

**BETHLEHEM AREA SCHOOL DISTRICT
BOARD HUMAN RESOURCES COMMITTEE MEETING
MINUTES
MONDAY, NOVEMBER 10, 2008**

Members of the Board Human Resources Committee met on Monday, November 10, 2008, in the Dining Room, at the Education Center. Present were the following school board members: Rosario Amato, Michele Cann, Judith Dexter, Irene Follweiler, Dr. Craig Haytmanek, Charlene Koch, Loretta Leeson, Eugene McKeon, and Benjamin Tenaglia, III. Also in attendance were Assistant to the Superintendent for Finance and Administration Stanley Majewski, Assistant Superintendent for Curriculum and Instruction Mary Katona, Assistant Superintendent for Human Resources Thomas K. Washington, and Superintendent of Schools Dr. Joseph A. Lewis.

The meeting of the Board Human Resources Committee was called to order by Mrs. Irene Follweiler at 6:05 p.m.

COURTESY OF THE FLOOR – Beth Guarriello, Liberty High School science teacher, expressed her thoughts on the new high school science sequence proposal. She asked that the board consider it and asked for their approval. Eric Baltz, Freedom High School science teacher, also spoke about the proposed science sequence and asked for the board’s approval. The proposal suggests that students be required to take four years of science to graduate from high school and a change in the course sequence to better prepare students for PSSAs and college.

REVISIONS TO BOARD NUMBER POLICY 204 – ATTENDANCE – FIRST READING – Mr. Washington presented the policy with the added language of preapproved college visits up to three (3) days. The Child Accounting Office realized this language had not been added.

Mrs. Leeson had a question regarding advanced students who participate in national competitions for scholarships. She wanted to know if the district was still allowing these students to go. She asked if this was in our policy because she did not see it for national level competitions for both academic and athletic. Mrs. Leeson thinks the district would want the students to go to events like this. Mrs. Leeson stated that in the past she recalls one of our cheerleaders attended a national level competition. Mr. Washington will check with Child Accounting and get back to the board.

Mrs. Leeson believes these special events were submitted to the superintendent to use discretion to approve these days. Mrs. Leeson questioned why the practice was not in the policy. Dr. Lewis stated that it is at the discretion of the superintendent, and students are not penalized for this.

Mrs. Cann asked if the three days include travel or three days total. Mr. Washington answered three days total. Mrs. Dexter had a question about attendance and how it affects grades. Dr. Lewis mentioned the process of credit denial. Mrs. Dexter acknowledged that she located the credit denial process on page 6. Mrs. Dexter asked for that to be looked at again. Dr. Lewis stated that in the past he has weighed that for student absences, and we have not charged them.

Mr. McKeon asked about top-level athletes and mentioned they have five days depending on where the athlete goes and how highly the athlete is recruited.

Mrs. Follweiler suggested leaving in the three (3) days and handling each request case by case. Mrs. Dexter referred to page 3 and the appeal process. Dr. Lewis stated he gets involved when there are extenuating circumstances and he has made exceptions. This policy will be added to the November Regular Board Agenda.

REVISIONS TO BOARD NUMBER POLICY 707 – USE OF SCHOOL FACILITIES – FIRST READING – Mr. Washington referred to page 2 of the updated handout of this policy. District-based youth athletic programs will move from Class I to Class II. If a program requires a custodian, they would be responsible for those fees. For regular hours that custodians are present in the building, they would not pay a fee. Mrs. Follweiler had requested that she had asked for the additional language to be added in order to clarify the fees.

Mrs. Cann is concerned when including elementary and middle sports program in this because they are not the same. As community Boy Scouts and Girl Scouts, it would be the same as charging our schools for this. It is not an outside organization. These are feeders from our schools. Dr. Lewis stated they are outside organizations. They would have to pick up charges. They are not official school organizations. Mrs. Cann commented that they are so closely related. Dr. Lewis stated often times they are running closely with ASPIRE, but they still have to pay the necessary fees.

Mrs. Cann asked if they would not have to pay when the district does not have to bring somebody in. Mr. Washington replied that was correct, e.g., on a Saturday morning from 9:00 a.m. to 12:00 noon when the building is normally closed and a custodian is not on duty.

Mrs. Cann asked how much it would cost. Dr. Lewis said rates are in the back of the policy. Mr. Majewski added that it would be dependent on the number of hours, so it would be difficult to say how much exactly.

Mrs. Leeson asked how much do the fees impact these groups. She asked that a quick look be taken of the schedule and see how much it would run. Mr. Washington said Saturdays are usually scheduled from October to spring from 9:00 a.m. to 12:30 p.m. He also stated that there is a place on Rt. 191 that charges \$65 an hour, and the groups will pay this amount if they are unable to schedule any of our buildings. This policy will be added to the November Regular Board Agenda.

REVISIONS TO BOARD POLICY NUMBER 006 – BOARD MEETINGS – FIRST READING – Mr. Washington stated as per request of the board, Reports of Student Representatives has been moved up on the Order of Business for Regular Board Meetings. This policy will be added to the November Regular Board Agenda.

REVISIONS TO BOARD POLICY NUMBER 701.1 – NAMING OF SCHOOL DISTRICT FACILITIES – FIRST READING – Mr. Washington read the language added to the policy... *and any and all other property owned by the school district*. This policy will be added to the November Regular Board Agenda.

BETHLEHEM AREA VOCATIONAL TECHNICAL SCHOOL ARTICLES OF AGREEMENT – Dr. Lewis stated that 5 out of 9 of the board members are Bethlehem Area School District representatives. This agreement states that if a majority of five votes exists, the affirmative votes must be from two school districts, not just from BASD.

NINTH GRADE BIOLOGY – Eric Smith and Mary Katona spoke about the New High School Science Sequence Proposal draft. Mr. Smith apologized for not having this item ready for the Curriculum Board Meeting last month. He spoke about both high school science departments working together, researching what other districts do, and what college professors are looking for in students. Mr. Smith summarized the research into three items: 1) Prepare students, 2) PSSAs, and 3) Change to four years of science in high schools. Mr. Smith reviewed the chart with the proposal of the new science sequence.

An extended discussion was held regarding which Class of 2012 and Class of 2013 would be affected by the science sequence, the sequence of the proposed math and physics courses, honors courses, PSSA tests, and college prep was held. Mrs. Koch asked what budget impact this would have on the district.

Mr. Smith explained any changes are already written into the budget with the current needs. They would just replace those same needs with what would be needed. Mrs. Leeson agreed with the four years of science and thinks it is terrific. She wanted to know what was being done to rectify the students for next year coming in. Mr. Smith stated everything has been revised at the middle schools.

Mrs. Follweiler took a consensus of the board, and it will be placed on the November Regular Board Meeting for approval.

OPEN FORUM – Mr. Tenaglia asked that the board look at Policy 903 and review it between now and the November Regular Board Meeting.

Michele Fogarty, Liberty High School science teacher and parent of the district, expressed her opinions on the new high school science sequence proposal. She stated that physics is important and believes the change will limit students and close doors for them if this change is implemented.

Mark Hoffman, Liberty High School science teacher, stated that he has been teaching calculus, which matches perfect with physics and believes that physics involves science, math, and technology when it is integrated together. He stated that the data suggests that we do see physics as part of a four-year program, and we owe it to the students so that they can be competitive too.

Catherine Flanley, Liberty High School science teacher, expressed her experience of taking physics and the need for it when she was in school, and how physics taught her to think in a critical way. She believes the students should be taking physics unless they become a biology major.

Irene Follweiler adjourned the meeting at 7:25 p.m.

Minutes prepared by: _____
Nitza S. Yerger, Confidential Secretary to the Assistant Superintendent for Human Resources