

*NORTH ALLEGHENY SCHOOL DISTRICT*

*DECEMBER 10, 2008 – REGULAR MEETING*

*MINUTES*

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Board in Attendance: Mrs. Grosheider, Mr. Hubert, Mrs. Bishop,  
Mrs. Boujoukos, Mr. Cunningham, Mrs. Ludwig,  
Mr. Pagone, Mr. Schwartzmier

Board Absent: Mr. Shuckrow

Students in Attendance: Mr. Hamm-NASH; Ms. Peng-NAI

Also in Attendance: Dr. Green, Mr. Maiello (Solicitor), Mr. Botti,  
Mr. Devlin, Mr. Gaertner, Mr. Hopkins,  
Dr. Miller, Dr. Steinhauer, Dr. Stropkaj,  
Dr. Wheat, Mrs. Ryan (Secretary)

MST in Attendance: None.

The Board of School Directors of the North Allegheny School District convened for a **Regular Meeting** on **Wednesday, November 19, 2008** in the **Board Room** of the **Central Administrative Offices**.

**REGULAR MEETING**

Mrs. Grosheider called the meeting to order at **7:42 p.m.** and all stood and recited *The Pledge of Allegiance*. Mrs. Grosheider announced that the Board met in Executive Session at the conclusion of the meeting on December 3, 2008 to discuss contract negotiations with a bargaining unit. Prior to tonight's meeting, the Board met in Executive Session to interview a candidate for an Administrative position. The Board will not meet in Executive Session at the conclusion of this meeting.

**CALENDAR AND AGENDA**

Mrs. Grosheider reviewed the Agenda for this meeting and the Calendar for January 2009. At the January 21, 2009 Work Session, there will be Distinguished Achievement Awards prior to the meeting, and during the meeting, there will be School Board Recognition, which takes place every year in January by the Pennsylvania School Boards Association. Keystone Awards will also be presented at this meeting, and there will be entertainment to honor the Board. There are no reports scheduled for tonight's meeting; however, the Board will have a brief presentation on the 2009/2010 Budget. At this time, no reports have been scheduled for January.

**MINUTES**

**On motion by Mr. Hubert, seconded by Mrs. Boujoukos**, the Board approved the published minutes of the November 12, 2008 Work Session and the November 19, 2008 Regular Meeting and approved them with the understanding that the Directors read the minutes as published and, further, that the Solicitor, also having read the minutes, had no comments or corrections.

**Roll Call Vote. Results: 8-Yes, with abstentions by Mrs. Boujoukos, Mr. Cunningham and Mr. Pagone on the minutes of November 19, 2008; 0-No. Motion Carried.**

**SPEAKERS ON AGENDA ITEMS**

There were no speakers who came forth to speak.

**ANNOUNCEMENT**

Mrs. Grosheider announced that North Allegheny Marching Band has been invited to participate in the Inaugural Parade in Washington, D.C. on January 20, 2009. This is a significant honor for the Band, the District and the Community. North Allegheny is the only band invited from the State of Pennsylvania

Mrs. Grosheider asked for the Board's indulgence to take a couple of items out of order.

**VOTING ITEMS**

Dr. Green explained that the position that she is bringing forward for a vote tonight is for the Director of Human Resources. She explained that Mr. Bob Devlin, the current Human Resources Director, has been here for 21 years and will be retiring in mid-March. Mr. Devlin, who Dr. Green referred to as "Mr. North Allegheny," has done a wonderful job over the years and will be missed. Mr. Devlin received a round of applause and was honored with a standing ovation.

**SUPERINTENDENT'S REPORT**

**ADDENDUM II**

**I. Director of Human Resources**

**A motion was made by Mrs. Bishop, seconded by Mrs. Boujoukos**, to approve the appointment of **Joy M. Gaetano** to the position of Director of Human Resources. The effective date for assumption of the position will be March 16, 2009; however, the effective date of hire is January 5, 2009, to allow for transition training with the incumbent. The annual salary will be \$108,500, prorated due to date of hire and adjusted annually, as guided by the Administrative Compensation and Performance Plan.

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Ms. Gaetano has an extensive and varied background in the field of Human Resources, encompassing benefits, compensation, recruitment, and pension management, along with collective bargaining and employee/labor relations. Most recently she served as Vice President for North American Human Resources for Mylan, Inc. She has served St. Francis University, Youngstown State University, and Robert Morris University as an adjunct faculty member. Ms. Gaetano holds her B.A. in Psychology and Social Work from Youngstown State University, her M.S. in Social Administration from Case Western Reserve University, and has pursued M.B.A. coursework at Rider College. She is certified as a Senior Professional in Human Resources by the Society for Human Resource Management.

**Roll Call Vote. Results: 8-Yes; 0-No. Motion Carried.**

Mrs. Gaetano received a round of applause and the Board's welcome.

Mrs. Grosheider asked for one more item to be taken out of order.

## **HUMAN RESOURCES REPORT**

### **ADDENDUM II**

#### **I. Collective Bargaining Agreement – North Allegheny School District and North Allegheny School Bus Drivers' Association**

**A motion was made by Mr. Cunningham, seconded by Mr. Pagone,** to approve the Collective Bargaining Agreement between the North Allegheny School District and the North Allegheny School Bus Drivers' Association, pursuant to the amendments to the contract and the terms and conditions as presented. The effective dates of the agreement are July 1, 2008 through June 30, 2014.

**Roll Call Vote: Results: 8-Yes; 0-No. Motion Carried.**

Mrs. Grosheider thanked the Board for approving this contract and welcomed the representatives from the Union who were present. She expressed the value that the District holds for the School Bus Drivers and the exemplary job that they do on a daily basis.

## **RECESS**

Mrs. Grosheider called for a recess at **7:53 p.m.** so that the contract could be signed.

Mr. Devlin thanked the School Board and Dr. Green for their direction and guidance through this process and he acknowledged the respect and professionalism that has prevailed throughout the process.

Mr. Devlin introduced the following from the District Team:

- Roger Botti
- Bob Wagner
- Kevin Schofield
- Bryan Pritchard (not present)
- Bob Devlin

Members of the Association Team included:

- Joe Deluca, President
- Sam Cammarata, Vice President
- Clifford Poff
- Lorraine Berkley
- Patricia Hopf
- Carol Eichner
- Grace Kreuer (not present)
- Lori Hegness (not present)

The Chief Negotiator for the School Bus Drivers' Association was Bob Eberle (not present).

The Mediator was Kathy Doherty (not present).

All present signed the contract. The Board congratulated the team on the contract.

### **RECONVENED**

The Board reconvened at **8:04 p.m.**

### **OVERVIEW OF ACT 1**

Dr. Green explained that when Act 1 came into being a few years back, it changed the timeframe in which we had to develop our budget. Due to these earlier deadlines imposed by the new regulations, the Administration began preparing the Preliminary Budget in August. This has presented a huge challenge, since the District is projecting costs and needs well in advance of access to real numbers. Also, she noted, in the past two years, the Board has been able to reduce taxes due to the benefits of zero based budgeting. Tonight's report is intended to be an introductory look at budget projections for 2009-2010.

Mr. Hopkins's projections at this time reflect a slight positive variance. This has been achieved in response to careful management of funds in this difficult economic environment.

Details from his presentation are as follows:

#### **Revenue Projections**

Total Revenue \$115,033,772

- Current Real Estate 2%
- Earned Income Tax 3%

- State Subsidies 2.5%
- Interest Earnings <15%>
- Retirement <30%>

**Projected Expenditure Increases**

Total Expenditures \$114,647,225

- Salaries \$ 2,445,597
- Medical \$ 761,264
- Retirement \$ <1,529,300>
- Beattie Debt Service \$ 376,448
- Total \$ 2,054,009

**Questions from the School Board**

**Mrs. Grosheider** commented that it was good news that a balanced budget was projected.

**Mrs. Bishop** commended Mr. Hopkins and Dr. Green for coming forward with a budget that is not only balanced but shows slight positive variances. It reflects good fiscal management of our staff and shows that we have tightened our belts.

**Mr. Schwartzmier** asked about a projection on the revenue increases of 3% on earned income and asked if this would hold.

**Mr. Hopkins** said this percentage may have to be adjusted but he thinks he is in the ballpark with the 3% projection right now. There are many unknowns, however, but there are optimistic signs.

**VOTING ITEMS (Continued)**

**CURRICULUM REPORT**

**On motion by Mrs. Ludwig, seconded by Mrs. Boujoukos**, the Board approved Item I and the Addendum, Item I, as contained in the Board Folder as listed below:

**I. Program of Studies Changes**

The Board approved the following changes to the Program of Studies for the 2009/2010 school year.

**BUSINESS, COMPUTER, AND INFORMATION TECHNOLOGY**

**Add:**

Honors Finance and Investments.....	Semester/Full Time
Grades 11, 12 .....	Honors Wt. Credit .5

**PROGRAMS FOR INDIVIDUAL STUDENT NEEDS**

*Delete:*

Learning in a Non-traditional Classroom (LINC)

**ADDENDUM**

**I. Program of Studies Changes**

**MATHEMATICS**

*Add:*

Advanced Mathematical Concepts 3 .....*Full Year/Full Time*

Grades 10, 11 ..... Credit 1.0

Academic Geometry .....*Full Year/Full Time*

Grade 10 ..... Credit 1.0

Honors Geometry .....*Full Year/Full Time*

Grade 10 .....Honors Wt. Credit 1.0

Essentials of Algebra 2-Part 1 .....*Full Year/Full Time*

Grades 11, 12 ..... Credit 1.0

Academic Algebra 2 .....*Full Year/Full Time*

Grades 11, 12 ..... Credit 1.0

Elements of Trigonometry with Functions .....*Full Year/Full Time*

Grade 11 ..... Credit 1.0

**MATHEMATICS**

*Delete:*

Math 4 with Trigonometry .....*Full Year/Full Time*

Grades 10, 11 ..... Credit 1.0

Essentials of Integrated Math-Part 3 .....*Full Year/Full Time*

Grades 11, 12 ..... Credit 1.0

Integrated Mathematics 3 .....*Full Year/Full Time*

Grades 11, 12 ..... Credit 1.0

Essentials of Integrated Math-Part 4 .....*Full Year/Full Time*

Grade 11 ..... Credit 1.0

**Roll Call Vote. Results: 8-Yes; 0-No. Motion Carried.**

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**FINANCIAL REPORT**

**On motion by Mrs. Bishop, seconded by Mrs. Boujoukos**, the Board approved Items I through III, and the Addendum, Items I and II, as contained in the Board Folder and as listed below:

**I. Accounts Payable Approval Lists**

The Board approved the following Accounts Payable lists:

- A. Supplemental Accounts Payable dated November 2008, in the amount of \$7,019,011.12.
- B. Accounts Payable list dated December 2008, in the amount of \$187,252.03.
- C. Supplemental Capital Reserve Fund Accounts Payable dated November 2008, in the amount of \$16,305.63.
- D. Supplemental Technology Fund Accounts Payable dated November 2008, in the amount of \$0.00.
- E. Supplemental 2000 NASH/Newman Stadium Construction Fund Accounts Payable dated November 2008, in the amount of \$78,269.00.
- F. Supplemental CMS/IMS Construction Fund Accounts Payable dated November 2008, in the amount of \$4,439.43.
- G. Supplemental Cafeteria Fund Accounts Payable dated November 2008, in the amount of \$0.00.

**II. Appointment of Earned Income Tax Collectors**

Resolutions will be provided by the Solicitor for appointment of Earned Income Tax Collectors for the North Allegheny School District for the areas of Bradford Woods, Franklin Park, Marshall Township, and the Town of McCandless for the calendar year beginning January 1, 2009.

**III. Budgetary Transfers**

The Board approved the following budgetary transfers within the framework of the 2008-09 budget, in accordance with the provision of Section 687 of the School Laws of Pennsylvania:

<u>FROM</u>	<u>TO</u>	<u>AMOUNT</u>
2700-100 Salaries Student Transportation Services	2800-500 Other Purchased Svcs Support Services – Central	\$ 28,000
TOTAL TRANSFERS FOR THE MONTH	28,000	PERCENT OF TOTAL BUDGET 0.024%
TOTAL TRANSFERS YEAR TO DATE	28,520	PERCENT OF TOTAL BUDGET 0.025%

**ADDENDUM**

**I. North Allegheny School District/OMNI Plan Document**

The Board approved the North Allegheny School District 403(b) Plan Document for Public Schools (the “Plan”), which will, at all times, conform with the requirements of Section 403(b) of the Internal Revenue Service Code and applicable regulations.

Resolved, that is the intention of the Board that the 403(b) program will conform with all federal and state statutory and regulatory requirements applicable to 403(b) plans, except that the program set forth above shall not be subject to the requirements of Title I of ERISA because the employer is exempted from such requirements.

Further resolved that the Board authorized Michael Hopkins, Director of Finance and Shari Chalmers, Payroll Supervisor, to act on the Board’s behalf with respect to this plan, and to take any and all actions necessary or desirable to implement, maintain and administer the plan set forth above in accordance with the Board’s intentions, and all applicable state and federal laws.

The North Allegheny School District 403(b) Retirement Plan Document is attached to the Official Minutes.

**II. Performance Audit Resolution**

The Board approved the Response and Corrective Action Plan prepared by Administration to the Auditor General’s Performance Audit Report for the fiscal years ending June 30, 2003 and June 30, 2004, and approves the submission of the Response and Corrective Action Plan to the Pennsylvania Department of Education. The Board hereby directs the Administration to undertake any actions necessary to carry out the Corrective Action Plan.

**Roll Call Vote. Results: 8-Yes; 0-No. Motion Carried.**

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**HUMAN RESOURCES REPORT**

On motion by Mr. Cunningham, seconded by Mrs. Boujoukos, the Board approved Items I through X, and the Addendum, Items I through III, as contained in the Board Folder and as listed below:

**I. Resignations**

The Board approved the following Resignations:

Pamela Jean Dugas	Extra Board Bus Driver Transportation Effective 11/08/08	Personal Reasons
Karen Storm	Family and Consumer Science Teacher, MMS Effective 01/23/09 26 Years @ NA	Retirement
Jeremiah Weiland	Custodian, NASH Effective 11/28/09	Personal Reasons

**II. Appointments**

The Board approved the following Appointments:

**Paraprofessional**

Terry Capuzzi	Special Education Assistant, BWE Effective 12/05/08	\$11.58/hr. Class II-C 4 Hours/Day 187 Days/Yr.
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The Board approved the following as substitute/clerical aides at \$7.50/hr. as needed, effective December 1, 2008:

Pam Connolly  
Stephanie Spisak  
Nancy Vandervoort  
Joely White

**Classified**

<u>NAME</u>	<u>TYPE OF WORK</u>	<u>SALARY</u>	<u>START DATE</u>
Nancy Douglas	From Probationary Bus Driver To Extra Board Bus Driver	No Change	11/21/08

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James Turner	Security/Fitness Attendant	\$10.00/hr.	09/25/08
	Baierl Center		

### III. Wage Status Changes

The Board approved the following adjustments to previously approved 2008/2009 Professional Salaries:

	<u>From</u>	<u>To</u>	<u>Effective Date</u>
Mary Beth Johnson	\$51,404 (8C)	\$51,679(8D)	08/25/08
Robert Tozier	\$56,459 (13E)	\$57,098(14E)	08/25/08

The Board approved wage increase for the following Paraprofessional Employees (This increase is based on anniversary date of hire):

	<u>From</u>	<u>To</u>	<u>Effective Date</u>
Sandra Jagus	\$11.58/hr.	\$13.12/hr.	01/18/09

The Board approved the following wage changes for Transportation Department Employees:

	<u>From</u>	<u>To</u>	<u>Effective Date</u>
Richard Wetzel*	\$15.82	\$16.48	01/04/09
Bernard MacDonagh*	\$14.01	\$14.83	01/02/09
Andrew Marrone*	\$14.01	\$14.83	01/02/09
Lawrence Wheeler*	\$14.01	\$14.83	01/02/09

\*Anniversary Increase

### IV. Employee Disciplinary Action

The Board approved a suspension without pay for an employee of the Transportation Department, effective October 21, 2008 through December 8, 2008.

### V. Child Rearing Leaves of Absence – Jessica Hudec, Lisa Moriconi

The Board approved an unpaid Child Rearing Leave of Absence for Jessica Hudec, Teacher, Carson Middle School, upon the exhaustion of her sick days. Her last day of work will be December 23, 2008 and her unpaid leave will be effective March 5, 2009 through the end of the 2008/2009 School Year.

The Board approved an unpaid Child Rearing Leave of Absence for Lisa Moriconi, Teacher, Ingomar Middle School, upon the exhaustion of her sick and personal days. Her last day of work will be March 11, 2009 and her unpaid leave will be effective April 20, 2009 through May 29, 2009.

**VI. Leaves of Absence – Caroline Kopar, Katherine Salpietro, Stephen Heckmann**

The Board approved an unpaid Leave of Absence for Caroline Kopar, Library Secretary, IMS, effective May 14, 2009 through May 22, 2009.

The Board approved an unpaid Leave of Absence for Katherine Salpietro, Teacher, Carson Middle School, effective January 15, 2009 through January 19, 2009.

The Board approved the following adjustment to previously Approved Unpaid Leave of Absence:

	<u>From</u>	<u>To</u>
Stephen Heckmann	03/06/09-03/10/09	03/06/09-03/09/09

**VII. Extension of Leave of Absence – Linda Luxton**

The Board approved an Extension of an unpaid Medical Leave of Absence for Linda Luxton, Transportation Technician, Transportation Department, effective November 10, 2008 until further notice.

**VIII. Honoraria**

The Board approved the following Honoraria Applications:

		<u>Submitted</u>	
Bryan Kiggins	Stress Reduction Through Mindfulness-Session 2	11/07/08	\$ 150.00
Marie Presto	“ “	11/08/08	\$ 150.00

**TOTAL HONORARIA 2008/2009 EXPENDITURES THRU 12/10/08 \$56,125.00**

**IX. Recognition for Additional Education**

The following Professional employee has successfully completed approved Masters Programs or ten increments above the Masters Degree since July 1, 1996. Therefore, under Appendix A, Section IV of the Collective Bargaining Agreement, the Administration recommends approval of a \$1,500 Educational Incentive Award to be paid to:

Richelle Gibson

The following Administrative employee has successfully completed Masters Programs or nine increments above the Masters Degree since July 1, 1996. Therefore, the Administration recommends approval of a \$2,000 Educational Incentive Award to be paid to:

Katherine Jenkins

Note: All Educational Incentive Awards are one-time payments and are not added to base salary.

## **X. Supplemental Contracts**

The Board approved the following Supplemental Contract:

<sup>1</sup> *Dan Cohen	Assistant Forensics - NASH	\$1,000.00
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The Board approved the following adjustments to previously approved Supplemental Contracts:

		<u>From</u>	<u>To</u>
Sarah Lavelle	Orchestra – NASH	\$1,606.00	\$1,856.00
Sarah Lavelle	Strolling Strings – NASH	\$1,606.00	\$1,856.00

\* Not a District Employee

<sup>1</sup> First Time Supplemental Contract Holder in this position

(s) One contract shared by more than one person

## **ADDENDUM**

### **I. Appointments**

The Board approved the following Appointments:

#### **Confidential**

Seth Spangler	Transportation Services Supervisor Transportation Department Effective 01/06/09 (replaces Bryan Pritchard)	\$36,000/Yr. Prorated
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#### **Paraprofessional**

Kristy Butterini	Special Education Assistant, BWE Effective 01/05/09	\$11.58/hr. Class II-C 7 Hours/Day 187 Days/Yr.
Susan Parisi	Special Education Assistant, CMS Effective 12/03/08	\$11.58/hr. Class II-C 7 Hours/Day 187 Days/Yr.

The Administration recommends approval of the following as substitute/clerical aides at \$7.50/hr. as needed, effective November 1, 2008:

Kathryn S. Ackerman

**Classified**

<u>NAME</u>	<u>TYPE OF WORK</u>	<u>SALARY</u>	<u>START DATE</u>
Gregory Morelli	Part Time Custodian	\$8.50/hr.	12/02/08

**II. Wage Status Changes**

The Board approved a change from the day-to-day substitute rate to \$148.32 for Joyce Campbell, long term sub for Scott Oldham, Teacher, Marshall Elementary. The effective date for this change is October 13, 2008 through the last date of the assignment, November 5, 2008.

**III. Honoraria**

The Board approved the following Honoraria Applications:

		<u>Submitted</u>	
Karyn Dobda	SAT Prep Course	12/08/08	\$ 450.00
John Fellers	“ “	12/08/08	\$ 1,150.00
Rebecca Hulme	“ “	12/08/08	\$ 900.00
Cathy Jones	“ “	12/08/08	\$ 450.00
Tom Mooney	“ “	12/08/08	\$ 900.00

**TOTAL HONORARIA 2008/2009 EXPENDITURES THRU 12/10/08 \$59,975.00**

**Roll Call Vote. Results: 8-Yes; 0-No. Motion Carried.**

**PROPERTY AND SUPPLIES REPORT**

**On motion by Mr. Schwartzmier, seconded by Mrs. Boujoukos,** the Board approved Items I through III and the Addendum, Item I, as contained in the Board Folder and as listed below:

**I. Alex Roofing Release of Claims**

The Board approved the execution of the Release between the North Allegheny School District and Alex Roofing Construction Company, roofing contractor at Peebles Elementary School.

The executed agreement will be attached to the Official Minutes.

**For Information**

This release will allow for the payment to the District in the amount \$2,183.85 by Erie Insurance for the damages that occurred as a result of a roof leak in the Computer Room during the work on the roof replacement project at Peebles Elementary School and this will allow for the close out of the contract with Alex Roofing for the roofing work done at Peebles Elementary School. Language has been added to reserve Alex’s warranty obligations under the contract.

**II. Submission of PDE Form 3074(c) for Improvements to the Serving Line Area at NASH**

The Board approved and submitted form PDE-3074(c), SELF CERTIFICATION APPLICATION FOR NON-REIMBURSABLE WORK NOT SUBJECT TO ADVERTISING OR BIDDING REQUIREMENTS, to the Pennsylvania Department of Education for the Improvements to the Serving Line Area at NASH by Metz and Associates.

**For Information**

This form must be completed by the District and submitted to the Pennsylvania Department of Education by the District for their review and approval as a non-reimbursable project that is being done by Metz and Associates.

The completed form will be attached to the Official Minutes.

**III. Change Order**

The Board approved the following change order to the construction contract for the following school project.

The complete change order document is attached to the Official Minutes.

**Marshall Middle School Tennis Court Replacement**

<b>Number</b>	<b>Description</b>	<b>Contract</b>	<b>Amount</b>
PC-01	Remove and replace unacceptable Sub grade material.	McElroy Paving	\$4,320.00

**ADDENDUM**

**I. Addendum to Existing T. W. Phillips Gas Service Agreement**

The Board approved the acceptance of the of addendum/modification from T. W. Phillips Energy Corp. to our existing contract to provide the natural gas supplies required for Marshall Elementary and Marshall Middle Schools for \$9.10/Mcf for a term of January 1, 2009 through December 31, 2009.

A copy of the executed addendum will be attached to the Official Minutes.

**For Information**

Our current contract with T.W. Phillips Energy Corp. for natural gas supply for the Marshall Campus expires on December 31, 2008. This contract addendum will provide for a fixed cost for the natural gas service at this location for the upcoming year.

**Roll Call Vote. Results: 8-Yes; 0-No. Motion Carried.**

**SPECIAL EDUCATION AND PUPIL SERVICES REPORT**

Mrs. Boujoukos reported items for information only.

**STUDENT ACTIVITIES REPORT**

**On motion by Mrs. Boujoukos, seconded by Mrs. Bishop**, the Board approved Items I and II and the Addendum, Item I, as contained in the Board Folder and as listed below:

**I. Waiver of Board Policy #3330 – Student Field Trips**

The Board approved waiver of Board Policy #3330 and approval of a Forensic student to attend the 11<sup>th</sup> Annual Southern Bell Forum in Nashville, TN (listed below) during the period of January 8 through January 12, 2009. The student will be missing three (3) consecutive days of school.

**II. The 11<sup>th</sup> Annual Southern Bell Forum – Nashville, Tennessee**

The Board approved a North Allegheny Forensic student to travel to Nashville, Tennessee to attend the 11<sup>th</sup> Annual Southern Bell Forum from **Thursday, January 8 through Monday, January 12, 2009**, to participate in the 11<sup>th</sup> Annual Southern Bell Forum competition. Only **one student** will be participating in this trip.

**ADDENDUM****I. 56<sup>th</sup> Presidential Inaugural Parade – Washington, D.C.**

The Board approved for the North Allegheny Marching Band students to travel to the 56<sup>th</sup> Presidential Inaugural Parade in Washington, D.C. from **Monday, January 19, 2009 to Tuesday, January 20, 2009**, to participate in the 56<sup>th</sup> Presidential Inaugural Parade. Approximately **250 students** will be participating in this trip.

**For Information**

The North Allegheny Marching Band was chosen by the Armed Services Inaugural Committee from a pool of approximately 1,400 applicants. The North Allegheny Marching Band is the only Marching Band representing Pennsylvania. Costs are being determined and the District will seek donations to help defray some of the costs.

**Discussion**

Mr. Hamm expressed the excitement of the students when they learned of the honor of participating in the Inaugural Parade. He explained that North Allegheny is one of 19 high school bands that will be participating and he thanked the School Board and Administration for their support.

Mrs. Bishop said this is such an exceptional honor and a testament to the talent and hard work of our Band members and the Band staff.

**Roll Call Vote. Results: 8-Yes; 0-No. Motion Carried.**

**Additional Information**

Mrs. Grosheider asked if the students had any information to share regarding their buildings.

**Mr. Hamm** explained the Student of the Month process at the high school. It is through the Student Recognition Committee of Student Council and they invite the teachers to nominate students from their class that exemplify leadership, character, scholarship and who keep a positive attitude every day. The Committee reviews the nominations with their Student Council advisor and scores them on different criteria.

For November, Natalie Rogers was the Student of the Month and for December, Margo Bentzel was so honored.

**Ms. Peng** also thanked the School Board for the opportunity for the Band to go to the Inaugural Parade. The Junior Classical League is hosting a dinner and auction on December 16, 2008 in the NAI cafeteria to help raise money for their convention. Key Club has been busy serving the community during this holiday time.

**Mr. Hamm** also added that the high school is working on community service projects as well. Their Secret Santa project is wrapping up and it will benefit the Holy Family Institute. Next week, they will be participating in the Food Pyramid Drive for the six food groups along with Metz. Key Club is having their annual soup dinner on January 22, 2009 and it is open to the public. All the proceeds go to a charity.

**Mrs. Ludwig** asked the student representatives to thank everyone for keeping the other students involved in these projects because it benefits so many and the students like being a part of helping other people.

**Mrs. Boujoukos** announced that the NAI Knowledge Master Team won First Place in the nation, which is outstanding. Mr. Cunningham's son, Steven, is a member of that team.

**Mrs. Bishop** mentioned that the Band is accepting donations from the community to help defray costs of the Band trip.

**Dr. Green** said information is on the website so that everyone can participate in donating, if they so desire. This information will also be on the NATV Cable. The North Allegheny Foundation has made a donation of \$1,000 for this purpose and Dr. Green thanked them for their generosity.

### **SCHOOL BOARD REPORT**

**On motion by Mr. Hubert, seconded by Mrs. Bishop,** the Board approved the following resolution:

#### **I. Act 1 Index Resolution**

The Board certified that it will not increase any school district tax for the 2009-2010 school year at a rate that exceeds the index as calculated by the Pennsylvania Department of Education. The Board understands and agrees that by passing this Resolution it is not eligible to seek referendum exceptions under Section 333(f) of Act 1 and is not eligible to request approval from the voters through a referendum to increase a tax rate by more than the index as established for the 2009-2010 fiscal year.

**Roll Call Vote. Results: 8-Yes; 0-No. Motion Carried.**

### **SUPERINTENDENT'S REPORT**

**On motion by Mrs. Boujoukos, seconded by Mrs. Ludwig,** the Board approved Items I through IV and the Addendum, Item I, as contained in the Board Folder and as listed below:

#### **I. Professional Seminar Requests**

The Board approved the following professional seminar requests:

<b><u>Name</u></b>	<b><u>Conference</u></b>	<b><u>Date</u></b>	<b><u>Amount</u></b>
Dave McFarlane	1 Day Contractor/Supervisor Refresher Class Sponsor: Center for Environmental & Occupational Training, Inc. Pittsburgh, PA	1/5/2009	\$ 110.00
Tammy Andreyko	Pennsylvania Middle School Association State Conference Sponsor: Pennsylvania Middle School Association Harrisburg, PA	2/28 – 3/3/2009	\$ 711.36
Sarah Lavelle	Pennsylvania Music Educators	4/22 –	\$ 1,113.41
Ernest Pontiere	Association All-State Conference	4/25/2009	\$ 1,228.48
Todd Stefan	Sponsor: PMEA Valley Forge, PA		\$ 1,246.19

**II. School Calendar – 2009-2010**

The Board approved the attached calendar for the 2009/2010 school year.

**III. Second Reading and Request for Adoption of Board Policy #3585 – Anti-Bullying Policy**

In accordance with Board Policy #1710, the Board approved the attached Board Policy #3585, *Anti-Bullying Policy*.

**IV. Second Reading and Request for Adoption of Board Policy #4160 – Right-to-Know Requests**

In accordance with Board Policy #1710, the Board approved the attached Board Policy #4160, *Right-to-Know*.

**ADDENDUM****I. Professional Seminar Requests**

The Board approved the following professional seminar requests:

<u>Name</u>	<u>Conference</u>	<u>Date</u>	<u>Amount</u>
Mindy Gilleland	ABOARD-Conference on Autism & Communication Sponsor: Advisory Board on Autism & Related Disorders Wexford, PA	12/12/2008	\$ 85.00*
Bernadette Clinton Jane Young	Family & Consumer Sciences Curriculum Review Sponsor: Hempfield School District & Avon Grove School District Landisville, PA	1/11-1/13/2009 or 2/8-2/10/2009	\$ 40.00 \$ 40.00
Joy Ed	Communication: The Bridge to Education Success Sponsor: National School Public Relations Association San Francisco, CA	6/28-7/1/2009	\$2,063.44

\* Access Funds

**Roll Call Vote. Results: 8-Yes; 0-No. Motion Carried.**

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**Dr. Green** pointed out the new banners on the wall of the Board Room signifying major accomplishments in our School District.

### **LEGAL COUNSEL REPORT**

**Mr. Maiello** provided a written report to the Board.

### **REPORTS BY THE BOARD**

#### **A.W. Beattie Career Center**

**Mr. Schwartzmier** said that the Beattie Board has not met since our last meeting in November and they will meet on December 18, 2008.

#### **North Allegheny Foundation**

**Dr. Green** said there was considerable discussion about the pride that the Foundation had with the North Allegheny Band and they unanimously donated \$1,000 to help defray costs. They continue to plan for the upcoming golf outing in June. There was discussion about grants that were submitted for this month and the Trustees are working on a rubric so that modifications to the process will be easier for the teachers.

#### **Hall of Fame**

**Mr. Schwartzmier** said the Hall of Fame Committee met this afternoon and reviewed the budget and discussed previous banquets. Over the past several years, attendance has been diminishing and they would like to find ways of improving attendance. Money raised from the banquet is donated to the District for projects like the retirement of the Baierl Center debt. The members also reviewed potential candidates for next year's ballot. The 2009 banquet has been changed to Thursday, October 15, 2009 due to a change in the WPIAL schedule.

#### **Legislative Report**

**Mrs. Bishop** reported that PSBA acknowledged the District's recent adoption of the Standards for Effective School Governance and the Code of Conduct for School Board Members, which many districts have adopted across the state. In Harrisburg, as a result of the recent death of Lieutenant Governor Catherine Baker Knoll, Joe Scarnatti, a Republican, was sworn in as Lieutenant Governor. The state budget deficit is expected to grow to \$1.6 billion by June 30, 2009. As a result, \$439 million budget cuts have been announced, salary freezes and COLA freezes are in place. There are no broad-based tax increases planned to date. There is no word yet regarding the impact this will have on education funding.

**Mrs. Boujoukos** reported that an article in the *School Leader News* stated a growing trend of high absenteeism at charter schools in some of the states. Most of these schools are paid based on the number of students enrolled but not on those who actually attend. The schools are not

tracking these students as they should and it is costing taxpayers millions of dollars. She suggested that Mr. Shuckrow write to our legislators to see if they were interested in investigating this concern in Pennsylvania charter schools.

**Mrs. Bishop** also reported that the new statewide science PSSA exams were announced. NA students did well. However, statewide, 56% of students did not achieve proficiency. The Secretary of Education stated that this is a good rationale for why we need Graduation Competency Assessments. She feels this is an indication that this issue is not going away in the near future.

**SPEAKERS**

**Brigitte Savchik** – parent of a 3<sup>rd</sup>, 5<sup>th</sup> and 6<sup>th</sup> grader. She referenced an article from the *Wall Street Journal* about student scores in math. She is concerned that the US ranks 11<sup>th</sup> in the world in math accomplishment when there are some countries that are ahead of us that do not even have running water. She wants her children to be proficient among their peers on a national and international basis in math and science. Minnesota and Massachusetts score very well on these tests and she wonders what they are doing that is working so well.

**ADJOURNMENT**

Mrs. Grosheider adjourned the meeting at **9:10 p.m.** She wished everyone a Happy Holiday. The Board did not meet in Executive Session.

Respectfully submitted,

Rose Mary Ryan, Secretary  
North Allegheny School Board