

Saucon Valley School District

Meeting of the Finance Committee

District Office Conference Room

December 11, 2024 – 6:00 pm

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Welcome to the Saucon Valley School Board Ad Hoc Finance Committee meeting. Our objective is to serve our community's students, parents, and residents. You are an important part of this meeting, and we look forward to your questions and comments. We are all here for the same reason. All opinions are welcomed and equally valuable. Our only request is that we address each other with civility and respect. Our courtesy toward each other is the best way to show our students how much we respect them as well.

The District reserves the right to move agenda items up to other committees as needed.

Committee Members – Cedric Dettmar, Dr. Laurel Erickson-Parsons, Dr. Shamim Pakzad, Donald Carpenter

Agenda

- I. Call to the Order – Cedric Dettmar, Committee Chair**
- II. Pledge of Allegiance**
- III. Recording of Attendance – David Bonenberger, Committee Secretary**
- IV. Motion to Approve Agenda**
- V. Approval of Minutes – November 13, 2024**
- VI. Courtesy of the Floor to Visitors – Agenda Items Only – Visitors should state their name and address.**
- VII. Update: Summary of 2023-2024 Ending Fiscal Results**
- VIII. Discussion & Action: Designation of Fund Balance –**
Approve the commitment of \$11,913,475 by the Board of Directors from the fund balance of the General Fund, of which \$3,500,000 is for PSERS, post-retirement costs per GASB 45 in the amount of \$4,500,000, and Capital Projects in the amount of \$3,791,594 and \$121,881 for computer technology, retroactive to June 30, 2024.
- IX. Discussion & Action: Survey of Substitute Rates**
- X. New Business**
- XI. Old Business**
- XII. Courtesy of the Floor to Visitors - Visitors should state their name and address.**
- XIII. Future Meetings – January 15, 2024 – District Office Conference Room**
- XIV. Motion to Adjourn**

A meeting of the Finance Committee was held on Wednesday, November 13, 2024, in the District Office Conference Room. Finance Committee members Mr. Donald Carpenter, Mr. Cedric Dettmar, Dr. Laurel Erickson-Parsons, and Dr. Shamim Pakzad were present. Also present were David Bonenberger - Committee Secretary, and Superintendent Jaime Vlasaty.

- I. **Call to the Order** – 6:00 pm – *Cedric Dettmar, Committee Chair*
- II. **Pledge of Allegiance**
- III. **Recording of Attendance** – *David Bonenberger, Committee Secretary*
4-present, 0-absent
- IV. **Motion to Approve Agenda** – Dr. Erickson-Parsons, seconded by Mr. Carpenter, moved to approve the agenda. Vote: 4-yes, 0-no
- V. **Approval of Minutes** –Dr. Erickson-Parsons, seconded by Mr. Carpenter, moved to approve the September 11, 2024 minutes. Vote: 4-yes, 0-no
- VI. **Courtesy of the Floor to Visitors – Agenda Items Only** – None
- VII. **Discussion & Action: DCED – Solar Grant** – David Bonenberger
Presentation by Provident Energy. Not enough money to be distributed, so the committee decided not to move forward.
- VIII. **Presentation: Extra Curricular Expenditures** – Robert Frey
A presentation on what other districts spend compared to what Saucon spends.
- IX. **New Business** - None
- X. **Old Business** - None
- XI. **Courtesy of the Floor to Visitors** – None
- XII. **Future Meetings** – December 11, 2024 – District Office Conference Room
- XIII. **Motion to Adjourn**
Dr. Erickson-Parsons, seconded by Dr. Pakzad, moved to adjourn.
Vote: 4-yes, 0-no

7:06 pm



SURVEY OF SUBSTITUTE RATES

DISTRICTS OF COLONIAL INTERMEDIATE UNIT 20

2024/2025

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.

District	Per diem rate for 2024/2025	Other methods of payment to substitutes	Substitute benefits	Other substitute hourly rates
Bangor	1-29 days \$90 30+ days \$110 PA Retired Teachers \$130/day Building Sub \$135/day LTS (Days 1-20) \$135/day LTS (Days 21+) \$150			\$12.50/hr Custodians \$12.50/hr Secretaries \$12.50/hr Food Service \$12.50/hr Paraprofessionals \$140/day Sub Nursing Staff
Bethlehem	\$120/day regular subs (1-45 days) \$140/day regular subs (46+days) \$150/day building subs \$140/day BASD retiree \$170/day extended subs (days 6 and above for same assignment) \$120/day All nurses	\$250 per semester bonus for subs who work 90% of the days in a given semester	LTS 70 consecutive days or more in the same assignment salary equal to what it would be for a contracted position; give credit for every year of public school service and graduate degrees credits. LTS receive the same medical/Rx benefits as contracted teachers.	Clerical - \$12.00/hr. Teacher Assistants - \$12.00/hr. Custodians - \$12.00/hr. 13 "supplemental custodians" - \$15.00/hr.; receive limited health package
Delaware Valley	\$150/day After school program supervisor /\$50 per day. DV-ACE Instructors - \$20/\$30 per hour.	Professional Substitute 46 continuous Days in the same assignment. Step 1 prorated.	Benefits for LTS 90 workdays	Custodians - \$13.00/hr. Cafeteria - \$13.00/hr. Bus Drivers - \$15.50/hr. Bus Monitors - \$13.00/hr. Instructional Assistants - \$13.00/hr. Secretaries - \$13.00/hr. Nurses - \$250.00/day Traffic Control - \$13.00/hr School Police Officers - \$20.00/hr. Technology Assistants - \$13.00/hr.

East Stroudsburg	<p>\$150 per day (substitute teacher and substitute school nurse) 11-14 Consecutive Days \$205.00 with planning/grading responsibilities. 45 Days - Approved contractual salary as outlined on the Prof. CBA. Per Diem. Planning/grading responsibilities (Step 1/column)</p> <p>Clinical Certification Holder(School Nurse, School Psych, Speech/Language Pathologist) \$250.00 per Day</p>	<p>After each 30 days of service (does not have to be consecutive)** (not cumulative) substitutes will earn a \$500 bonus</p>	<p>Permanent Daily Substitutes will receive \$100/per day. District paid family medical benefits.</p>	<p>Admin services - \$15.00 Bus Aide - \$15.00 Bus Mechanic - \$15.00 Bus Monitor - \$15.00 Business Office - \$15.00 Cafeteria Aide - \$15.00 Cafeteria Worker - \$15.00 Custodian - \$15.00 Grounds - \$20.00 Health Room Nurse - \$20.00 Information Tech - \$20.00 Maintenance - \$20 Paraprofessionals - \$15.00 Personal Care Asst. - \$15.60 School Hall Monitor - \$15.00 School Police Off. - \$18.75 Vehicle Driver CDL - \$25.00 Secretary - \$15.00 Security Officer - \$15.00</p>
Easton	<p>\$110/day (1-25 days) \$120/day (26+ days) \$130/day (Building Based Sub Teacher) Extended day same classroom coverage (responsible to create lesson plans and grade assignments) Effective days 21-35=\$150.00 Effective days 36+= \$155.00</p>	<p><u>RN/LPN Sub Rate</u></p> <p>RN= \$30/hr LPN= \$20/hr</p>	<p>Long Term Substitutes (45+days) BS Step 1 \$62,930 (Prorated after 8/26/2024)</p>	<p>Bus Drivers - \$27.95 / hr. Van Drivers (Class C) - \$20.18 / hr. Custodians - \$12.00/hr. Secretaries - \$9.50/hr.</p> <p>Para-Professionals - \$8.50/hr. Security - \$12.00/hr.</p>
MCTI	<p>Regular Sub \$100/day</p>			<p>Secretary Sub \$13.00/hr Custodial Sub \$13.48/hr Maintenance Sub \$15.50/hr</p>
Nazareth	<p>Days 1-20 - \$115</p>	<p>21+ days - \$125; after 70 consecutive days in same</p>	<p>LTS receives benefits after 90 days; Days 70-90, LTS can</p>	<p>Custodians - \$13.50/hr. Food Service - \$13.50/hr.</p>

		position Step 1 Bachelor's	purchase benefits	Secretaries - \$13.50/hr. Assoc. Teacher - \$13.50/hr. Monitors - \$13.50/hr. Sub. Nurses/LPN - \$130.00 for the first 20 days, \$140.00 for 21 + days Sub. Assoc. Nurse \$16.50
Northampton	\$157 per day \$190.00 per day for Sub Nurses	46-75 days \$188 Per day, 76-89 days \$235 Per day, Long-term >90 days - Step 1, relevant B.S./M.A. column	One full semester - per diem step 1, year 1, may purchase ACA Benefits. One full year - step 1, year one plus benefits	Custodians - \$16.67/hr. Secretaries - \$16/hr. Teacher Aide - \$16/hr. Café & Hall Monitors - \$16/hr. Security Guards - \$15/hr.(60% of current contract rate) 1-45 Days in Continuous Assignment \$17 (75% of current contract rate) 46-90 Days in Continuous Assignment \$20(85% of current contract rate) 90-180 Days in Continuous Assignment
Pen Argyl	Days 1-20 - \$110 Days 21+ - \$150	21+ days - \$150	LTS receives benefits. 91st day Long Term Beginning Rate per Support Staff Contract	Custodians - \$11.50/hr.; after 21 days \$12.50 Secretaries - \$11.50/hr.; after 21 days \$12.50 Teacher Aides - \$11.50/hr.; after 21 days \$12.50 Nurses - \$170/day
Pleasant Valley	\$160.00 per day \$286.10 per day after 45th consecutive day in the same assignment (LTS)			\$13.00/hr Custodian \$12.00/hr Food Service \$11.00/hr Monitor \$13.00/hr Secretary \$13.00/hr Courier \$13.00/hr Paraprofessional

Pocono Mountain	Daily subs and subs \$150.00 / day		<p>LTS positions a semester or more receives medical benefits as stated in the Professional Employee CBA</p> <p>All LTS receives accrued PTO prorated by number of days worked</p>	<p>\$12.00 Bus Driver \$12.50 Custodian \$12.50 Secretaries \$14.50 Paraprofessionals \$12.50 NTA \$10.00 Maintenance \$10.00 Mechanic \$10.00 Grounds Maint. \$17.00 Health Room Nurse \$12.00 Security Guard \$8.50 Duplicating Clerk \$12.00 Computer Technician \$9.50 Warehouse Clerk/Truck Driver</p>
Saucon Valley	\$120/day	\$175/day if does not meet LTS but works longer in a position	LTS receives benefits 60 days or more; receives single health coverage	<p>Bus Drivers - \$24.59/hr Custodians - \$18.00/hr Food Service - \$15.00/hr. Secretaries - \$18.00/hr. Teacher Aides - \$18.00/hr. Maintenance - \$18.00/hr.</p>

Stroudsburg	\$150 for first 30 days, \$170 after 30 days. non-consecutive \$200 after 10+ in the same assignment.	\$120.00 per day after the 30th day non-consecutive \$200.00 per day after the 10- 44th consecutive days, same teacher	LTS receives benefits after 45 days	Bus Drivers - \$16.85/hr. Van Drivers - \$15.63/hr Custodians - \$12.50/hr. Secretaries - \$12.50/hr. Paraprofessionals - \$13.13 /hr. Monitors - \$12.50/hr. Health Offices Nurses: RN - \$20.00/hr. LPN - \$16.19/hr. Maintenance - \$16.25/hr. Mechanics - \$13.00/hr.
Wilson	\$105/day for first 10 days; \$115/day 11 plus days		LTS eligible for benefits	Bus Drivers - \$28.69/hr. Custodians - \$19.46/hr. Teacher Aides - \$22.41/hr. Secretaries - \$22.41/hr.
Colonial IU 20	\$160/day; \$150.00 bonus for every 35 full days worked during the current school year with maximum eligibility for a total of \$600 (140 full days) per school year.	After 30 consecutive days in the same position, they may be hired as an LTS	LTS receives health, dental, prescription, life insurance, sick leave, bereavement leave	Bus Drivers - \$25.00/hr. Van Drivers - \$20.00/hr. Bus Monitors - \$16.00/hr. MHTS- \$160/day Mental Health Workers - \$125/day Associate Teachers - \$115/day Retired Teachers (From IU 20) as Substitute Teachers - \$180/day Retired Teachers (From IU 20) as Associate Teachers - \$135/day
Bethlehem Area Vocational- Technical School	Full Day (1-10 days) - \$120.00/day Full Day (11 + days) - \$130.00/day Half Day (1-10 days) - \$70/ ½ day		LTS receives benefits as stated in Professional Employee CBA	First Aid Officer - \$22.50/hr Instructional Asst - \$13.50/hr

	<p>Half Day (11 + days) - \$80/ ½ day</p> <p>Consecutive Assignment (non Long-Term Sub)</p> <p>Full Day (20-45 days) - \$155/day</p> <p>Full Day (45+ days) - \$175/day</p> <p>Half day (20-45 days) - \$93/ ½ day</p> <p>Half Day (45 + days) - \$105/ ½ day</p> <p>Substitute Licensed Cosmetology Instructor</p> <p>Full Day - \$175/day</p> <p>Half Day - \$87.50/day</p> <p>Substitute Construction Management Instructor</p> <p>Full Day - \$175/day</p> <p>Half Day - \$87.50/ ½ day</p>			<p>Custodial - \$13.50/hr.</p> <p>Clerical - \$13.50/hr.</p> <p>Cafeteria - \$12.50/hr</p>
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