

BETHLEHEM AREA SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS
REGULAR BOARD MEETING

The Regular Board Meeting of the Board of Directors of the Bethlehem Area School District was held on Monday, September 26, 2011, at 7:05 p.m. in the Auditorium of East Hills Middle School, 2005 Chester Road, Bethlehem, PA 18017.

REGULAR BOARD
MEETING

President Cann called for the roll:

MEMBERS
PRESENT

Members present: Directors Amato, Burkhardt, Faccinetto, Follweiler, McKeon, Leeson, Ortiz, Tenaglia, and President Cann – 9

Others present: Dr. Joseph Roy, Superintendent of Schools; Stacy Gober, Board Secretary; administrators, members of the press and other interested citizens and staff members.

OTHERS
PRESENT

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

PLEDGE OF
ALLEGIANCE

President Cann requested a moment of silent meditation. Please remember Liberty High School teacher, Ginnie Rohn, who recently passed away.

MOMENT OF
SILENCE

Dr. Roy stated: At our Opening of School Convocation event at Liberty High School on August 24, 2011, Carol Henn and Ron Horvath from the Lehigh Valley Community Foundation presented awards to five Bethlehem Area School District teachers. The recipients received a framed certificate and a monetary award. Their school principals also received a framed certificate to place in their school.

STAFF
RECOGNITION

The Bethlehem Educational Scholastic Trust (BEST) fund is a component fund of the Lehigh Valley Community Foundation. The idea for the BEST Awards began more than a decade ago, when a group of community leaders met to discuss ways in which the importance of teaching could be underscored and superior teachers honored for their work.

The BEST committee received nominations from parents, teachers, students, Bethlehem Area School District Employees, and residents of the community. The nominations reflected a professionalism and passion for teachers which speaks volumes for the teachers in the district. It was truly inspirational to read of the high regard which parents, students, colleagues have for the teachers who have touched their lives and the committee worked diligently and selected a larger number than usual, in selecting five award winners this year from a worthy group of nominees.

This evening I would like to recognize with a certificate and congratulate these five individuals. Dr. Roy asked for the teacher as well as the principal of the school to come forward, and Mrs. Gober will continue with the recognition.

Mrs. Gober stated: The first award is the Seymour and Sophie Haber Awards. There were two recipients of this award this year. Both Gale Murphy and Cindy Stein received the Seymour and Sophie Haber Awards. Gale is a fourth grade teacher at Asa Packer Elementary School, and Cindy is first grade teacher at James Buchanan Elementary School. If you could please come down and accept your award.

The next recognition is the Bernie Cohen Awards. There were also two recipients of this award this year. Lori Cirucci and Denise Parker received the Bernie Cohen Award in recognition of the late Mr. Cohen's commitment to education and to the greater Bethlehem community. Lori is teaching science at Broughal Middle School and Denise is the vocal music teacher at Northeast Middle School. In addition, this year marks Denise's 24th year of teaching. Please come down and be recognized.

Finally we have the Anthony Ruggiero Award. Jennifer Wescoe is the recipient of the Anthony Ruggiero Award in recognition of the late principal of Liberty High School and a major contributor to the B.E.S.T. Fund. Jennifer is teaching English/Drama and Public Speaking and is the theater coordinator at Freedom High School. Please come forward to be recognized.

President Cann stated: Thank you and congratulations to all of you.

President Cann 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

President Cann stated: Seeing none, before we have reports of our student representatives, Dr. Roy is going to introduce our new student representatives and the alternate student representatives for the school year.

Dr. Roy stated: To my left, we have our Freedom High School representative, Marisa Langley, who joins us and we will hear her first report in a moment. To my right, our Liberty High School representative, Darah Donaher, welcome Darah. We also have their alternates because these are busy ladies. There may be an occasion when they can't make a meeting and from Freedom High School we have Anna Thomas who will be an alternate from Freedom and Meridith Guro from Liberty High School as the alternate. Welcome to all of you and we look forward to keeping up the tradition of excellent reports.

STUDENT REPRESENTATIVE REPORTS

LIBERTY HIGH SCHOOL – Ms. Donaher stated: Good evening. For four weeks now Liberty High School has been a busy place, even if we did start a day later than scheduled! Seniors are turning in college applications; juniors are starting to take the SAT's; sophomores are just happy not to be freshmen; and freshmen are starting to find their way around.

Teachers started off the year right with inservices that consisted of many teachings about Restorative Practices. Starting the second week of school, class meetings were held during the day where we discussed the Roadmap to Success, survey results, and code of conduct. Also on September 7th, College Application night was held in the Auditorium bringing in many collegebound seniors.

To commemorate the attacks of 9/11, on Friday the 9th and Sunday the 11th, Liberty High School held a ceremony in the front of the building to pay respect to the people who lost their lives that tragic day. A video of this ceremony can be found on the Liberty website.

On September 14th, Liberty High School held its annual Open House night for parents to meet teachers from both first and second semesters, filling up the Auditorium at the beginning of the night.

On September 21st, College Career Night for Juniors was also held in the Auditorium, and in talking to some juniors; they found the meeting to be very helpful.

The Bethlehem Community Collaborative is facilitating Youth Council for students in the Bethlehem Area School District to provide a voice for youth in our community and consider issues and activities to engage young people in our community. This council met on September 20th at Liberty High School where it was interesting to see that Liberty and Freedom students have more in common than not. It was noticed that the students had similar concerns and similar ideas about what was going on in their schools and communities.

Senior Arman Serrado was recently announced as the Liberty High School National Merit Semi-Finalist. Freshmen elections were held bringing in the freshmen class of student government and class representative for this school year.

This past Friday at Liberty during fourth block, the homecoming pep rally was held where the homecoming court was presented along with introducing all fall sports teams. It was a lot of fun led by Mr. Terry and Mr. Johnson. That night the homecoming game against Whitehall High School was held at the BASD Stadium. The homecoming court was presented at a dinner reception with their parents inside Liberty that night, something that hadn't been done before, where King Eric Santiso and Queen, Christine Shapiro were announced. Because of the rain, the homecoming court will be presented on the field at the Dieruff game. At the game on Friday, even with the downpour of rain, Liberty took time to incorporate the Ronald Reagan Centennial Celebration. This event celebrated the 100th anniversary of Ronald Reagan's birth. Part of the celebration was the flipping of the coin. Liberty High School is in possession of the silver coin, which will be given to an athlete at this year's sports banquet. The homecoming dance was then held on Saturday night in the cafeteria and was a huge success.

PSAT, SAT, and ACT registrations are all under way.

Many clubs and activities have started or will be beginning soon. Liberty's athletes and sports teams are making us proud.

Also, on a fun note, many Liberty seniors from last year participated in a game show for MTV called, *The Substitute*, which just aired on that network on September 13th.

I personally look forward to the positive support tonight from the board for the proposed director of Liberty Theatre. Cast and crew are anxious to get rehearsals started.

We are all very saddened by the passing of Ms. Ginnie Rohn. I had the pleasure of experiencing her love for volleyball. She was such an inspiration to everyone who knew her and such an inspiration to the Liberty Community. She will be missed very much. In honor of Ms. Rohn and her fight against breast cancer, Liberty students and faculty have been asked to wear pink throughout this week.

FREEDOM HIGH SCHOOL – Ms. Langley stated: Good evening everyone! Here at Freedom High School we are beginning yet another busy year and everyone is putting forth their best effort to make sure that it is a good one. Fall sports, such as boy's soccer, girl's volleyball, girl's field hockey, golf and football are well underway; and the student's support is only growing the

further into the season we get. This support is extremely high at the football games for the Freedom football team, which is currently undefeated.

As well as sports, the many clubs offered at Freedom are also now active and students are definitely getting involved. FHS Theater Company has chosen all of the roles for the fall musical *Little Shop of Horrors*, which is highly anticipated because our theatre department always puts on wonderful productions. The debate team has begun practicing, and they also expect another great season. The members of student council, who are always working hard, are putting in an intense effort to give the students of FHS a great homecoming dance which will be held Saturday, October 7th, here at Freedom.

From an academic standpoint, students seem to be doing well, are pleased with the increase of AP options at Freedom this year, and seem to be adapting well to the new Restorative Practices program that Freedom has started to use. The seniors are extremely busy and collaborating with the guidance staff to get in all of the paperwork for early college admissions.

Here are FHS we expect nothing but excellence from our staff and students, and this year that is exactly what everyone is striving for. Thank you very much for your time, and have a good evening.

President Cann called for the approval of the minutes from the following meetings: June 13, 2011 – Special Board Meeting; June 27, 2011 – Regular Board Meeting; July 11, 2011 – Special Board Meeting; July 25, 2011 – Regular Board Meeting; August 15, 2011 – Regular Board Meeting.

APPROVAL OF
MINUTES

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

MOTION TO ACCEPT
MINUTES

President Cann 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 9-0

President Cann called for the approval of the committee meeting minutes from the following meetings: July 18, 2011 – Board Finance Committee Meeting; August 1, 2011 – Board Curriculum Committee Meeting; August 8, 2011 – Board Finance Committee Meeting; September 12, 2011 – Board Finance Committee Meeting; September 19, 2011 – Board Human Resources Committee Meeting.

APPROVAL OF
COMMITTEE
MINUTES

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

MOTION TO
ACCEPT COMMITTEE
MINUTES

President Cann called for a voice vote to approve the committee minutes. The motion was passed by a unanimous voice vote.	VOICE VOTE TO ACCEPT MINUTES
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Motion passes 9-0

President Cann called for approval of the Financial Report/Payment of Bills – Items 26 and 27.	FINANCIAL REPORT/ PAYMENT OF BILLS
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Director Burkhardt made a motion, seconded by Director McKeon, to accept the Financial Report and Payment of Bills, (Item number 26 and 27).	MOTION TO ACCEPT FINANCIAL REPORT/PAYMENT OF BILLS
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President Cann asked if there was any discussion on these two items.

President Cann asked for a roll call vote.

VOICE VOTE
ITEMS 26, and 27

The question was called with roll call as follows: Yea, Directors Amato, Burkhardt, Faccinetto, Follweiler Leeson, McKeon, Ortiz, Tenaglia, and President Cann.

The motion passes 9-0

President Cann stated: We had an executive session prior to tonight's meeting on personnel, real estate litigation, and student discipline. We will have a brief executive session following this meeting on a couple more personnel matters.	PRESIDENT'S COMMUNICATIONS
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Dr. Roy stated: I just wanted to share a couple pieces of information about professional development that we have undergone for our teachers in the first few days and weeks of school. Teachers are one of our most valuable resources and professional development is critical to keeping them growing as professionals. Thus far this year we conducted training sessions on Study Island, which is our new web-based assessment and instruction tool with additional training scheduled. We have trained nearly 50 teachers in Read 180 with follow-up coaching and training throughout the year. We have conducted grade level literacy professional development meetings for all elementary grades as there was a strong need with all the personnel moves to reinforce what we teach at each grade level and how we teach it. There were course based curriculum meetings at the middle school level for the same reason with all of the personnel moves there was a strong need to reinforce what we teach at each grade level and in each course. We conducted training for all the Liberty and Freedom High School faculties and staff on August 25 th in Restorative Practices. That was day one of what will be several days of training over the course of the year, and additionally, we conducted training for our administrators using what is called Teachscape which is a tool to collect data when the administrators go into the classrooms, to collect data with regard to Best Practices, because we want to ensure that we are promoting and using the most effective instructional practices. I am also	SUPERINTENDENTS REPORT/ RECOGNITION
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pleased to share that the district received a very positive bond rating from Moody's on the new transaction related to the General Obligation Bonds, Series 2011. As a result of the district's improved financial position with sustained evidence of balanced operating budgets, a large tax base with average wealth levels and reduced variable rate and swap exposure, Moody's has assigned the district an Aa3 Enhanced Rating with a Negative Outlook with an A1 underlying rating. This is an improvement from 2010 which had assigned an A1 Enhanced Rating with a Negative Outlook, so the Negative Outlook was removed and we were moved to Aa3 and it was also a move up from the Baa1 underlying rating with a Negative Outlook from a year ago. So the movement towards a more positive bond rating is extremely important for the district financially and I think I would like to congratulate the board for the work that it has done over the last several years. This isn't an all of a sudden thing; this is the accumulation of several years of decisions by the board around finances that have moved the district in a more positive direction. So that is excellent news that we continue to move in the right direction.

President Cann asked if anyone had any unfinished business they would like to bring up at this time.

UNFINISHED
BUSINESS

Director Leeson stated: I wanted to actually tag along to Dr. Roy's comments about the bond rating and it has been a long haul. It has taken courageous decision making and it has taken a lot of work on the part of the board and the administration, but I also want to say thank you to all of the people in our district who stood behind us and supported a lot of these very difficult decisions, and as we were making cuts that no one was happy about, they still pulled together, worked together and continued to give our students the best education that they could possibly give them. So, I want to thank all of the people in our district because this bond rating, yes there was a lot of hard work at this end of it, but there was also a lot of hard work throughout the district to get to where we are right now.

Director Tenaglia stated: At the September Finance Meeting we had a discussion about the Treasurer's Report and included in there was some investments in a format that we hadn't seen previously and those were individual CD purchases. At the time, we were told this is something the district always did. Subsequently the superintendent sent us an email on September 21st and he noted that prior to August 11th we did not have CD's through PLGIT. There was along with that email, attachments and a memorandum that referenced conversations that the administration had with both the solicitor and the auditor. I had a brief conversation with the solicitor before he left and will have continued conversations. My concern however, is that we have a policy for the PLGIT programs, with policy 608, we have a policy for investment of districts fund, board policy 609 and I don't believe either of those policies were considered in the acquisition of the CD's in

question. I further note that from the PLGIT website that they have a CD purchase program which is where I believe these CD's were purchased from and on their website they say the CD purchase program is the program designated to assist participants in direct purchase CD investments. In the PLGIT CD purchase program are direct investments of the participant, not assets of the trust, or under the board of trustees. So, if that is the case, I would like to know under what authorization the district made investments through PLGIT in institutions that are not on our depository list.

Dr. Roy stated: I think that the explanation that was provided in the memo responds to that question, that both our auditor and our solicitor felt that the investments were within the domain.

Director Tenaglia stated: The conversation I had with the solicitor and unfortunately as you know, we have John sitting in. He was under the assumption that we were talking about CD's that are held within the PLGIT trust themselves, not individual direct participation by the district. So, I think he may want to clarify his answer.

Dr. Roy stated: We will get clarification on that. I think the intent of the investment was simply, it generates a higher interest rate for the district still going through PLGIT with those CD's, and so we did the double check with the solicitor and the auditor. If he wasn't clear on the nature of the transaction, we will double check with him and bring that back to you, Director Tenaglia.

Director Leeson stated: I think when it comes to situations like this, where we are making a substantial change in the way we are using an investment instrument here where are directing purchasing CD's versus buying into their funds, I think that no matter where the policy is the board should be informed about it, and this is where we've had difficulties in the past. Now quite frankly, more than likely this was a good idea. I don't think anyone is questioning whether it was a good idea, but not informing the board that this is what is going on is, and having to find out, just leaves a bad taste in everyone's mouth. I do have a question. Did we just begin doing this in August, purchasing CD's?

Mrs. Gober stated: Yes.

Director Leeson stated: So this just started in August, so this is not something that we had done previously?

Dr. Roy stated: That is correct. That is one of the clarifications I made in the memo. Just to review, these are FDIC insured CD's that provide a higher interest rate, and I understand that it is not the investment per se; it is the processing of the information.

Director Faccinetto stated: Dr. Roy, just for the sake of the public that is here, can you please define PLGIT, in just a little detail what we are talking about?

Mrs. Gober stated: PLGIT is the Pennsylvania Local Government Investment Trust that is a cooperative of pooled municipal and governmental employers, entities that use their services for various banking and investment activities.

President Cann asked if there was anyone who had any other unfinished business to discuss. See none, she move to Recommendations of the Administration.

Dr. Roy stated: I have a couple of corrections and one addition. First correction – Item 3, page 3 – Student Discipline – we are pulling the petition for student #0960993 as well as pulling the petition for student #0953170.

Additionally, I have a correction on Item #9 – page 18, number 17 – The salary for the extracurricular activities directors at Freedom High School, it is a split position, and it should read \$712 for each. The number that is on the agenda is incorrect.

Announcing to the public that there was a hand carry item tonight that was made available prior to the meeting, and it is listed as Item #31, page 51. It is for a real estate tax assessment appeal settlement that was reviewed with our solicitor in executive session prior to the meeting, and now is being moved to the floor for a board vote.

(Note for the Minutes: There was to be another hand carry item that was labeled Item #30, page 50; however, that was pulled by the administration prior to the meeting, and the board was informed of this in executive session. So the numbering of items for voting will not have an Item #30.)

President Cann asked for a motion to accept the Recommendations of the Administration (Items 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25 and 31).

Director Faccinetto made a motion to accept the Recommendations of the Administration. Director McKeon seconded the motion.

President Cann asked if anyone would like to pull any of these of these items for discussion.

Director Follweiler stated: Items 1, 6 and 9.

Director Tenaglia stated: Items 6, 9 – numbers 19 and 20.

RECOMMENDATIONS
OF THE
ADMINISTRATION
(ITEMS 1, 2, 3, 4, 5, 6,
7, 8, 9, 10, 11, 12, 13,
14, 15, 16, 17, 18, 19,
20, 21, 22, 23, 24, 25,
and 31)

President Cann asked for a roll call vote to accept Item # 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31.

ROLL CALL VOTE
ITEMS 2, 3, 4, 5, 7, 8,
10, 11, 12, 13, 14, 15,
16, 17, 18, 19, 20, 21,
22, 23, 24, 25, and 31.

The question was called with roll call as follows: Yea, Directors Amato, Burkhardt, Faccinetto, Follweiler, McKeon, Ortiz, Tenaglia, President Cann, Leeson, Yea to all except Nay – Item #5.

All motion pass 9-0 except
Item #5 – Motion passes 8-1

Discussion for Item #1 – See agenda page for Item #1
Discussion for Item #6 – See agenda page for Item #6
Discussion for Item #9 – See agenda page for Item #9

DISCUSSION ITEM #1
DISCUSSION ITEM #6
DISCUSSION ITEM #9

Director Leeson stated: Point of order. I think Director Follweiler asked to separate the question and I am not sure that we ever voted on it. I think we had a discussion on Item #6, but we never voted on the separation of those two.

VOICE VOTE TO
SEPARATE ITEM #6

President Cann asked for a voice vote to separate Item 6A and Item 6B.

Motion passes – 9-0

Director Tenaglia stated: The recommendations, Item #9, within Item #9, items 19 and 20 are directly correlated to number 6 and I would like them voted on separately. Motion to divide. Director Leeson second the motion. Director Tenaglia asked for Item 9, number 19 and 20 to be voted together but separate from the rest of Item #9.

MOTION TO VOTE
ON ITEM #9 – 19 & 20
WITHIN ITEM #9

President Cann asked for a voice vote to separate Item 19 and 20 within Item #9.

VOICE VOTE TO
SEPARATE ITEM #9
(19 & 20)

Motion passes – 9-0.

Director Follweiler stated: What we are pulling is the appointment of personnel for the Item #6. So dependent on the results of the vote on Item #6, may change Item #9, so I just recommend that we vote on them individually as I know we normally do when we pull item. What I am saying is vote on the following Items separately, Item 1, 6, and 9 and not group them together.

President Cann asked for a roll call vote on Item 1, 6A, 6B, 9 (except 19 & 20), Item 9 - 19 & 20

ROLL CALL VOTE
ITEM 1, 6A, 6B, 9

Item #1

ROLL CALL VOTE

The question was called with roll call as follows: Yea, Director Amato, Burkhardt, Faccinetto, Follweiler, Leeson, McKeon, Ortiz, Tenaglia, and President Cann.

ITEM #1

Motion passes 9-0

Item #6A

ROLL CALL VOTE

The question was called with roll call as follows: Yea, Director Amato, Burkhardt, Faccinetto, Follweiler, McKeon, Ortiz, and President Cann. Nay, Directors Leeson and Tenaglia

ITEM #6A

Motion passes 7-2

Item #6B

ROLL CALL VOTE

The question was called with roll call as follows: Yea, Directors Amato, Burkhardt, Faccinetto, McKeon, Ortiz, and President Cann. Nay, Directors Follweiler, Leeson, and Tenaglia.

ITEM #6B

Motion passes 6-3

Item #9 – except 19 & 20

ROLL CALL VOTE

The question was called with roll call as follows: Yea, Amato, Burkhardt, Faccinetto, Follweiler, McKeon, yes to all except Item 9-5C – Nay, Ortiz, Tenaglia, and President Cann. Director Leeson - abstain

ITEM #9, EXCEPT FOR
ITEM 9 (19 & 20)

Item #9C – 19 & 20

ROLL CALL VOTE

The question was called with roll call as follows: Yea, Directors Amato, Burkhardt, Faccinetto, Follweiler, McKeon, Ortiz, and President Cann. Nay, Directors Leeson and Tenaglia.

ITEM 9C – 19 & 20

Motion passes – 7-2

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° Information Item Only

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011

Pg. 1

1. *District Goals for 2011-2012*

INFORMATION:

The District Goals for 2011-2012 are based on the *Roadmap to Educational Excellence*, as well as areas identified by the Board of School Directors and the Administration.

This item was reviewed with the Board at the September 12, 2011, Board Curriculum Committee Meeting with revisions as requested by the Board.

RECOMMENDATION:

That the Board of School Directors approves the attached 2011-2012 District Goals.

DISCUSSION ITEM #1

Director Follweiler stated: I pulled item #1 because I continue to agree and commend the administration on the goals and how easy they are to read, and I just want to get that super guarantee that they are going to be easily accessible on the website, and that we are going to review them quarterly to see how we are doing. So if Mr. Arbushites wants to demonstrate for us in a committee meeting how they look on the website, I would greatly appreciate that.

Dr. Roy stated: The plan would be that you could click on the hyperlink and it would show us, at your suggestion Director Follweiler, several years worth of data so we could see the past few years leading up to this year and then this year's goal.

Director Follweiler stated: That would be fantastic. Thank you.

ROLL CALL VOTE ITEM #1

President Cann asked for a roll call vote on Item 1.

Item #1

The question was called with roll call as follows: Yea, Director Amato, Burkhardt, Faccinetto, Follweiler, Leeson, McKeon, Ortiz, Tenaglia, President Cann.

Motion passes 9-0



BASD Goals for 2011-2012 School Year

1. *Roadmap to Educational Excellence* - Implement the BASD School Improvement Planning process and supporting initiatives in pursuit of the following educational goals:
 - Core Learning
 - Improve the overall district PSSA proficiency attainment by grade level;
 - Attain adequate yearly progress (AYP) for all schools;
 - Reduce achievement gaps by 3% per year;
 - Exceed "one year's worth of growth in one year's time for all students on the PA Value Added Assessment System.
 - Stretch Learning
 - Improve the *Advanced Placement Equity and Excellence* score for both Liberty and Freedom High Schools by 3% annually;
 - Increase by 3% per year the number of graduates receiving advanced placement credit or dual enrollment credit in their post-high school programs.
 - Student Engagement
 - Improve student relationships within schools while decreasing discipline issues through the consistent application of the Code of Conduct and through implementation of Restorative Practices starting at Liberty and Freedom High Schools.
 - Improve school climate through annual 3% reductions in Level 1 and Level 2 discipline infractions;
 - Improve by 3% per year student self-reported engagement and involvement in school.
 - Achieve 3% improvements in the overall degree of stakeholder satisfaction in BASD schools as measured by the BASD School Improvement Survey.
 - Personal Skill Development
 - Improve by 3% annually perceptions of students' soft skills such as perseverance, leadership and teamwork as reported in the *BASD School Improvement Survey*.
2. Continue to strengthen the district's financial integrity by achieving a fund balance in the range of 5% - 8% of the total district budget and through sustainable budgeting and cost reductions throughout the fiscal year.

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011

Pg. 2

2. *Student Discipline – #1001582 – 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 1001582.

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0.

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 3

3. *Student Discipline – #0949114, #0953170, and #0960993 – Petitions*

INFORMATION:

The Board of School Directors of the Bethlehem Area School District has received and reviewed the following petitions to return from expulsion from three students.

RECOMMENDATION:

That the Board of School Directors adopts the petitions relating to Student Numbers 0949114, 0953170, and 0960993.

Prior to the board voting on this item, the administration announced that the petitions for Student Number 0953170 and Student Number 0960993 were being pulled.

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 4

4. *Student Discipline – #0954050 and #1007303 – Waivers*

INFORMATION:

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

RECOMMENDATION:

That the Board of School of School Directors adopts the waivers relating to Student Numbers 0954050 and 1007303.

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011

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5. *Special Education – #0966135 – Settlement Agreement*

INFORMATION:

The parents of Student Number 0966135 of the Bethlehem Area School District, who is eligible for special education under the Individual Disabilities Education Act (IDEA), along with the Bethlehem Area School District, met to discuss issues surrounding the Free and Appropriate Public Education (FAPE) of this student. Both parties met in an attempt to achieve an amicable resolution to the disputes in an effort to avoid complex time-consuming due process litigation and to move forward in the best interest of the child.

This information was reviewed with the Board during Executive Session on September 12, 2011.

RECOMMENDATION:

That the Board of School Directors approves the Settlement Agreement and Release all disputes between the Bethlehem Area School District and the parents on behalf of Student Number 0966135.

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 8-1 (Nay – Director Leeson)

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011

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6. *Memorandums of Agreement Between the Board of School Directors of the Bethlehem Area School District and the Bethlehem Education Association*

INFORMATION:

The attached Memorandums of Agreement are contracted settlements reached between the Bethlehem Education Association and the District.

The purpose of the first Memorandum of Agreement is for permission to create the position of Middle School Content Area Leader for the 2011-2012 school year.

The purpose of the second Memorandum of Agreement is for permission to create the position of Middle School Grade Level Leader for the 2011-2012 school year.

These Memorandums of Agreement were reviewed by the Board at the September 19, 2011, Board Human Resources Committee Meeting.

RECOMMENDATION:

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

- a. The creation of a position of Middle School Content Area Leader for the 2011-2012 school year.
- b. The creation of a position of Middle School Grade Level Leader for the 2011-2012 school year.

**Account Code and Name: General Fund 1100121 Regular Instruction Salaries Professional
Account Balance: \$44,552,392.15**

DISCUSSION ITEM #6

Director Follweiler stated: When we discussed these Memorandums of Understanding in committee, I understood them to be two separate memorandums, and I had thought that it would be two separate agenda items. So, I would move to split the question if anyone else agrees. The motion was seconded by Director Leeson.

President Cann stated: We will separate Item 6A and 6B.

Director Follweiler stated: We had discussed it in committee that there are two Memorandums of Understanding, one to develop a content leader within the middle grade and one to develop a grade leader within the middle grade. I am much more comfortable taking baby steps, and I feel very confident that Dr. Silva provided enough information to need the content area leaders, but I don't feel as confident with the grade level leaders.

Director Leeson stated: I do want to discuss this because it is a little bit different than what I saw or thought I was hearing in the discussion we had in committee. The second part shows not just grade level leaders, but that we are also establishing a gifted special education leader, an ESOL foreign language leader, and a related arts leader as well. It looks as if the compensation is the same as for the leadership positions in language arts, math, reading, science, and social studies content areas. So, it looks as if we are establishing content area leaders and in the major subject areas and also content leaders in some of our minor subject areas plus general studies in the grade level leaders. I would also like to point out, personally, I will be voting against both of them. I will vote against them because of the amount of money. What we are looking at is asking for no more than 10 additional hours of work, if you are supervising 10 people, you are getting paid \$96 an hour to do that. I think that is excessive in this economic time.

Director Tenaglia stated: I share Director Leeson's concerns. When you add this up, this is in excess of \$40,000. I don't see the need for it. You look at the job description, facilitate report card coordination in completion; I don't think that is a \$40,000 item.

Director Ortiz stated: In fairness to Dr. Silva and also to the content in the grade level leaders, I would like to hear again an explanation because I don't know why it is not a need, like Director Leeson said, if we don't have any more of the middle school teaming anymore and I would like Dr. Silva for the benefit of those people that weren't hear to let us hear in a brief way for us to understand the need that we have for these leaders.

Dr. Silva stated: Last year during the arrangement of our teacher leaders at the middle school, they were arranged in a teamed leaders organization; meaning in grade 6, grade 7 and grade 8 we had team leaders for all the different teams. Those team leaders and all the teachers at the middle level had a teaming period where they would be able to talk about grade level issues, content level issues, student issues, counseling issues, and that time was very helpful for not only the teachers, but the administration in the regular conduct and operation of the school. With the program change from the budget, we lost not only the team leaders because there is no longer teams, but we also lost the time during the school day where the communication between the administration and the teachers, the teachers and the students would normally take place on that teaming period. So, both of them are now gone, but we still have the communication needs, the program needs, in terms of the departments or content areas, that type of communication would be mostly on instruction, curriculum, instructional elements. The grade level leaders would be more of the logistical stuff that grade team leaders used to do, like grade level activities, during the middle school activities period, grade level recognitions, grade level awards, field trips, field days, management of the grade level materials, report card distribution at the grade levels, so they would be busy all the time, not to mention just the regular communication that the principals would have to the grade levels. So, we are jig sawing this to have both the capacity of teacher leadership in the program area but also in the management and function areas of the middle school. Last year, when we approved the budget for this year, we used a roll over figure of it was a little over \$50,000 that we were using for the payment of the teams leaders. With that gone these two Memorandums of Understanding don't add anything to the budget; they actually spend less of what was already allocated in the budget, but we

feel and middle school principals feel strongly that over the summer and working with the BEA a lot of the impact of the changes of the middle school could be lessened with this structure of teacher leaders.

Director Leeson asked: Dr. Silva, prior to having teaming in our schools, did we have this type of leadership in the model that we had before we had teaming? Did we have content leaders, and did we have grade level leaders?

Dr. Silva stated: I would have to refer that question to somebody who was around. We've had teaming for quite a few years at the middle level so I might have to ask someone with a little bit more history. My suspicion is that we would have had at least department chair leaders, people in the content areas, who would have let it, but Director Burkhardt might know.

Director Burkhardt stated: Before 1982, that was the first year of middle schools, and we have junior high schools and there was no leadership in the building except for the administrator, two administrators, for awhile there were three administrators. My concern is that I am not comfortable going back to that structure, right now today, without implementing this. We have four buildings with 40-60 plus teachers in them. Broughal probably being the smallest, East Hills being the largest, and we have two or three administrators in those buildings. There is no formalized teacher leadership in those buildings – none – zero. So, we are reverting back to a pre 1981 structure and personally, that was not a good structure that was why we moved away from it to begin with. It doesn't deal well with communicating with your staff, it doesn't deal well with trying to implement new programs and the principal was constantly doing fire control, and it was not a positive atmosphere at all. For this amount of money and you take that \$40,000 and split it among four schools, you are talking about \$10,000 give or take at our four middle schools. This is nothing compared to what we ended up disrupting last spring, which we did what we had to do, and I see this as a very creative way of getting some teacher leadership to work with the administrators in those buildings. They are big buildings – 700 to 1100 kids and teachers have questions, and they want to have somebody they can go to. At the high schools they have department chairs that play a critical role in first line communication on issues. We don't have anything like that in our middle schools now, and so I strongly support doing something like this. This is a small amount of money to get some improvement to what we had to do last spring. So, I would urge the board members to consider that and think about what we have right this minute, which is absolutely nothing.

Director Ortiz stated: When the middle school has the transition from elementary to middle school and from middle school to high school, I believe that this will help the middle school in order to have a smooth transition to high school. I think that if we help our middle schools, to me we will be helping the biggest problem, so anything that we could do with the middle school I support and this is one program I will support.

Director Leeson stated: Point of order. I think Director Follweiler asked to separate the question and I am not sure that we ever voted on it. I think we had a discussion on Item #6, but we never voted on the separation of those two.

VOICE VOTE TO SEPARATE ITEM 6A AND 6B

President Cann asked for a voice vote to separate Item 6A and Item 6B.

Motion passes – 9-0

ROLL CALL VOTE ITEM 6A AND 6B

President Cann asked for a roll call vote on Item 6A and 6B

Item #6A

The question was called with roll call as follows: Yea, Director Amato, Burkhardt, Faccinetto, Follweiler, McKeon, Ortiz, and President Cann. Nay, Directors Leeson, and Tenaglia

Motion passes 7-2

Item #6B

The question was called with roll call as follows: Yea, Directors Amato, Burkhardt, Faccinetto, McKeon, Ortiz, and President Cann. Nay, Directors Follweiler, Leeson, and Tenaglia.

Motion passes 6-3

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

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

WHEREAS, The parties wish to temporarily create the position of Middle School Content Area Leader for the 2011-2012 school year.

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

1. At each of the four middle schools, the temporary positions of Language Arts, Math, Reading, Science and Social Studies Content Area Leaders will be established during the 2011-2012 school year.
2. Each bargaining unit member appointed to said positions will be compensated according to the following stipend schedule:

Five Person	\$693
Six Person	\$752
Seven Person	\$801
Eight Person	\$857
Nine Person	\$946
Ten Person	\$962

3. The Middle School Content Area Leader will provide without additional pay no more than ten (10) additional hours of work to be scheduled immediately following the close of the teacher day.
4. The responsibilities described in the Middle School Content Area Leader job description signed and dated July 29, 2011, will apply.
5. Except as listed above, all other Articles and Exhibits of the Collective Bargaining Agreement shall remain in full force and effect.
6. This Memorandum of Understanding will sunset at the close of the 190th contractual work day of the 2011-2012 school year.

In WITNESS WHEREOF, The parties hereto have caused their names to be subscribed by their duly authorized officers and representatives this 26th day of September 2011.

BETHLEHEM AREA SCHOOL
DISTRICT

BETHLEHEM EDUCATION
ASSOCIATION

WITNESS:

WITNESS:

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

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

WHEREAS, The parties wish to temporarily create the position of Middle School Grade Level Leader for the 2011-2012 school year.

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

1. At each of the four middle schools, the temporary positions of Gifted/Special Education (6-8), General Studies (6), General Studies (7), General Studies (8), ESOL/Foreign Language (6-8), and Related Arts (6-8) Grade Level Leaders will be established during the 2011-2012 school year.
2. Each bargaining unit member appointed to said positions will be compensated according to the following stipend schedule:

Five Person	\$693
Six Person	\$752
Seven Person	\$801
Eight Person	\$857
Nine Person	\$946
Ten Person	\$962
3. The Middle School Grade Level Leader will provide without additional pay no more than ten (10) additional hours of work to be scheduled immediately following the close of the teacher day.
4. The responsibilities described in the Middle School Grade Level Leader job description signed and dated July 29, 2011 will apply.
5. Except as listed above, all other Articles and Exhibits of the Collective Bargaining Agreement shall remain in full force and effect.
6. This Memorandum of Understanding will sunset at the close of the 190th contractual work day of the 2011-2012 school year.

In WITNESS WHEREOF, The parties hereto have caused their names to be subscribed by their duly authorized officers and representatives this 26th day of September 2011.

BETHLEHEM AREA SCHOOL
DISTRICT

BETHLEHEM EDUCATION
ASSOCIATION

WITNESS:

WITNESS:

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011**Pg. 7****7. Resignations****RECOMMENDATION:*****A. Instructional***

	NAME	ASSIGNMENT	REASON	EFFECTIVE
1.	Devine, Katie	Freedom furloughed Mathematics Teacher	Personal	August 2, 2011
2.	Laubach, Michele	Liberty Health and Physical Education Teacher	Personal	June 11, 2011
3.	Opfer-Grim, Kristen	Freedom furloughed Guidance Counselor	Personal	August 2, 2011
4.	Rodriguez, Josephina	SPARK furloughed PreKindergarten Teacher	Personal	August 2, 2011
5.	Ruhf, Thomas	Freedom furloughed (.3) Social Studies Teacher	Personal	August 2, 2011
6.	Smith-Sumpter, Evelyn	Lincoln Grade 4 Teacher	Retirement	January 18, 2012
7.	Soto, Damaris	East Hills Guidance Counselor	Personal	September 27, 2011
8.	Williams, Gemena	Fountain Hill Grade 4 Teacher	Personal	June 11, 2011

B. Noninstructional

	NAME	ASSIGNMENT	REASON	EFFECTIVE
1.	Brinker, Elizabeth	Donegan Teacher Assistant	Personal	June 9, 2011
2.	Idusuyi, Patience	Bus Monitor	Personal	June 8, 2011
3.	Koch, Charles	Bus Driver	Retirement	July 28, 2011
4.	Kotch, Shannon	District-wide Health Assistant	Personal	June 9, 2011
5.	Lovett, Victoria	Liberty Teacher Assistant	Retirement	September 29, 2011
6.	Mendoza, Mara	Donegan/Marvine Family Centers 0-3 Secretary/Clerk, 12 months	Retirement	October 21, 2011

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011**Pg. 8****7. Resignations****RECOMMENDATION:*****B. Noninstructional (continued)***

	NAME	ASSIGNMENT	REASON	EFFECTIVE
7.	Michael, Dorothy	Spring Garden Teacher Assistant, General Duty Aide	Personal	September 6, 2011
8.	Morillo, Martiza	Bus Monitor	Personal	June 11, 2011
9.	Pastir, Timothy	Freedom General Kitchen Help	Personal	June 8, 2011
10.	Ramirez, Aurea	Asa Packer Teacher Assistant	Retirement	June 8, 2011
11.	Rosa, Rosa	Family Development Specialist, furloughed	Personal	August 26, 2011
12.	Tambong, Vilma	Liberty General Kitchen Help	Personal	June 7, 2011
13.	Wells, Tamara	District-wide Health Assistant	Personal	September 10, 2011
14.	Wied, Kenneth	Nitschmann furloughed Teacher Assistant	Personal	June 30, 2011
15.	Young, Joanne	Bus Monitor	Retirement	June 3, 2011

C. Miscellaneous

	NAME	ASSIGNMENT	REASON	EFFECTIVE
1.	Burzynski, Brian	Liberty Assistant Wrestling Coach	Personal	August 22, 2011
2.	Rodriguez, Ramon	Northeast Head Basketball Coach	Personal	August 31, 2011
3.	Wakeman, Angela	Liberty (.5) Assistant Cross Country Coach	Personal	2011-2012 school year

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011**Pg. 9****8. *Leaves of Absence*****RECOMMENDATION:*****A. Instructional***

	NAME	ASSIGNMENT	REASON	EFFECTIVE
1.	Ackerman, Lauren	Freedom Art Teacher	Family Medical/Childrearing Leave of Absence	Family Medical Leave of Absence effective September 20, 2011, until the end of the day on December 16, 2011 Childrearing Leave of Absence effective December 19, 2011, until the end of the first semester of the 2011-2012 school year
2.	Brad, Shanna	Farmersville Special Education Teacher	Family Medical Leave of Absence, continuing/Childrearing Leave of Absence	Family Medical Leave of Absence effective August 24, 2011, until the end of the day on August 30, 2011 Childrearing Leave of Absence effective August 31, 2011, until the end of the day on October 28, 2011
3.	Flores, Rebecca	Farmersville Grade 2 Teacher	Childrearing Leave of Absence, continuing	First day of second semester of the 2011-2012 school year, until the end of the 2011-2012 school year
4.	Klenk, Jennifer	East Hills Music Teacher	Family Medical Leave of Absence	October 11, 2011, until the end of the first semester of the 2011-2012 school year

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 10

8. *Leaves of Absence*

RECOMMENDATION:

A. Instructional (continued)

	NAME	ASSIGNMENT	REASON	EFFECTIVE
5.	Lasso, Jennifer	Liberty English Teacher	Family Medical/ General Leave of Absence	Family Medical Leave of Absence effective August 24, 2011, until the end of the day on November 18, 2011 General Leave of Absence effective November 19, 2011, until the end of the first semester of the 2011- 2012 school year
6.	Lopez, Aracelys	Donegan Grade 2 Teacher	Family Medical Leave of Absence	October 4, 2011, until the end of the day on December 2, 2011
7.	Ramsey, Elizabeth	Liberty Guidance Counselor	Family Medical Leave of Absence	September 23, 2011, until the end of the day on October 19, 2011
8.	Rodriguez, Magali	Marvine Grade 1 Teacher	Sabbatical Leave of Absence	August 24, 2011, until the end of the 2011-2012 school year
9.	Wakeman, Angela	Liberty English Teacher	Family Medical Leave of Absence	October 10, 2011, until the end of the first semester of the 2011- 2012 school year
10.	Walters, Naphtali	Governor Wolf Kindergarten/ Reading Teacher	Family Medical Leave of Absence	October 17, 2011, until the end of the day on January 23, 2012

B. Noninstructional

	NAME	ASSIGNMENT	REASON	EFFECTIVE
1.	Amano, Roseanne	Child Care Assistant Center Supervisor	General Leave of Absence	October 12, 2011, until the end of the day on October 21, 2011
2.	Compos, Noelle	Child Care Assistant Center Supervisor	Family Medical Leave of Absence	September 19, 2011, until the end of the day on October 17, 2011

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 11

8. *Leaves of Absence*

RECOMMENDATION:

B. Noninstructional (continued)

	NAME	ASSIGNMENT	REASON	EFFECTIVE
3.	Sanchez, Graciela	Freedom General Kitchen Help	General Leave of Absence	August 30, 2011, until the end of the day on September 23, 2011

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0

9. *Nominations*

RECOMMENDATION:

The following instructional staff have been recalled for the 2011-2012 school year.
Salaries are based on the Collective Bargaining Agreement Salary Schedule:

	EMPLOYEE	ASSIGNMENT	EFFECTIVE
1.	Kaar, Karen	Donegan, (.5) Kindergarten	September 6, 2011
2.	Little, Richard	Freedom, (.3) Science Teacher	August 24, 2011
3.	Maldonado, Candy	Marvine, Grade 1 Teacher (Long-term Substitute)	August 24, 2011
4.	Martinez, Louis	Freedom, English Teacher (first semester-Long-term Substitute)	August 29, 2011
5.	Rasich, Jaclyn	Liberty, (.3) Family Consumer Science Teacher	August 24, 2011
6.	Seaman, Stephanie	Fountain Hill, Grade 4 Teacher	August 24, 2011
7.	Thomas, Sandra	East Hills, (.4) Gifted Teacher Nitschmann, (.4) Gifted Teacher	August 31, 2011 September 19, 2011
8.	Vazquez, Thomas	Liberty, Social Studies Teacher	August 24, 2011

A. *Instructional*

	NAME	ASSIGNMENT	SALARY	EFFECTIVE
1.	Clennon, Shelia	Northeast Special Education, Learning Support Teacher Long-term Substitute	\$50,918 Master's, Step 8	August 24, 2011, terminating at the end of the 2011- 2012 school year, or upon the return of A. Pretopapa, whichever occurs first

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 12**9. Nominations****RECOMMENDATION:*****A. Instructional (continued)***

	NAME	ASSIGNMENT	SALARY	EFFECTIVE
2.	Limpar, Gina	East Hills Guidance Counselor	\$45,253, prorated Master's, Step 1	September 27, 2011
3.	Mahon, Sean	Freedom Social Studies Teacher Long-term Substitute	\$43,602 Bachelor's, Step 3	August 24, 2011, terminating at the end of the first semester of the 2011-2012 school year, or upon the return of W. Denofa

The following noninstructional staff have been recalled for the 2011-2012 school year.

	EMPLOYEE	ASSIGNMENT	SALARY	EFFECTIVE
1.	Bednarik, Adam	East Hills (.5) Teacher Assistant Special Education, Learning Support	\$14.94 per hour	September 6, 2011
2.	Carides-Hof, Rosa	Fowler Family Center at Donegan Family Development Specialist	\$29,409, prorated (grant funded)	August 29, 2011
3.	Davis, Carol	Nonpublic Teacher Assistant	\$15.94 per hour	August 29, 2011
4.	Draper, Anne	Spring Garden General Duty Aide 3 hours daily	\$15.94 per hour	September 19, 2011
5.	Fernandez, Yaraivette	Broughal Teacher Assistant, Special Education, Learning Support	\$15.94 per hour	August 29, 2011
6.	Hatzakos, Carmelina	Liberty Teacher Assistant, LSS/Job Coach	\$15.94 per hour	September 30, 2011

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 13

9. *Nominations*

RECOMMENDATION:

The following noninstructional staff have been recalled for the 2011-2012 school year.
(continued)

	EMPLOYEE	ASSIGNMENT	SALARY	EFFECTIVE
7.	Soto, Rebecca	Northeast Teacher Assistant	\$15.94 per hour	August 29, 2011
8.	Torlay, Linda	East Hills Technical Assistant	\$15.94 per hour	September 12, 2011
9.	Vasquez, Luis	Northeast 21 st Century CLC After School Coordinator	\$30,096, prorated (grant funded)	August 29, 2011
10.	Villeda, Johany	SPARK Teacher Assistant	\$15.94 per hour	August 29, 2011

B. Noninstructional

	NAME	ASSIGNMENT	SALARY	EFFECTIVE
1.	Brown, Elizabeth	Nitschmann General Kitchen Help 3.5 hours daily	\$12.47 per hour	September 27, 2011
2.	Pastor, Mark	Liberty Monitor Long-term Substitute	\$9.54 per hour	August 29, 2011, terminating upon the return of S. Fonseca
3.	Muth, Andrea	Child Care Assistant Center Supervisor, 5.5 hours daily, split shift, 12 months	\$11.72 per hour	September 27, 2011
4.	Rosa, Rosa	District-wide (.8) Health Assistant	\$14.94 per hour	August 26, 2011

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011**Pg. 14****9. Nominations****RECOMMENDATION:****C. Miscellaneous**

	NAME	ASSIGNMENT	SALARY
1.	Packard, Judy	Bus Driver – Substitute	\$17.68 per hour
2.	Camac, Doris Jackson, Katrina Spairana, Sally	Bus Monitors	\$11.00 per hour
3.	Kelly, Kristine	Coach – Assistant Field Hockey East Hills	\$1,335.00
4.	Unger, Jamie	Coach – Head Softball Northeast	\$2,419.00
5.	Antolick, Alyssa Mazurowski, James	Coaches – (.5) Assistant Girls Basketball Freedom	\$2,136.00 \$2,136.00
6.	Dos Santos, Jose	Coach – Head Cross Country Coach Freedom	\$4,519.00
7.	Dezubay, Lauretta	Coach – Assistant Cross Country Freedom	\$2,937.00
8.	Ferrani, Megan	Coach – Assistant Field Hockey Liberty	\$3,471.00
9.	Truby, John	Coach – (.5) Assistant Football Liberty	\$3,144.50
10.	Foust, Reik	Coach – Head Swimming Liberty	\$7,499.00
11.	Zettlemoyer, Jeffrey	Coach – (.5) Assistant Swimming Liberty	\$2,437.00
12.	Halkins, Kathleen	Department Chairperson – District Health Services	\$3,356.00
13.	Leeson, Maureen	Detention Proctor - Liberty	\$33.79 per hour
14.	Mitchell, Thomas	Information Technology/Data Processing Services	\$60.00 per hour, not to exceed 50 hours

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 15

9. *Nominations*

RECOMMENDATION:

C. Miscellaneous (continued)

	NAME	ASSIGNMENT	SALARY
15.		Extracurricular Activity Advisors - Elementary Schools	
		<i>Asa Packer</i>	
	Rodgers, Kyle	APTV (.5)	\$188.00
	Murphy, Gale	APTV (.5)	\$188.00
	Lyons, Tammy	Student Council	\$376.00
	Lyons, Tammy	Yearbook (.5)	\$188.00
	Peters, Diane	Yearbook (.5)	\$188.00
		<i>Calypso</i>	
	Christine, Martha	Garden Club	\$376.00
	Shellaway, Mark	Safety Patrol	\$376.00
	Shaud, Carol	Student Council	\$376.00
		<i>Clearview</i>	
	Sosa, Lynn	Safety Patrol	\$376.00
	Newton, Lekiesha	Student Government	\$339.00
		<i>Donegan</i>	
	Green, Linda	Band and Orchestra	\$339.00
	Hazekamp, Sharlyn	Chorus	\$339.00
	Kalamar, Pamela	Leadership Program	\$376.00
		<i>Farmersville</i>	
	Morrow, Ryan	Band and Orchestra	\$376.00
	Borst, Wendy	Chorus	\$376.00
	Brad, Shanna	Community Service	\$376.00
	Morgan, Megan	Student Council	\$376.00
		<i>Fountain Hill</i>	
	Fenstermacher, Maria	Cheerleading	\$376.00
	Rodgers, Carlton	Safety Patrol	\$339.00
	Spirk, Nicole	School Store	\$376.00
	Fenstermacher, Maria	Student Council (.5)	\$188.00
	Spirk, Nicole	Student Council (.5)	\$188.00
		<i>Governor Wolf</i>	
	Delluva, Michael	Safety Patrol	\$376.00
	Druckenmiller, Chad	Student Council (.5)	\$188.00
	Meila, Jeffrey	Student Council (.5)	\$188.00

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 16

9. *Nominations*

RECOMMENDATION:

C. *Miscellaneous (continued)*

	NAME	ASSIGNMENT	SALARY
		<i>Hanover</i>	
	Schwartzman, Patrice	Communications Club	\$376.00
	Fritzinger, Joseph	Safety Patrol	\$339.00
	Stuart, Nisheda	Student Council	\$376.00
	Schwartzman, Patrice	Yearbook	\$376.00
		<i>James Buchanan</i>	
	Bellucci, Eric	Safety Patrol	\$376.00
		<i>Lincoln</i>	
	Anderko, Reana	Economic Club	\$376.00
	Anderson, Michele	Safety Patrol	\$376.00
	Anderko, Reana	Student Council	\$376.00
		<i>Marvine</i>	
	Fulks, Carolyn	Safety Patrol	\$354.00
	McKinnon, Stephanie	Student Council (.5)	\$188.00
	Sikler, Deborah	Student Council (.5)	\$188.00
		<i>Miller Heights</i>	
	Voth, Karen	Husky Radio	\$376.00
	Shimer, Melanie	Science Fair	\$376.00
	Werkheiser, Laurie	Scribbler	\$354.00
	Gleghorn, Laurie	Student Council	\$376.00
		<i>Spring Garden</i>	
	Hokenson, Eric	Safety Patrol	\$339.00
	Brennan, Lauren	Student Council	\$376.00
	Cassidy, Jane	Yearbook (.5)	\$188.00
	Fletcher, Tracy	Yearbook (.5)	\$188.00
		<i>Thomas Jefferson</i>	
	Hummel, Kyle	Choral	\$339.00
		<i>William Penn</i>	
	DeRaymond, Jonathan	Safety Patrol	\$376.00
	Breece, Deborah	School Store	\$339.00
	Gillespie, Stacia	Student Council (.5)	\$169.50
	Schellhaas, Ashley	Student Council (.5)	\$169.50
	Frank, J. Eric	Yearbook (.33)	\$125.33
	Myers, Cristy	Yearbook (.33)	\$113.00
	Schellhaas, Ashley	Yearbook (.33)	\$113.00

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 17

9. *Nominations*

RECOMMENDATION:

C. *Miscellaneous (continued)*

	NAME	ASSIGNMENT	SALARY
16.		Extracurricular Activity Advisors - Middle Schools	
		<i>Broughal</i>	
	Gross, Maryann	Band Director	\$2,526.00
	Trostle, Jodi	Drama Group	\$354.00
	Chandler, Barbara	Majorettes	\$339.00
	Baker, Linda	Mathcounts	\$376.00
	Trostle, Jodi	Stage Crew	\$339.00
	Check, Joanne	Treasurer	\$1,658.00
	Yanney, Erica	Vocal Group	\$281.00
		<i>East Hills</i>	
	Terefenko, Christy	Band Director	\$2,526.00
	Klenk, Jennifer	Drama Group	\$376.00
	Terefenko, Christy	Drama Group	\$376.00
	Dutt, Heather	Majorettes	\$376.00
	Kruk, Christine	Mathcounts	\$281.00
	Augello, Stephanie	Newspaper	\$757.00
	Klenk, Jennifer	Stage Crew (.5)	\$188.00
	Volpato, Jennifer	Stage Crew (.5)	\$188.00
	Stelmak, Lee Ann	Treasurer	\$1,658.00
	Dutt, Heather	Vocal Group (.33)	\$125.33
	Klenk, Jennifer	Vocal Group (.33)	\$125.33
	Quelet, Keith	Vocal Group (.33)	\$125.33
		<i>Nitschmann</i>	
	Zettlemoyer, Daniel	Band Director	\$2,526.00
	Hriniak, Sara	Drama Group	\$376.00
	Hriniak, Sara	Majorettes	\$376.00
	Hess, Jeremy	Stage Crew	\$339.00
	Rutkowski, Virginia	Stage Crew	\$339.00
	Wertman, Courtney	Treasurer	\$1,658.00
	DeVries, Linda	Vocal Group	\$376.00
	Wascura, Robert	Vocal Group	\$376.00

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011

Pg. 18

9. *Nominations*

RECOMMENDATION:

C. Miscellaneous (continued)

	NAME	ASSIGNMENT	SALARY
		<i>Northeast</i>	
	Rupnik, Brian	Band Director	\$2,526.00
	Nguyen, Lisa	Majorettes	\$376.00
	Beck, David	Stage Crew	\$376.00
	Dodson, Ann	Treasurer	\$1,658.00
	Parker, Denise	Vocal Group (Chorus)	\$376.00
	Parker, Denise	Vocal Group (Northeast Singers)	\$376.00
17.		Extracurricular Activity Advisors – High Schools	
		<i>Freedom</i>	
	Dunstan, Michael	Anime Club	\$376.00
	DiRenzo, Lori	Art Club	\$376.00
	Lynn, Andrew	Assistant Band Director	\$4,624.00
	Safanek, William	Audio Visual Aides	\$376.00
	Moran, Michael	Band Director	\$7,112.00
	Bloszinsky, Brad	Campus Shop (.5)	\$188.00
	Jordan, Diane	Campus Shop (.5)	\$188.00
	Chilmonik, Jennifer	Dance Team	\$376.00
	Moyer, Charles	Debate Team	\$376.00
	Safranek, William	Director of Extracurricular Activities (.5)	\$2,419.00
	Stellato, Joseph	Director of Extracurricular Activities (.5)	\$2,419.00
	Wescoe, Jennifer	Drama Presentation (Fall)	\$1,828.00
	Baltz, Eric	Environmental Awareness Team (FEAT)	\$376.00
	Caffrey, Marnie	Exploring Careers	\$339.00
	Stanley, Maryse	French Club	\$376.00
	Evans, Jodi	Freshman Class Advisor	\$620.00
	Loupos, Theodora	Freshman Class Advisor	\$524.00
	Cierech, Jennifer	Future Educators Association (.5)	\$169.50
	Ziegler, George	Future Educators Association (.5)	\$188.00
	Laughlin, Paula	Garden Club	\$376.00
	Wimmer, Margaret	Gay/Straight Alliance	\$376.00
	Jolly, Linda	German Club	\$339.00
	Hubbard, Michelle	Hand Bell Choir	\$376.00
	Chabot, Sandra	Junior Class Advisor	\$831.00
	Marmaros, Anna	Junior Class Advisor	\$831.00
	Young, Jeffrey	Mathematics Team	\$2,419.00

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 19

9. *Nominations*

RECOMMENDATION:

C. Miscellaneous (continued)

NAME	ASSIGNMENT	SALARY
Roman, Donna	National Honor Society (.5)	\$188.00
Wallaesa, John	National Honor Society (.5)	\$188.00
Erdman, Karla	Newspaper – Freedom Forum	\$3,077.00
Kaczmarek, Kathryn	Pen & Ink Magazine (.5)	\$946.00
Nagy, Gail	Pen & Ink Magazine (.5)	\$829.00
Flad, Steven	Photo Imaging Club	\$353.00
Safranek, William	Planetarium Club	\$376.00
Wallaesa, John	Republican Patriot Club	\$376.00
Wescoe, Jennifer	S.A.D.D.	\$376.00
Evans, Michael	Scholastic Scrimmage	\$2,419.00
Bothwell, Jamie	Science Olympiad	\$376.00
Werley, Annmarie	Senior Class Advisor	\$1,062.00
Zehner, Amber	Senior Class Advisor	\$1,062.00
Jones, Christopher	Ski Club	\$376.00
Erdman, Karla	Sophomore Class Advisor	\$620.00
Stenson, Katrina	Sophomore Class Advisor	\$561.00
Moran, Michael	Spring Musical – Instrumental	\$620.00
Shumaker, Nancy	Spring Musical – Vocal	\$620.00
Wescoe, Jennifer	Spring Play	\$1,828.00
Lynn, Andrew	Stage/Jazz Band	\$620.00
Harakel, Charles	Student Council	\$1,062.00
Wescoe, Jennifer	Technical Theatre Crew	\$1,062.00
Wescoe, Jennifer	Theatre Company	\$376.00
Madouse, Ronald	Treasurer	\$2,007.00
Hubbard, Michelle	Vocal Group (Les Chanteurs)	\$620.00
Bloszinsky, Brad	Yearbook (.5)	\$1,538.50
Jordan, Diane	Yearbook (.5)	\$1,538.50
Weber, Craig	Young Democrats	\$353.00
	Liberty	
Lewis, Nancy	Art Club	\$376.00
Long, Kevin	Assistant Band Director	\$4,624.00
Hoffman, Mark	Audio Visual Club	\$376.00
MacGill, Gregory	Band Director	\$7,112.00
Schuler, Jeremy	Canes for Others	\$339.00
Ambrose, David	Chess Club	\$376.00
Bieber, Susan	Debate Team	\$339.00

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 20

9. *Nominations*

RECOMMENDATION:

C. Miscellaneous (continued)

NAME	ASSIGNMENT	SALARY
Skelly, Anne	DECA (.5)	\$188.00
Spang, Joseph	DECA (.5)	\$188.00
Makary, Ross	Director of Extra Curricular Activities	\$1,424.00
Mixtacki, Julianne	Fall Play	\$1,361.00
Bittner, Shaughn	FBLA	\$376.00
McKernan, Cecile	French Club	\$376.00
Reitz, Adam	Freshman Class Advisor	\$620.00
Reitz, Tara	Freshman Class Advisor	\$620.00
Booser, Elizabeth	German Club	\$376.00
Bush, Kevin	Indoor Track Club	\$376.00
Minarik, Linda	Jigsaw Puzzle Club	\$376.00
Fiske, Sara	Junior Class Advisor	\$831.00
Yeastedt, Nicole	Junior Class Advisor	\$831.00
Bednarik, Jeanne	Key Club (.5)	\$176.50
Reitz, Tara	Key Club (.5)	\$188.00
Vazquez, Elizabeth	Latino Leadership (.5)	\$188.00
Vazquez, Kristin	Latino Leadership (.5)	\$188.00
Corrigan, Michael	Liberty Life Newspaper	\$3,077.00
Fritchman, Scott	Mathematics Team	\$2,419.00
McKernan, Cecile	Mini Globe Trotters Club	\$376.00
Quartuch, Matthew	Mock Trial Club	\$376.00
Buck, Randy	NAACP Youth Council (.5)	\$188.00
Whitaker, Wayne	NAACP Youth Council (.5)	\$188.00
Adelsberger, Tammy	National Honor Society	\$339.00
Guarriello, Beth	PJAS	\$376.00
Prodes, Jane	S.A.D.D.	\$376.00
Ambrose, David	Scholastic Scrimmage	\$2,419.00
Hoffman, Mark	Science Olympiad	\$376.00
Cleffi, Michael	Senior Class Advisor	\$1,062.00
Michael, Erin	Senior Class Advisor	\$1,062.00
Tone, John	Shakespeare Club	\$353.00
Jones, Kevin	Ski Club	\$376.00
Maioriello, Melissa	Sophomore Class Advisor	\$561.00
Terry, Daniel	Sophomore Class Advisor	\$620.00
Gonzalez, Maritza	Spanish Club	\$339.00
Mixtacki, Julianne	Spring Play	\$1,361.00
MacGill, Gregory	Stage Band	\$620.00

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 21

9. *Nominations*

RECOMMENDATION:

C. *Miscellaneous (continued)*

	NAME	ASSIGNMENT	SALARY
	Makary, Ross	Stage Crew	\$1,062.00
	Ambrose, David	Strategy Club (.5)	\$188.00
	Kehler, Bruce	Strategy Club (.5)	\$188.00
	Leeson, Maureen	Student Achievement Task Force	\$376.00
	Prodes, Jane	Student Government	\$1,062.00
	Strockyj, Sonia	Teen Summit	\$376.00
	Perkins, Cheryl	Treasurer	\$2,007.00
	Bittner, Shaughn	Video Production Club	\$376.00
	Brown David	Weightlifting Club	\$353.00
	Seip, Diane	Welcome Team	\$376.00
	Justice, Gayle	Women's Acapella Singers	\$620.00
	Justice, Gayle	Women's Choral Group (.5)	\$310.00
	Snyder, Krista	Women's Choral Group (.5)	\$280.50
	Gilliard, Lisa	Yearbook	\$3,077.00
	Bogusky, Joyce	Young Writer (.5)	\$946.00
	Chickey, Natalie	Young Writer (5)	\$946.00
18.		L/AMP	
	Radler, Chad	Facilitator	\$33.79 per hour
	Ortiz, Natalie	Counselors	\$33.79 per hour
	Vazquez, Kristen		
	Bieber, Susan	Teachers	\$33.79 per hour
	Danilovicz, Judith		
	DelPrado, Nicole		
	Gori, Michael		
	Majewski, Jennifer	<i>2nd semester</i>	
	Marrero, Anthony		
	Muth, Diane		
	Pitsilos, Andrew	<i>1st semester</i>	
	Service, Dionne		
	Correia, Jennifer	Substitute Teachers	\$33.79 per hour
	Eisenhauer, Denise		
	Knepp, Shaunna		
	Medina, Jose		
	Pretopapa, Alesha		
	Morgan, Pierre	Monitor	\$12.31 per hour
	Ford, Ronnell	Substitute Monitor	\$9.24 per hour

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 22

9. *Nominations*

RECOMMENDATION:

C. Miscellaneous (continued)

	NAME	ASSIGNMENT	SALARY
19.		Middle School Content Area Leaders	
		<i>Broughal</i>	
	Bowen, Mary	English Language Arts	\$693.00
	Miller, David	English as a Second Language	\$693.00
	Negron-Garcia, Jeanne	Guidance	\$693.00
	Newhard, Heather	Mathematics	\$752.00
	Trostle, Jodi	Reading	\$693.00
	McKellin, Janice	Related Arts	\$801.00
	Cirucci, Lori	Science	\$752.00
	Sawicki, Mark	Social Studies	\$693.00
	Marek, Deborah	Special Education	\$857.00
		<i>East Hills</i>	
	Rodriguez, Lisa	English Language Arts	\$946.00
	Schwartz, Andrea	Guidance	\$693.00
	Kruk, Christine	Mathematics	\$962.00
	Stelmak, Lee Ann	Reading/Literacy	\$962.00
	Steger, Kathleen	Related Arts – 1	\$962.00
	Sullivan, Susan	Related Arts – 2	\$962.00
	Moncavage, Margaret	Science	\$693.00
	Arner, Michael	Social Studies	\$752.00
	Amato, Kristin	Special Education	\$962.00
		<i>Nitschmann</i>	
	Falteich, Charles	English Language Arts	\$693.00
	Ritter, Deborah	Guidance	\$857.00
	O'Connell, Michael	Mathematics	\$857.00
	Downey, Craig	Reading/Literacy	\$693.00
	Sierra, Trinidad	Related Arts – 1	\$857.00
	Zettlemoyer, Daniel	Related Arts – 2	\$946.00
	Amato, Rick	Science	\$857.00
	Hess, Jeremy	Social Studies	\$801.00
	Dugan, Deanna	Special Education	\$801.00
		<i>Northeast</i>	
	Fleck, Barbara	English Language Arts	\$801.00
	Rodriguez, Ramon	Guidance	\$693.00
	Zoudeh, Nancy	Mathematics	\$946.00
	Roehrenbeck, Mary	Reading	\$857.00
	Stems, Sandra	Related Arts – 1	\$857.00

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 23

9. *Nominations*

RECOMMENDATION:

C. Miscellaneous (continued)

	NAME	ASSIGNMENT	SALARY
	Parker, Denise	Related Arts – 2	\$962.00
	Patterson, John	Science	\$693.00
	Dodson, Ann	Social Studies	\$693.00
	Bellman, Christopher	Special Education	\$946.00
20.		Middle School Grade Level Leaders	
		<i>Broughal</i>	
	Lyons, Matthew	Grade 6	\$962.00
	Montanari, Nancy	Grade 7	\$962.00
	Snell, Sarah	Grade 8	\$962.00
		<i>East Hills</i>	
	Cavey, Kristen	Grade 6	\$962.00
	Carpenter, Adam	Grade 7	\$962.00
	Dando, Timothy	Grade 8	\$962.00
		<i>Nitschmann</i>	
	Wertman, Courtney	Grade 6	\$962.00
	Evancho, Kristin	Grade 7	\$962.00
	Danyi, Garen	Grade 8	\$962.00
		<i>Northeast</i>	
	Smisko, Rose Ann	Grade 6	\$857.00
	Jeffress, Karen	Grade 7	\$962.00
	Shive, Linda	Grade 8	\$962.00
21.		Night School	
	Hrycyszyn, Marlice	Facilitator	\$3,675.00 per semester
		Teachers	\$33.79 per hour
	Cleffi, Michael		
	Danilovitz, Judith		
	Dectis, Nicholas		
	Fiske, Sara		
	Giannantonio, Amy		
	Knepp, Shaunna		
	Leeson, Maureen		
	Maioriello, Melissa		
	Muller, Michael		
	Patti, Joshua		
	Patti, Nicole		
	Pfingstl, Danielle		

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 24**9. Nominations****RECOMMENDATION:***C. Miscellaneous (continued)*

	NAME	ASSIGNMENT	SALARY
	Reitz, Adam Giesler, Andrew Schoeneberger, Troy Snyder, Susan Calderon, Jeanette	Substitute Teachers Monitor Substitute Monitor	\$33.79 per hour \$11.06 per hour \$11.97 per hour
22.	Muth, Trisha Erney, Nicole Kukuvka, Luke Stout, Kyle Podhyski, Garrett Stehley, Katie Searfass, Jeffrey Utsch, Christina Doyne, Cynthia Schubert, Stephanie Klose, Connie Scala, Francesca Flad, Stephen Little, Richard O'Connor, Amy Andreucci, Robert Giesler, Andrew	Permanent Day-to-Day Substitutes Donegan Fountain Hill Marvine Spring Garden Broughal Broughal East Hills East Hills Nitschmann Nitschmann Northeast Northeast Freedom (.5) Freedom (.5) Freedom Liberty Liberty	\$100.00 per day October 3, 2011, until the end of the day on May 31, 2012
23.	Conkling, Quiang	Second Language Guide	\$10.40 per hour
24.	Lubell, Elyse	Support Teacher for Colleen Bell Induction Program, District-wide Psychologist	\$637.00
25.	Musella, Amy	Support Teacher for Amy Coniglio Induction Program, District-wide Speech Therapist	\$637.00
26.	Safranek, Stephanie	Support Teacher for Marnie Caffrey Induction Program, Freedom Special Education Teacher	\$637.00
27.	Exceptional students listed on confidential page	Work Experience/Job Training	\$6.25 per hour for the first 60 days \$7.25 per hour thereafter

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 25**9. Nominations****RECOMMENDATION:*****D. Substitutes***

INSTRUCTIONAL	
Auker, Mary	Matus, Sharon
Boge, David	Mohap, Jacqueline
Clymer, Jill	Nork, Steven
Davidson, Elisabeth	O'Connor, Amy
DeBonis, Maria	Owens, Christopher
Deets, Jeanne G.	Pierson, Simone
Dezubay, Lauretta	Putlock, Amy
DiCarlo, Darlene	Rasich, Jaclyn
Ding, Maria	Rex, Kristin
DiPaolo, Antoinetta	Rosa, Rosa
Fowler, Barbara	Rufe, Carol
Garcia, Daniel	Story, Elizabeth
Goldberg, Robyn	Thomas, Sandra
Judd, Carol	Torres, Andrea
Kaar, Karen	Trinchere, Megan
Kenney, Joseph	Utsch, Christina
Lang, Stacey	Wachinski, Jennifer
Liberto, Kelly	Wills, Thomas
Little, Richard	Wilmore, Karen
Martinez, Louis	

NONINSTRUCTIONAL	
Alicea, Maribel	Kuhns, Sharon
Archiga, Lisa	Labukas, Rosemarie
Cohen, Nicole	Muth, Andrea
Graziano, Laura	Pardoe, Antonia
Keiderling, Amy	Rosa, Rosa

Prior to the board voting on agenda items, the administration announced a correction to Item #9 – page 18, number 17 – The salary for the extracurricular activities directors at Freedom High School, it is a split position, and it should read \$712 for each. The number that is on the agenda is incorrect.

DISCUSSION ITEM #9

Director Follweiler stated: I just wanted again to reiterate the discussion that we had in committee that item #9 and I think the category is D, it is the substitutes that we have listed and I just want to reverify Mr. Giordano that all substitutes listed are indeed certified teachers within the state of Pennsylvania and that there are some people that are the same names listed under both instructional and non instructional is that because those particular people choose to apply for both positions.

Mr. Giordano stated: Yes, that is correct. They get themselves on both lists and as long as they have the certification for instructional list they will be able to be on that one as well.

Director Follweiler stated: Is there a process in place and we did discuss this again in committee that any teachers that we have furloughed from the district have first dibs, gaining a substitute position, or is it first come first serve.

Mr. Giordano stated: It is a hybrid of both of those extremes. The current system would allow principals to make outbound calls to perspective people that they would like to come and take an assignment but the assignment must be posted on AESOP and then AESOP is open to all substitutes who are able to see that based upon certifications and things like that. So, can I promise you that every substitute assignment is going to a furloughed person, a day-to-day substitute? No, what I can say is that since the furloughs every long term substitute assignment has gone through me personally where I approach the furloughed teachers and anything that is a significant day to day assignment, I talk to the principals and I remind them of who is left on the furlough list who has not received anything else from us that is significant. So, if I know somebody is simply subbing day to day and I get something that is approaching LTS or is, I know it is going to be a lengthy assignment, then I will remind that principals of who is available out there and I ask them to call those people or I call them myself.

Director Follweiler stated: I hope this is a satisfactory agreement with all concerned. One last question, should the tides turn, we have a very wealthy list full of, I think you said 300 plus of available substitutes so that certainly sounds to me like it would be sufficient. However, since we have opted to do no emergency certifications this year, should the tides turn and the 300 plus become unavailable for our needs is there a way mid year to go towards an emergency certification should that circumstance come up?

Mr. Giordano stated: Sure. I would want to do it more selectively then has been done in the past. I would want to do it based upon not having the appropriate certifications in certain areas, and I think in the world of the ideal, every time a math teacher is out, I would like to see a math teacher in that classroom if at all possible. So, that is what my management of this substitute pool has as a vision. But should we need an emergency substitute in any particular area at any time, we can certainly put in that application to the state.

Director Tenaglia stated: The recommendations, Item #9, within Item #9, items 19 and 20 are directly correlated to number 6 and I would like them voted on separately. Motion to divide. Director Leeson second the motion. Director Tenaglia asked for Item 9, number 19 and 20 to be voted together but separate from the rest of Item #9.

VOICE VOTE TO SEPARATE ITEM #9

President Cann asked for a voice vote to separate Item 19 and 20 within Item #9.

Motion passes – 9-0.

ROLL CALL VOTE ITEM #9 (except 19 & 20)

President Cann asked for a roll call vote on Item 9 (except 19 & 20) and Item 9 - 19 & 20
Item #9 – except 19 & 20

The question was called with roll call as follows: Yea, Amato, Burkhardt, Faccinetto, Follweiler, McKeon, yes to all except Item 9-5C – nay, Ortiz, Tenaglia, President Cann. Director Leeson - abstain

Motion passes 7-1-1

ROLL CALL VOTE ITEM #9 – (19 & 20)

Item #9C – 19 & 20

The question was called with roll call as follows: Yea, Directors Amato, Burkhardt, Faccinetto, Follweiler, McKeon, Ortiz, President Cann. Nay, Directors Leeson and Tenaglia.

Motion passes – 7-2

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 26**10. Reassignments****RECOMMENDATION:*****A. Instructional***

	NAME	FROM/TO	SALARY	EFFECTIVE
1.	Bell, Colleen	From: District-wide (.6) Psychologist To: District-wide 1.0 Psychologist	\$50,912 Master's + 30, Step 5	August 24, 2011
2.	Mertz, Jill	From: Lincoln (.4)/Thomas Jefferson (.4) Librarian To: District-wide 1.0 Speech Therapist	\$79,587 Master's +30 Step 15	August 24, 2011

B. Noninstructional

	NAME	FROM/TO	SALARY	EFFECTIVE
1.	Dzienis, Jayne	From: Donegan, General Kitchen Help, 3.75 hours daily, lunch To: Donegan, General Kitchen Help, 3.75 hours daily, lunch/Governor Wolf, General Kitchen Help, 1.5 hours daily, breakfast	\$13.15 per hour	September 27, 2011
2.	Elliott, Lois	From: SPARK, General Kitchen Help, 3.25 hours daily, lunch/ 1 hour daily, breakfast To: Governor Wolf, General Kitchen Help, 3 hours daily, lunch	\$13.47 per hour	September 27, 2011

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 27

10. *Reassignments*

RECOMMENDATION:

B. Noninstructional (continued)

	NAME	FROM/TO	SALARY	EFFECTIVE
3.	Fonseka, Marie	From: East Hills, General Kitchen Help, 3.5 hours daily, lunch To: East Hills, General Kitchen Help, 3.5 hours daily, lunch/Marvine, General Kitchen Help, 1 hour daily, breakfast	\$13.47 per hour	September 27, 2011
4.	Haldaman, Judith	From: Freedom, General Kitchen Help, 4.5 hours daily, lunch/ Liberty, 2 hours daily, breakfast To: Liberty, General Kitchen Help, 3.5 hours daily, lunch/ 2 hours daily, breakfast	\$13.15 per hour	September 27, 2011
5.	Kocher, Amy	From: Child Care, Assistant, 3 hours daily To: Child Care, Assistant Center Supervisor, 3 hours daily, straight shift, 12 months	\$11.52 per hour	September 27, 2011
6.	Nieves, Cindy	From: Child Care, Assistant, 5 hours daily To: Child Care, Assistant Center Supervisor, 5.5 hours daily, split shift, 12 months	\$11.72 per hour	September 27, 2011

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 28**10. Reassignments****RECOMMENDATION:*****B. Noninstructional (continued)***

	NAME	FROM/TO	SALARY	EFFECTIVE
7.	Wallbillich, Donna	From: Freedom, General Kitchen Help, 3.75 hours daily, lunch/ 2 hours daily, breakfast To: Freedom, General Kitchen Help, 4.5 hours daily, lunch/ 2 hours daily, breakfast	\$13.15 per hour	September 27, 2011

C. Miscellaneous

	NAME	FROM/TO	SALARY	EFFECTIVE
1.	Tannous, Allison	From: Liberty (.5) Assistant Cross Country Coach To: 1.0 Assistant Cross Country Coach	\$3,459.00	2011-2012 school year

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0

11. *Professional Employee Status for Teachers*

RECOMMENDATION:

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

EFFECTIVE: April 22, 2011

Spieker, Daniel Northeast, Special Education Teacher

EFFECTIVE: August 21, 2011

Ayre, Jonathan	Freedom, Science Teacher
Baker, Jayme	Liberty, Mathematics Teacher
Blocker, Evonne	Spring Garden, Special Education Teacher
Chemidlin, Lisa	Lincoln, Grade 5 Teacher
DosSantos, Danielle	Donegan, Grade 2 Teacher
Eisenhard, Jennifer	Fountain Hill, Grade 3 Teacher
Fogarty, Michele	Liberty, Science Teacher
Giannantonio, Amy	Liberty, Science Teacher
Kaar, Karen	East Hills, Reading Teacher
Keeler, Amy	District-wide, Psychologist
Klenk, Jennifer	East Hills, Music Teacher
Latham, Laurie	SPARK, PreKindergarten Teacher
LaTourette, Kelly	Freedom, Mathematics Teacher
Martinez, Louis	Freedom, English Teacher
Meila, Jeffrey	Governor Wolf, Grade 4 Teacher
Redline, Jessica	Fountain Hill, Special Education Teacher
Morrow, Ryan	Farmersville/Thomas Jefferson, Music Teacher
Morgan, Megan	Farmersville, Special Education Teacher
Tsihlis, Kimberly	Clearview, Grade 5 Teacher
Parent, Lindsey	Fountain Hill/Freemansburg, Music Teacher
Rodriguez, Josefina	SPARK, PreKindergarten Teacher
Schellhaas, Ashley	William Penn, Grade 4 Teacher
Shay, Erin	Nitschmann, Science Teacher
Sodl, David	Freedom, Science Teacher
Young, Melissa	East Hills, Family Consumer Science Teacher
Zellner, Tracy	Donegan, Grade 2 Teacher

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 30

12. *Establishment of Two Sick Leave Banks*

INFORMATION:

The establishment of a sick leave bank has been requested for two employees in the District. The Bethlehem Education Association has requested the establishment of a sick leave bank for one teacher. Additionally, the Teamsters Local No. 773 covering Custodial/Maintenance employees has requested the establishment of a sick leave bank for one maintenance employee. These requests would permit bargaining unit members to give a selected number of their accumulated sick days to a fellow worker. This bank is to be used by one individual only, and any days not used by the individual will be returned to the person who donated them.

This item was reviewed with the Board at the Board Human Resources Committee Meeting and during Executive Session on September 19, 2011.

RECOMMENDATION:

That the Board of School Directors authorizes the establishment of two sick leave banks for:

- a. A teacher, as requested by the Bethlehem Education Association.
- b. A maintenance employee, as requested by the Teamsters Local No. 773 covering Custodial/Maintenance employees.

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0

RECOMMENDATION OF THE ADMINISTRATION – September 26, 2011

Pg. 31

13. *Removal of Board Policy 117 – Homebound Instruction and Approval of New Board Policy 204.1 – Temporary Medical Excusal – Third Reading*

INFORMATION:

The District Administration has done a review of the current Homebound Policy, and in consultation with the solicitor's office, Board Policy 117 – Homebound Instruction is being revised pursuant to the Pennsylvania School Code and State Board of Education regulations. The current policy appears in the Programs section of the handbook and is going to be moved under the Pupils section of the handbook. The new policy number and title will be changed to Board Policy 204.1 – Temporary Medical Excusal.

The first reading of Board Policy 204.1 occurred at the August 8, 2011, Board Human Resources Committee Meeting. The second reading occurred at the September 19, 2011, Board Human Resources Committee Meeting.

RECOMMENDATION:

That the Board of School Directors approves the following:

- a. Removal of Board Policy 117 – Homebound Instruction from the Programs section of the Board Policy Handbook, and
- b. Approval of the new Board Policy 204.1 – Temporary Medical Excusal under the Pupils section of the Board Policy Handbook.

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0

No. 417

SECTION: PROGRAMS

TITLE: HOMEBOUND INSTRUCTION

ADOPTED: November 15, 2004

REVISED:

BETHLEHEM AREA SCHOOL DISTRICT

1. Authority SC 1329 Title 22 Sec. 11.25 2. Delegation of Responsibility 3. Guidelines	~~417. HOMEBOUND INSTRUCTION~~ ~~The Board shall provide, pursuant to law and regulations, individual instruction to students confined to home or hospital for physical disability, illness, injury, or when such confinement is recommended for psychological or psychiatric reasons.~~ ~~Application for homebound instruction shall certify the nature o the illness or disability, state the probable duration of the confinement, and be approved by the Superintendent.~~ ~~The district shall provide homebound instruction only for those confinements expected to last at least four (4) weeks for elementary/middle schools and two (2) to three (3) weeks for high school.~~ ~~Exceptions may be recommended by the Superintendent.~~ ~~The program of homebound instruction given each student shall be in accordance with the standards established by the State.~~ ~~The Superintendent or designee reserves the right to withhold homebound instruction when:~~ ~~1. The instructor's presence in the place of a student's confinement present a hazard to the health of the teacher.~~ ~~2. A parent/guardian or other adult in authority is not at home with the student during the hours of instruction~~ ~~3. The condition of the student is such as to preclude any benefit from such instruction.~~
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No. 117
204.1

SECTION: ~~PROGRAMS~~
PUPILS

BETHLEHEM AREA SCHOOL DISTRICT

TITLE: ~~HOMEBOUND INSTRUCTION~~
TEMPORARY MEDICAL
EXCUSAL

First Reading – August 8, 2011
Second Reading – September 19, 2011
Third Reading – September 26, 2011

ADOPTED: November 15, 2004

REVISED:

1. Authority SC 1329 Title 22 Sec. 11.25 2. Delegation of Responsibility 3. Guidelines	~~117. HOMEBOUND INSTRUCTION~~ 204.1 TEMPORARY MEDICAL EXCUSAL (TME) ~~The Board shall provide, pursuant to law and regulations, individual instruction to students confined to home or hospital for physical disability, illness, injury, or when such confinement is recommended for psychological or psychiatric reasons.~~ The Bethlehem Area School District, pursuant to the Pennsylvania School Code and State Board of Education regulations, will review and consider approval of temporary requests for excusals from the compulsory attendance requirements of the Commonwealth of Pennsylvania to students confined to the home or the hospital for physical disability, illness, injury, or when such confinement is recommended for psychological or psychiatric reasons. Once approval is determined for the Temporary Medical Excusal, individual tutoring may be considered. ~~Application for homebound instruction shall certify the nature of the illness or disability, state the probable duration of the confinement, and be approved by the Superintendent.~~ Temporary Medical Excusal may not be used as a way to avoid compulsory school attendance and must be based on a certified/licensed medical doctor, psychologist, and/or a psychiatrist's recommendation. In conformity with the School Code, Temporary Medical Excusal shall only be granted where the condition is <u>temporary</u> in nature and where the student is <u>unable to attend any part of the school day</u>. The District shall consider recommendations made by a student's physician, but such recommendation shall not automatically result in approval of a TME. Parental consent is required to verify a physician's recommendation and for continual communication with the referring physician. ~~The district shall provide homebound instruction only for those confinements expected to last at least four (4) weeks for elementary/middle schools and two (2) to three (3) weeks for high school.~~ ~~Exceptions may be recommended by the Superintendent.~~ ~~The program of homebound instruction given each student shall be in accordance with the standards established by the State.~~ ~~The Superintendent or designee reserves the right to withhold homebound instruction when:~~ ~~1. The instructor's presence in the place of a student's confinement present a hazard to the health of the teacher.~~
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	~~2. A parent/guardian or other adult in authority is not at home with the student during the hours of instruction~~ ~~3. The condition of the student is such as to preclude any benefit from such instruction.~~ A student will be considered for a TME under the following conditions: 1. A <u>temporary</u> medical and/or psychiatric condition considered <u>medically urgent</u> and so severe that: a. It is likely to persist for more than four (4) weeks for the elementary/middle schools and two (2) weeks for the high school during which school is in session (tutoring is not provided over holidays/vacations or after the last day of school). b. It is a condition that will prevent the child from attending <u>any part of the school day</u> for a specific period of time. The specific period <u>may not exceed two (2) months in one period.</u> 2. The District has received the Physician's Recommendation form, fully completed, from a certified/licensed medical doctor, psychologist and/or psychiatrist (Licensed Nurse Practitioners will not be accepted): a. Describing the mental or physical condition using professionally recognized diagnostic criteria. b. Explains specifically how the mental or physical condition of the student prevents school attendance. c. Contains a clear recommendation that the student not attend school for specific period of time. The following additional conditions apply: 1. The District <u>may</u> contact the recommending physician for verification of information within the TME application form. 2. If the District believes that additional information is needed, the District may contact the recommending physician to seek additional information. 3. At any time, the District may utilize its school physician to review and deny or approve a request for a TME. 4. The District reserves the right to refer a student to a physician of the District's choice, at District expense, if it so chooses. In the event that the District chooses to refer a student to its own physician to determine the necessity for homebound services, and the District physician's opinion is contrary to the family physician, or the recommending physician is unable to substantiate the recommendation, the administration will be authorized to honor the opinion of the district physician. The child will be requested to return to school. In such a case, the student shall be denied any further tutoring, and the child would then fall under the mandatory school attendance regulations.
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	<u>60 Calendar-Day Approval Period</u> Temporary Medical Excusals approved by the District shall be effective for a specified time period, not to exceed a maximum of 60 calendar days. Upon the expiration of the 60 calendar-day period, the student will no longer be lawfully excused from school. However, the Parent may apply for a renewal of the medical excusal by following the approval process outlined above, and it must be done prior to the end of the initial referral. <u>Participation in Co-Curricular and Extracurricular Activities</u> Students on a TME are not eligible to participate in any clubs, athletics, field trips, and other extra-curricular activities. A student must be participating in the regular school day program at least part-time to become eligible to participate, and the physician that is recommending the TME on a part-time basis must submit <i>in writing</i> that the student is able to participate in these co-curricular activities without a risk to the student's health and/or safety nor that of the District's school body. <u>Tutoring During a Temporary Medical Excusal</u> Tutoring during a TME may be provided at the discretion of the District. Such tutoring is not intended to replace regular instruction, but, rather, is intended to assist with maintaining current skills and prevent regression, if possible, until the student is able to return to school. Credit received during a TME is discretionary. If tutoring is requested and approved beyond what is allowed by PA law, the student may receive partial or no credit. Due to the nature of some course content, it may not be possible for the TME tutor to deliver or teach the course content. In this regard, the student will be required to reschedule this course(s) during the next available semester. <u>Disability Accommodations</u> TMEs are designed for students with temporary medical conditions and are not intended to be and may not be substituted for appropriate in-school accommodations for students with disabilities who are able to attend some part of the school day. Students with disabilities may be entitled to accommodations during the school day under Section 504 and the ADA. Parents seeking accommodations for their students should contact the school. <u>Temporary Medical Excusal is NOT a Special Education Placement</u> In some cases, a student may receive special education instruction (FAPE) in the home through his/her IEP. This is called "instruction in the home" and is NOT the same as a TME. "Instruction in the home" is a placement within the special education continuum that may be chosen by an IEP team when an eligible student cannot properly receive a <u>Free Appropriate Public Education</u> in any other setting. A special education placement in the home (or "instruction in the home") can be obtained only by going through the normal IEP process. Any placement determination, including a placement of "instruction in the home," must be determined to be appropriate by the IEP team, and an IEP must be implemented that is specifically designed for such a placement. The nature of "instruction in the home," as well as the process for obtaining such instruction, is distinctly different from a TME. Any parent or guardian who has additional questions about instruction in the home or needs further clarification of the differences between the two and which is appropriate for a particular student should contact the school.
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RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 32

14. *Bethlehem Area School District Authority Appointment*

INFORMATION:

Deborah Watlington has informed the Bethlehem Area School District (BASD) that she is unable to complete her five-year term on the BASD Authority and is resigning her position effective October 31, 2011. Ms. Watlington was appointed to this position on March 11, 2009, for a five-year term expiring January 2014. As noted by Attorney Damgaard in January 2011, as BASD Authority terms expire, each new term will renew in January rather than in March as the Authority has a yearly reorganization meeting in January.

Representatives on the BASD Authority are:

	<u>Term Expiration</u>
David Arner	March 2012
Michael Albarell	March 2013
Deborah Watlington	March 2014**
Luke Cunningham	January 2015
Herman Webber	January 2016

This item was reviewed with the Board at the September 12, 2011, Board Finance Committee Meeting.

RECOMMENDATION:

That the Board of School Directors appoints Russell W. D'Entrone to the BASD Authority to fill the unexpired term of Deborah Watlington effective November 1, 2011, through January 2014.

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 33

15. *Bethlehem Area Vocational-Technical School General Authority Appointment*

INFORMATION:

Deborah Watlington has informed both the Bethlehem Area School District and Bethlehem Area Vocational-Technical School (BAVTS) that she is unable to complete her five-year term on the BAVTS General Authority and is resigning her position effective October 31, 2011. Ms. Watlington was reappointed to this position in February 22, 2010, for a five-year term expiring January 2015.

Representatives from the Bethlehem Area School District currently on the BAVTS General Authority are:

	<u>Term Expiration</u>
David Arner	January 2012
Herman Webber	January 2013
Luke Cunningham	January 2014
Deborah Watlington	January 2015**
Curt V. Hoyak	January 2016

This item was reviewed with the Board at the September 12, 2011, Board Finance Committee Meeting.

RECOMMENDATION:

That the Board of School Directors appoints Russell W. D'Entrone to the BAVTS General Authority to fill the unexpired term of Deborah Watlington effective November 1, 2011, through January 2015.

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 34

16. *Bethlehem Area Vocational-Technical School Sale of Northampton Campus*

INFORMATION:

The Bethlehem Area Vocational-Technical School (BAVTS) Joint Committee is in support of the sale of the Northampton Campus Property. This property is currently occupied by a small number of BAVTS Adult Education Programs.

Under recommendation from the Executive Director, the Joint Committee authorized the school to proceed with the appraisal of the property for purposes of the sale. In conjunction with this and at relatively the same time, the Northampton Area School District (NASD) indicated a sincere interest in purchasing the property for potential construction of a new school. An appraised total property value was determined, and NASD made an offer on the property.

A sub-committee of Joint Committee representatives from each District Board, met in August to discuss the basic formalities of the transaction, and established a understanding that a series of events and approvals would need to take place to see the transaction through. These approvals ranged from the three District Boards to the Joint Committee to the General Authority of the BAVTS.

Based upon the input from the BAVTS Auditor, the revenue generated by the sale of the Campus will be returned to BAVTS and then be credited back to each District.

BAVTS is first seeking the approval of the Board of School Directors of each district, in order to proceed secondly to the BAVTS Joint Committee, and ultimately to the BAVTS General Authority, to complete the sale. BAVTS hopes to be able to complete this sale transaction by November 2011, if the approvals move properly forward.

This item was reviewed with the Board at the September 19, 2011, Board Facilities Committee Meeting.

RECOMMENDATION:

That the Board of School Directors approves the sale of property known as the "Northampton Annex " to Northampton Area School District for a sale price of \$610,000 and authorizes the Bethlehem Area Vocational-Technical School Authority to execute any and all documents necessary to conclude the sale.

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0

17. Berkheimer OneSource Agreement for Homestead Mailing

INFORMATION:

On September 3, 2004, Act 72 of 2004 the Homeowner Tax Relief Act became effective. Pursuant to this legislation and reaffirmed in Act 1, of 2006, the District is responsible for issuing annual mailings to all property owners in the District who have not yet applied for the homestead application. This annual mailing must be postmarked by December 30th of each year. The County must certify the names of those residents who have not yet filed to receive such mailings, and they will then process the approvals/denials. As in past years, the County will coordinate this process to expedite the mailing, return, and approval process of these homestead applications. They are working with Berkheimer Outsourcing, Inc., Bangor, to process this information and would prefer that the Districts utilize Berkheimer to prepare and mail the letters/applications so as to allow for electronic uploading of the returned applications for processing. Due to the coordination associated with this mandate, it is in the best interest of all to cooperate with the county in this process. In 2010, the District sent 4,181 applications, which included the courtesy return envelope.

		<u>Unit Cost</u>	<u>Est Cost</u>	
Option A	Printing, mailing, forms and envelopes including return envelope	\$0.284	\$1,187.40	
Option B	Printing, mailing, forms and envelopes NO return envelope	\$0.252	\$1,053.61	(\$133.79) *

2010 BASD 4,181 applications mailed

*Est Cost return envelope

Postage costs for mailing charged in addition at cost.

This item was reviewed with the Board at the September 12, 2011, Board Finance Committee Meeting. At this meeting, it was the consensus of the Board not to include a return envelope in the mailing and use Option B.

RECOMMENDATION:

That the Board of School Directors authorizes Berkheimer OneSource, in Bangor, Pennsylvania, to prepare and mail the homestead applications on behalf of the Bethlehem Area School District in accordance with Act 72 of 2004 and Act 1 of 2006 at a rate of \$0.252 each in accordance with Option B as listed above.

Account Code and Name: General Fund 2330300 Tax Collection Professional Service
Account Balance: \$765,871.54

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 36**18. Colonial Intermediate Unit #20 Educational Services Agreements****INFORMATION:**

The District currently has various educational contracts with Colonial Intermediate Unit #20 that provides 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.

This item was reviewed with the Board at the September 12, 2011, Board Finance Committee Meeting.

RECOMMENDATION:

That the Board of School Directors approves the following Agreements with Colonial Intermediate Unit #20 for Educational Services for the 2011-2012 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
Ms. Irina Rosario-Flynn - translation services for two students in the Extended School Year Program at Liberty High School	\$31.20 per hour for 45 hours not to exceed \$1,404.00 for the period June 28, 2011 through July 28, 2011
Ms. Irina Rosario-Flynn - translation services for two students in the Life Skills Program at Liberty High School	Not to exceed \$40,150 for the 2011-2012 school year

Account Code and Name: General Fund 2720-516 Transportation IU Services

Account Balance: \$693,404.00

Account Code and Name: General Fund 1200-322 Special Education IU Services

Account Balance: \$5,254,751.50

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0



COLONIAL INTERMEDIATE UNIT 20

A Regional Service Agency

6 Danforth Drive
Easton, PA 18045-7899

Telephone (610) 252-5550 • FAX (610) 252-5740

Business Office FAX (610) 515-6524

Special Programs FAX (610) 559-7103

TDD/TTY Hearing Impaired (610) 252-3786

2011-2012 Special Education Contract

This agreement is made this 24th day of August, 2011 by and between the Colonial Intermediate Unit 20 (hereinafter the "Intermediate Unit") at 6 Danforth Drive, Easton, PA 18045 and the Bethlehem Area School District (hereinafter the "School District") at 1516 Sycamore Street, Bethlehem, PA 18017-6099.

WHEREAS, the Intermediate Unit is willing to provide Special Education services to school districts within its service area; and

WHEREAS, the School District desires to engage the service of the Intermediate Unit for its Special Education Program for the 2011-2012 school year.

NOW, THEREFORE, in consideration of the mutual promises contained herein and intended to be legally bound hereby the parties hereto agree as follows:

1. The Intermediate Unit will provide special education instructional and non-instructional support and related services for the 2011-2012 school year. **The student data used for this contract is the data sent to you on your 2010-2011 second mid-year estimate. The data used for this estimate does not account for students first coming into our programs or for those leaving our programs.**
2. Assignments along with the 2011-2012 rates are as follows:

Service	Unit Cost	EFT	Total Cost
Adaptive Physical Education	\$ 82,442	.8172	\$ 67,367.90
Audiology Services	\$ 115,141	.1883	\$ 21,686.22
Autistic Services (Elementary)	\$ 149,899	6.1068	\$ 915,407.02
Autistic Services (Secondary)	\$ 178,301	.6024	\$ 107,411.94
Emotional Support	\$ 159,079	.3624	\$ 57,646.32
Hearing Support	\$ 152,665	.4252	\$ 64,911.76
Itinerant Hearing Support	\$ 86,082	1.6122	\$ 138,779.88
Itinerant Speech and Language Support	\$ 78,800	2.3834	\$ 186,239.38
Itinerant Vision Support	\$ 89,657	1.1495	\$ 103,062.22
Learning Support	\$ 79,894		\$
Life Skills Support (Elementary)	\$ 139,130	.3178	\$ 44,215.42
Life Skills Support (Secondary)	\$ 167,653		\$
Multi-Disabilities Support	\$ 139,468	2.0142	\$ 280,918.54
Occupational Therapy	\$ 73,426	4.4463	\$ 326,473.19
Physical Support	\$ 140,002	.8002	\$ 112,023.85
Physical Therapy Team	\$ 103,672	1.0179	\$ 105,530.20
Psychological Services	\$ 91,849	1.1991	\$ 110,136.14
TOTAL			\$ 2,641,809.98

3. The instructional, non-instructional support and related services shall be as defined and limited in the regulations and standards of the United States of America and Commonwealth of Pennsylvania and by the Intermediate Unit Special Education Budget, as well as by any understanding of limitations reached between the Director of Special Education of the Intermediate Unit and the School District.

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 37

19. *Colonial Intermediate Unit #20 for Special Education Programs and Services Contract*

INFORMATION:

Colonial Intermediate Unit (CIU) #20 provided a Special Education Contract to the District for verification on August 29, 2011. The contract was approved by the CIU #20 Board on August 24, 2011, in the estimated amount of \$2,641,809.98. CIU #20 will be sending two mid-year estimates, as well as the District's final costs. The first mid-year estimates will be received in March 2012, the second mid-year estimates will be mailed May 2012, and the final costs with all necessary reconciliation for actual participation and services will be mailed by July 31, 2012.

This item was reviewed with the Board at the September 12, 2011, Board Finance Committee Meeting.

RECOMMENDATION:

That the Board of School Directors approves the 2011-2012 Special Education Contract from Colonial Intermediate Unit #20.

Account Code and Name: General Fund 1200-322 Special Education IU Services
Account Balance: \$5,254,751.50

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0

SEPTEMBER 26, 2011

COLONIAL INTERMEDIATE UNIT 20
ALTERNATIVE and REGULAR EDUCATION TRANSPORTATION CONTRACT
For School Year 2011-2012

This CONTRACT entered into this 24th day of August, 2011 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 2011-2012. Based on 2010-2011 aggregate miles the Intermediate Unit transported students and providing for our 2011-2012 budgetary increases and anticipated changes in number of students we will transport in 2011-2012, 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 2010-2011 and throughout 2011-2012. CIU20 will bill quarterly, (October 15, 2011, January 15, 2012, April 15, 2012 and July 15, 2012) 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.

The Intermediate Unit will make every effort to accommodate new Transportation Requests for Alternative and Regular Education transportation students in as timely a manner as possible within the existing runs as already established. Should this service require a dedicated, new run to accommodate an overload of students on already existing runs, the Intermediate Unit may need to sub-contract with an outside vendor to accommodate these students until such time as an Intermediate Unit driver or substitute driver can be secured.

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: Charlene M. Brennan
Dr. Charlene M. Brennan

Title: Executive Director

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

Title: Director of Business Services

Date: 8/24/11

Bethlehem Area School District

By: Michelle L. Lann

Title: Board President

Witness: Stacy Moore

Title: Board Secretary

Date: 9/26/11

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

CONTRACT FOR SERVICE
(REVENUE GENERATING)

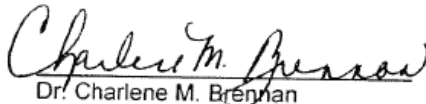
This contract is entered into by Colonial Intermediate Unit 20, 6 Danforth Drive, Easton, Pennsylvania 18045-7899 and Bethlehem Area School District, 1516 Sycamore Street, Bethlehem, PA 18017-6099, (610) 861-0500.

Colonial Intermediate Unit 20 will provide Ms. Irina Rosario-Flynn for translation services for two students in the Life Skills Program who attend Liberty High School.

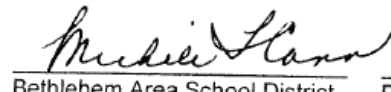
The total cost for said services shall not exceed \$40,150.00. This contract becomes effective the first day of the 2011-2012 school year and terminates at the end of the 2011-2012 school year.

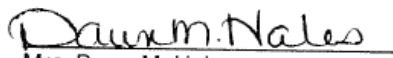
Bethlehem Area School District will be billed for services rendered by Colonial Intermediate Unit 20.

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

8/24/11
Date


Bethleham Area School District
8/26/11
Date


Mrs. Dawn M. Hales
Secretary to the Board

8/25/11
Date

24-0862592
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 (810) 252-3796

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

CONTRACT FOR SERVICE
(REVENUE GENERATING)

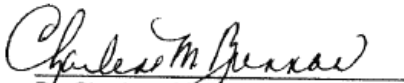
This contract is entered into by Colonial Intermediate Unit 20, 6 Danforth Drive, Easton, Pennsylvania 18045-7899 and Bethlehem Area School District, 1516 Sycamore Street, Bethlehem, PA 18017-6099, (610) 861-0500.

Colonial Intermediate Unit 20 will provide Ms. Irina Rosario-Flynn for translation services for two students in the Extended School Year Program at Liberty High School.

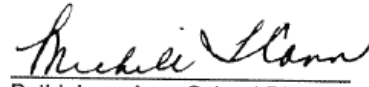
The rate for this service is \$31.20 per hour, for 45 hours not to exceed \$1,404.00. This contract will be in effect from June 28, 2011 through July 28, 2011.

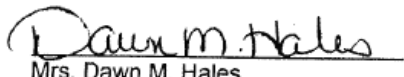
Bethlehem Area School District will be billed for services rendered by Colonial Intermediate Unit 20.

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

8/24/11
Date


Bethleham Area School District
8/26/11
Date


Mrs. Dawn M. Hales
Secretary to the Board

8/25/11
Date

24-0862592
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) 252-3786.

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:

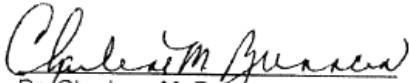
Freemansburg Elementary School – Autistic Support

The total cost for said services shall not exceed \$34,102.00. This contract becomes effective the first day of the 2011-2012 school year and terminates at the end of the 2011-2012 school year.

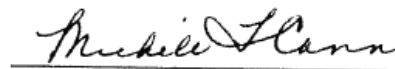
Bethlehem Area School District will be billed for services rendered by Colonial Intermediate Unit 20.

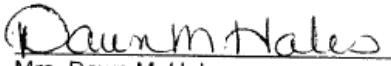
Unemployment cost will be charged to the School District if Colonial Intermediate Unit 20 is unable to reassign the position.

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

8/24/11
Date


Bethlehem Area School District
8/26/11
Date


Mrs. Dawn M. Hales
Secretary to the Board

8/25/11
Date

24-0862592
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) 252-3786.

20. *Indoor Air Quality Testing Contract Renewal*

INFORMATION:

The Bethlehem Area School District Board of School Directors approved an administrative recommendation to perform air quality testing at least once every two years in all District buildings. In 2006, all District buildings were tested in order to obtain baseline data, and for each subsequent year, half of the District's buildings were tested each year according to assigned categories "A" and "B". This year, the "B" category buildings are scheduled to be tested.

This information was reviewed with the Board at the September 19, 2011, Board Facilities Committee Meeting.

RECOMMENDATION:

That the Board of School Directors authorizes the administration to award a contract to 1Source Safety & Health, Inc., 140 South Village Avenue, Suite 130, Exton, Pennsylvania to perform air quality testing in all "B" category buildings at a cost not to exceed \$11,500.

Account Code and Name: General Fund 2600340 Maintenance Technical Services

Account Balance: \$13,128* (Budgetary Transfer Pending October 2011 from General Fund 2600431 Repair and Maintenance Services.)

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0

21. *Sodium Chloride Agreement through COSTARS*

INFORMATION:

For the 2011-2012 school year, the administration recommends entering into Sodium Chloride (road salt) COSTARS Agreement for Northampton County. The Sodium Chloride will be purchased on an as-needed basis throughout the year.

This information was reviewed with the Board at the September 19, 2011, Board Facilities Committee Meeting.

RECOMMENDATION:

That the Board of School Directors authorizes the administration to enter into the Sodium Chloride (road salt) COSTARS Agreement for Northampton County.

Account Code and Name: General Fund 2600610 Maintenance General Supplies
Account Balance: \$333,550.65

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0

RECOMMENDATION OF THE ADMINISTRATION – September 26, 2011

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22. *Transportation Schedule for the 2011-2012 School Year*

INFORMATION:

The student transportation schedule for the 2011-2012 school year has been completed. This schedule provides service to public and nonpublic students who are eligible for transportation.

This information was reviewed with the Board at the September 19, 2011, Board Facilities Committee Meeting.

RECOMMENDATION:

That the Board of School Directors approves the student transportation schedule for the 2011-2012 school year.

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 41

23. *Bid Award – Excavating Services – Unit Price Work for Sinkhole Repair, Storm, Sanitary and Other Site Work Repairs*

INFORMATION:

The Maintenance Department received bids for various emergency and miscellaneous site excavating services that may be required throughout the year. Based on the bids, the administration is requesting permission to use either A.J. Trunzo, Inc. or Senick Excavating, Inc. based on the availability of the contractor of when the service is needed. Senick Excavating, Inc. shall be the primary bidder and A.J. Trunzo, Inc. shall be the alternate bidder.

Bids were received and publicly opened at noon, Wednesday, September 7, 2011, for:

Excavating Services – Unit Price Work for Sinkhole Repair, Storm, Sanitary and Other Site Work Repairs

The bids have been tabulated and reviewed by the appropriate administrative and supervisory personnel. (The Tabulation of Bids is attached.)

This information was reviewed with the Board at the September 19, 2011, Board Facilities Committee Meeting.

RECOMMENDATION:

That the Board of School Directors authorizes the administration to use either Senick Excavating, Inc. as the primary bidder or A.J. Trunzo, Inc. as the alternate bidder for emergency and miscellaneous site excavating services based on the availability of the contractor of when the service is needed for the time period of January 1, 2012, through December 31, 2012.

Account Code and Name: General Fund 2600430 Repairs and Maintenance Miscellaneous Services
Account Balance: \$30,000

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0

BETHLEHEM AREA SCHOOL DISTRICT
Bethlehem, Pennsylvania

Bid Opening: September 7, 2011

September 26, 2011

**TABULATION OF BIDS
FOR
EXCAVATING SERVICES - UNIT PRICE WORK FOR SINKHOLE REPAIR,
STORM, SANITARY, AND OTHER SITE WORK REPAIRS**

	A.J. Trunzo, Inc.	Senick Excavating
Backhoe w/Operator	\$90 / HR	\$70 / HR
Backhoe w/Extended Reach and Operator	\$98 / HR	\$85 / HR
Medium Hydraulic Excavator Flywheel Power 148 HP to 268 HP w/ Operator	\$110 / HR	\$130 / HR
Large Hydraulic Excavator Net Flywheel Power 380 HP to 513 HP w/ Operator	\$190 / HR	No Bid
Removal and Disposal of Clean Fill Materials Off-Site	\$15 / HR	\$5.25 / TON
Delivery, Installation, and Compaction of Fill Brought from Off-Site (Modified Stone)	\$30 / CY \$22.50 / TON	\$25 / CY \$16.50 / TON
Rate for Laborer On-Site	\$37.50 / HR	\$41 / HR
Triaxle and Operator On-Site	\$73.50 / HR	\$65 / HR
Labor and Equipment for On-Site Compaction w/ Roller	\$68 / HR	\$70 / HR
Labor and Equipment for On-Site Compaction w/ Hand Held Mechanical Tamper	\$48.50 / HR	\$52 / HR
Labor and Equipment for On-Site Compaction w/ Walk Behind Trench Roller	\$58.50 / HR	\$65 / HR
Delivery and Installation of Concrete Fill 3000 PSI	\$185 / CY	\$116 / CY
Delivery and Installation of Flowable Fill 500 PSI	\$175 / CY	\$106 / CY
Final Grading and Seeding with Equipment on Site During Repairs	\$175 / HR	\$99 / HR
Pipe Replacement: Remove/replace 4" to 6" DIP w/ 2 Fittings	\$80 / LF	\$90 / LF
Pipe Replacement: Remove/Replace 6" to 8" SDR Pipe w/ 2 Fittings	\$85 / LF	\$55 / LF

	A.J. Trunzo, Inc.	Senick Excavating
Pipe Replacement: Remove/Replace 8" to 10" HDPE Pipe w/ 2 Watertight Fittings	\$92 / LF	\$45 / LF
Pipe Replacement: Remove/Replace 10" to 12" HDPE Pipe w/ 2 Watertight Fittings	\$94 / LF	\$51 / LF
Pipe Replacement: Remove/Replace 14" to 16" HDPE Pipe w/ 2 Watertight Fittings	\$120 / LF	\$59 / LF
Pipe Replacement: Remove/Replace 18" to 24" HDPE Pipe w/ 2 Watertight Fittings	\$140 / LF	\$80 / LF
Pipe Replacement: Remove/Replace 26" to 30" HDPE Pipe w/ 2 Watertight Fittings	\$160 / LF	\$92 / LF
Pipe Replacement: Remove/Replace 32" to 36" HDPE Pipe w/ 2 Watertight Fittings	\$2,300 / LF	\$132 / LF
Remove and Reset 36" W x 36" D Inlet Structure	\$1,900 EACH	\$2,800 EACH
Remove and Reset 5' Diameter Manhole 6' Deep	No Bid	\$3,400 EACH
Place 5' W x 4" Thick Concrete Sidewalk	\$15 / SF	\$18.50 / SF
Place 6" W x 24" High Concrete Curb	\$35 / LF	\$50 / LF
Replace Blacktop Paving w/3-1/2" BCBC Base and 1-1/2" Top Course	\$15 / SF	\$9 / SF
Rock Removal by Mechanical Method Including Hauling Burden Off-Site	\$200 / CY	\$80 / CY
Any Additional Costs	\$350 per Mobilization	Job Foreman: \$46.00 / HR
Any Additional Costs	None Noted	Tandem Dump Truck w/Operator: \$56 / HR

BID AWARD

18 specifications mailed
2 bids received

RECOMMENDATION OF THE ADMINISTRATION – September 26, 2011

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24. *Bid Award – Snow Removal Services*

INFORMATION:

Bids were received and publicly opened at noon, Wednesday, September 7, 2011, for:

Snow Removal Services

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.)

This item was reviewed with the Board at the September 19, 2011, Board Facilities Committee Meeting.

RECOMMENDATION:

That the Board of School Directors authorizes the administration to award a contract for Snow Removal to the lowest responsible bidder meeting specifications as indicated on the attached Tabulation of Bids.

Searock's Lawn Care
534 Bauer Road
Bath, Pennsylvania 18014

Account Code and Name: General Fund 2600412 Snow Plowing Services
Account Balance: \$30,000

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0

BETHLEHEM AREA SCHOOL DISTRICT
Bethlehem, Pennsylvania

Bid Opening: September 7, 2011 September 26, 2011

**TABULATION OF BIDS
FOR
SNOW REMOVAL SERVICES**

	Searock's Lawn Care
1 - "Rubber-tired" Front End Loader - with Operator - 1-yard (minimum)	\$100 / HR
1 - 3/4 ton Truck with Plow and Operator	\$75 / HR
1 - One (1) ton Truck with Plow and Operator	\$77 / HR
1 - Truck Tri-Axle Dump - 30-yard Capacity, with Operator	\$74 / HR
1 - Truck Tandem-Axle Dump - 20-yard Capacity, with Operator	\$64 / HR
1 - Truck Single-Axle Dump - 10-yard Capacity, with Operator	\$53 / HR
1 - Dump Truck with Salter - 6-yard Capacity, with Operator	\$98 / HR

BID AWARD

10 specifications mailed
1 bid received

25. *Appointment to Assist with the Formation of a 501(c)(9) Self Insurance Trust*

INFORMATION:

As discussed on several occasions, it is recommended that the District join a consortium of school districts for the purpose of self insuring medical benefits and acquire catastrophic insurance coverage. Self insurance trusts have been in existence since the 1980's created as a way to self pay insurance claims while saving money on administration fees and allowing maximum flexibility in the coverage provided to employees of local schools. Each Trust is governed by a trustee board made up of representation from employees and management.

This has several advantages most of which are to lower our claims administration cost and provide for the participation in the stop loss program. Pennsylvania Trust provides a consolidated group of local self insurance trusts across Pennsylvania which provides lower cost administration fees with Capital Blue Cross, access to catastrophic stop loss insurance and statewide procurement of prescription benefit management and GASB 45 post employment actuarial services.

The process would include appointing the Pennsylvania Trust solicitor to draft a Trust Agreement for our consideration and approval. Following creation of our District Trust and appointment of trustees from administration, Board and employee groups, we would submit our Trust documents along with a projected budget to the IRS for approval as a 501(c)(9) Trust. Following IRS approval, we would petition the Pennsylvania Trust for membership after which we would transition to the Pennsylvania Trust contracted rates with Capital Blue Cross and enroll in the stop loss program. This entire process is anticipated to take 60-90 days which would put us on track for full coverage and savings by the end of 2011. It is recommended that Attorney Balducci be authorized to develop the necessary documents and filings to create our own Trust and join Pennsylvania Trust following IRS approval.

This item was reviewed with the Board at the September 12, 2011, Board Finance Committee Meeting. Pursuant to a Board member's

request at the meeting, Requests for Proposals (RFPs) were solicited with the following vendors responses:

Firm	Hourly	Est Total
Michael Balducci	\$155	\$12,000
Dilworth Paxson LLP	\$225	\$25,000
Fox Rothschild LLP	\$325	\$7,500-\$24,000
Morgan Lewis LLP	No Bid	
King Spry Herman Freund & Faul	No Bid	

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 44

25. *Appointment to Assist with the Formation of a 501(c)(9) Self Insurance Trust*

RECOMMENDATION:

That the Board of School Directors authorizes Michael Balducci, Esquire, Sunbury, Pennsylvania, to prepare the necessary documents for the formation of a 501(c)(9) Trust to self-fund health, prescription, dental, and related benefits and to obtain approval of tax exempt status from the Internal Revenue Service at an estimated cost of \$12,000.

Account Code and Name: Self Insurance Fund 71-2350330 Legal
Services
Account Balance \$1,120,499

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 45

26. *Treasurer's Report*

RECOMMENDATION:

That the Board of School Directors approves the attached Treasurer's Report.

President Cann asked for a roll call vote.

The question was called with roll call as follows: Yea, Directors Amato, Burkhardt, Faccinetto, Follweiler Leeson, McKeon, Ortiz, Tenaglia, and President Cann.

The motion passes 9-0

**Bethlehem Area School District
Treasurer's Report
August 31, 2011**

Fund	Beginning Balance July 31, 2011	Receipts	Disbursements	Ending Balance August 31, 2011
10 - General*	11,909,397.60	93,760,991.69	22,044,730.66	83,625,658.63
22 - Capital Reserve**	438,719.00	-	-	438,719.00
29 - Athletics*	279,702.42	2,510.00	39,609.49	242,602.93
30 - Bond Fund	1,241,952.21	-	662,979.98	578,972.23
50 - Food Service	651,941.27	164,665.38	158,436.74	658,169.91
52 - Daycare	313,032.26	150,294.68	152,064.51	312,032.43
70 - Scholarships	174,994.81	10.00	150.00	174,854.81
71 - Self Insurance	1,120,499.33	4,376,834.24	1,981,915.06	3,515,418.51
81 - Student Activity	143,872.73	-	-	143,872.73
	\$ 16,274,881.63	\$ 98,455,305.99	\$ 25,039,886.44	\$ 89,690,301.18

Summary of Receipts							
10 - General	22 - Capital Reserve	29 - Athletics	30 - Bond Fund	50 - Food Services	52 - Day Care	70 - Scholarship	71 - Self Insurance
Federal	959,832.34	-	-	116,655.62	-	-	-
State	7,018,296.69	-	-	4,641.37	-	-	-
Local	85,776,125.94	2,510.00	-	43,368.39	150,294.68	10.00	4,376,823.48
Interest Earned	6,736.72	-	-	-	-	-	10.76
Total	93,760,991.69	-	2,510.00	164,665.38	150,294.68	10.00	4,376,834.24
							\$ 98,455,305.99

Summary of Disbursements							
10 - General	22 - Capital Reserve	29 - Athletics	30 - Bond Fund	50 - Food Services	52 - Day Care	70 - Scholarship	71 - Self Insurance
Payroll/Benefits	4,570,860.58	-	13,038.88	20,261.55	102,882.01	-	-
Operating Expenditures	16,454,239.38	-	26,570.61	138,175.19	49,182.50	150.00	1,981,915.06
Debt Service	1,019,630.70	-	-	-	-	-	-
Total	22,044,730.66	-	39,609.49	158,436.74	152,064.51	150.00	1,981,915.06
							\$ 25,039,886.44

Report of Depositories							
	Wells Fargo	PSDLAF	Bank of America	PA INVEST	PLGIT	KNBT	BTFCU
10 - General*	46,156,415.92	33,265,884.65	2,000,907.65	2,124,415.33	78,035.08	-	-
22 - Capital Reserve	-	438,719.00	-	-	-	-	-
29 - Athletics*	-	236,256.93	6,346.00	-	-	-	-
30 - Bond Fund	-	578,972.23	-	-	-	-	-
50 - Food Service	50,432.10	607,737.81	-	-	-	-	-
52 - Daycare	-	312,032.43	-	-	-	-	-
70 - Scholarships	-	11,417.65	-	-	118,042.03	45,395.13	-
71 - Self Insurance	632,575.77	2,882,842.74	-	-	-	-	-
81 - Student Activity	-	143,872.73	-	-	-	0	-
	46,839,423.79	38,477,736.17	2,007,253.65	2,124,415.33	78,035.08	118,042.03	45,395.13
							\$ 89,690,301.18

*includes additional accounts from July 31, 2011

** Capital Reserve Fund cash is included in General Fund cash until September, 2011.

This report represents the monthly cash balances and transactions by fund as represented in the various bank accounts. Budgetary position is not reflected here but on the Condition of the Budget Report where fiscal year position and encumbrances are shown.

Outstanding Investment Summary
August 31, 2011

<u>Fund</u>	<u>Bank or Institution</u>	<u>Type</u>	<u>Purchase Date</u>	<u>Maturity Date</u>	<u>Investment Term</u>	<u>Principal Invested</u>	<u>Par Value</u>	<u>Interest Rate</u>	<u>Market Yield</u>	<u>Interest Receivable</u>
General	PSDLAF	CD PSDLAF Collateralized CD Pool Term	06/27/11	09/27/11	90	\$10,000,000.00	\$10,000,000.00	0.210%		\$5,293.15
	PSDLAF	CD PSDLAF Collateralized CD Pool Term	08/16/11	11/08/11	85	\$2,000,000.00	\$2,000,000.00	0.200%		\$920.55
	PLGIT	First Place Bank CD	08/24/11	08/24/12	365	\$248,000.00	\$248,000.00	0.550%		\$1,012.72
	PLGIT	Israel Discount Bank of NY CD	08/24/11	08/24/12	365	\$248,000.00	\$248,000.00	0.550%		\$1,012.72
	PLGIT	Onewest Bank CD	08/24/11	08/24/12	365	\$248,000.00	\$248,000.00	0.510%		\$939.07
	PLGIT	Privatebank & Trust Co CD	08/24/11	08/24/12	365	\$248,000.00	\$248,000.00	0.500%		\$933.44
General Total						\$12,992,000.00	\$12,992,000.00			\$10,111.65
Bond										
	None									
Bond Total						\$0.00	\$0.00			\$0.00
Scholarship										
	Bank of Amer	Certificate of Deposit	02/23/11	11/23/11	270	\$46,795.13	\$46,795.13	0.350%		\$122.84
	KNBT	Ready Access CD	05/27/11	06/28/12	390	\$118,521.01	\$118,521.01	0.350%		\$449.39
Scholarship Total						\$165,316.14	\$165,316.14			\$572.23

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 46

27. *Monthly Bills*

INFORMATION:

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

President Cann asked for a roll call vote.

The question was called with roll call as follows: Yea, Directors Amato, Burkhardt, Faccinetto, Follweiler Leeson, McKeon, Ortiz, Tenaglia, and President Cann.

The motion passes 9-0

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 47

28. *Budget Information*

INFORMATION:

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

CONDITION OF THE BUDGET
2011-2012 EXPENDITURES BY FUNCTION-OBJECT

DESCRIPTION	2011-2012				2010-2011	
	A	B	C	D	E	F*
	2011-12 APPROVED BUDGET	2011-2012 EXPENDED BUDGET INCLUDING ENCUMBRANCE as of August, 2011	2011-2012 REMAINING BUDGET \$ (A - B = C) %	% (C/A = D)	2010-2011 EXPENDED BUDGET INCLUDING ENCUMBRANCE as of August, 2010	2010-2011 EXPENDED BUDGET EXPENDITURES as of June, 2011*
1100-100 Regular Instruction Salaries	\$ 51,908,491.00	\$ 3,521.81	\$ 51,904,969.39	99.99%	\$ 48,234.05	\$ 51,891,590.70
1100-200 Regular Instruction Benefits	\$ 24,417,058.00	\$ 193,130.87	\$ 24,223,927.13	99.21%	\$ 2,687,738.63	\$ 22,758,284.59
1100-300 Regular Instruction Prof Svcs	\$ 420,592.00	\$ -	\$ 420,592.00	100.00%	\$ 27,184.00	\$ 82,394.35
1100-400 Regular Instruction Repairs & Maintenance	\$ 604,148.00	\$ 50,416.82	\$ 553,729.38	91.65%	\$ 28,223.04	\$ 507,008.26
1100-500 Regular Instruction Other Purchase Srvc	\$ 8,855,089.00	\$ 164,284.50	\$ 8,690,784.50	98.14%	\$ 144,327.43	\$ 8,127,341.35
1100-600 Regular Instruction Supplies & Books	\$ 1,304,893.00	\$ 418,972.81	\$ 885,920.19	67.89%	\$ 758,275.35	\$ 1,839,840.49
1100-700 Regular Instruction Equipment	\$ 308,494.00	\$ 23,357.84	\$ 285,136.16	92.43%	\$ 105,024.44	\$ 384,518.60
1100-800 Regular Instruction Dues & Fees	\$ 929.00	\$ 215.00	\$ 714.00	76.86%	\$ 115.00	\$ 1,047.75
1100 Regular Instruction	\$ 87,819,672.00	\$ 853,899.25	\$ 86,965,772.75	99.03%	\$ 3,799,121.94	\$ 85,192,004.09
1200-100 Special Education Salaries	\$ 9,724,702.00	\$ 21,353.59	\$ 9,703,348.41	99.78%	\$ 103,848.04	\$ 9,768,975.97
1200-200 Special Education Benefits	\$ 4,441,281.00	\$ 2,326.83	\$ 4,438,954.17	99.95%	\$ 495,100.61	\$ 4,127,003.95
1200-300 Special Education Prof Svcs	\$ 5,373,474.00	\$ 241,939.81	\$ 5,131,534.19	95.50%	\$ 454,808.78	\$ 6,536,356.15
1200-400 Special Education Repairs & Maint	\$ -	\$ 1,864.58	\$ (1,864.58)		\$ 257.99	\$ 6,976.60
1200-500 Special Education Tuition Other LEAs	\$ 2,367,327.00	\$ 24,365.00	\$ 2,342,962.00	98.97%	\$ 21,254.30	\$ 1,933,226.97
1200-600 Special Education Supplies	\$ 200,738.00	\$ 26,896.34	\$ 173,841.66	86.60%	\$ 34,961.19	\$ 52,760.85
1200-700 Special Education Equipment	\$ 111,100.00	\$ 2,717.98	\$ 108,382.02	97.55%	\$ -	\$ 5,012.39
1200-800 Special Education Dues & Fees	\$ -	\$ -	\$ -		\$ -	\$ 41,035.25
1200 Special Education	\$ 22,218,622.00	\$ 321,464.13	\$ 21,897,157.87	98.55%	\$ 1,110,028.91	\$ 22,471,348.13
1300-100 Vocational Education Salaries	\$ 1,827,530.00	\$ -	\$ 1,827,530.00	100.00%	\$ 0.03	\$ 1,721,877.05
1300-200 Vocational Education Benefits	\$ 814,664.00	\$ (192.71)	\$ 814,856.71	100.02%	\$ 84,286.16	\$ 718,598.85
1300-400 Vocational Education Repairs & Maint	\$ 13,000.00	\$ 1,347.44	\$ 11,652.56	89.64%	\$ 4,240.00	\$ 13,320.34
1300-500 Vocational Education Tuition	\$ 5,183,476.00	\$ 5,183,715.00	\$ (239.00)	0.00%	\$ 1,171,448.00	\$ 5,564,895.25
1300-600 Vocational Education General Supplies	\$ 82,987.00	\$ 24,430.40	\$ 58,556.60	70.56%	\$ 48,616.87	\$ 127,869.73
1300-700 Vocational Education Equipment	\$ 3,120.00	\$ 2,719.78	\$ 400.22	12.83%	\$ 70,024.60	\$ 36,849.02
1300 Vocational Education	\$ 7,924,777.00	\$ 5,212,019.91	\$ 2,712,757.09	34.23%	\$ 1,378,615.66	\$ 8,185,208.24
1400-100 Other Instructional Pgms Salaries	\$ 548,324.00	\$ 71,015.22	\$ 477,308.78	87.05%	\$ 219,819.00	\$ 1,274,407.57
1400-200 Other Instructional Pgms Benefits	\$ 222,690.00	\$ 9,455.01	\$ 213,234.99	95.75%	\$ 51,877.44	\$ 256,874.37
1400-300 Other Instructional Pgms Prof Svcs	\$ 1,576,374.00	\$ -	\$ 1,576,374.00	100.00%	\$ 12,230.00	\$ 478,614.82
1400-400 Other Instructional Pgms Repairs & Maint	\$ 330.00	\$ -	\$ 330.00	100.00%	\$ -	\$ 193.00
1400-500 Other Instructional Pgms Other Purchase Srvc	\$ 72,614.00	\$ -	\$ 72,614.00	100.00%	\$ 2,787.92	\$ 105,374.81
1400-600 Other Instructional Pgms Supplies & Books	\$ 18,580.00	\$ 789.84	\$ 17,790.16	95.75%	\$ 16,888.71	\$ 33,749.48
1400-700 Other Instructional Pgms Equipment	\$ -	\$ -	\$ -		\$ -	\$ 639.96
1400-800 Other Instructional Pgms Dues & Fees	\$ -	\$ -	\$ -		\$ 2,263.00	\$ 21,456.00
1400 Other Instructional Pgms	\$ 2,438,912.00	\$ 81,260.07	\$ 2,357,651.93	96.67%	\$ 305,466.07	\$ 2,171,310.01
1500-300 Non Public Pgms Prof Svcs	\$ 17,500.00	\$ -	\$ 17,500.00	100.00%	\$ -	\$ 3,505.00
1500-500 Non Public Pgms-Other Purchase Srvc	\$ -	\$ -	\$ -		\$ -	\$ 22.30
1500-600 Non Public Pgms-Books	\$ -	\$ -	\$ -		\$ -	\$ 280.63
1500 Non Public Pgms	\$ 17,500.00	\$ -	\$ 17,500.00	100.00%	\$ -	\$ 3,807.93
1600-100 Adult Education Salaries	\$ 4,635.00	\$ -	\$ 4,635.00	100.00%	\$ -	\$ 1,774.99
1600-200 Adult Education Benefits	\$ 741.00	\$ -	\$ 741.00	100.00%	\$ 4.20	\$ 240.10
1600-300 Adult Education Prof Services	\$ 500.00	\$ -	\$ 500.00	100.00%	\$ -	\$ 392.85
1600-500 Adult Education Other Purchase Srvc	\$ 100.00	\$ -	\$ 100.00	100.00%	\$ -	\$ -
1600-600 Adult Education Supplies & Books	\$ 1,265.00	\$ -	\$ 1,265.00	100.00%	\$ -	\$ 3,220.00
1600 Adult Education	\$ 7,241.00	\$ -	\$ 7,241.00	100.00%	\$ 4.20	\$ 5,627.94
1700-500 Community College Tuition	\$ 2,126,035.00	\$ 2,126,035.00	\$ -	0.00%	\$ 400,193.20	\$ 2,136,283.25
1700-600 Community College Books	\$ 4,785.00	\$ -	\$ 4,785.00	100.00%	\$ -	\$ 6,677.75
1700 Community College	\$ 2,130,820.00	\$ 2,126,035.00	\$ 4,785.00	0.22%	\$ 400,193.20	\$ 2,142,961.00

DESCRIPTION	2011-2012				2010-2011	
	A	B	C	D	E	F*
	2011-12 APPROVED BUDGET	2011-2012 EXPENDED BUDGET INCLUDING ENCUMBRANCE as of August, 2011	2011-2012 REMAINING BUDGET \$ (A - B = C) %	(C/A = D)	2010-2011 EXPENDED BUDGET INCLUDING ENCUMBRANCE as of August, 2010	2010-2011 EXPENDED BUDGET EXPENDITURES as of June, 2011*
1800-100 Pre-Kindergarten Salaries	\$ 453,782.00	\$ 2,545.61	\$ 451,236.39	99.44%	\$ 2,459.91	\$ 1,200,599.32
1800-200 Pre-Kindergarten Benefits	\$ 128,028.00	\$ 180.77	\$ 127,847.23	99.86%	\$ 82,520.76	\$ 564,908.87
1800-300 Pre-Kindergarten Prof Svcs	\$ 2,000.00	\$ -	\$ 2,000.00	100.00%	\$ -	\$ 33,526.90
1800-400 Pre-Kindergarten Repairs & Maint	\$ 25,200.00	\$ 161.72	\$ 25,038.28	99.36%	\$ 4,200.00	\$ 25,860.49
1800-500 Pre-Kindergarten Other Purchase Srvc	\$ 3,000.00	\$ 2,214.27	\$ 785.73	26.19%	\$ 2,036.18	\$ 7,841.27
1800-600 Pre-Kindergarten Supplies & Books	\$ 12,196.00	\$ -	\$ 12,196.00	100.00%	\$ -	\$ 12,790.30
1800-700 Pre-Kindergarten Equipment	\$ -	\$ -	\$ -		\$ 203.68	\$ 203.68
1800-800 Pre-Kindergarten Dues & Fees	\$ 2,000.00	\$ -	\$ 2,000.00	100.00%	\$ -	\$ 649.00
1800 Pre-Kindergarten Pgms	\$ 626,206.00	\$ 5,102.37	\$ 621,103.63	99.19%	\$ 71,420.53	\$ 1,846,379.83
Total 1000's Instruction	\$ 123,183,750.00	\$ 8,599,780.73	\$ 114,583,969.27	93.02%	\$ 7,064,850.51	\$ 122,018,647.17
2100-100 Student Services Salaries	\$ 5,009,121.00	\$ 149,441.56	\$ 4,859,679.44	97.02%	\$ 280,310.32	\$ 5,277,779.53
2100-200 Student Services Benefits	\$ 2,215,909.00	\$ 30,680.79	\$ 2,185,228.21	98.62%	\$ 312,267.71	\$ 2,334,128.39
2100-300 Student Services Prof Services	\$ 29,000.00	\$ 980.50	\$ 28,019.50	96.62%	\$ 37,926.00	\$ 46,044.13
2100-400 Student Services Repairs & Maint	\$ 16,392.00	\$ 4,893.88	\$ 11,498.12	70.14%	\$ 197.50	\$ 22,635.66
2100-500 Student Services Other Purchase Srvc	\$ 25,100.00	\$ 391.66	\$ 24,708.34	98.44%	\$ 4,431.57	\$ 18,855.22
2100-600 Student Services Books & Supplies	\$ 17,662.00	\$ 2,150.80	\$ 15,511.20	87.84%	\$ 7,554.75	\$ 46,307.41
2100-700 Student Services Equipment	\$ -	\$ 4,396.00	\$ (4,396.00)		\$ 103.95	\$ 103.95
2100-800 Student Services Dues & Fees	\$ 200.00	\$ 456.90	\$ (256.90)	-128.45%	\$ -	\$ 34,499.00
2100 Student Services	\$ 7,313,414.00	\$ 193,392.09	\$ 7,120,021.91	97.36%	\$ 642,791.80	\$ 7,780,353.29
2200-100 Support Services Instr Staff Salaries	\$ 3,339,234.00	\$ 275,063.58	\$ 3,064,170.42	91.76%	\$ 207,367.35	\$ 3,569,417.96
2200-200 Support Services Instr Staff Benefits	\$ 1,414,401.00	\$ 47,165.65	\$ 1,367,235.35	96.67%	\$ 130,115.37	\$ 1,050,626.70
2200-300 Support Services Instr Staff Prof Svcs	\$ 119,010.00	\$ 123,887.44	\$ (4,877.44)	-3.93%	\$ 1,850.00	\$ 100,817.96
2200-400 Support Services Instr Staff Repairs & Maint	\$ 765,972.00	\$ 760,360.14	\$ 5,611.86	0.73%	\$ 737,187.72	\$ 795,539.16
2200-500 Support Services Instr Staff Other PurchSrvc	\$ 56,849.00	\$ 155.00	\$ 56,694.00	99.73%	\$ 6,056.04	\$ 18,725.21
2200-600 Support Services Instr Staff Books & Supplies	\$ 415,381.00	\$ 85,147.73	\$ 330,233.27	79.50%	\$ 141,457.55	\$ 399,836.25
2200-700 Support Services Instr Staff Equipment	\$ 35,647.00	\$ 15,685.09	\$ 19,961.91	56.00%	\$ 15,208.23	\$ 51,922.11
2200-800 Support Services Instr Staff Dues & Fees	\$ 7,040.00	\$ 31,984.35	\$ (24,944.35)	-354.32%	\$ 5,539.00	\$ 8,921.30
2200 Support Services Instructional Staff	\$ 6,153,534.00	\$ 1,339,248.98	\$ 4,814,285.02	78.24%	\$ 1,244,611.26	\$ 5,995,806.65
2300-100 Administrative Services Salaries	\$ 5,677,976.00	\$ 779,046.18	\$ 4,898,929.82	86.28%	\$ 860,122.30	\$ 5,937,814.24
2300-200 Administrative Services Benefits	\$ 2,562,017.00	\$ 134,442.81	\$ 2,427,574.19	94.75%	\$ 511,085.98	\$ 2,964,138.28
2300-300 Administrative Services Prof Svcs	\$ 1,072,089.00	\$ 39,801.29	\$ 1,032,287.71	96.26%	\$ 29,141.57	\$ 1,530,493.74
2300-400 Administrative Services Repairs & Maint	\$ 20,693.00	\$ 20,475.69	\$ 217.31	1.05%	\$ 236.00	\$ 86,925.41
2300-500 Administrative Services Other Purchase Srvc	\$ 215,108.00	\$ 77,610.31	\$ 137,497.69	63.92%	\$ 123,747.11	\$ 193,264.74
2300-600 Administrative Services Supplies & Books	\$ 92,794.00	\$ 2,395.20	\$ 90,398.80	97.42%	\$ 2,324.25	\$ 21,858.54
2300-700 Administrative Services Equipment	\$ 19,809.00	\$ 268.79	\$ 19,540.21	98.63%	\$ 21,590.91	\$ 31,351.35
2300-800 Administrative Services Dues & Fees	\$ 58,869.00	\$ 16,395.25	\$ 42,473.75	72.15%	\$ 13,582.16	\$ 48,917.20
2300 Administrative Services	\$ 9,719,155.00	\$ 1,070,435.52	\$ 8,648,719.48	88.99%	\$ 1,561,830.28	\$ 10,814,763.50
2400-100 Medical Services Salaries	\$ 1,149,798.00	\$ -	\$ 1,149,798.00	100.00%	\$ 670.25	\$ 1,086,499.37
2400-200 Medical Services Benefits	\$ 507,508.00	\$ (60.62)	\$ 507,568.62	100.01%	\$ 55,045.82	\$ 469,511.09
2400-300 Medical Services Prof Services	\$ 24,600.00	\$ -	\$ 24,600.00	100.00%	\$ -	\$ 15,170.00
2400-400 Medical Services Repairs	\$ 4,000.00	\$ 395.44	\$ 3,604.56	90.11%	\$ 188.20	\$ 3,495.36
2400-500 Medical Services Other Purchase Srvc	\$ 7,200.00	\$ -	\$ 7,200.00	100.00%	\$ 1,881.94	\$ 12,525.92
2400-600 Medical Services Supplies & Books	\$ 18,150.00	\$ 6,363.84	\$ 11,786.16	64.94%	\$ 4,762.32	\$ 17,288.15
2400-700 Medical Services Equipment	\$ 8,000.00	\$ -	\$ 8,000.00	100.00%	\$ 178.00	\$ 677.19
2400 Medical Services	\$ 1,719,256.00	\$ 6,698.66	\$ 1,712,557.34	99.61%	\$ 62,726.53	\$ 1,605,167.08
2500-100 Fiscal Services Salaries	\$ 768,101.00	\$ 111,985.25	\$ 656,115.75	85.42%	\$ 112,569.34	\$ 744,289.68
2500-200 Fiscal Services Benefits	\$ 397,102.00	\$ 18,132.54	\$ 378,969.46	95.43%	\$ 30,208.56	\$ 189,066.63
2500-300 Fiscal Services Prof Services	\$ 353,699.00	\$ 5,000.00	\$ 348,699.00	98.59%	\$ 25,396.31	\$ 159,036.58
2500-400 Fiscal Services Repairs & Maint	\$ 185,695.00	\$ 51,860.92	\$ 133,834.08	72.07%	\$ 11,884.46	\$ 195,891.80
2500-500 Fiscal Services Other Purchase Srvc	\$ 96,000.00	\$ 21,553.28	\$ 74,446.72	77.55%	\$ 31,672.38	\$ 13,716.72

DESCRIPTION	2011-2012				2010-2011	
	A	B	C	D	E	F*
	2011-12 APPROVED BUDGET	2011-2012 EXPENDED BUDGET INCLUDING ENCUMBRANCE as of August, 2011	2011-2012 REMAINING BUDGET \$ (A - B = C) %	(C/A = D)	2010-2011 EXPENDED BUDGET INCLUDING ENCUMBRANCE as of August, 2010	2010-2011 EXPENDED BUDGET EXPENDITURES as of June, 2011*
2500-600 Fiscal Services Supplies	\$ 48,500.00	\$ 1,286.51	\$ 47,213.49	97.35%	\$ 42,919.52	\$ 36,579.28
2500-700 Fiscal Services Equipment	\$ 4,500.00	\$ -	\$ 4,500.00	100.00%	\$ -	\$ -
2500-800 Fiscal Services Dues & Fees	\$ 750.00	\$ 1,240.02	\$ (490.02)	-65.34%	\$ 607.61	\$ 38,834.56
2500 Fiscal Services	\$ 1,854,347.00	\$ 211,058.52	\$ 1,643,288.48	88.62%	\$ 255,258.18	\$ 1,377,415.25
2600-100 Operation & Maintenance Salaries	\$ 6,719,025.00	\$ 834,883.71	\$ 5,884,141.29	87.57%	\$ 856,735.13	\$ 6,455,521.53
2600-200 Operation & Maintenance Benefits	\$ 2,804,736.00	\$ 134,741.33	\$ 2,669,994.67	95.20%	\$ 164,641.15	\$ 1,083,010.42
2600-300 Operation & Maintenance Prof Svcs	\$ 396,195.00	\$ 71,944.22	\$ 324,250.78	81.84%	\$ 71,870.50	\$ 598,732.58
2600-400 Operation & Maintenance Repairs & Utilities	\$ 4,696,163.00	\$ 550,713.37	\$ 4,145,449.63	88.27%	\$ 767,105.29	\$ 3,655,666.33
2600-500 Operation & Maintenance Other Purchase Srvc	\$ 412,561.00	\$ 195,559.50	\$ 217,001.50	52.60%	\$ 245,666.57	\$ 572,669.37
2600-600 Operation & Maintenance Supplies & Materials	\$ 2,111,622.00	\$ 90,922.16	\$ 2,020,699.84	95.69%	\$ 275,065.18	\$ 1,613,780.16
2600-700 Operation & Maintenance Equipment	\$ 20,500.00	\$ 21,175.95	\$ (675.95)	-3.30%	\$ 3,470.76	\$ 196,332.44
2600-800 Operation & Maintenance Dues & Fees	\$ 1,100.00	\$ 510.00	\$ 590.00	53.64%	\$ 210.00	\$ 1,916.00
2600 Operation & Maintenance Svcs	\$ 17,161,902.00	\$ 1,900,450.24	\$ 15,261,451.76	88.93%	\$ 2,384,764.58	\$ 14,177,628.83
2700-100 Pupil Transportation Salaries	\$ 2,788,348.00	\$ 110,106.42	\$ 2,678,241.58	96.05%	\$ 134,833.34	\$ 2,779,141.47
2700-200 Pupil Transportation Benefits	\$ 1,211,679.00	\$ 17,833.54	\$ 1,193,845.46	98.53%	\$ 25,608.04	\$ 399,626.35
2700-300 Pupil Transportation Prof Svcs	\$ 18,392.00	\$ 10,000.00	\$ 8,392.00	45.63%	\$ 5,000.00	\$ 13,922.10
2700-400 Pupil Transportation Repairs & Maint	\$ 75,692.00	\$ 34,809.61	\$ 41,182.39	54.19%	\$ 46,322.80	\$ 64,580.50
2700-500 Pupil Transportation Other Purchase Srvc	\$ 1,194,764.00	\$ 36,660.35	\$ 1,158,103.65	96.93%	\$ 27,088.13	\$ 1,153,146.80
2700-600 Pupil Transportation General Supplies	\$ 925,195.00	\$ 84,613.19	\$ 840,581.81	90.85%	\$ 101,489.66	\$ 793,234.17
2700-700 Pupil Transportation Equipment Orig	\$ 2,000.00	\$ 507.00	\$ 1,493.00	74.65%	\$ 164.99	\$ 407,755.88
2700-800 Pupil Transportation Dues & Fees	\$ 50.00	\$ 186.00	\$ (136.00)	-272.00%	\$ 990.00	\$ 875.00
2700 Pupil Transportation	\$ 6,216,420.00	\$ 294,716.11	\$ 5,921,703.89	95.26%	\$ 341,494.76	\$ 5,612,282.27
2800-100 Support Services Central Salaries	\$ 1,187,969.00	\$ 142,985.23	\$ 1,044,983.77	87.96%	\$ 133,133.44	\$ 882,468.49
2800-200 Support Services Central Benefits	\$ 505,382.00	\$ 23,028.27	\$ 482,353.73	95.44%	\$ 62,547.75	\$ 301,805.28
2800-300 Support Services Central Prof Svcs	\$ 208,661.00	\$ 57,514.80	\$ 151,146.20	72.44%	\$ 190,688.60	\$ 220,387.80
2800-400 Support Services Central Repairs & Maint	\$ 332,114.00	\$ 195,581.83	\$ 136,532.17	41.11%	\$ 74,277.53	\$ 107,135.92
2800-500 Support Services Central Other Purchase Srvc	\$ 632,522.00	\$ 251,608.34	\$ 380,913.66	60.22%	\$ 88,351.12	\$ 160,308.82
2800-600 Support Services Central Supplies & Software	\$ 31,353.00	\$ 1,465.42	\$ 29,887.58	95.33%	\$ 155,436.03	\$ 191,545.60
2800-700 Support Services Central Equipment	\$ 122,944.00	\$ -	\$ 122,944.00	100.00%	\$ -	\$ 56,479.48
2800-800 Support Services Central Dues & Fees	\$ 350.00	\$ (5.00)	\$ 355.00	101.43%	\$ (85.00)	\$ 830.00
2800 Support Services Central	\$ 3,021,295.00	\$ 672,178.89	\$ 2,349,116.11	77.75%	\$ 704,349.47	\$ 1,920,961.39
2900-500 IU Services IU Withholding	\$ 102,449.00	\$ -	\$ 102,449.00	100.00%	\$ -	\$ 104,250.79
2900 IU Services	\$ 102,449.00	\$ -	\$ 102,449.00	100.00%	\$ -	\$ 104,250.79
Total 2000's Support Services	\$ 53,261,772.00	\$ 5,688,179.01	\$ 47,573,592.99	89.32%	\$ 7,197,826.86	\$ 49,388,629.05
3200-100 Student Activities Salaries	\$ 1,166,974.00	\$ 1,643.50	\$ 1,165,330.50	99.86%	\$ -	\$ 351,040.42
3200-200 Student Activities Benefits	\$ 244,635.00	\$ 267.88	\$ 244,367.12	99.89%	\$ 10,582.20	\$ 112,510.45
3200-300 Student Activities Prof Svcs	\$ 155,823.00	\$ 1,224.00	\$ 154,599.00	99.21%	\$ -	\$ 2,473.50
3200-400 Student Activities Repairs & Maint	\$ 21,716.00	\$ 992.32	\$ 20,723.68	95.43%	\$ 945.00	\$ 14,375.41
3200-500 Student Activities Other Purchase Srvc	\$ 91,400.00	\$ -	\$ 91,400.00	100.00%	\$ -	\$ 11,774.25
3200-600 Student Activities General Supplies	\$ 85,199.00	\$ 9,140.65	\$ 76,058.35	89.27%	\$ 5,154.75	\$ 18,397.72
3200-700 Student Activities Equipment	\$ 200.00	\$ 2,500.00	\$ (2,300.00)	-1150.00%	\$ 3,335.74	\$ 3,686.74
3200-800 Student Activities Dues & Fees	\$ 10,096.00	\$ -	\$ 10,096.00	100.00%	\$ -	\$ 6,881.00
3200 Student Activities	\$ 1,776,043.00	\$ 15,768.35	\$ 1,760,274.65	99.11%	\$ 20,017.69	\$ 521,139.49
3300-100 Community Services Salaries	\$ -	\$ -	\$ -		\$ -	\$ 2,174.96
3300-200 Community Services Benefits	\$ -	\$ -	\$ -		\$ -	\$ 286.24
3300-300 Community Services Prof Svcs	\$ 17,480.00	\$ -	\$ 17,480.00	100.00%	\$ -	\$ 2,373.70
3300-400 Community Services Repairs & Maint	\$ -	\$ -	\$ -		\$ -	\$ 701.32
3300-500 Community Services Other Purchase Srvc	\$ 10,830.00	\$ -	\$ 10,830.00	100.00%	\$ -	\$ 8,560.60
3300-600 Community Services General Supplies	\$ 5,000.00	\$ -	\$ 5,000.00	100.00%	\$ 288.53	\$ 10,041.53
3300-800 Community Services Dues & Fees	\$ -	\$ -	\$ -		\$ -	\$ 72.00
3300 Community Services	\$ 33,310.00	\$ -	\$ 33,310.00	100.00%	\$ 288.53	\$ 24,210.35

DESCRIPTION	2011-2012				2010-2011	
	A	B	C	D	E	F*
	2011-12 APPROVED BUDGET	2011-2012 EXPENDED BUDGET INCLUDING ENCUMBRANCE as of August, 2011	2011-2012 REMAINING BUDGET \$ % (A - B = C) (C/A = D)		2010-2011 EXPENDED BUDGET INCLUDING ENCUMBRANCE as of August, 2010	2010-2011 EXPENDED BUDGET EXPENDITURES as of June, 2011*
3400-600 Scholarships-Supplies			\$	-	\$ 150.00	\$ 150.00
3400-800 Scholarships-Other Objects			\$	-	\$ 1,200.00	
3400 Scholarships	\$ -	\$ -	\$ -		\$ 1,350.00	\$ 150.00
Total 3000's Non Instructional	\$ 1,809,353.00	\$ 15,768.35	\$ 1,793,584.65	99.13%	\$ 21,656.22	\$ 545,499.84
4300-400 Architct/Engin-Purchased Prop Svc	\$ -	\$ -	\$ -		\$ -	\$ 5,370.00
4400-300 Architct/Engin- Professional Svc	\$ -	\$ -	\$ -		\$ -	\$ 3,442.64
4600-400 Existing Bldg Improvement-Purchased Prop Svc	\$ -	\$ 223,348.00	\$ (223,348.00)		\$ -	\$ -
Total 4000's Const & Improv Svc	\$ -	\$ 223,348.00	\$ (223,348.00)		\$ -	\$ 8,812.64
5100-800 Debt Service Debt Interest	\$ 14,229,422.00	\$ 1,636,736.90	\$ 12,592,685.10	88.50%	\$ 1,161,982.65	\$ 13,356,787.54
5100-900 Debt Service Debt Principal	\$ 9,724,967.00	\$ 464,740.50	\$ 9,260,226.50	95.22%	\$ -	\$ 8,998,242.45
5100 Debt Service	\$ 23,954,389.00	\$ 2,101,477.40	\$ 21,852,911.60	91.23%	\$ 1,161,982.65	\$ 22,355,029.99
5200-900 Fund Transfers-Athletic Fund	\$ -	\$ 299,332.25	\$ (299,332.25)		\$ 352,632.25	\$ 1,410,529.00
5800-200 Suspense Account-Employee Benefits	\$ -	\$ 5,970,876.63	\$ (5,970,876.63)		\$ -	\$ 252,213.21
5900-800 Budgetary Reserve Contingency	\$ 1,600,000.00	\$ 5,928.92	\$ 1,594,071.08	99.63%	\$ -	
Total 5000's Debt & Transfers	\$ 25,554,389.00	\$ 8,377,615.20	\$ 17,176,773.80	67.22%	\$ 1,514,614.90	\$ 24,017,772.20
Estimated Accounts Payable						\$ 1,129,973.10
Grand Total:	\$ 203,809,264.00	\$ 22,904,691.29	\$ 180,904,572.71	88.76%	\$ 15,798,948.49	\$ 197,109,334.00

**CONDITION OF THE BUDGET
2011-2012 REVENUES**

Description	A	B	C	D	F	G
	2011-2012				2010-2011*	
	2011-2012 Budget	Realized August, 2011	Unrealized \$ (B-A = C) % (C/A = D)		Realized August, 2010	Realized June, 2011*
CURRENT REAL ESTATE**	\$ 122,058,795.00	\$ 83,495,745.71	\$ (38,563,049.29) -31.59%		\$ 10,797,861.13	\$ 116,504,271.05
INTERIM REAL ESTATE	\$ 1,215,005.00	\$ -	\$ (1,215,005.00) -100.00%		\$ 21,335.67	\$ 1,058,805.49
PUBLIC UTILITY REALTY	\$ 179,000.00	\$ -	\$ (179,000.00) -100.00%		\$ -	\$ 178,847.80
PAYMENTS IN LIEU OF TAX	\$ 265,319.00	\$ 64,256.79	\$ (201,062.21) -75.78%		\$ 38,676.00	\$ 223,146.19
UNDISTRIBUTED TAXES	\$ -	\$ -	\$ -		\$ 65,385,382.99	\$ 34,545.76
PER CAPITA TAX SECT 679	\$ 230,000.00	\$ -	\$ (230,000.00) -100.00%		\$ 94,472.84	\$ 232,246.18
PER CAPITA TAX ACT 511	\$ 230,000.00	\$ 286,132.98	\$ 56,132.98 24.41%		\$ 97,978.46	\$ 232,246.25
LOCAL SERVICES TAX	\$ 295,000.00	\$ 47,286.71	\$ (247,713.29) -83.97%		\$ 27,813.01	\$ 267,884.23
EARNED INCOME TAX	\$ 11,500,000.00	\$ 1,645,412.46	\$ (9,854,587.54) -85.69%		\$ 2,590,920.15	\$ 9,063,042.73
REAL ESTATE TRANSFER TAX	\$ 1,500,000.00	\$ 74,143.15	\$ (1,425,856.85) -95.06%		\$ 75,318.29	\$ 1,644,950.56
MERCANTILE TAX	\$ 2,750,000.00	\$ 55,576.65	\$ (2,694,423.35) -97.98%		\$ 10,406.76	\$ 1,161,219.74
DISCOUNTS TAKEN ON CURRENT RE**	\$ (2,518,725.00)	\$ -	\$ 2,518,725.00 0.00%		\$ -	\$ (2,459,223.71)
DEL. REAL ESTATE	\$ 3,400,000.00	\$ -	\$ (3,400,000.00) -100.00%		\$ -	\$ 3,928,656.02
DEL. PER CAPITA SECT 679	\$ 60,000.00	\$ 5,153.61	\$ (54,846.39) -91.41%		\$ 15,838.43	\$ 44,795.19
DEL. MERCANTILE TAX	\$ 430,000.00	\$ -	\$ (430,000.00) -100.00%		\$ 85,194.15	\$ 505,990.61
TOTAL LOCAL TAX SOURCES	\$ 141,594,394.00	\$ 85,673,708.06	\$ (55,920,685.94) -39.49%		\$ 79,241,197.88	\$ 132,621,424.09
INTEREST ON INVESTMENTS	\$ 250,000.00	\$ 8,549.68	\$ (241,450.32) -96.58%		\$ 2,952.31	\$ 133,700.06
SALES NON-REIMBURSABLE PROGRAM	\$ -	\$ -	\$ -		\$ -	\$ 902.88
STUDENT FEES/ SPECIAL EVENTS	\$ 439,500.00	\$ 240.00	\$ (439,260.00)		\$ -	\$ 48,499.81
REV OTHER LOCAL GOV'T UNITS	\$ -	\$ -	\$ -		\$ -	\$ 1,000.08
STATE REV OTHER PA PUBLIC SCHOOLS	\$ -	\$ -	\$ -		\$ -	\$ 14,714.00
STATE REV OTHER INTERMEDIARY	\$ 155,000.00	\$ -	\$ (155,000.00) -100.00%		\$ 36,966.15	\$ 132,476.40
FEDERAL REV OTHER PA PUBLIC SCHOOLS	\$ 75,000.00	\$ -	\$ (75,000.00) -100.00%		\$ 200.00	\$ 200.00
FEDERAL IDEA	\$ 1,906,151.00	\$ -	\$ (1,906,151.00) -100.00%		\$ 9,871.52	\$ 1,615,326.87
FEDERAL REV OTHER INTERMEDIARY	\$ 238,200.00	\$ -	\$ (238,200.00) -100.00%		\$ 106,083.69	\$ 127,055.75
RENTALS	\$ 85,000.00	\$ 56,013.89	\$ (28,986.11) -34.10%		\$ 8,450.00	\$ 61,771.56
CONTRIBUTIONS	\$ 192,116.00	\$ 18,586.18	\$ (173,529.82)		\$ 10,004.30	\$ 188,337.66
TUITION FROM PATRONS	\$ 455,000.00	\$ 7,993.25	\$ (447,006.75) -98.24%		\$ 5,410.06	\$ 498,143.26
COMMUNITY SERVICE ACTIVITY	\$ -	\$ 41.69	\$ -		\$ -	\$ 4,662.11
MISCELLANEOUS REVENUE	\$ 115,000.00	\$ 6,656.66	\$ (108,343.34) -94.21%		\$ 4,970.60	\$ 98,499.50
REFUNDS FROM PRIOR YEAR EXP	\$ 535,000.00	\$ 3,498.38	\$ (531,501.62)		\$ 93,558.94	\$ 668,523.37
TOTAL OTHER LOCAL SOURCES	\$ 4,445,967.00	\$ 101,579.73	\$ (3,737,927.34) -84.07%		\$ 278,467.57	\$ 3,593,813.31
TOTAL LOCAL SOURCES	\$ 146,040,361.00	\$ 85,775,287.79	\$ (59,658,613.28) -40.85%		\$ 79,519,665.45	\$ 136,215,237.40
BASIC INSTRUCTIONAL SUBSIDY	\$ 27,031,830.00	\$ 3,904,161.00	\$ (23,127,669.00) -85.56%		\$ 3,812,000.00	\$ 24,204,717.75
REIMB FOR CHARTER SCHOOLS	\$ -	\$ -	\$ -		\$ 262,522.00	\$ 1,723,818.48
TUITION : ORPHANS/CHILDREN	\$ 380,000.00	\$ -	\$ (380,000.00) -100.00%		\$ -	\$ 361,341.76
VOCATIONAL EDUCATION	\$ 70,000.00	\$ 5,099.00	\$ (64,901.00) -92.72%		\$ 10,250.00	\$ 34,087.88
MIGRATORY CHILDREN	\$ 2,000.00	\$ -	\$ (2,000.00) -100.00%		\$ -	\$ -
SPECIAL EDUCATION	\$ 6,584,843.00	\$ 987,727.00	\$ (5,597,116.00) -85.00%		\$ 987,727.00	\$ 6,584,843.45
EDUCATIONAL ASSISTANCE PRGM (TUTORING)	\$ 595,650.00	\$ -	\$ (595,650.00)		\$ -	\$ 562,747.50
PA PRE-K-COUNTS	\$ -	\$ 99,275.00	\$ 99,275.00		\$ 104,500.00	\$ 546,535.00
TRANSPORTATION	\$ 2,370,421.00	\$ 146,169.00	\$ (2,224,252.00) -93.83%		\$ 149,756.00	\$ 2,271,477.53
RENTALS AND SINKING FUND	\$ 2,172,243.00	\$ -	\$ (2,172,243.00) -100.00%		\$ 2,665,952.24	\$ 3,904,972.95
HEALTH SERVICES	\$ 365,000.00	\$ -	\$ (365,000.00) -100.00%		\$ -	\$ 352,684.63
PROPERTY TAX RED. ALLOCATION	\$ 4,715,051.00	\$ 2,357,526.00	\$ (2,357,525.00) -50.00%		\$ 2,370,435.00	\$ 4,740,869.05
PA ACCOUNTABILITY	\$ 665,439.00	\$ 665,439.00	\$ - 0.00%		\$ 287,754.00	\$ 1,693,715.00
DUAL ENROLLMENT GRANTS	\$ -	\$ -	\$ -		\$ 37,328.54	\$ 11,513.00
DCED GRANTS OTHER STATE REV NOT IN 7001	\$ 150,000.00	\$ -	\$ (150,000.00) -100.00%		\$ 54,103.67	\$ 177,903.16
SOCIAL SECURITY	\$ 3,598,458.00	\$ 586,236.00	\$ (3,012,222.00) -83.71%		\$ 556,554.00	\$ 3,240,793.66
PSERS - PENSION CONTRIBUTION	\$ 3,698,980.00	\$ -	\$ (3,698,980.00) -100.00%		\$ -	\$ 2,513,385.33
IMPACT AID	\$ 50,000.00	\$ -	\$ (50,000.00) -100.00%		\$ -	\$ 18,510.88
OTHER FEDERAL PRGM/GRANTS	\$ -	\$ -	\$ -		\$ 78,259.27	\$ 64,998.80
NCLB TITLE I	\$ 3,198,698.00	\$ 20,375.39	\$ (3,178,322.61) -99.36%		\$ 616,613.24	\$ 2,134,792.02
NCLB TITLE II	\$ 850,000.00	\$ -	\$ (850,000.00) -100.00%		\$ 167,278.80	\$ 625,098.35
NCLB TITLE III	\$ 295,000.00	\$ -	\$ (295,000.00) -100.00%		\$ 42,401.00	\$ 233,547.00
NCLB TITLE IV	\$ 585,000.00	\$ 625.00	\$ (584,375.00) -99.89%		\$ -	\$ 485,781.98
CHILD CARE & DEVELOPMENT BLOCK GRANTS	\$ 170,290.00	\$ -	\$ (170,290.00) -100.00%		\$ 62,294.66	\$ 109,970.17
OTHER FEDERAL GRANTS	\$ 30,000.00	\$ -	\$ (30,000.00) -100.00%		\$ -	\$ 25,048.79
ARRA-TITLE I PARTS A & D	\$ -	\$ -	\$ -		\$ 231,502.94	\$ 407,383.62
ARRA-TITLE I SCHOOL IMPROVEMENT	\$ -	\$ 6,157.39	\$ -		\$ -	\$ 67,731.29
ARRA-STATE FISCAL STABILIZATION	\$ -	\$ -	\$ -		\$ 257,420.88	\$ 2,577,908.17

Description	A	B	C	D	F	G
	2011-2012				2010-2011*	
	2011-2012 Budget	Realized August, 2011	Unrealized \$ (B-A = C) % (C/A = D)		Realized August, 2010	Realized June, 2011*
ARRA-EDUCATION JOBS FUND						
ACCESS	\$ 95,000.00	\$ -	\$ (95,000.00)		\$ 21,350.39	\$ 1,984,053.00
MED ASSIST REIMB FOR ADMIN CLAIMING PRGM	\$ 55,000.00	\$ -	\$ (55,000.00)			\$ 21,350.39
						\$ 62,276.07
TOTAL STATE & FEDERAL SOURCES	\$ 57,728,903.00	\$ 8,778,789.78	\$ (48,956,270.61)	-84.80%	\$ 12,776,003.63	\$ 61,743,856.66
TRUST & AGENCY FUND						
SALE OF FIXED ASSETS	\$ 30,000.00	\$ 891.20	\$ (29,108.80)	-97.03%	\$ 200.00	\$ (22,400.00)
INSURANCE RECOVERY	\$ 10,000.00		\$ (10,000.00)		\$ -	\$ 22,500.04
TOTAL OTHER SOURCES	\$ 40,000.00	\$ 891.20	\$ (39,108.80)	-97.77%	\$ 200.00	\$ 100.04
TOTAL REVENUE	\$ 203,809,264.00	\$ 94,554,968.77	\$ (108,653,992.69)	-53.31%	\$ 92,295,869.08	\$ 197,959,194.10
Estimated Accounts Receivable						\$ 6,460,777.90
TOTAL DISTRICT REVENUE	\$ 203,809,264.00	\$ 94,554,968.77	\$ (108,653,992.69)	-53.31%	\$ 92,295,869.08	\$ 204,419,972.00

RECOMMENDATION OF THE ADMINISTRATION – September 26, 2011

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

Quotations were solicited for:

1. Deicing Salt and Antiskid Materials. Eleven (11) vendors were contacted, and six (6) quotes were received:

	American Rock Salt Company	Eastern Salt Co., Inc.	International Salt Co.	Northampton County Seed Co., Inc.	Northeast Chemical & Supply Co., Inc.	Oceanport, LLC
600 - Fifty (50) lb. bags of Deicing Salt*	\$5.00/per	No Quote	\$4.90/per	\$4.90/per	\$4.79/per	No Quote
600 Fifty (5) lb. bags of Calcium Chloride Pellets*	No Quote	No Quote	\$10.80/per**	No Quote	\$11.79/bag	No Quote
250 Tons of Fine Cinders*	No Quote	\$83.50/per	No Quote	No Quote	No Quote	\$74.50/per

*Quantities requested are estimated quantities and will be purchased on an as-needed basis throughout the year.

**Quote rejected as company required a minimum nine (9) pallet delivery (441 bags). The District currently has stock available for use. It is more cost effective to purchase on an as-needed basis.

This information was reviewed with the Board at the September 19, 2011, Board Facilities Committee Meeting.

Account Code and Name: General Fund 2600610 Maintenance General Supplies
Account Balance: \$333,550.65

29. Quotations for the \$5,800 to \$15,200 Cost Category**INFORMATION (continued):**

2. Delivery and installation of 200 cubic yards of certified playground mulch for Asa Packer, Farmersville, Governor Wolf, Lincoln, and Thomas Jefferson Elementary Schools. The following vendors were contacted:

Green Pond Nursery, Inc.	\$7,175.00
Boyce Associates	7,700.00
Landscape Products Co., Inc.	7,006.00*

The lowest responsible quotation was Green Pond Nursery, Inc., 5301 Green Pond Road, Easton, Pennsylvania 18045, at a cost not to exceed **\$7,175**.

*Quote rejected; price did not include delivery or installation.

This information was reviewed with the Board at the September 19, 2011, Board Facilities Committee Meeting.

Account Code and Name: General Fund 2600432 Repairs and Maintenance Services of Equipment
Account Balance: \$6,678.95

RECOMMENDATIONS OF THE ADMINISTRATION – September 26, 2011 Pg. 51

31. *Real Estate Tax Assessment Appeal Settlements*

INFORMATION:

The District has been notified that Northampton County has agreed to the following settlement offers related to tax assessment requests for reductions in taxable assessment for the various parcels outlined below. The property owners have prepared a stipulation for each settlement of the appeal reducing the fair market value and the assessed value based on the common level ratio. The District's Solicitor, Attorney Donald Spry, has reviewed the stipulations and their execution is recommended.

This information was reviewed with the Board on September 26, 2011, at Executive Session.

RECOMMENDATION:

That the Board of School Directors approves the Stipulations settling real estate tax assessment appeals with the various property tax parcels as noted below:

1. BRE/US Industrial Meridian Penn, No. 2009-11562
Tax Parcel No. L6-020-007B, Bethlehem Township
2. Distribution Funding, No. 2009-11563
Tax Parcel No. M7-3-1, Bethlehem Township
3. Republic Bethlehem LP, No. 2010-C-5717
Tax Parcel No. 641859968334-1, Hanover Township

The administration's recommendations 2, 3, 4, 5, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 31 were considered together.

The motion passes 9-0

President Cann asked for committee reports.

COMMITTEE REPORTS

VO-TECH COMMITTEE MEETING: Director McKeon stated: Vo-Tech met on Tuesday, September 6th, right after Labor Day. It was a fairly quick meeting. We had a presentation from D'Huy Engineering about some repair work that was done up at Vo-Tech in particular what they call the T panel restorations, which is the Facade around the building where there some decay, there was an attempt to repair that, also the windows were recaulked for safety and other reasons, hopefully controlling utilities, then we also had discussions about the Hecktown Road subdivision, status of that. A comment should be made to everyone on the board here that Executive Director Williams has an MOU with the Vo-Tech that his contract called for a three percent raise, and he volunteered to take that to a one percent as a belt-tightening thing. We reviewed some board policies on audit, fund balance and acceptable use policy from the district.

DIVERSITY COMMITTEE MEETING: Director Ortiz stated: We had a very productive Diversity Meeting on September 9th. We had packets handed out to us and to all the members that were there, and we were broken into groups and we had elementary, middle and high school, and we reviewed the data and on the AYP and we took notes and there was a lot of input from the community and there was a large group. So this diversity group is getting strong and I hope that we are able to make some recommendations to the superintendent. We had a lot of fun and we learned a lot on that day. Also, we noted that the 2010-2011 end of year information, they gave us a minority awards where 103 scholarships with 46 donors. We also learned about the Dual Enrollment, there were 138 students that participated and one was home schooled with 29 low income students based on free reduced lunch home schooled, 14 African Americans, 15 Latinos, 11 Asians Pacific Islanders. We also discussed the No Place for Hate. All schools have submitted their intent to participate and many have already scheduled their first project. We also discussed Restorative Practices and that the full implementation has begun at the high school with the first training on August 25th.

DUAL ENROLLMENT COMMITTEE: Did not meet this month.

COLONIAL INTERMEDIATE UNIT COMMITTEE MEETING: Director Follweiler stated: I attended my first IU meeting on August 24th at which point the main conversation was just preparation for the opening of school. They of course voted me approval of the IU board for me to sit representing Bethlehem, which I am very honored to do and they handed out their newsletter of which I passed out to the board and there are a few extra copies that Deb has in the superintendent's office if they needed. Interesting on the back, there was an announcement that they are considering holding new substitute training classes in the spring 2012. The next meeting is this coming

President Cann asked for committee reports.

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President Cann asked if anyone would like to speak at Courtesy of the Floor.

COURTESY OF THE
FLOOR

Ms. Jill Swoyer
705 Tenth Avenue
Bethlehem, PA

Ms. Swoyer stated: I am a recently retired elementary vocal music teacher from the district. I taught here for 37 years and my comments tag along with the next speaker that you have, Mrs. Barbara Fowler, and I am going to defer my three minutes to her, so that she can just address the whole board with an issue that has come to light for all of our recent retirees.

Mrs. Barbara Fowler
146 Tuxberry Circle
Nazareth, PA

Ms. Fowler stated: I was a teacher in the public school systems for 32 years, 31 of them being for Bethlehem as an art teacher, 16 buildings, 31 principals.

On August 15th of this year, I called PSERS to inquire when I would be receiving my first retirement monies. During my exit counseling in May, I had been told that while it was probable I would receive my pre 1987 and rollover payments in July, there was a possibility that I would get those payments in August. I was advised by PSERS that they were streamlining their processing and were requesting all school districts to have their retirees take balance of contract in June to expedite the process. When I made the called to PSERS on that Monday in August, I was informed that PSERS had me still listed as an active employee and they were waiting to receive the work report that would have informed them that I was paid my last paycheck back in June. In fact, they had no record for the 2011 retirees from Bethlehem School District. I called various persons in the business office and the superintendent's office and was told it would be looked into. That afternoon I got a call from PSERS telling me that Bethlehem had just pushed the button and that they had just updated my file due to the lateness of the report which I was subsequently informed should have been sent by Bethlehem to PSERS on July 20th. There was a real probability that I, we would not receive any retirement monies until October. I called Bethlehem Business Office to see what they had been told by PSERS since the button had been pushed, and I was curtly told that it was fixed and just to call PSERS back and good luck. I called Mel Volgler who is on the board of director of PSERS, I've known her from a lot of union work over the years, and she called to see if there was something that could be done to expedite at least our rollover monies. My financial advisor was concerned that all his retiree clients from Bethlehem would have to redo all of our rollover paperwork because of the payments being made after the August 31st deadline. I also called state representative Steve Samualson who was in Harrisburg that week. He personally went over to the PSERS headquarters and

the Treasury Department to see if the Bethlehem teachers' checks could be expedited. Because of Melba Vogler and Steve Samuelson, many of us retirees did get our first pre 1987 and rollover monies before August 31st.

During that week I left messages for Dr. Roy and Mrs. Gober. I was contacted several times by PSERS letting me know what was happening. I also called Michele Cann during that week, and she returned my call. She was not aware of the situation and told me she would contact the superintendent. I believe as a result of her call or Steve Samuelson's call, I received a voice mail from Mr. Giordano and a letter from both Mrs. Gober and Mr. Giordano. In essence, the voice message that was left that Friday PM on my answering machine from Mr. Giordano was curt, and I was said to call him back since I had many misconceptions. The letter other retirees and I received that Saturday was not a true explanation of what had happened and it was filled with misconceptions that I would like to clear up. The letter states that at no time did retirees ever receive the retirement payments in July. In fact, until this year, most if not all retirees were paid by PSERS during July as Ms. Swoyer and I researched retirees from the past, we called our old friends for the last ten years, they regaled us with stories of summer trips taken and furniture bought with monies received in either June or July. While it was stated in the letter that everything was done in a manner consistent with PSERS policy and there was no problem, the letter reverses itself and says the situation was resolved. After other retirees read this letter, I got phone calls and messages on face book expressing feelings of being insulted by our former employer. Maybe there was a general sense of mistrust after so many of us also remembered the incorrect W-2's that we received this year and how that issue has not yet been resolved.

In conclusion, I as a retiree and many of my fellow retirees notified the district of our intention to retire in a timely manner. Some as early as February of 2011. We were not afforded the same courtesy by our former employer. Perhaps the district would have preferred if we had worked the first few weeks of school year and then decided to retire after earning 11 more sick days for reimbursement. As teachers we have endeavored to teach our students to take responsibility for mistakes, instead we have been treated as a nuisance. As state representatives roll in assisting us in this matter was similarly discounted in the letter. This is not the way I, we, wanted to leave the Bethlehem Area School District and feel someone should have taken some responsibility or ownership for the snafu that almost resulted in us having to wait until the end of October to receive our retirement monies. I feel an apology is still warranted. Fortunately, I will hopefully have caught up with my retirement payments as of this Friday, September 30th, however, some retirees have not been this lucky and some are still waiting for their first checks. Oh, and the W-2 tax over payment has not yet been refunded to many of us.

Respectfully, Barbara Fowler. As I said retiree of 32 years. There are some issues that I don't care to discuss in public, but there are issues with rollover

monies that now will not be available to us until two months later every year from going forward. We don't know whether, we have some people who are on disability retirement who have not received any monies and have not worked for the district since May or prior to May and they have just been put into the retirement system this week.

President Cann stated: Thank you for taking the time to tell us that information.

Steve Antalics
737 Ridge Street
Bethlehem, PA

Mr. Antalics stated: Consider my first comments here as on the side, I am speaking under true duress and distraction by the gentlemen I am referring to. I am strongly reminded the gentlemen reminds me of our ex Vice-President Chaney.

Some of you have received or maybe have received or have not read an article from the 1930 newspaper about school taxes not being paid and the city was aggressively going after them and until act 10, it said act of 1929 that if the taxes weren't paid they could be referred to the county and the county could put the property up for sale. This created quite a commotion in the city because all of a sudden tax collector Ritter was accosted by many citizens because there were like 10 tax collectors going to the city collecting money illegally because the people are gladly paying their taxes rather than lose their houses. Anyway, it appeared that ACT 10 had tremendous impression because it worked. I happen to have an antiquarian volume on the code of ordinances of the city of Bethlehem in 1940's and I looked under, now this all came under the treasurers office and under the article 6, City treasurer, it doesn't mention anything about delinquent taxes or ACT 29. I called the city clerk and that is being looked into whether it was a city ordinance or a state ordinance, but also, I called the tax office and I was informed by an official in the tax office that that still applies. A treasurer such reports delinquent taxes to the county and it said in the article that that ACT of 1929 has teeth, so the question in my mind, whose mouth has that teeth now. Is it the treasurer, the school board, or who, but if in fact, that procedure is still in effect, much money could be saved by going to the county and forcing the sale of the properties because of delinquent taxes. It said back then mortgagers were very interested in this because they would lose money if the properties weren't sold. So they went after the mortgagees or whatever you want to call them to pay their back taxes. There was a lot of pressure on the people to pay the taxes, so I don't think the district needs to go outside of the district to collect taxes. So, I would suggest the solicitor per se, if he forgives me, to look into this and see whether we can go back and go after these people. I have also heard, I have checked with some people and some investors have stated they can make more money by not

paying the school taxes by investing that money in other sources.

So the question is, will the district, as Directors and Superintendent look into this to see whether we can go back to 1930 and facilitate our collection of delinquent taxes on school taxes per se.

Susan Bernett
3531 Hecktown Road
Bethlehem, PA

Ms. Bernett stated: I am here tonight to request that the school board consider a minor change to the high school requirements for the volunteer hours that you require for graduation. I am sure there are many families like my own in these difficult economic times that have had to cut back on their children's extracurricular activities. In my household my children have decided to use some of that additional time to do volunteer work within the community. My children are in the middle school. According to your rules, they cannot start acquiring volunteer hours until the summer before they start high school. I feel that this is an arbitrary delineation and I request that the school board consider changing that and allowing middle school students to start accumulating these hours. If you are concerned that perhaps the students aren't old enough or mature or responsible enough to carry out this work, you can adjust the form and have the volunteer coordinators evaluate the students and let the students know that if they don't perform up to par, that the hours cannot be counted. We read in the paper everyday that a lot of these community services are being utilized much more heavily and they can probably use the additional help. We'll encourage the students to get involved within the community and it doesn't cost the school district any thing to make this change and it encourages community service for the students. Thank you.

President Cann asked if anyone had anything to discuss in the Open Forum.

OPEN FORUM

Director Leeson stated: The W-2 tax overpayment issue and the retirement issues are they part of the ongoing changes occurring in the business office right now?

Mrs.Gober stated: Yes they are. We have provided extensive training and counsel to all of the staff that was involved to make sure that this situation is not going to be repeated in the future.

Director Leeson stated: So we do not anticipate either one of those issues in the upcoming year? Thank you very much.

Director Follweiler stated: From the last Courtesy of the Floor on the middle school, Dr. Roy or whoever the appropriate are to look at that because I know that the cost to the district regarding community service is the cost of the

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Attest,

Stacy M. Gober
Secretary

SMG:pag