

**BLACKHAWK SCHOOL DISTRICT
500 BLACKHAWK ROAD
BEAVER FALLS, PA 15010**

**BOARD OF SCHOOL DIRECTORS' WORK SESSION
Blackhawk High School Library
August 9, 2012**

MEETING MINUTES

PRELIMINARY MATTERS

Mr. Richard Oswald, Board President, called the meeting to order at 7:38 PM and led the Pledge of Allegiance. Roll call was answered by all nine members. Those in attendance were:

Mr. Calabria	Mr. Clendennen	Mr. Fleischman
Mr. Fitzgerald	Mr. Heckathorn	Mr. Inman
Mr. May	Mr. Oswald	Dr. Rose

Absent: None

Also attending were:

Dr. Miller- Superintendent Mr. Salopek- Solicitor Mr. Wessel- Board Secretary

Mr. Inman moved and Mr. Fitzgerald seconded a motion to approve the minutes from the July 19, 2012 Board meeting. Dr. Rose requested a change in the sixteenth line of the second paragraph on Page two under PUBLIC COMMENTS that the sentence beginning "Dr. Rose said he wanted a copy of the projects specifications ..." be changed to "Dr. Rose requested a copy of the concrete specifications..." The Board members agreed by consensus that the wording could say "requested" but that Dr. Rose did request the full specifications. The minutes will reflect the change.

Verbal Vote: 9 Yes; 0 No- Motion Carried

Mr. Oswald announced that there will be a Buildings and Grounds Committee meeting August 16, 2012 at 6:30 P. M. in the High School library that will be open to the public. In the future, Buildings and Grounds meetings will be held on September 13, October 11 and November 8, 2012 in the High School Library at 6:30 P. M.

Mr. Oswald announced that an executive session was held on August 6, 2012 to discuss personnel matters.

Mr. Oswald announced that an executive session was held prior to this meeting on August 9, 2012 to discuss personnel matters.

PUBLIC RELATIONS AND COMMUNICATIONS

Dr. Miller informed the Board that the Chippewa Township Manager, Mr. Mark Taylor, will update the Board on the Chippewa Veterans Park at the August 16, 2012 voting meeting.

Dr. Miller informed the Board that the Patterson Township Commissioner, Mr. Eric Hoover, who was scheduled to provide an update on the progress of work on the Patterson Primary Schools fields, was unable to attend the meeting. However, he emailed information concerning the project that she shared with the Board. Dr. Rose asked if the Board needed to approve the payment of \$5,000 toward the project that was requested by Patterson Township. Dr. Miller informed him that the Board previously approved the contribution of \$5,000 and that the Township request was simply to have the funds released to them.

PUBLIC COMMENTS

Mr. Oswald asked if there were any public comments on agenda items or other matters.

Mr. Ron Stedmon stated that he believes all day Kindergarten is a moving target and the need for an extra teacher due to increased enrollment increases the cost, thus calling the validity of the original presentation and commitment by the Board into question. Dr. Miller replied that the original plan called for eight teachers but now class size dictates a ninth. Mr. Stedmon asked for original and current cost figures and Dr. Miller said she did not have them with her. Mr. Stedmon said there was a previous Board discussion concerning an anti-nepotism policy and asked if the Board had any additional discussion on that subject. Mr. Oswald said no. Mr. Stedmon asked if there would be more discussion in the future and Mr. Oswald said it may be considered. Mr. Stedmon asked for voluntary random drug and alcohol testing for Board members prior to meetings, Mr. May questioned who would pay for such tests.

Mrs. Missy Kaszer thanked Dr. Miller for responding in writing to the questions she raised by her at the previous meeting concerning the Middle School project. Mrs. Kaiser then read the questions and answers to the audience for their information.

Mrs. JaneAnn Fucci, primary principal, publically thanked the Patterson PTO for funding new playground equipment at the Patterson Primary School. The equipment was installed during the previous week.

Matt Young asked if it was known at the current time if changes in staffing would result in cuts to computer classes. Dr. Miller replied that scheduling was still being accomplished but if sufficient students signed up for them, all the computer classes offered the prior year would be offered this year.

Mr. John Kaszer asked that if a student was injured because of construction at the Middle School this school year, would insurance cover the student. Mr. Wessel said it would. Mr. Kaszer then asked questions about any change orders and how much money was due to oversights by the architects and how much by unforeseen conditions. Mr. Oswald replied that change orders were not tracked that way, but it could probably be done. Mr. Kaszer asked who inspects the work and Dr. Miller replied that independent engineers hired by the District (Construction Engineering Consultants (CEC)); Township inspectors, three architects, District representatives, administrators, Board members and an independent commissioning agent (Tower Engineering) all from various points of view check the work being done. Mr. Kaszer asked how thick concrete was supposed to be and Mr. Oswald said that information could be provided. Finally, Mr. Kaszer asked what the boundaries for the three areas used for electing School Directors in the District were and Mr. Oswald gave the answer verbally but said a map could be provided if desired.

Mr. Perry Pander questioned the criteria for what he called Emergency Change Orders, which administrators and Board members were not familiar with. A discussion followed. Dr. Miller requested that Mr. Pander send the policy that he was referring to so that she could provide Mr. Pander a response.

Ms. Autumn Giovanni asked why treats were available for Primary children at Patterson Primary School and why lunch ladies encouraged kids to buy the treats. Dr. Miller said the District will look into the matter.

Ms. Laurie Bowman asked if a decision was made on the out of zone requests that she and others parents made and requested that the Board approve an additional Kindergarten teacher to keep class sizes lower.

FINANCE COMMITTEE

Mr. Wessel reviewed the items proposed in this area for the voting meeting scheduled for August 16, 2012. Dr. Rose asked for an explanation of the bond refinancing and Mr. Wessel responded.

PERSONNEL COMMITTEE

Dr. Miller reviewed the Personnel items proposed for the voting meeting scheduled for August 16, 2012 and those that the Board was being asked to vote on at this meeting.

Dr. Rose asked that the total cost of new hires be included in hiring motions and Mr. Oswald said that could be done going forward. Mr. Fleischman said he developed a form that could be used to justify expenses. Mr. Inman pointed out that in most cases, people were being hired as replacements and therefore money was already in the budget for those expenses. Mr. Fitzgerald said anticipated costs would be helpful.

Mr. Oswald recommended, Mr. Inman moved and Mr. Fitzgerald seconded a motion to employ Ginger Lunow as Paraprofessional for Blackhawk Intermediate School for the 2012-2013 school year at a rate of \$7.25 per hour.

Verbal Vote: 9 Yes; 0 No - Motion Carried

Mr. Oswald recommended, Mr. Inman moved and Mr. Heckathorn seconded a motion to employ Martin Yannarella as Paraprofessional for Blackhawk Intermediate School for the 2012-2013 school year at a rate of \$7.25 per hour.

Verbal Vote: 9 Yes; 0 No - Motion Carried

Mr. Oswald recommended, Mr. Fitzgerald moved and Mr. Heckathorn seconded a motion to employ Gretchen Logan as Paraprofessional for Patterson Primary School for the 2012-2013 school year at a rate of \$7.25 per hour. Dr. Rose announced his intention to abstain because Gretchen and her husband Bill are family friends and Dr. Bill Logan is a professional colleague.

Verbal Vote: 8 Yes; 0 No; 1 Abstention (Dr. Rose) - Motion Carried

Mr. Oswald recommended, Dr. Rose moved and Mr. May seconded a motion to employ Josephine Gustavsen as German teacher at Blackhawk High School for the 2012-2013 school year at a salary of \$46,690, Step 19 Masters.

Verbal Vote: 9 Yes; 0 No - Motion Carried

Mr. Oswald recommended, Mr. Inman moved and Mr. Calabria seconded a motion to employ Linda Hurley as cafeteria worker at Blackhawk High School at a rate of \$7.25 per hour effective immediately.

Verbal Vote: 9 Yes; 0 No - Motion Carried

Mr. Oswald recommended, Mr. Calabria moved and Mr. Fitzgerald seconded a motion to employ Cheri Bohon as cafeteria worker at Blackhawk High School at a rate of \$7.25 per hour effective immediately.

Verbal Vote: 9 Yes; 0 No - Motion Carried

Mr. Oswald recommended, Mr. May moved and Mr. Inman seconded a motion to employ Teresa Hajtol as cafeteria worker at Blackhawk High School at a rate of \$7.25 per hour effective immediately.

Verbal Vote: 9 Yes; 0 No - Motion Carried

Mr. Oswald recommended, Mr. Inman moved and Mr. Heckathorn seconded a motion to employ Thelma Celinscak as cafeteria worker at Blackhawk High School at a rate of \$7.25 per hour pending clearances.

Verbal Vote: 9 Yes; 0 No - Motion Carried

Mr. Oswald recommended, Mr. Inman moved and Mr. Heckathorn seconded a motion to employ Lillian Capo as substitute cafeteria worker at Blackhawk High School at a rate of \$7.25 per hour pending clearances.

Verbal Vote: 9 Yes; 0 No - Motion Carried

Mr. Oswald recommended, Mr. Fitzgerald moved and Mr. Calabria seconded a motion to grant Lindsay Kudritz uncompensated leave of absence for the 2012-2013 school year with no salary or benefits.

Verbal Vote: 9 Yes; 0 No - Motion Carried

Mr. Oswald recommended, Mr. Inman moved and Mr. Calabria seconded a motion to move the following employees on the salary schedules per BEA contractual language for the 2012-2013 school year as listed below:

- A. Brian Bain – Masters, Step 18 (pending receipt of final documentation).
- B. Christopher Lantzy – Masters, Step 10 (pending receipt of final documentation).
- C. Amy Cienkowski – Master +21, Step 19
- D. Ryan Hardesty – Masters + 21, Step 19
- E. Lauren Stein – Masters + 21, Step 18
- F. Rick Ford – Masters + 30, Step 13

Verbal Vote: 9 Yes; 0 No - Motion Carried

Mr. Oswald recommended, Mr. Calabria moved and Mr. Inman seconded a motion to employ the following Building Substitutes for the 2012-2013 school year:

- A. Robert Aitkin, Northwestern
- B. Dana Tessier, Northwestern
- C. Kayla Clear, Patterson Primary (Pending clearances)
- D. Ryan Verlihay, Blackhawk Intermediate School
- E. Leah Huston, Blackhawk Intermediate School
- F. Amber Noorlag, Blackhawk Intermediate School
- G. Addison Young, Highland Middle School
- H. Brooks Roorback, Highland Middle School
- I. Emily Barnes, Blackhawk High School
- J. Floyd Panella, Blackhawk High School
- K. Eileen Rhoades, Blackhawk High School
- L. Judy Campbell, Blackhawk High School

Verbal Vote: 9 Yes; 0 No - Motion Carried

Mr. Oswald recommended, Mr. Fitzgerald moved and Mr. Clendennen seconded a motion to approve the following student teacher for the 2012-2013 school year:

- A. Katie Patterson, RMU, Blackhawk Intermediate School, 5th grade.

Verbal Vote: 9 Yes; 0 No - Motion Carried

Mr. Oswald recommended, Mr. Fitzgerald moved and Mr. Heckathorn seconded a motion to accept Shannon Shiderly's resignation effective immediately from her position of High School guidance counselor. Dr. Miller said this was just received and no recommendation is ready for the board concerning replacement or transferring duties. Mr. Fleischman asked if the District did exit interviews when someone leaves for another position and Dr. Miller replied that is not the District's current practice. Mr. Fleischman recommended that they be done in the future.

Verbal Vote: 9 Yes; 0 No - Motion Carried

Mr. Oswald recommended, Mr. Fitzgerald moved and Mr. Calabria seconded a motion to appoint Bryan Vitali as the Varsity Girl's Soccer Assistant Head Coach at a salary of \$2,420.54.

Verbal Vote: 9 Yes; 0 No - Motion Carried

Mr. Oswald recommended, Mr. Inman moved and Mr. Calabria seconded a motion to appoint Dan Kysela as Cross Country Assistant Head Coach at a salary of \$1,772.18.

Verbal Vote: 9 Yes; 0 No - Motion Carried

Mr. Oswald recommended, Mr. Calabria moved and Mr. Heckathorn seconded a motion to appoint Dave Franitti as Freshmen Basketball Head Coach at a salary of \$3,112.13.

Verbal Vote: 9 Yes; 0 No - Motion Carried

Mr. Oswald recommended, Mr. Fitzgerald moved and Mr. Calabria seconded a motion to appoint Brooks Roorback as 8th Grade Basketball Coach at a salary of \$1,891.05.

Verbal Vote: 9 Yes; 0 No - Motion Carried

Mr. Oswald recommended, Mr. Inman moved and Mr. Heckathorn seconded a motion to appoint Jim Cox as Audio Visual Director at Blackhawk High School at a salary of \$1,068.18. Mr. Fleischman asked why Mr. Cox was being used given his other duties and Dr. Miller replied that no one else applied and though there is some cross over with his regular duties it should not be a problem.

Verbal Vote: 9 Yes; 0 No - Motion Carried

Mr. Oswald recommended, Mr. Inman moved and Mr. Heckathorn seconded a motion to appoint Jennifer Huber as Color Guard/ Flag coach at a salary of \$2,471.06.

Verbal Vote: 9 Yes; 0 No - Motion Carried

Mr. Oswald recommended, Mr. Clendennen moved and Mr. Calabria seconded a motion to appoint Mac Gosnell as Northwestern Primary School Bus Supervisor at a salary of \$534.09.

Verbal Vote: 9 Yes; 0 No - Motion Carried

Mr. Oswald recommended, Mr. Inman moved and Mr. May seconded a motion to appoint Howard Lesley as FFA sponsor for the 2012- 2013 school year at a salary of \$3,204.54. Mr. Fleischman stated that he spoke with an individual at PDE who said students could not compete in FFA contests but Dr. Miller said Mr. Leslie had already received approval. Mr. May clarified that FFA is a national organization and they approve participation, not the State.

Verbal Vote: 9 Yes; 0 No - Motion Carried

Mr. Oswald recommended, Mr. Inman moved and Mr. May seconded a motion to grant an uncompensated leave of absence to Carolyn Clyde for the 2012- 2013 school year with no salary or benefits.

Verbal Vote: 9 Yes; 0 No - Motion Carried

EDUCATION COMMITTEE

Dr. Miller reviewed the items on the agenda for the August 16, 2012 meeting in this area.

Mr. Fitzgerald moved and Mr. Inman seconded a motion to approve the following field trips:

- a. Chorus/Music Academy (15), Maura Underwood, Honors Chorus Auditions, Westminster College, October 4, 2012 (expenses budgeted).
- b. Chorus/Music Academy (5), Maura Underwood, Honors Chorus, Westminster, November 1-3, 2012 (expenses budgeted).
- c. Concert Choir (8), Maura Underwood, PMEA District Chorus, Lincoln Park Performing Arts, February 7-8, 2013 (expenses budgeted).
- d. Auditioned Chorus Students (4), Maura Underwood, PMEA Region Chorus, Moon Area High School, March 21-22, 2013 (expenses budgeted).
- e. Auditioned Chorus Students (3), Maura Underwood, PMEA All-State Chorus, Erie Convention Center, April 17-20, 2013 (expenses budgeted).
- f. Concert Choir (18), Maura Underwood, Beaver County Chorus, date and location are to be announced, (expenses budgeted).
- g. 7th, 8th, 9th grade Choir (8), Maura Underwood, Jayne McDonald, PMEA Jr. High

District Chorus, date and location are to be announced, (expenses budgeted).

h. BHS Marching Band, Dave Zaccari, Bands of America Grand National, Indianapolis, Indiana, November 8-11, 2012 (expenses budgeted, collected from students and others).

Verbal Vote: 8 Yes; 0 No - Motion Carried (Mr. May was out of the room)

Dr. Miller discussed the current Kindergarten enrollment numbers and preparations for all day Kindergarten to begin. She recommended hiring an additional Kindergarten teacher at Patterson Primary School be placed on the August 16, 2012 agenda. Mr. Calabria moved and Mr. Inman seconded a motion to hire the additional Kindergarten teacher immediately. Dr. Rose asked if the motion should wait until the following week and Mr. Oswald said it was permissible for a member to move it immediately if he so desired. Dr. Rose then asked the financial implications and when Dr. Miller replied that the cost would be about \$45,000 for salary and \$25,000 for benefits. He asked why the taxpayers had to pay that much just to accommodate the four families asking for out of zone placement. Dr. Miller replied that the class sizes were too large with or without the out of zoners. More discussion followed until Mr. Clendennen called the question and Mr. Inman seconded the motion. Dr. Rose moved to table the motion to call the question and Mr. Fleischman seconded.

Roll Call Vote: 7 No, 2 Yes (Dr. Rose, Mr. Fleischman) - Motion Failed

The motion to call the question was then considered.

Roll Call Vote: 7 Yes, 2 No (Dr. Rose, Mr. Fleischman) – Motion Passed

Dr. Rose then moved to table the vote on the original motion to hire the additional teacher and Mr. Fleischman seconded.

Roll Call Vote: 7 No, 2 Yes (Dr. Rose, Mr. Fleischman) - Motion Failed

The original motion to hire the additional Kindergarten teacher was then voted.

Roll Call Vote: 7 Yes, 2 No (Dr. Rose, Mr. Fleischman) – Motion Passed

BUILDINGS AND GROUNDS/ REAL ESTATE COMMITTEE

Dr. Miller announced that the Buildings and Grounds Committee will meet at 6:30 P.M. to review the items proposed for the next meeting and any other items the Committee placed on their agenda and that the meeting is open to the public. Mr. Fleischman asked if some Buildings and Grounds meetings would continue to be held in the afternoons and Mr. Oswald replied that they would when appropriate. Dr. Rose stated that he wanted to acknowledge that he had been invited to previous afternoon Buildings and Grounds meetings, but has not been able to attend these meetings.

ATHLETICS COMMITTEE

Dr. Miller reviewed the Athletics items proposed for the next meeting.

ADMINISTRATIVE LIAISON COMMITTEE

No report.

TRANSPORTATION COMMITTEE

Dr. Miller reviewed the Transportation items on the agenda for August 16, 2012.

FOOD SERVICE COMMITTEE

No report.

NEGOTIATIONS COMMITTEE

No report.

POLICY COMMITTEE

Mr. Heckathorn read the changes to the Acceptable Use of the Internet Access Policy for the second reading. Dr. Rose asked if the proposed changes were on the District web site and Dr. Miller told him it could be made available.

BOARD/ STAFF ENRICHMENT

Mr. Calabria moved and Mr. Inman seconded a motion to approve conference attendance by Leslie Kunkel to the Pennsylvania Art Education Association conference to be held in Harrisburg on October 5-7, 2012 (expenses included in the budget).

Verbal Vote: 8 Yes; 0 No - Motion Carried (Mr. May was out of the room)

INTERMEDIATE UNIT

No Report.

VOCATIONAL- TECHNICAL SCHOOL

No Report.

PSBA LEGISLATIVE COMMITTEE

No report.

BEAVER COUNTY REGIONAL COUNCIL OF GOVERNMENTS

No report.

ADDITIONAL BUSINESS

School Directors: Dr. Rose resigned as Board representative to the Intermediate Unit and the Vocational- Technical School citing lack of time to attend meetings. Mr. Oswald said he would work on selecting a replacement(s).

Mr. Fleischman stated that the Board was not representative because it was all male and therefore the community should be involved in spending decisions and a committee of community members should be formed to decide how Accountability Block Grant and other funds should be spent. More discussion followed.

Dr. Rose asked for an executive session after the meeting for possible litigation.

Administrators: Dr. Miller announced that the information sheet for football tickets was in the Board members' packets

Visitors: Mrs. Laurie Bowman said that she supported the Board's decision to hire the extra Kindergarten teacher to keep the class sizes down. Mrs. Barb Brown asked if the Board would go back into session after the executive session to vote on anything and she was told no by Mr. Oswald. She also asked for the specific changes to the Acceptable Use Policy and Mr. Heckathorn said they were read at the previous meeting, but he read them again. Mr. Perry Pander asked if the change order for a new fire hydrant at the Middle School was done as an "Emergency Change Order" per policies and Mr. Clendennen replied that there is no emergency change order policy but the Buildings and Grounds Committee had the authority to approve change orders up to \$15,000 to keep the project moving when necessary. Mr. Pander said the minutes said "Emergency Change Order." Dr. Rose said Mr. Wessel must have made an error in the minutes and Mr. Wessel acknowledged that he may have. Mr. Kaszer asked if the public would be allowed to speak at the Buildings and Grounds Committee meeting and Mr. Oswald said they could if there was time and if not, the public could ask questions at the regular Board meeting. Ms. Susan Mohr, who presented herself as a teacher from a district in the Philadelphia area said that in her district, every committee meeting has an agenda and everything done in committee is published. She said the way some of the Board members acted this evening and the language they used was inappropriate.

The Board convened in Executive Session at the conclusion of the meeting.

Mr. Oswald announced the next meeting: August 16, 2012 in the High School Library at 7:30PM. proceeded at 6:30 P.M. by a public Buildings and Grounds Committee meeting.

ADJOURNMENT

The meeting was adjourned at 10:15 P.M., June 7, 2012.

Submitted by Jerry Wessel
Board Secretary