

December 8, 2011

Reorganization meeting of the Board was held in the Middle School Library. Meeting was called to order at 7:00 p.m. E.S.T. by Board Secretary Rocco.

Board Members Present:

Lorraine Rocco
Scott Challis
Bobbie Jo Elmer
Harry Gilarno
Barbara Heyman
Mary Ann Petcovic
Kathy Schlegel

Board Members Absent:

Michael Tibolet

Newly Elected:

Dennis Sharpless

School Staff Present:

Ron Sofo, Superintendent
Noriene Plate, Business Manager
Robert Staub, Principal, High School
Richard Edder, Middle School Principal

Solicitor:

Matt Hoffman, Esq.

Chairman
Pro Tempore

Motion by Heyman, seconded by Challis, to elect Lorraine Rocco as Chairperson pro-tempore to conduct the reorganization meeting of the Board of Directors.

All members voting yea. Motion carried.

Oath of Office

New and re-elected Board Members took their Oath of Office as read by Chairperson Pro-Tempore, Lorraine Rocco. Oath of office taken by Barbara Heyman, Mary Ann Petcovic, Lorraine Rocco, and Dennis Sharpless.

Note: Re-Elected Board Member Mike Tibolet was not in attendance and will need to seek an independent source to administer his Oath.

Election of
President

Chairperson pro-tempore declared nominations open for President of the Board of Directors:

Heyman nominated Kathleen Schlegel as President of the Board of Directors, seconded by Petcovic.

The Chair called for other nominations three additional times; hearing none, declared nominations closed.

Roll Call

Yea Votes – Sharpless, Challis, Gilarno, Rocco, Schlegel, Petcovic, Elmer, and Heyman Motion carried – 8 Yeas.

Election of
Vice-President

Chairperson pro-tempore declared nominations open for Vice-President of the Board of Directors. Schlegel nominated Barbara Heyman, seconded by Petcovic.

The chair called for other nominations three additional times; hearing none, declared nominations closed.

Roll Call

Yea Votes – Challis, Sharpless, Gilarno, Petcovic, Rocco, Schlegel, Elmer, and Heyman Motion carried – 8 Yeas.

Depository of
Funds

Motion by Heyman, seconded by Schlegel, to approve depository of School District funds for the Year 2012 as follows:

A. **Huntington Bank:**

- 1) General Fund
- (2) Money Market
- (3) Payroll Account
- (4) Cafeteria Account

- (5) Activity Fund
- (6) Capital Improvement Checking
- (7) Premier Savings
- (8) Bodkin Scholarship Fund

B. PSDLAF/PSDMAX

C. INVEST

Roll Call Yea Votes – Challis, Gilarno, Sharpless, Rocco, Schlegel, Petcovic, and Heyman
Motion carried – 8 Yeas.

Board Meetings Motion by Challis, seconded by Heyman, to approve and set the monthly meetings for the Board of Directors of the Freedom Area School District. The time will be 7:00 p.m. for the year 2012. All meetings will be in accordance with the Sunshine Law. The Central Office will advertise in the newspaper the meeting nights. Meetings are open to the public. Business can be conducted at the Agenda and Regular Board Meetings. Monthly meetings as follows:

- (A) General Agenda Meeting – 1st Thursday of the month
- (B) Regular Board Meeting – 2nd Thursday of the month
- (C) General Committee Meeting – 3rd Thursday of the month

With the Following Exceptions:

<u>Agenda</u>		<u>Regular</u>
<u>June:</u>	June 14	June 21, 2012
<u>July:</u>	To Be Determined	
<u>August:</u>	August 16	August 23, 2012
<u>September:</u>	September 6	September 13, 2011
<u>December:</u>	--	December 8, 2011

Roll Call Yea Votes – Sharpless, Challis, Elmer, Gilarno, Petcovic, Rocco, Schlegel, and Heyman Motion carried – 8 Yeas.

Adjourn Motion by Heyman, seconded by Challis, to adjourn. All members voting yea.
Motion carried – 8 Yeas. Reorganization meeting adjourned at 7:08 p.m., E.S.T.

Submitted by:

Lorraine Rocco, Board Secretary

DECEMBER 8, 2011

The Freedom Area School Board held their Agenda Board Meeting on December 8, 2011, in the Middle School Library. President Kathleen Schlegel called the meeting to order at 7:10 pm, EST following the Board Re-Organization.

Board Members Present:

Lorraine Rocco
 Scott Challis
 Bobbie Jo Elmer
 Barbara Heyman
 Mary Ann Petcovic
 Kathleen Schlegel
 Dennis Sharpless (Newly Elected – First Meeting)
 Harry Gilarno (Arrived at 7:05 pm)

Board Members Absent:

Mike Tibolet

School Staff Present:

Ron Sofo, Superintendent
 Noriene Plate, Business Manager
 Robert Staub, High School Principal
 Richard Edder, Principal, Middle School
 John Rosa, Faculty and AD
 Chad Yopp, Director, Facilities

Newspaper:

N/A

Solicitor

Matt Hoffman, Esq.

Guests: Kim Nice, Auditor, Hosack, Specht, Muetzel & Wood LLP; Carol-Lynn Dubovi, Barbara Layton (Coach Layton's wife) New Sewickley Twp.; Sarah Choflet, Sr. High Student; Robert Cercone, Former District Superintendent and Negotiator, Arrived 9:00 pm

Note: Re-Elected Board Member Mike Tibolet was not in attendance to take his Oath of Office and will need to seek an independent source to administer his Oath.

Presentation: Kim Nice, an Auditor for Hosack, Specht, Muetzel & Wood, provided an overview of the Freedom Area School District's "draft" financial statements for year ending June 30, 2011. Ms. Nice said the District received an "Unqualified Audit", the best that can be given on the Single Audit, with no management letter to be issued.

Motion by Gilarno, seconded by Heyman, to accept the Unqualified Audit financial report submitted by Kim Nice, Auditor, for the Freedom Area School District for year ending June 30, 2011.

Roll Call Vote Yea Votes – Gilarno, Sharpless, Heyman, Challis, Rocco, Elmer, Schlegel, and Petcovic. Motion carried – 8 Yeas.

Minutes Motion by Petcovic, seconded by Sharpless, to approve the following minutes:
 Agenda Meeting November 3, 2011
 Regular Meeting November 10, 2011

Roll Call Vote Yea Votes – Gilarno, Sharpless, Heyman, Challis, Rocco, Elmer, Schlegel, and Petcovic. Motion carried – 8 Yeas.

Bills Motion by Heyman, seconded by Elmer, to approve the second check run for payment of bills for the month of November 2011, in the amount of \$559,747.15. **Copy of the bills is in each Board Member's packet and copy attached to the minutes in the minute book.**

Roll Call Vote Yea Votes – Gilarno, Challis, Sharpless, Sharpless, Rocco, Petcovic, Heyman, and Schlegel. Motion carried – 8 Yeas.

Bills Motion by Challis, seconded by Heyman, to approve the first check run for payment of bills for the month of December 2011, in the amount of \$333,947.69. **Copy of the bills is in each Board Member's packet and copy attached to the minutes in the minute book.**

- Roll Call Vote Yea Votes – Gilarno, Challis, Sharpless, Sharpless, Rocco, Petcovic, Heyman, and Schlegel. Motion carried – 8 Yeas.
- Capital Improvement Motion by Gilarno, seconded by Rocco, to approve the Capital Improvement check run for December 2011 in the amount of \$16,200.00
- Roll Call Vote Yea Votes – Gilarno, Challis, Sharpless, Sharpless, Rocco, Petcovic, Heyman, and Schlegel. Motion carried – 8 Yeas.
- Cafeteria Report Motion by Rocco, seconded by Gilarno, to approve the November 2011 Cafeteria Report.
- Roll Call Vote Yea Votes – Gilarno, Challis, Sharpless, Sharpless, Rocco, Petcovic, Heyman, and Schlegel. Motion carried – 8 Yeas.
- Treasurer’s Report Motion by Rocco, seconded by Gilarno, to approve the November 2011 Treasurer’s report. **Copy of the Treasurers’ report is in each Board Member’s packet and copy attached to minutes in the minute book.**

	<u>November 2011</u>
General Fund, Huntington Bank	\$ 466,769.02
Money Market – Huntington	\$ 841,434.99
Payroll, Huntington Bank	\$ 1,353.31
PA Treasury Invest	\$ 674,370.27
Huntington Bank – Premier Savings	\$ 4,085,889.21
PSDLAF – Regular Account	\$ 3,089.92
PSDLAF Max - General Fund	\$ 47,991.68
PDSLAF - Capital Improvement	\$ 61,918.72
Huntington – Capital Improvement	\$ 1,980.43
Student Activity Account	\$ 57,096.62
Huntington – Bodkin Scholarship	\$ 265,997.88
PA Treasury-Invest Capital Projects	\$ 1,291,667.71
PSDLAF CD – Capital Projects	\$ 3,524,000.00
PSDLAF/Huntington General Fund	\$ 4,090,000.00

- Roll Call Vote Yea Votes – Gilarno, Challis, Sharpless, Sharpless, Rocco, Petcovic, Heyman, and Schlegel. Motion carried – 8 Yeas.

COMMUNICATIONS:

- Honors Band Five of seven high school students were selected for District 5 (Beaver, Butler, Lawrence and Mercer Counties) Pennsylvania Music Educators Association Honors Band on November 15, 2011 (Sponsor – Keith Kovalic, High School Music Teacher)
- DemandTec Freedom Area High School Student team competed at the Giant Eagle/DemandTec Retail Challenge held on Thursday, November 17, 2011; two students were awarded a \$1,000 Scholarship each, plus a \$100 gift card and four students were awarded a \$50 gift card each (Sponsor – KC Hastings, High School Math Teacher)
- Dental Hygiene The District is in receipt of a letter from the Department of Health notifying the District that the Dental Hygiene Program for the 2011-2012 school year has been approved.

Invitation:
 The BVIU 2011 Reorganization Meeting will be held on Thursday, December 15, 5:45 P.M., Beaver County Career & Technology Center

- Other:
- School Board Pictures will be taken January 12, 2012 prior to the Board Meeting
 - January 2012 Board Meetings to be held on January 5 and January 12
 - Notification received from INNOVATE-U Cyber Charter School of Silver Springs, Maryland that they have submitted an application to the Pennsylvania Board of Education to operate as a Public Cyber School in the Commonwealth

Use of School Facilities (Schedule According to Policy):

1. Freedom Girls' Basketball, Middle School Gym, Saturdays, 12/10 thru 2/11, Elementary Basketball Program
2. Conway PTA, Conway Elementary Multi-Purpose Room, 11/30, After School Family Activities
3. FAEA, High School Auditorium, 11/22, Association Meeting
3. Advanced Performing Arts Classes, High School Auditorium, 12/1 and 12/6, Rehearsal and Performance
4. Freedom Varsity/JV Baseball, High School Gym and Weight Room, 11/29 thru 3/1, Conditioning
6. Head Start, Middle School Cafeteria, 12/21, Family Fun Time
7. Freedom Area Educational Foundation, Middle School Library, Second Monday of Each Month During 2012, Meetings
8. Freedom 4th Grade Basketball, Middle School Gym, 12/13, 1/10, 1/24, 2/7, Basketball Games
9. Class of 2015, High School Gym, 1/18, Dodge Ball Tournament
10. Skybacher Ministries, Big Knob Elementary Multi-Purpose Room, 2/10, Valentine's Dance

PUBLIC/COMMUNITY RELATIONS:

Library

Mrs. Carol-Lynn Dubovi, New Sewickley Twp. requested Board re-consideration for help in the Middle School library. Mrs. Dubovi said an ideal situation would be to re-assign an aide in the library 2-3 days per week to assist the librarian. She said that the library is a great resource for the students, but there is no time for library classes. Mrs. Hartman does not have the time to be teaching library skills due to her other responsibilities. Mrs. Dubovi expressed concern that the librarian aid position was reduced due to budget cuts last year saying the books are not in good order and many need repaired.

Also expressing concern for lack of library services was a letter received from a 5th Grade Student concerning the Middle School Library.

ENCLOSURES:

- A. E-Mail on implications of Supreme Court Ruling of Charter School Tuition Payments for Four-Year Olds (Superintendent's Report - Item A.)
- B. Beaver County Times article on Joint Conway Borough-School District Crows Run Corridor Road Project Community Meeting Held on Monday, November 21, 2011(Superintendent's Report - Item B.)
- C. District Participation in State Teacher Evaluation System Pilot (Superintendent's Report – Item C.)
- D. County Legislators to Vote “NO” on School Voucher Legislation (Legislation – Item B.)
- E. Beaver County Times Article SAT Scores Mostly Drop, but three area districts Improve (Education – Item G.)
- F. In-Out Migration Report as of November 2011 – 1,520 (-0- from October 2011)
- G. Free-Reduced Lunch Report as of November 30, 2011 – District at 40.24%
- H. Cyber/Charter School Enrollment as of December 6, 2011 - Current projected annual cost for 2011-2012 School Year \$490,969.59; 41 Cyber/Charter Students, 14 Brick and Mortar Students – Total No. of Students - 55
- I. BVIU School Board Notes for November 16, 2011 Meeting
- J. Beaver County Times Article (*Available Upon Request*):
 - Combining Bus Routes Saves Schools Some Money

Swim Coach

Mrs. Barbara Layton, wife of swim coach Bill Layton, spoke briefly on her husband's resignation saying that he is very dedicated to the program but was struggling to get the smallest amount of money for the program. His biggest concern was the safety of children. She said that he didn't want to resign but found it very difficult to keep the program going with the obstacles he felt he had to overcome.

SUPERINTENDENT'S REPORT:

Dr. Ron Sofo, Superintendent, reported on the following:

- A. Implications of the Supreme Court Ruling of Charter School Tuition Payments for

Four-year olds saying the home school district is not obligated to pay for the four Year-old if they had a similar program in the home school district. Freedom Area will be requesting a refund.

- B. Reviewed initial outcomes of the joint Conway Borough-School District Crows Run Corridor Road Project saying a community meeting was held on Monday, November 21, 2011. As a result, a committee will be formed to continue ongoing discussion that can be submitted to Local Representatives. Mrs. Heyman, Board Member, commented that there wasn't any money currently allocated in the State Budget for Crows Run. No immediate positive outcome resulted but momentum has been started.
- C. Reviewed progress of District participation in the State Teacher Evaluation System Pilot program in the Middle School.
- D. Requested approval to explore becoming a Charter School District with at least three unique features/programs. We could expand some of our current offerings. The idea will be discussed with the faculty to see who would volunteer to be on the steering committee. The Board approved exploring the idea.
- E. District’s Participation in PBS interviews held on Monday, December 5 – Wednesday, December 7, 2011, at BVIU/FASD – Topic: Funding/Costs/Benefits of Cyber Charter Schools. Will air in 6-8 weeks on PPBS

LEGISLATION:

Forum BVIU Dr. Sofo, Superintendent, provided a summary of the Board/Superintendent Forum held at the BVIU on November 15, 2011 saying all districts are similar in that they all have the same issues. Today there is a broader acceptance to do things jointly. Bussing is an example of a successful joint venture in the County where over \$500,000 was saved.

Note in Minutes:

- Call County Legislators to Vote “NO” on School Voucher Legislation (Enclosure)
- BVIU Superintendent’s Joint Labor Committee working to schedule a meeting with PSEA Uniserve Representatives from Beaver County, as well as considering a meeting with our local Legislators involving Board Presidents and Superintendents prior to the announcement of the State Budget.

FINANCE:

Licensing Agreement Motion by Heyman, seconded by Petcovic, to approve Royalty Licensing Agreements (Apparel, Headwear, Etc.) with the following: (Signature required)

- 1. Ohiopyle Prints Inc. – 10%
- 2. Pel Industries, Inc. – 10%

Roll Call Vote Yea Votes – Gilarno, Challis, Sharpless, Sharpless, Rocco, Petcovic, Heyman, and Schlegel. Motion carried – 8 Yeas.

Upset Sale Motion by Heyman, seconded by Petcovic, to approve confirmation of distribution of monies collected by the Beaver County Tax Claim Bureau from the September 12, 2011 Upset Sale - \$2,936.58.

Roll Call Vote Yea Votes – Gilarno, Challis, Sharpless, Sharpless, Rocco, Petcovic, Heyman, and Schlegel. Motion carried – 8 Yeas.

Invoices Motion by Heyman, seconded by Petcovic, to approve payment of December 2011 invoices deemed necessary due to one December Board Meeting.

Roll Call Vote Yea Votes – Gilarno, Challis, Sharpless, Sharpless, Rocco, Petcovic, Heyman, and Schlegel. Motion carried – 8 Yeas.

Auditor’s New three-year agreement with Hosack, Specht, Muetzel & Wood LLP, District Auditors was rejected. Business Manager Noriene Plate will propose a three-year freeze to the firm at the current rate or the District will go to bid. Submitted were the following rate increases:

- 1. 2012 Audit - \$16,300 (\$100 Increase)

2. 2013 Audit - \$16,750 (\$450 Increase)
 3. 2014 Audit - \$17,200 (\$450 Increase)

Bidding Process Dr. Sofo, Superintendent, updated the Board on the status of the bidding process for the District Health Care Coverage and requested we explore retaining an appropriate independent Broker Firm to organize and assess our current program. The Board was in favor of receiving bids from various firms.

Board member Harry Gilarno left the meeting at 8:23 pm.

Working Budget Noriene Plate, Business Manager, presented the 2012-2013 working budget saying we have three choices; (1) Leave as is – No tax increase; (2) Increase real estate tax milage to index = 1 Mill (Can be done at final if needed); (3) Increase real estate tax milage to index + exception = 2 mills (1 Time only option) Note: 1 Mill = \$131,271. At this time the third option is realistic for the District.

Early Bird Early Bird ESPA Negotiations (Executive Session)

Note in Minutes:

- Beaver County School Health Insurance Consortium report for October and November 2011
- Beaver County School Health Care Consortium Advisory Council meeting minutes of November 21, 2011

EDUCATION:

Released Time Motion by Petcovic, seconded by Heyman, to approve released time according to Act 48:

PROFESSIONAL DEVELOPMENT:

1. Special Education:
 - a. Confirm: Henry Podbielski, High School Learning Support Teacher, DECA District Judge, December 8, Crown Plaza Hotel-Moon Township, Cost Mileage
 - b. Danielle Walker, High School Learning Support Teacher, Transition Coordinators Meeting, December 9, Aliquippa High School, Cost Substitute Plus Mileage
2. Math, Science Partnership:
 - a. Confirm: Tricia Schink, Elementary Math Coach, Communities of Practice-Math and Science Teaching Practices, December 2, January 24, February 9, February 22, BVIU, Cost Mileage
3. Other:
 - a. Confirm: Rita Kaplin, High School Counselor, RCI Meeting-Discuss Year 5 and Plans for Future, November 22, BVIU, Cost Mileage:
 - b. Confirm: Ed Shephard, High School Math Teacher, RCI-T.L. Academy Cohort 4, November 30, Blackhawk High School, Cost Substitute (Paid by RCI) Plus Mileage
 - c. Confirm: Craig Atkison, High School Biology Teacher, Sustainable Energy Education: Teacher Training Workshop, December 1, Children's Museum of Pittsburgh, Cost Substitute Plus Mileage
 - d. Confirm: 2011 Oil & Gas Industry Youth Career Expo, December 6, Western Area Career & Technology Center-Canonsburg, Cost Mileage
 - i. Chris Bennett, High School Counselor
 - ii. Rita Kaplin, High School Counselor
 - e. Confirm: Bill Saludis, High School Science Teacher, STEM/STEAM Pathways, December 8, BVIU, Cost Substitute Plus Mileage

STUDENTS AND STAFF TRAVEL:

1. Other:
 - a. Keith Kovalic, High School Music Teacher:
 - i. Confirm: PMEA District 5 Honors Band, December 8 thru December 10, Westminster College, Cost \$375 Registration Fee, Substitute, Mileage
 - ii. District 5 Band Festival, January 12 thru January 14, Seneca Valley High School, Cost \$300 Registration Fee, Substitute, Mileage
 - iii. Beaver County Chorus Festival, January 12 thru January 14, Western Beaver High School, Cost \$250 Registration Fee, Substitute to Attend With Students, Transportation
 - b. Confirm: Kristen Milanovich, High School Technology Teacher, Building Virtual Worlds, December 7, Carnegie Library Music Hall-Munhall, No Cost

	to District
	<ul style="list-style-type: none"> c. Confirm: Beth Majors, High School/Middle School Marketing Teacher, District DECA Competition, December 8, Crown Plaza Hotel-Moon Township, Cost \$965 Registration Fee, Substitute, Transportation d. “American Idiot” Broadway Musical, February 28 and February 29, Penn State University-State College, Cost Substitute (Only Needed for February 29) (English 11/Performing Arts Field Trip): <ul style="list-style-type: none"> i. Aaron Fitzpatrick, High School English Teacher ii. Heather Giammaria, High School English Teacher
Roll Call Vote	Yea Votes – Challis, Sharpless, Sharpless, Rocco, Petcovic, Heyman, and Schlegel. Motion carried – 7 Yeas.
Substitutes	Motion by Petcovic, seconded by Heyman, to approve Gregory Titus as day-to-day Substitute Teacher (Clearances on File)
Roll Call Vote	Yea Votes – Challis, Sharpless, Sharpless, Rocco, Petcovic, Heyman, and Schlegel. Motion carried – 7 Yeas.
Transition Program	Motion by Petcovic, seconded by Heyman, to approve request from High School Transition Program for special education student to attend CAPS Program two hours per week at BCRC for remainder of School Year, Total weekly cost \$115.42 (\$57.71 Per Hour)
Roll Call Vote	Yea Votes – Challis, Sharpless, Sharpless, Rocco, Petcovic, Heyman, and Schlegel. Motion carried – 7 Yeas.
FMLA	Motion by Petcovic, seconded by Heyman, to approve FMLA for Christina McNaughton, Chinese Teacher, effective approximately January 23, 2012 thru April 10, 2012.
Roll Call Vote	Yea Votes – Challis, Sharpless, Sharpless, Rocco, Petcovic, Heyman, and Schlegel. Motion carried – 7 Yeas.
SAT	Dr. Staub, High School Principal, reviewed student SAT achievement and implications for action beginning with an overview of how the SAT’s are used and the makeup of the test. He explained that the SAT is most widely used; it pulls from what you know and is used as the college entrance exam. Although not the only indicator of success, it has no cultural biases. Dr. Staub discussed improvements that need to be made and that we need to be better at stretching all kids. Suggested math earlier, practice testing, need to listen to kids, create a student voice, talk to kids, find out what is not being done, talk to other schools to see what they are doing. Ultimately the District will be putting together a focus group to see what other schools are doing well.
Education Mtg.	January 11, 2012, 6:00 pm, was proposed to have a 2012 Education Committee Meeting to review implementations of a District operated Cyber Education Program to increase student-holding power and address concerns related to instruction and planning time, integrate cyber instruction as part of learning and as part of the discussion.
Academic Games	Motion by Petcovic, seconded by Heyman, to approve request to approve K-8 Gifted Coordinator’s attendance at Academic Games Nationals Tournament at Oglebay Resort in Wheeling, West Virginia (Administrative Report).
Roll Call Vote	Yea Votes – Challis, Sharpless, Sharpless, Rocco, Petcovic, Heyman, and Schlegel. Motion carried – 7 Yeas.
MOU Draft	Review Proposed District Drafted Memorandum of Understanding for the 2011-2012 School Year concerning contractual language related to a duty free planning period (Administrative Report) Executive Session
Personnel Matter	Executive Session

Note in Minutes:

- ◆ Freedom Area one of three school districts in Beaver County with improved SAT Scores (Enclosure)
- ◆ Freedom Area High School 2011-2012 Getting Results School Improvement Plan has earned PDE approval for implementation.

Note: Board Member Harry Gilarno returned to the meeting at 8:50 p.m.

EXTRA-CURRICULAR:

- Resignation Motion by Challis, seconded by Rocco, to accept the resignation of Stephanie Skiles as Cheerleading Sponsor for Boys' Varsity Basketball.
- Roll Call Vote Yea Votes – Gilarno, Challis, Sharpless, Sharpless, Rocco, Petcovic, Heyman, and Schlegel. Motion carried – 8 Yeas.
- Sponsor Motion by Challis, seconded by Rocco, to approve Bonnie Adams as Cheerleading Sponsor for Boys' Varsity Basketball, Salary according to contract - \$1,050
- Roll Call Vote Yea Votes – Gilarno, Challis, Sharpless, Sharpless, Rocco, Petcovic, Heyman, and Schlegel. Motion carried – 8 Yeas.
- Musical Motion by Challis, seconded by Gilarno, to approve the following for 2011-2012 High School Musical:
 1. Keith Kovalic, Producer/Director/Orchestra - Salary \$2,850 (Clearances on File)
 2. Tina Boyd, Assistant Director/Dialogue and Costuming - Salary \$1,200 (Clearances on File)
- Roll Call Vote Yea Votes – Gilarno, Challis, Sharpless, Sharpless, Rocco, Petcovic, Heyman, and Schlegel. Motion carried – 8 Yeas.
- Resignation Motion by Challis, seconded by Petcovic, to accept the resignation of Rudy Beyer as Assistant Track Coach.
- Roll Call Vote Yea Votes – Gilarno, Challis, Sharpless, Sharpless, Rocco, Petcovic, Heyman, and Schlegel. Motion carried – 8 Yeas.
- Asst Track Coach Motion by Challis, seconded by Rocco, to approve Rudy Beyer as Volunteer Assistant Track Coach.
- Roll Call Vote Yea Votes – Gilarno, Challis, Sharpless, Sharpless, Rocco, Petcovic, Heyman, and Schlegel. Motion carried – 8 Yeas.
- AD Report John Rosa, Athletic Director, gave the following monthly report:
 ➤ Winter Sports Roster Sizes for each of the following: Boys/Girls Basketball, Wrestling, swimming, MS Boys Basketball, JH Wrestling
 ➤ Provided Winter sports schedules
 ➤ Provided an update on boys basketball saying things are going very well
 ➤ Provided a list of gym lobby improvements
 ➤ Visiting locker room in the process of being sanded then painted
 ➤ ImPACT concussion screening is almost complete for Winter Sports. The program has been a valuable tool.
- Personnel Matter Executive Session

OPERATIONS:

- Cafeteria Sub Motion by Gilarno, seconded by Heyman, to approve Shelly Young as Cafeteria Substitute for Food Service Department (Clearances on File)
- Roll Call Vote Yea Votes – Gilarno, Challis, Sharpless, Sharpless, Rocco, Petcovic, Heyman, and Schlegel. Motion carried – 8 Yeas.
- Land survey Motion by Gilarno, seconded by Heyman, to approve proposal for Big Knob

Elementary School Land Survey to Shoup Engineering, Inc., Cost \$9,375

- Roll Call Vote Yea Votes – Gilarno, Challis, Sharpless, Sharpless, Rocco, Petcovic, Heyman, and Schlegel. Motion carried – 8 Yeas.
- CPU Disposal Motion by Gilarno, seconded by Challis, to approve disposal of computer CPU's (See Folder)
- Roll Call Vote Yea Votes – Gilarno, Challis, Sharpless, Sharpless, Rocco, Petcovic, Heyman, and Schlegel. Motion carried – 8 Yeas.
- Progress Report Dr. Sofo, Superintendent, provide a progress report on the search process for a Buildings and Grounds Director position saying the field has been narrowed to eight candidates for face to face interviews. Candidates will be reduced to three for recommendation to the Board at the January meeting.
- Sharing of Staff Dr. Sofo, Superintendent, reported that Ambridge Area School District inquired about possibly sharing of a Buildings and Grounds Director position within the next 12 to 18 months once the Ambridge Superintendent would retire.
- Monthly Report Chad Yopp, Buildings and Grounds Director provided the following monthly report:
- High School – Repair broken strobes for alarm system in gym; repaired radiator for compressor; replaced fire extinguisher boxes in gym; bi-yearly filter changes and preventative maintenance
 - Stadium/Fields/Grounds – Winterized stadium bathrooms and concession stands
 - Middle School – Repaired and replaced lights in the gym; bi-yearly filter changes & preventive maintenance, controls ordered
 - Big Knob Elementary – Controls ordered
 - Conway Building – Security system issues resolved; elevator deficiencies pack piston repaired.

Note in Minutes:

- ◆ Food Facility Inspection Report (Dated December 5, 2011) by Pennsylvania Department of Agriculture for Freedom Area High School/Middle School, Status – In Compliance

EXECUTIVE SESSION:

- Executive Session Motion by Gilarno, seconded by Heyman, for the Board to go into executive session at 9:10 pm, EST to discuss the following:
- ◆ Contract Negotiations (Finance #H)
 - ◆ MOU (Education #H)
 - ◆ Personnel Matter (Education #I)
 - ◆ Personnel Matter (Extra-Curricular #G)
- Roll Call Vote Yea Votes – Elmer, Challis, Sharpless, Petcovic, Gilarno, Heyman, Schlegel, and Rocco. Motion carried – 8 Yeas.
- Adjourn Executive Session Motion by Challis, seconded by Heyman, to adjourn executive session at 10:25 pm, EST.
- Note: Board Member Dennis Sharpless left the meeting at 10:25 pm
- Chinese Teacher Motion by Challis, seconded by Heyman, to authorize administration to hire Michael Krall as a Chinese Content Specialist, pending clearances, effective January 16, 2012 to April 10, 2012 at the long term sub rate.
- Roll Call Vote Yea Votes – Elmer, Challis, Petcovic, Gilarno, Heyman, Schlegel, and Rocco. Motion carried – 7 Yeas.
- Motion by Challis, seconded by Heyman, to hire Carrie Cooper as a long-term sub to be the teacher of record for Chinese and to help expand daily middle school library operation.

- Roll Call Vote Yea Votes – Elmer, Challis, Petcovic, Gilarno, Heyman, Schlegel, and Rocco. Motion carried – 7 Yeas.
- Swim Coach Motion by Heyman, seconded by Gilarno, to accept the resignation of Swim Coach Bill Layton effective immediately.
- Roll Call Vote Yea Votes – Elmer, Challis, Petcovic, Gilarno, Heyman, Schlegel, and Rocco. Motion carried – 7 Yeas.
- Motion by Challis, seconded by Gilarno, to give Administration authorization to fill on an interim basis, the swim coach vacancy with ratification at the January, 2012 Agenda Meeting.
- Roll Call Vote Yea Votes – Elmer, Challis, Petcovic, Gilarno, Heyman, Schlegel, and Rocco. Motion carried – 7 Yeas.
- Adjourn Motion by Challis, seconded by Gilarno, to adjourn. All members voting Yea. - 7 Yeas. Adjourned at 10:30 p.m., E.S.T.

Submitted by:

Lorraine Rocco, Board Secretary