

Scranton, Pennsylvania 18503

The Scranton School Board of Directors held a Special Meeting for General Purposes on Thursday, August 10, 2017 at 7:00pm prevailing time in the Board Room of the Administration Building, 425 N. Washington Ave., Scranton, PA 18503.

President Sheridan called the meeting to order at 7:03pm with a Pledge of Allegiance to the Flag.

Roll Call: Gregg Sunday, filling in for Board Secretary Virginia Orr (vacation)

Present: Directors Casey, Douaihy, Duffy, Lesh, McAndrew, Oleski, Schuster, Sheridan and Timlin.

Absent: All Present.

At this time Mr. Sunday announced that numbers 6 and 7 have been pulled from Item #3 on the agenda.

A presentation was given by Dean Kaplan of PFM Consultants to help address the financial challenges the district is facing.

Following the presentation Director Duffy asked if the directors are able to reach out to them for more insight on specific areas.

Director Douaihy asked when they can expect a final report.

Mr. Kaplan said that by the end of August they should be able to present the final version.

Director Schuster inquired about comparisons between Wilkes Barre Area School District and Erie School District.

Mr. Kaplan briefly explained their challenges compared to Scranton School District.

Public Comment:

Joe Lalli, Principal, West Scranton High School, expressed the importance of the Dean of Students position at West High and while he understands the financial straits the district is facing he believes to not replace the position would be a step backwards for West High and he hopes to have board support to replace the Dean of Students position.

Dr. Alexis Kirijan, Superintendent agreed, having seen a savings in that position in the 2017 budget as well as providing support that the school needed in instructional leadership which Mr. Suppon and Mr. Lalli have done a great job this past year and she would like that to continue due to the student achievement gaps and safety issues the school faces and teacher support. Dr. Kirijan appreciates Mr. Lalli coming forward and hopes the board reconsiders this position in the future for West Scranton High School.

Director Duffy believes he speaks for the entire board that it is an important position but due to the financial position of the Scranton School District he would hope the principal and vice principal continue to do their jobs with the help of the hall monitors and school officers and the safety issues are addressed and he also appreciates the effort Mr. Lalli made coming forward but it hasn't been eliminated for no reason but at this time we have to try to live without it.

Joan Hodanowicz, resident and taxpayer inquired about copies of the agenda and if it is available on the website. Ms. Hodanowicz also commented on the lack of seating in the board room, the presentation by PFM, and she supports the idea of the districts Cyber Academy and online learning. Ms. Hodanowicz hopes the board will share with the public how they plan to recover from the financial deficit.

Rosemary Boland, SFT President, commented the PFM presentation was very informative and thinks everyone should have a copy of the PFM document.

Ms. Boland added that the SFT also did their own analysis of other districts and they will be happy to share what they found.

Ms. Boland commented on Cyber School that there are some classes like physics, chemistry and foreign languages that should not be instructed online but in the classroom only.

Ms. Boland finished by thanking Mr. Schuster and other board members for holding the recent grievance hearings and hopes to be able to settle grievances without having to go to arbitration and also expressed that until this afternoon there were teachers who still did not know where they are going in September and this must be addressed; they should be immediately notified when the bids come down.

Marie Schumacher, resident and taxpayer, is saddened by the districts test scores and the agenda needs to have more information for them to be able to study prior to the meeting.

Labor Relations Committee

The following was submitted by Director Schuster.

It is the recommendation of the Labor Relations Committee that the following resolution be approved:

WHEREAS, pursuant to Title 43 PA CSA §1101.802, "Fact-Finding Panel" the Scranton School District and the Scranton Federation of Teachers jointly agreed to participate in fact-finding as set forth in Act 88 of 1992 and the Pennsylvania Employee Labor Relations Act, Act 195 of 1970, and more specifically in the statute referenced above; and

WHEREAS, on or about July 21, 2017, submission of both written and oral testimony at time of hearing on the matter, the fact-finder issued his recommendations; and

WHEREAS, the fact-finder issued an Order directing for the ten (10) day period commencing with a board vote occurring on or before August 11, 2017, the contents of the recommendations were to remain confidential until such time as the parties had the opportunity to consider whether to accept or reject the recommendations; and

WHEREAS, the Scranton School District hereby **rejects** the Fact-Finding Report and the recommendations of the Fact Finder.

The resolution was seconded by Director Duffy and passed unanimously on roll call vote.

Buildings and Grounds Committee

The following was submitted by Director Lesh.

It is the recommendation of the Superintendent and Buildings and Grounds Committee that the following resolution be approved:

Whereas, the Scranton Sewer Authority has sold its assets to Pennsylvania American Water Company; and

Whereas, the Scranton Sewer Authority exists to obtain needed easements; and

Whereas, the Scranton School District is willing to allow easements to service pipelines and Combined Sewer Overflows to benefit the city and has offered said easements to the Scranton School District; and

Now Therefore Be It Resolved, the easements be approved and executed per the terms and conditions of said easements per the attached.

The resolution was seconded by Director Timlin and passed unanimously on roll call vote.

ON THE QUESTION:

Director Duffy asked Mr. Minora for more information for residents regarding this resolution.

Attorney Minora said that it is an assignment of easements that already exist because of the transfer from the Sewer Authority to PA American Water and this is a little overkill but we're providing it to accommodate them.

Personnel Committee

The following was submitted by Director Oleski.

BE IT RESOLVED that Carl Pugliese be appointed the Acting Maintenance Foreman for the period of the Maintenance Foreman's absence. There will be no additional compensation for this period. At the time of the regular Maintenance Foreman's retirement, Mr. Pugliese will officially become the Maintenance Foreman.

The resolution was seconded by Director Douaihy and passed with six (6) affirmative and three negative (3) votes. The negative votes were cast by Directors Casey, Duffy and McAndrew.

ALSO

The following was submitted by Director Oleski.

BE IT RESOLVED that Jeremy Guse be appointed to the position of Team Leader at Electric City Academy.

Appointment is contingent upon completion of all required employment documentation.

The resolution was seconded by Director Casey and passed with eight (8) affirmative and one (1) negative vote. Director Duffy cast the negative vote.

ALSO

The following was submitted by Director Oleski.

BE IT RESOLVED that Christine Santarsiero be appointed to the position of Intervention Specialist II at Electric City Academy.

Appointment is contingent upon completion of all required employment documentation.

The resolution was seconded by Director Sheridan and passed with five (5) affirmative and four (4) negative votes. The negative votes were cast by Directors Casey, Duffy, McAndrew and Schuster.

ALSO

The following was submitted by Director Oleski.

BE IT RESOLVED that Molly Abdalla be appointed to the position of Title Program Manager.

The resolution was seconded by Director Sheridan and passed with six (6) affirmative and three (3) negative votes. The negative votes were cast by Directors Schuster, Duffy and Casey.

ALSO

The following was submitted by Director Oleski.

BE IT RESOLVED that Shannon Rucker be appointed to the position of EL Program Manager.

The resolution was seconded by Director Casey and passed with six (6) affirmative and three (3) negative votes. The negative votes were cast by Directors Casey, Duffy and Schuster.

ALSO

It is the recommendation of the Superintendent and Personnel Committee that the attached list of Appointments, Assignments, Retirements, Resignations, and Leaves of Absences is approved.

Appointments are effective upon receipt of proper criminal records, immigration, and medical and child abuse reports.

Salaries are in accordance with the Collective Bargaining Agreements.

The resolution was seconded by Director Sheridan and passed unanimously on roll call vote.

A. RECOMMENDATIONS FOR APPOINTMENTS-PROFESSIONAL:

	<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>EFFECTIVE DATE</u>
1.	Rebecca Scoblick	Guidance	West Scranton High School	9/1/2017
2.	Briana Rice	Grade 3	McNichols Plaza	9/1/2017
3.	Jennifer Latshaw	Hearing Impaired	Itinerant	9/1/2017
4.	Damien Michaels	Spanish	Northeast Intermediate	9/1/2017
5.	Gerard Kuna	Earth & Space Science	West Scranton High School	9/1/2017
6.	Mirhia Noldy	ESL	Scranton High School	9/1/2017
7.	Elizabeth Cruciani	Reading Specialist	West Scranton Intermediate	9/1/2017

B. RECOMMENDATIONS FOR APPOINTMENTS - NON-CERTIFIED:

1.	Jenna Cognetti	LPN	Itinerant	TBD
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C. RECOMMENDATIONS FOR APPOINTMENTS-COACHING POSITIONS:

1.	Adam J. McCormick	Boys Assistant Soccer Coach	Scranton High School
2.	Marc DeAntona	Assistant Football Coach	West Scranton High School
3.	Greg Gianacopoulos	Head Coach-Boys Soccer	West Scranton High School

D. RECOMMENDATIONS FOR PERMANENT SUBSTITUTE TEACHING ASSIGNMENTS-CERTIFIED:

1.	Anna Rocco-Tighe	Counselor	Scranton High School	2017-2018 School Year
2.	Brienne Barrett	Kindergarten	Armstrong Elementary	2017-2018 School Year
3.	Angelica Cardone	Grade 2	Kennedy Elementary	2017-2018 School Year
4.	Ann Conway	Grade 1	McNichols Plaza Elementary	2017-2018 School Year

E. RECOMMENDATIONS FOR LONG-TERM SUBSTITUTE TEACHING ASSIGNMENTS-CERTIFIED:

1.	Maureen Keegan	Grade 1	Bancroft Elementary	9/1/2017 until further notice
2.	Jacqueline Sparacino	Grade 1	Willard Elementary	9/1/2017 until further notice
3.	Tara Cummings	Grade 6	Northeast Intermediate	9/6/2017 until further notice
4.	Ron Simpson	Grade 6 English	South Intermediate	9/1/2017 - 1/29/2018
5.	Maggie Cosgrove	English	Scranton High	9/1/2017 - 11/21/2017
6.	Bridget Stanvitch	English	Scranton High	9/1/2017 until further notice
7.	Allison Mendola	Special Education	Scranton High	9/1/2017 - 1/1/2018
8.	Craig Rosser	Social Studies	Scranton High	9/1/2017 - February, 2018
9.	Stephanie Dutko	Special Education	Electric City/Monticello	9/1/2017 - 12/4/2017

F. RESIGNATIONS - COACHING POSITIONS:

1.	Wilson Toruno	Head Soccer Coach	West Scranton High School
2.	Kimberly Cwalinski	Cheer Advisor- Varsity Basketball	West Scranton High School
3.	Greg Gianacopoulos	Asst. Boys Soccer Coach	West Scranton High School

G. LEAVES OF ABSENCE - PROFESSIONAL:

1.	Marja Robbins	Grade 3	Willard Elementary	FMLA without pay Sept. 11, 2017 - November, 2017
2.	Maria H. Hurst	Social Studies	Scranton High School	FMLA without pay Sept. 1, 2017 -TBD
3.	Maryann B. Walsh	Kindergarten	Neil Armstrong Elem.	Medical Sabbatical-ROH 2017-2018 School Year
4.	Doreen Dickinson	Guidance	Scranton High	Medical Sabbatical-ROH 2017-2018 School Year
5.	Adrienne Borgia	Special Education	Scranton High	Unpaid Leave of Absence 9/6/17 - 1/4/18
6.	Sarah Sweeney	Special Education	Scranton High	FMLA leave without pay 9/11-17 - 12/15/17
7.	Ashley Ferrese	Special Education	ECA-Monticello	FMLA leave without pay 9/1/17-12/4/17
8.	Karen Sarti Reed	Instr. Support Spec. I	ECA-Monticello	FMLA leave without pay 9/1/17-1/1/18

H. LEAVE OF ABSENCE - NON-PROFESSIONAL:

1.	Todd G. Patterson	Maintenance	West Scranton High	6/21/17-until further notice
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I. RESIGNATIONS (Professional)

1.	Stanley Sabol, Jr.	Dean of Students	West Scranton High	August 11, 2017
2.	Anu Mary Thomas	Biology	West Scranton High	August 31, 2017
3.	Jason Homza	Science Teacher	Scranton High	July 10, 2017
4.	Kathryn Hirneisen Perry	Art Teacher	Electric City Academy	August 31, 2017
5.	Stephanie Anuszewski	Special Ed Teacher	Electric City Academy	September 1, 2017
6.	Jessica Shelp	Special Ed Teacher	Scranton High	September 1, 2017
7.	Ann Salerno	Federal Programs Coord.	Administration Bldg.	December 31, 2017

ALSO

The following resolution was submitted by Director Oleski.

It is the recommendation of the Superintendent of Schools that the following be approved:

BE IT RESOLVED that the Eligibility Lists for candidates for teaching positions in Biology, Psychologist, Hearing Impaired, Special Education and Speech Language as established by the Committee on Teacher Selection be adopted, as submitted.

The resolution was seconded by Director Lesh and passed unanimously on roll call vote.

LABOR RELATIONS COMMITTEE

The following was submitted by Director Schuster.

It is the recommendation of the Labor Relations Committee that the following be approved:

WHEREAS, the 32BJ SEIU filed a grievance regarding Article 21 and;

WHEREAS, the grievance was heard by the Labor Relations Committee on August 2, 2017 and both sides had the opportunity to present evidence and make arguments on the issues presented;

THEREFORE, after deliberating on the same the grievance as indicated about is hereby **denied**.

The resolution was seconded by Director Lesh and passed with seven (7) affirmative and two (2) negative votes. The negative votes were cast by Directors McAndrew and Duffy.

SPECIAL EDUCATION COMMITTEE

The following was submitted by Director Oleski.

The Special Education Committee hereby recommends the following resolution for your Consideration:

WHEREAS, the School District of the City of Scranton is subject of administration proceedings and civil suits, wherein the appropriateness of the student's special education programs have been challenged or suits have been filed in SD-ODR#18964-16-17, JG-ODR #18991-16-17 and CB-ODR #19323-16-17; and

WHEREAS, the parties have reached a settlement agreement in this matter upon the terms and conditions previously provided for your consideration; and

THEREFORE BE IT RESOLVED, that the settlements as indicated above, be approved upon the terms and conditions as described, and the Superintendent or Directors of Special Education are hereby authorized to execute any and all documents necessary to consummate the matter.

The resolution was seconded by Director Lesh and passed unanimously on roll call vote.

ON THE QUESTION:

Director Douaihy questioned Attorney Minora regarding one of the settlements and Mr. Minora assured him they have all been discussed does not contain one of the settlements he knows Mr. Douaihy was concerned with.

Director Schuster asked for the amounts of the settlements; Mr. Minora apologized that he did not have them readily available right now.

At this time Director Casey announced that as the representative on the NEIU board our contribution to NEIU is down \$42,000.00.

Mr. Minora added that an agreement with eCollect resulted in the district recovering \$183,000.00.

Director Schuster asked Mr. Minora about the concerns of Smallacombe Drive residents that they are not able to receive their rent rebates. Mr. Minora addressed.

Director Douaihy agreed with Ms. Boland and the superintendent's concerns regarding the fact that the eligibility list and assignments are approved after the bid process and he feels we need to move the hiring process up to June so we don't lose the best applicants; the process should not take place in August.

President Sheridan agreed we are losing top applicants.

Superintendent Alexis Kirijan assured the board that they were ready earlier but circumstances beyond the board and administrations control pushed it further but again assured them they were ready earlier.

There being no further business, a motion to adjourn was made by Director Douaihy, seconded by Director Timlin and the meeting adjourned at 8:08PM.

By: _____
Secretary