

**BETHLEHEM AREA SCHOOL DISTRICT
BOARD HUMAN RESOURCES COMMITTEE MEETING
MINUTES
MONDAY, OCTOBER 10, 2011**

Members of the Board Human Resources Committee met on Monday, October 10, 2011, in the Dining Room, at the Education Center. Present were the following school board members: William Burkhardt, Michael Faccinnetto, Irene Follweiler, Loretta Leeson, Eugene McKeon, and Benjamin Tenaglia. Also in attendance were Director of Facilities and Operations Mark Stein, Director of Special Education Richard Agretto, Director of Student Services Dr. Dean Donaher, Assistant Superintendent for Curriculum and Instruction 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 Faccinnetto at 8:45 p.m.

COURTESY OF THE FLOOR – None

BOARD POLICY 705 – SAFETY – FIRST READING – Mr. Stein referred to the district’s current policy, which was adopted in 2004. He stated since that time laws have changed and two years ago the state code required a certified workplace safety committee. The district has done that, and he reported that since coming to the district and now chairing this committee, the work that has been done has been very impressive, it is very thorough, and the committee has done a great job with a lot of data collection. Mr. Stein said, “The revisions you have in front of you are in the PSBA template incorporating the new requirements of state code, and mark up edits are updates from the Workplace Safety Committee follow ups. Mr. Faccinnetto asked the board if they had any questions. Mrs. Follweiler asked if there were any mandates on who is on this committee for how many participants there are per size of district. Mr. Stein replied no, it just requires that there are two employees and two employer representatives. He commented that our district is actually much larger with at least 7 or 8 from each different employee group throughout the district. Dr. Roy added that this policy really brings the policy inline with the practice.

This policy will be brought back for a second reading next week, Monday, October 17th.

BOARD POLICY 701.1 – NAMING OF FACILITIES – FIRST READING – Dr. Donaher stated that at the board’s redirection, Mr. Giordano and he took some information back from the last meeting in which different policies were presented to the board and have created a new policy for the district for the board’s review. They took the recommendations that were made at the last meeting and incorporated them into this new policy. It is a more detailed policy than what the district has had in the past. Dr. Roy stated further that the key is that it is much more detailed and in the dividing of naming rights to Naming Rights In Consideration Of and Naming Rights In Recognition Of – it is something that is distinctively different and broken out in much greater detail in this revised policy. Mr. Faccinnetto asked the board if they had any questions.

This policy will be brought back for a second reading next week, Monday, October 17th.

INFORMATION ITEMS – Dr. Roy informed the board that there is a conference coming up prior to next week’s meeting, and the administration is seeking approval for the special education training. Dr. Roy stated, “You would see it in the agenda post conference, and I want to make sure that we are okay with it.” Mr. Agretto added, “We do not like to do this and get approval ahead of time before a conference is held, but it just came into information regarding a teacher who was trained in level one certification last year in Wilson Reading.” Mr. Agretto also said, “We had a number of teachers go through that training and now the level two certification is available and this teacher is very interested in becoming a level two certified Wilson Reading trained reading instructor.” He added, “Wilson Reading is a well known scientifically researched based multi-sensory reading program. The level two certification would be offered over a two-day location in the middle of this week up in Maine. All costs would be covered by ACCESS and so without having this on your agenda prior to this conference, we wanted to come here and talk to you about it and see whether or not you would approve it. I do not even know if she will be able to get in, but we wanted to come here first to talk about it. It would be nice if we had a feather in our cap if

we had a level-two-trained Wilson Reading trained reading teacher in our school district. It is a well-known reading program that assists in multi-sensory approaches to teaching reading. There is also a part two to this, as well, which is an online course that we would pay through ACCESS. The teacher would do the online course on her own time. The cost of the tuition to go to this two-day conference is \$325.00 for the registration and another \$325 for the on-line course.”

Mrs. Leeson commented, “I do not recall hearing about the Wilson Reading Program before; are we currently using the Wilson Reading Program?” Mr. Agretto replied, “We have teachers in the elementary level as well as in the middle school level and we have reading specialists who have been trained in Wilson Reading or have had segments of Wilson Reading training throughout their careers. We took advantage of an opportunity last year in which Easton School District was providing a site for Wilson Reading certification, and we sort of caught on to that at the last minute last year, got involved, and got our people certified. It is a year-long-process. If you research Wilson Reading, you will find that it is a well-known, well-publicized reading program.” He also added, “Again, it is a multi-sensory approach, and a balanced reading approach to teach reading to kids that are struggling. It is a very effective very good reading program, and yes we are using it.” Dr. Roy stated, “It is a very vigorous program to get certified in. The training and the internship that you have to do in order to be certified as a Wilson Reading teacher is very rigorous.”

Mrs. Leeson wanted to know how this compares to Reading Recovery. Mr. Agretto explained that the level two certification would allow the teacher to learn how to do larger groups vs. smaller groups sessions with students who are in need. There are advanced strategies in instruction, group mastery, of course practicum, as well as advanced work study, and an on-line course that comes in after this two-day practicum that the teacher would be going to. He also said, “Before you get to level two, obviously you have to be certified and have a Bachelor’s Degree in level one which the teacher has completed and has done very well and is very, very interested in wanting to do this.” Mr. Agretto commented that if the district has the need to do a trainer of trainers, the district certainly would have somebody who has that level two certification – helps us overall in our school district. Mrs. Leeson asked again how does this program compare to Reading Recovery. Mr. Agretto responded that the Reading Recovery is more of a one-on-one kind of a session. This is more of a group opportunity where the teacher can teach small group instruction to a group of students in her school at a time. She asked if it uses the same techniques. Mr. Agretto said, “It is a multi-sensory so it does break down the phonemic awareness, phonics, all the concepts of teaching reading that is incorporated into a multi-sensory approach to teaching reading and that is what Wilson does. People coming to our district request very specific reading programs and Wilson is at the top of the charts.” Mrs. Leeson stated, “When we got into other reading programs years ago, we usually get a presentation and the board use to understand what we were getting into and why we were going in that direction. Now, I do know that Reading Recovery is noted by the state and other programs, as well, and Wilson may be on that list. But this is the first I heard of Wilson program or that we were even doing it. Mr. Agretto explained, “Again, it assists the teacher especially a special education teacher teaching reading. Special education teachers are generalists. They are not reading teachers per say, they are not math teachers – they are generalists. What this does is give this teacher the opportunity to become certified in teaching reading and not just the basics of reading but very comprehensive reading strategies to utilize with kids of all needs at all levels. Wilson Reading is very well known and has been around a very long time. We incorporated level one certification for about seven teachers, and this is the only teacher that is wishing to move forward to get that level two certification. And I think it would be good that our district has a level two certified teacher in our district. Mrs. Leeson asked, “We had a number of Reading Recovery teachers in our district – trainers. Why are we not using the people who are in our district?” Mr. Agretto answered that they are not certified reading specialists – Wilson Reading specialists – they are not trained. Wilson is another one of those very specific multi-sensory approaches to teaching reading which is like I said one of the top programs that you hear about and when advocates come to our district and ask for specific methodology.” Mrs. Leeson requested to know more about it and asked why the district is not using the resources that are in the district as oppose to going out and starting a new program. Mr. Faccinetto asked if there were any other comments or concerns. A consensus was taken. Everyone on the board was fine with approving the conference, but Mrs. Leeson.

Dr. Roy had another item he wanted to mention to the board, which would be on the agenda for Monday. He informed the board that they would see the salary adjustment for people that have moved to Master's Degree, Master's +15, etc., so it is a lengthy list that would be coming out for people that have met the requirements for column movement.

AGENDA ITEMS FOR OCTOBER 17, 2011, REGULAR BOARD MEETING

PRIVATE TRANSPORTATION CONTRACT UPDATE – Mrs. Leeson asked, “Are these two parents that we are paying, and we do have transportation to the colonial academy, yet we are going to pay a parent to transport their child?” Mr. Agretto replied yes. Mrs. Leeson added, “and we are paying another parent to transport to Easton.” Mrs. Agretto replied yes. Dr. Roy stated it is because of the needs of those children, and the delivering of those individual children would be more costly for our district to do. Mr. Agretto also said there are issues that need to be handled in a way that it has to occur in order to get them to and from school. Mr. McKeon asked what is Easton providing that we cannot provide. Mr. Agretto commented he would not be able to disclose the specifics without getting into confidential information, but stated that it is not Easton, but the IU 20.

No objections. This item will be placed on the October 17, 2011, Regular Board Meeting Agenda for approval.

COLONIAL INTERMEDIATE UNIT 20 EDUCATIONAL SERVICES AGREEMENT – Mr. Agretto stated we are 8 hours short on getting the training mentor to occur with the new psychologist that came onboard last year. This is an extension, of something the board approved last year, for that psychologist to complete the cycle.

No objections. This item will be placed on the October 17, 2011, Regular Board Meeting Agenda for approval.

COURTESY OF THE FLOOR – None

OPEN FORUM – None

Michael Faccinnetto adjourned the meeting at 9:00 p.m.

Minutes prepared by: _____
Nitza S. Yerger, Confidential Secretary to the Director of Human Resources