



# Southern Lehigh School District

## Board of School Directors Meeting

July 14, 2008

The first monthly meeting of the Board of School Directors of the School District of Southern Lehigh was held at 7:52 p.m. on the above date (July 14, 2008) at Southern Lehigh High School, Center Valley, PA.

PRESENT: Stelts, Auteri, Eddinger, Gunkle, Miracle, Schubert

ABSENT: Dimmig, Quigley, Rennie

OTHERS: Liberati, Snell, Guerriere, Bartholomew, Kennedy, Christman, Takacs, Keister, Bergey, Siegfried, Donahue, Davidson, Lewis, Kerr (Saucon News), and approximately 0 other members of the community.

### OPENING PROCEDURES

Dr. Stelts led the Board and others attending the meeting in the Pledge of Allegiance to the Flag.

### APPROVAL OF MINUTES

**MOVED BY** Miracle and **2<sup>ND</sup> BY** Eddinger to approve the minutes of the June 23, 2008 meeting as copied and distributed to all Board members.

Minutes of  
6/23/08

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

### VISITORS

### CONSENT AGENDA

**MOVED BY** Eddinger and **2<sup>ND</sup> BY** Miracle to approve the **CONSENT AGENDA** items as follows -

Approved the bills list dated July 14, 2008 showing paid bills in the amount of \$235,568.37 and bills to be paid in the amount of \$635,979.50 for a total amount of \$871,547.87 for the General Fund, and paid bills in the amount of \$50,000.00 and bills to be paid in the amount of \$1,528,482.74 for a total amount of \$1,578,482.74 for the Construction Fund;

Approval of  
Bills

Approve the Treasurer's Report for the month of June, 2008;

Approve  
Treasurer's  
Report

Correct the resignation of Beth Bankos at the June 23, 2008 Board Meeting to the *retirement* of Beth Bankos;

Correct  
resignation  
to  
retirement  
of B.  
Bankos

Accept the resignation of the following staff -

Sheila Curtis, English Teacher, Southern Lehigh High School, effective the end of the 2007-2008 school year.

Accept  
resignation-  
Curtis,  
Bazos

Donna Bazos, Business Education Teacher, High School, effective the end of the 2007-2008 school year;

Approve the second childrearing leave of the following staff -

Meg Mayes, 1<sup>st</sup> grade Teacher, Liberty Bell Elementary School, from August 26, 2008 through January 23, 2009;

Approve 2<sup>nd</sup>  
childrearing  
leave-Mayes

Approve the following substitute teacher for the 2008-2009 school year -

Beth Bankos;

Approve  
substitute  
teacher for  
2008-2009  
school year-  
Bankos

Approve the following student teacher placement from the University of Pennsylvania -

Maria Ramunni, *Professional School Counseling*, with Southern Lehigh School District and Hopewell Elementary School from August, 2008 through May, 2009;

Approve  
student  
teacher  
placement-  
Ramunni

Accept resignation-Ramspacher, Cameron

Accept the resignation of the following staff -

Lauren Ramspacher, Instructional Assistant, Middle School, effective June 27, 2008.

Spencer Cameron, Seasonal Staff, effective July 3, 2008;

Rescind appointment of K. Arnold, Seasonal Staff

Rescind the June 9, 2008 appointment of Kristin Arnold, Seasonal Staff;

Approve the appointment of the following staff -

Approve staff-Ramspacher, Kaplan, Kocis

Lauren Ramspacher, Substitute Instructional Assistant, at an hourly rate of \$14.74 effective June 27, 2008.

Alison Kaplan, Substitute Secretary, at an hourly rate of \$12.63 effective the 2008-2009 school year.

Justin Kocis, Behavior Specialist, Middle School, at an annual salary of \$40,000, effective August 19, 2008. This is a newly created Middle School position;

Approve status change from 7 hr. IA to 3 hr. IA-Lounsberry

Approve the status change for Denise Lounsberry, Instructional Assistant, Lower Milford from 7 hour Instructional Assistant to 3 hour Instructional Assistant. The need for a 7 hour Instructional Assistant has been eliminated;

Approve unpaid leave-Haddad

Approve unpaid leave for Manal Haddad, Instructional Assistant, Liberty Bell Elementary School, from her position as Instructional Assistant for the period of August 19, 2008 through January 26, 2009. Ms. Haddad is being recommended for the position of Long-term Substitute (Category E) to fill the position created with the childrearing leave of Meg Mayes;

Accept resignation-Curtis

Accept the resignation of the following -

Sheila Curtis, Student Council Advisor, High School, effective the end of the 2007-2008 school year;

Approve E. Satrom for Summer Kindergarten Camp as an IA and/or Substitute Program Instructor

Approve Eleanor Satrom for the Summer Kindergarten Camp (funded by the Southern Lehigh Education Foundation) as Instructional Assistant, at an hourly rate of \$14.74 and/or Substitute Program Instructor, at an hourly rate of \$33.26 (if necessary);

Approve coach-Hepner (pending required documentation)

Approve the following coach for the 2008-2009 school year (*pending receipt of required documentation*) -

Bethany Hepner Assistant Field Hockey Coach \$3,497;

Approve volunteer coaches-Gregory, Burke, West, Sr., Evans

Approve the appointment of the following volunteer coaches for the 2008-2009 school year -

<u>Angela Gregory</u>	Volleyball
<u>Christa Burke</u>	Volleyball
<u>Donald West, Sr.</u>	Volleyball
<u>Mark Evans</u>	Boys' Soccer.

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

**CURRICULUM/STUDENT AND STAFF ACTIVITIES**

Mrs. Siegfried, Dr. Donahue and Mrs. Lewis reported on student and staff activities at the High School, Middle School and the elementary schools.

Approve 2008-2009 Elementary Parent Student Handbook

**MOVED BY** Miracle and **2<sup>ND</sup> BY** Auteri to approve the 2008-2009 Elementary Parent Student Handbook.

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

Approve Independent Study-Ritter

**MOVED BY** Miracle and **2<sup>ND</sup> BY** Eddinger to approve Independent Study for the following student -

Eric Ritter, Architectural CAD

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

**MOVED BY** Auteri and **2<sup>ND</sup> BY** Eddinger to approve the following student team camp -

The *Southern Lehigh High School Boys' Soccer Team* to attend Pocono Cup Soccer Camp, Marywood University, Scranton, PA from July 27 to July 31, 2008.

Approve SLHS Boys' Soccer Team to attend Pocono Cup Soccer Camp, Scranton, PA

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

Mrs. Christman gave a PowerPoint presentation on the preliminary Southern Lehigh Strategic Plan for 2008-2014.

**MOVED BY** Miracle and **2<sup>ND</sup> BY** Eddinger to approve the preliminary Southern Lehigh Strategic Plan for 2008-2014.

Approve the preliminary SL Strategic Plan for 2008-2014

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

Dr. Keister presented an end-of-year video, prepared by John Zelenak, on the 2007-2008 Mini Grant program projects and outcomes.

**MOVED BY** Auteri and **2<sup>ND</sup> BY** Eddinger to approve the Federal Programs Grant Allocations for 2008-2009. This is the first since 2002 that the District will be receiving Title I money. The amount will be approximately \$122,000 and will be used for remedial education.

Approve the Federal Programs Grant Allocations for 2008-2009.

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

**BUSINESS AND FINANCE**

**MOVED BY** Auteri and **2<sup>ND</sup> BY** Miracle to approve the enclosed contract with Teach Me Tutoring to continue to provide our alternative school program for the 2008-2009 school year. (The End-of-Year Alternative School Report is also included.)

Approve contract with Teach Me Tutoring to continue to provide our alternative school program for the 2008-2009 school year

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

**MOVED BY** Miracle and **2<sup>ND</sup> BY** Eddinger to approve continuing our long-standing relationship with Dr. Anthony Lang as the school dentist for the 2008-2011 school years at the rate of \$8.00 per exam.

Approve Dr. Anthony Lang as school dentist for the 2008-2011 school years at the rate of \$8.00 per exam

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

**MOVED BY** Auteri and **2<sup>ND</sup> BY** Miracle to approve the enclosed addendum to an existing contract with Onhand Schools, Inc. that was approved by the School Board on April 23, 2007 for a five-year period at \$15,000 per annum.

Approve addendum to an existing contract with Onhand Schools, Inc.

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

The Board acknowledged receipt of the approval by the Pennsylvania Department of Education of PlanCon Part H, Project Financing, Intermediate School construction project, and entered the enclosed documents into the minutes of the Board meeting.

Approval by the PA Department of Education of PlanCon Part H, Project Financing, Intermediate School construction project

**MOVED BY** Auteri and **2<sup>ND</sup> BY** Miracle to approve the investment of funds as attached.

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

Approve the investment of funds

**SUPPORT SERVICES**

**MOVED BY** Miracle and **2<sup>ND</sup> BY** Auteri to approve High School Science Classroom Change Order #1 to Michael R. Serfass Contracting Company, Inc. not to exceed the

Approve HS Science Classroom Change Order #1 to Michael R. Serfass Contracting Company, Inc.

amount of \$4,100.00 for wall framing repairs concealed by existing casework and chalkboard. The formal change order will be distributed at the Board Meeting after review of exact requirements and cost.

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

Approve list of Intermediate School Change Orders for Penn Builder's, Albarell Inc., and JBM Mechanical Inc.

**MOVED BY** Auteri and **2<sup>ND</sup> BY** Miracle to approve the enclosed list of Intermediate School Change Orders for Penn Builder's, Albarell Inc., and JBM Mechanical Inc. The enclosed list includes all project change orders to date.

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

### PERSONNEL

Approve the Administrative Compensation Plan for 2008-2009, salary increase/adjustment fund

**MOVED BY** Miracle and **2<sup>ND</sup> BY** Eddinger to approve the Administrative Compensation Plan for 2008-2009, salary increase/adjustment fund, as determined by the Board, of \$50,000 which shall be allotted for salary increase purposes for Administrators within the Act 93 Group for the 2008-2009 school year.

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

Appoint K. Lewis to the position of Director of Elementary Education (Date-To Be Determined)

**MOVED BY** Miracle and **2<sup>ND</sup> BY** Eddinger to appoint Kristen Lewis to the position of Director of Elementary Education to commence at a future date to be determined by the Board, with a base annual salary adjustment of \$4,000, to be prorated from the date of actual commencement of her appointment.

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

Appoint M. Farris to the position of Intermediate School Principal (Date-To Be Determined)

**MOVED BY** Miracle and **2<sup>ND</sup> BY** Auteri to appoint Mary Farris to the position of Intermediate School Principal, with a base annual salary adjustment of \$2,000, and to continue to serve as Principal of Lower Milford Elementary School until such time as her replacement is appointed by the Board.

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

Approve staff- Lowry, Flamm, Tipton, Hines, Haddad

**MOVED BY** Miracle and **2<sup>ND</sup> BY** Auteri to approve the following staff -

Lisa Lowry, 5<sup>th</sup> grade Teacher, Lower Milford Elementary School, at Bachelor's, Step 3, an annual salary of \$42,788, effective August 26, 2008. Ms. Lowry will fill the position created by the resignation of *Lisa McGinty*.

Terry Flamm, Full year Substitute Learning Support Teacher, Middle School, at Bachelor's +30, Step 7, an annual salary of \$49,004, effective August 26, 2008. Ms. Flamm will fill the position created with the childrearing leave of *Colleen Pachence*.

Jessica Tipton, Full year Substitute Learning Support Teacher, High School, at Master's, Step 5, an annual salary of \$51,831, effective August 26, 2008. Ms. Tipton will fill the position created with the transfer of Brian Keating to Social Studies teacher for the 2008-2009 school year.

Brian Hines, Emotional Support Teacher, Middle School, at Bachelor's +30, Step 1, an annual salary of \$43,898, effective August 19, 2008. This is a newly created Middle School position.

Manal Haddad, Long-term Substitute (Category E), Bachelor's, Step 1, an annual salary of \$41,456, 1<sup>st</sup> grade Teacher, Liberty Bell Elementary School, from August 19, 2008 through January 26, 2009. Ms. Haddad will fill the position created with the childrearing leave of *Meg Mayes*.

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

Correct salary for M. Dapsis from Bachelor's, Step 1 to Bachelor's +15, Step 1

**MOVED BY** Miracle and **2<sup>ND</sup> BY** Auteri to correct the salary approved at the May 19, 2008 Board Meeting for Meredith Dapsis, Science Teacher, High School, from

Bachelor's, Step 1 to Bachelor's +15, Step 1 an annual salary of \$42,566. This correction is based on the receipt of the postgraduate course transcript.

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

## **REPORTS**

### Superintendent's Report

Mr. Liberati reported on a Turf Committee meeting he attended on June 11, 2008. Attendees included David Horn (principal – Architerra), David Rabold (Muhlenberg College), Southern Lehigh Booster Club Presidents, Mr. Bergey, Mr. Snell and Mr. Miracle. The pros and cons of artificial turf were discussed along with the anticipated artificial turf replacement at Muhlenberg College that is 10 years old, with a new artificial surface. It was reported that Dave Horn will do a study funded by the Booster Clubs on options for turf in the stadium.

Mr. Liberati's report also included the following:

- District's math initiatives from 2007-2008 looking forward to 2008-2009 that includes large scale interventions to improve math scores, and increases in math professional development.
- Charts that showed results of semester and final exams for 2006-2008 by course from data in the data warehouse.
- Summer math lab updates at the Middle School and High School.
- Preliminary review of 2007-2008 PSSA data.

### Facilities Report

Mr. Snell apprised the Board of an updated Curly Horse/Hopewell School recreation area plan that he had received last week at a meeting with Tom Beil, Upper Saucon Township Manager, and Dennis Harmon, Township (Pidcock) Engineer. There was Board discussion on the revised plan, proposed agreement points, future expansion of the recreation area, and the possibility that future Hopewell School expansion could be impacted by the recreation area. There was Board consensus to request Bob Breslin, Architect to examine the latest recreation plan and determine the effect on Hopewell School and future school expansion options.

## **OLD BUSINESS**

### **NEW BUSINESS**

The PSBA Bylaws authorize school districts of the third class to appoint two voting delegates to the 2008 legislative policy council. This year's meeting will be held on Thursday, October 16, 2008 during the School Leadership Conference in Hershey.

No action was taken by the Board.

**MOVED BY** Miracle and **2<sup>ND</sup> BY** Auteri to approve the enclosed Memorandum of Understanding (MOU) with the Southern Lehigh Education Association which permits the District and either or both of the Technology Coaches to mutually agree to extend the work year for the same individuals, up to a maximum of 30 additional work days. The MOU requires that any additional days beyond the number normally required by the collective bargaining agreement shall be compensated at the employee's per diem rate. The agreement expires with the collective bargaining agreement on August 31, 2009.

Approve Memorandum of Understanding (MOU) with the SLEA which permits the District and either or both Technology Coaches to mutually agree to extend the work year

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

The Administration recommends the continued employment of Albert Baker as the District's Owner's Representative on the Intermediate School construction project. It is recommended that Mr. Baker's employment be extended for the duration of the project and that his rate of compensation be increased from \$55.00 per hour to \$60.00 per hour, effective July 1, 2008. Furthermore, since Mr. Baker is retired from the Public School Employee's Retirement System, it is necessary for the District to have an emergency situation and/or a shortage of personnel involving a serious impairment of services if Mr. Baker were not hired for this particular work in order for Mr. Baker to be employed. In light of the continuing shortage in the District's Support Services Department, the size, scope

and cost of the Intermediate School project, and Mr. Baker's intimate knowledge of the project, the Administration is totally comfortable that Mr. Baker and the District have met the required criteria for him to continue employment. It is recommended that the Board's action on this matter include the fact that the Administration views his employment to be necessary due to an emergency and a shortage of personnel.

Approve continued employment of A. Baker as the District's Owner's Representative on the Intermediate School construction project for the duration of the project

**MOVED BY** Miracle and **2<sup>ND</sup> BY** Auteri to approve the continued employment of Albert Baker as the District's Owner's Representative on the Intermediate School construction project for the duration of the project, that his rate of compensation be continued at \$55.00 per hour, and to accept the view of the Administration that his employment is necessary due to an emergency and a shortage of personnel.

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

Approve first reading of policies-#235, #235.1

**MOVED BY** Auteri and **2<sup>ND</sup> BY** Miracle to approve a first reading of the following policies -

#235 Student Rights

#235.1 Student Rights and Surveys by Outside Organizations

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

### VISITORS

The Board took a brief recess at 10:14 p.m.

The Board met in Executive Session at 10:16 p.m.

The meeting reconvened at 11:18 p.m.

Approval to contract with a retired Food Service Director or other individual with similar work experience

**MOVED BY** Miracle and **2<sup>ND</sup> BY** Auteri to contract with a retired Food Service Director or other individual with similar work experience for up to \$7,500 during the absence of Mary Miller, Director of Food Service.

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

Transfer D. Werkheiser to the position of Substitute Food Service Director (not to exceed 6 months from date of transfer)

**MOVED BY** Miracle and **2<sup>ND</sup> BY** Auteri to transfer Debbie Werkheiser, Custodian, to the position of Substitute Food Service Director for a period to be determined, but not to exceed six (6) months from date of transfer. While in this position, her salary shall be the equivalent of \$47,947 (pro-rated) and her working conditions and benefits shall be governed by the provisions of the Act 93 agreement, with the following difference: for benefits and features found under Sections IX, X and XII (g), her employment conditions and benefits will be retained as under her current Custodial Wage and Benefit policy.

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

Place D. Werkheiser on a leave of absence from her current Custodian position

**MOVED BY** Miracle and **2<sup>ND</sup> BY** Auteri to place Debbie Werkheiser on a leave of absence from her current position as a Custodian for the period she serves as Substitute Food Service Director.

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

Deny request for the days of unpaid leave for E. Bromfield

**MOVED BY** Miracle and **2<sup>ND</sup> BY** Auteri to deny the request of Erin Bromfield, High School math teacher, for the following days of unpaid leave for purposes of religious observance, Tuesday, September 30, Tuesday, October 9, Tuesday, October 14, Wednesday, October 15, Thursday, October 16, Friday, October 17, Monday, October 20, Tuesday, October 21, Wednesday, October 22, 2008, Thursday, April 9, and Wednesday, April 15, 2009, inasmuch as the nature and quality of her duties as High School math teacher require her personal presence for the normal performance of her duties.

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

**MOVED BY** Eddinger and **2<sup>ND</sup> BY** Miracle to have the Administration determine a new title for Don Harakal for additional duties, and increase his salary to \$81,730 per annum, effective July 1, 2008. This is a new position and the salary increase for 2008-2009 is outside the \$50,000 salary increase adjustment fund for Act 93 Administrator salary increases for 2008-2009.

Approval of new title and salary for D. Harakal

**VOICE VOTE: "YES" – All but Gunkle**  
**"NO" – Gunkle – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

**MOVED BY** Miracle and **2<sup>ND</sup> BY** Gunkle to compensate new teachers at the High School for 24 hours of CFF professional development at per diem rate.

Compensate new teachers at the HS for 24 hours of CFF professional development

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

**MOVED BY** Miracle and **2<sup>ND</sup> BY** Gunkle to compensate teachers currently on childrearing leave for CFF professional development for up to five (5) days.

Compensate teachers currently on childrearing leave for CFF professional development for up to 5 days

**VOICE VOTE: "YES" – Unanimous – Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

**ADJOURNMENT**

ADJOURNMENT

**MOVED BY** Gunkle and **2<sup>ND</sup> BY** Miracle to adjourn the meeting.

**VOICE VOTE: "YES" - Unanimous - Motion Carried**  
**ABSENT: Dimmig, Quigley, Rennie**

The meeting was adjourned at 11:29 p.m.

**ATTEST:** \_\_\_\_\_ Board Secretary