

**BETHLEHEM AREA SCHOOL DISTRICT  
BOARD HUMAN RESOURCES COMMITTEE MEETING  
MINUTES  
MONDAY, APRIL 11, 2011**

Members of the Board Human Resources Committee met on Monday, April 11, 2011, in the Dining Room, at the Education Center. Present were the following school board members: Rosario Amato, William Burkhardt, Michele Cann, Michael Faccinetto, Irene Follweiler, Loretta Leeson, Eugene McKeon, and Benjamin Tenaglia. Also in attendance were Director of Facilities and Operations Mark Stein, Acting Director for Human Resources Dr. Dean M. Donaher, Assistant Superintendent for Education Dr. Jack Silva, and Superintendent of Schools Dr. Joseph J. Roy.

The meeting of the Board Human Resources Committee was called to order by Mr. Michael Faccinetto at 7:14 p.m.

**COURTESY OF THE FLOOR** – None

**BOARD POLICY 707** – Dr. Donaher stated there was a request to bring this policy back for discussion regarding the Class IA where the district pays for half of the custodial or site manager fees. Dr. Donaher also invited Mr. Stein to attend tonight’s meeting since the policy was initially rewritten by the committee, which consisted of the athletic directors, at the time Mr. Gilliland and staff from his office, and Dr. Donaher. Dr. Donaher informed the board that Mr. Stein has done research on this topic, and this would be a good to bring him up to speed on the history of this policy.

Mrs. Leeson stated she brought this up due to the current economic situation of the district. She spoke of Class IA and the district subsidizing youth programs that are not district programs that are currently costing the district about \$22,000 a year. In her opinion and due to the economical crunch the district is in, she feels the district can no longer subsidize these organizations. She is seeking for her fellow board members’ thoughts on eliminating the Class IA. She stated it would still mean that any of those organizations would still use the district facilities free when there is a custodian on site, but would be charged the full cost for a custodian or site manager when it is a cost to the district.

Mr. Amato expressed his thoughts and was appalled by Mrs. Leeson suggestion because those are district kids in those organizations. Mrs. Leeson clarified that it is not the intention of the district to make money off of those organizations, but so it does not cost the district any money. Mr. Amato reiterated it is our facilities, our kids, and if they were coming in to make money he would agree with Mrs. Leeson, but if they are coming in to practice they should not have to pay for the facilities – he stated it would just be disgraceful.

Mr. McKeon added that most activities on Saturday or Sunday are games and are not charged. He assumed all along that they were paying full custodial fees, but they were only paying half on a Saturday or Sunday. What Mr. McKeon objects to the most is having a custodian and a site manager on at the same time. Dr. Donaher explained that site managers are there more for crowd controls during games. Mrs. Cann commented high school or middle schools could not exist without these organizations. Mrs. Follweiler feels the taxpayers should have a right to the facilities they are already paying for, all the organizations should be treated equally and the same across the board, but during these economic times she feels the district needs to put that money back into the general fund.

A consensus was taken on whether to leave this policy as is or amend it. The results are as follows:

E. McKeon: Amend	R. Amato: As Is	William Burkhardt: As Is	M. Cann: As Is
I. Follweiler: Amend	M. Faccinetto: Amend	Loretta Leeson: Amend	B. Tenaglia: Amend

Dr. Roy stated the policy would be amended with the proposed changes and brought back for a second reading.

**AGENDA ITEM FOR APRIL 18, 2011, REGULAR BOARD MEETING:**

**APPROVAL OF ACT 80 REQUEST** – No objections. This item will be placed on the April 18, 2011, Regular Board Meeting Agenda for approval.

**OPERATIONS REVIEW** – No objections. This item will be placed on the April 18, 2011, Regular Board Meeting Agenda for approval.

Mr. Tenaglia questioned a handout he had. Dr. Roy stated the quotations are shared with the board at the Finance Committee Meetings, and this one came in after the fact. Dr. Roy said this would be an informational agenda item for the Regular Board Meeting on April 18, 2011. Mr. Tenaglia wanted to discuss this, which was a goal post for Broughal Middle School and was supposed to have been included in the 09DBond Fund which had surplus money at one time over and above the cost needed for the initial completion of Broughal and the demolition and finalization of Northeast with the installation of those fields. He pointed out that administration is proposing to spend \$14,900 out of an account that only has \$11,000. Dr. Roy stated this was discussed back in January that it would not come out of the bond fund, but it still needed to be completed, quotes were then obtained and the payment would come out of the existing budget. There would have to be transfers from within maintenance to cover this expense because it was not budgeted for this year.

Mrs. Leeson wanted to know if Broughal would have a football team due to the adjustments in middle school sports. Dr. Donaher replied it was currently the plan for Broughal to have a football team.

Mrs. Leeson had a question regarding the prepaid notice on the temporary help in the business department. She thought they were not going to have temporary help because of the consultant the district was paying for. Dr. Roy replied that back in the January Regular Board Meeting, the board approved three temp positions in the business office for payroll assistant, account analyst, assistant business manager. Subsequent to that it was said that by hiring an interim assistant business manager, they would not use the account temps to do the assistant business manager and the account analyst positions. This is the third position – the payroll temp.

Mr. McKeon will support the goal post if the money transfer is explained, if not he will not support it.

**COURTESY OF THE FLOOR** – None

**OPEN FORUM** – Mrs. Leeson stated that a reporter had been asking how the teachers' contract was negotiated. She wanted to clarify for the public that Mr. Burkhardt and she asked the president of the association (BEA) to meet and they asked the BEA if they were interested in an early bid, and they brought it back to the board that there was interest. Mrs. Leeson explained from the advice of the solicitor that both Mrs. Leeson and Mr. Burkhardt remove themselves and not partake in the contract negotiations. Mr. Faccineto and Mr. McKeon then took over, and afterwards Mr. Burkhardt and Mrs. Leeson were invited back to hear the proposal. The contract was then moved forward for a vote from the board. This is the same process used with other board members whenever there are any family issues involved.

Michael Faccineto adjourned the meeting at 7:41 p.m.

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