

**BETHLEHEM AREA SCHOOL DISTRICT
BOARD HUMAN RESOURCES COMMITTEE MEETING
MINUTES
MONDAY, JULY 19, 2010**

Members of the Board Human Resources Committee met on Monday, July 19, 2010, in the Dining Room, at the Education Center. Present were the following school board members: William Burkhardt, Michele Cann, Judith Dexter, Irene Follweiler, Loretta Leeson, Aurea Ortiz, and Eugene McKeon. Also in attendance were Director of Student Services Dr. Dean Donaher, Consultant for Curriculum and Instruction Dr. Margaret Barilla, 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 8:39 p.m.

COURTESY OF THE FLOOR – Steven Antalics, 737 Ridge Street, Bethlehem, spoke about tenure and the process at the collegiate level and lower levels of education. At the lower level of education, he had several questions and wanted to know when a teacher is hired in the BASD is there a period where they are reviewed or followed in terms of their teaching quality based upon what children they teach are evaluated to qualify teachers teaching the same children at the same level. What is that period of time and if they are granted tenure can that tenure then be removed because of nonperformance. Mrs. Follweiler stated she would ask administration to get him detailed answers on the tenure policy. He asked again how they are evaluated and what is the period of time and what is that level of evaluation.

Spud Yasso, 3002 Oakland Road, Bethlehem Township, was here on behalf of the Hurricane Basketball Club. He read a letter drafted by the president of the club, Craig Golden, who unfortunately was not able to attend. The letter mentioned the history of the Hurricane Basketball Club, its achievements and goals, its organized setting to learn the game of basketball and a foundation for development through the teaching of fundamentals, teamwork, sportsmanship, good citizenship, and fair play. Mr. Golden wrote that their club is not a fund raising organization. Up until a few years ago, they charged only \$50 for the first child in a family to participate and \$25 for the second child. Three years ago it was raised to \$60/\$30 to help cover the impending lease payments. In several hardship cases because of financial reasons or disadvantage youths, they let them play for free. The lease payments they have paid in the last year have impacted their organization greatly. Their current cash balance has dropped about \$4,000 as a direct result of lease payments of \$3,700. Their cash balance has been depleted. They are considering raising fees again by \$10, which will impact the families further. This is just to cover current lease payments to the school district. Without the boards help, they would have to cut back substantially the kids that participate. That would be a shame considering all the good the organization has done for high school basketball programs and the kids in the area. He would appreciate a chance to meet with any of the board members to discuss this situation and any alternatives. He greatly appreciates the board's support and hopes his organization would be able to continue to support Liberty High School for years to come. He thanked the board for consideration in this matter. Todd Donnelly 4727 Cathy Drive, Ditto.

AGENDA ITEM FOR JULY 26, 2010, REGULAR BOARD MEETING:

BOARD POLICY 707 – LEASES – Mr. Washington referred to the memo and revised policy he sent to the board dated July 13, which had the two revisions the board directed Mr. Washington to make. He indicated “charge of one half” was taken out and replaced with “charge at calculated cost.” If that is done, it eliminates Class IA.

Mrs. Cann spoke about the support of the Hurricanes for the basketball team at Liberty. She feels that their whole purpose is for kids to develop skills who will be entering Liberty High School. Class II is not a fit for the Hurricanes. She spoke about the charges and kids that will not be able to afford it.

Mrs. Follweiler commented that this policy started its review because it was not being implemented

across the district. They are looking for a policy to be implemented across the district. She wanted to know if there was different fee schedule for the Bulldogs than the Hurricanes. Dr. Donaher added that the Bulldogs get financial support from Bethlehem Township, which is not given to the Hurricane club.

Mr. Burkhardt stated that both organizations are directly supporting the district. Mrs. Leeson stated if the district is going start looking at groups that directly support the district then it needs to start looking at all the other groups that do as well. She named a few and the CYO programs. She reminded the board that the district had to cut out the track meet for the 5th graders and had to get sponsorship for the 5th grade track meet and now the district turns around and subsidizes a program that is not district run. She expressed that she supports these programs and has nothing against them.

Mr. McKeon spoke about charging a fee whenever the lights are turned on for a game and being consistent throughout the district.

Mrs. Ortiz questioned if it was the amount of the fees that could be causing these dilemmas.

Mrs. Cann said you could not compare the Hurricanes to Y and CYO groups because all the Hurricanes do is support the Liberty High School basketball program.

Mrs. Leeson asked Mr. Washington why was the policy being discussed again after the board held a consensus at the last meeting and why is it back for another reading. Mr. Washington stated it was back for another reading because the board had specific questions in the minutes that requested changes to be made. As in the past, when changes are made, the policy is brought back for a reading. Mrs. Follweiler interceded and said, "We directed him to change the wording, and he is recommending to eliminate Class IA." Mrs. Dexter does not want to eliminate Class IA.

Mrs. Follweiler asked Mr. Washington to clarify the concern regarding groups losing lease time. Mr. Washington stated that school events take priority over outside leases. The groups are notified in advance. First come; first serve with outside organizations.

Mrs. Follweiler polled the board:

1. Do we want Class I, IA, II or not? If not, then does Class IA belong in I or II?
Mrs. Dexter: Yes Mr. Burkhardt: Yes Mrs. Follweiler: No Mr. McKeon: No
Mrs. Cann: Yes Mrs. Leeson: No Mrs. Ortiz: No

Mrs. Follweiler directed Mr. Washington to eliminate Class IA. This item will be placed on the July 26, 2010, Regular Board Meeting Agenda.

BFLEX DAYS – Mr. Washington was joined by Dr. Barilla in showing the PowerPoint presentation regarding the Act 48 Professional Education Plan. Mr. Washington read from the presentation and then a discussion was held regarding Act 48 and BFlex Days. He stated each year an Act 48 Plan is written through the Act 48 Committee chaired by Dr Barilla and president of BEA. It is then submitted to PDE. Mr. Washington spoke about BFlex Days and the process of approval for activities that are approved for BFlex. It starts with the principal and must pertain to certain areas of the teacher's certification or content knowledge, then finally approval by Dr. Barilla. There are criteria that have to be met.

Mr. Washington indicated there were over 1,100 BFlex events that took place throughout BASD. If a teacher works 6 hours, they flex out one day. If they do 12 hours, they flex out two days, which are typically the last two days of inservice. One hundred forty (140) teachers showed up this year. Many of them that do not flex out are coaches or teachers with small children at home. He listed a few of the events that were held this year.

Mrs. Leeson asked, "How many days were allocated to staff development this year?" Seven days Mr. Washington responded. Mrs. Leeson said two of those can be used for BFlex and are scheduled at the end of the year. She is hearing that principals would like to have staff development at their buildings, but do not have the opportunity to do this. Dr. Barilla said in the next school year they would be able to do this. Each building principal would be responsible for his or her staff development at his or her building because of not having somebody in central office to coordinate it. Mrs. Leeson stated she heard that it was not affective. She is hearing that there are needs in the district for staff development that are not being met. Mr. Washington agreed with her and said there are overall needs in the district, but would not under value BFlex/Act 48. He commented that this allows administration to get at specific needs that teachers have and teachers do use this very seriously. A discussion was held regarding teachers electing topics that are not in their area of need. He added that as a principal he would monitor this, know the needs of his teachers, and have conversations with them on what they are taking.

COURTESY OF THE FLOOR – Spud Yasso, 3002 Oakland Road, Bethlehem Township, stated he is in a unique situation, lives in Bethlehem Township, and is also on the Board of the Hurricanes Basketball Club. He stated they are not asking for a free ride, but to double the cost on them would cripple their organization. The Bulldogs do get some subsidy from the township. He is asking to keep them at the level they are at now. They realize they have to pay money to have the gyms open on the weekend. He commented that the biggest thing is not having these kids out late at night during the school year. He runs a program for 2nd grade kids, and it is not fair to have them out until 8:00 at night. On Saturdays, it is from 8-10 a.m. and parents are able to come. They understand there are going to be fees involved. They are asking that they are kept where they are at if the board could.

Todd Donnelly, 4727 Cathy Drive, Bethlehem, thanked the board for taking the time to address them. He stated he read what Class I and Class II are. In Class I, the district is allowing groups that are subsidized, and he feels the Hurricanes fit more in Class I. He said last year they negotiated and want to pay what they can pay. Now a year later, we are being asked to step it up. He commented it is a very diverse group of kids. It has brought success to Liberty and it brings pride when you finish top semifinals. He does not want to see an Allentown situation.

Steven Antalics, 737 Ridge Street, Bethlehem, commented somebody failed to mention his first comment regarding tenure. He wanted to know how many teachers were released on lack of qualifications.

OPEN FORUM – Mr. Washington explained the period of tenure in public schools is three years, and beyond that incompetent in Pennsylvania is two unsatisfactory ratings. Tenure does not keep a person in a job; they can be removed and fired. Who tells them that – it starts with principal, ends with Mr. Washington, and ultimately the board makes the final decision. He also added the union does get involved during the loudermill hearings. They have a right to hear the charges against them.

Mrs. Leeson wanted Mr. Donnelly to know that there are additional gym spaces during the week that the Hurricanes can use. She also wanted to ask the board about the audit review they received. Two board members already met with Mr. Gorman. The Audit Committee did not meet with Mr. Gorman. She asked if there is a reason for the board to do it again or have they given him adequate information. Mr. McKeon said that maybe new members would want to meet with him. Mr. McKeon met with him in June. Mrs. Leeson asked about the state audit on the 26th. It was stated that not all board members need to be there.

Irene Follweiler adjourned the meeting at 9:45 p.m.

Minutes prepared by: _____

Nitza S. Yerger, Confidential Secretary to the Assistant Superintendent for Human Resources