chargeable to sick leave immediately preceding or following a holiday period will require written verification of illness by a physician ~~approved by the Board or the Board's designee~~ . Failure of the employee to provide such verification will result in employee forfeiture of sick pay.
X. Sick Leave	Move group insurance items 4,5,7,8,9 to new article below and renumber remaining items. Credit for unused sick leave: Employees who retire will receive unused sick leave credit not to exceed 100 days at \$60 per day. 6. Sick Leave a. Employees who have at least <u>twenty five (25) years</u> of continuous service with the Bethlehem Area School District as of December 31, 2010 and who qualify for retirement under the superannuation requirements of PSERS at the time of retirement and are actually receiving a PSERS annuity payment shall be granted the following options for unused sick leave: Option 1: Employees who retire will be paid for accrued unused sick days not to exceed 100 days at \$60 per day to be paid as a non elective employer contribution to the employee's 403(b) plan. Option 2: If more than the allowed unused sick days have been accrued, payment will be made for the allowed number as a non elective employer contribution to the employee's 403(b) plan, plus all days in excess of the maximum allowed, may be used to receive health care coverage benefits, including the then current medical coverage, dental insurance and prescription drug plan, for a period of time equal to a balance of funds credited for unused sick days multiplied by \$60.00. The rate for the health coverage will be equal to the rate charged retirees for continued coverage. At the conclusion of the use of the unused sick days credit, the retiree would then have the option of continuing coverage at his/her expense until Medicare age.

	Option 3: Employees who have more than 100 unused sick days at the time of their retirement from the district shall be provided with health care coverage benefits including then current medical coverage coverage, dental insurance, and prescription drug plan benefits to be computed at the rate of 50 ~~60~~ sick days for one year of health coverage benefits to a maximum of seven (7) years of health coverage benefits or until Medicare eligibility is attained, whichever comes first. <u>b. Employees who do not meet the qualifications listed above in (a) but who qualify for retirement under the superannuation requirements of PSERS at the time of retirement and are actually receiving a PSERS annuity payment shall be paid for accrued unused sick days at \$63 per day to be paid as a non elective employer contribution to the employee's 403(b) plan. Employees who do not have twenty five (25) years of continuous service with the Bethlehem Area School District as of December 31, 2010 shall have no ability to convert sick leave to health benefits.</u>
New Article – Group Insurance Benefits	<u>Moved Article X-4,5,7,8,9 to new article</u> 1. Medical Plan Employees and their dependents including full-time college students up to 23 years of age will be enrolled in a preferred provider organization group plan option (PPO). <u>There will be an open enrollment period annually for employees currently in the traditional plan to select the PPO option. If the PPO is chosen, the employee will not be permitted to return to the traditional plan at any time in the future. The traditional health care plan includes</u> major medical coverage of \$1,000,000 will be paid by the Board for the employees and their dependents including full-time college students up to 23 years of age. The deductible shall be \$250/\$750 annually and after the deductible has been paid the cost of covered expenses will be shared 80% by the plan and 20% by the employee. The 20% will be capped at \$2,400. Reimbursement for covered expenses that exceed the annual cap will be at 100%, not to exceed the plan's maximum lifetime benefits. Employees shall contribute biweekly <u>via payroll deduction</u> toward their medical premiums in accordance with the following schedule: 2010-11: \$20 per pay 2011-12: \$22 per pay 2012-13: \$24 per pay 2013-14: \$26 per pay 2014-15: \$26 per pay The District will continue medical coverage for any employee who is absent from work due to a work related injury for two years. 2. Dental Plan – A Dental Care Program is to include: basic coverage/100% UCR, supplemental basic service/100% UCR, periodontics/100% UCR, and prosthetics/50% UCR (Maximum Benefits: \$2,000 per covered individual). 3. Prescription Plan – Members of the bargaining unit and their dependents, including full-time college students up to 23 years of age, shall be provided a prescription plan. The plan will provide generic drugs, unless specifically prohibited by the physician, and will require the employee to pay a deductible <u>in accordance with the schedule below</u> for each prescription or refill. RETAIL/PHARMACY (30 Day Supply) Brand - \$20 Multi-Source - \$30 Generic - \$10 Each retail prescription is limited to a 30-day supply.

	MAIL ORDER DRUG BENEFIT OPTION HOME DELIVERY/MAIL ORDER (Max. 90 Day Supply): Brand - \$20 Multi-Source - \$30 Generic - \$10 The mail order drug benefit option is available for maintenance medications (those that are taken for long periods of time, such as drugs sometimes prescribed for heart disease, high blood pressure, asthma, etc.). The coinsurance is applied to each covered home delivery drug charge. The coinsurance amount is not a covered charge under the Medical Plan. Each home delivery prescription is limited to a 90-day supply and will be charged at a 60-day copay (ie 2 copays for 3 month supply). 4. A life insurance policy of \$35,000.00 will be provided by the Board. 5. The bargaining unit shall have the right to voluntary payroll deduction to purchase personal supplemental disability insurance from a single carrier. The minimum number of employees for the deduction and remittance to be implemented and maintained is ten per insurance company identified and mutually agreed to by the Board and the Union.
XI. Leaves of Absence	3. Death in Family <i>Absence on account of death in the immediate family or household, from the date of death until and including one calendar day after the funeral not to exceed ~~four~~ five (5) working days, shall be compensated at full salary. Immediate family shall be defined as father, mother, brother, sister, son, daughter, husband, wife, stepson, stepdaughter, parent-in-law, stepmother, stepfather, grandchild, son-in-law, daughter-in-law or near relative who resides in the same household, or any person with whom the employee has made his or her home at the time of death.</i>
XII. Grievance & Arbitration	<i>Step 5: If the action in Step 4 fails to resolve the grievance to the satisfaction of the Union, the grievance shall be referred to binding arbitration.....</i>
XV. Strike Prohibition	1. <i>During the term of this Agreement, the Union and the members of the Bargaining Unit will not cause, sanction or take part in any strike.....</i> 2. <i>In the event that some of the members of the Bargaining Unit violate the provisions of this article and</i> 3. <i>The Board shall, nevertheless, have the right to discharge any s employees who participate in such action as</i>
XVIII. Job Classification & Wages	1. The following classifications shall apply: a. Custodial classifications C-1 - General Custodian C-2 - Head Custodian C-3 - Chief Working Custodian <u>Add C-4 - Chief Working Custodian at the high schools</u> *Any employee assigned the position of leader or high school <u>chief working</u> custodian shall be compensated an additional \$1.00/hour above their established rate. b. Maintenance classifications M-1 – General Maintenance M-2 – Skilled Maintenance M-3 – Technical Maintenance

	2. Classifications* 1%-1%- 2% - 2% - 2%														
	Wages	7/1/2010	7/1/2011	7/1/2012	7/1/2013	7/1/2014									
	C-1	\$18.64	\$18.83	\$19.21	\$19.59	\$19.98									
	C-2	\$20.80	\$21.00	\$21.42	\$21.85	\$22.29									
	C-3	\$21.52	\$21.74	\$22.17	\$22.62	\$23.07									
	C-4	\$22.52	\$22.74	\$23.17	\$23.62	\$24.07									
	M-1	\$22.37	\$22.60	\$23.05	\$23.51	\$23.98									
	M-2	\$25.18	\$25.43	\$25.94	\$26.46	\$26.99									
	M-3	\$28.43	\$28.72	\$29.29	\$29.88	\$30.47									
	New Hires/Starting Wages (C-1, C-2, C-3, C-4, M-1) <table><tr><td>Step</td><td>Rate</td></tr><tr><td>Probationary (90 days)</td><td>\$-4.00</td></tr><tr><td>Year 1 (balance)</td><td>\$-3.00</td></tr><tr><td>Year 2</td><td>\$-2.00</td></tr><tr><td>Year 3</td><td>\$-1.00</td></tr></table> #2 d. Custodians who agree to work beyond their usual 40 hour contractual work week to monitor buildings use by non-profit groups, shall be paid at one and one-half of their regular rate of pay and shall perform duties in accordance with routine custodial needs during all time on duty in addition to monitoring the needs of the group.						Step	Rate	Probationary (90 days)	\$-4.00	Year 1 (balance)	\$-3.00	Year 2	\$-2.00	Year 3
Step	Rate														
Probationary (90 days)	\$-4.00														
Year 1 (balance)	\$-3.00														
Year 2	\$-2.00														
Year 3	\$-1.00														
Article XVIII Job Class & Wages	2010-11	1.0%													
	2011-12	1.0%													
	2012-13	2.0%													
	2013-14	2.0%													
	2014-15	2.0%													
XX. Subcontract- ing	1. The Union agrees that the District has the right to hire <u>thirteen (13)</u> Supplemental Employees who shall be non-bargaining unit employees and who shall be hired, assigned, scheduled and paid at the District's discretion. The District agrees that it will not subcontract the custodial or maintenance operations if that subcontract results in layoffs which would reduce the size of the bargaining unit below 137- (Delete remainder of paragraph) Delete 4: ~~The Union agrees it will not file a unit clarification petition attempting to include Supplemental Employees in this bargaining unit~~														
New Article: Uniforms	District mechanics and yardman shall be required to wear employer provided uniforms during working hours. The Board agrees to provide eleven (11) sets of uniforms to be rotated and serviced on a weekly basis. Employees reporting to work not wearing the required uniform will be subject to progressive discipline as outlined in this agreement.														
MOU #1	Delete this memorandum due to the fact that we are currently performing this work.														
MOU #2	Eliminate														
MOU #3	See Article XX Subcontracting														
MOU #5	Delete - the affected person eligible is not eligible anymore.														
New MOU Article VI New Section between 1 & 2	For the purpose of bidding on posted positions within the Bargaining Unit, the length of continuous service shall be defined as full-time service within the specific job classification. District seniority shall accrue and be maintained for all continuous service; however, only service/seniority in the specific classification will be considered for movement to another position.														

President Leeson asked for a motion to accept the RECOMMENDATIONS
Recommendations of the Board. OF THE BOARD

Director Tenaglia made a motion. seconded by Director

Item	TABLE OF CONTENTS Recommendation of the Board	September 27, 2010 Page
1. Transfer of Sick Days		1

1. *Transfer of Sick Days*

INFORMATION:

This item is for board approval for the transfer of sick days from Dr. Joseph Roy's previous employer.

RECOMMENDATION:

That the Board of Schools Directors approves the transfer of 106 sick leave days from Upper Moreland School District for Dr. Joseph Roy.

President Leeson asked for a motion to accept the Recommendations of the Board.

Director Tenaglia made a motion, seconded by Director McKeon

President Leeson asked if there was any discussion on the Recommendations of the Board.

May we have a roll call vote.

Motion passes – 7-0

President Leeson asked for reports from the Committees.
She stated that Director McKeon provided the board with a written report from the IU and asked Director McKeon if he thought that it was necessary to give a verbal report.

COMMITTEE REPORTS

Director McKeon stated that as you read in the paper, Dr. Barilla, had briefed everyone on a teacher training exercise and he received the brochure from the IU. He said this came at the initiative of a consortium between IU 20 and other IU's around the state and it is a federal grant and is going to be used for Bethlehem and other districts for teacher in service. On Wednesday night he said he took a tour of the Colonial Academy Tower. He said they got in before the storm and then we were on emergency power the rest of the night. He said it was an interesting facility. He stated that he wanted to comment on the code of conduct. He said that they have what appears to be a more stringent cell phone policy use then Bethlehem does and he feels it bears some research. When students go in and they must put all their electronic devices in a locker in their locker room, prior to going into the education body of the building. He stated that he knows that was up for discussion with Mr. DeLusio and feels that the board should revisit it again.

VO-TECH REPORT – Director McKeon said that they had a discussion regarding the surplus and that will be voted on by the existing Vo-tech board in October. He also said they had an in service presentation – The Fast Act Presentation – with Mr. Lazarcheck with the number of students, this is children coming in from the middle schools and predominantly going

into Freedom where they are coming in and being introduced into the Vo-tech programs as ninth graders and they are on a modified schedule where they visit once every 10 days. He said they visit a different operation within Vo-tech and then at some point in time, it is anticipated, if they so choose to stay in the Vo-tech process, they will select a “major”. He said that was basically what was covered at the meeting.

NORTHAMPTON COMMUNITY COLLEGE – Director Amato stated that they met on Thursday, September 9th, 2010. He stated that they reviewed the agenda items and new staff was presented by Jeff Fotes for the 2010-2011 school year. Helene Pudtaker presented a policy in process manual that will be an ongoing update and revised manual for the college. An opening week update by Marty Classen was given for the Monroe and Bethlehem campuses. Marty also commented on some policy changes that are going to be presented to the board of trustees at the next meeting. The student presentation was the Navajo experience and was given by Donna Serra and various students who participated in that experience. The Facilities and Finance and College Facilities Committee presented the treasurers report by Jim Dunlevy for year to date. As far as facilities update, Mark Kulp gave an update on the Fowler Center and various office needs that are being formed at that area in the Fowler Center and also he gave a tour of the Penn Hall and library renovations that were completed for the start of this semester. They also had an update on the total grant monies awarded to the Northampton Community College for the 2009-2010 school year and they were a little over 7 million dollars and to date the total grant monies that have been awarded for the 2010-2011 school year are a little over 2 million dollar. Director Amato stated that they are in good shape as far as getting grant monies to supplement their revenue at the Community College.

Director McKeon asked if there was there any discussion or announcement of them holding their college night and as to what date that is.

Director Tenaglia stated that the date is October 12th.

Director McKeon asked Dr. Roy if you could get the word out to our students to make sure they are aware that there is one at Lehigh Community College and there is one at Northampton Community College.

President Leeson stated that the Diversity Committee had a meeting and it was a robust discussion and the committee has come to the conclusion that they really don't want to just be constantly coming together and talking, they want to start doing something and so they have formed three sub committees. A sub committee for students, a sub committee for hiring and recruitment, and a sub committee for college awareness and readiness. She also said that they are looking forward to actually a more active Diversity Committee coming up in the upcoming year. She said she would like to note something from the Recreation Commission. The Recreation Commission is again sponsoring a college prep program available to students from the south side and particularly students from low income families. This is a nationally recognized program and it is free to the students. As of a couple days ago, she stated they said they only had six or nine students signed up. There is plenty of room for some of our students who might be interested in getting some help for the SAT college prep.

Director Follweiler asked if that was available to anyone in the district of a low income.

President Leeson said that she believes that it is restricted to the south side and low income families.

Director Ortiz asked how are they getting the word out that this is there for the south side students.

President Leeson stated that this is program for the south side and they have a south side coordinator who works with the students there. She said she wasn't exactly what they were doing. She said she knows that they have had this program in the past and that they do attempt to reach the students. She stated that they will try to get additional information.

Director Tenaglia stated that the SAT program is offered to south side residents with low income and classes start on the 25th and it is published in the Liberty bulletin. Also, he said he can confirm that the Northampton Community College Fair is October 12th – 6:30 to 8:30.

Director McKeon said that he would like to ask Director Follweiler as head of the HR if they could begin to review our club and athletic code of conduct policy based on what he

NEW BUSINESS

has read in another school district, he thinks there maybe a loop hole and he feels it is something they need to discuss as a board regarding the athletic club anticipated code of behavior.

Director Follweiler responded to Director McKeon that Mr. Washington and she will have some discussion on that and see what the agenda looks like this month or perhaps November if October is rather full.

President Leeson asked Director McKeon if he would like a review from the administration first and then brought to the board or would he like the administration to review it first and then bring the recommendation to the board.

Director McKeon stated that Mr. Washington and he could talk about it.

President Leeson asked Director Follweiler if she could coordinate this with Mr. Washington sometime this month or maybe next month.

Mr. Washington stated that it will involve the AD's as well as Dr. Donaher.

Director McKeon stated that that was fine. He said there seemed to be a gap that was there was over looked and he feels we need to visit it and if we have that similar gap then he doesn't feel that that is the environment they want to have encouraged.

Director Ortiz stated that now that we have approved that 50/50 split from the Vo-tech and that is additional money that we have in our budget, are we going to make a motion to put that towards the things that we need in the district, particularly the things that we haven't been able to cover like the seats at the planetarium and other things that we need to address.

President Leeson stated that she would say that generally speaking when income comes into the district we would again have a review from the administration as to where they feel the priority and the necessities are but she does think that sharing her thoughts and ideas with Dr. Roy would be a good idea before having the recommendation brought forward.

President Leeson stated that she has one thing in reviewing

our committee, she looked at policy 005 and policy 005 actually does not have assigned committees, we are a committee of the whole. She also said we have struggled for so many years to figure who was on what committee and it seems to her as if the policies don't follow that and they should probably just abandon the concept of people being assigned to committees and that they will be committee of the whole for the committee work. She asked if anyone would like to take a review of that policy and they can bring that up for further discussion,

Director Follweiler asked if she could take that issue up with Mr. Washington as well to bring it to an agenda in the future, because she did read 005 herself and along with that 006 and they do conflict and so 006 it talks about needing to have a majority for quorum of the committee and we talked about 204 and 005 and said that President Leeson was absolutely correct, it says we are a committee of the whole, so she asked Mr. Washington to add that to their plate.

President Leeson said that she would like to make a recommendation from her experience, that it is probably just as easy to actually get rid of the assigned committees and just go to the committee of the whole and use the majority quorum as their normal majority.

Director Follweiler had one suggestion as they move forward in discussion and for the other board members to think about it. She said she would agree with that, but believes they would still want a committee chair.

President Leeson asked if there was anyone at this time who would like to address the board.

COURTESY OF THE
FLOOR

1. John Lushis, 516 Melrose Avenue, Bethlehem, PA.

He stated that he has been here several times in his role as solicitor to the Lehigh County Development authority, which he said does not have a paid staff and all of its board members are appointed by county executive John Cunningham. He said he would like to just leave the board with a few points tonight.

1. The TIF plan has been delivered and furnished to City Council. City Council is going to hold a hearing next month on October 26th to review the

TIF plan.

2. By law the county is the entity that holds the public hearing and by law it must go last. We can't change the law.
3. While the TIF plan has not yet been furnished through the county commissioners, we have had discussions with Cindy Feinberg and we are in the process of discussing the time line for holding the public hearing. Our goal originally had been to do it by the end of the year because of the county budget process that may spill over into the early part of next year, but we do have an end game in sight and under the law again, the county goes last and is looking forward basically to a resolution from this board in an ordinance from city council. As you may know, you have received expressions of support for this TIF plan from the mayor and from the president of city council, Mr. Robert Donchez. So the city has weighed in at least a little bit as has the county through the public expressions of Cindy Feinberg and Commissioner Glen Eckherth who have both appeared before this board. So it is not as though they have been totally silent or absent from this process. I had requested via a letter about a week or so ago to Attorney Spirk who has been both, I might add, very professional and very courteous throughout this process. requesting that the IDA be permitted to present again the TIF plan at your meeting of October 4th and we respectfully requested that we be put on that agenda particularly given as we heard tonight that there is very little else on that agenda. The information that will be presented really is not new, it will be concise, it will be clear, the presentation will be made by me, as the solicitor, and Joseph Hogan of Mullin and Margan, the TIF consultant that has been here several times before. We really, really would like a fair hearing on the TIF plan. Comments made by the public in passing, members of the public who have not been here and have not heard the presentation, we think have to be discounted very greatly. Final comment, the TIF plan has been developed with the input of independent consultants, most notably the Dietrich Group. I'm not sure why there needs to be any other independent analysis and final comments. All of the questions about a run off planning,

commission approval, development approval, have really little to do with whether this board or even the city council opts in to participate in the TIF district or not.

President Leeson stated to Atty. Lushis that she would just like to share with him that if you would like to get on the agenda, you should please contact the administration and that is the best way to get on the agenda.

2. Sherry Engelhart, 3835 Trent Court, Bethlehem, PA

Ms. Engelhart stated that she is a parent with two kids in the Bethlehem Area School District and she understands that the TIF program was put in over 10 years ago. Right now we are living in a very tough economy and I think that everyone needs to reconsider and evaluate where the funds are. We have business' closing down, empty office spaces, foreclosed homes all over, banks are releasing the amounts of foreclosed homes, we are gambling with the tax players dollars again, you have just raised the school taxes, there is not enough bucks in the middle schools for our children. I am a strong advocate for my child who is in the district, because they have some problems. I had to purchase speaker systems, because they couldn't go in there and they didn't have the funds to find it quick enough. We are hurting our future and you need to really consider these things. You have already gambled with the taxpayer dollars, our children are where everything rides. I mean right here is an article about how the Bethlehem Area School District must take out a loan to stay afloat with out the proposed 14.2 million dollar bridge loan, nor the tax revenue anticipation note, the district won't be able to make payroll and pay its other bills, until tax bills start replenishing district costs come August and that's been three years in a row. We are gambling here. The PTA, PTO's, and parents are always helping raise money within the school to support our children. Buses are being cut, teachers are being fired, they don't have enough books, like I have said, in the middle schools they are telling the kids to read the books on line because they don't have the books and the funds weren't there. Here is an article that was in the paper today, when a child's school asks you to give, give, give, because the funds aren't there. Here is another very interesting article in the Morning Call. It was an interview stating that if the TIF weren't approved, official grant money without the school board backing the TIF at city, we won't

have any grants. That is nice, if we don't approve it, we're not going to be getting the grants for our kids. I called up numerous amounts of time asking to give the taxpayers a chance, give the parents a chance, let us vote on it, hear our voices. Publish this on every single schools website and tell the parents to vote. People will come, I'm sure, if you ask all the parents to be there, the voices will be heard. I don't want my children's future hurt. Unfortunately, I don't live on the south side. I'm a middle class income person, trying to save for a college education for my children, with things being cut every single solitary day. Who knows if my kids are going to go to college. Do I have to live in a certain area to be approved to go to college to get a helping hand. You are taking the education away from kids, their books, their curriculum, their future, for a building for an investor, for an empty apartment building, for an office space, they are going to stick a sign on please rent me, you need to reconsider.

3. Harry Roth, 4323 Chetland Terrace, Bethlehem, PA

Mr. Roth stated on this TIF that I have been reading in the paper, and in what dire problems you guys are in money wise, I don't think you should be doing it. That is my opinion plain simple. No more money given out to developers. There is nothing in any of the rules in the state that a developer has to give you any money back for earmarks like they have to do for roads, or sewers, or traffic studies. They are building these houses, they are building these developments with seven hundred homes. I come from the township over there and we want to build 700 homes and there is not one amount of money that is coming to you to put onto that school, but yet they are in here with their hands out saying we want money, we want a break so we can get our development going. If it is a good development, let them fund it. Stop funding it with our money. You've got to spend your money wisely. You have Nitschmann that is sitting over there. The oldest school that hasn't been redone. You have how many other schools that need stuff done. Let's get back to the students and get back on track here. Tell the city, tell the county, to fund it. Stop wasting our money on other projects.

4. Mr. Steven Antalics, 737 Ridge Street, Bethlehem, PA

Mr. Antalics stated that he is bothered by a comment made

by the gentlemen saying that you should not pay attention to private citizens on this TIF. I followed this TIF very carefully way back when it first was applied by Mr. Pecter at a school board meeting and I think only two other people were there at the time and during that time I was in touch with the state of Florida, in terms of what is the Herrod Company, Chicago, based upon the TIF, and is very close to what Martin Towers is and I think a number of other private citizens, whom you know, followed this very carefully. I am a private taxpaying citizen and so are the others. Our interest is our fellow taxpaying citizens and that initial TIF request was strictly the tower, the blight in that area was eliminated when Lowe's came in so the TIF would have gone to a privately owned building and this TIF was strictly the towers and in the interim it has been changed a number of times. This idea of a timeline, whose interest are you serving, the developers or citizens. So don't be pressed by a time line or the fact that someone might be losing money because you're not voting on the issue. The issue is in the interest of the private citizens. Martin Towers has gone from a private building to a blighted building and now applying for historic designation. So chipping away to get that TIF at all cost now, either plan A,B,C, and D, it is not your decision at what plan to pick. It is up for the developer to give you a plan and for you to say yes or no. Whether or not you have seen the latest plan, I don't know, but I know that a meeting was held with the developer and two private citizens they wouldn't see three only two and what they were told was different than what was at the last public meeting concerning the Martin Towers TIF. So, are you aware of that new plan? Is that plan discussed with the private citizens the same as the last plan they gave to you. Now the interesting thing is this, the people who were at the private meeting with the developers were adamant against the plan submitted to you, but they saw the new plan, it was more amenable, they could live with it. So what is happening in the interim in these private meetings that you may or may not be aware of. I am disturbed by the whole process and to say that we private citizens, you should ignore, that is insulting. It is our money and we are really researching carefully, not in the interest of the board, or the developer, but in the interest of the taxpaying citizen and you have some intelligent people looking at this very carefully and you've heard some very powerful statements made by them. Please be very, very careful.

President Leeson asked for a motion for adjournment.

ADJOURNMENT

Motion - Director McKeon moved to adjourn the meeting, seconded by Director Ortiz. The meeting was adjourned at 8:59 p.m.

Attest,

Thomas Washington
Assistant Board Secretary