

**Bloomsburg Area School District  
Board of School Directors  
Special Meeting  
Monday, 2 May 2016  
7:00 p.m.  
District Office Board Room**

**MINUTES**

**Attendance**

A special meeting of the Bloomsburg Area School District Board of Directors was called to order at 7:00 p.m. on Monday, 2 May 2016 in the district office board room, followed by the pledge to the flag. Directors in attendance were: Ms. Stephanie Dunn Haney, Mr. Brent Hock, Mrs. Tina Howell, Mr. Joshua Klingerman, Ms. Marianne Kreisher, Mr. Norman Mael, Mr. Joe Yodock, and Ms. Deb Zollmann. Mr. James C. Dodge was absent from the meeting.

Bloomsburg Area School District administrators in attendance were: Mrs. Melissa Day (left at 8:50 p.m.), Mr. Marc Freeman (left at 8:50 p.m.), Mr. Joseph Kelly, Mr. Josh Tabor (left at 8:50 p.m.), Mr. Trevor Palmatier (left at 8:50 p.m.), Mr. Michael Upton, and Mr. Nick Wozniak (left at 8:25 p.m.).

Others present were: Mrs. Bonnie Crawford, Ms. Terri Drucker, Mrs. Jennifer Flook (left at 7:47 p.m.), Ms. Carrie Hoover-McClure (left at 7:47 p.m.), Ms. Stephanie Kessler (left at 9:30 p.m.), Dr. Karl Luxardo (left at 8:09 p.m.), Mrs. Marti Luxardo (left at 8:09 p.m.), Ms. Davelyn Smeltzer (left at 7:20 p.m.), Mr. Joe Tommasini (left at 8:09 p.m.), and Mrs. Amy Tommasini (left at 8:09 p.m.).

**RECOGNITION OF VISITORS & PERSONS WISHING TO SPEAK**

Davelyn Smeltzer, the Director of Policy Services for the Pennsylvania School Boards Association (PSBA), made a presentation to the board about some of the programs offered by PSBA, including policy services, grants, and Career Gateways. She detailed the policy development service and the policy maintenance service. Ms. Smeltzer explained that the policy development service would consist of PSBA employees reviewing the district's current policy, reformatting it, including citations for policies, and policy recommending changes, additions, and deletions. She said that if the district subscribed to the policy maintenance program, it would receive sample policies and policy updates as they became available.

Next, Mr. Freeman recognized Mrs. Flook and Ms. Hoover-McClure, both middle school teachers, for their work in piloting the hybrid program at the middle school since the beginning of the school year. He said that for the following school year, there were 10 middle school teachers who would be implementing the hybrid model in their classrooms, and that it had been a very successful teaching model not just at Bloomsburg Middle School, but throughout the state. Mrs. Flook and Ms. Hoover-McClure said that the hybrid model, which consists of both traditional instructional class time and small-group online instruction, was working well in their classrooms. They said that their students could no longer "hide," as they had to actively participate in their education. Ms. Hoover-McClure said that hybrid learning was helping her students gain independence and become advocates for themselves, and Mrs. Flook said that the hybrid model was helping her get to know her students better and also helping to magnify students' deficiencies. Ms. Hoover-McClure said that the first year of utilizing hybrid learning in her classroom had been a growing experience and that the schedule would be revamped for the 2016-2017 school year for more consistency and to help provide a time for remediation for at-risk students. Mrs. Day said that the hybrid model could be effective in some subjects at the high school, as well.

Mr. Freeman then recognized Reading Specialist Amy Tommasini and Learning Support Teacher James Booth for their successes in the education of middle school students.

At this point in the meeting, Dr. and Mrs. Luxardo addressed the board to voice their concern regarding changes to the high school's finals schedule. Mrs. Luxardo said that because the schedule had all students taking finals for their core classes at the same time, this caused an issue for students taking two math or two science courses. Mrs. Luxardo said she didn't see a problem with the finals schedule used over the past several years and did not know why it was changed. Mrs. Day passed out the draft finals schedule to directors. She said that condensing the finals schedule from four to three days was a suggestion that had arisen from faculty advisory committee meetings. She said that teachers would rotate through the rooms where their students were taking finals to see if anyone had questions, and that students with more than one class in a core subject area would take one of their finals at the regularly scheduled time and that they could then take the second final at another time, to be worked out with their teacher. Dr. Luxardo said the new finals schedule seemed chaotic and sloppy, and that he was concerned about having students take all of their finals in just three days, which could prove problematic for students taking finals in more difficult subjects and also for students involved in after-school athletics. He also said he would like to see research showing that having finals in three days as opposed to four days was academically better for students. Mr. Kelly asked Mrs. Day when students having to take more than one final examination in a core subject area would know when their second final examination would be held, and Mrs. Day said that this topic was to be discussed at the next faculty meeting and that students would know their complete finals schedule by the end of that week. Mrs. Day said that if she'd have known that releasing the draft finals schedule would cause so much confusion, she would have waited to release the schedule until the finalized schedule was available. Mrs. Day said she hoped the Luxardos would attend the next parent advisory committee, which would be held on May 12, to discuss the finals schedule. Dr. Luxardo said he had not known there was a parent advisory committee, to which Mrs. Day replied the meetings were posted on the high school's web site, and Mrs. Crawford replied that there had been parent advisory committees in place since Mr. Bonomo was principal, and that this schedule was available at the high school's open house.

Next, Mr. Hock announced that the latest superintendent candidate had fallen through, so the search for a new superintendent was still ongoing.

Mrs. Crawford then said she was happy to see that the middle school science fair was still being held, and Mr. Freeman told directors that if they wished to be a judge for the science fair, they should let him know.

### **OLD BUSINESS**

There was no old business to come before the board.

### **NEW BUSINESS**

#### **Acceptance of Donations**

Mr. Klingerman made the motion, which was seconded by Mrs. Howell, to accept the following donations made to the Bloomsburg Area School District: a monetary donation of \$500 to be used for the Memorial Elementary School community garden, made by Sharon B. Fedder; and a monetary donation of \$324.00 to be used for middle school student passes to the Town of Bloomsburg pool, made by the CMSU MH/MR Program. The motion passed by a unanimous voice vote.

### **Approval of Out-of-State/Overnight Field Trip Request**

Ms. Kreisher made the motion, which Mr. Klingerman seconded, to approve the following out-of-state/overnight field trip request: A.P. U.S. History students to Richmond, Virginia from 17 May 2016 – 18 May 2016, at an approximate cost to the district of \$815.00. The motion passed by a unanimous voice vote.

### **Approval of Library Curriculum**

Ms. Kreisher made the motion, which was seconded by Mrs. Howell, to approve the Bloomsburg Area School District K-12 library curriculum, as presented at the 4 April 2016 school board meeting. The motion passed by a unanimous voice vote.

### **Approval of First Reading of Policies**

Ms. Kreisher made the motion, which was seconded by Mr. Klingerman, to approve on first reading and schedule for final reading at the 6 June 2016 school board meeting the following policies: Policy 626: Federal Fiscal Compliance; Policy 626.1: Travel Reimbursement – Federal Programs; and Policy 827: Conflict of Interest. The motion passed by a unanimous voice vote.

## **PERSONNEL**

### **Approval/Acceptance of Personnel Items**

Mr. Klingerman made the motion, which was seconded by Ms. Kreisher, to approve/accept the following personnel items:

- Approve as presented the athletic coaches for the Fall 2016 season;
- Approve changing the leave of absence request of Memorial Elementary School Custodian William Miller from 23 June 2016 for approximately 60 working days to 30 June 2016 for approximately 60 working days;
- Accept the resignation of Maintenance Worker Hector Pagan, effective 6 May 2016;
- Approve the following classified staff transfers:
  - Dwayne Heeter from the position of W.W. Evans Elementary School paraprofessional to the position of Bloomsburg Middle School paraprofessional, retroactive to 21 April 2016;
  - Jennifer Anderson from the position of classified substitute to the position of W.W. Evans Elementary School paraprofessional at \$8.75 per hour and with benefits offered as per the negotiated support staff contract, effective 3 May 2016;
- Approve Patricia Milligan as a classified substitute, effective 3 May 2016;
- Accept the retirement of W.W. Evans Elementary School Custodian Stanley Haney, effective 3 June 2016;
- Approve Julie Adams as an Extended School Year (ESY) teacher for Summer 2016 at an hourly rate of \$22.00; and
- Approve the leave of absence request of W.W. Evans Elementary School Teacher Jennifer Asbury, beginning 2 May 2016 and ending 3 June 2016.

During the discussion that followed, Ms. Kreisher asked why coaches of different sports did not all have the salary. She said there should not be different salary classifications for different sports. Mr. Kelly replied that the coaching salaries had been negotiated, and Mr. Klingerman added that the difference in salaries occurred because of the numbers of hours worked per sport, not because of what the actual sport was. Mr. Mael suggested that the board should consider reviewing the coaching salary schedule if coaches came to the board to request it.

After discussion, the motion went on to pass by a unanimous voice vote.

## ADJOURNMENT

At 8:18 p.m., Ms. Kreisher made the motion, which was seconded by Mr. Klingerman, to adjourn the special meeting and move into the work session. The motion passed by a unanimous voice vote.

Respectfully Submitted,

Stephanie Kessler  
Recording Secretary

**Bloomsburg Area School District  
Board of School Directors  
Work Session  
Monday, 2 May 2016  
7:00 p.m.  
District Office Board Room**

**MINUTES**

**Buildings, Grounds, and Maintenance Report**

Mr. Wozniak told the board that he would like a facility systems site assessment to be conducted for W.W. Evans Elementary School, as the one conducted for Memorial Elementary School earlier that school year had been very beneficial to the district. He elaborated that employees from Siemens Industry, Inc. had been very thorough in its review of Memorial, and that it had fixed a number of issues with the facility that had resulted in such improvements as the heating system being more efficient and effective. Mr. Wozniak then reported that the district would begin using the web-based program School Dude, which was presently being used by the district for technology work orders, for maintenance work orders that summer. Mr. Hock asked if there were any plans for the fence at the football field to be painted, and Mr. Wozniak responded that there were not currently any plans to do so, but that he would look into it. Lastly, Mr. Yodock said he had heard complaints from a landowner near W.W. Evans Elementary School that there were old metal posts and other objects on the edge of the property. Mr. Wozniak replied that he would look into this, as well.

**Administrative Reports**

Mrs. Day reported that she expected school students to get their 2016-2017 high school schedules in mid-May. She said she'd done over 75 runs, tweaking some things after each run, and that 88% of student requests had been fulfilled. Mrs. Day said that each grade level, starting with current juniors, would be given one day to review their schedule and then two days to make changes. Students wishing to make changes to their original requested courses would be given the chance to do so after the walk-through on the last day of school, she said.

Mrs. Day then reported on the honors waiver, which a parent could sign for a student to be placed in an honors class for a student who did not meet the regular criteria to be accepted into an honors class. Mrs. Day said she would like to have a procedure in place for the next school year that would require waived students to earn at least an 85% in the honors course at the end of the first quarter in order to stay in that honors class.

Next, Mrs. Day reported that students would be handing in their Surface Pros before summer break. She said that around June 20, students enrolled in AP classes for 2016-2017 would get their Surface Pros back, and that students enrolled in honors classes would get theirs back in mid-July.

She then told directors she'd had her first meeting with Mr. Bressi and Mr. Thomas about all-state recognition for students, and that one of the options they were considering was having a digital presentation where each all-state student's photo and information would be displayed for about 30 seconds before switching to the next student-athlete. Mrs. Day said there should be a recommendation regarding this the following month.

Mrs. Day then told directors that Bloomsburg High School students had competed against Central Columbia High School in a volleyball tournament to raise money for the food cupboard and also reported that Bloomsburg High School had once again received a silver medal in the U.S. News and World Report's

Best High Schools survey, and had ranked number 78 in the state. Mrs. Day then distributed the high school's end-of-year calendar to directors. At the end of Mrs. Day's report, Ms. Zollmann asked how many Bloomsburg High School students would be participating in the STEM program with Bloomsburg University for the next school year, and Mrs. Day responded that eight to 10 students had.

Mr. Palmatier announced to directors that it was National Teacher Appreciation Week. He said that Memorial Elementary School kindergarten students had raised \$459 for the muscular dystrophy association through a hop-a-thon. Mr. Palmatier told directors that Memorial's Dean of Students Andrew Brown had revamped the elementary student handbooks as a project, cutting out unnecessary information and reformatting it to more closely reflect the middle and high school student handbooks. He said that the main change in the elementary handbook was that five unexcused tardies equaling a half-day illegal absence had been changed to three unexcused tardies equaling a half-day illegal absence. Also, Mr. Palmatier said that there had been information added to the elementary handbooks that a student who left school early unexcused and without having a valid reason for doing so three times would be given a half-day illegal absence. Mr. Hock said he liked the fact that the student handbooks were being streamlined.

Mr. Tabor then started his report by saying he appreciated Mr. Brown's help with the student handbooks. He said that the W.W. Evans Elementary School parent co-op had created a bouncing box tops activity and that over 12,000 Box Tops for Education had been collected, totaling about \$1,200. He ended his report by stating that both Beaver-Main and W.W. Evans elementary schools had book fairs coming up that week.

### **Budget Update**

Mr. Upton shared with the board some updates regarding the 2016-2017 budget. He said that he had now included replacements for retiring teachers, budgeting the new teachers at Masters Step 1. He pointed out that the retirement percentage had increased to 30.03%, an increase of \$55,000. He said that health care rates had remained the same, that there had been a \$14,000 reduction in the curriculum budget, and that there had been an increase in technology due to the district's band width being doubled as of 1 July 2016. Mr. Upton told directors that there had been a slight increase for School Dude because maintenance work orders would be run through this system, that Malware Bytes was in the budget, and that the athletic budget had been increased in order to purchase soccer uniforms. Mr. Upton said the budget included a 1.2 mil increase, and that there was still a \$272,000 deficit. The final budget would be taken to the school board for approval at the 6 June 2016 meeting, he said. Mr. Hock said that at the present time, he thought the district needed to keep the per capita tax, and Mr. Upton agreed, passing out a worksheet that showed that the district received almost \$44,000 in 2015-2016 through the per capita tax. Mr. Upton said that in the future, once PSERS leveled off, the district could consider doing away with the per capita tax.

### **Athletic Training Facility**

Mr. Kelly said that he had met with Gina Marotta, Tony Russo, Corey Thomas, Brian Bercher, and Nick Wozniak to discuss options about changing the location of the athletic training facility. Mr. Kelly said that his recommendation was to seek a short-term solution where a wall would be erected on the right side of the locker room with a door at the end to lead into the athletic training facility. He said the cost for this would be about \$1,000, and that this would buy some time until a long-term solution could be reached.

### **Recommendation Regarding Tuition Payment**

Mr. Kelly told directors that the district's behavior support specialist Andra Mingle had submitted a written request asking that the district pay the full tuition for classes she would be taking through Arizona State University with the goal of becoming a Board-Certified Behavior Analyst. Ms. Mingle wrote in her request that these classes were not offered at Bloomsburg University, so she was asking the board to consider paying the higher tuition rate, which the board could choose to do as per the negotiated

professional staff agreement. Mr. Kelly said that after talking to Director of Special Education Donna Christensen, he was recommending the board approve her request. The board asked that Mr. Kelly find out if this program was offered at a lower tuition rate at any other universities and then come back to the board with a recommendation to vote on at the next board meeting.

### **Board Elections**

Mr. Kelly told directors that the one-year terms of the school board secretary, assistant secretary, treasurer, solicitor, and Columbia-Montour Area Vocational-Technical School (CMAVTS) Authority representative would expire 30 June 2016. He said that elections for these positions would be held at the 16 May 2016 board meeting. Ms. Dunn Haney said she would not mind continuing to be the secretary, and Mrs. Howell said she also did not have any problem with continuing to serve as the treasurer. Mr. Kelly said that Tom Tobin had agreed to serve as the CMAVTS authority representative. Ms. Kreisher asked if the annual retainer fee charged by Derr, Pursel, Lushas, and Naparsteck was a separate fee in addition to actual time used by the district, or if time used by the district was taken out of the retainer fee. Mr. Upton replied that it was the former, and Ms. Kreisher asked that this be looked into.

### **Columbia-Montour Area Vocational-Technical School Report**

Ms. Kreisher reported that at the last Columbia-Montour Area Vocational-Technical School (CMAVTS) Joint Operating Committee (JOC) meeting, the JOC had voted to phase out the electronics program over the next two years and discussed the possibility of replacing it with mechatronics. She also reported that the JOC agreed the superintendent of record position could be a two-year position and that the administration could start the process to change the policy.

### **Central Susquehanna Intermediate Unit Report**

As Ms. Zollmann had not been at the last Central Susquehanna Intermediate Unit (CSIU) board of directors meeting, there was no CSIU report given.

### **Adjournment to Executive Session**

At 9:40 p.m., Ms. Kreisher made the motion, which was seconded by Mr. Klingerman, to adjourn the work session and move into executive session to discuss personnel matters. The motion passed by a unanimous voice vote. The executive session ended at 10:35 p.m. following a motion by Ms. Kreisher, a second by Ms. Zollmann, and a unanimous voice vote.

Respectfully Submitted,

Stephanie Kessler  
Recording Secretary