

**REGULAR MEETING
NOVEMBER 14, 2007**

The Board of Directors of the Laurel Highlands School District met in Regular Session on Wednesday, November 14, 2007 at 7:00 p.m., with President Cathy Rice presiding. The Meeting was held in the Auditorium of the Middle School, Hookton Avenue, Uniontown, Pennsylvania. The Meeting was opened with Silent Meditation and a Salute to the Flag led by President Rice.

ROLLCALL:

Present at the Meeting were Beverly Beal, James Burns, Mary Conway, William Elias, Angelo Giachetti, Cathy Rice, Palmer Sabatine, and Jim Tobal.

Absent was Edward S. George

There being 8 Present and 1 Absent at Roll Call.

Also present at the Meeting were Dr. Ronald M. Sheba, Dr. Gary M. Brain, Dr. Beth Hutson, Gregory S. Hensch, Gary J. Frankhouser (Solicitor), Kim J. Pegg, Angela Oravec (Uniontown Newspapers), Daily Courier Representative, Curtis Jacobs, Lyn Andaloro, Tom Vernon, Norma Santore, district administrators, and a number of citizens.

Director Sabatine moved and Director Beal seconded the motion to Adopt the Agenda with the Addendum and Changes (as listed).

VOTE

**Beal, Yea
Burns, Yea
Conway, Yea**

**Elias, Yea
Giachetti, Yea
George, Absent**

**Rice, Yea
Sabatine, Yea
Tobal, Yea**

There being 8 Yeas and 1 Absent, the President declared the motion carried.

RECOGNITION OF VISITORS AND GUESTS:

None at this time.

Director Elias moved and Director Sabatine seconded the motion to approve the Minutes of the Regular Meeting of October 18, 2007.

VOTE

**Beal, Yea
Burns, Yea
Conway, Yea**

**Elias, Yea
Giachetti, Yea
George, Absent**

**Rice, Yea
Sabatine, Yea
Tobal, Yea**

There being 8 Yeas and 1 Absent, the President declared the motion carried.

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Director Conway moved and Director Sabatine seconded the motion to approve the Attendance Records of Committee Meetings and Work Sessions.

VOTE

**Beal, Yea
Burns, Yea
Conway, Yea**

**Elias, Yea
Giachetti, Yea
George, Absent**

**Rice, Yea
Sabatine, Yea
Tobal, Yea**

There being 8 Yeas and 1 Absent, the President declared the motion carried.

STRATEGIC PLAN AND PUBLIC RELATIONS/CURRICULUM COMMITTEE/BOARD POLICY:

UPDATE ON STRATEGIC PLANNING:

None at this time.

ACADEMIC FOUNDATION REPORT:

Mr. Tobal reported that the Academic Foundation held a Spaghetti Dinner on Election Day, Tuesday, November 6, 2007. It was a great success and will help fund projects for our students through the Academic Foundation.

The Foundation is once again sponsoring mini-grant opportunities to our teachers. Several grants, up to \$500 each, will be given to teachers who submit innovative or unique ideas for their classrooms. These grants will be awarded by merit as voted on by the trustee members and are due by Monday, November 12, 2007.

With regard to his other Committees, Mr. Tobal gave the following reports:

Curriculum & Technology Committees: As we visit the district schools and classrooms, the committee continues to be amazed with the great strides being made in the district with regard to Technology. The web site is continuously being updated to better service the needs of the parents, students and staff. The most popular requested item right now are the Smart Boards. This is a new educational learning tool – if you haven't had the chance to see one, go visit your child's school and see one in operation.

He congratulated Dr. Brain on the success of the Academy Programs at the High School. This program makes students choose a career path and we will be highlighting one per month. This month Travel & Tourism was highlighted.

Policy Committee: There are no new Policies for the Board to consider at this time. A reminder to everyone that all the district policies may be found on the district website, www.lhsd.org and clicking on Board Policy.

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Public Relations: As reported earlier, there are new links to our web site. Check it out at www.lhsd.org. Wendy Craft, our Health and Wellness Liaison person, reported that there are good things happening in the district – there is currently a swim and weightlifting program for students in the district and an aerobic program started today which is open to all students, employees, and district residents.

The Powder Puff Competition was recently held at Laurel Highlands and sponsored by the Cheerleaders – Liz and the girls are using all monies raised to help needy families in the district. *(See Handout made a part of the Minutes of this Meeting)*

The Hopwood Light Up Night is Friday, November 30, 2007. It will be a great time for all – plan to attend. Laurel Highlands' schools will be represented during the course of the celebration.

RECOGNITION OF OUTGOING BOARD MEMBERS:

Recognition was given to the four outgoing Board Members. Dr. Sheba thanked them for their dedication and service to the Community and the school district. He explained that over the years, they have argued over various issues but they always have kept the best interests of Laurel Highlands and he certainly has respect for the job they have to do – he then presented a plaque of recognition to James Burns, who has four years of service as a School Director, Cathy Rice, who has eight years of service as a School Director, and Palmer Sabatine, who has eight years of service as a School Director. Edward George was not in attendance but a plaque will be presented to him as well. Mr. George has eight years of service as a School Director.

STUDENT RECOGNITION:

At this point, the Meeting was turned over to Josh John, Student Representative, for Student Recognition. *(Student Recognition is attached and made a part of the Minutes of this Meeting)*

Informational: Congratulations to Mrs. Lori DiCenzo for receiving an award for participation in the NISL (National Institute for School Leadership). The district and Mrs. DiCenzo was presented a plaque.

Congratulations to all Fall Sports Teamss and Coaches for a successful season.

- a. Congratuatiions to the 7th & 8th grade Girls Basketball Teams and to coaches, Bob Hogan and Bob Genovese. The 7th grade team won the the Section Championship for the second consecutive year and the 8th grade team won***

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the championship this year, making a total of nine section championships in the last eleven years.

- b. Congratulations to Maria Battaglia – four time golf participant in the PIAA Golf Tournament held in York, PA*
- c. Congratulations to the Football Team for qualifying for the WPIAL Football Play-offs for the second consecutive year.*
- d. Congratulations to the Volleyball Team for qualifying for the WPIAL Play-offs for the second consecutive year.*

Informational: *American Education Week is being celebrated this week, November 11-17, 2007. This year’s theme is “Great Public Schools: A Basic Right and Our Responsibility.”*

SUPERINTENDENT’S REPORT:

Dr. Sheba had nothing to report at this time.

COMMUNITY SCHOOL HEALTH ADVISORY COUNCIL REPORT:

Nothing at this time.

CURRICULUM:

Director Elias moved and Director Tobal seconded the motion to approve permission to award the successful bid to purchase Elementary Orff Instruments. *(Attached Exhibit A)*

VOTE

Beal, Yea
Burns, Yea
Conway, Yea

Elias, Yea
Giachetti, Yea
George, Absent

Rice, Yea
Sabatine, Yea
Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

Informational: *A brief report was given on the Parent Teacher Conferences that were held November 8-9, 2007 throughout the District.*

BUILDINGS AND GROUNDS COMMITTEE:

POSSIBLE ACTION ON HUTCHINSON AND OTHER PROJECTS:

Director Giachetti moved and Director Tobal seconded the motion to approve to solicit bids for the Multi-Purpose Building on High School Athletic Field *(Press Box/ Concession Stand/Restrooms/Storage)*

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VOTE (MULTI-PURPOSE BUILDING)

Beal, Yea
Burns, Yea
Conway, Yea

Elias, Yea
Giachetti, Yea
George, Absent

Rice, Yea
Sabatine, Yea
Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

Informational: **The First Meeting of the Facilities Planning Committee will be Tuesday, November 20, 2007 at 6:00 p.m., in the High School Library. Applications are available at each building or on our website for anyone still interested in serving on the Committee.**

BOARD POLICY:

Informational: **Any First Readings of Board Policy will be available at the Central Office for preview to the public. First Readings will also be sent to each Building Principal.**

Once a policy receives final approval at a second reading, it becomes Board Policy. Each Building Principal is then given a copy of the approved policy which will be posted in the building for 10 days then made a part of the Policy Manual Notebook in each building. It will also be sent to PSBA.

FINANCE, BUDGET & TAXATION COMMITTEE:

Director Burns moved and Director Giachetti seconded the motion to approve the Treasurer and Budget Report. **(Attached Exhibit B)**

VOTE

Beal, Yea
Burns, Yea
Conway, Yea

Elias, Yea
Giachetti, Yea
George, Absent

Rice, Yea
Sabatine, Yea
Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

Director Giachetti moved and Director Burns seconded the motion to approve Payment of the General Fund Bills. **(Attached Exhibit C)**

VOTE

Beal, Yea
Burns, Yea
Conway, Yea

Elias, Yea
Giachetti, Pass
George, Absent

Rice, Yea
Sabatine, Yea
Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

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Informational: The Investment Report (*Attached Exhibit D*) was presented to the Board for review.

Director Elias moved and Director Conway seconded the motion to approve the Federal Report. (*Attached Exhibit E*)

VOTE		
Beal, Yea	Elias, Yea	Rice, Yea
Burns, Yea	Giachetti, Yea	Sabatine, Yea
Conway, Yea	George, Absent	Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

Director Tobal moved and Director Beal seconded the motion to approve to transfer \$500,000.00 from the General Fund into the Capital Reserve Fund, representing \$340,520.50 from Fayette County Area Vo-Tech School and \$159,479.50 from the General Fund.

VOTE		
Beal, Yea	Elias, Yea	Rice, Yea
Burns, Yea	Giachetti, Yea	Sabatine, Yea
Conway, Yea	George, Absent	Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

Director Elias moved and Director Conway seconded the motion to approve to transfer \$384,461.12 from the General Fund into the Cafeteria Fund in order to bring the cumulative deficits to zero. This was the plan of action proposed during budget preparation.

VOTE		
Beal, Yea	Elias, Yea	Rice, Yea
Burns, Yea	Giachetti, Yea	Sabatine, Yea
Conway, Yea	George, Absent	Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

Director Elias moved and Director Conway seconded the motion to approve the Annual Financial Report for school year ending June 30, 2007. (*Attached Exhibit F*)

VOTE		
Beal, Yea	Elias, Yea	Rice, Nay
Burns, Yea	Giachetti, Yea	Sabatine, Yea
Conway, Yea	George, Absent	Tobal, Yea

There being 7 Yeas, 1 Nay, and 1 Absent, the President declared the motion carried.

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FOOD SERVICE COMMITTEE:

Director Elias moved and Director Beal seconded the motion to approve the Cafeteria Report. (*Attached Exhibit G*)

VOTE		
Beal, Yea	Elias, Yea	Rice, Yea
Burns, Yea	Giachetti, Yea	Sabatine, Yea
Conway, Yea	George, Absent	Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

TRANSPORTATION COMMITTEE:

There was No Action to be taken at this time.

HUMAN RESOURCES COMMITTEE:

Director Sabatine moved and Director Elias seconded the motion to approve the Additional Substitute Teachers. (*Attached Exhibit H*)

- a. *Regular Certified Substitutes*
- b. *Emergency Certified Substitutes having a Teaching Degree*
- c. *Emergency certified substitutes not having a Teaching Degree*

VOTE		
Beal, Yea	Elias, Yea	Rice, Yea
Burns, Yea	Giachetti, Yea	Sabatine, Yea
Conway, Yea	George, Absent	Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

REQUESTS FOR RETIREMENTS/SABBATICAL/DISABILITY/OTHER LEAVES:

Director Elias moved and Director Tobal seconded the motion to approve the Requests (Employee A and Employee B) for Family Medical Leaves.

VOTE		
Beal, Yea	Elias, Yea	Rice, Yea
Burns, Yea	Giachetti, Yea	Sabatine, Yea
Conway, Yea	George, Absent	Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

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Director Burns moved and Director Sabatine seconded the motion to approve the Request for a Second Semester Sabbatical for the 2007-2008 school year.

VOTE

Beal, Yea
Burns, Yea
Conway, Yea

Elias, Yea
Giachetti, Yea
George, Absent

Rice, Yea
Sabatine, Yea
Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

CONFERENCE REQUESTS:

Director Tobal moved and Director Elias seconded the motion to approve permission for the Food Service Director to attend a USDA Donated Foods Conference, November 26-27, 2007 in Harrisburg. (*Approximate Cost of \$400.00 to be paid by Cafeteria Funds*)

VOTE

Beal, Yea
Burns, Yea
Conway, Yea

Elias, Yea
Giachetti, Yea
George, Absent

Rice, Yea
Sabatine, Yea
Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

Director Sabatine moved and Director Elias seconded the motion to approve permission for Robert Fetsko, Technology Coordinator, to attend the PA Educational Technology Expo and Conference in partial fulfillment of the requirements set forth in the Classrooms for the Future initiative. The conference will be held in Hershey from February 10-12, 2008. (*Expenses will total approximately \$871.26 and will be paid from Federal Funds (50%) and with funds from the Classroom for the Future Grant (50%).*)

VOTE

Beal, Yea
Burns, Yea
Conway, Yea

Elias, Yea
Giachetti, Yea
George, Absent

Rice, Yea
Sabatine, Yea
Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

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SUPPORT PERSONNEL:

Director Tobal and Director Burns econded the motion to approve the Additional Substitute Employees for Support Personnel. (*Attached Exhibit H*)

*SERVICE PERSONNEL (CAFETERIA, CUSTODIAL, MAINTENANCE)
CLERICAL PERSONNEL
SECURITY PERSONNEL
PARAPROFESSIONALS
HEALTH ROOM AIDES
TECHNICAL SUPPORT STAFF*

VOTE

Beal, Yea	Elias, Yea	Rice, Yea
Burns, Yea	Giachetti, Yea	Sabatine, Yea
Conway, Yea	George, Absent	Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

There was NO Action on Items P-5 (Selection of 2 Permanent Substitute Custodians) and P-6 (Action on 5 ½ Hour Cafeteria Position at Hutchinson Elementary) as they were previously removed from the Agenda.

Director Tobal moved and Director Elias seconded the motion to Post the Maintenance III Position and authorize the Administration to have Mike Omatick develop and administer the written test for \$600.00 with clarification that the test would be given by a neutral party and that no one would have contact with anyone taking the test to ensure the validity and impartial results of the test.

VOTE

Beal, Yea	Elias, Yea	Rice, Yea
Burns, Yea	Giachetti, (Pass) Yea	Sabatine, Yea
Conway, Yea	George, Absent	Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

Director Burns moved and Director Conway seconded the motion to approve the resignation of Lisa McFarland, Personal Care Aide at Clark, effective October 26, 2007.

VOTE

Beal, Yea	Elias, Yea	Rice, Yea
Burns, Yea	Giachetti, Yea	Sabatine, Yea
Conway, Yea	George, Absent	Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

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Director Tobal moved and Director Beal seconded the motion to approve the update on the Paraprofessional Assignments. *(Attached Exhibit I)*

VOTE

**Beal, Yea
Burns, Yea
Conway, Yea**

**Elias, Yea
Giachetti, Yea
George, Absent**

**Rice, Yea
Sabatine, Yea
Tobal, Yea**

There being 8 Yeas and 1 Absent, the President declared the motion carried.

**ATHLETIC COMMITTEE:
ATHLETIC & EXTRA-CURRICULAR ACTIVITIES:**

Director Sabatine moved and Director Elias seconded the motion to approve permission to hire the Volunteer Assistant Coaches as follows:

- 1) Kenny Riddell, Jr., as a Volunteer Assistant Coach for the 7th Grade Basketball Program for the 2007-2008 school year.
- 2) Henrietta Rerko as a Volunteer Cheerleading Coach.
- 3) Irwin Brambley and Cynthia Hensh as Volunteer Assistant Track Coaches for the Boys/Girls Track Teams.
- 4) Garret Breakiron as a Volunteer Assistant Coach for the Varsity Wrestling Program.

VOTE

**Beal, Yea
Burns, Yea
Conway, Yea**

**Elias, Yea
Giachetti, Yea
George, Absent**

**Rice, Yea
Sabatine, Yea
Tobal, Yea**

There being 8 Yeas and 1 Absent, the President declared the motion carried.

Director Tobal moved and Director Giachetti seconded the motion to hire Mark Santore as the Spring Musical Director, per terms of the collective bargaining agreement.

VOTE

**Beal, Yea
Burns, Yea
Conway, Yea**

**Elias, Yea
Giachetti, Yea
George, Absent**

**Rice, Yea
Sabatine, Yea
Tobal, Yea**

There being 8 Yeas and 1 Absent, the President declared the motion carried.

Informational: The Javelin Runway Asphalt Project was awarded to Blout Paving in the amount of \$2,000.00.

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Director Elias moved and Director Sabatine seconded the motion to award the Successful quote to paint and stripe the track to the lowest qualified bidder.

5)

VOTE

Beal, Yea	Elias, Yea	Rice, Yea
Burns, Yea	Giachetti, Yea	Sabatine, Yea
Conway, Yea	George, Absent	Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

Director Sabatine moved and Director Tobal seconded the motion to approve the Request by the American Cancer Society to hold their annual Relay for Life at the High School the weekend of August 9-10, 2008. (*Attached Exhibit J*)

VOTE

Beal, Yea	Elias, Yea	Rice, Yea
Burns, Yea	Giachetti, Yea	Sabatine, Yea
Conway, Yea	George, Absent	Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

Director Beal moved and Director Giachetti seconded the motion to approve the Request by Tom Landman and the baseball team to travel to Myrtle Beach, South Carolina for Spring Training, "Baseball Cal Ripken Experience" on Tuesday and Wednesday, March 25-26, 2008. There is no cost to the school district and the trip will be funded by the Baseball Booster Organization. (Four Coaches and Adult Chaperones will accompany the students)

VOTE

Beal, Yea	Elias, Yea	Rice, Yea
Burns, Yea	Giachetti, Yea	Sabatine, Yea
Conway, Yea	George, Absent	Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

Director Beal moved and Director Elias seconded the motion to **TABLE** the Request by Tom Landman for an additional baseball coach.

VOTE

Beal, Yea	Elias, Yea	Rice, Yea
Burns, Yea	Giachetti, Yea	Sabatine, Yea
Conway, Yea	George, Absent	Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

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LEGAL ADVISEMENT:

GRIEVANCES:

Mr. Frankhouser advised the Board that there are NO Grievances at the Board or Arbitration level at this time.

SOLICITOR'S REPORT:

None at this time.

Director Burns moved and Director Beal seconded the motion to approve the action on the Expulsion Proceedings for Student A. (*Attached Exhibit K*)

VOTE

Beal, Yea
Burns, Yea
Conway, Yea

Elias, Yea
Giachetti, Yea
George, Absent

Rice, Yea
Sabatine, Yea
Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

GENERAL MATTERS:

(Move to Addendum)

Director Giachetti moved and Director Burns seconded the motion to approve the Request by an Administrator. (Reinstate Sick Days)

VOTE

Beal, Yea
Burns, Yea
Conway, Yea

Elias, Yea
Giachetti, Yea
George, Absent

Rice, Yea
Sabatine, Yea
Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

Director Burns moved and Director Giachetti seconded the motion to approve the Resolution.

VOTE

Beal, Yea
Burns, Yea
Conway, Yea

Elias, Yea
Giachetti, Yea
George, Absent

Rice, Yea
Sabatine, Yea
Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

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Director Beal moved and Director Conway seconded the motion to interview the top three (3) candidates from the existing pool of candidates with regard to the Chief of Security.

VOTE

Beal, Yea	Elias, Yea	Rice, Yea
Burns, Yea	Giachetti, Yea	Sabatine, Yea
Conway, Yea	George, Absent	Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

Director Beal moved and Director Conway seconded the motion to approve to Post and Advertise for the following positions. The ad will be for three days in the Herald Standard and on Sunday in the Tribune Review.

	<u>Advertise</u>	<u>Post</u>
Football	X	X
Boys Soccer	X	X
Girls Soccer	X	X
Volleyball	X	X
Golf	X	X
Cross Country (Boys/Girls)	X	X

VOTE

Beal, Yea	Elias, Yea	Rice, Yea
Burns, Yea	Giachetti, Yea	Sabatine, Yea
Conway, Yea	George, Absent	Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

Director Sabatine moved and Director Beal seconded the motion to approve Chris Pierce as an Additional Volunteer Assistant Wrestling Coach.

VOTE

Beal, Yea	Elias, Yea	Rice, Yea
Burns, Yea	Giachetti, Yea	Sabatine, Yea
Conway, Yea	George, Absent	Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

Director Giachetti moved and Director Elias seconded the motion to select Thursday, December 6, 2007 as the date for the Reorganization Meeting. There will be a Work Session preceding this beginning at 5:30 p.m., with Reorganization starting at 6:00 p.m., and the Regular Meeting to immediately follow Reorganization.

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VOTE (SET DATE & TIME FOR DECEMBER MEETINGS)

Beal, Yea	Elias, Yea	Rice, Yea
Burns, Yea	Giachetti, Yea	Sabatine, Yea
Conway, Yea	George, Absent	Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

VOCATIONAL-TECHNICAL SCHOOL REPORT:

Director Giachetti reported that there will be a Meeting the last Monday of the month. Both his seat and Director Rice's are up. Also, the annual Thanksgiving dinner will be held on Friday from 10:30 a.m. to 12 Noon.

OTHER BUSINESS:

None at this time.

PUBLIC COMMENT:

✓ None at this time.

Director Tobal moved and Director Rice seconded the motion to Adjourn at 8:07 p.m.

VOTE

Beal, Yea	Elias, Yea	Rice, Yea
Burns, Absent	Giachetti, Yea	Sabatine, Yea
Conway, Yea	George, Yea	Tobal, Yea

There being 8 Yeas and 1 Absent, the President declared the motion carried.

Respectfully submitted,