

SCHOOL BOARD MINUTES

- (1) The Board of School Directors of the Lebanon School District met in regular session on Monday, June 18 2018, at 7:00 p.m. in the board conference room of the senior high school as advertised in the Daily News on December 7, 2017.
- (2) Vice-President Robert Okonak 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 Bowman, Mrs. Ashley Cessna, Mrs. Tracy Johnsen, Mr. Michael J. Kuhn, Mr. Cesar Liriano, Mr. Robert Okonak, Jr., Mr. Thomas L. Schaffer. Mrs. Rose Marie R. Kotay and Mr. Peter N. Pyles, were absent. Also present were Dr. Arthur W. C. Abrom, Superintendent of Schools; Mrs. Mary A. Harrell, secretary; Mr. Curt Richards, business manager and treasurer.
- (4) Also present were Mr. Mike Murphy, assistant to the superintendent for assessment and accountability; Mrs. Dawn Connelly, principal, Lebanon Middle School; Mr. Fred Shattls, director of ESL; Mr. Shawn Canady, chief information officer; Mr. Todd Kaylor, assistant director of buildings and grounds; George Horn community member.
- (5) RESOLUTION #15836 - The minutes of the committee meeting held on May 14, 2018, and the regular meeting held May 21, 2018, were offered for consideration. It was moved by Mr. Schaffer and seconded by Mrs. Cessna that the minutes be approved. All members voiced consent and so ordered.
- (6) Mr. Michael J. Kuhn, Chairman of the Lebanon County Tax Collection Committee, shared information about HB 291.

The TCC was formed when the EIT board discovered a problem with our local office and Act 32 was enacted. Cornwall-Lebanon School District has allowed their Business Office to provide daily administrative support for the TCC. We pay a small stipend to the District. This is a tremendous value, resource and savings for the taxpayers of Lebanon County – we all share that \$5000 annual cost.

The growth that Keystone experienced following the enactment of Act 32 resulted in some service issues with Lebanon County and our relationship with Keystone deteriorated. We began to review other possible options rather than renew our existing contract. We formed a strategic planning committee to include local accountants, business managers and

others with expertise in EIT collections. In addition to seeking proposals from for-profit and non-profit agencies, we also spent time reviewing the feasibility of re-establishing a local Lebanon County Bureau.

Mr. Kuhn stated that he is pleased to report that made a very solid investment and a sound decision. During the past five years, Keystone reps attend every TCC board meeting and their reporting is timely and accurate. Every audit we've conducted affirms this. They have been a tremendous resource to our local school districts and municipalities and we have a very good working relationship.

Our local TCC Board, is now comprised of six school district reps and six municipal reps. We are committed to our contract with Keystone and the terms and conditions of Act 32. We believe our current model is efficient, accurate and effective. More importantly, this locally-managed process tailors the process to meet the needs of ALL of our constituency. It is difficult for us to imagine any statewide system that will match that level of detail and service.

Therefore, we do not support a study to explore the possibility of any agency stepping in to replace this model. Considering all the complexities and expense associated with EIT, we cannot imagine that a centralized system could match the efficiency, the cash flow or the net revenue gains that we have experienced since Act 32 was implemented. We would support and participate in any reasonable discussions as to how we might consider improvements to the existing model.

- (7) Dr. Abrom thanked the Board Members for attending the Graduation Ceremony. He also thanked Mr. Giovino, stating that the ceremony was well done.
- (8) Dr. Abrom reported that our summer school programs are going well.
- (9) Dr. Abrom reminded everyone that there would be no committee meetings in July and August. The business meeting dates are July 16 and August 20, 2018.
- (10) RESOLUTION #15837 - The treasurer's report for the month of May 2018, was presented for consideration. Mr. Schaffer made a motion, seconded by Mr. Liriano, 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.
- (11) RESOLUTION #15838 - Acting upon certification of the treasurer, a motion was made by Mr. Schaffer and seconded by Mr. Liriano, that the board approves the payment of bills payable for May 1, 2018 to May 31, 2018, 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.

- (12) RESOLUTION #15839 - A motion was made by Mr. Schaffer and seconded by Mrs. Bowman to accept the student activity fund report for May, 2018, the Cedar Foundation report for May, 2018, the scholarship fund report for May, 2018, food service account for May, 2018, and the Phillips copy center activity report for May, 2018, as presented. All members answered aye and the motion passed.

- (13) There were no communications to report.

- (14) RESOLUTION #15840 - A motion was made by Mr. Schaffer and seconded by Mr. Liriano to grant final adoption of the budget for the 2018-2019 School Year and the following resolution:

Resolved, that the Board of School Directors of the Lebanon School District receive the proposed budget for the 2018-2019 school year in the Expenditure amount of \$77,317,857 and that the board signify their intentions to empower the securing of the taxable revenue by levying a tax of 20.87 mills on the dollar for the total amount of the assessed valuation of all property taxable for school purposes in the Lebanon School District, as provided by Section 672 of the School Laws of Pennsylvania.

The proposed budget calls for continuation of the five dollar (\$5.00) per capita tax levied on all residents 18 years of age and over under Section 679 of the School Code and the following Section 511 taxes: school district share of an earned income tax of .5% on residents of the district 16 years of age and over, a per capita tax of five dollars (\$5.00) on all residents 18 years of age and over, an Local Services tax of five dollars (\$5.00), an occupational flat tax of five dollars (\$5.00), and a real estate transfer tax of .5% on real estate and real property transactions.

The following real estate tax payment schedule shall be employed during the 2018-2019 fiscal year:

Invoice date:

July 1, 2018 - With installment option

Discount (2%) payment period:

July 1, 2018, through August 31, 2018

Net payment period:

September 1, 2018, through October 31, 2018

Penalty (10%) payment period:

November 1, 2018, through December 31, 2018

All unpaid real estate taxes shall be turned over to the Tax Claims Bureau
January, 2019

The following per capita & occupational flat tax schedule shall be
employed during the 2018-19 school year:

Invoice date:
September 1, 2018

Discount (2%) payment period:
September 1, 2018, through October 31, 2018

Net payment period:
November 1, 2018, through December 31, 2018

Penalty (10%) payment period:
January 1, 2019, through February 28, 2019

All unpaid taxes shall be turned over to Powell, Rogers & Speaks

Approval of the following 2018 Farmstead/Homestead Exclusion
Resolution:

RESOLVED, by the Board of School Directors of Lebanon School District,
that homestead and farmstead exclusion real estate tax assessment
reductions are authorized for the school year beginning July 1, 2018, under
the provisions of the Homestead Property Exclusion Program Act (part of
Act 50 of 1998) and the Taxpayer Relief Act (Act 1 of 2006), as follows:

a. **Aggregate amount available for homestead and farmstead real estate tax reduction.** The following amounts are available for homestead and farmstead real estate tax reduction for the school year beginning July 1, 2018:

b. **Gambling tax funds.** The Pennsylvania Department of Education (PDE) has notified the School District that PDE will pay to the School District during the school year pursuant to Act 1, 53 P.S. § 6926.505(b), as a property tax reduction allocation funded by gambling tax funds, the amount of \$1,766,235.19.

c. **Philadelphia tax credit reimbursement funds.** PDE has notified the School District that PDE will pay to the School District during the school year pursuant to Act 1, 53 P.S. § 6926.324(3), as reimbursement for Philadelphia tax credits claimed against the School District earned income tax by School District resident taxpayers, the amount of \$1,483.16.

- d. **Tax shifting funds – (N/A)**
- e. **Other sources** – The School District will also utilize \$290.81 of unallocated gambling funds from prior year resulting from rounding to nearest dollar of assessed value
- f. **Aggregate amount available.** Adding these amounts, the aggregate amount available during the school year for real estate tax reduction is \$1,768,009.16.
2. **Homestead/farmstead numbers.** Pursuant to Act 50, 54 Pa. C.S. § 8584(j), and Act 1, 53 P.S. § 6926.341(g)(3), the County has provided the School District with a certified report listing approved homesteads and approved farmsteads as follows:
- a. **Homestead property number.** The number of approved homesteads within the School District is 3,988.
- b. **Farmstead property number.** The number of approved farmsteads within the School District is 0.
- c. **Homestead/farmstead combined number.** Adding these numbers, the aggregate number of approved homesteads and approved farmsteads is 3,988.
3. **Real estate tax reduction calculation.** The school board has decided that the homestead exclusion amount and the farmstead exclusion amount shall be equal. Dividing the paragraph 1(f) aggregate amount available during the school year for real estate tax reduction of \$1,768,009.16 by the paragraph 2(c) aggregate number of approved homesteads and approved farmsteads of 3,988. (before considering the assessed value of approved homesteads and approved farmsteads having an assessed value below the preliminary calculation of the maximum real estate assessed value reduction amount to be established as the homestead and farmstead exclusion amount), the preliminary calculation of the maximum real estate tax reduction amount applicable to each approved homestead and to each approved farmstead is \$443.33.

Based on calculations provided by the School District Business Office from the best available information and carefully evaluated by the School Board, considering the assessed value of approved homesteads and approved farmsteads having an assessed value below the preliminary calculation of the maximum real estate assessed value reduction amount to be established as the homestead exclusion and the farmstead exclusion amount, an additional aggregate amount of \$1,718.84 will be available during the school year for real estate tax reduction applicable to approximately 3,988 homesteads and farmsteads, resulting in an additional real estate tax reduction amount available for each homestead and farmstead of \$0.43. Adding this additional amount to the preliminary

calculation of the maximum real estate tax reduction amount of \$443.33, the final maximum real estate tax reduction amount applicable to each approved homestead and to each approved farmstead is \$443.76.

4. **Homestead exclusion calculation.** Dividing the paragraph 3 maximum real estate tax reduction amount of \$443.76 by the School District real estate tax rate of 20.87 mills, the maximum real estate assessed value reduction to be reflected on tax notices as a homestead exclusion for each approved homestead is \$21,263, and the maximum real estate assessed value reduction to be reflected on tax notices as a farmstead exclusion for each approved farmstead is \$21,263.

5. **Homestead/farmstead exclusion authorization – July 1 tax bills.** The tax notice issued to the owner of each approved homestead within the School District shall reflect a homestead exclusion real estate assessed value reduction equal to the lesser of: (a) the County-established assessed value of the homestead, or (b) the paragraph 4 maximum real estate assessed value reduction of \$21,263. The tax notice issued to the owner of each approved farmstead within the School District shall reflect an additional farmstead exclusion real estate assessed value reduction equal to the lesser of: (a) the County-established assessed value of the farmstead, or (b) the paragraph 4 maximum real estate assessed value reduction of \$21,263. For purposes of this Resolution, “approved homestead” and “approved farmstead” shall mean homesteads and farmsteads listed in the report referred to in paragraph 2 above and received by the School District from the County Assessment Office on or before May 1 pursuant to Act 1, 53 P.S. § 6926.341(g)(3), based on homestead/farmstead applications filed with the County Assessment Office on or before March 1. This paragraph 5 will apply to tax notices issued based on the initial tax duplicate used in issuing initial real estate tax notices for the school year, which will be issued on or promptly after July 1, and will not apply to interim real estate tax bills.

6. **Homestead/farmstead exclusion authorization – interim real estate tax bills.** No homestead or farmstead exclusion will apply to any interim tax bill except an interim tax bill applicable to a property that includes an approved homestead or approved farmstead listed in the report received by the School District from the County Assessment Office on or before May 1, but not included in the tax assessment reflected in the July 1 tax bill for the property.

In most cases, the assessment of approved homesteads and approved farmsteads will be reflected in July 1 tax bills. However, in any case when there is an approved homestead or an approved farmstead that is not included in the assessment reflected in the July 1 tax bill, and when an interim real estate tax notice is issued later based on an interim assessment including the approved homestead or approved farmstead, the interim tax

notice shall reflect a homestead or farmstead exclusion real estate assessed value reduction calculated under paragraph 5, except that the paragraph 4 maximum real estate assessed value reduction will be prorated in the same manner as the real estate tax is prorated. Assuming the interim tax notice reflects taxation as of July 1, as will occur in most such cases, the full amount of the paragraph 4 maximum real estate assessed value reduction will apply. In the extraordinary case where the new interim tax assessment is effective after July 1, the paragraph 4 maximum real estate assessed value reduction will be prorated in the same manner as the real estate tax reflected in the interim tax bill is prorated.

Mrs. Bowman	Yes	Mrs. Cessna	Yes	Mrs. Johnsen	Yes
Mrs. Kotay	Absent	Mr. Kuhn	Yes	Mr. Liriano	Yes
Mr. Okonak	Yes	Mr. Pyles	Absent	Mr. Schaffer	Yes

The motion passed with a vote of seven to zero with two absent. A copy of the Budget for the 2018-2019 school year is part of these minutes and is also posted on our website.

- (15) RESOLUTION #15841 – A motion was made by Mr. Schaffer and seconded by Mr. Kuhn to grant approval of breakfast and lunch prices for the 2018-2019 school year as follows:

Breakfast:	Students – Universal Free (through the Community Eligibility Program, all students must utilize Point of Sale System for appropriate District subsidy credit.)
	Adults \$1.85
Lunch:	Students – Universal Free (through the Community Eligibility Program, all students must utilize Point of Sale System for appropriate District subsidy credit.)
	Adults \$3.60
	Milk \$.50

Ala Carte: Document Attached
The motion passed with a unanimous vote.

- (16) RESOLUTION #15842 – A motion was made by Mr. Schaffer and seconded by Mrs. Bowman to grant approval of recommendation to renew the annual Package Insurance Policy, which includes School Leaders Legal Liability and , with Liberty Mutual through Hoaster Gebhard & Company at an annual premium of \$157,726 effective July 01, 2018 – (last year’s comparable amount adjusted for an increase in insurable values and School Law Enforcement continued coverage was \$160,058); approval of recommendation to renew the annual Auto Insurance Policy with Liberty Mutual through Hoaster Gebhard & Company at an annual premium of \$21,234 effective July 01, 2018 – (last year’s amount was \$18,387); approval of recommendation to renew the annual Excess Liability Insurance

Policy with Old Republic through Hoaster Gebhard & Company at an annual premium of \$9,984 effective July 01, 2018 – (last year’s adjusted amount was \$9,234); approval of recommendation to renew the Cyber Liability Insurance Policy by Westchester Fire Insurance Company through Hoaster Gebhard & Company at an annual premium with sidecar endorsement of \$10,695 effective July 01, 2018 – (last year’s amount was \$10,695); approval of recommendation to provide flood insurance for Henry Houck Elementary through the National Flood Insurance Program with Harleysville/Nationwide submitted by Hoaster Gebhard & Company at the premium established by the Federal program in the amount of \$4,337, effective August 01, 2018 – (last year’s amount was \$3,804); and approval of recommendation to renew the Interscholastic Sports Accident and Voluntary Student Accident Insurance with United States Fire Insurance Company through Hoaster Gebhard & Company at an annual premium of \$39,000 for the sports coverage and to offer the student accident insurance at the rates of \$22.50 for school time and \$90.00 for 24-hour coverage per student effective August 12, 2018 – (last year’s amount was \$39,000 for sport’s coverage and the student voluntary insurance was \$22.50 school time and \$90 for 24-hour coverage). The motion passed with a unanimous vote.

- (17) RESOLUTION #15843 – A motion was made by Mr. Schaffer and seconded by Mr. Liriano to grant approval to enter into a three year contract with Conexus Inc., to provide preventative maintenance work on our Building Automation System controls as specified in their contract. Total contract cost of \$69,300.00, which includes a 10% discount, will be paid out of the 2018-2019 Buildings and Grounds budgetary funds. The motion passed with a unanimous vote.

- (18) RESOLUTION #15844 – A motion was made by Mr. Schaffer and seconded by Mr. Liriano to grant approval to award the Radio Bid to B. Moyer Radio Communications at a cost of \$63,373.00 and allow the release of 80-90 old radios to Motorola company for a rebate of \$35.00 per unit in groups of 10. Total estimated rebate for our old radios would be \$2,800.00 - \$3,150.00, less shipping. The motion passed with a unanimous vote.

- (19) RESOLUTION #15845 – A motion was made by Mr. Schaffer and seconded by Mr. Liriano to grant approval to modify the May bid award to KIT Communications for the CCTV System, due to an alternate proposal that meets the original specifications at a lower cost of \$37,257.50. The original bid award was \$49,959.00, and the reduction is due to KIT offering a custom built DVR versus brand name recorder and general licensing versus professional licensing for each camera. Technology Department has verified that this alternate proposal fully meets the needs of our District at a lower cost. The motion passed with a unanimous vote.

- (20) RESOLUTION #15846 – A motion was made by Mr. Schaffer and seconded by Mrs. Bowman to grant approval to modify the May approval of backup servers and storage awarded to Global Data Consultants. This should have been listed as \$42,478.28 and not \$39,423.94. The breakout is \$39,413.28 for hardware and software and \$3,065 for professional services. The correct amount was listed in the bid summary document on the Wiki. The motion passed with a unanimous vote.
- (21) RESOLUTION #15847 – A motion was made by Mr. Schaffer and seconded by Mrs. Bowman to grant approval to dispose of retired technology items currently in district storage. The recycling company is EZ PC of Sinking Springs. EZ PC offers a Data Destruction Certificate as part of the recycling process. There is no cost to the district. The motion passed with a unanimous vote.
- (23) RESOLUTION #15848 – A motion was made by Mr. Schaffer and seconded by Mrs. Johnsen to grant approval to enter into a four-year agreement with Apple Financial Services for replacement of 8th Grade 1:1 devices. The lease is for 450 iPads, cases, and management licensing. The lease is at a total cost of \$162,421.08 with four annual payments of \$40,605.27. This equates to a 2.29% interest rate with ownership at the end of the agreement. Cost to be accounted for in existing Technology Services and Middle School budget. The motion passed with a unanimous vote.
- (24) RESOLUTION #15849 – A motion was made by Mr. Schaffer and seconded by Mrs. Cessna to grant approval to solicit bids for the reclamation/resale of retired Middle School 1:1 iPads. The motion passed with a unanimous vote.
- (25) RESOLUTION #15850 – A motion was made by Mr. Schaffer and seconded by Mr. Liriano to grant approval to contract with Board Docs to replace the Board Wiki system. The motion passed with a unanimous vote.
- (26) RESOLUTION #15851 – A motion was made by Mr. Schaffer and seconded by Mrs. Johnsen 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>
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- A. ADMINISTRATIVE
- B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG-TERM SUBSTITUTE:

Hartman, Kristopher	LMS Music	Personal	6/8/2018
Hurst, Andrew	LMS Mathematics	Personal	6/8/2018
Meassick, Sarah	NW Grade 2	Personal	6/8/2018

- C. CLERICAL
- D. FOOD SERVICE
- E. MAINTENANCE
- F. PARAPROFESSIONAL
- G. SECURITY
- H. OTHERS

3. NON-ACCEPTANCE

4. APPOINTMENTS

Subject to assignment by the superintendent and pending required documents

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

B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG TERM SUBSTITUTE:

Hallman, Melissa	LHS LTS Emotional Support	N R	\$49,086/yr., prorated for the number of days worked	8/21/2018
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Summy, Laura	NW Grade 5	N R	\$49,086/yr.	8/21/2018
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C. CLERICAL

D. FOOD SERVICE

E. MAINTENANCE

F. PARAPROFESSIONAL

G. OTHER

5. RE-APPOINTMENTS

A. ADMINISTRATIVE

B. PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG TERM SUBSTITUTE

Capello, Jason	LMS LTS Science	Y R	\$49,086/yr.	8/21/2018-end of the 2018- 2019 school year
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Fan, Ruijuan	LHS/LMS/HD LTS Chinese	Y R	\$37,607/yr.	8/21/2018-end of the 2018- 2019 school year
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Hagemeyer, Dana	HD LTS School Nurse	Y R	\$49,086/yr.	8/21/2018-end of the 2018- 2019 school year
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Ziegler, Mary Beth	LMS LTS School Nurse	Y R	\$49,086/yr.	8/21/2018-end of the 2018- 2019 school year
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- C. CLERICAL
- D. FOOD SERVICE
- E. MAINTENANCE
- F. PARAPROFESSIONAL
- G. SECURITY
- H. OTHER

6. CHANGE OF ASSIGNMENT

Subject to assignment by the superintendent and pending required documents

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

Progin, Amanda	NW Grade 4	NW Grade 2	No Change	8/21/2018
Rhinier, Amanda	LMS Mathematics	LHS Mathematics	No Change	8/21/2018
Ramirez, Sabrina	NW Grade 5	NW Grade 4	No Change	8/21/2018

- C. CLERICAL
- D. FOOD SERVICE
- E. MAINTENANCE
- F. PARAPROFESSIONAL

Phillips, Paige	SE K4 Paraprofessional	SE K5 Paraprofessional	No Change	8/21/2018
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6.5 hours/day 6.5 hours/day

G. SECURITY

H. OTHER

7. CHANGE OF STATUS

Subject to assignment by the superintendent and pending required documents

<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

Ingram, Michelle	Day-to- Day Substitute	HD LTS Emotional Support	\$48,544/yr. Prorated for the number of days worked	12/07/2017 – 06/07/2018
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C. CLERICAL

D. FOOD SERVICE

E. MAINTENANCE

F. PARAPROFESSIONAL

Acosta, Mikela	NW Personal Care Assistant 6.5 hours/day	Day-to-Day Substitute Paraprofessional	\$10.20/hr.	8/21/2018
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G. SECURITY

H. OTHER

8. EXTRA PAY FOR EXTRA DUTY

<u>Name</u>	<u>Assignment</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
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9. INCOME PROTECTION

10. LEAVE OF ABSENCE WITH APPROVAL

<u>Name</u>	<u>Assignment</u>	<u>Type</u>	<u>Date</u>
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Blanda, Terry	HH 245-Day Secretary	Consecutive	06/19/2018 – 09/19/2018
Hill, Jodi	NW Grade 1	Consecutive	08/28/2018 – 11/16/2018
Houser, Timothy	LHS Custodian	Consecutive	05/29/2018 – 06/15/2018
Mann, Gloria	NW/SW Music Teacher	Consecutive	09/11/2018 – 11/27/2018

11. OTHER PERSONNEL RECOMMENDATIONS

Subject to assignment by the superintendent and pending required documents:

- A. Appoint the following persons to the extracurricular activities as indicated for the 2018-2019 school year-See Exhibit A
- B. Appoint the following persons as 2018-2019 Division Level Coordinators as indicated-See Exhibit B
- C. Appoint the following persons to the 2018-2019 LHS Marching Band at the position and stipend indicated:

<u>Name</u>	<u>Position</u>	<u>Stipend</u>
Mountz, Joshua	LHS Head Drill Instructor	\$2,645/yr.
Keath, Ryker	LHS Head Color Guard Instructor	\$2,645/yr.
Meashey, Chester	LHS Head Percussion Instructor	\$2,645/yr.
Rodriguez, Brittany	LHS Assistant Drill Instructor	\$1,318/yr.
Wickham, Bethany	LHS Assistant Color Guard Instructor	\$1,318/yr.

- D. Appoint Kadie Dasher as a substitute teacher in the 2018 summer school remediation program at the Lebanon Middle School at a rate of \$32/hr.
- E. Grant final approval of the terms and conditions of the negotiated agreement between the Confidential Employees and the Lebanon School District Board of School Directors, effective 7/1/2018-6/30/2021.
- F. Grant final approval of the terms and conditions of the negotiated agreement between the Technology Employees and the Lebanon School District Board of School Directors, effective 7/1/2018-6/30/2021.
- G. Grant approval to contract WellSpan as the Employee Assistance Program provider at \$16 per employee per year.

- H. Appoint Charmaine Yeagley as the 2018-2019 Assistant Junior High Cheerleading Coach at a stipend of \$2,634/yr.
- I. Appoint Socorro Mejias as an interpreter/translator at the rate of \$25/hr. as needed, effective 6/19/2018 (outside of regular work hours).
- J. Approve Dr. Arthur W.C. Abrom as the 2018-2019 Right to Know Officer.
- K. Approve Curtis O. Richards as Treasurer for the Board of School Directors for the 2018-2019 school year at a stipend of \$2,000/yr.
- L. Approve Karl Liedtka as the 2018-2019 Guidance Supervisor at a stipend of \$2,645/yr.
- M. Approve Dr. Jeffrey Yocum as the District Medical Director for the 2018-2019 school year effective 7/1/2018.
- N. Approve to pay Mariluz Aponte Guilloty and Jeffrey Klinger a stipend in the amount of \$3,500 for required skills necessary for translating and interpreting for the 2018-2019 school year.
- O. Approve Kathy Yeagley to work as a personal care assistant in the 2018 Extended School Year from Monday, June 25, 2018 through Thursday, July 26, 2018 from 8:30 a.m.-11:30 a.m., at her applicable rate per hour.
- P. Approve the following non-collective bargaining employees' benefit agreements and the rate increases for the 2018-2019 school year:

<u>Name</u>	<u>Amount of increase</u>
Athletic Director	2.6%
Athletic Trainer	Based on the LEA CBA
Custodial Supervisor	2.6%
District Attendance Officer	2.6%
Family Involvement Coordinator	Based on LEA CBA
K-12 SAIP Coordinator	2.6%
LHS SAIP Coordinator	2.6%
LMS Attendance Officer	\$.75/hr.
Security staff	\$.60/hr.
LPN/RN	\$1.50/hr. (single coverage in line with contribution and opt out provision of 195-day secretaries)

Q. Approve the starting rate, as indicated, for the following substitute positions effective 7/1/2018:

<u>Name</u>	<u>Starting rate</u>
Custodian	\$10.75/hour
LPN	\$15.10/hour
Paraprofessional	\$10.20/hour
Personal Care Assistant	\$10.20/hour
RN	\$17.60/hour
Secretary	\$11.50/hour
Security	\$10.20/hour
Teacher	\$125/day

R. Appoint the following persons as volunteers under the Lebanon School District Policy #916 Community Volunteers-See Exhibit C

S. Rescind the appointment of Christopher Blouch as a 2018-2019 Assistant Boys Basketball Coach.

T. Rescind the appointment of Wanda Ramirez Peterson as a personal care assistant for the 2018 Extended School Year.

U. Remove the following substitutes:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Gallagher, Thomas	Teacher	05/31/2018
Jones, Alison	Teacher	06/01/2018

12. AMEND THE FOLLOWING

A. Amend Alyssa Clemens' leave of absence return date to 06/07/2018.

B. Amend Dawn Zatorski's leave of absence return date to 05/30/2018.

Mrs. Debra Bowman abstained from voting to appoint persons to the extracurricular activities for the 2018-2019 school year. The motion passed.

- (27) RESOLUTION #15852 – A motion was made by Mr. Schaffer and seconded by Mr. Liriano to grant approval for the Lebanon High School Wildlife and Fisheries class to take two overnight trips. The first trip will be in September 2018, and the second trip will be in April, 2019. Students will be backpacking and camping on the Appalachian Trail. Each day they will be exploring and studying the flora and fauna of the region, as well as, the impacts that mass wasting and deforestation have had on the environment. This trip will summarize the topics covered in the class and help to prepare students for the Lebanon County Envirothon. There will be approximately fourteen students and two chaperones on this trip.

Students will be traveling in school vans driven by the chaperones; they are not permitted to provide their own transportation. The only cost to the district is the use of district vans. The motion passed with a unanimous vote.

- (28) RESOLUTION #15853 – A motion was made by Mr. Schaffer and seconded by Mr. Liriano grant approval of Second Reading of the following Revised Board Policies:
- 208 – Withdrawal from School
 - 209 – Health Examinations
 - 210 – Use of Medications
- (29) RESOLUTION #15854 – A motion was made by Mr. Schaffer and seconded by Mr. Liriano grant approval of Second Reading of the following New Board Policies:
- 207 – Confidential Communications of Students
 - 209.1 – Food Allergy Management
 - 209.3 – Head Lice
 - 210.1 – Possession/Use of Asthma Inhalers and Epinephrine Auto-Injectors
- (30) RESOLUTION #15855 – A motion was made by Mr. Schaffer and seconded by Mrs. Cessna grant approval of Second Reading of the following New Board Policies:
- 246 – School Wellness
 - 211 – Student Accident Insurance
 - 212 – Reporting Pupil Progress
 - 213 – Grading of Student Progress
 - 214 - Class Rank
 - 215 – Promotion and Retention
 - 216 – Student Records
 - 217 – Graduation Requirements
 - 218 – Student Discipline
 - 218.1 – Gang Activity
 - 218.6 – NEW POLICY – Weapons
- (31) RESOLUTION #15856 – There was a motion to approve the 2018 Inductees into the Lebanon High School Athletic Hall of Fame. A motion was made but there was no second. A tabling motion was taken and seconded inappropriately and out of order. Because there was no second motion to the original motion, it did not carry and therefore it was not passed.
- (32) With no further business to come before the board at this time, a motion was made by Mr. Schaffer and seconded by Mr. Liriano that the meeting adjourn. All members voiced consent and Vice-President Okonak declared the meeting adjourned at 7:18 p.m.

Respectfully submitted,

Mary A. Harrell
Secretary of the Board

Exhibit A
 2018-2019 Extracurricular positions
 June 18, 2018

<u>Name</u>	<u>Positions</u>	<u>Stipend</u>
*Azeles, Carolina	LMS LDC Coordinator	\$1,000/yr.
*Barry, Bruce	LMS Co-Stage Manager	\$922/yr.
Bowman, Robert	LHS Fall Play Sight & Sound Advisor	\$856/yr.
Bowman, Robert	LHS Stage Manager	\$4,478/yr.
*Brady, Morgan	LMS All-Star Singers	\$1,318/yr.
*Brady, Morgan	LMS Co-Stage Manager	\$922/yr.
Brown Koehler, Rebecca	LHS Sophomore Class Dean	\$1,844/yr.
Brown Koehler, Rebecca	LHS Senior Class Dean	\$2,240/yr.
Copenhaver, John	Elementary Spring Concert Advisor	\$659/yr.
Dasher, Barbara	HD Student Government Advisor	\$659/yr.
Dietz, Christy	LHS Commencement Speech Advisor	\$659/yr.
Dundore, David	LHS FBLA Advisor	\$659/yr.
Fox, Kristen	HH Student Government Advisor	\$659/yr.
Graban, Stefanie	LHS Quiz Bowl Advisor	\$659/yr.
Guth, Tricia	SW Student Government Advisor	\$659/yr.
Heefner, Margaret	LHS Cedar Times Advisor	\$659/yr.
Heefner, Margerat	LHS National Honor Society Co-Advisor	\$329.50/yr.
Herb, Michael	SE Student Government Advisor	\$659/yr.
Hibshman, Clinton	LHS Speech Contests Advisor	\$659/yr.
Johnston, Terese	LHS Key Club/Octagon Advisor	\$659/yr.
Kleinfelter, Sharray	SW Student Government Advisor	\$659/yr.
*Lucas, Molly	LMS School Newspaper Advisor	\$2,240/yr.
Mitchell, Jessica	LHS Chamber/Orchestra Director	\$659/yr.
Moyer, Brittany	HD Student Government Advisor	\$659/yr.
Musser, Zachary	LHS National Honor Society Co-Advisor	\$329.50/yr.
Naimoli, Mark	LHS Show Choir Director	\$4,478/yr.
Norman, Michelle	LHS Play Director	\$2,240/yr.
Progin, Amanda	NW Student Government Advisor	\$659/yr.
Reigert, Francly	SE Student Government Advisor	\$659/yr.
Seyfert, Paul	LHS Interact Advisor	\$659/yr.
Seyfert, Paul	LHS Just Say No Advisor	\$659/yr.
Seyfert, Paul	LHS Youth & Government Advisor	\$2,645/yr.
Seyfert, Paul	LHS Student Government Advisor	\$856/yr.
Sherk, Alison	LHS Junior Class Dean	\$1,844/yr.
Sherk, Alison	LHS Tri-Hi-Y Advisor	\$659/yr.
Topping, Luke	LHS Master Artist Guild	\$659/yr.
Travis, Kenneth	NW Student Government Advisor	\$659/yr.

Umbenhauer, Jeremy	LHS Band Assistant Director	\$4,478/yr.
Uzar, Cathy	LHS Freshman Class Dean	\$1,844/yr.
Hower, William	LHS Lodestone Advisor \$32/hr. not to exceed 100 hours	

Exhibit B

2018-2019 Division Level Coordinators

June 18, 2018

<u>Name</u>	<u>Positions</u>	<u>Stipend</u>
Agnew-Karcheski, Leahn	ESOL (9-12)	\$500/yr.
*Azeles, Carolina	Social Studies (6-8)	\$1,000/yr.
Bensing, Kyle	Science (9-12)	\$1,000/yr.
*Cabrera, Jessica	Mathematics (6-8)	\$1,000/yr.
Copenhaver, John	Music (K-12)	\$1,000/yr.
Fetzer, Megan	Art (K-12)	\$1,000/yr.
Garver, Jennifer	School Psychologist Coordinator	\$500/yr.
Grove, Timothy	Social Studies (9-12)	\$1,000/yr.
Haitos, Karen	Business (7-12)	\$500/yr.
Henning, Antoinette	Health Services (K-12)	\$2,645/yr.
Johnston, Terese	Physical Education (K-12)	\$1,000/yr.
*Kahler, Melissa	ESOL (K-5)	\$500/yr.
Keaton, Elizabeth	Speech (K-12)	\$500/yr.
Kidron, Susan	Library (K-12)	\$1,000/yr.
*Lucas, Aaron	Science (6-8)	\$1,000/yr.
Newswanger, Kelly	Communications (9-12)	\$1,000/yr.
Norman, Robert	Industrial Technology	\$500/yr.
O'Byle, Staci	Special Education (9-12)	\$1,000/yr.
*Richards, Stephen	Communications (6-8)	\$1,000/yr.
*Savitsky, Jessica	Special Education (6-8)	\$1,000/yr.
Speraw, Daniel	Mathematics (9-12)	\$1,000/yr.
*Sunkel, Wanda	ESOL (6-8)	\$500/yr.
Zipp-Trate, Jill	World Language (9-12)	\$500/yr.

Exhibit C
2018-2019 Volunteers
June 18, 2018

Name

Bordner, Melissa N.
Caldwell, Deja'va D.
Dominguez, Deborah
Dominguez, Janice
Morales, Johnira J.
Neve, Cindy J.
Nixon, Kyra M.
O'leary, Vanessa L.
Pichardo, Ana L.
Rebert, Cecelia A.
Reistad, Christi
Sandoval, Denise C.
Sandoval, Norma P.
Torres, Gloria M.
Zellers, Diane E.
Zimmerman, Jessica K.