

BETHLEHEM AREA SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS
SPECIAL BOARD MEETING

August 30, 2010

Special Board Meeting of the Board of School Directors of the Bethlehem Area School District was held on Monday, August 30, 2010 at 6:10 p.m. in the Dining Room of the Education Center, 1516 Sycamore Street, Bethlehem, PA 18018

SPECIAL
MEETING

President Leeson called the roll:

MEMBERS
PRESENT

Members present: Directors Amato, Burkhardt, Cann, Faccinnetto, Follweiler, McKeon, Ortiz, Leeson - 8

Members absent: none

Others present: Dr. Joseph Roy, Superintendent of Schools; Stacy Gober, Board Secretary; administrators, members of the press, and other interested citizens and staff members.

OTHERS PRESENT

At this point of the meeting, The Pledge of Allegiance was recited.

PLEDGE OF
ALLEGIANCE

President Leeson requested a moment of silent meditation.

MOMENT OF
SILENCE

President Leeson offered courtesy of the floor to visitors. Speakers are asked to come to the podium, stating their name and address. Public comment in the first session is limited to 30 minutes and is for agenda items only. The second courtesy of the floor will be for any district concerns or business. Speakers are limited to three minutes each. The board requests that, when possible, all individuals supporting a like position on a topic select a speaker to present their views to avoid repetition. If that is not possible, all are welcome to speak. As per school board policy, generally, speakers are limited to taxpayers, residents, or employees of this school district. At the conclusion of the regular school board meeting, another block of time will be allocated for public comment. At that time, the same rules will apply. It is asked that speakers observe proper decorum, without personal attacks towards a specific individual or individuals. It is not the custom for the board to enter into a dialogue at these meetings about concerns. However, the board does listen with care to issues raised. Speakers will receive responses, in some form, by the administration.

COURTESY
OF THE FLOOR
TO VISITORS

The following individuals addressed the Board of School

Directors:

William McNally, 3416 Gail Lane, Bethlehem, Pa.

I was in this room not too long ago and I asked about what is the present building debt and I know this is probably ancient history. I said I had gone to the original meeting in Broughal where the amount for the buildings for the renovations was 300 million plus and you asked Mrs. Gober to get me the information, but unfortunately I never got it.

President Leeson stated that the board has kept Mrs. Gober very, very busy in the last couple of weeks.

Mrs. Gober extended her apologizes. The information requested was presented at the following finance committee meeting and it was part of a power point presentation that contained other additional information as well. She stated that the information can be found on the districts website if you look at previous minutes.

Mr. McNally asked if his figures were somewhat correct.

Mrs. Gober said that she would have to go back and reference those slides herself to make sure that those were the correct figures.

Mr. McNally asked if enormous building debt that we have would impact the paying of the teacher's retirement by the school district. He stated, in order words, we are talking about 2012 and being hit with this large increase to pay for retirement. He was wondering why the school district and the board did not oversee the proper paying of this money that should have gone to teacher's retirement. He asked if anyone would like to comment.

President Leeson stated that we generally do not comment at this time, but she was sure that Mrs. Gober would be available after the meeting for a few minutes and maybe they could talk about it at that time.

Will asked if it could be a point of record.

President Leeson stated that is not what we do.

President Leeson stated that they just had a short executive session concerning negotiations right before this meeting. She

PRESIDENT'S
COMMUNICATIONS

stated that she wanted to give just a very short update that the board is continuing to try to work things out with the south side TIF situation and they are continuing to try to talk with all parties involved. She said that they did have a successful conversation with Corporate Finance and with the bond Council and from there they are attempting to move forward.

AND SPECIAL
MEETINGS

Dr. Roy stated that he was happy to report that it was a smooth opening. He stated that he and Mr. Washington got around to ten buildings and everything went smoothly. Dr. Roy talked with the transportation director about an hour ago. The transportation director stated that there were some small glitches here and there, such as kids getting on the wrong buses, but nothing major and he was happy to have the first day under his belt.

SUPERINTENDENTS
REPORT/
RECOGNITION

President Leeson stated that for a district the size of Bethlehem that was a pretty good first day back to school.

Director Amato stated that he had requested a special meeting and it does impact #5 on the board minutes of August 16th. He stated that there seems to be some confusion on the motion that he made at the August 16th meeting where Director Ortiz and he were on a telephone connection and it wasn't a very good telephone connection so there were some issues there. He said he was in direct contact with Stacy throughout the night and he called her as the meeting went on and as soon as he had an opportunity when they discussed the candidates for the open vacancy on the board, he said he wanted to make a motion. He stated that the vote was taken and it came out as 4-3-1 and at that point he said he wanted the floor and Mrs. Gober contacted the floor and he made a motion to table and asked for new candidates and Director Ortiz seconded the motion. He stated that a few days later he was contacted that the board wasn't taking any new candidates and he said he wanted to know why so he called Stacy and said "Why" and she said because the motion was only to table. Director Amato stated that the motion was not to table, the motion was to table and ask for new candidates and there was a second on it. He asked to listen to the recording, unfortunately the recorder was not on, so we had no record of his motion and the second by Director Ortiz. He said there were some people taking notes and of course those notes were not the same as the motion made by myself and seconded by Director Ortiz. He also said that he guesses it comes down to who do you believe, whose credibility meant more, the people taking the notes, the recorder not on or two board members; one that made the motion and one that seconded it who say that is exactly what was done. He went

UNFINISHED
BUSINESS

on to say we are now with a situation where we have got to appoint a new member to this board and we have a motion that is lost in outer space and asked what do we do. He has talked to the solicitor, and there have been some proposals that they take the candidates who received votes and drop the lowest and that would leave two candidates there which necessarily does not resolve the issue because you can now come out with a 4-4 vote and still not have someone to appoint to this board. Director Amato continued saying they could drop the next lowest and appoint the one who gets the most votes. He said this is too important of an issue to be playing that type of game with somebody that we are going to appoint to this board. He continued to say if that's what is going to be done, the board just might as well go ahead with what the majority felt was the right candidate and go ahead appoint him. At this point he said he made a motion to table, ask for new candidates and it was seconded and he'd like to know what the board is going to do. He feels that they should go out and look for new candidates because there is not a clear cut winner here. He also said that this was not to say that the candidates that we've already interviewed can't still be in the running, but he feels it behooves this board to do all it can to make sure that the board gets a majority, not just a 5. He continued to say that this candidate has to come on board here feeling good coming into this situation and get the right candidate in here. His motion is still that they table and asked for new candidates, it has been seconded, and was voted on and passed. Unfortunately, the recorder was not on.

President Leeson stated to Director Amato that she needs to ask the solicitor. She said that when a motion to table comes up, it is a stand alone motion. President Leeson asked for confirmation from the solicitor. She said that you only have the motion to table because there is no discussion.

Attorney Spry confirmed that that was correct.

President Leeson stated that we cannot be tabling and something else. It is just to table.

Attorney Spry confirmed that this information was correct. There is no discussion, it is a stand alone motion that is voted on.

President Lesson asked the board members that were present if they would raise their hand if they thought that they were voting to table the motion and she will ask a second time, if they thought that they were tabling and reopening for additional candidates.

President Leeson asked how many board members thought that the motion that they were voting on was to table and to reopen for new applications at the time they were voting.

President Leeson then asked how many people felt that what they were voting on was to table to what we were currently addressing.

Director Amato stated that then when his motion that was seconded by Mrs. Ortiz, at that point why wasn't it clarified that it was only to table and that the motion for new candidates had to be a separate one. He also asked why was it not discussed at that point. He said he was going over everything with Stacy and he felt that she understood what he wanted. He went on to say that he was not putting words in her mouth. He wondered why wasn't that discussed at that point and again stated that the recorder just happened to be off.

President Leeson stated to Director Mr. Amato that it was a difficult evening. She said there was no question and she thinks they need to rethink the whole telephone situation. She again stated that it was a difficult evening and she can say for herself that she did repeat the motion and the motion she repeated was we are tabling and she did not hear Director Amato say that he wanted to reopen for additional candidates. She just didn't hear it.

Director Follweiler stated that she just wanted to make a suggestion so that they can move forward. She was fairly close to the original speaker set up for the telephone and it was extremely, extremely difficult to hear. When the motion to table came through she voted to table because she felt all the board members should be in person to have the conversation and that was the only reason she voted yes to table.

She continued that it is extremely common in many situations she's been in in the private sector and she has observed in the public sector when selecting a person in this manner, you go through the vote if there is no clear majority you drop the low voter, you vote again, if its tie, you move to further suggestions. She said she still agrees with her original vote to table for further conversation which is what she believes they should have at the meeting tonight. Personally, she said, she is not in favor of reopening the candidates. She stated that we've had 6 people come and apply. She stated again, that it was very difficult that

evening to understand the wishes of both Director Amato and Director Ortiz and she believes that since they are here this evening in person, as is the rest of the board, they should have that discussion. She said she believes that they have a legal limit on how long they can go before appointing someone and they have to be very cognizant of that as well.

Director Ortiz stated that she voices what Director Amato just said. She said that this is extremely important about credibility of the board. A community wants to trust the board, so if we are going to make decisions, it has to be everybody who is a member of this board. Secondly, she stated that they have enough time because she believes they rushed the process for a whole week and we didn't get enough candidates. She stated that they had a week and they have enough time to have other candidates. She said that they cannot afford to recycle candidates just because they feel good about it. They have to give an opportunity to other people in the community to be able to participate and to get their trust back in us. She stated that this is why she believes that this process should be done again.

President Leeson stated to Director Ortiz that they did look back at several of the other processes and the last three times that they have chosen a candidate they had approximately the same amount of time available and they had approximately the same number of candidates. She reinforced that this process was not rushed versus any of the other processes that were used the past three times that they have done it.

Director McKeon asked if there would be any error in allowing Director Amato and Director Ortiz to make a motion to table for new candidates as a separate issue. He explained that what he was saying is that he is not in favor of it, however, he was wondering if there would be any legal issues.

Attorney Spry stated that he believes it is tabled already.

President Leeson stated that they have an army agenda under Board Recommendations to bring for discussion. She feels that that would be the best time for the board to have discussions. She asked Attorney Spry if that is correct.

Attorney Spry stated that he thinks that when that comes before the board, it has already been tabled and there could be a motion to reopen at that point.

Director Cann stated that she is not sure if this is the time to do it, but considering that they have just had one round of voting within the majority of the candidates, before they would rush into throwing the whole process away, she would motion to take a vote and see if we get anymore.

President Leeson stated that she they will do that at the Recommendations of the Board and then they will do the whole thing at that time.

President Leeson stated that there are five Recommendation of the Administration. She asked if there are any changes. Do we have any changes?

RECOMMENDATIONS
OF THE
ADMINISTRATION

Page 7 #5 a teaching candidate needs to be pulled just because they need to allow a longer posting period, so that is premature to have him the list. This item will be pulled for now.

President Leeson asked for a a motion to accept 1, 2, 3, 4, 5 of the Recommendations of the Administration.

Director Follweiler made a motion to accept the Recommendations of the Administration item numbers 1, 2, 3, 4, 5. Director McKeon seconded the motion.

President Leeson called for a roll call vote on agenda item number 1, 2, 3, 4 and 5.

ROLL CALL – ITEMS
1, 2, 3, 4 and 5

The question was called with roll call as follows: Yea, Directors Amato, Burkhardt, Cann, Faccinetto, Follweiler, Leeson, McKeon, Ortiz

All motions passed.

The administration's recommendations 1, 2, 3, 4 and 5 were considered together.

President Leeson stated that the Recommendation of the Board is to appointment a new board member and the background is that Director Dexter announced her resignation on July 26th, effective August 16th. On July 27th the notice of the board vacancy was advertised and the board received six applications, five of the applicants came for interviews and the sixth candidate cancelled the day of his interview. The candidate will serve until December 5, 2011, just about 14-15 months.

RECOMMENDATIONS
OF THE BOARD

At the August 16th meeting, the item was tabled after the first vote of three nominated candidates was reduced to two candidates, Mr. Sanders and Mr. Tenalia and that is the point at which we now pick up the discussion.

President Leeson stated that Director Amato called for this discussion

Director Amato stated that there are two board members here that made a motion and it was seconded and voted on and passed. He also stated that people are now saying that they did not hear the motion and that the motion can't be made with two - to table and to ask for new candidates. He continued stating that nobody told them about that and they can't find the information anywhere on the recorder because it wasn't turned on. Therefore, in order to try to salvage this appointment, he thinks it would only be right, because we are down to two candidates which could come out to a four-four vote and then what does the board do.

He further stated that he thinks they need to advertise for additional candidates. He said that this is his motion and they have plenty of time to do that and try to get the real majority to appoint a new candidate.

President Leeson stated that they have a motion to reopen the applications. She asked if there was a second motion. Director Ortiz seconded the motion.

Director Ortiz stated that she wants to go back around two years ago. She said they were having the same the discussion. They were having some candidates here and at that particular point, somehow the decision that the board made was wrong and the trust of the community went down. She stated that they are moving forward in the board and the board needs to get back the trust of the community. If they are not going to give an opportunity for this appointment to the community to be part of this board then she believes we are going in the wrong direction.

She feels for the sake of the community, the process should be repeated and feels the board should get new candidates, even if the previous candidates want to reapply again, they could do that.

Director Cann made a motion to table.

President Leeson stated that there is a motion to table and then

we will vote on the motion to table.

President Leeson stated that we have a motion to reopen.

Director Follweiler asked why.

Director Cann stated that she thinks it is premature. They only voted once.

Director Follweiler stated that this is very premature to be reopened. They have followed all the rules, the candidates followed all the rules and the deadlines, they handed in their literature, they followed the guidelines for interviews. She said they had one go round and feels that that is not enough to say or blow the whole thing up and start over. She also stated that they need to vote and see if they can come to some sort of stalemate.

President Leeson stated they have a motion to table. She asked if there was a second to table. The motion was seconded by Director Burkhardt.

President Leeson asked to have the vote and there is no discussion on tabling. She stated that the motion is to table the motion to open new applications and there is no discussion.

The question was called with roll call as follows: Yea, Director Burkhardt, Cann, Leeson. Nay, Director Amato, Faccinetto, Follweiler, McKeon, Ortiz

Motion fails 3-5

President Leeson stated that there was a motion to reopen the applications and there is a second and there is still discussion on that motion.

Director Follweiler asked for discussion on that motion and this is the reason she voted no to tabling it. She feels it needs discussion. She does not agree that they should open to new candidates. She agrees with Director Cann's point that we are not in a stalemate, we stopped the meeting to table at a point where there was a lot going on in the meeting with a medical emergency and people on the telephone. She stated that she is appreciative of the fact that Director Amato and Director Ortiz were unavailable to be there that night in person, but she doesn't think they can fully understand the circumstances to which the rest of the board agreed to move the discussion to a calmer time

which they have tonight. Her feeling is that as she said earlier, that proper procedure would be to go and vote again and if they do not have a clear majority then perhaps look at what they do as far as reopening to new candidates. She thinks it would be an insult to the six people who followed the process properly, and came out and were interviewed in the proper time frame. She stated that there are three people on the board who have followed this process in the past and were not the selected people for the board. After that, they did the hard work, got on the ballot, ran for election and won. She also said that this is an option for anyone in the community who is interested in serving on the floor. It is an option for thousands of people to get signatures and get on the ballot and run for the board. She does not feel that we are disenfranchising the community in any way by selecting one of the two fine candidates that were left with the number of votes that they had on the board. She continued that both have been involved in the community and both have stellar records of community involvement. She does not think it would be anything beyond an insult to them to reopen to additional candidates.

Director Amato stated that he disagreed. He said it is not an insult to those candidates at all. Those candidates applied for the positions and it was not a clear cut. There was a 4-3 very close vote and they can continue to take votes until midnight and sooner or later the board will wear down until one of the candidates gets enough votes to get appointed. He continued saying that that is not what the board needs to do to get the trust of the community. He also said he feels that there is not even trust on this board anymore. He said you have two board members right here, talk about an insult. It's an insult to them because not only was the motion made and seconded, they were never told that you couldn't table. Also, the recorder was off. He continued saying so does he entrust the whole process, quite frankly no.

President Leeson stated to Director Amato that he has been a board member for 14 years and she thinks he should know the tabling process.

President Leeson asked if there was any other discussion.

Mrs. Gober stated that she would like to clarify what did transpire that evening. She said that when the motion was made to have the three candidates nominated, they had a medical emergency at which time, her assistant came up and turned off the recorder so

that they could recess the meeting and take charge of the issue that occurred. When the meeting resumed, Mrs. Gober said, my apology, she forgot to turn on the recorder until after they had begun the process and the discussion. She stated that Director Amato was on the phone and had indicated to her that he did wish to make that motion to table and readvertise. She said that at that particular moment, he did not have the floor. President Leeson and Attorney Spry were debating the issue on a procedural matter as to what is the best way to address the issue. When Mrs. Gober went back and indicated on the phone that he had the floor and could make his motion, Director Ortiz actually first said, she moved to table and Director Amato seconded the motion. The board entertained that motion and unfortunately or fortunately however you want to view it, readvertise was not a part of the motion that was made by Director Ortiz even after which she spoke with Director Amato and she called Director Ortiz to clarify that it was the understanding of herself and her assistant and the superintendent that that in fact was the way the motion was made. Director Ortiz stated yes, she did not say those exact words, however, she would support that and she would like to have that happen. Unfortunately, Mrs. Gober stated that she cannot change what was said there was no malice, there was no misintent. She said it was a very confusing evening and the timing of the medical situation that occurred was not ideal for the conversation. She apologized, however, there was no malice, there was no misintent, and when Director Amato originally made his motion, he did not have the floor. When the floor became available and was given back to the folks on the phone, Director Ortiz was the one who first made the motion.

President Leeson said she would like to further clarify that there were two phones going at that point and Mrs. Gober was trying to man two phones as well as the equipment and so she said thank you to Mrs. Gober for everything she was doing.

Director Ortiz stated that Director Amato and she had clear communication and she was trusting that he was being listened to and what he was saying, so she said she was seconding his motion. She said she was listening to him and his conversation was clear however she couldn't listen to any of the other board members. She continued to say that the motion was seconded to table and as they discussed he already had said to proceed with getting new candidates.

President Leeson stated that she thinks it is time that they move forward at this point and do the best they can at this point.

Director Amato stated to please correct him if he is wrong, he said he asked to have the board make a motion to table.

Mrs. Gober stated that Director Ortiz made the motion that actually was accepted and Director Amato seconded it.

Director Amato stated that he did not.

Director Burkhardt asked if he may suggest that they vote on the motion that is on the floor, which is to open up the process and if that is supported then it simply stops the process and they reopen it and they don't go any further.

He continued that if on the other hand that motion is not supported then they could go to a vote on the two candidates remaining. He stated that that is what they wanted to do. They wanted all eight of the board members be there so that they could do that process and see what happens. He continued that there is a possibility that the process could still be stopped right now if there are enough people interested in doing that.

Director Burkhardt made a motion to call the questions.

President Leeson asked to move to call the question. She stated that they don't need a second for this motion.

President Leeson stated that they have a move to call the question and asked for a roll call vote. She continued that the question right now is to Director Amato's motion to reopen for new candidates and reconfirmed that that is what they are voting on - Do you wish to reopen for new candidates?

The question was called with roll call as follows: Yea, Director Amato, Ortiz. Nay, Director Burkhardt, Cann, Faccinetto, Follweiler, Leeson, McKeon

Motion fails 2-5

President Leeson asked if there are any other motions to move forward.

Director McKeon asked if they can agree on the rounds of votes before they reach an impasse.

President Leeson asked if they should take a vote before they

discuss that and decide how to go from there.

Director McKeon stated that he didn't care, but he think they should at least have a number in mind. He continued stating that as Director Amato said they could be there all night and end up with the same.

Director Follweiler stated that with eight people, you need to have five votes or they have to open for discussion on what they can correct.

President Leeson asked if there was a motion to take a vote.

Director Cann made a motion. The motion was seconded by Director Follweiler.

President Leeson asked if there was any discussion on taking a vote at this time.

President Leeson stated that since there was no discussion, could they please have a roll call vote.

President Leeson continued saying that in the roll call vote, they will indicate whether they would like to vote for Mr. Tenalia or for Mr. Sanders at this point.

The question was called with roll call as follows:

Director Amato – Mr. Sanders
Director Burkhardt – Mr. Tenalia
Director Cann – Mr. Tenalia
Director Faccineto – Mr. Sanders
Director Follweiler – Mr. Tenalia
Director Leeson – Mr. Tenalia
Director McKeon – Mr. Tenalia
Director Ortiz – Mr. Sanders

President Leeson stated the Mr. Tenalia has five votes.

President Leeson extended Congratulations to Mr. Tenalia and welcomed him on the board. She also said thank you very much to all of the other candidates who applied and stated that this was a difficult decision and she hopes that they will consider running for the board which starts already next February. They open the position with a primary in May. She encouraged anyone to consider running for the board.

President Leeson that the next thing would be to have the new candidate sworn in.

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1. *Conference/Staff Trip Attendance*

RECOMMENDATION:

Staff Attendance

September 15, 2010, December 8-9, 2010, March 9, 2011,
and June 29, 2011
2010-2011 Leadership for Teaching Course
Harrisburg, Pennsylvania

\$4,520.00
Federal/PA Pact Grant

The administration's recommendations 1, 2, 3, 4 and 5 were considered together.

2. *Resignations*

RECOMMENDATION:

Administrative

1. NAME: **Victory, Juliette**
ASSIGNMENT: Supervisor of Middle School Mathematics
REASON: Retirement
EFFECTIVE: July 6, 2011

Instructional

1. NAME: **Amici, Nancy**
ASSIGNMENT: Liberty, Family and Consumer Science Teacher
REASON: Personal
EFFECTIVE: August 19, 2010
2. NAME: **Dorman, Robert, Jr.**
ASSIGNMENT: Liberty, Social Studies Teacher
REASON: Personal
EFFECTIVE: August 18, 2010
3. NAME: **Pethick, Holly**
ASSIGNMENT: Broughal, Grade 7 Mathematics Teacher
REASON: Personal
EFFECTIVE: August 24, 2010
4. NAME: **Troutman, Jill**
ASSIGNMENT: Freedom, (.2) Spanish Teacher
REASON: Personal
EFFECTIVE: August 21, 2010

Noninstructional

1. NAME: **Ashner, Alyssa**
ASSIGNMENT: SPARK, Teacher Assistant
REASON: Personal
EFFECTIVE: August 26, 2010
2. NAME: **Berardinucci, Deborah**
ASSIGNMENT: Child Care, Assistant Center Supervisor
REASON: Personal
EFFECTIVE: August 26, 2010

2. Resignations

RECOMMENDATION:

Noninstructional (continued)

3. NAME: **Cavanaugh, Carleen**
ASSIGNMENT: Liberty, General Kitchen Help
REASON: Retirement
EFFECTIVE: December 24, 2010
4. NAME: **DeVillaggio, Louise**
ASSIGNMENT: Liberty, Assistant Cook
REASON: Retirement
EFFECTIVE: December 24, 2010
5. NAME: **Hegedus, Frances**
ASSIGNMENT: Broughal, Cook
REASON: Retirement
EFFECTIVE: December 24, 2010
6. NAME: **Lotti, Theresa**
ASSIGNMENT: Maintenance, Readiness and Emergency
Management for Schools, 0-3 Secretary/Clerk,
12 months
REASON: Retirement
EFFECTIVE: September 18, 2010
7. NAME: **Martone, Denise**
ASSIGNMENT: Governor Wolf, Teacher Assistant, General
Duty Aide
REASON: Personal
EFFECTIVE: August 18, 2010

Miscellaneous

1. NAME: **Hipp, Kelly**
ASSIGNMENT: Nitschmann, Assistant Field Hockey Coach
REASON: Personal
EFFECTIVE: August 20, 2010

2. *Resignations*

RECOMMENDATION:

Miscellaneous (continued)

- | | | |
|----|-------------|--------------------------------------|
| 2. | NAME: | Martin, Jessica |
| | ASSIGNMENT: | Bus Driver |
| | REASON: | Personal |
| | EFFECTIVE: | August 24, 2010 |
| 3. | NAME: | Villani, Michael |
| | ASSIGNMENT: | Nitschmann, Assistant Football Coach |
| | REASON: | Personal |
| | EFFECTIVE: | August 20, 2010 |

The administration's recommendations 1, 2, 3, 4 and 5 were considered together.

3. *Leaves of Absence*

RECOMMENDATION:*Instructional*

1. NAME: **Gonzalez, Alisa**
 ADDRESS: Bethlehem
 ASSIGNMENT: Spring Garden, Grade 1 Teacher
 REASON: Family Medical Leave of Absence
 EFFECTIVE: August 25, 2010, until the end of the day on
 November 18, 2010

2. NAME: **Patti, Nicole**
 ADDRESS: Bethlehem
 ASSIGNMENT: Liberty, Mathematics Teacher
 REASON: Family Medical/Childrearing Leave of Absence
 EFFECTIVE: Family Medical Leave of Absence to begin
 September 28, 2010, until the end of the day on
 January 3, 2011
 Childrearing Leave of Absence to begin on
 January 4, 2011, until the end of the day on
 January 21, 2011

3. NAME: **Watson, Tammy**
 ADDRESS: Bethlehem
 ASSIGNMENT: Broughal, Special Education Teacher
 REASON: Family Medical Leave of Absence
 EFFECTIVE: September 20, 2010, until the end of the day on
 December 15, 2010

The administration's recommendations 1, 2, 3, 4 and 5 were considered together.

4. *Nominations for Appointment*

RECOMMENDATION:

Instructional

1. NAME: **Davis, Kayla**
ADDRESS: Bethlehem
COLLEGE, DEGREE: Moravian College, B.A.
ASSIGNMENT: Nitschmann, (.6) English Teacher
EXPERIENCE: 1 year, Bethlehem
STATUS: Temporary Professional Employee
SALARY: \$25,025 (Bachelor's, Step 2)
EFFECTIVE: August 25, 2010

2. NAME: **DeBonis, Maria**
ADDRESS: Nazareth
COLLEGE, DEGREE: Moravian College, B.S.
ASSIGNMENT: Freedom, Mathematics Teacher
STATUS: Long-term Substitute
SALARY: \$41,400, prorated (Bachelor's, Step 1)
EFFECTIVE: October 3, 2010, terminating at the end of the 2010-2011 school year, or upon the return of M. Smith

3. NAME: **Laughman, Meghann**
ADDRESS: Easton
COLLEGE, DEGREE: Lebanon Valley College, B.S.
ASSIGNMENT: Freemansburg, (.5) Vocal/James Buchanan, (.3)/
Marvine, (.2) Instrumental Music Teacher
EXPERIENCE: 2 years, Pennsylvania
STATUS: Temporary Professional Employee
SALARY: \$43,152 (Bachelor's +15, Step 3)
EFFECTIVE: August 25, 2010

4. NAME: **Lerch, Keegan**
ADDRESS: Bethlehem
COLLEGE, DEGREE: Kutztown University, B.S.
ASSIGNMENT: Donegan, (.5) Instrumental Music Teacher
STATUS: Temporary Professional Employee
SALARY: \$20,700 (Bachelor's, Step 1)
EFFECTIVE: August 25, 2010

4. *Nominations for Appointment*

RECOMMENDATION:

Instructional (continued)

5. NAME: **Truby, John**
 ADDRESS: Bethlehem
 COLLEGE, DEGREE: Shippensburg University, B.S.
 ASSIGNMENT: Liberty, Social Studies Teacher
 EXPERIENCE: 2 years, Bethlehem
 STATUS: Temporary Professional Employee
 SALARY: \$42,013 (Bachelor's, Step 3)
 EFFECTIVE: August 25, 2010

Noninstructional

1. NAME: **Molinaro, Sarah**
 ADDRESS: Bethlehem
 ASSIGNMENT: Miller Heights, Teacher Assistant, General Duty Aide,
 3 hours daily
 SALARY: \$14.28 per hour
 EFFECTIVE: August 30, 2010
2. NAME: **Sloss, Kelly**
 ADDRESS: Easton
 ASSIGNMENT: William Penn, Teacher Assistant, General Duty Aide,
 3 hours daily
 SALARY: \$14.28 per hour
 EFFECTIVE: August 30, 2010

Miscellaneous

1. **Coaches**
Nitschmann Middle School
Field Hockey
- | | | | |
|-----------------|-------------------------|-----|------------|
| Head Coach | Muller, Laurie | New | \$1,998.00 |
| Assistant Coach | Burzynski, Brian | New | 1,299.00 |

Instructional Substitutes

DeBonis, Maria	Gough, Erik
Nazareth	Hellertown

The administration's recommendations 1, 2, 3, 4 and 5 were considered together.

5. *Reassignments*

RECOMMENDATION:

Instructional

1. NAME: **Flavelle, Julie**
 FROM: Academic Integration Specialist
 (.2) James Buchanan
 (.2) Miller Heights
 TO: Academic Integration Specialist
 (.2) Freemansburg
 (.1) Fountain Hill
 (.1) James Buchanan
 (.2) Thomas Jefferson
 STATUS: Temporary Professional Employee
 SALARY: \$25,025 (Bachelor's, Step 2)
 EFFECTIVE: August 25, 2010

2. NAME: **Gawlik, Elizabeth**
 FROM: Kindergarten Teacher
 (.5) Asa Packer
 TO: Kindergarten Teacher
 (.5) Asa Packer
 (.5) Spring Garden
 STATUS: Professional Employee
 SALARY: \$46,947 (Bachelor's +15, Step 8)
 EFFECTIVE: August 25, 2010

3. NAME: **Frederick, Lauren**
 FROM: Liberty, (.8) Health and Physical Education Teacher
 TO: Health and Physical Education Teacher
 (.2) Freedom
 Physical Education Teacher
 (.1) Fountain Hill
 (.1) Miller Heights
 (.1) Thomas Jefferson
 Academic Integration Specialist
 (.1) Freemansburg
 STATUS: Temporary Professional Employee
 SALARY: \$25,375 (Bachelor's, Step 4)
 EFFECTIVE: August 25, 2010

The administration's recommendations 1, 2, 3, 4 and 5 were considered together.

Item	TABLE OF CONTENTS Recommendation of the Board	August 30, 2010 Page
1. Appointment of New Board Member		1

1. *Appointment of New Board Member*

INFORMATION:

At the July 26, 2010, Regular Board Meeting, Judith A. Dexter announced her resignation from the Board of School Directors of the Bethlehem Area School District effective midnight of August 16, 2010. The Board of School Directors accepted her resignation at this meeting.

On July 27, 2010, a Notice of the board vacancy was advertised indicating that the Board of School Directors was seeking applicants. Residents of the district who were interested in applying for the position of School Director were required to submit the appropriate paperwork by 12:00 p.m. on August 5, 2010, to the board secretary. The board secretary received six (6) applications for the position of School Director.

On August 10, 2010, the Board of School Directors conducted interviews at the Education Center to fill the vacancy. The following candidates were interviewed:

1. David P. Sanders
2. Raymond H. Berger, Jr.
3. Benjamin M. Tenaglia, III
4. Jordan Roman
5. Basilio A. Bonilla, Jr.

The sixth candidate cancelled his interview on the day of the interview.

The candidate selected will serve until December 5, 2011.

At the August 16, 2010, Regular Board Meeting, this item was tabled after the first vote on three nominated candidates was reduced to two candidates: Mr. Sanders and Mr. Tenaglia.

RECOMMENDATION:

President Leeson continued saying that in the roll call vote, they will indicate whether they would like to vote for Mr. Tenalia or for Mr. Sanders at this point.

The question was called with roll call as follows:

Director Amato – Mr. Sanders

Director Burkhardt – Mr. Tenalia

Director Cann – Mr. Tenalia

Director Faccinetto – Mr. Sanders

Director Follweiler – Mr. Tenalia

Director Leeson – Mr. Tenalia

Director McKeon – Mr. Tenalia

Director Ortiz – Mr. Sanders

President Leeson stated the Mr. Tenalia has five votes.

Motion passes 5-3

Director Follweiler stated that she just wanted to thank all the candidates. She said that it has long been her philosophy and

NEW/MISCELLANEOUS
BUSINESS

President Leeson asked if anyone would like to speak at this time.

COURTESY OF THE
FLOOR

Mr. Berger stated that he just wanted to say that they all made his wife very happy. The other thing he wanted to say was that he is a retired Bethlehem Steel Employee and he wants the board to know that his retirement is \$372.00 a month and that equals out to about \$4,400.00 a year. He continued that when they increased the taxes this last time, they have increased it by about \$283.00 and his taxes for the school board went up to \$4,700.00 exceeding the amount of money he receives from the Bethlehem Steel. He just wanted the board to know that because he thinks they are at the end of their rope for being able to charge people additional taxes out in the community. He stated that he is not the only one. There are a lot of people out there, and people don't realize that they are in trouble. He said that somehow he always seems to make it and that was not the issue. The issue was really that they are doing this to everyone and so he has proposed that they stop all of the unnecessary spending. He continued stating that there is a terrible economy out there and unemployment is on the rise and not going down, and so he believes that something should be done and he doesn't think they want to get into a situation where they are spending money like someone mentioned, \$44,000 for a net to catch the balls, when they have got the conditions that they do out there and a terrible economy. He said that he just wanted to make that known since this is his last opportunity to really say anything here on this issue.

President Leeson stated thank you to Mr. Berger and stated that he should feel free to come back at anytime and talk with the board.

Mr. Sanders stated, *"Thank you very much and I apologize, but my wife did not dress me, and I just happened to realize that I have two different shoes on. That's what happens when I do stuff on my own. I want to thank everybody for the support and the difficult job you had and I'm sure you will hear from me in the future one way or the other, especially when it comes to election time. There is always somebody looking for my front yard and it is always open. I wish you well. You have a tough job. There is nothing going to change, it is going to get tougher and tougher and tougher, but my only concern was when I started this process my wife said as long as it doesn't interfere with you cooking supper five nights a week and date nights she said go forward. So when I call my wife, she is going to have a*

big smile on her face. But I do appreciate the time that you gave me. I understand that it is going to be tough with your TIF problem. You have a lot on your plate. It is going to be very very difficult. If I have any suggestion to give you, the only suggestion that I would give you, and this may be in place but I am not aware of it, is to make sure that every child that attends the Bethlehem Area School District that their family lives in the Bethlehem Area School District. Thank you and good luck”.

President Lesson extended her thanks to Mr. Sanders and said that they certainly appreciate and hope that he stays in touch with the board.

Roger Hudak, 1256 E. Fifth Street, Bethlehem, Pa.

Mr. Hudak stated that he has written to the board independently and as a group concerning the TIF and he just wanted to plead, to please look it over. Everyone has got to come to some sort of an agreement on it. The Beth Works project to him for the last six years has practically been the center of his life to try to get this thing moving. He continued that it is like herding cats as well to try to get all of these organizations to march in the same direction and not only to march, but to sing the same song. He stated that they are getting there, but its tough. He said he is not the leader, but he is the mayor's south side tax chairman. He said he doesn't listen to the mayor, but the mayor listens to him. He reports to him, but it seems like he has more knowledge of what is going on than the board does. He knows where the organizations are and he knows the way things are happening over there because he has been involved in it from day one and every day. He said that it is like stack of dominos is the best way to explain it. Phase 1 will complete and then the second phase begins. There are four phases. He has seen the four phases. He has seen the plans for four phases for the Beth Works Project. He stated that they are not even finished phase 1. They still have a hotel to open. They still have a convention center to open. They have a museum to open. They have an Artsquest to open. They have channel 39 to open and they have to be ready. The casino is done and the money is coming in. The hotel is going to be done next year. The convention center is an iffy thing, it is going to happen, but the economy really screwed that up because that was part 12 of phase 1, but it is probably going to kick into phase 2 now. The museum is going to open by next fall. Steve Donchez is very close. He has got one building completely finished there is a whole bunch of neat stuff over there already. Channel 39 will open next spring and

Artsquest will open its building next year as well. He continued that the TIF, in his opinion has nothing to do with Artsquest building, it has to do with the plazas. He was under the impression that the city owned the plazas. He stated that he may be wrong and he has no idea, but he was trying to find that out, but to stop the dominos is what he is talking about. If the board says no, that place won't be ready for next year. That place won't be ready when that hotel opens, that place won't be ready when that museum opens, that place won't be ready when Channel 39 opens or when Artsquest try to move its Muiskfest in there. It just won't be ready. They have to get that land cleared off and ready to go and that is what this is all about. He stated to please, please call him. The board has his email address and his phone number. He said he will be more than happy to help the board out with some of the stuff that he knows so that they know. He stated that he hates politics and he wanted to make that very clear and he feels that this smells of politic stuff. He said he knows Mayor Callaghan is not the favorite son of all of the board, but he does his best, and he sometimes is quick on the draw and makes some mistakes.

Jim Lavery, 5015 Long Drive, Bethlehem, Pa.

He stated that he was also representing concerned citizens of the Bethlehem Area School District and what he wanted to do is reinforce to the board that when they think about moving forward on any decision, whether it is the TIF or anything else, he would just like to remind them that from the standpoint of constituencies, it's the parents, the students, the taxpayers, those are the priorities and as long as you are doing what you think is right with regard to those constituencies they will be driven in the right direction. He stated that regardless of what other pressures and influences combined, they would always ask the board to keep that in mind as they move forward and make decisions.

Mary Pingratz, 321 West Fourth Street, Bethlehem, Pa.

Ms. Pingratz stated that she is a retired school teacher, but not a retired educator. She said would like to talk about finances. She asked would somebody please tell me why we have a \$10.00 per capita income tax. If I pay it ahead of time, I get a .20 rebate and it costs me .44 cents to mail it out. She asked why? Why are we doing that kind of nickel and dime stuff. She went on to say you mean that the district can't handle per capita

income tax in house. She said it is ludicrous. She saved .20 because she pays her bills on time and yet she pays .44 to mail out her payment. She said that if you talk about financial stability, the board is not in the running. She stated that she is not accustomed to public speaking. Her next statement was is that it is very strange that the board would elect to the board tonight a man who was rejected by the voters of Bethlehem Area School District. She feels that there is something wrong with this picture. She said she was not degrading Mr. Tenalia at all, he is a fine gentlemen and did a fine job. But that it seemed rather ludicrous that the board would elect tonight someone who was rejected by the voters in the Bethlehem Area School District. She said it is an oxymoron. She continued on to the new superintendent. She stated that she hears good things about him, however, when the day comes that she hear things she doesn't like about him, she will be on his phone, in his office and she will tell him exactly what she thinks. Her closing remarks were to thank all who serve on the school board. She said it is not an easy position because you have time to fulfill an obligation within you. She feels that their energies should go to every child in the school district. They should not give on a particular element in the district. She said it does not matter if you are educated, what color a child is, what his name is or where he lives. She continued that when you die, they don't put your address on your tombstone and beyond that brains do not have an address. She said she does not want to see a continuation of the idea that she hears too often, "oh those kids on the south side". She said that she is south sider and proud of it. She went on to say that if they have any intention of representing just one segment of the population to get over it. The people on the board were elected to represent the entire population of the Bethlehem Area School District. She said God Bless you all, you must have a headache many nights.

President Leeson asked for a motion for adjournment. Director ADJOURNMENT
McKeon made a motion to adjourn the meeting. The motion
was seconded by Director Follweiler. The meeting was
adjourned at 7:05 p.m.

Attest,

Stacy M. Gober
Board Secretary