

SCHOOL BOARD MINUTES

- (1) The Board of School Directors of the Lebanon School District met in regular session on Monday, July 16, 2012, at 7:00 p.m. in the board conference room of the senior high school as advertised in the Daily News on December 15, 2011.
- (2) President Tom Schaffer 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: Dr. Anne V. Dall, Mrs. Rose Marie R. Kotay, Mr. Michael J. Kuhn, Mr. Richard Mase, Mrs. Eveira Prados, Mr. Thomas L. Schaffer, Mr. Paul Topping and Mr. Cornell Wilson. Mrs. Debra L. Bowman was absent. Also present were Dr. Marianne T. Bartley, superintendent of schools; Mrs. Mary A. Harrell, board secretary; Mr. Curtis O. Richards, business manager and treasurer; and Mr. Bill Reed, solicitor.
- (4) Also present were Mr. Chris Danz, assistant to the superintendent for HR and pupil services; Mr. Mike Murphy, assistant to the superintendent for assessment & accountability; Mr. Craig Boltz, director of buildings and grounds; Mr. Brian Hartman, assistant director of buildings and grounds; Mrs. Betty Miller, director of special education; Mr. Bill Giovino, high school principal; Mr. Fred Shattls, director of ESOL; Mr. George Horn and Mr. Jeremy Gulliver, district residents; Mr. Sam Elias; Mr. John Latimer of the Lebanon Daily News.
- (5) On behalf of the entire board, President Schaffer welcomed Mr. Paul Topping and told him that we look forward to working with him.
- (6) RESOLUTION #14754 - The minutes of the committee meeting held on June 4, 2012 and the regular meeting held on June 28, 2012 were offered for consideration. It was moved by Mr. Kuhn and seconded by Mrs. Kotay that the minutes be approved. All members voiced consent and so ordered.
- (7) Dr. Bartley shared that she enjoyed spending time with the recipients of the Alumni Golf Scholarship. She attended a reception just prior to this meeting. The Alumni Invitational Golf Classic will be held on Friday, July 20. Scholarship recipients are: Gemiqua Benjamin, Dylan Brown, Mary Freed, Cheyenne Hostetter and Mabel Tavaréz.
- (8) In updating the board on budget matters, Dr. Bartley shared that the 2012-2013 budget came to fruition on June 28. Dr. Bartley is grateful for the money the state restored to the education budget. She anticipated the Legislature would restore the \$408,000 Accountability Block Grant that helps fund the district's early childhood and kindergarten programs. She shared that she did not expect the nearly \$1 million in

additional funds that were directed to low-income districts. Lebanon qualified for \$994,000 because it ranks 14th in the county.

Dr. Bartley shared that it is obvious to anybody who is comparing districts that Lebanon is a district that is a low-wealth district. We do not have a lot of tax revenue coming our way no matter what we do. There are only 13 districts that have a higher aid-ratio than we do.

In per-pupil spending, Lebanon ranks 21st out of 22 schools in the Lebanon-Lancaster Intermediate Unit 13. Even though we have the highest need, our dollar for dollar amount has been at the low end. We are trying to do the very best we can with the funding that we have.

Dr. Bartley noted that while much state and federal funding comes with strings attached that dictate how it can be spent, the \$994,000 that we received has no such restrictions. There are also no guarantees that the district will receive it again next year. In light of this, Dr. Bartley shared that her recommendation is to save this money for the 2013-2014 budget, when the district will face an estimated \$1.5 million increase in expenditures. The increases will be a result from an increase in pension contribution, rising health benefit costs, and a 3 percent raise in the teachers' contract that was negotiated last year. So it would be smart to keep this money in the general fund and not spend it at this time --- at least not the majority of that money --- so it can help us mitigate next year's budget scenario.

(9) Dr. Bartley participated in the Comparative European Education trip to Finland, France and England. She shared information and a Power Point about education in Finland.

(10) In updating the board on our renovations, Dr. Bartley shared that next month the board would see a change order in the amount of \$126,00 for concrete in the auditorium. This will require seventy trucks on site.

Dr. Bartley shared that hot lunches would not be served to the high school students in September. Brown bagged lunches will be served as we did at the end of the 2011-2012 school year. School will open as planned on Tuesday, September 4, 2012. We believe the gym will be finished on time and everything appears to be on schedule.

An open house is planned for the high school on Sunday, April 7 from 1 to 4 p.m.

(11) Mr. Murphy reported on the SIG Grant. He stated that Barbara Heckard, Mr. Giovino and Mr. Danz developed the grant. We were notified that we would be receiving \$200,000. This money will provide support for teachers and will be a resource for professional development.

(12) RESOLUTION #14755 - The treasurer's report for the month of June, 2012, was presented for consideration. Mr. Mase made a motion,

seconded by Mr. 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.

- (13) RESOLUTION #14756 - Acting upon certification of the treasurer, a motion was made by Dr. Dall and seconded by Mr. Mase, that the board approves the payment of bills payable for June, 2012 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.

- (14) RESOLUTION #14757 - A motion was made by Dr. Dall and seconded by Mr. Kuhn to accept the Cedar Foundation report for June, 2012; the student activity fund report for June, 2012; the scholarship fund report for June, 2012; the food service report for June, 2012; and Phillips Copy Center report for June, 2012 as presented. All members answered aye and the motion passed.

- (15) Under communications, the secretary announced that in accordance with Revised Policy 903, Public Participation in Meetings, the following resident applied to speak to the board:

George Horn, 315 S. First Avenue. Mr. Horn stated the following about the budget:

- He thanked the board for approving the budget
- He feels the board did the right thing at the right time
- He feels that Mr. Sam Elias is a fine man and will be good to work with

- (16) There was no solicitors report.

- (17) RESOLUTION #14758 - Mr. Kuhn made a motion, seconded by Mrs. Kotay to grant approval of Lebanon High School Renovation Change Orders for June 2012, in the amount of \$181,937.63.

This approval of change orders over \$10,000 is contingent upon their submission to and approval from the Pennsylvania Department of Education through the "Part I: Interim Reporting Board Transmittal" in which the board certifies that the attached materials were approved for submission to the Pennsylvania Department of Education prior to entering into contract for the attached change order(s)/supplemental Contract(s) by board action.

- (18) RESOLUTION #14759 - A motion was made by Mr. Kuhn and seconded by Mrs. Prados 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 | | |

2. RESIGNATIONS

- | <u>Name</u> | <u>Assignment</u> | <u>Reason</u> | <u>Effective Date</u> |
|---------------------------------------------------------------|-------------------|---------------|-----------------------|
| A. ADMINISTRATIVE | | | |
| B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG-TERM SUBSTITUTE | | | |
| Madsen Sides, Aja | Athletic Trainer | Personal | 6/30/2012 |
| C. CLERICAL | | | |
| E. FOOD SERVICE | | | |
| F. MAINTENANCE | | | |
| F. PARAPROFESSIONAL | | | |
| G. SECURITY | | | |
| H. OTHER | | | |

3. NON-ACCEPTANCE

4. APPOINTMENTS

Subject to assignment by the superintendent and pending receipt of all required documentation.

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

A. ADMINISTRATIVE

Elias, Samuel	Athletic Director	Y	R	\$60,000/yr. (245 days) Prorated for the number of days worked	11/19/2012
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B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG TERM SUBSTITUTE

Norman, Michelle	LHS LTS Humanities	Y	R	\$43,286/yr. Prorated for the number of days worked	8/27/2012-End of the 1 st semester of the 2012-2013 school year
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C. CLERICAL

D. FOOD SERVICE

E. MAINTENANCE

F. PARAPROFESSIONAL

G. SECURITY

H. OTHER

5. RE-APPOINTMENTS

6. CHANGE OF ASSIGNMENT

Subject to assignment by the superintendent and pending receipt of all required documentation.

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Rate</u>	<u>Effective Date</u>
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A. ADMINISTRATIVE

B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG-TERM SUBSTITUTE

DeMario, Kathleen	LMS Special Education	LMS Life Skills	No Change	8/27/2012
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C. CLERICAL

D. PARAPROFESSIONAL

Lenich, Jacqueline	LHS Life Skills Paraprofessional	LHS Learning Support Paraprofessional	No Change	8/27/2012
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E. SECURITY

F. MAINTENANCE

G. OTHER

7. CHANGE OF STATUS

Subject to assignment by the superintendent and pending receipt of all required documentation.

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Rate</u>	<u>Effective Date</u>
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A. ADMINISTRATIVE

B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG-TERM SUBSTITUTE

Daugherty, Melinda	Day-to-Day Substitute	NW LTS Grade K5	\$43,286/yr. prorated for the number of days worked	8/27/2012 – End of the 1 st Semester of the 2012-2013 school year
Gibson, Lindsay	Day-to-Day Substitute	HD Grade 4	\$43,286/yr.	8/27/2012

C. CLERICAL

D. FOOD SERVICE

E. MAINTENANCE

F. PARAPROFESSIONAL

Grimes, Gail	Day-to-day Substitute	SW Personal Care Assistant	\$9.00/hr.	8/28/2012
Jones, Rosemary	Day-to-day Substitute	LHS Life Skills Paraprofessional	\$9.00/hr.	8/28/2012
Krick, Tabitha	Day-to-day Substitute	HD Personal Care Assistant	\$9.00/hr.	8/28/2012

G. SECURITY

8. EXTRA PAY FOR EXTRA DUTY

<u>Name</u>	<u>Assignment</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
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A. RESIGNATION

B. DELETION

C. APPOINTMENT

D. REVISION

9. INCOME PROTECTION

10. LEAVE OF ABSENCE WITH APPROVAL

<u>Name</u>	<u>Assignment</u>	<u>Type</u>	<u>Date</u>
Itzen, Valerie	SE Grade K5	Consecutive	08/27/2012 – 11/16/2012
Mohl, Douglas	Maintenance	Intermittent	8/26/2012- 8/26/2013

The motion passed with a unanimous vote.

- (19) RESOLUTION #14760 – A motion was made by Mr. Kuhn and seconded by Mr. Topping for the Board of School Directors to accept the following personnel item for discussion and action as listed on the agenda:

11. OTHER PERSONNEL RECOMMENDATIONS

- A. Employ the following persons to the extracurricular coaching assignments as listed for the 2012-2013 school year, at the stipend/salary indicated, subject to assignment by the superintendent and pending receipt of all required documentation-Exhibit A

Mrs. Kotay abstained from voting to appoint Andrew Bahler as the assistant junior high boys soccer coach because Andrew is Mrs. Kotay's son-in-law.

The motion passed.

- (20) RESOLUTION #14761 – A motion was made by Mr. Kuhn and seconded by Mr. Topping for the Board of School Directors to accept the following personnel items for discussion and action as listed on the agenda:

- A. Appoint Terese Johnston as the Interim Athletic Director from 6/16/2012-11/16/2012 at a rate of \$30/hr. to be paid via timesheet.
- B. Appoint Jessica Cabrera and Shawn Wettig as the Power Math Coordinators at a stipend of \$1,000/each for the 2011-2012 school year.
- C. Approve the contract for Christopher M. Danz as Assistant to the Superintendent for Human Resources and Pupil Services for the term

beginning July 1, 2012 through June 30, 2017. This contract follows the premise of Act 93.

- D. Approve a sabbatical for Brad Hawkins effective 8/27/2012-6/7/2013
- E. Approve the staff of A.O. Orthopedics as sports medical examiners and team physicians for the 2012-2013 school year at the rate of \$100 per person per event.
- F. Approve the following persons as substitute athletic trainers at a rate of \$30/hr.

Name

Kolacek, Erin
Madsen Sides, Aja
Nash, Patricia
Schaffer, Marc

12. AMEND THE FOLLOWING

- A. Amend Rosalie Burgos dates of employment to 8/28/2012 through the end of the 2012-2013 school year.
- B. Amend Melissa Allwein's salary to \$43,793/yr. effective 8/27/2012.

Mr. Schaffer abstained from voting to approve Marc Schaffer as a substitute athletic trainer because Marc is Mr. Schaffer's son.

The motion passed.

- (21) RESOLUTION #14762 - A motion was made by Mrs. Kotay and seconded by Mr. Mase to grant permission to appoint up to two voting delegates to participate in the PSBA Legislative Policy Council meeting to be held on Thursday, October 18, 2012, during the School Leadership Conference 2011 in Hershey. The motion passed with a unanimous vote.
- (22) RESOLUTION #14763 - A motion was made by Mr. Kuhn and seconded by Dr. Dall to grant approval of second reading of New Board Policy #200 - Enrollment of Students. The motion passed with a unanimous vote.
- (23) RESOLUTION #14764 - A motion was made by Mr. Kuhn and seconded by Mrs. Prados to grant approval of second reading of revised Board Policy #340 - Family and Medical Leave for Administrative Employees. The motion passed with a unanimous vote.
- (24) RESOLUTION #14765 - A motion was made by Dr. Dall and seconded by Mrs. Kotay to grant approval of second reading of revised Board Policy #440 - Family and Medical Leave for Professional Employees. The motion passed with a unanimous vote.

- (25) RESOLUTION #14766 – A motion was made by Dr. Dall and seconded by Mrs. Kotay to grant approval of second reading of revised Board Policy #540 – Family and Medical Leave for Classified Employees. The motion passed with a unanimous vote.
- (26) The president requested board members to remain for an executive session to discuss personnel and litigation.
- (27) With no further business to come before the board at this time, a motion was made by Mrs. Kotay and seconded by Mr. Mase that the meeting adjourn. All members voiced consent and President Schaffer declared the meeting adjourned at 8:00 p.m.

Respectfully submitted,

Mary A. Harrell
Secretary of the Board

Exhibit A
Fall Coaching Recommendations
July 16, 2012

Football

Yonchiuk, Gerard	Head Varsity Football Coach	\$7504
Isenberg, Frank	Assistant Varsity Football Coach	\$4696
Getz, Harold	Assistant Varsity Football Coach	\$4696
Liedtka, Karl	Assistant Varsity Football Coach	\$4696
Watt, Nicholas	Assistant Varsity Football Coach	\$4696
Nordall, Robert	Head Junior High Football Coach	\$4696
Norman, Robert	Assistant Junior High Football Coach	\$3612
Ruppert, Jonathan	Assistant Junior High Football Coach	\$3612
Stellar, Jeffrey	Assistant Junior High Football Coach	\$3612
Swords, Brandon	Assistant Junior High Football Coach	\$3612

Girls Volleyball

Albright, Jeffrey	Head Varsity Girls Volleyball Coach	\$4445
O'Byle, Staci	Assistant Varsity Girls Volleyball Coach	\$2889
Lawrence, Dawn	Head Junior High Girls Volleyball Coach	\$2889
Richards, Carolyn	Asst. Junior High Girls Volleyball Coach	\$2222

Cheerleading

Roth, Jamie	Head Varsity Fall & Winter Cheerleading Coach	\$4445
Sherk, Alison	Asst. Varsity Fall & Winter Cheerleading Coach	\$2889
Gonzalez, Tiffani	Head JH Fall & Winter Cheerleading Coach	\$2889
Crowe, Jamie	Asst. JH Fall & Winter Cheerleading Coach	\$2222
Wagner, Alexandria	Volunteer Asst. Fall & Winter Cheerleading Coach	

Girls Tennis

Haitos, Karen	Head Varsity Girls Tennis Coach	\$3334
Haitos, Anna	Volunteer Assistant Girls Tennis Coach	
Haitos, Suzanne	Volunteer Assistant Girls Tennis Coach	
Uzar, Cathy	Volunteer Assistant Girls Tennis Coach	

Boys Soccer

Cooper, Neil	Head Varsity Boys Soccer Coach	\$4445
Gingrich, Todd	Assistant Varsity Boys Soccer Coach	\$2889
Dornes, Andrew	Head Junior Varsity Boys Soccer Coach	\$2889
Richards, Stephen	Head Junior High Boys Soccer Coach	\$2889
Bahler, Andrew	Assistant Junior High Boys Soccer Coach	\$2222

Cross Country

Rau, Daniel	Head Varsity Boys/Girls Cross Country Coach	\$3334
Lucas, Aaron	Head Junior High Boys/Girls Cross Country Coach	\$2167
Nordall, Jennifer	Volunteer Boys/Girls Cross Country Coach	

Field Hockey

Johnston, Terese	Head Varsity Field Hockey Coach	\$5773
Crater, Angela	Assistant Varsity Field Hockey Coach	\$3612
Hess, Nikki	Volunteer Assistant Field Hockey Coach	
Herrmann, Kelly	Volunteer Assistant Field Hockey Coach	
Guito, Amanda	Head Junior High Field Hockey Coach	\$3612
Stellar, Magdeline	Assistant Junior High Field Hockey Coach	\$2778

Girls Soccer

Hauenstein, Timothy	Head Varsity Girls Soccer Coach	\$4445
Bucy, Jacob	Assistant Varsity Girls Soccer Coach	\$2889
Strohm, David	Head Junior Varsity Girls Soccer Coach	\$2889
Orenstein, Molly	Head Junior High Girls Soccer Coach	\$2889
DeRosa, Christine	Assistant Junior High Girls Soccer Coach	\$2222

Golf

Brewer, Benjamin	Co-Head Varsity Golf Coach	\$1667
Sanchez, Carlos	Co-Head Varsity Golf Coach	\$1667

Strength & Conditioning

Yonchiuk, Gerard	Head Strength & Conditioning Coach	\$7223
Isenberg, Frank	Summer Weightlifting Coach	\$1174
Isenberg, Frank	Winter Weightlifting Coach	\$1174
Isenberg, Frank	Spring Weightlifting Coach	\$1174

Managerial

Speraw, Daniel	Athletic Equipment Manager	\$4445
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