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Derry Township School District

Board of Directors Meeting

September 24, 2018

Summary Minutes - V

1. OPENING ITEMS

a. Call to Order

Minutes

The meeting was called to order by Mrs. Sicher at 7:00 pm

b. Roll Call

Members in Attendance: John Abel, Donna Cronin, Lindsay Drew, Maria Memmi, Lewis Shaw, Kathy Sicher, Tricia Steiner, Terry Singer

Member Absent: Judy Haverstick

Non-Voting Members in Attendance: Joe McFarland, Mike Frentz

Staff/Public in Attendance: Dan Tredinnick, Jason Reifsnyder, , Stacy Winslow, Rawat Quli, Wolfgang VonGetzie, Amy Norris, Tracy Brown

c. Flag Salute

d. Approval of Board of Directors Agenda

Approval of the September 24, 2018 Derry Township School District Board of Directors Agenda.

Minutes

Following a motion by Ms. Drew and a second by Mr. Singer the agenda for the evening's meeting was approved.

Vote Results

| | | |
|------------------|---|--|
| Yea: | 8 | John Abel, Donna Cronin, Lindsay Drew, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer, Tricia Steiner |
| Nay: | 0 | |
| Abstain: | 0 | |
| Not Cast: | 1 | Judy Haverstick |

2. INFORMATIONAL AND PROPOSALS

a. President Communications

Minutes

Mrs. Sicher announced that the Board met in Executive Session prior to this meeting to discuss:

- Consultation with attorney or other professional adviser;
- Agency business which, if conducted in public, would violate a lawful privilege or lead to disclosure of confidential information.

b. Recognition of Citizens (Agenda Items)

This is an opportunity for residents and taxpayers to address the Board on matters related to the agenda. Those who speak are asked to come to the microphone and state your name and address for the record. To provide other residents with an opportunity to speak, each speaker during the public comment portion is limited to five (5) minutes of speaking time once recognized and limited to one opportunity to

address the Board during each of the public comment periods. If necessary, the Board may set a maximum time for the public comment portion of any meeting. Speakers are asked to review the protocol for addressing the Board which can be found at the sign in table prior to speaking. Those wishing to present private concerns or questions needing follow-up outside of the Board meeting are asked to fill out a contact card, which can be found at the podium. Completed cards may be turned in to members of the administration to facilitate a reply.

Minutes

The following citizens were recognized by the Board of Directors:

- None

c. Standing Committee Meeting Report

Minutes

Mr. Singer reported that the Finance Standing Committee met before this evening's meeting and the following items were discussed:

- Review of 2018-2019 budget process
- Reviewed draft of the 2019-2020 Budget Calendar
- Reviewed committee goals for 2019-2020

Mrs. Memmi reported that the General Service Committee met before this evening's meeting and the following items were discussed:

- Seat belts in buses
- 322 Concession stand
- Landscape Master plan
- HVAC van

d. Student Representatives' Report

As per Board Policy 004.1, the purpose of having two non-voting Student Representatives on the Board is to establish a communication link between the Board of School Directors and the student body of Hershey High School. The position will serve in presenting the students' viewpoints to the Board.

Minutes

Mr. Gavazzi and Mr. Mongia reported on activities that occurred at the High School over the past two weeks.

e. Anticipated Agenda Items for the Next Board of Directors Meeting

The following items will be on the Agenda for the October 8, 2018 Public Board of Directors Meeting:

1. Approval of September 24, 2018 Board of Directors Summary Minutes
2. Presentation: Safe Schools
3. Casting Votes for Pennsylvania School Board Association Officers for 2019
4. HEA Memorandum of Understanding
5. Shared Parking Agreement for Community Center
6. Approval of Senate Bill 1098 Resolution
7. Joint Transportation Facility - Personnel Agreement

- 8. Requests for the Use of Facilities
- 9. Personnel
- 10. Staff Development

Minutes

The anticipated agenda items for the October 8, 2018 meeting of the Derry Township School Board of Directors were reviewed.

3. UNFINISHED BUSINESS

a. Architect Agreement - Granada Roof/Exterior Project - Tabled September 10, 2018

The Administration recommends the Board approve the agreement with Warehaus to provide Architect and Engineering services for the Granada Roof/Exterior Project in a total amount of \$168,000 plus up to \$9,000 in reimbursable expenses.

Minutes

Following a motion by Mrs. Memmi and a second by Ms. Drew the agreement with Warehaus to provide Architect and Engineering services for the Granada Roof/Exterior Project in a total amount of \$168,000 plus up to \$9,000 in reimbursable expenses was approved.

Vote Results

| | | |
|------------------|---|--|
| Yea: | 8 | John Abel, Donna Cronin, Lindsay Drew, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer, Tricia Steiner |
| Nay: | 0 | |
| Abstain: | 0 | |
| Not Cast: | 1 | Judy Haverstick |

4. CONSENT AGENDA ITEMS

Adoption of items of routine nature and those that normally do not require public deliberations on the part of the Governing Board. A Board Member may pull items which will then be discussed and voted on separately.

Minutes

Following a motion by Ms. Drew to approve Consent Agenda Items a through i, with the exception of policies 006, 246 and 309 in section e and a second by Mrs. Memmi the modified consent agenda items were approved.

Vote Results

| | | |
|------------------|---|--|
| Yea: | 8 | John Abel, Donna Cronin, Lindsay Drew, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer, Tricia Steiner |
| Nay: | 0 | |
| Abstain: | 0 | |
| Not Cast: | 1 | Judy Haverstick |

a. Approval of September 10, 2018 Summary Board of Directors Meeting Minutes

b. Approval of August 2018 Finance Report

- 1. The Treasurer's Report for the month ending August 31, 2018 is summarized as follows:

| | |
|----------------------|--------------|
| General Fund Revenue | \$19,432,698 |
|----------------------|--------------|

| | |
|--|------------|
| General Fund Expenditures | 5,216,234 |
| Balance of Cash Plus Investments (Includes Capital Reserve) | 32,755,370 |

2. The listed schedule of investment transactions for the period beginning August 1, 2018 through August 31, 2018, has total interest earnings of \$9,117 comprised of the following:

| | |
|------------------|-------|
| General Fund | 7,540 |
| Capital Reserve | 1,538 |
| Granada Property | 39 |

The average interest rate for August 2018 was .48%

3. The August 2018 expenditures for the paid bills for all funds total \$2,462,732 excluding net payroll, retirement contributions, and debt service.
4. The September 2018 expenditures for the unpaid bills for all funds total \$1,430,428 excluding net payroll, retirement contributions, and debt service.
5. Estimated expenditures of the General Fund for the month of September 2018 are in the following amounts:

| | |
|-----------------------------------|-------------|
| Operating Expenses | \$1,000,000 |
| Utilities | 151,000 |
| Net Payroll (2 pays) | 1,450,000 |
| Employer Provided Insurance | 480,400 |
| Payroll Deductions | 717,000 |
| Employer Payroll Taxes (FICA/RET) | 2,865,000 |
| Debt Service | <u>0</u> |
| Total Estimated Expenditures | \$6,663,400 |

c. Approval of Field Trip/Excursion - High School Choirs

The Administration recommends the approval of the proposed overnight field trip/excursion as listed:

| | |
|--|--|
| Group: | High School Choirs |
| <i>Number of Participating Students:</i> | 80 |
| <i>Grade Level:</i> | 9-12 |
| <i>Destination:</i> | Roxbury, NJ and New York City |
| <i>Purpose:</i> | Roxbury High School Choir Invitational, Attend Broadway Show |
| <i>Depart:</i> | March 22, 2019 |

| | |
|---------------------|----------------|
| <i>Return:</i> | March 24, 2019 |
| <i>Trip Leader:</i> | Joseph Farrell |

The District reserves the right to cancel the excursion based on events that could pose a heightened safety or security risk.

d. Request for Payment

The Administration recommends the approval of the following payment from the Capital Projects Fund. The expenditure is part of the 5-year Capital Plan.

| Vendor | Amount | Project |
|------------------|------------------|------------------------|
| Singer Equipment | <u>35,090.00</u> | Combi Oven natural gas |
| Total | \$35,090.00 | |

e. Approval of Thirty-Day Review of Policies

The Administration recommends the approval of a Thirty-Day Review of the following policies of the Derry Township School District Policy Manual:

- 006 Meetings
- 108 Adoption of Textbooks
- 239 Foreign Exchange Students
- 246 School Wellness
- 309 Assignment and Transfer
- 311 Reduction of Staff
- 704 Maintenance
- 806 Child Abuse
- 808 Food Services
- 810 Transportation
- 810.1 School Bus Drivers and School Commercial Motor Vehicle Drivers
- 818 Contracted Service Personnel

The policies will be on display in the following locations: Hershey Public Library, District Office, and the Derry Township School District Website.

f. Approval of Thirty-Day Review of New Policy

The Administration recommends the approval of a Thirty-Day Review of the following new policy of the Derry Township School District Policy Manual:

- 810.3 School Vehicle Drivers

The policy will be on display in the following locations: Hershey Public Library, District Office, and the Derry Township School District Website.

g. Request for the Use of School Facilities

The Administration recommends the approval of the following Request for the Use of School Facilities:

| | |
|-------------------|---|
| Group: | Derry Township Police Department |
| Date/Time: | October 21, 2018 5:00 a.m. - Noon |

Requested Facility: Middle School Cafeteria, Lobby Outside Cafeteria/Auditorium,
Foyer
(For briefing, check-in and check-out)

Event: 2018 Hershey Half Marathon

Fee: None
(Officer Mary Kepple will be opening/closing building)

h. Requests for the Use of School Facilities with Waiver

The Administration recommends the approval of the following Requests for the Use of School Facilities with waiver:

Group: **Girl Scouts Troop #11290**

Date/Time: September 26, 2019
October 10, 24, 2018
November 7, 28, 2018
December 5, 19, 2018
January 9, 23, 2019
February 6, 20, 2019
March 6, 20, 2019
April 3, 17, 2019
May 1, 15, 2019
5:30 p.m. - 8:00 p.m.

Requested Facility: Elementary School Cafeteria #2

Event: Meetings

**Fee:* Rental of Cafeteria: \$55/hour
* Request for Waiver of Facility Fees: Approximately \$2,337.50
(Letter attached)

Group: **Girl Scouts Troop #10676**

Date/Time: Fridays (Two per Month)
October 5, 2018 through May 31, 2019
(Will request dates at a later time)
3:30 p.m. - 5:00 p.m.

Requested Facility: Elementary School Cafeteria #2

Event: Meetings

Fee: Rental of Cafeteria: \$55/hour
* Request for Waiver of Facility Fees: Approximately \$1,320
(Letter attached)

Group: **Hershey Youth Basketball**

Date/Time: September 26, 2018

November 28, 2018
Middle School LGI
7:45 p.m. - 9:00 p.m.

October 3, 31, 2018
December 12, 2018
January 9, 2019

February 6, 2019
March 6, 2019
Middle School LGI
7:30 p.m. - 9:30 p.m.

October 17, 2018
November 14, 2018
Middle School Cafeteria
7:30 p.m. - 9:30 p.m.

Event: Board of Directors Meetings

**Fee:* Rental of LGI: \$35/hour

* Request for Waiver of Facilities Fees: Approximately \$525.00

Group: Hershey Soccer Club

Date/Time: October 23, 2018
7:00 p.m. - 9:00 p.m.

Requested Facility: Middle School LGI

Event: Parents Sports Education Presented by Positive Coaching Alliance

**Fee:* Rental of Facility: \$35/hour

* Request for Waiver of Facility Fees: Approximately \$105
(Letter attached)

i. Announcement of Staff Development Conferences

| | |
|-----------------------------|---|
| <i>Staff Member:</i> | Colette Silvestri |
| <i>Conference:</i> | Pennsylvania Association for Gifted Education |
| <i>Location:</i> | Cranberry, PA |
| <i>Dates:</i> | November 29-30, 2018 |
| <i>Expenses:</i> | \$548.00 (Presenters' Discount Applied) |
| | |
| <i>Staff Member:</i> | Donna Spangler |
| <i>Conference:</i> | Three Rivers Educational Technology Conference 2018 |

| | |
|-----------------------------|---|
| <i>Location:</i> | Pittsburgh, PA |
| <i>Date:</i> | November 6, 2018 |
| <i>Expenses:</i> | \$190.00 (Primary Presenter Discount Applied) |
| | |
| <i>Staff Member:</i> | David Yingst |
| <i>Conference:</i> | Three Rivers Educational Technology Conference 2018 |
| <i>Location:</i> | Pittsburgh, PA |
| <i>Date:</i> | November 6, 2018 |
| <i>Expenses:</i> | \$579.00 |

j. Approval of Thirty-Day Review Policy 006 - Meetings

The Administration recommends the approval of a Thirty-Day Review of policy 006 - Meetings

Minutes

Ms. Drew made a motion, seconded by Dr. Shaw to approve a Thirty-Day Review of Policy 006 - Meeting with an amendment to add "approval of finance reports" to item g under Regular Meetings, the amended motion was approved.

Vote Results

| | | |
|------------------|---|--|
| Yea: | 8 | John Abel, Donna Cronin, Lindsay Drew, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer, Tricia Steiner |
| Nay: | 0 | |
| Abstain: | 0 | |
| Not Cast: | 1 | Judy Haverstick |

k. Approval of Thirty-Day Review of Policy 246 - School Wellness

The Administration recommends the approval of a Thirty-Day Review of policy 246 - School Wellness

Minutes

Ms. Drew made a motion seconded by Dr. Shaw to send policy 246 - School Wellness back to the Policy Committee for further review and potential revision.

Vote Results

| | | |
|------------------|---|--|
| Yea: | 8 | John Abel, Donna Cronin, Lindsay Drew, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer, Tricia Steiner |
| Nay: | 0 | |
| Abstain: | 0 | |
| Not Cast: | 1 | Judy Haverstick |

l. Approval of Thirty-Day Review Policy 309 - Assignment and Transfer

The Administration recommends the approval of a Thirty-Day Review of policy 309 - Assignment and Transfer

Minutes

Ms. Drew made a motion seconded by Mrs. Memmi to send policy 309 - Assignment and Transfer back to the Policy Committee for further review and potential revision.

Vote Results

| | | |
|------------------|---|--|
| Yea: | 8 | John Abel, Donna Cronin, Lindsay Drew, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer, Tricia Steiner |
| Nay: | 0 | |
| Abstain: | 0 | |
| Not Cast: | 1 | Judy Haverstick |

5. NEW BUSINESS**a. Approval of Water Treatment Services - R. L. Clarke Enterprises**

The Administration recommends the Board approve the one-year agreement with R. L. Clarke Enterprises for water treatment in the amount of \$9,430 effective July 1, 2018 to June 30, 2019.

Minutes

Following a motion by Mrs. Memmi and a second by Ms. Drew the one-year agreement with R.L. Clarke Enterprises for water treatment in the amount of \$9,430 effective July 1, 2018 to June 30, 2019 was approved.

Vote Results

| | | |
|------------------|---|--|
| Yea: | 8 | John Abel, Donna Cronin, Lindsay Drew, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer, Tricia Steiner |
| Nay: | 0 | |
| Abstain: | 0 | |
| Not Cast: | 1 | Judy Haverstick |

b. Personnel - Resignation

The Administration recommends the approval of the following resignation:

Classified:**Gardyas, Judy**

Substitute Nurse Assistant

District-wide

Reason: Personal

Effective: 09/28/2018

Minutes

Following a motion by Mrs. Memmi and a second Ms. Drew the Personnel - Resignation was approved

Vote Results

| | | |
|------------------|---|--|
| Yea: | 8 | John Abel, Donna Cronin, Lindsay Drew, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer, Tricia Steiner |
| Nay: | 0 | |
| Abstain: | 0 | |
| Not Cast: | 1 | Judy Haverstick |

c. Personnel - General

1. The Administration recommends the approval of the following appointments:

Classified Staff:

Rhine, Karen

Substitute Custodian

District-wide

Salary: \$15.09 per hour

Effective: 09/25/2018

Riddick, Joshua (replacing Samantha Brace) (Student Co-op Food Services)

General Food Service Worker

High School

Level A: 2.0 hours per day

Salary: \$7.25 per hour

Effective: 09/25/2018

Transfer of Classified Staff:

Orth, Stacey*

Paraprofessional

From: Intermediate Elementary School

To: Primary Elementary School

Level: A: 5.75 hours per day

Salary: \$16.59 per hour

Effective: 09/25/2018

Limited Service Contracts:

Heller, Nicole*

Special Education

Middle School

Salary: \$1,000

Effective: 9/25/2018

West, Kimberly*

Hershey Community Youth Alliance

High School

Group J, Step 1

Salary: \$398

Effective: 09/25/2018

*** This individual is currently an employee. Clearances are on file.**

Minutes

Following a motion by Mrs. Memmi and a second by Ms. Drew the Personnel - General items were approved.

Vote Results

Yea: 8

John Abel, Donna Cronin, Lindsay Drew, Maria Memmi, Lewis Shaw, Kathy Sicher, Terry Singer, Tricia Steiner

Nay: 0
Abstain: 0
Not Cast: 1 Judy Haverstick

6. DELEGATE REPORTS

a. Dauphin County Tax Association

Minutes

Dr. Shaw attached his report for the Dauphin County Tax Association.

b. PSBA

Minutes

Mrs. Steiner attached her PSBA delegate report.

c. Athletic Hall of Fame

Minutes

Mr. Singer attached his report for the Athletic Hall of Fame.

7. SPECIAL REPORTS

a. Board Members' Report

Minutes

The following Board members provided reports:

- Ms. Drew - Thanked all those that applied for citizen adviser positions on Board committees;
- Mr. Abel - Attached his report for Hershey All Things Diversity

b. Superintendent's Report

Minutes

Mr. McFarland provided the Board with the following updates:

- Mr. McFarland announced, that Derry Township has five semifinalists in the 2019 National Merit Scholarship Competition! Congratulations and best wishes to: Madeline Barto, Levent Batakci, Tuan Bui, JT Mullins and Smitha Ramesh.
- On Tuesday, October 9, members of the House of Representatives Education Committee will be visiting the Hershey High School Learning Commons as part of their official committee business. Specifically, they will be talking with numerous teachers, administrators and students to learn more about ways an effective library and librarian impact a school community in positive ways.

c. Board President's Report

Minutes

Mrs. Sicher thanked Board members for their RSVPs for the upcoming PSBA conference. Mrs. Sicher also announced the Board would be holding a fall retreat, Board members should provide suggested topics Mrs. Sicher.

8. RECOGNITION OF CITIZENS

This is an opportunity for residents and taxpayers to address the Board on matters related to the agenda or matters of District Governance not on the agenda. Those who speak are asked to come to the microphone and follow the same guidelines outlined at the initial public comment portion of our meeting.

Minutes

The following citizens were recognized by the Board:

- None

9. ADJOURNMENT**Minutes**

Following a motion by Mrs. Memmi and a second by Mrs. Steiner the meeting was adjourned at 7:49 pm.

Respectfully submitted,

Michael Frentz
Secretary to the Board
Approved October 8, 2018

Kathy Sicher
President of the Board of Directors

Derry Township School District
School Board Meeting
September 24, 2018

Please Sign In AND Print Your Name

Signature

Printed Name

Daniel B Tredinnick

Dan Tredinnick

B. Lee

RAHAT QULI

Signature

Printed Name

Wolfgang VonGetze

Wolfgang VonGetze

Signature

Printed Name

Amy Norris

Amy Norris

Signature

Printed Name

Tracy Brown

Tracy Brown

Signature

Printed Name

Signature

Printed Name

Signature

Printed Name

Signature

Printed Name

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Printed Name

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Printed Name

DAUPHIN COUNTY TAX COLLECTION COMMITTEE

AGENDA

September 19, 2018 – 6:30 PM

- I. Welcome to Regular Meeting - August "Skip" Memmi, Chairman
- II. Roll Call to Establish Quorum – **Quorum established**
- III. Public Comments - **None**
- IV. Accept Summary Report of June 2018 Special Meeting – **Accepted**
- V. Accept Financial Report Ending August 31, 2018 – **Accepted. Balance sheet attached.**
- VI. New Business
 - A. Tax Collection Matters
 - i. Keystone's 2018 third quarter review – **Received as information. As of October 31, 2018 year-over-year tax revenues were up 1.64% (~\$1.3 million)**
 - ii. Resolution No. 2018-2 opposing statewide collections of local EIT – **VOTE REQUIRED** (vote deferred until further discussion of old business at VII.A., below) – **The Resolution was approved with revisions and will include a transmittal letter. Copy available on request.**
 - B. Administrative Matters
 - i. Executive Committee – Discussion of proposed independent website for DCTCC – **Mr. Memmi reported progress is being made, but detailed discussion was tabled due to time constraints.**
- VII. Old Business
 - A. Further discussion of House Resolution No. 291 of 2017 (statewide EIT collections) – **A detailed discussion was led by State Representatives Frank Ryan, Sue Helm and Tom Mehaffie. Act 32, which became law in 2008, consolidated the collection of local income taxes. Act 32 was a result of the chronic inefficiency and lack of oversight which annually failed to collect at least \$100 million due and payable to school districts and municipalities across the Commonwealth. At the time of passage a ten year review was envisioned. The ten year review has taken the form of HR 291 which directs the Department of Revenue (DoR) to study if there would be any cost savings or efficiencies associated with the statewide collection of local EIT. The concern is that the current system is viewed by all responding county tax collection committees, municipalities and school districts to be working exceptionally well. Additionally the chronic lack of internal financial controls at the state level, which results in the misappropriation of hundreds of millions of dollars annually, would almost**

certainly result in the loss tax revenue due and payable to school districts and municipalities. Representatives Ryan, Helm and Mehaffie advocate for maintaining the current system.

VIII. Closing Comments and Adjournment

- A. Next Regular Meeting – November 14, 2018 at 6:30 p.m. (Please note: the TCC meeting will not be held on the third Wednesday due to Thanksgiving.)

Dauphin County Tax Collection Committee
Balance Sheet
August 31, 2018

ASSETS

Current Assets

OPENING BALANCE (05/31/2018) \$192,166.11

Accounts Receivable

Municipality Share Payments June-Aug \$ 1,087.76

Interest June & July \$ 115.90

Total Accounts Receivable \$ 1,203.66

Total Current Assets **\$193,369.77**

LIABILITIES AND CAPITAL

Current Liabilities

Expenses

Guy P. Beneventano, Esq., LLC \$ 3,561.28

B&T Bank Service Charges (June & July) \$ 12.00

Boyer & Ritter (Keystone Audits) \$ 900.00

Boyer & Ritter (TCC Cash Audit) \$ 3,500.00

Geiger Loria Filiuis (Reporter or May & June) \$ 718.20

PA Media Group (Meeting Notices) \$ 160.10

Total Expenses \$ (8,851.58)

ENDING BALANCE as of August 31, 2018 **\$ 184,518.19**

PSBA Delege Report

September 19, 2018

Tricia Steiner attended the PSBA webinar on 9/19/18 entitled, "Juuling, Vaping, and e-Cigarettes". A historical, federal and local overview and impact of the evolving nature of products and devices used to deliver nicotine was presented. The PSBA presentation handout is attached. Some key facts that were noted include:

- Electronic devices originally designed for smoking cessation in adults, now heavily marketed to kids
 - ~\$50 for starter kit with Juul, charger, 4 flavor pods
 - No unpleasant feeling in lungs, no odor, no smoke
 - Looks like a flash drive or pen, technology evolved for concealment
- One in five students have tried Juuling
- Juuls deliver a high dose of nicotine
 - 50mg in one pod = 1 pack of cigarettes
- Health Implications
 - Very addictive
 - Insulin resistance/Type 2 Diabetes
 - Brain development – impulse control/ADHD
 - Gum disease
 - Appetite suppression
- Legislation
 - Federal
 - Every Student Succeeds Act (ESSA) amended in 2016 to allow Title 1 funds to be used for education of health hazards of e-cigarettes
 - FDA enacted Youth Tobacco Prevention Plan
 - Prevent youth access
 - Curb marketing aimed at youth
 - Educating teens and retailers of dangers
 - State
 - 3 pending bills in Harrisburg have not yet passed
 - Crimes Code needs updating
 - Need alignment and consistency in definitions of tobacco
 - Local – up to School Districts - PSBA is not waiting for legislation
 - Update policies to include all non-approved nicotine delivery devices
 - Look for recommended updates in Policy News Network
 - Not mandated but suggested as Best Practices
- Education Suggestions
 - Smoke-free signs/announcements explaining what smoke-free includes
 - Be aware of social media and how it is used to target/market to kids
 - Programs for Parents – ie. Drugs 101 (using Susan Byrnes Center as presenter)
 - Assemblies for students
 - Encourage parents/guardians to have conversations with their children

Respectfully submitted,

Tricia Steiner



**Hershey High School
Hall of Fame
Induction Luncheon
Class of 2018**



**The Hershey High School Athletic Hall of Fame Operations
Committee is proud to announce the 14th Induction Class of
2018 Luncheon and Ceremony to take place:**

**Friday September 28, 2018
Hershey Italian Lodge at 10:30am.**

This year's inductees are:



Ken Kremer - Class of 1985

David Mysel - Class of 1989

Jeff Rosensteel - Coach

Bob Sponaule - Class of 1944

Ken Whisler - Class of 1952



***Ticket Information: Tickets for this event are 25.00/person. This event
is open to the public. You may purchase tickets at the door, although
it is preferred that you purchase your tickets in advance. You may get
your tickets by calling the Hershey High School Athletic Office,
Linda O'Connor, 717-531-2205.***

***Program Information: John Christopher, rubyred800@aol.com,
(717) 421-1395***

Hershey All Things Diversity September 2018

Hershey All Things Diversity opened the 2018-2019 series with a message from Sharice Johnson, Senior Division, Student Programs Leader, Milton Hershey School. Johnson defined what being an empowered woman means to her. She said, "An empowered woman is someone who knows her strengths and isn't afraid to embrace them. To be empowered means to be in control of your life and aware of your capabilities to take on your biggest dreams."

She presented four methods for women to become empowered. The first method is Purpose. She discussed the importance of developing skills and obtaining an education. She encourages women to "Find your spark." She explained, "It is a process and takes time, but what you are passionate about is your spark. Your spark gives you energy, joy, and purpose." Johnson's spark is mentoring. She said, "I love the vision and the purpose of Milton Hershey School."

Modeling plays a major role in helping girls to grow to become empowered women. "Youth are always watching. Be a positive role model. People learn by watching others and they imitate what they see. Empower others by showing them how to do things the right way," she encourages.

Johnson urged the audience to use your Voice. She told them, "You are an equal." She believes that we should use our voice to express our opinions. She said, "Using your voice can affect change and eliminate barriers."

We can empower by serving as a Mentor. "Teach, inspire, motivate. Mentoring promotes positive social relationships," Johnson explained. A mentor can serve as a support system, a role that the Young Women's Alliance Club, that was created by Johnson, fills for female students at Milton Hershey School. The club meets once a week for two hours to provide a place where the students can feel safe and share their feelings and talk about their challenges. She said, "The girls look forward to it and they develop into strong young ladies."

Milton Hershey School students I'yonna Jones, Nashaya Goodman, Diana Creech, and Najiyah Pendleton, shared their experiences participating in the Young Women's Alliance Club and Girls Grace and what it has meant to them.

The Hershey All Things Diversity session are a collaborative effort by the Township of Derry, Downtown Hershey Association, Penn State Health Milton S. Hershey Medical Center, The Hershey Company, Hershey Entertainment & Resorts, and The Derry Township School District. The events are free to the public and include a light dinner. Registration is required.

The next session will feature Dr. Paul Haidet who will present on the topic of unconscious bias on November 14. Unconscious biases are social stereotypes about certain groups of people that individuals form outside of their own conscious awareness.