

SCHOOL BOARD MINUTES

- (1) The Board of School Directors of the Lebanon School District met in regular session on Monday, March 18, 2019, at 7:00 p.m. in the board conference room of the senior high school as advertised in the Daily News on December 6, 2018.
- (2) 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. Ashley Cessna, Ms. Heather Eggert, Mrs. Tracy Johnsen, Mrs. Rose Marie R. Kotay, Mr. Mike Kuhn, Mr. Cesar Liriano, Mr. Robert Okonak, and Mr. Peter N. Pyles, Jr. Mrs. Debra Bowman was absent. Also present were Dr. Arthur W. C. Abrom, Superintendent of Schools; Mrs. Mary A. Harrell, secretary; and Mr. Curt Richards, business manager.
- (4) Also present were Dr. Chris Danz, assistant to the superintendent for HR and pupil services; Mr. Mike Murphy assistant to the superintendent for assessment and accountability; Mr. Shawn Canady, chief information officer; Mr. Joshua Coatsworth, director of special education; Mr. Brian Hartman, director of buildings and grounds; Mrs. Dawn Connelly, middle school principal; Mr. Bill Giovino, high school principal, Ghada Mostafa and Peyton Arnold-Paine, student reporters and Mr. George Horn, district resident.
- (5) RESOLUTION #15971 – The minutes of the committee meeting held on February 11, 2019, and the regular meeting held February 18, 2019, were offered for consideration. It was moved by Mr. Pyles and seconded by Mrs. Kotay that the minutes be approved. All members voiced consent and so ordered.
- (6) Mrs. Kotay, chairperson of the Board Committee on Suspension and Expulsion of Students, stated that board members would find in their packet hearing reports for the following recently conducted disciplinary hearings:

Case 2018-2019 - #26
Case 2018-2019 - #27
Case 2018-2019 - #28
- (7) Mrs. Kotay stated that a recommendation is included from the committee on suspension and expulsion of students on the hearing reports. A copy of the hearing reports is included with these minutes.
- (8) RESOLUTION #15972 – Mrs. Kotay thanked Mr. Okonak for attending the hearings. It was moved by Mrs. Kotay and seconded by Mr. Pyles to accept the committee's recommendations as set forth in the hearing reports. The motion passed with a unanimous vote.

- (9) Our student Board reporters, Ghada Mostafa and Peyton Arnold-Paine shared events that will be happening in our buildings throughout the month of March. Both students shared that they really like the high school pilot dress code.
- (10) During the superintendent report, Dr. Abrom expressed high praise for the cast and crew of *Newsies*. The show was amazing!
- (11) Dr. Abrom shared that Jadaliz Martinez, 9th grade, placed 1st in the local Rotary Four-Way Test Essay Contest and 2nd in the District. She will be recognized at the April 19 Rotary meeting.
- (12) Dr. Abrom announced that our Rotary Students of the Month for March are Ismar Franqui Segarra and Nathan Folmer.
- (13) Dr. Abrom reminded everyone about the Patron Benefit Concert with the Vox Fortura on Sunday, March 24, 2019 at 3 PM. All proceeds from tickets sold at the door will go to the Cedar Foundation.
- (14) In keeping with Dr. Abrom's Relentless Culture of Reading, he shared that we will participate in Norah's Library again this year. Tubs will be given to each school for new and gently used books. Dr. Abrom stated that his goal is to collect 4,200 books; enough for each student to receive one book. Collections will go through the end of April.
- (15) Dr. Abrom thanked his Cabinet team and the Board for allowing him to obtain his John Maxwell Speaker, Coach, and Trainer Certificate.
- (16) RESOLUTION #15973 – A motion was made by Mrs. Kotay, seconded by Mr. Kuhn to grant approval to enter into the following Category 1 and Category 3 contracts relating to e-rate proposals: Approval to enter into final contract negotiations with Zito Business for district leased dark fiber optic project; with an *estimated* project cost of \$537,040.00 and a district share of \$53,704.00. This is for a 10-year term with an additional 5 one year renewals at a yearly cost of \$1642.96. This project is contingent upon approval of e-rate funding. The district share is requested as a one-time expenditure.
- Approval to enter into a contract with Eplus Technologies for the purchase of switching equipment under e-rate Category 2 at cost of \$50,924.10; with a district share of \$5,092.41. This project is contingent upon approval of e-rate funding. District share to be allocated from 2019-20 Technology Services Budget.
 - Approval to enter into a contract with Dauphin DataCom for the purchase of Wireless equipment under e-rate Category 2 at cost of \$54,324.27; with a district share of \$5,432.43. This project is contingent upon approval of e-rate funding. District share to be allocated from 2019-20 Technology Services Budget.

- Approval to enter into a contract with Graybar for purchase of Wireless equipment under e-rate Category 2 at cost of \$18,464.15; with a district share of \$1,846.42. This project is contingent upon approval of e-rate funding. District share to be allocated from 2019-20 Technology Services Budget.
- Approval to enter into a contract with DISYS Solutions, Inc. for the purchase of power back-up equipment under e-rate Category 2 at cost of \$17,731.64; with a district share of \$1,773.16. This project is contingent upon approval of e-rate funding. District share to be allocated from 2019-20 Technology Services Budget.

Note: The district has an estimated \$159,279.31 left in our 5 year Category 2 funding window. The total cost of these contracts is \$141,444.16 with a district share of \$14,144.42 to be allocated from the 2019-20 Technology Services Budget.

All members answered aye and the motion passed.

- (17) RESOLUTION #15974 – A motion was made by Mrs. Kotay, seconded by Mr. Liriano to Grant approval of the 2019 Summer Programs as listed:

- Approval to allow PDE's migrant education summer program, for all migrant students, held at Northwest Elementary School, Monday through Thursday, from June 24 to July 25, 2019, from 8:30 AM to 3:30 PM. At no cost to the District.
- Approval to conduct the summer credit recovery program for Lebanon High School students to operate from Monday through Thursday, June 17 to June 25, 2019, at various times as enrollment requires. Program paid from building budget.
- Approval to conduct the summer remediation program for Lebanon Middle School students to operate Monday through Thursday, June 24 to July 25, 2019, from 8:30 AM to 11:30 AM. Program paid from Title I funds.
- Approval to conduct Elementary Reading Program for elementary students, held at Northwest Elementary School, to operate Monday through Thursday, June 24 to July 25, 2019, from 9:00 to 11:00 AM. Program paid from Title I funds.

All members answered aye and the motion passed.

- (18) RESOLUTION #15975 - A motion was made by Mrs. Kotay and seconded by Mr. Pyles to grant approval of a new Student Activity Account for the LMS Art Club. Advisors will be Cynthia Templin and Amanda Miller. All members answered aye and the motion passed.

- (19) RESOLUTION #15976 – Mr. Pyles made a motion, seconded by Mrs. Kotay to grant approval of the Treasurer’s Report, Payment of Invoices and other Business Reports for February 2019. The motion passed with a unanimous vote.

- (20) RESOLUTION #15977 – The March 2019 personnel agenda was presented. Mr. Kuhn made a motion, seconded by Mrs. Cessna to amend the agenda and remove

Ronald Neidig from LPN/RN's to work an additional 13 hours because he has submitted his resignation and is listed as such under the Retiree/Resignation section of the following agenda:

PROFESSIONAL STAFF (PROFESSIONAL, TEMPORARY PROFESSIONAL, LONG-TERM SUBSTITUTE)

RETIREMENTS/RESIGNATION

Name	Effective Date	Building/Position	Reason
*Doganiero, Jessica	6/10/2019	HH ELD	Personal

APPOINTMENTS

Name	Effective Date	Building/Position	Salary
Duffy, John	03/04/2019 – 06/04/2019	LHS LTS English	\$258.35/day

CHANGE OF STATUS

Name	Effective Date	From Building/Position	To Building/Position	Salary
Leal, Joey	02/18/2018 – 05/21/2019	NW Day-to-Day Substitute Teacher	NW LTS Learning Support	\$258.35/day

LEAVES OF ABSENCE WITH APPROVAL

Name	Effective Date	Building/Position	Consecutive/Intermittent
Light, Courtney	03/12/2019 – 03/24/2019	SW Speech	Consecutive

SUPPORT STAFF

RETIREMENTS/RESIGNATION

Name	Effective Date	Building/Position	Reason
*Neidigh, Ronald	6/10/2019	LMS LPN	Personal
Otero, Stephanie	3/7/2019	SE ELD Paraprofessional 6.5 hours/day	Personal
Silkowski-Velazquez, Yelitza	3/7/2019	LMS ELD Teaching Assistant 7 hours/day	Personal
Torres Navarro, Jaime	3/16/2019	NW Security Guard 7.5 hours/day	Personal

APPOINTMENTS

Name	Effective Date	Building/Position	Salary
*Cruz Oxios, Leslie	3/25/2019	SE K4 Paraprofessional 6.5 hours/day	\$16.05/hr.
Irizarry, Jessica	3/11/2019	LHS Personal Care Assistant 6.5 hours/day	\$10.55/hr.

CHANGE OF STATUS

Name	Effective Date	From Building/Position	To Building/Position	Salary
Andujar, Deybel	3/18/2019	Day-to-Day Substitute Security Guard	NW Security Guard 7.5 hours/day	\$10.55/hr.
Perez, Edward	3/11/2019	Day-to-Day Substitute Security Guard	LMS Security Guard 7.5 hours/day	\$10.55/hr.

LEAVES OF ABSENCE WITH APPROVAL

Name	Effective Date	Building/Position	Consecutive/Intermittent
*Gross, Deb	02/21/2019 – 03/08/2019	LMS 12 Month Secretary	Consecutive
*Sellers, Ashley	1/28/2019-End of the 2018-2019 school year	LHS ELD Paraprofessional	Consecutive

SUBSTITUTE STAFF APPOINTMENTS

Name	Effective Date	Building/Position	Salary
Toro, Omaira	03/11/2019	Paraprofessional	\$10.20/hr.
Toro, Omaira	03/11/2019	Secretary	\$11.50/hr.

REMOVAL OF SUBSTITUTE STAFF

Name	Effective Date	Building/Position
Beare, Cathy	02/11/2019	Teacher
Olson, Emily	01/11/2019	Teacher
Suarez, Jeffrey	01/03/2019	Security

OTHER PERSONNEL RECOMMENDATIONS/RESCIND APPOINTMENTS/AMENDMENTS

Name	Recommendation
*Andujar, Deybel	Appoint as a paraprofessional in the 2018-2019 21 st Century Program at his current hourly rate.
*Bastek-Jones, Kelly	Amend approved leave of absence start date to 3/13/2019.
Brunelli, Kathryn	Appoint as a new teacher mentor for the 2018-2019 school year at a stipend of \$500/yr.
Day, Kaitlyn	Amend approved leave of absence dates to 03/04/2019 – 05/24/2019.
*Diodato, Molly	Appoint as a Substitute School Psychologist to work as needed at a rate of \$75/hr.
Hartmoyer, Catherine	Approve to work an additional 100 hours over the 2019 summer, as needed, at her current hourly rate. Additional hours may be approved by her supervisor.
Irizarry, Jessica	Approve to work an additional ½ hour per day due to additional responsibilities.
*Marrero, Eric	Appoint as a teacher in the 2018-2019 21 st Century Program at a rate of \$32/yr.
Otero, Stephanie	Rescind the previous change of assignment to K4 Paraprofessional.
Approve the following LPN/RNs to work an additional 13 hours during the 3-week period prior to the start of the 2019-2020 school year at his/her current hourly rate: Neidig, Ronald-(removed from this list per amendment in minutes-Mr. Neidig resigned per above) Renik, Katherine Sanders, Sherry	

Strickler, Melissa Walmer, Tammy
Approve the following school nurses to work an additional 28-42 hours during the 3-week period to the start of the 2019-2020 school at the professional hourly rate in effect at the time: Burkhart, Sherrie Hagemeyer, Dana Henning, Antoinette Ziegler, Mary Beth
Appoint the following teachers to the 2018-2019 AM Academy at Henry Houck Elementary School from 3/12/2019-4/11/2019, 30 minutes/day, at a rate of \$32/hr., paid by Henry Houck building funds: Dailey, Susan Danielewicz, Susan Daub, Heather Fox, Kristen Kao, Emily Kohr, Earletta McNeal, James Vu, Jennie (substitute)
Appoint the following paraprofessionals to the 2018-2019 AM Academy at Henry Houck Elementary School from 3/12/2019-4/11/2019, 30 minutes/day, at their current hourly rate, paid by Henry Houck building funds: Disla-Moreno, Lourdes Miller, Donna
Remove Karen Tiru as a translator effective 3/18/2019

Mr. Liriano made a motion, seconded by Mrs. Kotay to approve the personnel agenda as amended. The motion passed with a unanimous vote.

- (21) RESOLUTION #15978 – Mr. Pyles made a motion, seconded by Mr. Liriano to grant approval to take high school students on a study abroad trip to Belize for an eight-day learning experience. Tentative travel dates are June 6, 2020 to June 14, 2020. The trip will be funded through student fundraising and other available grants. There will be no cost to the district. The motion passed with a unanimous vote.
- (22) RESOLUTION #15979 – Mr. Pyles made a motion, seconded by Mr. Liriano to grant approval to accept the following drivers from D. B. Fisher Student Transportation to provide transportation service to the Lebanon School District during the 2018-2019 school year. Documentation has been provided to the Business Office as required by contract to certify the driver listed meets the requirements to transport students: Adriana Cortez, Eugene Houser, Louis Zeck, Jr., and Clarence Snyder. The motion passed with a unanimous vote.
- (23) RESOLUTION #15980 – Mr. Kuhn made a motion, seconded by Mrs. Kotay to grant approval of a Memorandum of Understanding between the Lebanon School District and Lebanon County Headstart for the purposes of clarifying the operational responsibilities of each member. This is a requirement of the new ESSA guidelines. The motion passed with a unanimous vote.
- (24) RESOLUTION #15981 – Mr. Pyles made a motion, seconded by Mr. Liriano to grant approval of the Second Reading for the following New and Revised Board Policies:

- Policy 301 – Creating a Position
- Policy 302 – Employment of Superintendent
- Policy 304 – Employment of District Staff
- Policy 113 – Special Education
- Policy 113.1 – Discipline of Students with Disabilities
- Policy 113.2 – Behavior Supports
- Policy 113.3 – Screening and Evaluations

The motion passed with a unanimous vote.

- (25) RESOLUTION #15982 – A motion was made by Mr. Liriano and seconded by Mrs. Cessna to grant approval of First Reading of the following New and Revised Board Policies:

- Policy 303 – Employment of Administrative Supervisors –
DELETE THIS POLICY
- Policy 305 – Employment of Substitutes
- Policy 306 – Employment of Summer School Staff
- Policy 307 – Employment of Student Teachers/Interns
- Policy 308 – Employment Contract
- Policy 309 – Assignment and Transfer
- Policy 310 – Abolishing a Position
- Policy 311 – Reduction of Staff

The motion passed with a unanimous vote.

- (26) The president announced that board members should remain for an executive session to discuss personnel matters.

- (27) With no further business to come before the board at this time, a motion was made by Mr. Pyles and seconded by Mr. Liriano that the meeting adjourn. All members voiced consent and President Okonak declared the meeting adjourned at 7:22 p.m.

Respectfully submitted,

Mary A. Harrell
Secretary of the Board