

**BETHLEHEM AREA SCHOOL DISTRICT
BOARD HUMAN RESOURCES COMMITTEE MEETING
MINUTES
MONDAY, MARCH 8, 2010**

Members of the Board Human Resources Committee met on Monday, March 8, 2010, in the Dining Room, at the Education Center. Present were the following school board members: Rosario Amato, William Burkhardt, Michele Cann, Judith Dexter, Michael Faccinetto, Irene Follweiler, Loretta Leeson, Aurea Ortiz, and Eugene McKeon. Also in attendance were Dr. Charles Scott and Dr. William Vantine from Pennsylvania People Solutions, Inc., Director of Student Services Dr. Dean M. Donaher, Director of Facilities and Operations Scott T. Gilliland, Assistant Superintendent for Human Resources Thomas K. Washington, and Interim Superintendent of Schools Dr. Thomas E. Persing.

The meeting of the Board Human Resources Committee was called to order by Mrs. Irene Follweiler at 6:01 p.m.

COURTESY OF THE FLOOR – Mary Lou Hatcher, 925 Prospect Avenue, had brought a handout to share with the board since there have been discussions about how the board and administration talks and works together and on how the community participates in this. She stated it is a comparison of dialogue and debate. It is something that she found a long time ago and goes back to every now and then when she is trying to think about how she is doing things. She handed out copies to the board. She indicated it lists things like dialogue is collaborative, two or more sides working together towards a common understanding, debate is oppositional, and two sides that oppose each other and attempt to prove each other wrong. She added it is not deep, but it gives some language for what could be used in how can various persons in the community have dialogue together and avoid what she thinks is what everybody wants which is to be on opposite sides of the table having debate.

DISCUSSION WITH SUPERINTENDENT SEARCH CONSULTANTS – Mrs. Follweiler invited Dr. Scott and Dr. Vantine to join Mr. Washington at the center table. She invited them tonight because the board wants to start to develop and/or move along in the superintendent search process. She said the deadline is approaching this week for applicants. She said she wanted to get an update and have some open discussion with the board on the next step, which would be the development of the questions and the selection of the candidates. She asked Dr. Scott and Dr. Vantine if they could share with the board how many applicants or interested parties the search firm has up to this point; what would be the break down state vs. national, superintendent experience vs. none; and some basic information along those lines the firm thought the board might be interested in knowing. She also added she then would like to move forward to review a little bit of the summary the firm felt the focus groups tried to project in their discussions held with the firm, and then she would like the board to have a discussion with the firm on subject matter that the board would like to see in developing the questions for round one of potential candidates. The board will see how it goes from there with that format, and if the firm has anything else that they would like to add, she certainly would hope they do so.

Dr. Vantine stated they would try to provide that information for the board, and the first place to start is that as of this point they have had request for thirty applications from various folks across the country. He indicated half of those are from Pennsylvania and others are kind of a mix of people from different states including New Jersey, Maryland, Michigan, and Massachusetts. The firm will be sharing information with the board and specifics on that. He said interest is one thing; applications submitted are something else. Tomorrow the applications are due to be completed and submitted. He stated when Dr. Scott left his home today he said they had a lot of mail coming, etc. He added that what happens is everyone waits to the very last minute to make sure their information is in. An email was sent out to all the potential candidates this week.

Mr. Amato asked if it was thirty people that are interested, that have asked for an application or submitted an application. Dr. Vantine replied they would not know until tomorrow how many applications will be

submitted. He reiterated the firm has had thirty people that have actually made requests. Of that approximately twelve are sitting superintendents or have had experience as superintendent of schools. He stated again that there is a mix of people from across the country, more candidates of course from Pennsylvania than anywhere else, but there has been a good response. The firm will not know until the applications are actually in. He stated when the firm asks for the applications it is not just the application, but all the supporting material to go along with it, which are credentials, recommendations, all the necessary pieces that are essential including all of the state required material such as letter of eligibility, Act 151 clearance, all kinds of documents that are imperative in order to be a viable candidate.

Mrs. Follweiler stated with state certification it is required certification or the ability to ascertain. Dr. Vantine answered that is correct. He said often what will happen if a person comes from out of state depending on what their background is, if they have the necessary requirements, they can get certified in Pennsylvania, but they need to have the prerequisite materials. He also said usually if they are a superintendent of schools and have the necessary credentials, which are the academic credentials to go with that, they have no difficulty in getting an application or letter of eligibility from Pennsylvania.

Dr. Vantine said again letters are out, inquiries are not applications, they will actually know tomorrow what the final applications are, and he will be sharing that with the board at the next meeting. He said at that time, applications and materials would be reviewed. He indicated the firm would share information they know about the candidates and things of that nature, and the board at that time would make some decisions regarding interviewing, etc.

Mr. Amato said he thought it might be too early to ask this question, but he asked if there was a break down of the twelve sitting superintendents and what type of districts are they coming from. Dr. Vantine replied that there are four superintendents that are at districts of greater than 10,000 and the rest of them are from 3,000 or 4,000. Dr. Vantine said he would share that all with the board at the next meeting. Dr. Vantine also said they are pleased that they have a pretty good cross section and do have people that are applying that have had experience in districts as large as this and also larger.

Dr. Vantine reiterated that applications are due tomorrow, will know what those are, and will go through all that information. He stated they have already gone through a lot of it and will have all that information to share with the board. He also said the board will then have an opportunity to go through and make selections regarding the people they would like to interview. Dr. Vantine stated that the firm would share information about candidates that they know, will do research on them and have additional information for the board. He indicated they would be ready to do that at the next meeting.

Dr. Vantine suggested that at this point in time what really needs to be done is roll back the clock and talk about all the work that has been done up until this point. He said that Dr. Scott and himself felt they had a tremendous response from people from the community in the focus groups. They commented they had a wonderful opportunity to meet with students, a cross section of the community, and various people who are both internal and external stakeholders from the school district. They added that the community has been very candid in the focus group meetings, and they were particularly pleased with the cross section of people, which the board basically asked for those who were interested in sharing with the firm in the focus groups about concerns they may have. He said those meetings went extremely well. They felt they were very opened, people were very candid with their responses, and the firm felt they were able to gain some very interesting information. As a result of that, the firm has a lot of particulars that will be shared with the board regarding the various details. They put together a summary of what those focus groups had to say. The firm met with twelve different focus groups. Dr. Vantine read the summary that was shared with the board.

Summary of Focus Group Responses

- A. The three greatest strengths of the Bethlehem Area School District are:
1. The size and diversity of the student body and the community, which the school district serves.
 2. A supportive school community that values education and has a tradition and record of school achievement.
 3. A comprehensive academic and student activity program.
- B. The three greatest needs of the Bethlehem Area School District are:
1. An adequate funding program and careful management of expenditures of such funds.
 2. Board of School Directors and superintendent leadership in working with staff and public to restore trust and creating a school program that meets the needs of all students.
 3. A clear, effective program of accountability that specifies performance expectations for all employees and is monitored to see that those expectations are met.
- C. The three greatest strengths needed by the new superintendent are:
1. A demonstrated knowledge of public school finance in Pennsylvania and of a variety of funding sources. A careful manager of money who has never overspent the yearly budget.
 2. A person of integrity who has a career record of successful leadership and services in a school district similar to the Bethlehem Area School District.
 3. A leader who can work harmoniously with the board, administration, unions, and community members to create a school district that meets the needs of all students.

Dr. Vantine stated these were the three general responses to all the information they received. He said it is a good summary. He added that what they definitely found throughout their meetings, and they had some very extensive input, they found a great deal of similarity between the concerns of the board, the various focus groups, and they think that is a very healthy thing. He also said that it is obvious the community is quit well tuned in to the concerns that the district has and are also very proud of what this district has to offer. They thought it was a very worthwhile thing. Dr. Vantine will also share the summary with the members of the media. He is suggesting tonight that what needs to be done is have a look at the candidates that they are all going to be meeting with and see the kind of interest the board has in developing areas that they think are important regarding specific questions. The firm will develop the questions, and what they need the board to do is identify the areas that they are interested in so as to make sure that the firm is able to interview the candidates and ensure that they meet the expectations that the board has.

Mrs. Follweiler set forth what she would like to do at this point. She asked the board members for subject matter and reminded the board in sticking with both confidentiality and the Sunshine Act together. She asked the board not to mention anybody's specific name and/or personnel record of any kind in any of the recommendations to the superintendent search firm. She asked the board members to come up with either items that they would ask for subject matter for questions based on some of the information that the board received of the focus groups or something that they are interested in. She stated further that the board would like to give Dr. Scott and Dr. Vantine directions so that they can take the board's information and go ahead and formulate questions. She added that once the board starts looking at the applications due to specific applicants/resumes, there may be additional information that comes to mind but for right now they could give the consultants direction on subject matter that the board would be interested in asking in the development of questions. The firm can take that information and go on ahead and start working on the question development for round one. She clarified with the firm the following: 1) Round one would be out of the actual applications that the board gets, what ever number of people the board feels may be able to do the job and that is who the board would want to see. 2) There will be certain ones perhaps the

board does not feel qualify just from the application and at that point the firm would let them know the board was not interested. She asked Dr. Vantine if this was correct. Dr. Vantine agreed with her. Mrs. Follweiler then continued to add after the first round of interviews then the board would move onto the next step, but for right now she just wants to focus on the development of questions for round one. She asked the board members if anybody had items that they want to bring up at this time.

Mr. McKeon mentioned that he was not at last week's committee meeting and thinks there was a discussion... He wants to ask the candidates, "Basically with the onslaught of the charter schools how can the potential new superintendent be able to create an educational environment that would not necessarily lose children to the charter schools." Where we want parents to say...how the district can keep them here. He would like the firm to frame something on this item.

Mr. Amato: "I would like to know as our new superintendent what he/she would do to obtain the revenues needed to fund our program."

Mr. Burkhardt stated he would hope, and the board talked about this in a very cursory way, the questions that are put together, at least from his prospective, would be heavily geared toward performance issues. He is not interested in theory at this point. He is interested in what this person has done in the area the question would be about. Whether it is from the portfolio or from whatever way that person can put it together, so that the question is structured in such a way as to what they have done, not just what they think they can do, or might try to do. Dr. Vantine asked him if he was talking about the superintendent's employment performance. Mr. Burkhardt replied as the candidate views it, and how other people in his current community view it. Dr. Vantine affirmed evidence of accomplishments.

Mr. Burkhardt: "The specific area is his role as the chief educational leader of the district. How he/she would nurture the building level administration." He commented because in his estimation that is where the rubber hits the road and thinks it is critical that this person has demonstrated already the ability to work with his middle management staff and help to teach them, train them and bring along young administrators taking place of people who are going to be retiring.

Mrs. Cann had a few questions: "What is their educational mission?" "What is their viewpoint on how to accomplish what we want to accomplish in our schools?" "What roles should computers play in elementary, middle, and high schools?" "How would they be integrated?" "How would they address the needs of all our levels of students?" "What kind of subjects and level of subjects would we be able to reach all kinds of students with all abilities?" "Even in the high school level, how would they feel about tracking as oppose to detracking?" "What the role of electives are?" "What kind of electives would most support the educational mission that most of our students would want?" She said in general the structure of course offerings and technology at all levels.

Mr. Faccinnetto: I would like to hear, as Mr. Burkhardt said, specifics of what has worked, some examples they have for quality professional development that can be used across the board not just for specific areas where we are not wasting people's time, but we are really putting on a program that is beneficial to everyone and can do something meaningful instead of just fitting into the schedule because that is what we have always done.

Mrs. Dexter: Like Mr. Burkhardt, I am interested in seeing what the level of accomplishment has been, but also I am interested in the theoretical because I think this particular position can provide a stage for anyone to come in and practice their own educational philosophy, so I am interested in knowing the theoretical in particular. I would like to know whether the candidate has developed a philosophy about what is the best method of math instruction in a school district. Whether they favor a constructivist philosophy or traditional approach. Whether they believe calculators should be used in the teaching

mathematics and if so at what level would they be introduced.

Mrs. Ortiz: I had submitted some questions before that one of the general things I am interested in is if he/she has been in an urban environment type of district diversity. How he/she deals with community that is really diverse. Also what would be the steps that he/she would follow in trying to bridge the gap in challenging our students to really excel, not just kind of patch them, but challenge them.

Mrs. Follweiler: What is interesting is I was trying to jot down as we went around in taking the suggestions based off the firm's focus group information, and I know the focus groups' information was not a surprise to anybody. It is what we talked about in our meetings, and it is what the courtesy of the floor brings to our attention. But just weighing it, we certainly heard a lot of interest on the school achievement. The piece I am talking about is what our strengths are and expanding the diversity. Our current district is very diverse, and we consider that to be one of our strengths, so formulating the question if someone is coming from that type of background. They have to understand that Bethlehem is looked upon as that the community looks at it as a big strength, and how you use that strength to continue to grow the students. Some of the areas that we felt our needs were are business management, I think Mr. Amato touched a little bit on that, but I would like to see even more. What is the experience that this person is going to bring to this district, and again examples, in their management? If a person is coming here from a district that never had any kind of financial problems or never had a tax base that was struggling to meet their mortgages, etc. It is not necessarily going to discount them as candidates, but it may have them struggle on how to work with this district. So something along those lines not just what is their experience but what do they know about Bethlehem. What have they researched to know where we are going and the accountability piece that people are looking for? What would they recommend, and how they plan to hold the building level people accountable to them or the cabinet accountable to them.

Mr. Burkhardt: Conflict Management – How has this individual handled conflict whether it is with a board, the community, or whomever? I am interested in knowing some of the conflicts have been that the individual has handled, and to what level has it risen in terms on how the solution was achieved.

Mr. Faccineto: One of the other ideas that I had (I do not know if this is too specific for the first round) is diversity. Obviously it came up in the focus groups. "How do you manage the diversity whether it is something that has worked in the past or specific ideas from a budget point of view?" Because we have tough budgets coming up, and we have so many different populations whether it is Special Education, ESOL population, gifted students, etc. "How do you manage all that and make it work with limited funds?"

Mrs. Dexter: I would like to know the candidate's view on merit pay as it pertains to teachers and administrators. Should we as a district be considering linking student achievement with pay? I know that we might have to if we get *Race to the Top*, but we might not get that and so I am interested to know if this person might lead us in that direction any way.

Mr. Amato: I would like to ask how he/she would deal with the tough economic times that we are in, how they would put a successful budget together, who they would have involved in putting that budget together, and who the key players might be that make for a successful budget process.

Mrs. Dexter: I would like to know the candidate's view on the role of the board in developing curriculum programs, especially curriculum policy. I want to know the candidate's view on what is the role of the superintendent in the administration of student discipline.

Mrs. Follweiler: This might be too granular but again if you can formulate a higher-level question on code of conduct and its implementation. One thing that we discussed in many of our meetings, and I know that building level and the Cabinet deal with it much more, is the implementation and the coordination of our

code of conduct. “We have a Student Code of Conduct, we have twenty-five schools, how do you approach that challenge that it could be implemented consistently amongst the schools?”

Mrs. Dexter: I would like to know the candidate’s views regarding what is the role of the community weighing in on various issues that would include development of programming, selection of text books, administration of discipline, and any issues and the role of community in the development of policies and programs.

Mrs. Ortiz: Parent involvement is very important, so I would like to see how this candidate has been successful in involving parents in decision making in schools.

Mr. Faccinetto: Maybe I can just tie those two together. Just an all around view on his visibility in the community. Is this person somebody that is open to any employee by just sending him an email or community members? Are they going to be out there for anyone to access?

Mrs. Follweiler: A lot of these questions can be coordinated into a multi part. We certainly would want to see the firm’s advice on what questions. One of these subjects may be round one and may be round two. I would like to just keep flowing with ideas.

Mr. Amato: Maybe a candidate who has had any issues with budgets or revenue with his/her district requirements. Maybe somebody who is very successful because of the fact that his/her district has not run into budgetary or revenue issues. In talking to other districts, and I get to meet a multitude of them being in the position I am presently in as athletic director, it seems that in the past three years that we are not the only district that has experienced the type of financial strain we did not have 10-15 years ago, but everybody has experienced that, some of them more successful than others in not running into some of the situations that we have experienced over the last year or so. I would like for he/she to tell me they were successful in maintaining a good even revenue and balance of budget.

Mrs. Dexter: Candidate’s experience in collective bargaining process. What he/she thinks the role of the superintendent is in that process.

Mrs. Follweiler commented where it gets into a multi-part question and not necessarily on subject matter, there might be a question that depending on how they answer could lead to a follow up. They may answer the full question. Dr. Scott said the board will take clues from their answers, and it will lead to something else. Mrs. Follweiler stated most of the questions were in line with what was heard from the focus groups with the strengths and weaknesses. She knows the firm has a lot more data and certainly the board wants to see that folded throughout as well. Dr. Vantine said a lot of these questions could be mixed together. Mrs. Follweiler stated the bottom line is, the district needs somebody that knows how to make money, knows how to get money, knows how to utilize that to get the focus strengths and the biggest bang for our buck with the students and somebody who is going to get our students to achieve while working with the community. Dr. Scott said you want somebody who engenders trust. Mrs. Follweiler replied it was an excellent phrase. She asked if the firm had any questions for the board. Dr. Vantine stated he thinks they have a pretty good idea of what the board is after.

Mrs. Dexter was wondering if the board would like to deviate from their normal process and invite anyone up if there is any additional courtesy of the floor on more questions. Mrs. Follweiler asked if anyone on the board had any objections to see if there was any additional information on this subject.

COURTESY OF THE FLOOR – Steven Antalics, 736 Ridge, looking specifically into the person that may be recommended getting into personality – aggressive vs. diplomatic. The stress now has been very strongly to get tough and get tough seems to be a common denominator that if it is a bad school, close it

down. Would the new superintendent have an aggressive policy to make the system work in terms of leaning on the schools that are nonperforming and finding out why it is – is it the student or is it the teacher?

Mr. Antalics added second would be, discussion from various educators, what would be the focus of the new superintendent. The fault of the system of this country in the past has been the superintendents and possibly in Bethlehem was that education was based more on tests rather than educating the students. At the risk of doing not well on tests but students learning their subjects, ask the superintendent or the possible candidate where would his/her primary focus be on education per say and not falling into political traps of test scores so that you look good on the national level because this also involves getting money. This could be a trap for the superintendent because if the scores are not there you do not get the money. If the scores are there, then you are not educating the kids. I think these two things I would suggest that you ask – Are you going to be a diplomat or a hard-nose aggressive superintendent to demand that the kids get educated, or what is your focus on educating or being political?”

Mrs. Follweiler stated if anybody thinks of anything feel free to email her, and she would pass it along to the search consultant firm. She said she will touch base with the firm on Wednesday to see what the applicant results are.

BOARD POLICY 707 – LEASES – DISCUSSION – Mr. Washington stated he sent several pieces of information to the board on Policy 707. He said when they met last there were a lot of different discussions going on and he wanted to get everybody’s philosophy and where they want to head with Policy 707. At the last meeting, he heard directors say are we making it too difficult for people to utilize our buildings. Should we look at the way it was before we started changing the policy. The board now has a green Policy 707, which goes back to the basic Class I, II, III, and IV and how it was handled. The board also has a yellow copy with all of the revisions, the many discussions held on Policy 707 with an explanation from Mr. Gilliland about why those changes were made along the way. Tonight Mr. Washington hopes to leave with some type of direction on which way to go. The policy can be as simple as what it was prior to where it just had Class I – District Sponsored Activities, Class II – Community Service Groups, Class III – All Others. Today there is a number of Class I, IA, IAB, IC, Class II and Class III with charges attached to them as well. He suggested opening it up for discussion.

Mrs. Follweiler thanked Mr. Washington, and they know it has been difficult for this very easy and simple division of the then and now. Mr. Washington gave credit to Mr. Gilliland and Dr. Donaher. She invited them to join Mr. Washington. She said maybe she will put the three of them on the spot, and asked them which would they prefer green or yellow. Mr. Gilliland said yellow. He also said he knows that one of the comments that he heard was some people said well maybe this is a little more cumbersome or difficult. Mr. Gilliland explained it is not to him when he is reviewing the leases for verification and approval. He also added that they have tried to take a look at every situation that has occurred over the last year and try to account for that. He honestly said that because of some incidents that had occurred, he personally feels more comfortable with the latest version. He stated it does differentiate it, and the other thing is that he thinks they have heard, for example, one of the things in here is Boy Scouts and Girl Scouts. He knows there have been some issues with that, and that some of those units have not been able to come in and use the district facilities because of the cost.

Mrs. Follweiler said the last time they were reviewing the changes, she knows she was one that thought it was so cumbersome. She did not know how you could pick who was what, and that is why the board wanted to go back to see what it was before. She asked if anybody else on the board had any comments.

Mr. Amato asked if what she said the way it was before was more cumbersome. Dr. Donaher said no he thinks what Mr. Gilliland was saying is that the newer version (yellow version) makes it clearer and gives

them the opportunity to place groups where they are and not have concerns. Mr. Amato said since day one that he has been on the board, taxpayers have always been vocal – stating we pay for these facilities; these are our tax dollars. He stated they price them out of business if they cannot utilize them for various things. He said as far as he is concerned if it has anything to do with our students whether it would be Boy Scouts/Girl Scouts, the midget programs, or what have you, that they should get it for free or minimal charge. They should be able to utilize for free the facilities in our district for our kids that our taxpayers are paying money for. He stated if the district has to make it by charging the Bethlehem Bulldogs to come in and run their programs, then we need to get out of the business. He added if somebody wants to come in and run their dance recital for their dance group for business they should pay for that facility and pay for whatever it costs. It should not cost the district anything for them to come in for the janitors or anything of that nature. Now if the janitor is going to be there any way that may be something different, but if they have to come in on the weekend and it is going to cost the district premium time for that then that means it is passed onto them. As far as other groups, he would think the district would make it as easy as possible for them. It is either yes it is for our students or not. If you are renting the facility for your profit, you pay. If you are renting the facility for our students and the taxpayers of this community, then there is no charge. It should be that simple.

Mr. McKeon agrees with Mr. Amato. He had objections, not so much on how this is laid out, but with the fee schedule since day one because he viewed it as, because we were having financial stresses, just a money grabber to go get other organizations and make them pay. He also agrees with Mr. Amato and thinks it is being done now, if they are there Monday through Friday until 9 p.m. which is when you have your normal custodial staff, there is no charge and that is understood but there should be a fair baring of the weight on the weekends. The object was not to try and exclude people but he just thought it was a money grab trying to do something else to boost up the revenues to pay for some other program. Mr. Amato stated that is why he looks at the facilities, for example, Ray Guy or the Rotary Club come in and put their tournament on, last year it was on premium time, they had to pay for the gym, but this year it was during Monday through Friday and our people were there, so they got a break on it. He thinks that would be fair with them.

Dr. Donaher stated that is the process for those organizations such as the midget programs that directly benefit our school district that if they are during the week, then they would be free as far as using our facilities, but if they were to schedule games and competitions on Saturdays and Sundays, they would be charged half of the cost for the custodian and/or half of the cost of the site manager depending on the number of people. He added that before the district covered that cost for the site manager and custodian, and that was entirely paid by the district. The agreement last year was to split the cost, but if it is during the week and there is a custodian there, there is still no charge for a rental fee or cost for a maintenance person.

Mr. Faccinetto said he read this four times and asked if the policy could be just one page. He knows a lot of work was put into this, there is a lot of thought and common sense behind it, but if it costs us money, they pay for it. He recalls he was one of the scout leaders who flooded the district with emails at one time over the pool at Freedom, there was a teacher who worked at Freedom who said he/she would be the site manager, and said they did not have to pay them. He said no we have to pay you, then if you want to return it to the district they can, but we have to write you a check. The times were 7 p.m. on a Tuesday, and we had to pay a janitor, but there was one there anyway. If it cost the district money, then by all means charge the scouts or whoever. The district should not have to lose money because an organization decides they want to swim or do whatever. Even if the district is charging money if all the money that it being made goes into a district fund whether it is a booster club or whatever, but it is not in somebody's pocket where coaches are being paid or whatever, then those organizations should just pay the simple cost and be done with it. Does that make any sense? Dr. Donaher said he thinks what is trying to be done is differentiate between organizations, the types of organizations, and whether they are district kids, kids

from other districts, or if it is for profit. He expressed that the pool has always been a little different because that is a huge investment with the water and the safety that goes with it whether it is the chlorine balance and keeping track of that and who is watching it when they leave that things are maintained because that is a huge investment for the district. He added that it is not just someone coming in and sweeping a gymnasium floor and saying "Okay I picked up some paper wrappers, etc." Pools can be extremely expensive if they are not maintained.

Mr. Gilliland stated once they started investigating, there were some situations where some organizations had people from outside of the school district coming in and using the facilities as part of the league or something like that, and when we questioned them about that prospect, people have said "We like your facilities, and we like being here." Mr. Gilliland questioned why are you not in your own school district.

Mrs. Ortiz believes it has to be simple. She stated she sees a lot of pages, it can be made simple, and if it is for profit then there should be a charge. She said our kids need to go somewhere, the taxpayers' money, so our facilities should be available for them. She believes if it is for profit, then they should pay. If it is just for our kids to have a place where they could go and they should, it should be a little simpler.

Mrs. Dexter claimed she feels like they are talking in circles again, but it brings them back to the question of who is considered to be for profit and at what point do they draw the line. She said last summer there were two different situations brought to the board's attention. One was the running of the football camp on the stadium grounds and it benefited some of BASD kids, but it was not totally composed of BASD students. Her understanding was that the coaches were compensated, some people thought at a very high rate, so some people would say that would be profit because there was no great deal of the income used to generate booster club funds so that is one situation she would like to know is that for profit or the benefit of our kids because there were some BASD kids.

Mrs. Dexter continued with the other situation. She understood there was a professional coach who came to use the stadium, so if that professional coach would be conducting a camp made up of 90 or 100% of BASD football students of various ages, is that person going to be charged the same rate or a different rate of the group that did the booster club funds. She gave the following example: if it was \$500 in booster club out of the first group, and the second group professional coach says I will give \$500 to the booster club but wants to pay the same rate as this group; she wanted to know if the district will give the same rate under this new proposal, or is one considered for profit because one is business and the other one is not. Mr. Gilliland answered that he thinks the Class IV is where something like that goes, for example, the Ray Guy Kicking Camp is in that Class. Although there were some district residences in the camp there were also other students from all over the area in the state who came and that was for a profit. Mrs. Dexter said she understood that in both situations neither one was totally school district residence. Dr. Donaher replied no, but the Ray Guy Kicking Camp is a profit organization; they are not a 501c3. Where the camp that was being run by the football booster club or the LHS Hurricane Wrestling Club, they are a 501c3; and therefore, the district considers them to be a nonprofit, but the Ray Guy situation was a full profit organization that was running camps all over the eastern part of the United States. They move south during the wintertime and come back during the summer. They kind of go all over the country, and that was open to anyone. Most of the student athletes that were involved in wrestling camp and football camp are BASD, and in some of those situations BASD students are given a preferred rate to participate or in some cases could be free.

Mrs. Dexter asked there are Boys and Girls Club, and the Y that have some activities, so let us say that Boys and Girls Club or the Y were organizations providing dance lessons, and then they want to do a recital at the Freedom auditorium, are they going to be charged the same rate or different rate as a dance organization services all BASD students but they... Dr. Donaher replied that would be a Class IB – Youth Instructional and Developmental Support Programs. For that group and if it is during the week and it is an

in area where we have custodial support, there would be no charge, but if it is during the weekend then that is the kind of group the district would charge half of whatever the cost would be for that facility. Mrs. Dexter asked when you say that kind of group are you talking about the business dance or the Boys Club dance. Dr. Donaher answered when you talk about the Boys Club dance, or Special Olympics Boys Scouts that provide nonprimary athletic programs designed to provide supplemental instructional character in developmental activities. Mrs. Dexter asked if the Boys and Girls Club dance would get a more favorable rate than a business dance club. Dr. Donaher responded yes, and a business dance club, for example, Mrs. Smith's School of Dance, would be a profit organization similar to the Ray Guy Kicking Camp. Mrs. Dexter asked if they are both at a higher rate. Dr. Donaher said yes. Mrs. Dexter asked even if they serve all BASD students. Dr. Donaher said yes because it is for profit. Mrs. Dexter commented that the other group that was here last summer, people were saying that it was very profitable for the camp coach. Dr. Donaher wanted to know if it was the football booster club camp or the Ray Guy camp. Mrs. Dexter said it was the football booster club camp. The allegations were that the rate of pay for those coaches made it very profitable for those individuals. Dr. Donaher stated that it is to the benefit hopefully of our student athletes who are participating in that program to receive that instruction from the coaches who will come because of it, then more kids come to the event because they know that instruction is coming from a well-known coach.

Mrs. Cann had two items: 1) That we forget what rate to apply; we are looking at the categorization of the organization not at the event, so that is what would help with that question. It can be the same event, and it would be priced differently depending on who is doing it. So all you are looking at is at the categorization of the organization. 2) She wanted to mostly address this idea of it being too complicated. She does not think it is, but thinks it is a good time of year she could use the analogy to the tax code. The district could have a flat tax and that would be very, very simple and apparently in America it was voted that it was not wanted because it was not fair. She said we rather add some complexity and add fairness. She also said the district might have added a little complexity, but it is to make it fair because they really do not want to treat everybody the same because it is part of the community. She indicated the community is paying tax dollars; these buildings in essence are owned by taxpayers. She stated the need to have different rates for different organizations, and it is based on a very logical system and adds a little bit of complexity but it is for fairness. If anybody has trouble understanding it, that is okay because Mr. Gilliland is the one that has to figure out the charges and he understands it.

Mr. Amato said there is always this question coming up about football and wrestling booster clubs wanting something to get revenue to put back into their programs, and he cannot believe some of the arguments that he is hearing from his colleagues on this board. When it is athletics, it is one thing, so if the booster club ran that football camp and pay those coaches too participate in that 200 campers whatever and the campers do not necessarily have to be from BASD. The same way the wrestling tournament does not always have participants from BASD but the funds should be going back into the wrestling and football programs. If they do, it is nonprofit; they should be given those facilities to use. It is no different than if the bands at Freedom and Liberty wanted to run a band competition and bring in 220 bands to come in, and various groups, same way with the cheerleaders if they want to have a cheerleading tournament on the weekend that those booster clubs would be making money to go back into the bands for them to go all over the world to perform or the cheerleaders to buy extra stuff for their program. That should be given to them. Those facilities should be given to them at no charge. Now if the monies, if Gene's Dance Studio is coming in for a dance recital for profit or Ray Guy Kicking Camp and says "Oh I am going to give the football booster club \$500." They are taking the majority of that money being made in their pockets then they have to pay. It should be that simple, and why do we keep beating up the athletic programs, it is the same way for the bands, cheerleaders, etc. I just do not get some of the arguments here.

Mr. Gilliland explained, in response to Mr. Amato's statement, under that example booster clubs would

be a Class I and are a district sponsored or district supporting activity. In other words if they are doing a fundraiser, building and/or custodial fees would not apply – that is how it reads. Mr. Amato wanted to know who monitors this because there was some discussion about this football camp that the monies did not go back into the district program, and if in fact that is the case, he totally agrees. Mr. Gilliland said they came up with what was a camp financial report. In other words, before camp would be approved... Mrs. Follweiler intervened and said in trying to stick to generalities vs. specific examples, she thinks the question is who is responsible to implement this policy. So if somebody wants to lease a facility, who decides which category that organization falls under? Mr. Gilliland replied that ultimately it is his decision – the principal approves the lease application first then it goes to his office for the costing and verification. Mrs. Follweiler asked whose responsibility is it to follow through to make sure that the monies are turned over. If it is a lease, monies are supposed to be paid prior to use, correct? Mr. Gilliland replied correct in most cases. Mrs. Follweiler asked if it is the principal's responsibility to collect that money. Mr. Gilliland said no, it is usually submitted to our office.

Mr. Burkhardt stated they are on the area that he is concerned about. He said historically at least from his experience as a principal, if somebody presented themselves at the office wanting to lease the following facility, they had leases, they would fill them out, he would look at it or an appropriate other person like athletic director, person who is in charge of the theatre because often times it would be rented, and we would add the charges, for example, there is a need for two custodians and one of this and one of that and if they liked it or they needed somebody for the spot lights, sound, so then if you want to rent the facility this is what it is going to cost you. Simple done. It does not have to be more complicated than that. If it were a controversial one, then it would go to a higher level. It would go to the buildings and grounds, and they would decide what the issue was. He stated they are trying to legislate little things that the district possibly has and it is not going to work because something is going to come up that it is not going to fit it. He does not know why it is not kept simple, the way it was with the principal or designee at the building level and if it is an issue of high profile or something that looks like it is going to be a problem then you get the director of buildings and grounds involved. Ninety-nine percent of these are really simple things that the principals really can handle them.

Mr. McKeon stated Mr. Amato and Mr. Burkhardt are absolutely correct that it could be handled at the building level, but after the board looked at some of the leases from last year, there were some leases approved under false terminology. One of the leases said they were a nonprofit, but they were not. Mr. Burkhardt said then somebody needs to be held accountable for that. Mr. McKeon said it was approved at the building level and is not saying it was the principal but approved within that local administration. The other question is camps are for profit. If you go to the collegiate level, the coaches have camps. It is to put money back. At the high school or youth level, his feelings are that if the booster club had sponsored a camp and what they pay their coaching staff to come in and run the camp, that is their business. What we did look at was at one of those scenarios from the last time, "Oh we will write a check to the booster club to cover X amount." He believes that particular football booster club looked like an after thought, and that is what he objected to more so than... Let the booster club run it, what they pay, if they want to pay the same amount they were paying the coaches last year, he does not care, but at least it is under their opsses and not under somebody saying in order to go zero profit, we will write a check to the club.

Mrs. Ortiz agrees with them. She knows the complexity sometimes that goes into all this stuff, and it is to be fair she understands that, but make simple things simple and have everybody understands the law in the buildings – the principal has the authority to rent the spaces and then buildings and grounds become the collectors of the monies not the principals.

Mr. Washington stated in just going around he hears everyone say basically to keep it simple, so in your mind keeping it simple means going back to the green policy or does it mean taking some of the items out of the yellow policy. He just wanted to know what the board means by keeping it simple. He agreed with

Mr. Burkhardt in saying that the building principal could handle 99% of the leases. Mr. Washington said that is pretty much what is under the green policu. Mr. Gilliland said that is correct, so is the interpretation is where we interpreted it one way and somebody else interpreted it another way that seemed to cause...

Mrs. Dexter stated she thinks in keeping it simple is having it written as she has heard complaints in this district since her kids were in elementary school about the uneven administration about building leases. So if we have it written, then we have rules. There will still be some gray areas, some things that come up that we have not anticipated or some differences of interpretation, but we have a written policy, guidelines that would give the frame work to the decision making.

Mrs. Follweiler asked to get a consensus of the board: green, yellow, or other:

Mrs. Dexter: Yellow

Mr. Faccinetto: Green

Mrs. Cann: Yellow

Mr. Burkhardt: Green

Mrs. Leeson: Green. I would like to make one comment PSBA provides a service that they review our policies and I think a good policy review by PSBA might be very helpful for us. I did review some other language and there was one in particular that had a very good language on making sure that they got payment upfront or a significant deposit for any outside organizations.

Mrs. Ortiz: Green

Mr. Amato: Green

Mrs. Follweiler: Green

Mr. McKeon: Yellow

AGENDA ITEMS FOR MARCH 15, 2010, REGULAR BOARD MEETING:

ELEMENTARY SCHOOL OPEN ENROLLMENT POLICY – This item will be placed on the March 15, 2010, Regular Board Meeting Agenda.

SCHEDULE OF BOARD MEETINGS FOR THE 2010-2011 SCHOOL YEAR – This item will be placed on the March 15, 2010, Regular Board Meeting Agenda.

RENTAL OF LAND FOR FARMING – CORNER OF FREEMANSBUR AVENUE AND FARMERSVILLE ROAD – This item will be placed on the March 15, 2010, Regular Board Meeting Agenda.

COURTESY OF THE FLOOR – None

OPEN FORUM – Mr. Amato asked Mr. Gilliland how old is the new addition at Freedom High School – it cannot be more than 4-5 years. He said he could not believe that they cannot get the temperature regulated in that gym. He also said the past couple weekends, there was wrestling tournaments and basketball games, and they could not regulate the heat in that building. He expressed how ridiculous it is when he has to sit with a stocking hat, a scarf, and gloves on to watch the games. The whole system blew out this past Saturday because the computer was trying to regulate the air handling system. He said the temperature was down in the low 60s. He cannot believe it has been this way since day one. Mr. Gilliland said the only thing he could say is that they have had a number of problems as the board well knows. This year they received very few complaints about the temperature. Mr. Amato said because they just stopped calling because they cannot get it fixed. Mrs. Follweiler asked Mr. Gilliland if he could speak with the people at Freedom and see if there is any additional information. Mr. Amato asked him to speak to the athletic director. Mrs. Follweiler asked Mr. Gilliland to find out and email her.

Mrs. Leeson wanted to alert everyone that a number of years ago the meetings in August were reduced. She indicated there is a Human Resources Committee Meeting and a Regular Board Meeting during August. She thinks in the last couple of years, the board has had to add because of finance concerns and curriculum concerns during August. She just wants to remind everyone that that may not be as good as a set up as it was a couple of years ago. She said the same thing is done in December where the board just has the Reorganization Meeting and the Regular Board Meeting and have also at times had concerns during the month of December that arose.

Mrs. Follweiler asked Mrs. Leeson if she is recommending the board add something now or if she was just warning people in advance that it might get added later. Mrs. Leeson referred to the administration to take a look at their schedules and see what they think. She said it could be discussed further at the Regular Board Meeting.

Mrs. Dexter can see adding to the August meetings, and if that is the realistic way of doing business then the board ought to add it and be done with it so they know what their plans are. Mrs. Follweiler's concern is that the board adds it and not need it; it is harder to cancel then it is to add it later – just her opinion. Mrs. Leeson took the opposite view point. She thinks it is much easier to cancel when the board does not have something to do. Mr. Amato suggested polling the board.

Mrs. Dexter: Add in August

Mr. Faccinotto: No opinion. I would say no because I do not know what usually happens.

Mrs. Cann: I agree with Mrs. Dexter, and Mrs. Leeson is right. We always end up adding it anyways.

Mr. Burkhardt: If it is easy to cancel, then add.

Mr. Amato: Add

Mrs. Ortiz: Add

Mr. McKeon: Add

Mrs. Follweiler: Add

Mr. Washington added that the last two to three years, it was at the request of the board to add it. It will be discussed in Cabinet tomorrow.

Irene Follweiler adjourned the meeting at 7:30 p.m.

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