

SCHOOL BOARD MINUTES

- (1) The Board of School Directors of the Lebanon School District met in regular session on Monday, August 15, 2016, at 7:00 p.m. in the board conference room of the senior high school as advertised in the Daily News on December 9, 2015.
- (2) President Peter N. Pyles, Jr., called the meeting to order at 7:00 p.m. Everyone participated in the Pledge of Allegiance to the Flag.
- (3) On roll call by the secretary, the following board members were present: Mrs. Debra L. Bowman, Mrs. Ashley Cessna, Mrs. Rose Marie R. Kotay, Mr. Michael J. Kuhn, Mr. Cesar Liriano, Mr. Peter N. Pyles, Jr., Mr. Robert Okonak, Mr. Thomas L. Schaffer and Mr. Paul Topping. Also present were Dr. Marianne T. Bartley, Superintendent of Schools; Mrs. Mary A. Harrell, secretary; Mr. Curt Richards, business manager and treasurer and Mr. Michael Bechtold, solicitor.
- (4) Also present were Dr. Chris Danz, assistant to the superintendent for HR and pupil services; Mr. Michael Murphy, assistant to the superintendent for assessment & accountability; Shawn Canady, chief information officer; Mr. Brian Hartman, director of buildings and grounds; Mr. Josh Coatsworth, coordinator of special education; Mr. Fred Shattls, director of ESOL; Ms. Amy Wolfgang, Mr. Dan Speraw, Mr. George Horn, community member; and Mr. John Latimer of the Lebanon Daily News.
- (5) President Pyles announced that an executive session was held prior to the meeting on July 25, 2016 as well as prior to tonight's business meeting, to discuss negotiations and personnel matters.
- (6) RESOLUTION #15475 - The minutes of the regular meeting held on July 18, 2016 were offered for consideration. It was moved by Mr. Schaffer and seconded by Mrs. Kotay, that the minutes be approved. All members voiced consent and so ordered.
- (7) Dr. Bartley welcomed Dan Speraw, LHS Teacher and Amy Wolfgang, PSEA Representative, to tonight's meeting. The Collective Bargaining Agreement between Lebanon School District and Lebanon Education Association for the period July 1, 2016 through June 30, 2019, is on the agenda for approval.
- (8) Dr. Bartley shared the following 2016-2017 School Year Goal:

Making Lives Better

Student achievement is our goal. Our number one indicator is for all of our students to have the necessary experiences to develop the knowledge and skills for their chosen career path.

How do we get there?

We get there by fostering relationships with our students to the degree that we can customize our learning environment to support their strengths, needs, and interests.

To achieve this end, we will:

- Create and maintain a safe and healthy learning environment that supports social and emotional wellness.
- Utilize an aligned curriculum to ensure students experience relevance and meaning in mastering the PA Core Standards. (example: Great Lebanon Community Project).
- Research, implement, and refine best teaching practices to personalize and accelerate learning.
- Analyze data to monitor our progress and adjust our strategies to ensure all of our students make a minimum of one year's growth annually.
- Use our resources efficiently and effectively towards achieving our goal.

(9) In introducing the Great Lebanon Community Project, Dr. Bartley shared that after many years of being disappointed with the budget, Dr. Bartley began to wonder if she could take the District any further. Through some deep thought and reflection, she brought community members to the table and they supported her idea of creating The Great Lebanon Community Project. Board members received a ticket to attend the kickoff of the Great Lebanon Community Project on September 21 at Alumni Stadium.

(10) Dr. Bartley shared that we have developed more new partnerships. We are excited to be working with Sweep the Streets – a grassroots team of committed citizens, and the Knights of the 21st Century.

(11) Dr. Bartley assured the Board that we are monitoring our elementary class size. Things are good right now.

(12) Dr. Bartley informed the Board that she received information from Dr. Jose Rivera about the Pedro Cortes Dual Language Charter School. This was a Notice of Intent to Apply for Charter School.

(13) Our 1st PAC/PTA meeting will be held on Thursday, August 18 at 6 PM in the board room. All parents are welcome and encouraged to attend.

(14) Our perfect attendance recognitions will be held on Monday, September 12, 2016, in the Starr Auditorium

(15) RESOLUTION #15476 – The treasurer's report for the month of July, 2016, was presented for consideration. Mr. Schaffer made a

motion, seconded by Mrs. Kotay, that the board approves the treasurer's report and records it as a part of the minutes. All members answered aye and the motion carried.

- (16) RESOLUTION #15477 - Acting upon certification of the treasurer, a motion was made by Mr. Schaffer and seconded by Mrs. Kotay, that the board approves the payment of bills payable for July, 2016 as listed, ratify the payment of invoices mentioned in the letter of certification, and take care of all other matters regarding the payment of invoices, including acceptance of the letter of certification, and record the financial statements as a part of the minutes of this meeting. All members answered aye and the motion carried.
- (17) RESOLUTION #15478 - A motion was made by Mr. Schaffer and seconded by Mr. Okonak to accept the Cedar Foundation report for July, 2016; the student activity fund report for July, 2016; the scholarship fund report for July, 2016; the food service report for July, 2016; and Phillips Copy Center report for July, 2016 as presented. All members answered aye and the motion passed.
- (18) There were no communications no solicitors report and no Federal Programs report.
- (19) RESOLUTION #15479 - Mr. Schaffer made a motion, seconded by Mr. Kuhn to grant approval to remove the Lebanon Education Association Collective Bargaining Agreement motion from the table, at the previously held meeting. Mr. Rob Okonak abstained from voting. All members answered aye and the motion passed.
- (20) RESOLUTION #15480 - Mr. Schaffer made a motion, seconded by Mr. Topping to grant approval to take previously tabled Motion to grant approval of the Lebanon Education Association Collective Bargaining Agreement effective 7/1/2016-6/30/2019, as presented on July 18, 2016, and reconsider for approval. Mr. Rob Okonak abstained from voting. All members answered nay and the motion was denied.
- (21) RESOLUTION #15481 - Mr. Schaffer made a motion, seconded by Mrs. Kotay to grant approval of the Lebanon Education Association Collective Bargaining Agreement, effective 7/1/2016-6/30/2019, as presented on this date (attached as Exhibit "A"), and subject to approval by the Lebanon Education Association. Mr. Rob Okonak abstained from voting. All members answered aye and the motion passed.
- (22) RESOLUTION #15482 - Mr. Schaffer made a motion, seconded by Mr. Okonak to grant approval to enter into a Contract of Service with PA-Educator to accept employment applications by Professional and Non-Certificated employees through a web site provided by the Clearinghouse. The user fee will be \$2,430.00 and cover the time period, July 1, 2016, through June 30, 2017. All members answered aye and the motion passed.

(23) RESOLUTION #15483 – Mr. Okonak made a motion, seconded by Mr. Liriano to grant approval to submit PlanCon Part F, Construction Documents for the Northwest Elementary School, to the Pennsylvania Department of Education for Review and Approval.

(24) RESOLUTION #15484 – Mr. Schaffer made a motion, seconded by Mr. Okonak to grant approval of the following motion in compliance with the Northwest PlanCon document.

To the best of its knowledge and belief, the Board of School Directors of the Lebanon School District certify to the following:

- a. The Board of School Directors will not enter into construction contracts until it has received written approval for PlanCon Part F, Construction Documents, from the Department of Education.
- b. The Board of School Directors has obtained, or will obtain, all necessary approvals from local, regional, and state agencies relating to health, safety, design, planning highway access, and freedom from flooding and subsidence, prior to entering into construction contracts.
- c. The Board of School Directors acknowledge that failure to obtain the requisite approvals prior to entering into construction contracts may be sufficient cause for the Department of Education to revoke its approval for this project. If approval is revoked, the project will not be reimbursed by the Commonwealth.

(25) RESOLUTION #15485 – A motion was made by Mr. Schaffer and seconded by Mr. Liriano for the Board of School Directors to accept the following personnel items for discussion and action as listed on the agenda:

1. RETIREMENT RESIGNATIONS

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
-------------	-------------------	-----------------------

- A. ADMINISTRATIVE
- B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG-TERM SUBSTITUTE
- C. CLERICAL
- D. FOOD SERVICE
- E. MAINTENANCE
- F. PARAPROFESSIONAL
- G. SECURITY
- H. OTHER

2. RESIGNATIONS

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>	<u>Effective Date</u>
A. ADMINISTRATIVE			
B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG-TERM SUBSTITUTE			
DeShong, Stephanie	SW K4	Personal	8/16/2016
Dunkelberger, David	LMS Mathematics Grade 8	Personal	7/28/2016
Feldman, Ashley	Elementary Librarian	Personal	8/9/2016
Hauenstein, Jill	NW Title I	Personal	8/12/2016
Hauenstein, Timothy	LMS Mathematics Grade 6	Personal	8/12/2016
Miller, Stewart	LMS Mathematics Grade 8	Personal	8/5/2016
C. CLERICAL			
D. FOOD SERVICE			
E. MAINTENANCE			
F. PARAPROFESSIONAL			
Miller, Sara	LHS ESOL Teaching Assistant 7 hours/day	Personal	8/2/2016
Ortega Suarez, Dalinet	LHS Personal Care Assistant 6.5 hours/day	Personal	8/5/2016
Stetson, Hannah	LHS	Considered to	7/26/2016

ESOL Teacher have resigned
 Assistant
 7 hours/day

G. SECURITY

H. OTHER

3. NON-ACCEPTANCE

4. APPOINTMENTS

Subject to assignment by the superintendent and pending required documents

<u>Name</u>	<u>Assignment</u>	Prev Emp <u>in LSD</u>	New/ <u>Replace</u>	<u>Proposed</u> <u>Rate</u>	<u>Effective</u> <u>Date</u>
-------------	-------------------	------------------------------	------------------------	--------------------------------	---------------------------------

A. ADMINISTRATIVE

B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG TERM SUBSTITUTE

Dasher, Kadie	LMS Itinerant Learning Support	N	R	Bachelor level, step 2, salary to be determined upon Board approval of the LEA Collective Bargaining Agreement	9/29/2016
---------------	---	---	---	--	-----------

Zeigler, Mary	LMS LTS School Nurse	N	R	Bachelor level, step 1, prorated for the number of days worked, salary to be determined upon Board approval of the LEA Collective Bargaining Agreement	8/24/2016
---------------	-------------------------------	---	---	--	-----------

C. CLERICAL

D. FOOD SERVICE

E. MAINTENANCE

F. PARAPROFESSIONAL

Caro, Ruben	LHS Life Skills Paraprofessional 6.5 hours/day		N	R	\$15.50/hr.	8/24/2016
-------------	---	--	---	---	-------------	-----------

Eisenhauer, Susan	SE Cafeteria Monitor 3 hours/day		N	R	\$10.00/hr.	8/24/2016
----------------------	--	--	---	---	-------------	-----------

Garrison, Autumn	LHS Personal Care Assistant 6.5 hours/day	N	R	\$10.00/hr.	8/24/2016
Irizarry-Colon, Ashley	HH Personal Care Assistant 6.5 hours/day	N	N	\$10.00/hr.	8/24/2016
Latif, Amira	NW Personal Care Assistant 6.5 hours/day	N	R	\$10.00/hr.	8/24/2016
Stanton, Marquita	LHS Emotional Support Paraprofessional 6.5 hours/day	N	R	\$11.50/hr.	8/24/2016
Vazquez, Karla	NW Personal Care Assistant 6.5 hours/day	N	R	\$10.00/hr.	8/24/2016

G. SECURITY

H. OTHER

Ebling, Casey	District Technology Associate 8 hours/day	N	R	\$18.50/hr.	8/24/2016
Moyer, Angela	District Nurse Assistant Floater 6.5 hours/day	N	R	\$14.50/hr.	8/24/2016

5. RE-APPOINTMENTS

A. ADMINISTRATIVE

B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG TERM SUBSTITUTE

C. CLERICAL

D. FOOD SERVICE

E. MAINTENANCE

F. PARAPROFESSIONAL

G. SECURITY

H. OTHER

6. CHANGE OF ASSIGNMENT

Subject to assignment by the superintendent.

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Rate</u>	<u>Effective Date</u>
A. ADMINISTRATIVE				
B. PROFESSIONAL				
Burgess, Ellen	SW Title I	NW Title I	No Change	8/24/2016
Citko, Anna	NW K4	SW K4	No Change	8/24/2016
Sementelli, Sara	LMS ESOL	LMS Mathematics, Grade 6	No Change	8/24/2016
Shay, Colleen	LMS Itinerant Learning Support	LHS Itinerant Learning Support	No Change	8/24/2016
C. CLERICAL				
D. FOOD SERVICE				
E. MAINTENANCE				
F. PARAPROFESSIONAL				
Moore, Tonya	LHS Personal Care Assistant 6.5 hours/day	LMS Autistic Support Paraprofessional 6.5 hours/day	\$12.50/hr.	8/24/2016
Oskam, Yvette	SE Personal Care Assistant 6.5 hours/day	SW Personal Care Assistant 6.5 hours/day	No Change	8/24/2016
Ramirez- Peterson, Wanda	HD Personal Care Assistant 6.5 hours/day	LMS Personal Care Assistant 6.5 hours/day	No Change	8/24/2016

Ruiz de Porras, Yvette	SW Personal Care Assistant 6.5 hours/day	LMS Personal Care Assistant 6.5 hours/day	No Change	8/24/2016
Yeagley, Charmaine	LHS Personal Care Assistant 6.5 hours/day	LMS Autistic Support Paraprofessional 6.5 hours/day	\$13.20/hr.	8/24/2016

G. SECURITY

H. OTHER

7. CHANGE OF STATUS

Subject to assignment by the superintendent.

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Rate</u>	<u>Effective Date</u>
-------------	-------------	-----------	-------------	---------------------------

A. ADMINISTRATIVE

Bastek, Kelly	Board Certified Behavior Analyst	Special Education Supervisor (210 days)	\$66,960/yr.	8/1/2016
Rau, Daniel	LMS Technology Integrator	LMS Assistant Principal with focus on Technology & Assessment (210 days)	\$66,960/yr.	8/1/2016

B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG-TERM SUBSTITUTE

Competielle, Jennifer	LMS ESOL Teaching Assistant	LMS ESOL	Master's, step 4, Salary to be determined upon Board approval of LEA collective bargaining agreement	8/24/2016
Hain Shipkowski, Anthony	Day-to-Day Substitute	LMS Mathem atics, Grade 8	Bachelor, step 1, Salary to be determined upon Board approval of LEA collective bargaining agreement	8/24/2016
Jones,	LHS	LHS	Bachelor, step 1,	8/24/2016-

Rosemary	Life Skills Paraprofessional	LTS Life Skills	prorated for the number of days worked. Salary to be determined upon Board approval of LEA collective bargaining agreement	10/28/2016
Miller, Lindsey	Day-to-Day Substitute Teacher	LHS LTS English	Bachelor, step 1, prorated for the number of days worked. Salary to be determined upon Board approval of LEA collective bargaining agreement	8/24/2016- 12/2/2016
Ober, Kaila	Day-to-Day Substitute Teacher	NW LTS K5	Bachelor, step 1, prorated for the number of days worked. Salary to be determined upon Board approval of LEA collective bargaining agreement	8/24/2016- 1/20/2017
Rohrer, Daria	LHS ESOL Teaching Assistant	LMS LTS ESOL	Bachelor, step 1, prorated for the number of days worked. Salary to be determined upon Board approval of LEA collective bargaining agreement	8/24/2016- 10/28/2016
Sementelli, Sara	LMS ESOL	LMS Mathem atics Grade 6	No Change	8/24/2016

C. CLERICAL

D. FOOD SERVICE

E. MAINTENANCE

F. PARAPROFESSIONAL

Cruz, Natasha	HD Emotional Support Paraprofessional 6.5 hours/day	Day-to-Day Substitute Paraprofessional	\$9.60/hr.	7/27/2016
Gonzalez, Giselle	Day-to-Day Substitute	LHS Personal Care Assistant 6.5 hours/day	10.00/hr.	8/24/2016

G. SECURITY

H. OTHER

Davis, Kristi	District Nurse Assistant Floater 6.5 hrs/day	Day-to-Day Substitute Nurse Assistant	\$15.55/hr.	8/4/2016
Hernandez, Carmen	LMS School Nurse	Day-to-Day Substitute Nurse Assistant	\$15.55/hr.	7/30/2016
Nixon, Kyra	Day-to-Day Substitute Nurse	LMS Nurse Assistant 6.5 hours/day	\$14.50/hr.	8/24/2016

8. EXTRA PAY FOR EXTRA DUTY

<u>Name</u>	<u>Assignment</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
-------------	-------------------	--------------------------	---------------------------

A. RESIGNATION

B. DELETION

C. APPOINTMENT

D. REVISION

9. INCOME PROTECTION

10. LEAVE OF ABSENCE WITH APPROVAL

Autenrieth, Sara	LMS ESOL	Consecutive	9/2/2016- 10/21/2016
---------------------	-------------	-------------	-------------------------

Day, Kaitlyn	SE K4	Consecutive	1/10/2017- 3/6/2017
Mong, James	District Maintenance	Consecutive	7/26/2016- 9/6/2016
Stellar, Kolby	NW Learning Support	Consecutive	12/5/2016- 2/6/2017

11. OTHER PERSONNEL RECOMMENDATIONS

- A. Appoint Kristopher Hartman and Morgan Brady as 2016-2017 LMS Co-Stage Managers at a stipend to be determined upon Board approval of the LEA Collective Bargaining Agreement.
- B. Appoint Ashely Irizarry-Colon as an interpreter/translator at the rate of \$25/hr (outside regular work hours) effective August 24, 2016.
- C. Appoint the following persons as coaches for the 2016-2017 as indicated at a stipend to be determined upon Board approval of the LEA Collective Bargaining Agreement:

<u>Name</u>	<u>Position</u>
Comp, Chadd	Assistant Junior High Girls Volleyball Coach
Hibshman, Clinton	Volunteer Assistant Boys Soccer Coach
Hurst, Andrew	Fall Weightlifting Coach

- D. Appoint the following persons as an interpreter/translator at a rate of \$25/hour, effective August 16, 2016:

<u>Name</u>
Dianderas, Eneida
Erway, Andrew

- E. Appoint the following persons at the established rate of \$120 per day, as a day-to-day substitute teacher, subject to assignment by the superintendent:

<u>Name</u>	<u>Effective Date</u>
Bomgarnder, Rebecca	8/24/2016
Noll, Ashley	8/24/2016

- F. Appoint the following persons as volunteers under the Lebanon School District Policy #916 Community Volunteers:

<u>Name</u>
Zubey, Roselle

- G. Approve the following persons as mentors in the 2016-2017 school year at a stipend determined upon School Board approval of the LEA collective bargaining agreement:

Name
 Cabrera, Jessica
 Deeb, Tracy
 Dermes, Jason
 Doerrman, Susan
 Hurst, Andrew

- H. Appoint the following substitute support staff, as indicated, subject to assignment:

<u>Name</u>	<u>Assignment</u>	<u>Rate</u>	<u>Effective Date</u>
Clark, Jim	Custodian	\$10.30/hr.	8/16/2016

- I. Approve the Good Samaritan Family Practice to provide physical examinations for students in the Lebanon School District during the 2016-2017 school year at a rate of \$50/hour.
- J. Approve the following paraprofessionals to work an additional one half hour, as needed, during the 2016-2017 school year, due to additional responsibilities at the school indicated – See Exhibit B.
- K. Remove the following substitutes teachers effective 6/3/2016-See Exhibit C.
- L. Rescind the appointment of Sara Miller as a LHS LTS English Teacher from 8/24/2016-12/2/2016.
- M. Rescind the approval for the following persons as 2016-2017 coaches:

<u>Name</u>	<u>Position</u>
Crater, Angela	Assistant Varsity Field Hockey Coach
Hauenstein, Timothy	Assistant Junior High Girls Volleyball Coach
Shucker, Lisa	Fall Weightlifting Coach
Shucker, Lisa	Head Junior High Girls Basketball Coach

12. AMEND THE FOLLOWING

- A. Amend Staci O’Byle’s assignment end date as a NW LTS Assistant Principal (210-Day) to 6/9/2017.
- B. Amend Bruce Barry’s appointment as the 2016-2017 LMS Stage Manager to LMS Co-Stage Manager at a stipend to be determined upon Board approval of the LEA Collective Bargaining Agreement.
- C. Amend Jennifer Sattazahn’s approved leave of absence end date to 1/23/2017.
- D. Amend the appointment of Brittany Rodriguez as a LTS to a contracted English teaching position.

The motion passed with a unanimous vote.

- (26) RESOLUTION #15486 - A motion was made by Mr. Schaffer and seconded by Mr. Topping to grant appoint Mrs. Rose Marie Kotay as a voting delegate to participate in the PSBA Legislative Policy Council meeting to be held on Saturday, October 15, 2016, during the School Leadership Conference 2016 in Hershey. The motion passed with a unanimous vote. President Pyles thanked Mrs. Kotay for volunteering to be a voting delegate.
- (27) With no further business to come before the board at this time, a motion was made by Mr. Schaffer and seconded by Mrs. Kotay that the meeting adjourn. All members voiced consent and President Pyles declared the meeting adjourned at 7:29 p.m.

Respectfully submitted,

Mary A. Harrell
Secretary of the Board

Exhibit B
2016-2017 Extra Hours for Support Staff
August 15, 2016

<u>Name</u>	<u>School</u>
Adams, Denise	HD
Allwein, Debra	NW
Arnt, Angela	SW
Bair, Luona	HH
Bankey, Dolores	SE
Batchler, Caroline	HD
Blouch, Debra	NW
Capello, Cathy	HD
Colon, Libertad	SE
Cruz, Belkys	HH
Cummins, Kathy	SE
DeHart, Brenda	NW
DeJesus Ortiz, Jennie	NW
Dundore, Renee	HD
Eiceman, JoAnn	HD
Elbastawisy, Nancy	NW
Elzek, Ereny	HD
Engle, Barbara	SW
Galebach, Marilyn	SE
Gassert, Mary	NW
Getch, Jodi	SW
Gibson, Wanda	NW
Granger, Dawn	HD
Gurdus, Patricia	NW
Hoke, Beverly	SW
Johnson, Sheri	NW
Kantner, Bonnie	NW
Killian, Rheta	HD
Kline, Tracy	NW
Kuilan, Suzanne	HD
Lane, Kim	SW
Leffler, Suzanne	NW
McAllister, Andrea	HH
Migliaccio, Tina	SE
Miller, Donna	SW
Moreno-Disla, Lourdes	HH
O'Neal, Ginny	SW

Olivencia, Lissette	HD
Petruska, Patricia	HH
Phillips, Paige	SE
Ruiz, Elizabeth	SE
Sellers, Wendy	SW
Shucker, Ivy	SE
Tricoche, Jeanette	NW
Troain, Dongene	SE
Williams, Dawn	HD
Yocum, Susan	NW
Zimmerman, Carolyn	NW

Exhibit C
Removal of Substitutes
August 15, 2016

Name

Anuscavage, Hailey
Bomgardner, Raymond
Burger, Amy
Daugherty, Staci
Doss, Jennifer
Gunnels, Janice
Hall, Douglas
Harris, Noell
Henderson, Francine
Kalbach, Jason
Marcelino, Rafael
Mohler, Sheila
Paxton, Steven
Peden Prosehold, Lynne
Reddig, Caralynn
Rowell, Heather
Snyder, April
Varney, Lauren