

A Business Meeting of the Board of Directors of the Saucon Valley School District was held on Tuesday, April 11, 2017 in the High School Auditorium. Present were Directors Susan Baxter, Jack Dowling, Bryan Eichfeld, Michael Karabin, Linda Leewright, Sandra Miller, Ralph Puerta and Mark Sivak. Edward Inghrim was absent with prior notice. Also present was Monica McHale-Small, Superintendent, David Bonenberger, Board Secretary, and Mark Fitzgerald, District Solicitor.

- I. **Call to the Order** at 7:08 p.m.– *Michael Karabin, President, presiding*
- II. **Pledge of Allegiance**
- III. **Recording of Attendance** – *David Bonenberger, Secretary*  
8-present, 1-absent with prior notice (Inghrim )
- IV. **Motion to Approve Agenda** – Director Sivak, seconded by Director Miller moved to approve the Agenda. Vote: 8-yes, 0-no, 1- absent with prior notice (Inghrim )
- V. **Announcement of Executive Session** -  
April 11, 2017 – Personnel & Contract Negotiations
- VI. **Approval of Minutes** - Director Sivak, seconded by Director Miller moved to approve the minutes of March 28, 2017. Vote: 8-yes, 0-no, 1- absent with prior notice (Inghrim )
- VII. **Recognition**
  - A. Middle School I-Team’s Outstanding Educational Value Award Video *“What’s So Cool About Manufacturing, C.F. Martin & Company, Inc.”* by students Caroline Honsel, Trinity Housenick, Dylan Gilly, Rachel Johnson, Mackenzie Johnstone, Ava Kalember, Maclaine Oskin, and advisors Meredith Lesney and Sarah Thatcher
- VIII. **Presentation** - Middle School was nominated again for their Mix-it Up Day. April 11, 2017 was “Everyone Matter’s Day” at the high school.
- IX. **Superintendent’s Report** – *Dr. Monica McHale-Small, Superintendent*
- X. **Courtesy of the Floor to Visitors – Agenda Items Only**

My name is John Paulson and I reside in the Saucon Valley school district. We have a middle school and a high school student here, and unfortunately, our kids have experienced incidents at the school involving racism or bullying. My son, Joel and I have been active on the committee formed to address these issues in our school district. Through this involvement, we know that our school district wants to provide an environment where all students can learn and engage in school activities to achieve to their full potential. I’ve learned a few things and have some perspectives I’d like to share.

Experience and research have shown that students can learn and achieve optimally ONLY if they are both physically and psychologically safe at school. Students who are bullied and harassed experience low self-confidence, distraction, depression, sleep disorders, abnormal fears and even suicidal thoughts and tendencies. These effects are not limited to the short-term impacts, but have been shown to continue throughout their lives.

While the students in our school district bring attitudes and behaviors that are formed outside the school, it is necessary for the school to establish clear expectations and effective means to shape and manage behaviors within the schools. The school district must establish a culture of mutual respect and consideration for each and every student. This environment needs to be formed in the earliest years of school and receive continued reinforcement throughout. This culture, this respectful environment, needs to be established programmatically and managed as any other significant part of the districts obligations. It will not happen or be sustained as an informal effort.

Now some of you may be thinking that this is a lot to ask for a small number of incidents that come to your attention. But under the radar, the scope of the problem goes far beyond what is reported and affects a much larger percentage of our students.

So far, I've focused on the victims of bullying and harassment. I would also submit to you that students who are the aggressors are not well served by an environment which is permissive of their behavior. As a veteran of 30 plus years in corporate America, I can tell you that the workplace of today is built on collaborative efforts and teamwork. For practical and legal reasons, the workplace of today must be inclusive, balanced and supportive of people from different origins, races, genders, sexual orientations, abilities, etc. You have only to look at the news to know that the world is not forgiving of corporations, governments or celebrities which are sexist, racist, abusive or discriminatory. In the workplace, people who don't get it don't last long.

Moving to a related topic concerning public institutions, in 2015, then-Governor Nicki Haley led an effort to ban the display of the Confederate flag at the state capitol in South Carolina. She recognized that individuals may see it as a symbol of different aspects of their state's history, but for many it was a deeply emotional reminder of the brutal history of slavery and racial discrimination. The South Carolina legislature subsequently followed her lead and legislated this ban. I encourage the school board to also prohibit the display of this flag, and any other symbols of hatred or bias on our school property.

To prepare our students for success as adults, we need to teach them the skills, attitudes and behaviors that will be needed in our increasingly diverse communities and collaborative work environments. So, I strongly encourage the school board and the administration to take necessary actions ensuring equity within the schools and to better prepare all of our students for good citizenship and success.

**XI. Presentation of Bills – David Bonenberger**

- A. General Expenditure – \$322,321.53
- B. Cafeteria Expenditures – None
- C. Health Benefits – None
- D. Capital Projects – None

1. Approve the above presentation of bills.

Director Sivak, seconded by Director Miller moved to approve the Presentation of Bills.  
Vote: 8-yes, 0-no, 1- absent with prior notice (Inghrim)

**XII. Treasurer's Report - Edward Inghrim/David Bonenberger**

- A. Cash Investment and Bond Activity – None
- B. Condensed Board Summary Report – None
- C. Capital Project Finance Report – None
- D. Budget Transfers – \$12,342.00
- E. Middle School Activity Report – None
- F. High School Activity Report – None

1. Approve the above Treasurer's Report.

Director Sivak, seconded by Director Miller moved to approve the Treasurer's Report.

Vote: 8-yes, 0-no, 1- absent with prior notice (Inghrim)

**A. Education**

1. Approve the first review of the following textbooks: (in 2017-18 budget)

Course Title – Honors World Cultures  
 Textbook Title – A History of the World in Six Glasses  
 Textbook Supplements – Guns, Germs and Steel  
 Cost Per Textbook – N/A  
 Number of Textbooks – N/A  
 Total Cost – N/A

*If student chooses to read this book, they will need to borrow it from the library or purchase own copy.*

Course Title – Honors World Cultures  
 Textbook Title – When Asia Was The World  
 Textbook Supplements – Guns, Germs and Steel  
 Cost Per Textbook – N/A  
 Number of Textbooks – N/A  
 Total Cost – N/A

*If student chooses to read this book, they will need to borrow it from the library or purchase own copy.*

Course Title – AP World History  
 Textbook Title – Traditions & Encounters: A Global Perspective on the Past  
 Textbook Replaces – N/A  
 Cost Per Textbook – \$165 (includes AP Advantage Digital Bundle)  
 Number of Textbooks – 30  
 Total Cost – \$4,950

Director Sivak, seconded by Director Miller moved to approve the Education Item 1.

Vote: 8-yes, 0-no, 1- absent with prior notice (Inghrim)

2. Approve the Inclusion/Equity Draft Action Plan.

Director Baxter noted under item #4 hiring practices would not discriminate.

District Solicitor Fitzgerald commented that under Action #3 it includes a review of bullying, harassment and discrimination policies. If policies would be revised they would need to be brought back to the board. The board would need to make sure those policies and any revisions follow constitutional protections.

## **B. Personnel**

1. Approve Sonja Miller as a Substitute Food Service worker at an hourly rate of \$9.80, on a “call as needed” basis, no benefits, effective April 12, 2017.
2. Approve Margaret Miller as a Part Time Food Service worker at an hourly rate of \$16.26, with benefits per the current Compensation and Benefits Plan, effective April 12, 2017. Ms. Miller is replacing Faye Kichline who recently retired.
3. Approve the following co-curricular volunteer advisor and new club beginning with the 2016-17 school year.

### District Wide

Todd Lipp – Special Needs Sports Club

4. Approve the following 2016-17 Spring coach. (*New coaches are italicized.*)

### Softball

*Raquel Barbera – Assistant Jr. High Softball Coach – \$1,000*

5. Approve the attached conference/travel request(s).

Director Sivak, seconded by Director Miller moved to approve the Personnel Items 1-5. Vote: 8-yes, 0-no, 1- absent with prior notice (Inghrim), 1-abstentions (Miller abstained only from item #2)

## **C. Facilities**

No Reports or Recommendations

## **D. Finance**

### **2017-2018 Budget Timeline for the 2016-2017 School Year**

**May 31, 2017** - *District Deadline* to adopt the 2017-18 proposed final budget and upload the signed Certification of Use of PDE-2028 into the Consolidated Financial Reporting System application.

**June 10, 2017** (20 days prior to final budget adoption deadline) – *District Deadline* to make the 2017-18 Proposed Final Budget available for public inspection on PDE-2028.

**June 20, 2017** (10 days prior to final budget adoption deadline) – *District Deadline* to offer public notice of its intent to adopt the 2017-18 final budget.

**June 30, 2017** (annual deadline) – *District Deadline* to adopt the 2017-18 final budget.

**A. Discussion of Bond Finance Proposal**

Director Miller, seconded by Director Baxter moved to rescind the consideration of Option 1.

Vote: 7-yes, 1-no(Karabin), 1- absent with prior notice (Inghrim)

**B. Discussion of 2017-18 Budget**

1. Approve the Bethlehem Area Vocational-Technical School Budget for the fiscal year July 1, 2017 to June 30, 2018 in the total amount of \$9,570,15.00. Saucon Valley's portion is \$694,543.00, a 7.67% decrease from 2016-2017.
2. Approve the Colonial Intermediate Unit #20 General Operating Budget for the fiscal year July 1, 2017 to June 30, 2018 in the total amount of \$3,403,740. Saucon Valley's portion is \$21,228.76, a 0% increase from 2016-2017.
3. Approve the award of bid for paper/janitorial products for 2017-18 in the amount of \$47,940.01 through Northampton-Monroe-Pike County Joint Purchasing. Attachment
4. Approve the Merchant Agreement with RevTrak pending solicitor review and approval.

Director Sivak, seconded by Director Miller moved to approve Finance Items 1 – 4.

Vote: 8-yes, 0-no, 1- absent with prior notice (Inghrim )

**E. Community Outreach**

The next meeting of the Saucon Valley Partnership is scheduled for May 10, 2017, at 7 pm at Saucon Valley School District.

No Reports or Recommendations

**F. Bethlehem Area Vo-Tech School – Jack Dowling and Bryan Eichfeld**

**G. Colonial Intermediate Unit – Sandra Miller**

**H. PSBA – Mark Sivak and Sandra Miller**

**I. Hellertown/Lower Saucon Chamber of Commerce – Jack Dowling**

**J. Saucon Valley Foundation for Educational Innovation – Sandra Miller**

The SVFEI raised approximately \$8,000 at their annual fundraiser, which was more than anticipated.

**K. Northampton Community College – Susan Baxter**

**L. New Business**

**M. Old Business**

**XIII. Citizen’s Inquiries and Comments –**

**XIV. Announcements**

**Future Meetings ~**

April 25, 2017 – 7 pm – Business Meeting – Audion

May 9, 2017 – 7 pm – Business Meeting – Audion

May 23, 2017 – 7 pm – Business Meeting – Audion

**XV. Motion to Adjourn Meeting**

Director Dowling, seconded by Director Miller moved to adjourn the meeting.

Vote: 8-yes, 0-no, 1- absent with prior notice (Inghrim) 8:23PM

ATTEST: \_\_\_\_\_

Secretary

President