

SALISBURY TOWNSHIP SCHOOL DISTRICT
Minutes of Board of School Directors Meeting

November 14, 2007

A regular meeting of the Board of School Directors of the Salisbury Township School District was called to order by Mr. Giordano at 7:35 p.m. on Wednesday, November 14, 2007, in the Administration Building, 1140 Salisbury Road, Allentown, PA.

Pledge of Allegiance

Board Members Present: Mr. Gatani, Mr. Giordano, Mrs. Heffelfinger, Mr. Mantz, Mrs. Miller, Mr. Pauloski, Mr. Reinsmith, and Mrs. Ziegler

Board Members Absent: Mrs. Feinberg

Also Present: Dr. Beauchemin, Attorney Freund, and Mrs. Homiak

Also Absent: Mrs. Famularo and Dr. Wright

Student Representative Report

Lauren DeSieno and Tony Abraham gave the Board a report on the various fundraisers currently underway by the Sophomore, Junior, and Senior classes.

The Sophomore class is beginning to look for a place to hold their senior prom in 2010.

The Senior class is completing pre-prom plans for the prom which will be held in the Hotel Bethlehem. The theme for the prom is "Royalty." The senior class is continuing to look for the perfect place to hold graduation.

and
team is
Monday
recently inducted 3 new

Lauren and Tony then reported on activities that the Key Club, FBLA, SADD, Student Government are or will be holding. The Scholastic Scrimmage preparing for the taping of their match which is scheduled for the after Thanksgiving break. The National Honor Society seniors and 28 juniors last week.

Students are excited to use the new software for Classrooms for the Future and they are anxiously awaiting the arrival and installation of the Smart Boards.

Special Recognitions/
Presentations

Lauren DeSieno and Tony Abraham shared the experiences they had when they participated in Senator for a Day. They had the opportunity to meet Senator Wonderling and have a discussion with him. Lauren participated in the program last year as well and stated the event was every exciting. Tony told the Board this was an awesome experience and since he is a junior, he will be able to participate in the program next year.

Special Recognitions/
Presentations (continued)

Mr. Giordano stated that this is the last Board meeting for Mr. Gatanis. He read a resolution in recognition of the years George Gatanis served on the School Board with dedication to the district and community. Mr. Giordano presented Mr. Gatanis a token of the Board's appreciation. The Board, administrators, and audience congratulated Mr. Gatanis.

Mr. Gatanis thanked the community for giving him the opportunity to serve on the Board. He thanked the Board, all the administrators, maintenance staff, and faculty for their hard work and enthusiasm. He also thanked Dr. Wright and Mrs. Famularo who were not in attendance this evening.

Changes to Agenda

None

Approval of Agenda

Motion by Reinsmith, seconded by Pauloski, to approve the regular and supplemental agendas:

VOTE:	YES	--	<u>8</u>
	NO	--	<u>0</u>
	ABSTENTIONS	--	<u>0</u>
	ABSENT	--	<u>1</u>

Motion carried.

Citizens' Inquiries
And Comments
Regarding Agenda Items

None

Approval of Minutes

Motion by Pauloski, seconded by Miller, to approve the minutes of:

- A. October 17, 2007 Board Meeting
- B. November 5, 2007 Operations Committee Meeting

VOTE:	YES	--	<u>8</u>
	NO	--	<u>0</u>
	ABSTENTIONS	--	<u>0</u>
	ABSENT	--	<u>1</u>

Motion carried.

Presentation of Bills

Motion by Mantz, seconded by Reinsmith, to approve the following expenditures:

- A. Total General Fund Expenditures—October 1, 2007 through October 31, 2007
\$6,396,652.72
- B. Total Athletic Fund Expenditures—October 1, 2007 through October 31, 2007
\$29,388.37
- C. Total Capital Improvement Fund Expenditures—October 18, 2007 through
November 14, 2007 -- \$12,387.00
- D. Total GOB Project Expenditures—October 18, 2007 through November 14,
2007 -- 1,300.00

**VOTE ON GENERAL,
ATHLETIC & CAPITAL
IMPROVEMENT**

VOTE:	YES	-- <u>8</u>
	NO	-- <u>0</u>
	ABSTENTIONS	-- <u>0</u>
	ABSENT	-- <u>1</u>

Motion carried.

**VOTE ON GOB PROJECT
EXPENDITURES**

VOTE:	YES	-- <u>7</u>
	NO	-- <u>0</u>
	ABSTENTIONS	-- <u>1</u> (Gatanis)
	ABSENT	-- <u>1</u>

Motion carried.

Treasurer's Report

Motion by Pauloski, seconded by Mantz, to approve the October Treasurer's Report:

VOTE:	YES	-- <u>8</u>
	NO	-- <u>0</u>
	ABSTENTIONS	-- <u>0</u>
	ABSENT	-- <u>1</u>

Motion carried.

Secretary of Board Report

Mrs. Homiak gave Mrs. Famularo's board secretary report in her absence. A handout on the PSERS Historical and Projected Employer Contribution Rates was given to Board members.

The Pennsylvania School Employee Retirement System realized a market rate return of 22.93% for the 2006-2007 year. This superior investment rate of return is the last in a series of excellent return rates. Due to these outstanding rates of return, PASBO estimates a downward adjustment in the PSERS employer contribution rate to 4.97% for 2008-09. The actual employer contribution rate will be set by PSERS at their regularly scheduled meeting on December 13th. All current PSERS literature indicates a 6.2% projected contribution rate for 2008-09.

Secretary of Board Report (continued)

The significance of these investment earnings will impact not only the next budget year's employer contribution rate, but also the projected rate spike expected to impact the 2012-2013 year. Currently PSERS estimates an 18.73% rate for that year. Recalculating the actuarial formula using the actual rate of return indicates the employer contribution rate will drop to 11.89% for 2012-13.

In November 2006, the Commonwealth Court held that all delinquent property taxes must be returned to the county tax claim bureau and the tax claim bureau would be entitled to a 5% collection fee. The order is currently stayed pending a decision of the Supreme Court on a Motion for Reconsideration filed by Portnoff, our delinquent real estate tax collector.

Senator Pat Browne has sponsored SB 777 to address issues created by the Commonwealth Court decision. This bill provides for the establishment of an office in the county seat to receive a list of delinquent property taxes at year end. It would also eliminate the obligation of taxing districts to make returns to the Tax Claim Bureau and the automatic 5% commission for collection.

If this legislation does not pass, we must turn over a list of delinquent real estate taxes to the county and the county would be entitled to the 5% commission upon collection. Portnoff would be willing to release us from our contractual obligation should we choose to use the county for collections.

A. Curriculum &
Technology Committee

the
There is
Strategic Plan
teacher evaluation

Mrs. Miller announced that the next Curriculum meeting will be held on Tuesday, November 27th in the administration building at 7:00 p.m. There will be a presentation of the Smart Classrooms from the middle school. We will be reviewing the policy on laptops. Two actions items will be on the agenda; revisiting the Dual Enrollment issue and GPA and an extensive update on curriculum review process on the core areas of phys ed, art, and music. There is also an action item relating to this. There will be an update on the and there is an item on graduation to be discussed. Lastly, the process will be discussed.

B. Operations Committee

the

decision
the stadium
fundraising

Mr. Reinsmith updated the Board and audience on the stadium field issue which was on the agenda for the Operations Committee meeting held November 5th. Our stadium field is 20 years old and in need of major renovations for the safety of our students and the level of play. We are looking at 2 options each of which includes a complete rebuild of the field: resurfacing a natural grass surface and other, a synthetic turf surface. Pros and cons relative to each option as well as costs to install each and maintenance over a 10-year period were discussed. Further discussion will take place at either the next Operations Committee meeting on December 10th or a Student Activities meeting. Hopefully, a decision can be made by January to have the work done next summer and ready for play in the Fall. People in the community have formed a

UNFINISHED BUSINESS (continued)B. Operations Committee (continued)

committee to help defray the the costs particularly if the decision is made to proceed with synthetic turf. Mr. Pauloski added that natural grass cost would be around \$400,000 and synthetic turf cost is approximately \$800,000.00.

Motion by Reinsmith, seconded by Ziegler, to approve Items B-1 to B-3f on the regular agenda:

B-1. Budget Transfers
For 2006-2007

approve the attached 2006-2007 final budget transfers for the fiscal year ended June 30, 2007. **(Board Information Item 1)**

B-2. Per Capita Additions

approve the attached list of additions to the district's 2007-2008 school per capita tax list. **(Board Information Item 2)**

B-3. Use of Facilities

approve the request(s) for the use of District facilities as listed below with the district to charge for cook, police, guarding, and/or custodial services as may be required or requested:

- a. Salisbury Boys' Basketball Booster Club to use the library at the Salisbury High School on November 12, 2007, from 7:00 to 9:00 p.m. for a meeting. Class B—No charge for facility.
- b. PA DEP to use the auditorium at the Salisbury High School on December 10, 2007, beginning at 7:00 p.m. for a public hearing on Southbury Park Development. Class C—Fee waived.
- c. SYA to use the old gymnasium at the Salisbury High School on a list of dates, as scheduled with the building principal, for practices and games. Class B—No charge for facility.
- d. HST PTA to use the multi-purpose room at the Truman Elementary School on October 24, 2007, from 7:00 to 8:30 p.m. for a meeting. Class B—No charge for facility.
- e. HST PTA to use the cafeteria, parking lot and gymnasium at the Truman Elementary School on November 9 from 3:00 to 7:00 p.m. and November 10, 2007, from 11:00 a.m. to 7:00 p.m. for toy bingo. Class B—No charge for facility.
- f. HST PTA to use the multi-purpose room at the Truman Elementary School on November 27, 28, 29, 30 from 6:00 to 9:00 p.m.; December 3, 4, 5, 6, 7 and 10 from 8:00 a.m. to 4:00 p.m. for a holiday shop. Class B—No charge for facility.

UNFINISHED BUSINESS (continued)B. Operations Committee (continued)

VOTE:	YES	--	<u>8</u>
	NO	--	<u>0</u>
	ABSTENTIONS	--	<u>0</u>
	ABSENT	--	<u>1</u>

Motion carried.

Mrs. Norma Cusick asked if other sports such as girls field hockey would be using the new stadium. Mr. Reinsmith replied that that is a consideration, scheduling of the games comes into play. Salisbury does not schedule games.

The Colonial League is responsible for all the scheduling. It is our intent is to have as many sports play on the field as possible.

C. Personnel Committee

Motion by Miller, seconded by Pauloski, to approve Items C1 to C-15 on the regular and supplemental agendas:

C-1. Lebo Resignation

accept with regret the resignation of Elaine Lebo as a clerk at the Salisbury Middle School effective at the end of the work day on November 5, 2007.

(Board**Information Item 3)**C-2. Dominko Retirement

accept with regret the resignation, due to retirement, of Virginia Dominko as a guidance secretary at the Salisbury Middle School effective at the end of the work day on January 31, 2008. **(Board Information Item 4)**

C-3. Moyer Child-Rearing
Leave

approve Lisa Moyer's child-rearing leave for the remainder of the 2007-2008 school term. **(Board Information Item 5)**

C-4. Kowalski FMLA

approve the request of Jennifer Kowalski, learning support teacher at the Salisbury Middle School, for a FMLA effective with the birth of the baby and expected date of return to be the 1st day of the 4th quarter of the 2007-2008 school term as outlined in the Salisbury Township School District's FMLA Policy #435.1. **(Board Information Item 6)**

C-5. Kirk FMLAthe
Information

approve the request of Jennifer Kirk, front-desk clerk at the STSD Administration Building, for a FMLA effective with the birth of the baby as outlined in Salisbury Township School District's FMLA Policy #535.1. **(Board Information Item 7)**

C-6. Schlegel Employment

employ Robert Schlegel, Jr., as a junior varsity wrestling coach for the 2007-2008 school term at the 2007-2008 contractual rate of pay for this position

(\$3,791.00).

UNFINISHED BUSINESS (continued)

C. Personnel Committee (continued)

C-7. Hill Volunteer approve Allison Hill as a volunteer assistant JV/Varsity girls' basketball coach for the 2007-2008 school term without pay and/or benefits.
Assistant JV/Varsity
Girls' Basketball Coach

C-8. HST Volunteers approve the attached list of volunteers at the Harry S Truman Elementary School for the 2007-2008 school term without pay and/or benefits. **(Board Information Item 8)**

C-9. WSE Volunteers approve the attached list of volunteers at the Western Salisbury Elementary School for the 2007-2008 school term without pay and/or benefits. **(Board Information Item 9)**

C-10. SMS Volunteers approve the attached list of volunteers at the Salisbury Middle School for the 2007-2008 school term without pay and/or benefits. **(Board Information Item 10)**

C-11. Substitute List Additions approve the attached additions to the following substitute lists:

- Teachers **(Board Information Item 11)**
- Emergency Teachers **(Board Information Item 12)**
- Cafeteria Workers **(Board Information Item 13)**
- Clerks **(Board Information Item 14)**
- Instructional/Non-Instructional Assistants **(Board Information Item 15)**
- Secretarial **(Board Information Item 16)**

C-12. Substitute List Deletions approve the attached list of deletions to the following substitute lists:

- Teachers **(Board Information Item 17)**

C-13. Induction Program Mentor approve the following mentor in the district Induction Program for the remainder of the 2007-2008 school term at the 2007-2008 contractual rate of pay (\$1,147) which is to be prorated from now to June, 2008:

Michael Vacaro for Katherine Rossetti

C-14. Inge Employment employ Stephen A. Inge as a full-time long-term substitute teacher of technology at the Salisbury Middle School effective retroactive to November 12, 2007, for remainder of the 2007-2008 school term at the 1 B step of the 2007-2008 teachers' salary schedule (\$43,547 prorated).
the

[Current District Employment: Day-to-day substitute teacher

Replaces: M. Cichocki, resigned]

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UNFINISHED BUSINESS (continued)

C. Personnel Committee (continued)

C-15. Reinecke Employment employ Rachel Reinecke as the middle school chorus director for the 2007-2008 school term at the 2007-2008 contractual rate of pay (\$2,172).

VOTE:	YES	--	<u>8</u>
	NO	--	<u>0</u>
	ABSTENTIONS	--	<u>0</u>
	ABSENT	--	<u>1</u>

Motion carried.

A. Allentown Public Library Mrs. Cusick reported to the Board that the library has applied for and received numerous grants totaling \$160,000.00. The library will be receiving \$23,000 in educational tax credits from PPL and \$15,000 from LVHC. Senator Pat Browne is supporting a \$22,000 community development grant for the library.

Mrs. Cusick thanked Attorney Freund for his assistance in a residency issue at the library.

The Rosetta Stone software has recently been installed at the library and as soon as the staff is trained it will be available to the public. The software is a language immersion program consisting of a combination of images, text and sounds to learn a language.

B. Carbon Lehigh Intermediate Unit

No Report

C. Lehigh Carbon Community College

Mr. Mantz reminded the Board members that the President's Desk High School Connection report and the Sponsoring School District Updates are included in their packets for review.

Mr. Mantz brought a copy of the International Education newsletter for Board members to peruse. An interesting fact in the newsletter is that there are 285 people from 43 countries studying at LCCC. Twenty five students from 22 countries applied for an F-1 visa from their home countries this year to attend.

Mr. Mantz attended the LCCC Harvest Moon Dance to benefit the LCCC Foundation Scholarships.

LCCC and Kutztown University have signed an articulation agreement that allows LCCC criminal justice students to go to LCCC for 3 years at a cost of \$2,500/year

then transfer to Kutztown for the 4th year which would give them a degree for less

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C. Lehigh Carbon

Community College (continued)

than \$20,000. Mr. Mantz then briefly reviewed the Wall Street West Initiative Grant which LCCC has received.

President Don Snyder would be more than willing to attend one of our Board meetings to discuss the LCCC budget.

D. Lehigh Career and

Technical Institute

presented
within
sending

Mr. Reinsmith reported that at a prior JOC meeting the LCTI Board was with a draft of the 2008-2009 budget. The budget is now finalized and is the 4.4% index. The plan now is to move to send the budget to the

school districts at the LCTI December meeting. Dr. Hornberger has volunteered to attend one of our Board meetings to give a presentation on the budget.

Mr. Reinsmith told the Board that LCTI is looking to implement a new program called Transportation and Logistics. This program would be an extension of the current warehouse operations curriculum. The program would train students on how to process items out of the warehouse and the logistics and transportation to get the items out to the purchasers. Currently LCCC is soliciting bids for an extension to the warehouse to house the 2 classrooms and a loading dock inside the structure. Funding would be from dollars remaining in the Capital Project Contingency coupled with approximately \$150,000 from the adult education program. None of the costs would be passed on to the sending districts.

E. PSBA Legislative

Policy Council

session. Mrs.
did
on the
4 of
consecutive

Mrs. Miller reported that Dr. Zahorchak, secretary of education, recently made a trip to the Lehigh Valley to present the state's view on the graduation competency assessments. After the presentation there was a question and answer session. Mrs. Miller could not attend; however, Dr. Beauchemin and Ms. Morningstar attend the meeting. Dr. Beauchemin was able to express the district's view issue during the session. Dr. Beauchemin was pleased to announce that all our schools received the Keystone Award for achieving AYP for 2 years.

Mrs. Miller reviewed the highlights of the Costing Out Study which was released today. To meet the state's performance standard, this is the universal mastery of standards in 12 academic areas and proficiency on state assessments of reading and math, would cost \$21.86 billion. There will be public hearings on this topic. The study includes the cost per pupil for districts and Salisbury is listed at a cost of \$12,346/student. This study does not include food services, transportation or capital costs. Mrs. Miller is imploring Dr. Wright and Mrs. Famularo to petition the state board to have our cost per pupil corrected to show what our actual cost is. This needs to be corrected or at least asterisked. We have tried to have this

corrected in the past to no avail but we need to try again.

F. Solicitor's Report No Report

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G. Superintendent's Report Dr. Beauchemin presented Dr. Wright's report to the Board. We are excited to report that HST and SMS will each receive \$9,200 for a total of \$18,400 from Lehigh Valley Hospital and Health Network through Lehigh Valley Business Education Partnership. During the 2003-2004 school year the principals at HST, WSE, and SMS developed proposals for extra programs for our students. We are grateful to the leadership of Diane Donoher at Lehigh Valley Business Education Partnership and the Lehigh Valley Hospital for their partnership with us for these projects. We are still looking for funding for the after school fluency program at WSE. Mrs. Samide told the Board she is very excited to implement this 2 week summer library/reading program at HST. Mr. Cassidy informed everyone that the after school program SMS costs around \$15,000 to operate so this \$9,200 will help out greatly. There are 80 students that participate in the program at SMS.

Dr. Beauchemin, Mr. Reinsmith, and Dr. Wright attended the National Honor Society induction ceremony on Thursday, November 8th.

The LCTI National Honor Society induction will take place on Tuesday, December 4th at 6:30 p.m. One of our students, Christopher Walker, will be inducted that evening.

New Business None

Citizen's Inquiries
And Comments

Mrs. Norma Cusick, 535 E. Emmaus Avenue, Allentown, PA asked if the question of injuries on turf as compared to natural grass has been investigated. Mr. Brackett responded that at this point there are no official studies showing which would be better. Mr. Giordano added that in any of the research the Board was presented there is no substantial difference. Some people make the case that there are fewer injuries on turf but there is no overwhelming evidence to substantiate this. Mrs. Cusick asked if any surrounding districts have a turf field. There are only a couple of districts that have the synthetic turf. It is Mr. Pauloski's opinion that there would be fewer sprained ankles with a turf field after a heavy rain due to the unevenness of a natural surface especially in the case of soccer.

Announcements

Curriculum & Technology Committee Meeting – Tuesday, November 27, 2007 – 7:00 p.m. –
Administration Building

Executive Session – Monday, December 3, 2007 – 6:45 p.m. –
Administration Building (to discuss personnel issues)

Date of Reorganization/Regular Board Meeting – Monday, December 3, 2007 – 7:30 p.m. –
Administration Building

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Announcements (continued)

Operations Committee Meeting (Budget) – Monday, December 10, 2007 – 7:00 p.m. –
Administration Building

Student Activities Subcommittee Meeting – Monday, December 17, 2007 – 7:00 p.m. –
Administration Building

Board Information

1. Budget Transfers
2. Per Capita Tax List
3. Letter dated October 23, 2007, to Mr. Cassidy from Mrs. Lebo
4. Letter dated November 5, 2007, to Dr. Wright from Mrs. Dominko
5. Letter dated November 2, 2007, to Dr. Wright from Mrs. Moyer
6. Letter dated October 19, 2007, to Dr. Wright from Mrs. Kowalski
7. FMLA, Kirk
8. Volunteer List, Truman Elementary School
9. Volunteer List, Western Salisbury Elementary School
10. Volunteer List, Salisbury Middle School
11. Additions, Substitute Teachers' List
12. Additions, Substitute Emergency Substitute Teachers' List
13. Additions, Substitute Cafeteria Workers' List
14. Additions, Substitute Clerical List
15. Addition, Substitute Instructional/Non-Instructional Assistants' List
16. Additions, Substitute Secretarial List
17. Deletions, Substitute Teachers' List
18. Summary Budget Report, October 31, 2007
19. Revenue Budget Report, October 31, 2007
20. Enrollment Reports: SHS, SMS, HST, WSE
21. Letter to STSD Board of Directors
22. Letter to Dr. Wright from Mrs. Smoker
23. LCCC President's Desk, September 2007
24. LCCC Sponsoring School District Update, November 2007
25. Email and Press Release from Dr. Snyder
26. November Newsletter, HST
27. November Newsletter, WSE
28. Revised Athletic Fund Expenditures List
29. Revised GOB Expenditures List

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Adjournment

Motion by Gatanis, seconded by Reinsmith, to adjourn the meeting at 8:46 p.m.

VOTE:	YES	--	<u>8</u>
	NO	--	<u>0</u>
	ABSTENTIONS	--	<u>0</u>
	ABSENT	--	<u>1</u>

Motion carried.

Susan H. Famularo
Board Secretary

Ann E. Homiak
Assistant to Board Secretary