

Jim Thorpe Area School District
Regular Meeting of the Jim Thorpe School Board of Education
January 22, 2018

ROLL CALL

The Regular Meeting of the Jim Thorpe School Board of Education was opened at the District Office with a moment of silent meditation and the Pledge of Allegiance to the Flag. The following directors were present: John Ciavarella, Glenn Confer (via telephone), Pearl Downs-Sheckler, Raniero Marciante, Clement McGinley, Dennis McGinley, Michael Principe, Wilmer Redline, and Gerald Strubinger. Administrators present: Brian Gasper, *Superintendent*, Lauren Kovac, *Business Manager/Board Secretary*, Thomas Lesisko, *High School Principal*, David McAndrew, Jr., *Penn-Kidder Principal*, Holly Mordaunt, *L.B. Morris Principal*, Kathy Doll, *Curriculum Coordinator*, Sandra Michalik, *Director of Special Education*, Lori Lienhard, *Director of Security*, Laurie Munding, *Director of Transportation*, and Ted LaRizzio, *Director of Buildings and Grounds*. Also present: Attorney Gregory Mousseau, *Solicitor*. Visitors present: Christine Hallihan, Renee Marciante, Kim Ziegenfus, Cathy Seachrist, Marion Donski, Jaz Gajovich-Protide, Julie Ranode, Mary Vaughn, Terry Ciavaglia, Kim Civitano, Candace Olson, Laura McArdle, Pat Holland, Paul Montemuro, Elena Monaco, Kris Newbern, Thomas McLaughlin, Trevor Keefer, Shelly Moyer, and, representing the Times News, Brian Myszkowski.

GENERAL BUSINESS

**ACKNOWLEDGEMENT
OF VISITORS**

Trevor Keefer addressed the Board on behalf of the High School Scholastic Scrimmage Team. He asked the Board to help with funding the team's trip to Nationals in Atlanta. The cost is approximately \$3,000.00. Shelly Moyer, Scholastic Scrimmage Advisor, noted that the trip is for four (4) students and one (1) chaperone.

Motion by Mrs. P. Sheckler, seconded by Mr. G. Strubinger, to *approve funding the Scholastic Scrimmage Team's trip to Nationals in Atlanta, Georgia at a cost of \$3,000.00.*

Roll call vote: **MOTION PASSES (9-0)** with the vote as follows:

C. McGinley	Aye	R. Marciante	Aye
W. Redline	Aye	P. Sheckler	Aye
G. Strubinger	Aye	M. Principe	Aye
G. Confer	Aye	J. Ciavarella	Aye
D. McGinley	Aye		

Mr. Paul Montemuro, Mr. Pat Holland, Ms. Laura McArdle, Ms. Kris Newbern, Ms. Jaz Gajovich-Protide, and Ms. Kim Ziegenfus addressed the Board concerning the Assistant Superintendent position.

Mr. Paul Montemuro noted that the position was not in the budget and wondered why the position is needed if Dr. Conway did not have an assistant.

Mr. Pat Holland noted that Jim Thorpe is a good school district but it has not changed since he graduated. He believes if someone needs an assistant they cannot do their job. He asked why we need an Assistant Superintendent if the school didn't burn down. He added that he does not like the position.

Mrs. Laura McArdle stated that she was originally not in favor of the position, but once it was explained to her, she changed her mind.

Mrs. P. Sheckler responded that the position is needed because there are teachers and lay workers who are not working and that we have issues with employees. There have been numerous litigations and other HR needs that must be addressed. She added that Mauch Chunk Trust Company and the County have less employees but both have HR positions. In the long run, the position will save the taxpayers money.

Mr. B. Gasper discussed how we are essentially getting two (2) positions for the price of one (1). He also noted that we took back special education programs from the IU which would save the district approximately \$200,000.00.

Mr. G. Strubinger expressed concern that the position will be forever in the budget. He added that property tax has to go.

Ms. K. Newbern noted that, as an employee, she would prefer to go to an H.R. person with any problems. She added that the District's special education population has tripled which creates a need for additional pupil services supervision.

Ms. J. Gajovich-Protide stated that the title is what everyone is complaining about. She believes an H.R. person with experience is needed. The job title just needs to be changed.

Ms. K. Ziegenfus stated that she came to speak out against an Assistant Superintendent but believes we need an H.R. position. She added that residents have had a 2-mill tax hike. The District should not hire someone if the money is not there.

Dr. M. Principe pointed out that the cost of an Assistant Superintendent will be absorbed by special education savings. He added that taxes will not go up. He also clarified that Mr. B. Gasper was not the person pushing for the position and that he was originally against hiring an Assistant Superintendent.

Mrs. L. Kovac explained how the District would be receiving two positions under one job title.

Mr. G. Strubinger stated that the five (5) county schools should merge.

EXECUTIVE SESSION

An executive session was held for personnel matters. No action was taken.

CONSENT AGENDA

Motion by Mr. J. Ciavarella, seconded by Dr. M. Principe, to *approve the consent agenda as presented:*

- *Approval/Minutes December 4, 2017 Re-Organization & Regular Board Meeting*
- *Approval/Athletic Report*
- *Approval/Repository Sales*
- *Correspondence – Thank You – Mrs. Diane Gabrielle*
- *Approval/Acceptance of JTASD School Bank Report (July 1, 2017 – September 30, 2017)*
- *Approval/Acceptance of JTASD School Bank Report (October 1, 2017 December 31, 2017)*
- *Approval/Completed Applications*
- *Informational: Substitute List*

Voice vote. **MOTION PASSES**

FINANCIAL APPROVALS **Motion** by Mr. J. Ciavarella, seconded by Dr. M. Principe, to *approve the financial consent agenda as presented.*

- *Approval/Bills Payable – Area*
- *Approval/Bills Payable – Cafeteria*
- *Treasurer's Report*
- *Tax Collectors' Report*

Roll call vote: **MOTION PASSES (8-1)** with the vote as follows:

C. McGinley	Aye	W. Redline	Aye
G. Strubinger	Nay	M. Principe	Aye
P. Sheckler	Aye	G. Confer	Aye
R. Marciante	Aye	D. McGinley	Aye
J. Ciavarella	Aye		

OLD BUSINESS

NO REPORT

COMMITTEE BUSINESS

ATHLETIC COMMITTEE

VOLUNTEER ASSISTANT
VOLLEYBALL COACH –
SIERRA FOGEL

Motion by Mr. D. McGinley, seconded by Mr. J. Ciavarella, to *approve moving Ms. Sierra Fogal from paid Assistant Volleyball Coach to Volunteer Volleyball Coach.*

Voice vote. **MOTION PASSES**

ASSISTANT TRACK &
FIELD COACH –
BOB WAGNER

Motion by Mr. J. Ciavarella, seconded by Dr. M. Principe, to *approve moving Mr. Bob Wagner from Volunteer Track & Field Coach to paid Assistant Track & Field Coach, replacing Dianara Bucior, with a stipend of \$1,525.00.*

Roll call vote. **MOTION PASSES (9-0)** with the vote as follows:

W. Redline	Aye	P. Sheckler	Aye
G. Strubinger	Aye	M. Principe	Aye
D. McGinley	Aye	J. Ciavarella	Aye
G. Confer	Aye	C. McGinley	Aye
R. Marciante	Aye		

EMPLOYMENT:
HEAD BASEBALL COACH –
JOSEPH MARYKWAS

Motion by Dr. M. Principe, seconded by Mr. J. Ciavarella, to *approve the employment of Mr. Joseph Marykwas as the Head Baseball Coach with a stipend of \$4,480.00.*

Roll call vote. **MOTION PASSES (6-2-1)** with the vote as follows:

G. Strubinger	Nay	P. Sheckler	Aye
D. McGinley	Abstain	M. Principe	Aye
G. Confer	Nay	C. McGinley	Aye
R. Marciante	Aye	W. Redline	Aye
J. Ciavarella	Aye		

CAFETERIA & BUILDING COMMITTEE

COMMITTEE MEETING A Cafeteria & Building Committee Meeting has been scheduled for February 5, 2018. The lighting project, sidewalks at the L.B. Morris, and the police building will be discussed.

TIME CLOCK ISSUES – CAFETERIA STAFF

Mr. Wilmer Redline stated that the cafeteria staff can't punch in on snow days and that they should be paid call out time. Mrs. L. Kovac responded that this is the first she is hearing of a problem with the cafeteria staff and questioned why they would not have contacted the Business Office before approaching a Board Member. Both she and Mr. B. Gasper stated that they would look into the matter.

CARBON CAREER & TECHNICAL INSTITUTE

BUDGET Mr. G. Strubinger stated that the Board will approve CCTI's 2018-2019 budget at its next meeting.

CARBON-LEHIGH INTERMEDIATE UNIT

BUDGET A copy of the CLIU #21 2018-2019 Proposed General Operating Budget was included with the agenda. The Board will approve the budget at its next meeting.

CURRICULUM COMMITTEE

COMMITTEE MEETING A Curriculum Committee Meeting has been scheduled for February 5, 2018 following the Cafeteria & Building Committee Meeting.

LEGISLATIVE COMMITTEE

ASSEMBLY IN SESSION Mr. G. Strubinger stated that assembly is in session.

BUDGET Mr. G. Strubinger noted that representatives are currently campaigning without a budget.

LEHIGH CARBON COMMUNITY COLLEGE

REAL ESTATE
TRANSACTION

Motion by Mr. J. Ciavarella, seconded by Mr. W. Redline, to *approve allowing LCCC to acquire and convey real estate in accordance with section 2.2 of Rules, Regulations, and Procedures for LCCC.*

Roll call vote. **MOTION PASSES (9-0)** with the vote as follows:

D. McGinley	Aye	M. Principe	Aye
G. Confer	Aye	J. Ciavarella	Aye
R. Marciante	Aye	C. McGinley	Aye
P. Sheckler	Aye	W. Redline	Aye
G. Strubinger	Aye		

BUDGET

The LCCC 2018-2019 Budget was included with the agenda.

FINANCE & INSURANCE COMMITTEE

SPECIAL EDUCATION
SETTLEMENT

Motion by Mr. W. Redline, seconded by Mr. G. Strubinger, to *approve a special education settlement for student #34329.*

Roll call vote. **MOTION PASSES (8-1)** with the vote as follows:

M. Principe	Aye	D. McGinley	Aye
P. Sheckler	Aye	J. Ciavarella	Aye
G. Confer	Nay	R. Marciante	Aye
W. Redline	Aye	C. McGinley	Aye
G. Strubinger	Aye		

Mr. Paul Montemuro inquired about the amount of the settlement. Attorney G. Mousseau responded that the settlement is approximately \$37,000.00.

EMPLOYEE TERMINATION
SETTLEMENT

Motion by Mr. D. McGinley, seconded by Mr. G. Strubinger, to *approve the termination settlement for employee #1490.*

Roll call vote. **MOTION PASSES (7-2)** with the vote as follows:

R. Maricnate	Aye	W. Redline	Aye
P. Sheckler	Nay	G. Strubinger	Aye
M. Principe	Aye	D. McGinley	Aye
J. Ciavarella	Aye	G. Confer	Nay
C. McGinley	Aye		

Mr. Paul Montemuro inquired about the amount of the settlement. Attorney G. Mousseau responded that the settlement is \$10,000.00.

POLICY & PERSONNEL COMMITTEE

EMPLOYMENT:

ASSISTANT SUPERINTENDENT OF
PERSONNEL & STUDENT SERVICES –
THOMAS McLAUGHLIN

Motion by Dr. M. Principe, seconded by Dr. C. McGinley, to *approve the employment of Mr. Thomas McLaughlin as Assistant Superintendent of Personnel & Student Services at a salary of \$95,000.00.*

Under the Head of the Question:

Mr. G. Strubinger stated that this position was not in the budget.

Mr. R. Marciante stated that they should not hire someone without a contract.

Mrs. P. Sheckler asked Mr. Thomas McLaughlin if he has a Human Resources certificate. Mr. T. McLaughlin responded that he has a Superintendent's certificate but not a Human Resources certificate.

Motion by Mr. G. Strubinger, seconded by Mr. R. Marciante, to *table the motion to approve the employment of Mr. Thomas McLaughlin as Assistant Superintendent of Personnel & Student Services at a salary of \$95,000.00.*

Roll call vote. **MOTION TO TABLE PASSES (5-4)** with the vote as follows:

G. Confer	Aye	C. McGinley	Nay
R. Marciante	Aye	W. Redline	Aye
D. McGinley	Nay	G. Strubinger	Aye
J. Ciavarella	Nay	M. Principe	Nay
P. Sheckler	Aye		

EMPLOYMENT:

LONG-TERM SUBSTITUTE –
BARBARA BOYLE

Motion by Mr. W. Redline, seconded by Dr. C. McGinley, to *approve the employment of Ms. Barbara Boyle as a Long-Term Substitute Teacher at a salary of \$44,170.00 (BS Step 1).*

Roll call vote. **MOTION PASSES (9-0)** with the vote as follows:

D. McGinley	Aye	G. Strubinger	Aye
J. Ciavarella	Aye	M. Principe	Aye
C. McGinley	Aye	P. Sheckler	Aye
W. Redline	Aye	G. Confer	Aye
R. Marciante	Aye		

SUBSTITUTE NURSE DIFFERENTIAL –

PARAPROFESSIONALS **Motion** by Mr. J. Ciavarella, seconded by Dr. M. Principe, to *approve a \$2.00 per hour differential for paraprofessionals that substitute for school nursing staff.*

Roll call vote. **MOTION PASSES (9-0)** with the vote as follows:

R. Redline	Aye	R. Marciante	Aye
D. McGinley	Aye	G. Strubinger	Aye
J. Ciavarella	Aye	M. Principe	Aye
P. Sheckler	Aye	G. Confer	Aye
C. McGinley	Aye		

SUBSTITUTE TEACHER DIFFERENTIAL –

PARAPROFESSIONALS **Motion** by Mr. J. Ciavarella, seconded by Dr. M. Principe, to *approve a \$2.00 per hour differential for paraprofessionals that assume the responsibilities of a daily substitute.*

Roll call vote. **MOTION PASSES (9-0)** with the vote as follows:

J. Ciavarella	Aye	M. Principe	Aye
C. McGinley	Aye	P. Sheckler	Aye
W. Redline	Aye	G. Confer	Aye
G. Strubinger	Aye	R. Marciante	Aye
D. McGinley	Aye		

**SUBSTITUTE TEACHER
RATE INCREASE**

Motion by Dr. M. Principe, seconded by Mr. J. Ciavarella, to *approve increasing the daily substitute rates as follows:*

\$100.00 (Days 1-30)
\$105.00 (Days 31-60)
\$110.00 (All days over 60).

Roll call vote. **MOTION PASSES (9-0)** with the vote as follows:

W. Redline	Aye	P. Sheckler	Aye
G. Strubinger	Aye	M. Principe	Aye
D. McGinley	Aye	J. Ciavarella	Aye
G. Confer	Aye	C. McGinley	Aye
R. Marciante	Aye		

RETIREE SUBSTITUTE TEACHER
RATE INCREASE

Motion by Dr. M. Principe, seconded by Mr. J. Ciavarella, to *approve increasing the daily substitute rate for retired teacher substitutes to \$115.00.*

Roll call vote. **MOTION PASSES (8-1)** with the vote as follows:

G. Strubinger	Aye	M. Principe	Aye
D. McGinley	Aye	J. Ciavarella	Aye
G. Confer	Nay	C. McGinley	Aye
R. Marciante	Aye	W. Redline	Aye
P. Sheckler	Aye		

SCHOOL BANKER
STIPEND INCREASE

Motion by W. Redline, seconded by Mr. R. Marciante, to *approve increasing the School Banker stipend an additional \$3,000.00.*

Roll call vote. **MOTION PASSES (7-1-1)** with the vote as follows:

D. McGinley	Aye	C. McGinley	Aye
G. Confer	Aye	W. Redline	Aye
R. Marciante	Aye	G. Strubinger	Nay
P. Sheckler	Aye	M. Principe	Aye
J. Ciavarella	Abstain		

SALARIES ADJUSTMENTS:
COMPUTER TECHNICIANS –
STACEY TOMKO
ORELL GAYNOR

Motion by Dr. M. Principe, seconded by Mr. J. Ciavarella, to *approve the salaries for Computer Technicians, retroactive to July 1, 2017:*

Stacey Tomko - \$55,000.00

Orell Gaynor - \$50,000.00.

Roll call vote. **MOTION PASSES (9-0)** with the vote as follows:

R. Marciante	Aye	W. Redline	Aye
P. Sheckler	Aye	G. Strubinger	Aye
M. Principe	Aye	D. McGinley	Aye
J. Ciavarella	Aye	G. Confer	Aye
C. McGinley	Aye		

SALARY INCREASES:
COMPUTER TECHNICIANS,
ATHLETIC TRAINERS,
CROSSING GUARDS &
VAN DRIVERS

Motion by Dr. M. Principe, seconded by Mr. J. Ciavarella, to *approve salary increases for Computer Technicians, Athletic Trainers, Crossing Guards, and Van Drivers, retroactive to July 1, 2017:*

Computer Technicians – 3%
Trainers – 3%
Crossing Guards – \$0.50 per hour
Van Drivers – \$0.50 per hour

Roll call vote. **MOTION PASSES (9-0)** with the vote as follows:

R. Marciante	Aye	W. Redline	Aye
P. Sheckler	Aye	G. Strubinger	Aye
M. Principe	Aye	D. McGinley	Aye
J. Ciavarella	Aye	G. Confer	Aye
C. McGinley	Aye		

POSTING:
ELEMENTARY
EDUCATION TEACHER

Motion by Dr. M. Principe, seconded by Mr. J. Ciavarella, to *approve the posting for an Elementary Education Teacher.*

Under the Head of the Question:

Mrs. P. Sheckler asked if this is an internal move. Mr. B. Gasper replied that it is.

Mr. G. Strubinger stated he feels we need to hire a Secondary Education Teacher instead of an Elementary Education Teacher because a Secondary Teacher can teach with a variance. Mr. B. Gasper replied that the state does not give a variance for our configuration. We are a K-8 building but the variance is given for a 6-8 configuration. He stated that the position will be an Elementary Education Teacher.

Voice vote. **MOTION PASSES**

SUBSTITUTE JANITORS Mr. W. Redline stated that we have a substitute janitor that is called in often. He would like to tier the substitute pay for janitors. Mrs. L. Kovac replied that the rate paid to substitute custodians is determined by the Teamsters union contract. Mr. W. Redline stated that he would like to see the contract. A copy of the contract was provided showing that substitute rates are set by the collective bargaining agreement.

TRANSPORTATION & SECURITY

BUS SOFTWARE Mr. W. Redline reported that Mrs. L. Munding is looking at new bus software.

BUS CONTRACTS Mr. W. Redline reported that he will soon be setting up a Transportation & Security Committee Meeting to go over the transportation contracts.

NEW BUSINESS

SCHOOL BOARD RECOGNITION Mr. B. Gasper noted that January is School Board Director Recognition Month. He acknowledged the Board Members by presenting each Board Member with a certificate.

FOR YOUR INFORMATION

STUDENT ROTARIANS The Student Rotarians for January are Christian Gould (JT) and Dylan Everett (CCTI).

STUDENT OF THE MONTH The Student of the Month for January is Samantha Sterner (Music).

SUSPENSIONS AND ADMINISTRATIVE REPORTS Reports were included in the Agenda packet.

ENROLLMENT Mr. B. Gasper reported that the current enrollment is 2,453.

PENN-KIDDER SOUND SYSTEM Mr. W. Redline reported that he went to the talent show at Penn-Kidder and the new sound system was worth the money.

ADJOURNMENT

The Board Meeting adjourned at 8:29 PM.

Respectfully submitted,

Lauren K. Kovac
Business Manager/Board Secretary

ATTEST:

President

Conflict of Interest Memorandum-Jim Thorpe Area School Board

Date:

1-22-18

Board Member:

DENNIS J MCGINLEY

Agenda Item:

7.03 APPROVAL/HEAD BASEBALL COACH

Reason for Abstension:

Need more information about his plans on how
to run the program

Date provided to Board Secretary:

References: School Code – 24 P.S. Sec. 324, 1111 State Ethics Commission Regulations – 51 PA Code Sec. 15.2, 15.3 Whistleblower Law – 43 P.S. Sec. 1421 et seq. Public Officials and Employee Ethics Act – 65 Pa. C.S.A. Sec. 1101 et seq. Sarbanes Oxley Act of 2002 – 15 U.S.C. Sec. 7201 et seq. Whistleblower Protection – 18 U.S.C. Sec. 1513 Board Policy – 004, 609

Conflict of Interest Memorandum-Jim Thorpe Area School Board

Date: 1/22/18

Board Member: JOHN CIANARIELLA

Agenda Item: 15,07

Reason for Abstention: PERSONAL.

Date provided to Board Secretary:

References: School Code – 24 P.S. Sec. 324, 1111 State Ethics Commission Regulations – 51 PA Code Sec. 15.2, 15.3 Whistleblower Law – 43 P.S. Sec. 1421 et seq. Public Officials and Employee Ethics Act – 65 Pa. C.S.A. Sec. 1101 et seq. Sarbanes Oxley Act of 2002 – 15 U.S.C. Sec. 7201 et seq. Whistleblower Protection – 18 U.S.C. Sec. 1513 Board Policy – 004, 609